



Meaning of **cease** in English



cease

verb [I or T] ▸ formal

UK /si:s/ US /si:s/

Add to word list

to stop something:

- *Whether the protests will cease remains to be seen.*
- *The company has decided to cease all UK operations after this year.*
- [+ to infinitive] *Workplace nurseries will cease **to** be liable for tax.*

Fewer examples

- *We expect these practices to cease forthwith.*
- *He claims that prejudice against homosexuals would cease overnight if all the gay stars in the country were honest about their sexuality.*
- *This barbarity must cease!*

SMART Vocabulary: related words and phrases

Idiom

[cease and desist](#)



cease

noun ▸ formal

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Meaning of **desist** in English



desist

verb [I] · formal

UK /dɪˈsɪst/ US /dɪˈsɪst/

Add to word list

to stop doing something, especially something that someone else does not want you to do:

- *The soldiers have been ordered to desist **from** firing their guns.*
- *The high winds are expected to desist tomorrow.*

Synonyms

[abstain](#)

[refrain](#) formal

— SMART Vocabulary: related words and phrases

Abstaining and refraining

[abstain](#)

[abstain from something](#)

[abstainer](#)

[abstemious](#)

[abstemiously](#)

[cut](#)

[disengagement](#)

[fast](#)

[forbear](#)

[forbearance](#)

[give](#)

[give up](#)

[hors de combat](#)

[pull back](#)

[step](#)

[step back](#)

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of travel time or expenses in connection with attendance at a Formal Step A meeting (Step 4, N8-S-0330, June 18, 1980, M-00716). Nor does the National Agreement require the payment of a steward who accompanies an employee to a medical facility for a fitness-for-duty examination (Step 4 Settlement, NC-N-12792, December 13, 1978, M-00647).

The appropriate remedy in a case where management has unreasonably denied a steward time on the clock is an order or agreement to cease and desist, plus payment to the steward for the time spent processing the grievance off-the-clock which should have been paid time.

Right to Information. The NALC's rights to information relevant to collective bargaining and to contract administration are set forth in Article 31. This section states stewards' specific rights to review and obtain documents, files and other records, in addition to the right to interview a grievant, supervisors, and witnesses.

Steward requests to review and obtain documents should state how the request is relevant to the handling of a grievance or potential grievance. Management should respond to questions and to requests for documents in a cooperative and timely manner. When a relevant request is made, management should provide for review and/or produce the requested documentation as soon as is reasonably possible.

A steward has a right to obtain supervisors' personal notes of discussions held with individual employees in accordance with Article 16.2 if the notes have been made part of the employee's Official Personnel Folder or if they are necessary to processing a grievance or determining whether a grievance exists (National Arbitrator Mittenthal, H8N-3W-C 20711, February 16, 1982, C-03230; Step 4, NC-S-10618, October 8, 1978, M-00106; and Step 4, G90N-4G-C 93050025, February 23, 1994, M-01190).

Weingarten Rights

Federal labor law, in what is known as the Weingarten rule, gives each employee the right to representation during any investigatory interview which he or she reasonably believes may lead to discipline (*NLRB v. J. Weingarten, U.S. Supreme Court, 1975*).

The Weingarten rule does not apply to other types of meetings, such as:

- **Discussions.** Article 16.2 provides that "for minor offenses by an employee ... discussions ... shall be held in private between the employee and the supervisor. Such discussions are not discipline and are not grievable." So an employee does not have Weingarten representation rights during an official discussion (National Arbitrator Aaron, H1T-1E-C 6521, July 6, 1983, C-03769).
- Employees do not have the right to union representation during fitness-for-duty physical examinations.

Remedies and Opting. Where the record is clear that a PTF or CCA was the senior available employee exercising a preference on a qualifying vacancy, but was denied the opt in violation of Article 41.2.B.4, an appropriate remedy would be a “make whole” remedy in which the employee would be compensated for the difference between the number of hours actually worked and the number of hours he/she would have worked had the opt been properly awarded.

In those circumstances in which a PTF or CCA worked forty hours per week during the opting period (or forty-eight hours in the case of a six day opt), an instructional cease and desist resolution would be appropriate. This would also be an appropriate remedy in those circumstances in which a reserve letter carrier or an unassigned letter carrier was denied an opt in violation of Article 41.2.B.3.

In circumstances where the violation is egregious or deliberate or after local management has received previous instructional resolutions on the same issue and it appears that a cease and desist remedy is not sufficient to ensure future contract compliance, the parties may wish to consider a further, appropriate compensatory remedy to the injured party to emphasize the commitment of the parties to contract compliance. In these circumstances, care should be exercised to ensure that the remedy is corrective and not punitive, providing a full explanation of the basis of the remedy.

41.2.B.6

6. **Relative Seniority Standing**

- (a) In cases of appointment on the same day, where there is a tie in seniority, the relative standing on the appointment register will determine the more senior carrier.

CCAs do not have seniority, but do have relative standing. Relative standing for CCAs is addressed in Appendix B, 1. General Principles, Sections f, g, and h of the 2019 National Agreement.

APPENDIX B

Appendix B is the reprinting of Section I of the 2013 Das Award, the creation of a new non-career employee category. Provisions of the Das Award that were modified in the 2019 National Agreement are indicated in bold. Those provisions that are reflected in another part of the National Agreement or Joint Contract Administration Manual are not reprinted herein.

1. GENERAL PRINCIPLES

- f. When hired, a CCA’s relative standing in an installation is determined by his/her original CCA appointment date to the installation, using Article 41.2.B.6.(a) where applicable, and adding the time served as a city letter carrier transitional employee for appointments made after September 29, 2007 in any installation.