

22. If a full time regular employee that was properly scheduled to work the holiday is unable to work or fails to do so, the Postal Service may replace that employee and not be liable for holiday schedule premium?

ELM 434.53.c (1), M-00155 and JCAM page 11-4

23. Management may deny Union access to an OPF when the employee has not consented if the review is part of a grievance?

M-01101

24. A Letter Carrier has a right to have a steward present during discussions between the employee and the supervisor which involve fact finding, and may lead to discipline?

M01140 and JCAM page 17-6

25. A non-scheduled day is counted in determining whether or not an employee has been sick in excess of the three days per ELM 513.362?

M-00489 and the JCAM page 10-12

26. If a PTF calls in sick they are guaranteed 8 hours of sick leave for that particular day?

M-00665 and the JCAM page 10-11

27. Supervisors may call a carriers doctor for additional information about a FMLA certificate?

NALC guide to FMLA page 12

28. Supervisors may refuse to answer questions during an investigation?

M-00988

29. Management may use a one-day 3999 to determine the actual street time of a route?

M-00745, M-00829 and the M-39 242.321.a

30. There is a limit as to how many bundles that may be required on a mounted or curb line route?

M-00750

31. If any employee's state driver's license is revoked or suspended, he/she must inform their supervisor immediately and could face discipline if he/she does not?

JCAM page 29-1

Using Resources Where to look Branch 725

1. A 204-B working in the city letter carrier craft can voluntarily waive out-of-schedule pay while on detail to a higher level assignment and work out side of their bid?

JCAM page 8-6

2. A 204-B may not bid on vacant letter carrier craft duty assignments?

Article 41.1.A.2

3. There is no provision to pay employees for time lost as a result of supervisors doing bargaining unit work?

JCAM page 1-5

4. Supervisors are prohibited from delivering Express mail?

M-00870, Article 1.6

5. A PTF will only be allowed to take a break if they work a minimum of eight hours?

M-00618

6. Discussions with employees are not discipline and are not grievable?

Article 16.2 and M-00548

7. Linear Daily volume estimates, and DOIS estimates may not be utilized to constitute the sole basis for disciplinary action?

M-41 131.4

8. Where an employee meets the criteria of the M-39, section 271.g and requests a special route inspection in writing, discipline for excessive office or street time is inappropriate?

C-05952

9. Absences for FMLA purposes may be cited in the issuance of discipline?

C-14107

10. An "emergency" contractually defined as "any incident which could not be foreseen"?

Article 3.F

11. Employees may be required to complete Form 2488, authorization for Medical Report?

M-01441

12. A copy of Form 3996 may be requested by a carrier and shall be provided?

Article 41.3.G and M-39 section 122.33

13. A vehicle repair tag Form 4565 may be filled out the following day if the employee is in an overtime status?

M-41 section 842.1

14. The grievant has no right to be in attendance at the Informal A meeting?

M-00223

15. The presence of the Grievant at the Formal A grievance meeting is determined by the Union?

JCAM page 15-6

16. Representatives for both the Union and management have an obligation to try and resolve grievances at the lowest possible level?

Article 15.3(A)

17. If a grievance is resolved at Informal A, that resolution is considered precedent-setting for all future grievances concerning the same matter?

Article 15.2 Informal Step A (a)

18. Failure by management to schedule a meeting or render a decision automatically appeals a grievance to the next step of the procedure?

JCAM page 15-11

19. Regular employees on "limited duty" are guaranteed 40 hours of work, compensation or combination thereof per week?

M-00583

20. Management has fourteen days to address a complaint listed on Form 1767?

ELM 824.632

21. Management must post the holiday schedule as of the Wednesday preceding the week in which the holiday falls?

Article 11.6.A