



Memo

To: All Branch 2184 Stewards and Officers

From: Joe Golonka, Branch 2184 Contract Administration Unit

Date: 11/08/2021

Re: December Work Hour Limitations; Holiday Scheduling Matters

The month of December and the penalty overtime exclusion period (December 4 - 31 this year) brings with it some limited changes in work hour limitations for SOME letter carriers. Unfortunately, each year there is a widespread amount of misinformation and misunderstanding about this on the part of both management and letter carrier craft employees. With this in mind, please review the following, per Article 8, sections 5.F and 5.G of the Contract (JCAM pages 8-17 through 8-21), and the ELM section 432.32:

December Work Hour Limits:

The 12-hour daily work hour limitation (11.5 work hours plus lunch) remains fully in effect during December for ALL letter carriers **except for those on the Regular and Work Assignment Overtime lists**. Of further note, the exception for those on the Work Assignment list applies ONLY to work on their own assignment, not on other assignments.

The 60-hour weekly work hour limitation remains fully in effect during December for **Non-ODL fulltime regular letter carriers**. Those on the Regular and Work Assignment Overtime Desired Lists can be assigned work in excess of 60 weekly hours in December. PTFs and CCAs can be assigned work in excess of 60 weekly hours any time of the year.

Also remember that a "no lunch" taken by a Non-ODL regular, a PTF, or a CCA does NOT increase their daily work hour limitation, which remains at 11.5 hours – even with a "no lunch."

Christmas and New Years Holiday Schedules:

December 25, 2021 and January 1, 2022 both fall on Saturdays, which creates some unique holiday scheduling matters. Specifically, the applicable language of Article 11, section 5.B. which states that "When an employee's scheduled non-work day falls on a day observed as a holiday, the employee's scheduled workday preceding the holiday shall be designated as that employee's holiday." This provision provides the origin for the term "designated holiday."

With the above-cited Article 11.5.B. language in mind, **fulltime regulars in Branch 2184 whose non-scheduled day coincides with either Christmas or New Years have as their "designated holiday" Thursday, December 23 or Thursday, December 30**. This is because all fulltime regulars in Branch 2184 have a rotating NS-day schedule. As such, the preceding work day for those who are NS on December 25 or January 1 is Thursday, not Friday. This will be the day for which holiday schedules must be formulated each week, and timely posted as required by Article 11, section 6.

Finally, remember that Christmas is the only holiday where those whose designated holiday it is and who are scheduled to work are paid at the 150% rate for all work performed.