

NTFT QUESTIONS & ANSWERS

These questions and the responses thereto are not intended to alter, amend, or change in any way the terms of the 2010-2015 agreement.

NTFT's – Posting, Bidding and Assignments

1. When an occupied Clerk Craft traditional duty assignment is reposted for bid as a NTFT duty assignment, all duty assignments in that section or station/branch currently occupied by employees junior to the incumbent in that assignment will also be reposted for in-section bidding. Is the original occupied traditional duty assignment which was reposted for bid as a NTFT duty assignment also posted in-section only?

ANSWER: No. The position would be posted installation wide (unless some other action, such as a previous or simultaneous excessing resulting in remaining employees with retreat rights would dictate in-section bidding).

2. May employees who were in a FT status at the signing of the agreement but have subsequently bid to a NTFT duty assignment of less than 40 hours or more than 44 hours, and thereafter become unassigned, be assigned to a NTFT assignment of less than a 40-hour work week?

ANSWER: No.

3. Will NTFT duty assignments have different hours in the first week of a pay period than in the second?

ANSWER: No. Only Full-Time Flexible Clerk Craft duty assignments [which may be created and utilized in retail (Function 4) operations to cover vacancies and absences, and are limited to 10% of the full-time assignments there] may be changed from week to week without out-of-schedule obligations, subject to a Wednesday of the prior week notification.

4. Can a FTR (who was FT at the signing of the 2010 CBA) steward's super-seniority rights be satisfied by offering the steward a NTFT assignment of less than 40 hours or more than 44 hours/week?

ANSWER: No

5. Article 12.5.C.5.(a).5 obligates an APWU represented employee excessed into a non-APWU represented craft within the installation to "be returned at the first

opportunity.” What happens if the “first opportunity” is to a NTFT duty assignment with less than 40 hours/week or more than 44 hours?

ANSWER: The employee will be returned to their APWU represented craft. However, if the employee declines to accept the NTFT duty assignment, they will become unencumbered or unassigned with a “traditional” schedule.

6. Disputes or concerns regarding initial NTFT staffing and assignments are to be pursued through ADRP and not through the normal grievance procedure. Is this alternative intended for the start-up of the NTFT assignment procedures or will any disputes regarding NTFT jobs be forever banned from the grievance procedure?

ANSWER: The intent of the ADRP process was to facilitate the start-up of the NTFT assignment procedures. Once the initial NTFT staffing process is completed the specified ADRP process will be phased out and these issues will be resolved in the normal process.

NTFT's – Leave

7. How will NTFT employees earn or accrue annual leave?

ANSWER: Employees in NTFT assignments with a regular schedule of 40 or more hours/week will receive an advance of annual leave equal to the maximum for their leave category. The employee will not receive additional annual leave credit for work hours in excess of 40/week and excess hours will not be tracked as potential leave credit hours.

Employees in NTFT assignments with a weekly schedule of less than 40 hours/week will receive a pro-rated advance of annual leave in the same manner as a PTR per ELM Exhibit 512.312. For paid hours (for hours worked and paid leave, not including donated leave) in excess of their scheduled amount, the employee will receive additional annual leave credit up to the maximum credit allowable for their leave category within the pay period. Excess hours that do not produce additional leave credit within the pay period will be tracked as potential leave credit hours and may produce additional leave credit in a future pay period as long as the total leave earned to date does not exceed the maximum allowed for a full-time employee.

8. How will NTFT employees accrue sick leave?

ANSWER: NTFT employees, with regular schedules of forty (40) hours per week or more, accrue 4 hours sick leave for each full biweekly pay period – i.e., 13 days (104 hours) per 26 period leave year. NTFT employees with regular schedules of less than forty (40) hours per week will accrue sick leave at a rate of one (1) hour for each unit of twenty (20) hours in pay status.

9. How much annual leave will the NTFT employee use?

ANSWER: The NTFT employee will be charged leave for the amount necessary to ensure that the leave hours and work hours equal the regular daily scheduled hours. NTFT employees will be subject to the same leave regulations as all other career employees with regard to the substitution of LWOP in lieu of annual leave. However, NTFT employees may elect at their option to utilize LWOP in lieu of annual leave for any hours in excess of forty (40) hours in a service week.

10. How much sick leave will the NTFT employee use?

ANSWER: The NTFT employee will be charged leave for the amount necessary to ensure that the leave hours and work hours equal the regular daily scheduled hours. NTFT employees will be subject to the same leave regulations as all other career employees with regard to the substitution of LWOP or annual leave in lieu of sick leave. However, NTFT employees may elect at their option to utilize LWOP in lieu of sick leave for any hours in excess of forty (40) hours in a service week.

11. What happens to the annual leave which has been advanced to a NTFT employee when they bid or are reassigned to/from traditional full-time assignments or to NTFT assignment with a different scheduled work hour total per week?

ANSWER: They will have their advanced annual leave amount adjusted to reflect the advanced leave policy for their position of record.

12. How does being in an LWOP status impact a NTFT employee's annual leave credit?

ANSWER: When during the leave year, an employee's absence, including that on a NTFT employee, in a non-pay status totals the equivalent of one pay period of regular service, credit for leave is reduced by the amount of leave earned by the employee in a pay period.

13. How does a NTFT employee's schedule affect court leave?

ANSWER: An employee in a NTFT assignment will receive court leave up to his or her scheduled hours for the day. An employee in a NTFT assignment scheduled for more than 8 hours in a service day may have paid court leave and postal duty in excess of 8 hours up to the employee's regular schedule.

14. Is a NTFT employee eligible to receive Administrative Leave?

ANSWER: Yes.

15. Are NTFT employees eligible for Military Leave?

ANSWER: Yes. An employee in a NTFT assignment with a weekly schedule of 40 or more hours/week receives 120 hours of military leave each fiscal year. A NTFT employee with a weekly schedule of less than 40 hours/week will receive a pro-rated amount of military leave each fiscal year. That pro-rated amount may be increased if there is an increased weekly schedule. However, if the employee moves to an assignment scheduled for fewer hours in the pay period, there is no change in the military leave for the current fiscal year.

16. How much FMLA protected leave are eligible NTFT employees authorized?

ANSWER: Eligible NTFT employees are entitled to 12 workweeks of protected FMLA leave each year.

17. How will LWOP usage by NTFT employees impact the waiting period for contractual step increases?

ANSWER: For the purpose of LWOP accrual towards step deferral:

- As per current policy, only whole days of LWOP are counted. Fractional days on which the employee has work hours or paid leave and takes LWOP are not counted in calculating the total LWOP. (ELM 422.133)
 - 1 day = number of hours in normal daily schedule on the day in which LWOP is taken
 - 1 week = number of hours in employee's normal weekly schedule (30 – 48)
- For periods of LWOP that encompass an entire pay period, the total number of hours in the employee's regular schedule for that pay period will be charged. (Will require revision to ELM 422.133b, which currently limits charge to 80 hours for a full pay period, to allow for a charge up to 96 hours.)
- As per current policy, step deferral calculation is made each pay period based on prior pay period Step Increase LWOP balance and total hours for employee's normal weekly schedule in the current pay period.

