

“BUMPING” Made Simple”

A Reference Guide to Ensure Compliance with Local and National Contractual Provisions

Scenario #1: A fulltime regular carrier (either ODL or Non-ODL) with their own individual bid assignment is called into work on their Nonscheduled Day.

- If each of the four other fulltime regulars on the T-6's string of routes is working that day, then the T-6 does the route he/she was originally scheduled to do and the carrier called in works elsewhere as assigned by management.
- If a single vacancy on one of the other routes on the T-6 string exists due to a sick call or other reason, the T-6 is moved to that assignment and the regular carrier called in does their normal assignment.
- If no vacancies exist on the T-6 string but one of the assignments is “held down” by a PTF, CCA, unassigned regular, or reserve regular carrier on an Article 41 opt, the carrier on the hold down is displaced by the T-6 and the regular carrier called in does their normal assignment.
- If a single vacancy exists on the T-6 string AND another assignment on the string is “held down” by a carrier on an Article 41 opt, the T-6 is moved to the vacant assignment (not the opted assignment) on the string and the regular carrier called in does their normal assignment.

- If two or more vacancies exist on the T-6 string due to sick calls or other reasons, the T-6 then can choose which assignment he/she will move to and the regular carrier called in does their normal assignment.
- If no vacancies exist on the T-6 string but two or more assignments on the string are “held down” by carriers with Article 41 opts, the T-6 can choose which assignment he/she will be moved to and the regular carrier called in does their normal assignment.

Scenario #2: A T-6 carrier is called into work on their Nonscheduled Day.

- No “Bumping” occurs, period. A T-6 carrier has no particular entitlement to a specific assignment on their Nonscheduled day and works where assigned by management.

Scenario #3: An unassigned regular, reserve regular, PTF, or CCA holding down an Article 41 “opt” is called in to work the Nonscheduled Day of that assignment.

- No “Bumping” occurs, period and the carrier works where assigned by management. Letter carriers on opts are entitled to the regular schedule and duties of the opted-for assignment (except as discussed above), but there is no entitlement to anything outside of the regular schedule of the assignment.

The pertinent and applicable Contractual provisions for the work rules discussed above are found in Article 41, section 2.B. of the National Agreement and in Item #21, section 4 of the Branch

2184 Local Memorandum of Understanding (LMOU). If you have additional questions or concerns about “bumping” issues, please request to see your steward or call the Branch 2184 office.

-- Joe Golonka, Chairperson

Branch 2184 Contract Administration Unit