



## Memo

**To: All Branch 2184 Stewards**

**From: Mark Judd, Walt McGregory, Joe Golonka**

**Date: 06-05-2020**

**Re: Independence Day Holiday Schedule Issues**

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With the approach of the Independence Day holiday on Saturday July 4, questions have already been raised about holiday scheduling for that week. These concerns have been made worse by an error on the popular color-coded calendars, which shows Friday, July 3 as "Independence Day – Observed." Although that is true for the most of the Federal government, it is NOT the case with USPS employees, especially those that have rotating NS days, such as all career fulltime regular carriers within Branch 2184.

The occurrence of a USPS holiday on a Saturday creates some unique scheduling issues, especially for career regular employees whose NS day is coincident with the holiday. Article 11, Section 5.B of the Contract states that *"When an employee's scheduled non-work day falls on a day observed as a holiday, the employee's scheduled work day preceding the holiday shall be designated as that employee's holiday."*

It is this language which gives us the expression "designated holiday." Normally a "designated holiday" is the regular workday immediately preceding the holiday, i.e. a fulltime regular carrier with a Monday non-scheduled day that is also a holiday has the preceding Saturday as their "designated holiday."

However, because of the rotating non-scheduled days assigned to all fulltime career letter carriers in Branch 2184, the designated holiday for the those with Independence Day as their non-scheduled day is not the immediately preceding USPS work day (Friday, July 3) but instead is Thursday, July 2, per the provisions of Article 11, section 5.B. Thus, the "holiday schedule" day will be Thursday, July 2 and not Friday, July 3. All other aspects of holiday scheduling, including our Branch's negotiated "pecking order" for scheduling both holiday volunteers as well as non-volunteers remains the same.

Finally, a reminder that the Overtime Desired List is not considered in any manner when formulating a holiday schedule. Instead, negotiated holiday scheduling order (Item #13 of our Branch 2184 LMOU) is used. However, if additional work hours are necessary (beyond 8 hours) on the day of the holiday schedule itself, the ODL should be utilized in the Contractually required manner if this work is assigned to fulltime career carriers.

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