- All other provisions of ELM 422.133 will apply

NTFT's – Holidays

18. How are NTFT employees who are required to work on a holiday or designated holiday compensated?

ANSWER: NTFT employees scheduled for eight or more hours who work on their holiday or designated holiday will receive straight time pay for any hours worked up to their normal schedule for that day. They will be paid postal overtime for any hours in excess of their normal schedule. NTFT employees normally scheduled for less than eight hours on the holiday or designated holiday will only be required to work beyond their normal schedule in an emergency and will be compensated with out of schedule premium for such hours up to eight hours in the day. They will be paid postal overtime for any hours in excess of eight hours in the day.

19. May NTFT employees who work their holiday or designated holiday elect to have their annual leave balance credited with up to eight (8) hours of annual leave credit (equal to the number of hours of holiday leave pay received) in lieu of holiday leave pay?

ANSWER: Yes.

20. How many hours of leave do NTFT employees receive on a holiday?

ANSWER: All NTFT employees receive eight (8) hours of holiday leave pay at the employee's base hour straight time rate on the holiday or day designated as their holiday. An employee with a regular NTFT schedule of more than 8 hours on a holiday or designated holiday may, at his/her option, use nonscheduled time or annual leave for the remaining hours of the tour. Sick leave may be approved only for hours in excess of 8 hours and if the employee is scheduled to work and meets the other sick leave usage requirements. To be eligible for holiday pay, an employee must be in a pay status the last hour of the employee's last scheduled workday prior to or the first hour of the employee's first scheduled workday after the holiday.

21. In what category are NTFT employees on the holiday work schedule?

ANSWER: As full-time employees, they will be subject to the LMOU pecking order. NTFT employees working their holiday or designated holiday will be scheduled for the number of hours they normally work. NTFT employees working on their off day will be scheduled for 8 hours.

NTFT's – Timekeeping

NTFT employees will normally work the number of hours (daily and/or weekly) identified in their bid assignment, except in an emergency. None of the examples cited in the Q&A's which follow, are intended, in any way, to diminish that obligation. They are cited only to reflect the parties' agreement, as to how these NTFT employees would be compensated, should such non-recurring emergency situations occur.

22. A 40 hour/week NTFT employee with a bid schedule as reflected in Table 1, because of an emergency is required to work the hours reflected in Table 2. How should that employee be compensated for the week?

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	NS				
Mon	7:00			13:00	6
Tue	7:00			13:00	6
Wed	7:00	13:00	13:50	15:50	8
Thu	7:00	13:00	13:50	17:50	10
Fri	7:00	13:00	13:50	17:50	10
Total Hours for the Week					40

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	NS				
Mon	7:00	13:00	13:50	15:50	8.00
Tue	7:00	13:00	13:50	15:50	8.00
Wed	7:00	13:00	13:50	15:50	8.00
Thu	7:00	13:00	13:50	17:50	10.00
Fri	7:00	13:00	13:50	17:50	10.00
Total Hours Worked in the Week					44.00

ANSWER: The NTFT employee would be paid 40 hours at the straight-time rate (including 4 hours of out-of-schedule premium) and receive 4 hours of FLSA overtime as reflected in Table 3 below.

	Work Hours	Penalty OT	Postal OT	FLSA OT	AL	FT LWOP	Sun Prem	OOS
	052	043	053		055	060	072	073
Sat								
Sun								
Mon	8.00							2.00
Tue	8.00							2.00
Wed	8.00							
Thu	10.00							
Fri	10.00			4.00*				
Total	44.00			4.00*				4.00

* In this instance, because the employee's basic hourly rate and FLSA hourly rate would be identical, the recognition of 4 hours FLSA overtime on Friday would not result in any additional compensation, since it would be offset by the hours out-of schedule premium received during the week. In other situations, the FLSA hourly rate could result in additional compensation.

23. A 40 hour/week NTFT employee with a bid schedule as reflected in Table 1, uses 4 hours of annual leave on Friday, and because of an emergency is required to work the hours reflected in Table 2. How should that employee be compensated for the week?

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	NS				
Mon	7:00			13:00	6
Tue	7:00			13:00	6
Wed	7:00	13:00	13:50	15:50	8
Thu	7:00	13:00	13:50	17:50	10
Fri	7:00	13:00	13:50	17:50	10
Total Hours for the Week					40

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	NS				
Mon	7:00	13:00	13:50	15:50	8.00
Tue	7:00	13:00	13:50	15:50	8.00
Wed	7:00	13:00	13:50	15:50	8.00
Thu	7:00	13:00	13:50	17:50	10.00
Fri	7:00	13:00	4 Hours AL		6.00
Total Hours Worked in the Week					40.00

ANSWER: The NTFT employee would be paid 40 hours at the straight-time rate (including 4 hours of out-of-schedule premium) and receive 4 hours of annual leave as reflected in Table 3 below. Because the employee only worked 40 hours during the week, there would be no overtime payment.

	Work Hours	Penalty OT	Postal OT	FLSA OT	AL	FT LWOP	Sun Prem	OOS
	052	043	053		055	060	072	073
Sat								
Sun								
Mon	8.00							2.00
Tue	8.00							2.00
Wed	8.00							
Thu	10.00							
Fri	6.00				4.00			
Total	40.00				4.00			4.00

24. A 32 hour/week NTFT employee with a bid schedule as reflected in Table 1, and because of an emergency is required to work the hours reflected in Table 2, including 8 hours on his/her Friday off-day. How should that employee be compensated for the week?

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	NS				
Mon	7:00	13:00	13:50	15:50	8
Tue	7:00	13:00	13:50	15:50	8
Wed	7:00	13:00	13:50	15:50	8
Thu	7:00	13:00	13:50	15:50	8
Fri	NS				
Total Hours for the Week					32

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	NS				
Mon	7:00	13:00	13:50	16:00	8.50
Tue	7:00	13:00	13:50	16:00	8.50
Wed	7:00	13:00	13:50	16:00	8.50
Thu	7:00	13:00	13:50	16:00	8.50
Fri	7:00	13:00	13:50	15:50	8.00
Total Hours Worked in the Week					42.00

ANSWER: The NTFT employee would be paid 32 hours at the straight-time rate and receive 10 hours of postal overtime as reflected in Table 3 below. Although the employee only worked only 42 hours in the week, the ½ hour they worked beyond their 8 hour daily schedule each day as well as the 8 hours they worked on their off day will be paid as postal overtime.

	Work Hours	Penalty OT	Postal OT	FLSA OT	AL	FT LWOP	Sun Prem	OOS
	052	043	053		055	060	072	073
Sat								
Sun								
Mon	8.50		0.50					
Tue	8.50		0.50					
Wed	8.50		0.50					
Thu	8.50		0.50					
Fri	8.00		8.00					
Total	42.00		10.00					

25. A 32 hour/week NTFT employee with a bid schedule as reflected in Table 1, and because of an emergency is required to work the hours reflected in Table 2, including 8 hours on his/her Saturday off-day. How should that employee be compensated for the week?

