

TEN THINGS EVERY RURAL CARRIER SHOULD ALREADY KNOW

1. If you receive discipline, you have only 14 DAYS from the day you receive the discipline to file a grievance.
2. You do not need a steward to initiate a grievance. In fact, the first step in any grievance- especially when grieving discipline, is a discussion between you, the grievant, and your immediate supervisor.
3. If you receive discipline, your steward cannot initiate the grievance for you unless you are incapacitated or incarcerated.
4. If Agents of the Office of the Inspector General (OIG) wish to interview you, you should ask for a steward immediately.
5. The Agents ARE NOT required to offer you Union representation and they, most likely, will not. It is incumbent upon YOU to request Union representation.
6. After you request Union representation, you are not required to answer any questions until your steward is present. If you choose to voluntarily answer questions without Union representation, your answers CAN be used against you.
7. Numbers 4, 5, and 6 also apply to Pre-Disciplinary Interviews or Investigative Interviews conducted by Postmasters and Supervisors.
8. Postal Regulations require that we REPORT ALL ACCIDENTS immediately-even “minor” ones. Generally, carriers do not get fired for having an accident. Failing to report an accident is another story. Failing to report an accident can and does result in removal from the Postal Service.
9. A copy of our Contract (National Agreement) is available to all members at www.nrlca.org. It is also mailed to all members (in the form of the *National Rural Letter Carrier* magazine) whenever a new contract is ratified or implemented.
10. Arbitrators who hear Grievances over discipline have little or no patience for Postal employees who steal, dispose of, or mishandle mail. Their attitude seems to be that “trust” is one of the main things the Postal Service has going for it. Employees who violate that trust will often times find themselves out of a job.