

“If management won’t do the right thing,
this guide will help hold them accountable.”

—President Young

‘White paper’ aims to halt abusive overtime violations

A “white paper” just released by NALC’s Contract Administration Unit explains how union representatives can challenge the Postal Service’s widespread failure to staff facilities adequately—a failure that has led to numerous violations of the contractual overtime rules.

Vice President Gary Mullins, who heads the CAU, announced that the new seven-page document is available on the NALC website in PDF format so it can be easily reproduced (see www.nalc.org/depart/cau/index.html).

The white paper was drawn up in part as a response to a pattern of willful violations of the work hours rules established by the National Agreement, arbitration awards, memorandums of understanding, and related documents. In many places, management has consistently worked letter carriers beyond the contractual maximums of 12 hours per day and 60 hours per week. In addition, in many facilities the Postal Service has engaged in the “simultaneous scheduling” of overtime for ODL and non-ODL letter carriers.

Entitled “Overtime, Staffing, and Simultaneous Scheduling,” the document will help NALC stewards and branch officers prepare challenges to both types of overtime violations, and seek remedies requiring the Postal Service to

comply with the contract by staffing its facilities with sufficient letter carriers.

“Letter carriers work hard providing dependable service to the American people and they deserve to be treated the right way,” NALC President Bill Young said. “Today we see carriers compelled to work overtime they do not want. Letter carriers are delivering mail in the dark of night. That is wrong, and if management won’t do the right thing, this contract guide will help our local leadership hold them accountable.”

The white paper reviews the negotiating history of the Article 8 overtime provisions, showing how the course of bargaining over more than three decades has produced a contract that bans the abuse of employees through excessive overtime. The paper also shows the fallacy of the Postal Service “operational window” defense, which has often been offered as justification for its pattern of overtime violations.

In addition to Vice President Mullins, the following officers serve on the Contract Administration Unit: Director of City Delivery Fred Rolando, Assistant Secretary-Treasurer Jim Korolowicz, Director of Safety and Health Brian Hellman, Health Benefit Plan Director Timothy O’Malley, and Director of Life Insurance Myra Warren. ✉

