

I N T E R P R E T A T I O N

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Cincinnati, Ohio

SCHEDULED BREAKS FOR LSM CREWS TO BE AS CLOSE TO 2 HOURS  
AS POSSIBLE

Article 19:

"Those parts of all handbooks, manuals and published regulations of the Postal Service, that directly relate to wages, hours or working conditions, as they apply to employees covered by this Agreement, shall contain nothing that conflicts with this Agreement, and shall be continued in effect except that the Employer..."

At issue in the instant case was the method used by local management in scheduling of breaks for LSM crews.

The local Union alleged local management was improperly scheduling breaks for LSM crews by requiring them to work 2 hours and 35 minutes before receiving a break and 5 hours and 5 minutes before receiving a lunch break, which was in violation of the M-54 Handbook.

Local management contended the M-54 Handbook did not set any particular time for lunch breaks. Section 430 merely states that after approximately 2 hours operators will be given a break. Part of management's reasoning was by having the LSM crews break late, they could keep all seven LSM's running constantly.

Step 4 resolution 9/15/81:

We mutually agreed that it was not intended by Part 430 of the M-54 Handbook that management formulate a work schedule that would consistently require an LSM crew to take their breaks at intervals of 2 hours and 35 minutes. The scheduled breaks should occur as close to 2 hours as possible while conforming to the following:

(a) shall not immediately precede a lunch period or an employee tour change.

(b) shall not exceed two in one tour, except when overtime is worked.

(c) shall not interfere with dispatch schedules."