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	NS				
Mon	7:00	13:00	13:50	15:50	8
Tue	7:00	13:00	13:50	15:50	8
Wed	7:00	13:00	13:50	15:50	8
Thu	7:00	13:00	13:50	15:50	8
Fri	NS				
Total Hours for the Week					32

Day	BT	OL	IL	ET	Hours
Sat	7:00	13:00	13:50	15:50	8.00
Sun	NS				
Mon	7:00	13:00	13:50	16:00	8.50
Tue	7:00	13:00	13:50	16:00	8.50
Wed	7:00	13:00	13:50	16:00	8.50
Thu	7:00	13:00	13:50	16:00	8.50
Fri	NS				
Total Hours Worked in the Week					42.00

ANSWER: The NTFT employee would be paid 32 hours at the straight-time rate and receive 10 hours of postal overtime as reflected in Table 3 below. Although the employee only worked only 42 hours in the week, the ½ hour they worked beyond their 8 hour daily schedule each day as well as the 8 hours they worked on their off day will be paid as postal overtime.

	Work Hours	Penalty OT	Postal OT	FLSA OT	AL	FT LWOP	Sun Prem	OOS
	052	043	053		055	060	072	073
Sat	8.00		8.00					
Sun								
Mon	8.50		0.50					
Tue	8.50		0.50					
Wed	8.50		0.50					
Thu	8.50		0.50					
Fri								
Total	42.00		10.00					

26. A 36 hour/week NTFT employee with a bid schedule as reflected in Table 1, uses a full-day (6 hours) of annual leave on Tuesday and, because of an emergency is required to work the hours reflected in Table 2. How should that employee be compensated for the week?

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	7:00			13:00	6
Mon	7:00			13:00	6
Tue	7:00			13:00	6
Wed	7:00			13:00	6
Thu	7:00			13:00	6
Fri	7:00			13:00	6
Total Hours for the Week					36

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	7:00	13:00	13:50	17:50	10.00
Mon	7:00	13:00	13:50	17:50	10.00
Tue	6 Hours Annual Leave				
Wed	7:00	13:00	13:50	17:50	10.00
Thu	7:00	13:00	13:50	17:50	10.00
Fri	7:00	13:00	13:50	17:50	10.00
Total Hours Worked in the Week					50.00

ANSWER: The NTFT employee would be paid 38 hours at the straight-time rate (including 8 hours of out-of-schedule premium and 6 hours of Sunday premium) and receive 8 hours of postal overtime, 4 hours of penalty overtime, and 6 hours of annual leave, as reflected in Table 3 below. Since the employee will have 44 hours of work and paid leave when their regular schedule ends on Friday (and because they have already received overtime on their previous 4 regularly scheduled workdays) the additional 4 hours will be penalty overtime.

	Work	Penalty	Postal	FLSA		FT	Sun	
	Hours	OT	OT	OT	AL	LWOP	Prem	OOS
	052	043	053		055	060	072	073
Sat								
Sun	10.00		2.00				6.00	2.00
Mon	10.00		2.00					2.00
Tue					6.00			
Wed	10.00		2.00					2.00
Thu	10.00		2.00					2.00
Fri	10.00	4.00						
Total	50.00	4.00	8.00		6.00		6.00	8.00

27.A 36 hour/week NTFT employee with a bid schedule as reflected in Table 1, uses a full-day (6 hours) of LWOP on Tuesday and, because of an emergency is required to work the hours reflected in Table 2. How should that employee be compensated for the week?

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	7:00			13:00	6
Mon	7:00			13:00	6
Tue	7:00			13:00	6
Wed	7:00			13:00	6
Thu	7:00			13:00	6
Fri	7:00			13:00	6
Total Hours for the Week					36

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	7:00	13:00	13:50	17:50	10.00
Mon	7:00	13:00	13:50	17:50	10.00
Tue	6 Hours LWOP				
Wed	7:00	13:00	13:50	17:50	10.00
Thu	7:00	13:00	13:50	17:50	10.00
Fri	7:00	13:00	13:50	17:50	10.00
Total Hours Worked in the Week					50.00

ANSWER: The NTFT employee would be paid 40 hours at the straight-time rate (including 10 hours of out-of-schedule premium and 6 hours of Sunday premium) and receive 8 hours of postal overtime, 2 hours of penalty overtime, and 6 hours of LWOP, as reflected in Table 3 below.

	Work Hours	Penalty OT	Postal OT	FLSA OT	AL	FT LWOP	Sun Prem	OOS
	052	043	053		055	060	072	073
Sat								
Sun	10.00		2.00				6.00	2.00
Mon	10.00		2.00					2.00
Tue						6.00		
Wed	10.00		2.00					2.00
Thu	10.00		2.00					2.00
Fri	10.00	2.00						2.00
Total	50.00	2.00	8.00			6.00	6.00	10.00

28.A 48 hour/week NTFT employee with a bid schedule as reflected in Table 1, uses a full-day (8 hours) of annual leave on Friday and, otherwise works his regular schedule as reflected in Table 2. How should that employee be compensated for the week?

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	NS				
Mon	7:00	13:00	13:50	17:50	10
Tue	7:00	13:00	13:50	17:50	10
Wed	7:00	13:00	13:50	17:50	10
Thu	7:00	13:00	13:50	17:50	10
Fri	7:00	13:00	13:50	15:50	8
Total Hours for the Week					48

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	NS				
Mon	7:00	13:00	13:50	17:50	10.00
Tue	7:00	13:00	13:50	17:50	10.00
Wed	7:00	13:00	13:50	17:50	10.00
Thu	7:00	13:00	13:50	17:50	10.00
Fri	8 Hours Annual Leave				
Total Hours Worked in the Week					40.00

ANSWER: The NTFT employee would be paid 40 hours at the straight-time rate and receive 8 hours of annual leave, as reflected in Table 3 below. Since the employee worked only 40 hours he/she would receive no FLSA or postal overtime compensation.

	Work Hours	Penalty OT	Postal OT	FLSA OT	AL	FT LWOP	Sun Prem	OOS
	052	043	053		055	060	072	073
Sat								
Sun								
Mon	10.00							
Tue	10.00							
Wed	10.00							
Thu	10.00							
Fri					8.00			
Total	40.00				8.00			

29.A 30 hour/week NTFT employee with a bid schedule as reflected in Table 1, uses a full-day (6 hours) of annual leave on Friday and, because of an emergency is required to work the hours reflected in Table 2. How should that employee be compensated for the week?

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	NS				
Mon	7:00			13:00	6
Tue	7:00			13:00	6
Wed	7:00			13:00	6
Thu	7:00			13:00	6
Fri	7:00			13:00	6
Total Hours for the Week					30

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	NS				
Mon	7:00	13:00	13:50	17:50	10.00
Tue	7:00	13:00	13:50	17:50	10.00
Wed	7:00	13:00	13:50	17:50	10.00
Thu	7:00	13:00	13:50	17:50	10.00
Fri	6 Hours Annual Leave				
Total Hours Worked in the Week					40.00

ANSWER: The NTFT employee would be paid 32 hours at the straight-time rate (including 8 hours of out-of-schedule premium) and receive 8 hours of postal overtime and 6 hours of annual leave, as reflected in Table 3 below.

