

## FORMAL STEP A RESOLUTION

UNION: Branch 3825, NALC POST OFFICE: ROCKVILLE  
UNION REP: Alton R. Branson OFFICE/STATION: Pike Annex  
GRIEVANCE #: 52-2016-MC-6 MANAGEMENT REP: Linda Ackerman  
GRIEVANT: NALC DATE: March 21, 2016

**As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following.**

The parties mutually agree that Management violated the "Rockville Union Time Policy" on January 08, 2016 when they denied shop steward Mike Curley union time per his request and failed to notify the Postmaster and Branch President. As a settlement Management agrees to cease and desist from violating the "Rockville Union Time Policy" and recommitment to adhering to the Union Time Policy, which states;

- *Any Shop Steward will clock on and immediately complete a Union time request sheet and present this to their supervisor who will sign it and give a copy to the shop steward (s) immediately. The Shop Steward (s) will stay on Union time until they are completed with their duties. Management can terminate the Union time, but must call the Rockville Postmaster who will call the Rockville Union President and a mutually agreeable time will be worked out consistent with the spirit and intent of good-faith bargaining.*

Management also agrees to pay NALC Branch 3825, the lump sum of one thousand five hundred dollars (\$1,500.00) for non-compliance of the union time policy.

**This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process in the National Agreement.**

*Alton R. Branson*  
Union Representative

*Linda Ackerman*  
Management Representative

*3/21/2016*  
Date

*3-21-2016*  
Date

## FORMAL STEP A RESOLUTION

UNION: Branch 3825, NALC POST OFFICE: ROCKVILLE  
UNION REP: Alton R. Branson OFFICE/STATION: Rockville Main  
GRIEVANCE #: 50-16-SL-183 MANAGEMENT REP: Linda Ackerman  
GRIEVANT: NALC DATE: March 21, 2016


**As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following.**

The parties mutually agree that Management violated the "Rockville Union Time Policy" on February 16, 2016 when they denied shop steward Sergio Lemus union time per his request and failed to notify the Postmaster and Branch President. As a settlement Management agrees to cease and desist from violating the "Rockville Union Time Policy" and recommitment to adhering to the Union Time Policy, which states;

- *Any Shop Steward will clock on and immediately complete a Union time request sheet and present this to their supervisor who will sign it and give a copy to the shop steward (s) immediately. The Shop Steward (s) will stay on Union time until they are completed with their duties. Management can terminate the Union time, but must call the Rockville Postmaster who will call the Rockville Union President and a mutually agreeable time will be worked out consistent with the spirit and intent of good-faith bargaining.*

Management also agrees to pay NALC Branch 3825, the lump sum of one thousand five hundred dollars (\$1,500.00) for non-compliance of the union time policy.

**This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process in the National Agreement.**

  
Union Representative

  
Management Representative

3/21/2016  
Date

3-21-2016  
Date

## FORMAL STEP A RESOLUTION

UNION: Branch 3825, NALC POST OFFICE: ROCKVILLE  
UNION REP: Alton R. Branson OFFICE/STATION: Rockville Main  
GRIEVANCE #: 50-16-SL-38 MANAGEMENT REP: Linda Ackerman  
GRIEVANT: NALC DATE: March 21, 2016

**As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following.**

The parties mutually agree that Management violated the "Rockville Union Time Policy" on February 10, 2016 when they denied shop steward Sergio Lemus union time per his request and failed to notify the Postmaster and Branch President. As a settlement Management agrees to cease and desist from violating the "Rockville Union Time Policy" and recommitment to adhering to the Union Time Policy, which states;

- *Any Shop Steward will clock on and immediately complete a Union time request sheet and present this to their supervisor who will sign it and give a copy to the shop steward (s) immediately. The Shop Steward (s) will stay on Union time until they are completed with their duties. Management can terminate the Union time, but must call the Rockville Postmaster who will call the Rockville Union President and a mutually agreeable time will be worked out consistent with the spirit and intent of good-faith bargaining.*

Management also agrees to pay NALC Branch 3825, the lump sum of one thousand five hundred dollars (\$1,500.00) for non-compliance of the union time policy.

**This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process in the National Agreement.**

*Alton R. Branson*  
Union Representative

*Linda Ackerman*  
Management Representative

*3/21/2016*  
Date

*3-21-2016*  
Date

## FORMAL STEP A RESOLUTION

UNION: Branch 3825, NALC POST OFFICE: ROCKVILLE  
UNION REP: Alton R. Branson OFFICE/STATION: Rockville Main  
GRIEVANCE #: 50-16-SL-37 MANAGEMENT REP: Linda Ackerman  
GRIEVANT: NALC DATE: March 21, 2016

**As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following.**

The parties mutually agree that Management violated the "Rockville Union Time Policy" on February 18, 2016 when they denied shop steward Sergio Lemus union time per his request and failed to notify the Postmaster and Branch President. As a settlement Management agrees to cease and desist from violating the "Rockville Union Time Policy" and recommitment to adhering to the Union Time Policy, which states;

- *Any Shop Steward will clock on and immediately complete a Union time request sheet and present this to their supervisor who will sign it and give a copy to the shop steward (s) immediately. The Shop Steward (s) will stay on Union time until they are completed with their duties. Management can terminate the Union time, but must call the Rockville Postmaster who will call the Rockville Union President and a mutually agreeable time will be worked out consistent with the spirit and intent of good-faith bargaining.*

Management also agrees to pay NALC Branch 3825, the lump sum of one thousand five hundred dollars (\$1,500.00) for non-compliance of the union time policy.

**This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process in the National Agreement.**

*Alton R. Branson*  
Union Representative

*Linda Ackerman*  
Management Representative

*3/21/2016*  
Date

*3-21-2016*  
Date

FORMAL STEP A RESOLUTION

UNION: NALC

POST OFFICE: Rockville

UNION REP: Kenneth Lerch

OFFICE/STATION: Main Office

GRIEVANCE # 50-15-SL131

MANAGEMENT REP: Linda Ackerman

GRIEVANT: CLASS

DATE: March 22, 2016

GATS NUMBER 15310514

As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following:

**Management violated the Rockville Union time policy on August 29, 2015 when management denied Shop Steward Sergio Lemus Union time per his request. Management agrees to cease and desist violating the Rockville Union time policy and recommits to adhering to the Rockville Union time policy which reads;**

**Any Shop Steward will clock on and immediately complete a Union time request sheet and present this to their supervisor who will sign it and give a copy to the Shop Steward(s) immediately. The Shop Steward(s) will stay on Union time until they are completed with their duties. Management can terminate the Union time, but must call the Rockville Postmaster who will call the Rockville Union President and a mutually agreeable time will be worked out consistent with the spirit and intent of good-faith bargaining.**

**Management also agrees to pay NALC Branch 3825 a lump sum of \$1,500 (one thousand five hundred dollars) for non-compliance of the Rockville Union time policy. Nothing follows.**

This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process.

Kenneth Lerch  
Union Representative

Linda Ackerman  
Management Representative

3-22-2016  
Date

3-22-2016  
Date