



M 00589

UNITED STATES POSTAL SERVICE
475 L'Enfant Plaza, S.W.
Washington, DC 20260

May 28, 1985

Mr. Vincent R. Sombrotto
President
National Association of Letter
Carriers, AFL-CIO
100 Indiana Avenue, N.W.
Washington, D.C. 20001-2197

Dear Mr. Sombrotto:

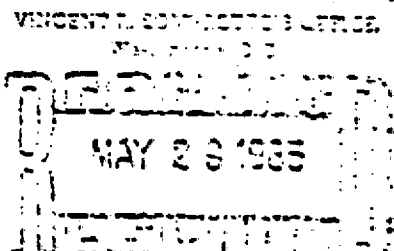
As confirmation of your concurrence that the following represents the agreed to scheduling methodology with respect to overtime assignments for letter carriers, please sign and return a copy of this letter.

- A. The Postal Service will provide the opportunity, on a quarterly basis, for full-time letter carriers to indicate a desire for available overtime on their work assignment on their regularly scheduled days.
- B. All full-time letter carriers are eligible to indicate their desire for "work assignment" overtime and by doing so are to work the overtime as specified on their regularly scheduled days.

T-6 or utility letter carriers would be considered available for overtime on any of the routes in their string.

Reserve Letter Carriers and unassigned regulars desiring "work assignment" overtime would be eligible for overtime on the assignment on which they are working on a given day.

- C. An annotation on the overtime desired list (ODL) may be used to identify employees desiring "work assignment" overtime.



- D. The ODL provided for in Article 8, Section 5, would continue to function.
- E. "Work assignment" overtime will not be considered in the application of Article 8, Section 5.C.2.b.
- F. Once management determines that overtime is necessary for full-time letter carriers, if the carrier has signed up for "work assignment" overtime, the carrier is to work the overtime as assigned by management.
- G. Full-time carriers signing up for "work assignment" overtime are to be considered available for up to 12 hours per day on regularly scheduled days. However, the parties recognize that it is normally in their best interests not to require employees to work beyond 10 hours per day, and managers should not require "work assignment" volunteers to work beyond 10 hours unless there is no equally prompt and efficient way in which to have the work performed.
- H. Penalty pay would be due for work in excess of 10 hours per day on 4 of 5 regularly scheduled days.

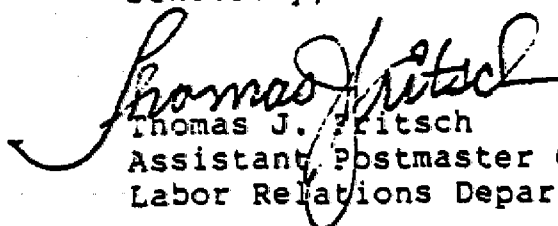
Penalty pay would be due for overtime work on more than 4 of the employee's 5 scheduled days.

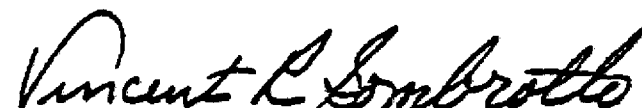
- I. Management could schedule employees from the ODL to avoid paying penalty pay to the carrier on his/her own work assignment.
- J. With respect to overtime work opportunities for employees on the fifth regularly scheduled day, the parties recognize a dispute exists concerning scheduling obligations which would involve hours in excess of the limitations in Article 8, Section 5F, i.e., the fifth day in this case.

This issue is one of those we identified to be placed expeditiously before an arbitrator.

- K. Implementation of such a scheduling approach should occur July 1, 1985.
- L. Grievances presently within the system which deal with the issue of "overtime on a carrier's own assignment" should be released from their current "on hold" status, and processed within the system with a concerted effort by the parties toward settlement.

Sincerely,


Thomas J. Fritsch
Assistant Postmaster General
Labor Relations Department


Vincent R. Sombrotto
National Association of
Letter Carriers, AFL-CIO