	Work Hours	Penalty OT	Postal OT	FLSA OT	AL	FT LWOP	Sun Prem	OOS
	052	043	053		055	060	072	073
Sat								
Sun								
Mon	10.00		2.00					2.00
Tue	10.00		2.00					2.00
Wed	10.00		2.00					2.00
Thu	10.00		2.00					2.00
Fri					6.00			
Total	40.00		8.00		6.00			8.00

30. A 36 hour/week NTFT employee with a bid schedule as reflected in Table 1, because of an emergency is required to work the hours reflected in Table 2. How should that employee be compensated for the week?

Day	BT	OL	IL	ET	Hours
Sat	7:00			13:00	6
Sun	7:00			13:00	6
Mon	7:00			13:00	6
Tue	7:00			13:00	6
Wed	7:00			13:00	6
Thu	7:00			13:00	6
Fri	NS				
Total Hours for the Week					36

Day	BT	OL	IL	ET	Hours
Sat	7:00	13:00	13:50	16:00	8.50
Sun	7:00	13:00	13:50	16:00	8.50
Mon	7:00	13:00	13:50	16:00	8.50
Tue	7:00	13:00	13:50	16:00	8.50
Wed	7:00	13:00	13:50	16:00	8.50
Thu	7:00	13:00	13:50	16:00	8.50
Fri	7:00	13:00	13:50	15:50	8.00
Total Hours Worked in the Week					59.00

ANSWER: The NTFT employee would be paid 40 hours at the straight-time rate (including 10 hours of out-of-schedule premium and 6 hours of Sunday premium) and receive 2 hours of postal overtime, 6 hours of FLSA overtime and 11 hours of penalty overtime, as reflected in Table 3 below. Even though the 6 hours on Thursday between 07:00 and 13:00 are part of the employee’s bid schedule, FLSA will force those hours into FLSA overtime since the employee has already worked 40 straight time hours. The 8 hours worked on Friday is penalty overtime because the employee was required to work over six (6) days in the service week (Article 8.5.F).

	Work Hours	Penalty OT	Postal OT	FLSA OT	AL	FT LWOP	Sun Prem	OOS
	052	043	053		055	060	072	073
Sat	8.50		0.50					2.00
Sun	8.50		0.50				6.00	2.00
Mon	8.50		0.50					2.00
Tue	8.50		0.50					2.00
Wed	8.50	0.50						2.00
Thu	8.50	2.50		6.00*				
Fri	8.00	8.00						
Total	59.00	11.00	2.00	6.00*			6.00	10.00

* In this instance, although the employee’s basic hourly rate and FLSA hourly rate would not be identical, the recognition of 6 hours FLSA overtime on Friday would not result in any additional compensation, since it would be more than offset by the 10 hours of out-of schedule premium and 11 hours of penalty overtime received during the week. In other situations, the FLSA hourly rate could result in additional compensation.

31. A 36 hour/week NTFT employee with a bid schedule as reflected in Table 1, because of an emergency is required to work the hours reflected in Table 2. How should that employee be compensated for the week?

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	7:00			13:00	6
Mon	7:00			13:00	6
Tue	7:00			13:00	6
Wed	7:00			13:00	6
Thu	7:00			13:00	6
Fri	7:00			13:00	6
Total Hours for the Week					36

Day	BT	OL	IL	ET	Hours
Sat	7:00	13:00	13:50	15:50	8.00
Sun	7:00	13:00	13:50	16:00	8.50
Mon	7:00	13:00	13:50	16:00	8.50
Tue	7:00	13:00	13:50	16:00	8.50
Wed	7:00	13:00	13:50	16:00	8.50
Thu	7:00	13:00	13:50	16:00	8.50
Fri	7:00	13:00	13:50	16:00	8.50
Total Hours Worked in the Week					59.00

ANSWER: The NTFT employee would be paid 40 hours at the straight-time rate (including 10 hours of out-of-schedule premium and 6 hours of Sunday premium) and receive 2 hours of postal overtime, and 11 hours of penalty overtime, as reflected in Table 3 below. Even though the 6 hours on Friday between 07:00 and 13:00 are part of the employee's bid schedule, FLSA will force those hours into FLSA overtime since the employee has already worked 40 straight time hours. The 8 hours worked on Saturday is penalty overtime because the employee was required to work over six (6) days in the service week (Article 8.5.F).

	Work Hours	Penalty OT	Postal OT	FLSA OT	AL	FT LWOP	Sun Prem	OOS
	052	043	053	055	060	072	073	
Sat	8.00	8.00						
Sun	8.50		0.50			6.00	2.00	
Mon	8.50		0.50				2.00	
Tue	8.50		0.50				2.00	
Wed	8.50		0.50				2.00	
Thu	8.50	0.50					2.00	
Fri	8.50	2.50		6.00*				
Total	59.00	11.00	2.00	6.00*		6.00	10.00	

* In this instance, although the employee's basic hourly rate and FLSA hourly rate would not be identical, the recognition of 6 hours FLSA overtime on Friday would not result in any additional compensation, since it would be more than offset by the 10 hours of out-of schedule premium and 11 hours of penalty overtime received during the week. In other situations, the FLSA hourly rate could result in additional compensation.

32. A 48 hour/week NTFT employee with a bid schedule as reflected in Table 1, works their bid schedule as reflected in Table 2. How should that employee be compensated for the week?

TABLE 1 – BID SCHEDULE					
Day	BT	OL	IL	ET	Hours
Sat	7:00	12:00	12:50	15:50	8
Sun	7:00	12:00	12:50	15:50	8
Mon	7:00	12:00	12:50	15:50	8
Tue	7:00	12:00	12:50	15:50	8
Wed	7:00	12:00	12:50	15:50	8
Thu	7:00	12:00	12:50	15:50	8
Fri	NS				
Total Hours for the Week					48

TABLE 2 – ACTUALLY WORKED					
Day	BT	OL	IL	ET	Hours
Sat	7:00	12:00	12:50	15:50	8.00
Sun	7:00	12:00	12:50	15:50	8.00
Mon	7:00	12:00	12:50	15:50	8.00
Tue	7:00	12:00	12:50	15:50	8.00
Wed	7:00	12:00	12:50	15:50	8.00
Thu	7:00	12:00	12:50	15:50	8.00
Fri	NS				
Total Hours Worked in the Week					48.00

ANSWER: The NTFT employee would be paid 40 hours at the straight-time rate (including 8 hours of Sunday premium) and receive 8 hours of FLSA overtime, as reflected in Table 3 below. The employee would receive FLSA overtime, rather than postal overtime, because the additional hours (above 40/week) were a part of his/her bid schedule.

TABLE 3 – Employee Would be PAID as Follows:								
	Work	Penalty	Postal	FLSA		FT	Sun	
	Hours	OT	OT	OT	AL	LWOP	Prem	OOS
	052	043	053		055	060	072	073
Sat	8.00							
Sun	8.00						8.00	
Mon	8.00							
Tue	8.00							
Wed	8.00							
Thu	8.00			8.00				
Fri								
Total	48.00			8.00			8.00	

33. A 48 hour/week NTFT employee with a bid schedule as reflected in Table 1, uses 8 hours of annual leave on Saturday and works their bid schedule the remainder of the week as reflected in Table 2. How should that employee be compensated for the week?

