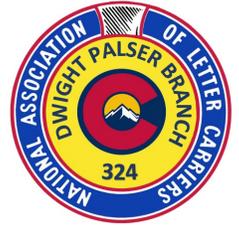




THE BRANCH 324 BUZZ

November 2019



With the shortage of CCAs for Sunday parcel deliveries, can I volunteer to deliver on Sundays?

If management is asking for carriers to volunteer to work on a Sunday, it is no different than any other day. A carrier can volunteer, but management must follow Article 8 of the National Agreement. It will still be considered a mandate violation and a grievance will still be filed more than likely. Management has strict rules to follow and almost 99.9% of the time they aren't followed as listed in the National Agreement.

Does my union steward check clock rings every week to review possible grievances?

No. You need to let your steward know if there is a possible violation. The steward can't go on a fishing expedition just looking for violations over the past several weeks or months. There needs to be a reason for the investigation along with a reason for the request for information from management. As soon as you believe there is a violation, let your steward know so they can request the information and investigate the possible contractual violation. The steward is limited to 14 days to file the grievance from the date of incident unless a written extension is granted by either party.

KNOWLEDGE
IS POWER 

If I happen to work on Sunday, is premium pay automatic?

No. A regular full-time carrier who works Sunday as their non-scheduled day isn't entitled to Sunday premium pay. You are only required to receive overtime pay for the hours worked. Those hours worked should be at least eight hours because a carrier can't waive their eight hour guarantee.

ATTENTION:

Your eight hour guarantee **can't be waived** by filling out a 3971 just because you want to go home early. This goes for any carrier at any office. If you can't work eight hours, you shouldn't have been scheduled by management.

This situation has happened at several offices our branch represents and the union will file a grievance for the guarantee.

What happens if I'm out of annual leave and I am still on the calendar?

The calendar committee at your office, along with management, should be keeping up to date on who has exhausted their leave. If you are still on the calendar taking up a space that should be opened up for others to take advantage of that have a positive leave balance, that needs to be dealt with ASAP. If you don't remove your name, the calendar committee should work backwards from the end of the leave year and remove the name until the leave balance and hours on the calendar match if the employee fails to do it within a reasonable time period from notice.