

Leave Replacement Working Evaluated Hours

30.2.O. addresses the work hour entitlement of a PTF. A PTF is entitled to the evaluated hours, on a weekly basis, equal to the total of one day's evaluation of each of the primary assignments. This entitlement may be achieved through a combination of leave and work hours. However, in those situations where the PTF's work hours exceed 40 or the PTF is authorized leave for the entire week, additional leave can not be granted that would result in overtime. As an example, a PTF is assigned five primary routes, each with a 9 hour evaluation (a total of 45 hours). If the PTF is authorized annual leave for the entire week, the maximum amount of annual leave granted will be 40 hours and he or she would not be entitled to the additional 5 hours. Likewise, if the PTF works 41 actual hours, leave can not be granted to equal 45 hours because the leave would generate overtime.

History: The language of this article was first incorporated into the 1988 National Agreement as a result of a Step 4 decision on 2/26/87. This language is specific in that "assigned to a route" means the "primary" assigned to the route, not another leave replacement just filling in for the assigned leave replacement, where the regular carrier is on extended leave or where the route is vacant. If the route evaluates at 46K and the assigned leave replacement has worked 44 hours, Saturday through Wednesday, the assigned leave replacement must be paid or allowed to work at least two hours on Thursday or Friday. Management may also designate one day as a relief day. The relief person may be permitted to work the two hours and then be replaced by another leave replacement to avoid additional overtime. Although it is not incorporated into the National Agreement, there is another Step 4 decision, which grants similar protection to leave replacements who are assigned to auxiliary routes