Day	BT	OL	IL	ET	Hours
Sat	7:00	12:00	12:50	15:50	8
Sun	7:00	12:00	12:50	15:50	8
Mon	7:00	12:00	12:50	15:50	8
Tue	7:00	12:00	12:50	15:50	8
Wed	7:00	12:00	12:50	15:50	8
Thu	7:00	12:00	12:50	15:50	8
Fri	NS				
Total Hours for the Week					48

Day	BT	OL	IL	ET	Hours
Sat	8 Hours Annual Leave				
Sun	7:00	12:00	12:50	15:50	8.00
Mon	7:00	12:00	12:50	15:50	8.00
Tue	7:00	12:00	12:50	15:50	8.00
Wed	7:00	12:00	12:50	15:50	8.00
Thu	7:00	12:00	12:50	15:50	8.00
Fri	NS				
Total Hours Worked in the Week					40.00

ANSWER: The NTFT employee would be paid 40 hours at the straight-time rate (including 8 hours of Sunday premium) and receive 8 hours of annual leave, as reflected in Table 3 below. The employee would not receive any overtime pay (FLSA or postal), because his/her total workhours did not exceed 40 hours/week.

	Work Hours	Penalty OT	Postal OT	FLSA OT	AL	FT LWOP	Sun Prem	OOS
	052	043	053		055	060	072	073
Sat					8.00			
Sun	8.00						8.00	
Mon	8.00							
Tue	8.00							
Wed	8.00							
Thu	8.00							
Fri								
Total	40.00				8.00		8.00	

34. A 44 hour/week NTFT employee with a bid schedule as reflected in Table 1, works their bid schedule as reflected in Table 2. How should that employee be compensated for the week?

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	7:00	12:00	12:50	18:50	11
Mon	7:00	12:00	12:50	18:50	11
Tue	7:00	12:00	12:50	18:50	11
Wed	7:00	12:00	12:50	18:50	11
Thu	NS				
Fri	NS				
Total Hours for the Week					44

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	7:00	12:00	12:50	18:50	11.00
Mon	7:00	12:00	12:50	18:50	11.00
Tue	7:00	12:00	12:50	18:50	11.00
Wed	7:00	12:00	12:50	18:50	11.00
Thu	NS				
Fri	NS				
Total Hours Worked in the Week					44.00

ANSWER: The NTFT employee would be paid 40 hours at the straight-time rate (including 8 hours of Sunday premium and 2 hours of night differential) and receive 4 hours of FLSA overtime, as reflected in Table 3 below. The employee would receive FLSA overtime, rather than postal overtime, because the additional hours (above 40/week) were a part of his/her bid schedule. The employee would be limited to 8 hours of Sunday premium even though he/she worked 11 hours on Sunday (ELM 434.31.b).

	Work Hours	Penalty OT	Postal OT	FLSA OT	AL	FT LWOP	Sun Prem	OOS	Night Diff
	052	043	053		055	060	072	073	054
Sat									
Sun	11.00						8.00		0.50
Mon	11.00								0.50
Tue	11.00								0.50
Wed	11.00			4.00					0.50
Thu									
Fri									
Total	44.00			4.00			8.00		2.00

35. A 44 hour/week NTFT employee with a bid schedule as reflected in Table 1, uses 6 hours of annual leave on Sunday and because of an emergency is required to work the hours reflected in Table 2. How should that employee be compensated for the week?

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	7:00	12:00	12:50	18:50	11
Mon	7:00	12:00	12:50	18:50	11
Tue	7:00	12:00	12:50	18:50	11
Wed	7:00	12:00	12:50	18:50	11
Thu	NS				
Fri	NS				
Total Hours for the Week					44

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	6:00	12:00	6 Hours AL		6.00
Mon	7:00	12:00	12:50	18:50	11.00
Tue	7:00	12:00	12:50	18:50	11.00
Wed	7:00	12:00	12:50	18:50	11.00
Thu	NS				
Fri	NS				
Total Hours Worked in the Week					39.00

ANSWER: The NTFT employee would be paid 38 hours at the straight-time rate (including 5 hours of Sunday premium and 1.5 hours of night differential) and receive 1 hours of penalty overtime and 6 hours of annual leave, as reflected in Table 3 below. The employee would receive penalty overtime, because the additional hour on Sunday was his/her 12th hour, in addition to 5 work hours and 6 paid leave hours.

	Work Hours	Penalty OT	Postal OT	FLSA OT	AL	FT LWOP	Sun Prem	OOS	Night Diff
	052	043	053		055	060	072	073	054
Sat									
Sun	6.00	1.00			6.00		5.00		
Mon	11.00								0.50
Tue	11.00								0.50
Wed	11.00								0.50
Thu									
Fri									
Total	39.00	1.00			6.00		5.00		1.50

36. A 44 hour/week NTFT employee with a bid schedule as reflected in Table 1, uses 6 hours of LWOP on Sunday and because of an emergency is required to work the hours as reflected in Table 2. How should that employee be compensated for the week?

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	7:00	12:00	12:50	18:50	11
Mon	7:00	12:00	12:50	18:50	11
Tue	7:00	12:00	12:50	18:50	11
Wed	7:00	12:00	12:50	18:50	11
Thu	NS				
Fri	NS				
Total Hours for the Week					44

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	6:00	12:00	6 Hours LWOP		6.00
Mon	7:00	12:00	12:50	18:50	11.00
Tue	7:00	12:00	12:50	18:50	11.00
Wed	7:00	12:00	12:50	18:50	11.00
Thu	NS				
Fri	NS				
Total Hours Worked in the Week					39.00

ANSWER: The NTFT employee would be paid 38 hours at the straight-time rate (including 5 hours of Sunday premium and 1.5 hour night differential) and receive 1 hour of postal overtime and 6 hours of LWOP, as reflected in Table 3 below. The employee would receive postal overtime instead of penalty overtime, while the additional hour on Sunday was his/her 12th hour, because of the 6 non-paid leave hours.

	Work Hours	Penalty OT	Postal OT	FLSA OT	AL	FT LWOP	Sun Prem	OOS	Night Diff
	052	043	053		055	060	072	073	054
Sat									
Sun	6.00		1.00			6.00	5.00		
Mon	11.00								0.50
Tue	11.00								0.50
Wed	11.00								0.50
Thu									
Fri									
Total	39.00		1.00			6.00	5.00		1.50

37. A 44 hour/week NTFT employee with a bid schedule as reflected in Table 1, because of an emergency is required to work the hours as reflected in Table 2. How should that employee be compensated for the week?

