



POSITION OF NRLCA NATIONAL BOARD REGARDING CONTINUING VIOLATIONS – REQUIRING REGULAR CARRIERS TO WORK OTHER ROUTES AND REQUIRING RCAS TO WORK MORE THAN 12 HOURS IN A DAY

The National Board and NSS Stewards have processed literally thousands of grievances across the country because management continuously requires or allows regular carriers to work other routes or on Sundays and requires RCAs to work more than 12 hours per day. We have also filed Unfair Labor Practice charges with the National Labor Relations Board (NLRB) over these continued violations. The charges are currently pending at the NLRB.

Just as a reminder: we do not have an agreement with the Postal Service that permits regular carriers to work on any route other than their assigned route. Although we have signed MOUs regarding this issue in the past, those MOUs have expired. The USPS refused to sign a new MOU allowing regular carriers to volunteer to assist on other regular routes and work on Sunday. Therefore, **it is a contractual violation for management to require regular carriers to assist on other routes and work on Sundays.** Likewise, **management may not force RCAs to work over 12 hours per day.** If your supervisor engages in either of these violations, you may file a grievance.

If you feel your safety is in danger, however, we remind you of the Union's longstanding position: **Rural carriers should NOT be required to follow a management direction if the carrier believes that following the order exposes them or others to physical danger or harm.**

Therefore, if you have been working a number of hours completing your normal duties, and you feel you are physically exhausted or mentally drained to the point that you may be a danger to yourself or others if you continue working (especially driving), **you should inform management that you are not capable of completing any additional duties without it becoming a safety hazard.** If management persists in directing you to perform additional duties, then you must make the right decision for yourself and your health with a responsibility to others on the road. You should fill out a PS Form 1767 reporting an unsafe condition, give it to your manager, and notify your steward or other Union representative, and consider filing a grievance.