

# SPECIAL BULLETIN FOR ARTICLE 8 OVERTIME CHANGES

- Pursuant to the new Article 8 changes in the 2023-2026, multiple ODL Lists will begin in the 3<sup>rd</sup> calendar Quarter of 2025 (July 1 – September 30). NOTE that the new 2023-2026 contract was signed 03/21/2025 and first announced on 03/24/2025 --only one week before Quarter 2 began. Since a two-week sign-up period before each quarter is required, the new lists begin in Quarter 3 of 2025. See the new template ODL & WAL sign-up list.
- The new “Overtime Desired Lists” (ODL) are for up to 12 hours. There is no longer an option to sign for 10 or 12 hours. Therefore, the previous ODL Carriers must re-sign their option (only once) on a new list beginning the 3<sup>rd</sup> Quarter of 2025.
- **Full Time Employees must sign one or both ODL lists as follows from June 17 through June 30 of 2025, as follows:**

## **SIGN ONE OR BOTH OVERTIME DESIRED LISTS (ODL)**

Column 1: First ODL List allows Full Time Employees desiring to work up to twelve (12) hours per day on their regularly scheduled day(s) but NOT on their NS Days.

Column 2: Second ODL List allows Full Time Employees to work only eight (8) hours on their non-scheduled days but NO overtime on their regularly scheduled days. **Note: May be required to work up to 12 hrs.**

Column 3: **THE WORK ASSIGNMENT LIST (WAL)** was established for Full Time Employees who only want to work overtime on their own assignment on regularly scheduled days. T-6 Carrier Technicians would be considered available for WAL overtime on any of the routes on their string.

- Full Time Employees desiring to work overtime shall place their names on the “*Overtime Desired List*” of their choice (Columns 1 or 2) or may sign both lists at their option. the “*Work Assignment List*” is (Column 3).
- Employees may add their names or switch lists only during the two weeks prior to the start of the calendar quarter. There is an exception for employees who were on military leave during the sign-up period. They are always permitted to sign the list upon return to work (source: Step 4, H4N-1K-C 41588, April 8, 1988, M-00820, and the Joint Statement on Overtime, M-00833).
- Carriers newly promoted from PTF to Full Time Employee status must normally wait until the beginning of the next calendar quarter before they can sign a list unless there is a local MOU that allows newly converted PTFs to sign a list.
- A letter carrier may request that his/her name be removed from an Overtime Desired List at any time during the quarter. However, management does not have to immediately honor the request if the employee is needed for overtime on the day the request is made (source: M-00833). Management cannot unilaterally remove any carrier from the ODL.
- Full Time Employees, including those on limited or light duty, may sign up on any list. Whether or not an employee on limited or light duty is entitled to equitable overtime depends upon his/her physical and/or mental limitations (source: M-00833).
- A letter carrier who signs the regular Overtime Desired List is obligated to work overtime when requested. However, Article 8, Section S.E., provides that employees on the ODL may be excused from working overtime for a valid reason.
- A new Section 8.4.G has been created which guarantees pay at the rate of 2½ times the base hourly straight time rate for all letter carriers for any work beyond 12 hours in a day and 60 hours in a service week.
- Carriers cannot be forced to work beyond the applicable 12/60 work-hour and will receive protection from discipline for terminating their tour when those limits are reached; however, under this new provision, management may seek volunteers and ODL carriers may choose to volunteer to work beyond the work limits.
- Pursuant to 8.5.C.2.c. “*In order to ensure equitable opportunities for overtime, overtime hours worked and opportunities offered will be posted and updated weekly.*”
- Article 8.5.C.2.b has been modified to make it clear that overtime must be equitably distributed amongst employees who are on the same ODL.