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	7:00	12:00	12:50	18:50	11
Mon	7:00	12:00	12:50	18:50	11
Tue	7:00	12:00	12:50	18:50	11
Wed	7:00	12:00	12:50	18:50	11
Thu	NS				
Fri	NS				
Total Hours for the Week					44

Day	BT	OL	IL	ET	Hours
Sat	7:00	12:00	12:50	16:50	9.00
Sun	7:00	12:00	12:50	19:50	12.00
Mon	7:00	12:00	12:50	19:50	12.00
Tue	7:00	12:00	12:50	19:50	12.00
Wed	7:00	12:00	12:50	19:50	12.00
Thu	7:00	12:00	12:50	15:50	8.00
Fri	NS				
Total Hours Worked in the Week					65.00

ANSWER: The NTFT employee would be paid 40 hours at the straight-time rate (including 8 hours of Sunday premium and 6 hours night differential) and receive 8 hours of postal overtime, 4 hours of FLSA overtime, and 13 hours of penalty overtime, as reflected in Table 3 below. [Note: if a timely grievance is filed, the employee would be entitled to an additional premium of 50% for the 5 hours worked beyond 60 hours/week. (JCIM Article 8, page 8) The employee should have been sent home on Thursday, once he/she reached 60 hours – the remaining 5 hours would have been paid as guarantee time at the penalty overtime rate.]

	Work Hours	Penalty OT	Postal OT	FLSA OT	AL	FT LWOP	Sun Prem	OOS	Night Diff
	052	043	053		055	060	072	073	054
Sat	9.00	1.00	8.00						
Sun	12.00	1.00					8.00		1.50
Mon	12.00	1.00							1.50
Tue	12.00	1.00							1.50
Wed	12.00	1.00		4.00					1.50
Thu	8.00	8.00							
Fri									
Total	65.00	13.00	8.00	4.00			8.00		6.00

38. A 44 hour/week NTFT employee with a bid schedule as reflected in Table 1, because of an emergency is required to work the hours as reflected in Table 2. How should that employee be compensated for the week?

TABLE 1 – BID SCHEDULE					
Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	7:00	12:00	12:50	18:50	11
Mon	7:00	12:00	12:50	18:50	11
Tue	7:00	12:00	12:50	18:50	11
Wed	7:00	12:00	12:50	18:50	11
Thu	NS				
Fri	NS				
Total Hours for the Week					44

TABLE 2 – ACTUALLY WORKED					
Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	7:00	12:00	12:50	19:50	12.00
Mon	7:00	12:00	12:50	19:50	12.00
Tue	7:00	12:00	12:50	19:50	12.00
Wed	7:00	12:00	12:50	19:50	12.00
Thu	7:00	12:00	12:50	15:50	8.00
Fri	NS				
Total Hours Worked in the Week					56.00

ANSWER: The NTFT employee would be paid 40 hours at the straight-time rate (including 8 hours of Sunday premium and 6 hours night differential) and receive 8 hours of postal overtime, 4 hours of FLSA overtime, and 4 hours of penalty overtime, as reflected in Table 3 below.

TABLE 3 – Employee Would be PAID as Follows:									
	Work	Penalty	Postal	FLSA		FT	Sun		Night
	Hours	OT	OT	OT	AL	LWOP	Prem	OOS	Diff
	052	043	053		055	060	072	073	054
Sat	NS								
Sun	12.00	1.00					8.00		1.50
Mon	12.00	1.00							1.50
Tue	12.00	1.00							1.50
Wed	12.00	1.00		4.00					1.50
Thu	8.00		8.00						
Fri									
Total	56.00	4.00	8.00	4.00			8.00		6.00

39. A 44 hour/week NTFT employee with a bid schedule as reflected in Table 1, because of an emergency is required to work the hours as reflected in Table 2. How should that employee be compensated for the week?

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	7:00	12:00	12:50	18:50	11
Mon	7:00	12:00	12:50	18:50	11
Tue	7:00	12:00	12:50	18:50	11
Wed	7:00	12:00	12:50	18:50	11
Thu	NS				
Fri	NS				
Total Hours for the Week					44

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	6:00	12:00	6 Hours AL		6.00
Mon	7:00	12:00	12:50	19:50	12.00
Tue	7:00	12:00	12:50	19:50	12.00
Wed	7:00	12:00	12:50	19:50	12.00
Thu	7:00	12:00	12:50	15:50	8.00
Fri	NS				
Total Hours Worked in the Week					56.00

ANSWER: The NTFT employee would be paid 38 hours at the straight-time rate (including 5 hours of Sunday premium and 4.5 hours of night differential) and receive 8 hours of postal overtime and 4 hours of penalty overtime, as reflected in Table 3 below.

	Work Hours	Penalty OT	Postal OT	FLSA OT	AL	FT LWOP	Sun Prem	OOS	Night Diff
	052	043	053		055	060	072	073	054
Sat	NS								
Sun	6.00	1.00			6.00		5.00		
Mon	12.00	1.00							1.50
Tue	12.00	1.00							1.50
Wed	12.00	1.00							1.50
Thu	8.00		8.00						
Fri									
Total	50.00	4.00	8.00		6.00		5.00		4.50

40. A 30 hour/week NTFT employee with a bid schedule as reflected in Table 1 and works their bid schedule for the week, as reflected in Table 2. How should that employee be compensated for the week?

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	7:00			13:00	6
Mon	7:00			13:00	6
Tue	7:00			13:00	6
Wed	7:00			13:00	6
Thu	7:00			13:00	6
Fri	NS				
Total Hours for the Week					30

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	7:00			13:00	6.00
Mon	7:00			13:00	6.00
Tue	7:00			13:00	6.00
Wed	7:00			13:00	6.00
Thu	7:00			13:00	6.00
Fri	NS				
Total Hours Worked in the Week					30.00

ANSWER: The NTFT employee would be paid 30 hours at the straight-time rate (including 6 hours of Sunday premium), as reflected in Table 3 below. The remaining 10 hours would be recorded as non-scheduled hours for x-foot purposes.

	Work Hours	Penalty OT	Postal OT	FLSA OT	AL	FT LWOP	Sun Prem	OOS
	052	043	053		055	060	072	073
Sat								
Sun	6.00						6.00	
Mon	6.00							
Tue	6.00							
Wed	6.00							
Thu	6.00							
Fri								
Total	30.00						6.00	

41. A 30 hour/week NTFT employee with a bid schedule as reflected in Table 1, because of an emergency is required to work the hours as reflected in Table 2. How should that employee be compensated for the week?

TABLE 1 – BID SCHEDULE					
Day	BT	OL	IL	ET	Hours
Sat	7:00			13:00	6
Sun	7:00			13:00	6
Mon	7:00			13:00	6
Tue	7:00			13:00	6
Wed	7:00			13:00	6
Thu	NS				
Fri	NS				
Total Hours for the Week					30

TABLE 2 – ACTUALLY WORKED					
Day	BT	OL	IL	ET	Hours
Sat	7:00	12:00	12:50	16:50	9.00
Sun	7:00	12:00	12:50	15:50	8.00
Mon	7:00	12:00	12:50	15:50	8.00
Tue	7:00	12:00	12:50	15:50	8.00
Wed	7:00	12:00	12:50	15:50	8.00
Thu	7:00	12:00	12:50	15:50	8.00
Fri	NS				
Total Hours Worked in the Week					49.00

ANSWER: The NTFT employee would be paid 40 hours at the straight-time rate (including 10 hours of out-of-schedule premium and 6 hours of Sunday premium) and 9 hours of postal overtime, as reflected in Table 3 below.

