

Sunday and Holiday Work in Hub Offices

Compliments of the Tennessee DR

Q1: Do all hubs have to comply with the MOU for Sunday/Holiday work?

A: Yes. The MOU is signed by USPS Contract Manager Cathy Peron and NRLCA President Jeannette Dwyer.

Q2: Can an RCA be assigned to more than one hub?

A: No. RCAs, Stations or offices will not be assigned to more than one hub.

Q3: Is it possible for a Spoke to be assigned to more than one hub?

A: No. A spoke is part of one Hub only.

Q4: Can a nearby office be assigned to more than one hub?

A: No. Each office is only assigned to one Hub. RCAs always report to the same hub.

Q5: Under what circumstances may an RCA be bypassed on the either list?

A: An RCA that has an approved 3971 Leave Slip, or a 3971 leave slip in conjunction with the Sunday or Holiday would be by-passed. However, if the leave is in conjunction, they may notify the manager that they do not wish to be bypassed then work the Sunday or Holiday. Just the same as the RDWL, they would not come up again until reached in natural rotation.

NOTE: Any RCA can be bypassed if working the Sunday/Holiday would cause the RCA to exceed 40 hours at the end of the week on their primary assignment route.

Q6: In what order are the list implemented and maintained?

A: List will be placed in alphabetical order according to last name. When a name is added, it will be by last name.

Q7: Who will maintain list and get telephone numbers?

A: The Hub Office.

Q8: Why can't offices with hubs just work and rotate the RCAs in our office?

A: The purpose of the MOU is to create a list with as many RCAs possible, to reduce the amount of Sundays or Holidays that any RCA is required to work.

Q9: What is the distance for Nearby Offices to be assigned to a Hub?

A: Currently twenty miles or less.

Q10: Can an RCA switch places with another RCA on the list?

A: No. The list rotates only.

Q11: The office I am associated seems to be a better fit for all involved if assigned to another hub. Is there anything that can be done?

A: Possibly. Send the name of office and which hub you feel it should be assigned to along with the reason.

Q12: The office I am associated with is more than 20 miles from the assigned hub, what should be done.

A: You should immediately notify the Manager of Labor, NRLCA District Representative or the designee that you are working with. Also provide the name of which hub is twenty miles or less if any. No office can be more than twenty miles from the Hub.

Q13: Can an RCA on the "Yes List change to the No List?

A: Just like RDWL, they can notify management that they want to go to the No List. However, if on the current schedule, they must work that schedule.

Q14: If all RCAs on the Yes List are scheduled to work, and RCAs are still needed from the No List, can RCAs on the No List volunteer to work ahead of others on the No list?

A: No. Both lists will rotate.

Q15: When do newly hired RCAs go on the lists? Which of the lists do they go on?

A: Newly hired RCAs will be offered the choice of which list to go on within 60 days of being hired.