

# Article 8 equitability test surveys

**O**n Oct. 1, 2013, USPS and NALC began a joint test focused on a new way to calculate overtime equitability. This test is expected to last for one year and is being conducted in every office within 22 selected districts across the country.

To monitor test results, the Article 8 task force has agreed to a series of short surveys that are to be *jointly completed* by NALC and USPS representatives in each office participating in the test.

Branch presidents from the districts being surveyed will receive the surveys from their NBA office. They will be asked to distribute them to the NALC representative in each office under their jurisdiction that is being surveyed.

The USPS district contacts will receive the same surveys from the area manager of labor relations and will be asked to distribute them to the USPS representatives in each office being surveyed.

The surveys are being distributed separately so that they will have a better chance of reaching the parties in each office.

The first survey (Survey 1) addresses the issue of quarterly overtime equitability in the office before the test began. The second survey (Survey 2) is designed to determine if you are participating in the test and, if so, the impact of the test in your office. The first two surveys are reprinted below.

**The 22 districts were divided into two groups. Each group will receive the surveys after the end of alternating overtime quarters. The districts in Group 1 listed below should already have received the first two surveys and will receive another survey in July. If you are in one of these districts and you have not received the two surveys by now, or are having trouble getting management to complete the surveys with you, please contact your branch president or NBA's office as appropriate for assistance.**

Group 1 districts are Greensboro, Baltimore, Tennessee, Cincinnati, Northern Ohio, Central Pennsylvania, Central Illinois, Detroit, Lakeland, San Diego and Santa Ana.

The completed surveys should be mailed to: Lew Drass, Director of City Delivery, c/o NALC, 100 Indiana Ave. NW, Washington, DC 20001-2144.

## Here are what the surveys look like:

### ARTICLE 8 EQUITABILITY TEST SURVEY 1

- 1) Prior to the test, how often was the overtime hours and opportunities tracking sheet posted in your office?
- 2) Before this test began, did your office use the "hour is an hour" concept meaning all overtime hours worked on and off assignment count toward quarterly overtime equitability?  
\_\_\_ Yes \_\_\_ No
- 3) Prior to the test, did carriers have a 10 or 12 hour preference when signing the OTDL in your office?  
\_\_\_ Yes \_\_\_ No

4) How many "Quarterly Overtime Equitability" grievances did your office have in calendar year 2012? (enter x for the appropriate number)

\_\_\_ 0 \_\_\_ 1 \_\_\_ 2 \_\_\_ 3 \_\_\_ 4

5) Please indicate at which step of the Dispute Resolution Process each grievance was settled in 2012. (place the number of settlements at the appropriate step)

\_\_\_ Informal Step A \_\_\_ Formal Step A \_\_\_ Step B \_\_\_ Arbitration

6) How many "Quarterly Overtime Equitability" grievances did your office have in the first three quarters of calendar year 2013? (enter x for the appropriate number)

\_\_\_ 0 \_\_\_ 1 \_\_\_ 2 \_\_\_ 3

7) Please indicate at which step of the Dispute Resolution Process each grievance was settled in 2013. (place the number of settlements at the appropriate step)

\_\_\_ Informal Step A \_\_\_ Formal Step A \_\_\_ Step B \_\_\_ Arbitration

### ARTICLE 8 EQUITABILITY TEST SURVEY 2

1) Are you using the "hour is an hour" concept, meaning all overtime hours worked on and off assignment, count toward quarterly overtime equitability in your office?

\_\_\_ Yes \_\_\_ No

2) Have you eliminated the 10 or 12 hour preference when signing the OTDL in your office?

\_\_\_ Yes \_\_\_ No

3) Are you posting the OTDL hours and opportunities tracking sheet at least weekly?

\_\_\_ Yes \_\_\_ No

4) Do you jointly review and discuss the posted overtime hours and opportunities?

\_\_\_ Yes \_\_\_ No If so, how often? \_\_\_

5) Do you find the "hour is an hour" concept makes it easier to equitably administer overtime?

\_\_\_ Yes \_\_\_ No

6) Do you find the "hour is an hour" concept makes it easier to calculate overtime equitability?

\_\_\_ Yes \_\_\_ No

7) Did your office have a "Quarterly Overtime Equitability" grievance in the 4th quarter of calendar 2013?

\_\_\_ Yes \_\_\_ No

PLEASE PROVIDE US WITH IDEAS YOU BOTH BELIEVE WILL HELP IMPROVE THIS PROCESS. \_\_\_\_\_

**The districts in Group 2 are Northern New England, New York, Westchester, Oklahoma, Gulf Atlantic (formally North Florida), South Florida, Dallas, Portland, Colorado—Wyoming, Central Plains and Northland. Those of you in these districts will receive will receive the same surveys as shown above in April and October.**

Thanks in advance to all of you for participating in the surveys.