TABLE 3 – Employee Would be PAID as Follows:								
	Work	Penalty	Postal	FLSA		FT	Sun	
	Hours	OT	OT	OT	AL	LWOP	Prem	OOS
	052	043	053		055	060	072	073
Sat	9.00		1.00					2.00
Sun	8.00						6.00	2.00
Mon	8.00							2.00
Tue	8.00							2.00
Wed	8.00							2.00
Thu	8.00		8.00					
Fri								
Total	49.00		9.00				6.00	10.00

42. A 30 hour/week NTFT employee with a bid schedule as reflected in Table 1, uses 6 hours of annual leave on Saturday and, because of an emergency is required to work the hours as reflected in Table 2. How should that employee be compensated for the week?

Day	BT	OL	IL	ET	Hours
Sat	7:00			13:00	6
Sun	7:00			13:00	6
Mon	7:00			13:00	6
Tue	7:00			13:00	6
Wed	7:00			13:00	6
Thu	NS				
Fri	NS				
Total Hours for the Week					30

Day	BT	OL	IL	ET	Hours
Sat	6 Hours Annual Leave				
Sun	7:00	12:00	12:50	15:50	8.00
Mon	7:00	12:00	12:50	15:50	8.00
Tue	7:00	12:00	12:50	15:50	8.00
Wed	7:00	12:00	12:50	15:50	8.00
Thu	7:00	12:00	12:50	15:50	8.00
Fri	NS				
Total Hours Worked in the Week					40.00

ANSWER: The NTFT employee would be paid 32 hours at the straight-time rate (including 8 hours of out-of-schedule premium and 6 hours of Sunday premium), 6 hours of annual leave, and 8 hours of postal overtime, as reflected in Table 3 below.

	Work Hours	Penalty OT	Postal OT	FLSA OT	AL	FT LWOP	Sun Prem	OOS
	052	043	053		055	060	072	073
Sat					6.00			
Sun	8.00						6.00	2.00
Mon	8.00							2.00
Tue	8.00							2.00
Wed	8.00							2.00
Thu	8.00		8.00					
Fri								
Total	40.00		8.00		6.00		6.00	8.00

43. A 30 hour/week NTFT employee with a bid schedule as reflected in Table 1, because of an emergency is required to work the hours as reflected in Table 2. How should that employee be compensated for the week?

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	7:00	12:00	12:50	17:50	10
Mon	7:00	12:00	12:50	15:50	8
Tue	7:00	12:00	12:50	15:50	8
Wed	7:00			11:00	4
Thu	NS				
Fri	NS				
Total Hours for the Week					30

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	7:00	12:00	12:50	18:50	11.00
Mon	7:00	12:00	12:50	18:50	11.00
Tue	7:00	12:00	12:50	18:50	11.00
Wed	7:00	12:00	12:50	18:50	11.00
Thu	NS				
Fri	NS				
Total Hours Worked in the Week					44.00

ANSWER: The NTFT employee would be paid 34 hours at the straight-time rate (including 4 hours of out-of-schedule premium, 2 hours night differential and 8 hours of Sunday premium), 6 hours of postal overtime, and 4 hours of penalty overtime as reflected in Table 3 below. The employee would be limited to 8 hours of Sunday premium even though they he/she worked 11 hours on Sunday (ELM 434.31.b).

	Work Hours	Penalty OT	Postal OT	FLSA OT	AL	FT LWOP	Sun Prem	OOS	Night Diff
	052	043	053		055	060	072	073	054
Sat									
Sun	11.00	1.00					8.00		0.50
Mon	11.00	1.00	2.00						0.50
Tue	11.00	1.00	2.00						0.50
Wed	11.00	1.00	2.00					4.00	0.50
Thu									
Fri									
Total	44.00	4.00	6.00				8.00	4.00	2.00

44. A 36 hour/week NTFT employee with a bid schedule as reflected in Table 1, uses 6 hours of annual leave on Sunday and 1 hour of annual leave on Monday and Tuesday. Because of an emergency he/she is required to work the hours as reflected in Table 2. How should that employee be compensated for the week?

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	7:00	12:00	12:50	19:50	12
Mon	7:00	12:00	12:50	19:50	12
Tue	7:00	12:00	12:50	19:50	12
Wed	NS				
Thu	NS				
Fri	NS				
Total Hours for the Week					36

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	7:00	13:00	6 Hours AL		6.00
Mon	7:00	12:00	12:50	18:50	11.00
Tue	7:00	12:00	12:50	18:50	11.00
Wed	7:00	12:00	12:50	18:50	11.00
Thu	NS	1 Hour AL on Monday			
Fri	NS	and on Tuesday			
Total Hours Worked in the Week					39.00

ANSWER: The NTFT employee would be paid 28 hours at the straight-time rate (including 6 hours of Sunday premium and 1.50 hours night differential), 8 hours of annual leave, 8 hours of postal overtime, and 3 hours of penalty overtime as reflected in Table 3 below.

	Work Hours	Penalty OT	Postal OT	FLSA OT	AL	FT LWOP	Sun Prem	OOS	Night Diff
	052	043	053		055	060	072	073	054
Sat									
Sun	6.00				6.00		6.00		0.50
Mon	11.00				1.00				0.50
Tue	11.00				1.00				0.50
Wed	11.00	3.00	8.00						
Thu									
Fri									
Total	39.00	3.00	8.00		8.00		6.00		1.50

45. A 32 hour/week NTFT employee with a bid schedule as reflected in Table 1, because of an emergency is required to work the hours as reflected in Table 2. How should that employee be compensated for the week?

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	7:00	12:00	12:50	15:50	8
Mon	7:00	12:00	12:50	15:50	8
Tue	7:00	12:00	12:50	15:50	8
Wed	7:00	12:00	12:50	15:50	8
Thu	NS				
Fri	NS				
Total Hours for the Week					32

Day	BT	OL	IL	ET	Hours
Sat	7:00	12:00	12:50	16:50	9.00
Sun	7:00	12:00	12:50	19:50	12.00
Mon	7:00	12:00	12:50	19:50	12.00
Tue	7:00	12:00	12:50	19:50	12.00
Wed	7:00	12:00	12:50	19:50	12.00
Thu	7:00	12:00	12:50	15:50	8.00
Fri	NS				
Total Hours Worked in the Week					65.00

ANSWER: The NTFT employee would be paid 32 hours at the straight-time rate (including 8 hours of Sunday premium and 6 hours of night differential), 16 hours of postal overtime, and 17 hours of penalty overtime as reflected in Table 3 below. [Note: if a timely grievance is filed, the employee would be entitled to an additional premium of 50% for the 5 hours worked beyond 60 hours/week. (JCIM Article 8, page 8) The employee should have been sent home on Thursday, once he/she reached 60 hours – the remaining 5 hours would have been paid as guarantee time at the penalty overtime rate.]

