

DON'T TAKE A-L OR SCHEDULE CHANGE WHEN BIDDING OFF TOUR 3

Apparently the word hasn't gotten out to all members yet that employees don't have to take change of schedule or annual leave when they bid from tour 3 to tour 1 or 2.

A few months prior to the national APWU announcing their lawsuit on this matter, Fred Lowney, window clerk steward, and myself discovered this violation. I discussed this matter with national APWU maintenance craft director, Dick Weavodou and initiated grievances. Local employee and labor relations staff reviewed our arguments with the postal legal department and sustained our grievances at step 2.

Although postal employees have been told for years that they must take voluntary change of schedule or annual leave when they have a tour conflict after bidding, this has never been the case. The Postal Service must change your scheduled days off and pay overtime so that you do not work continuous hours overlapping two service days.

An FLSA (Fair Labor Standards Act) service day starts eight hours prior to when you begin tour. So if your new tour started Saturday morning at 7:00 a.m., your FLSA service day would start at 11:00 pm. Friday night.

Management must not work you past 11:00 p.m. the last Friday of your old bid. If they don't give you a management directed change of schedule by Wednesday of the week before, you can take the number of overlap hours off on Saturday and still be paid. This is because the National Agreement guarantees all regular employees 40 hours pay per week. This will also apply to PTFs who are required to work Friday night and who are scheduled to start as regulars on tour 1 the next day.

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Those employees bidding from tour 3 to tour 1 whose old bid schedules them to work Friday, and whose new bid schedules them to work Saturday, will receive maximum advantage from these rules.

The individual's supervisor is responsible for forwarding FLSA overlap hours to the finance department. This information must then be sent to the FLSA coordinator at the Postal Data Center.

Again this overlap occurs whenever you bid from tour 3 to tour 1 or 2, regardless of days off, and entitles you to out of schedule premium pay.

Because of the various begin and end tours involved in bid jobs, it is best to consult with a steward before you take any action in this area to avoid being charged absent without leave.

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