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SUBJECT: GUARANTEES

Pursuant to Section 8, any full-time employee in the regular work force who is called in on his non-scheduled day, regardless of the size of the office or amount of advance notice, is guaranteed eight hours work or pay in lieu thereof. In addition, paragraph 1 of Section 8 has been interpreted by an arbitrator to mean that any other time a full-time employee in the regular work force is called in outside his regular work schedule, or any time a part-time employee with a fixed schedule in the regular work force is called in outside his regular work schedule, such employee is guaranteed a minimum of four consecutive hours of work or pay in lieu thereof where less than four hours of work is available. These guarantees apply regardless of the size of the office or amount of advance notice given to the employee, but do not apply when an employee is called in and continues working on into his regular work schedule or where he is requested, prior to leaving the Postal premises, to continue at work at the end of his regular schedule.

The guarantee for part-time employees with flexible schedules (part-time flexibles) in the regular work force is provided by Section 8, also. Under this provision part-time flexible employees who are requested or scheduled to work in installations of 200 or more man years of employment are guaranteed four hours of work or pay and in offices of less than 200 man years such employees are guaranteed two hours of work or pay. In addition, if a part-time flexible employee is called back to work on a day when he has completed his assignment and clocked out, such employee is guaranteed four hours of work or pay, regardless of the size of the office.

In addition to the guarantees under Article VIII, the Holiday Settlement Agreement of March 4, 1974, provides that "when a full-time regular employee works on his holiday, he will be guaranteed eight (8) hours of work