	Work Hours	Penalty OT	Postal OT	FLSA OT	AL	FT LWOP	Sun Prem	OOS	Night Diff
	052	043	053		055	060	072	073	054
Sat	9.00	1.00	8.00						
Sun	12.00	2.00	2.00				8.00		1.50
Mon	12.00	2.00	2.00						1.50
Tue	12.00	2.00	2.00						1.50
Wed	12.00	2.00	2.00						1.50
Thu	8.00	8.00							
Fri									
Total	65.00	17.00	16.00				8.00		6.00

46. A 30 hour/week NTFT employee with a bid schedule as reflected in Table 1, uses 6 hours of LWOP on Wednesday and, because of an emergency is required to work the hours as reflected in Table 2. How should that employee be compensated for the week?

Day	BT	OL	IL	ET	Hours
Sat	7:00			13:00	6
Sun	7:00			13:00	6
Mon	7:00			13:00	6
Tue	7:00			13:00	6
Wed	7:00			13:00	6
Thu	NS				
Fri	NS				
Total Hours for the Week					30

Day	BT	OL	IL	ET	Hours
Sat	7:00	12:00	12:50	15:60	8.10
Sun	7:00	12:00	12:50	15:60	8.10
Mon	7:00	12:00	12:50	15:60	8.10
Tue	7:00	12:00	12:50	15:60	8.10
Wed	6 Hours LWOP				
Thu	7:00	12:00	12:50	15:50	8.00
Fri	NS				
Total Hours Worked in the Week					40.40

ANSWER: The NTFT employee would be paid 32 hours at the straight-time rate (including 8 hours of out-of-schedule premium and 6 hours of Sunday premium), and 8.40 hours of postal overtime, while using 6.0 hours of LWOP, as reflected in Table 3 below.

	Work Hours	Penalty OT	Postal OT	FLSA OT	AL	FT LWOP	Sun Prem	OOS
	052	043	053		055	060	072	073
Sat	8.10		0.10					2.00
Sun	8.10		0.10				6.00	2.00
Mon	8.10		0.10					2.00
Tue	8.10		0.10					2.00
Wed						6.00		
Thu	8.00		8.00					
Fri								
Total	40.40		8.40			6.00	6.00	8.00

47. A 36 hour/week NTFT employee with a bid schedule as reflected in Table 1, uses 6 hours of annual leave on Sunday. Because of an emergency he/she is required to work the hours as reflected in Table 2. How should that employee be compensated for the week?

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	7:00	12:00	12:50	16:50	9
Mon	7:00	12:00	12:50	16:50	9
Tue	7:00	12:00	12:50	16:50	9
Wed	7:00	12:00	12:50	16:50	9
Thu	NS				
Fri	NS				
Total Hours for the Week					36

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	4:00	10:00	6 Hours AL		6.00
Mon	7:00	12:00	12:50	19:50	12.00
Tue	7:00	12:00	12:50	19:50	12.00
Wed	7:00	12:00	12:50	19:50	12.00
Thu	7:00	12:00	12:50	15:50	8.00
Fri	NS				
Total Hours Worked in the Week					50.00

ANSWER: The NTFT employee would be paid 30 hours at the straight-time rate (including 3 hours of Sunday premium and 6.5 hours night differential), 6 hours of annual leave, 12 hours of postal overtime, and 8 hours of penalty overtime as reflected in Table 3 below.

	Work Hours	Penalty OT	Postal OT	FLSA OT	AL	FT LWOP	Sun Prem	OOS	Night Diff
	052	043	053		055	060	072	073	054
Sat									
Sun	6.00	2.00	1.00		6.00		3.00		2.00
Mon	12.00	2.00	1.00						1.50
Tue	12.00	2.00	1.00						1.50
Wed	12.00	2.00	1.00						1.50
Thu	8.00		8.00						
Fri									
Total	50.00	8.00	12.00		6.00		3.00		6.50

48. A 32 hour/week NTFT employee with a bid schedule as reflected in Table 1, uses 4 hours of annual leave on Monday and, because of an emergency is required to work the hours as reflected in Table 2. How should that employee be compensated for the week?

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	7:00			11:00	4
Mon	7:00	12:00	12:50	17:50	10
Tue	7:00			13:00	6
Wed	7:00			13:00	6
Thu	7:00			13:00	6
Fri	NS				
Total Hours for the Week					32

Day	BT	OL	IL	ET	Hours
Sat	NS				
Sun	7:00			13:00	6.00
Mon	7:00	13:00	4 hours AL		6.00
Tue	7:00			13:00	6.00
Wed	7:00	12:00	12:50	15:50	8.00
Thu	7:00			13:00	6.00
Fri	NS				
Total Hours Worked in the Week					32.00

ANSWER: The NTFT employee would be paid 32 hours at the straight-time rate (including 4 hours of out-of-schedule premium and 4 hours of Sunday premium) and 4 hours of annual leave, as reflected in Table 3 below

	Work Hours	Penalty OT	Postal OT	FLSA OT	AL	FT LWOP	Sun Prem	OOS
	052	043	053		055	060	072	073
Sat								
Sun	6.00						4.00	2.00
Mon	6.00				4.00			
Tue	6.00							
Wed	8.00							2.00
Thu	6.00							
Fri								
Total	32.00				4.00		4.00	4.00

49. A 48 hour/week NTFT employee with a bid schedule as reflected in Table 1, because of an emergency is required to work the hours as reflected in Table 2. How should that employee be compensated for the week?

Day	BT	OL	IL	ET	Hours
Sat	7:00	12:00	12:50	15:50	8
Sun	7:00	12:00	12:50	15:50	8
Mon	7:00	12:00	12:50	15:50	8
Tue	7:00	12:00	12:50	15:50	8
Wed	7:00	12:00	12:50	15:50	8
Thu	7:00	12:00	12:50	15:50	8
Fri	NS				
Total Hours for the Week					48

Day	BT	OL	IL	ET	Hours
Sat	7:00	12:00	12:50	16:00	8.50
Sun	7:00	12:00	12:50	16:00	8.50
Mon	7:00	12:00	12:50	16:00	8.50
Tue	7:00	12:00	12:50	16:00	8.50
Wed	7:00	12:00	12:50	16:00	8.50
Thu	7:00	12:00	12:50	16:00	8.50
Fri	NS				
Total Hours Worked in the Week					51.00

ANSWER: The NTFT employee would be paid 40 hours at the straight-time rate (including 8 hours of Sunday premium), 2 hours of postal overtime, 8 hours of FLSA overtime, and 1 hour of penalty overtime as reflected in Table 3 below

	Work Hours	Penalty OT	Postal OT	FLSA OT	AL	FT LWOP	Sun Prem	OOS
	052	043	053	055	060	072	073	
Sat	8.50		0.50					
Sun	8.50		0.50			8.00		
Mon	8.50		0.50					
Tue	8.50		0.50					
Wed	8.50	0.50						
Thu	8.50	0.50		8.00				
Fri								
Total	51.00	1.00	2.00	8.00				

Doug A. Tulino
 Vice-President Labor Relations
 United States Postal Service

Cliff Guffey
 President
 American Postal Workers Union,
 AFL-CIO

Date: August 29, 2011

