

OVERTIME EQUITABILITY



2024 PAY PERIODS

QUARTER PP-WK PP-WK

Q1 JAN-MAR (02-01)-(08-01)

Q2 APR-JUN (08-02)-(14-02)

Q3 JUL-SEPT (15-01)-(21-01)

Q4 OCT-DEC (21-02)-(01-02)

** For complete quarters most likely, you'll need to add in partial weeks**

2024 Pay Period Inclusive Dates

Pay Period	Week One	Week Two	Pay Date	Holidays
01	12-16 to 12-22	12-23 to 12-29	01-05	12-25
02	12-30 to 01-05	01-06 to 01-12	01-19	01-01
03	01-13 to 01-19	01-20 to 01-26	02-02	01-15
04	01-27 to 02-02	02-03 to 02-09	02-16	
05	02-10 to 02-16	02-17 to 02-23	03-01	02-19
06	02-24 to 03-01	03-02 to 03-08	03-15	
07	03-09 to 03-15	03-16 to 03-22	03-29	
08	03-23 to 03-29	03-30 to 04-05	04-12	
09	04-06 to 04-12	04-13 to 04-19	04-26	
10	04-20 to 04-26	04-27 to 05-03	05-10	
11	05-04 to 05-10	05-11 to 05-17	05-24	
12	05-18 to 05-24	05-25 to 05-31	06-07	05-27
13	06-01 to 06-07	06-08 to 06-14	06-21	
14	06-15 to 06-21	06-22 to 06-28	07-05	06-19
15	06-29 to 07-05	07-06 to 07-12	07-19	07-04
16	07-13 to 07-19	07-20 to 07-26	08-02	
17	07-27 to 08-02	08-03 to 08-09	08-16	
18	08-10 to 08-16	08-17 to 08-23	08-30	
19	08-24 to 08-30	08-31 to 09-06	09-13	09-02
20	09-07 to 09-13	09-14 to 09-20	09-27	
21	09-21 to 09-27	09-28 to 10-04	10-11	
22	10-05 to 10-11	10-12 to 10-18	10-25	10-14
23	10-19 to 10-25	10-26 to 11-01	11-08	
24	11-02 to 11-08	11-09 to 11-15	11-22	11-11
25	11-16 to 11-22	11-23 to 11-29	12-06	11-28
26	11-30 to 12-06	12-07 to 12-13	12-20	

2025 Pay Periods Begin

Pay Period	Week One	Week Two	Pay Date	Holidays
01	12-14 to 12-20	12-21 to 12-27	01-03	12-25
02	12-28 to 01-03	01-04 to 01-10	01-17	01-01

Contract language

8.5.C.2

5.C.2.a. When during the quarter the need for overtime arises, employees with the necessary skills having listed their names will be selected from the “Overtime Desired” list.

5.C.2.b During the quarter every effort will be made to distribute equitably the opportunities for overtime among those on the “Overtime Desired” list.

5.C.2.c. In order to insure equitable opportunities for overtime, overtime hours worked and opportunities offered will be posted and updated weekly.

Key points

Equitably not equal

Overtime on assignment is the same as OT off assignment

Posted and updated weekly

5.C.2.d. Recourse to the “Overtime Desired” list is not necessary in the case of a letter carrier working on the employee’s own route on one of the employee’s regularly scheduled days.

5.C.2.e. All overtime hours worked by, and all opportunities offered to, employees on the “Overtime Desired” list, regardless of whether the overtime/opportunity is on or off the employee’s own route, will be considered and counted when determining quarterly equitability.

5.C.2.f. Only overtime hours worked or opportunities offered beyond eight hours on a holiday or designated holiday will be considered and counted when determining equitability.

Equitable Distribution of Overtime Opportunities. Seniority does not govern the availability of overtime work for those letter carriers who wish to work overtime. Nor is overtime distributed on a rotating basis. Rather, Article 8.5.C.2 provides that for those carriers who sign the ODL, overtime opportunities must be distributed equitably (i.e., fairly). This does not mean that actual overtime hours worked must be distributed equally.

National Arbitrator Bernstein ruled in H1N-5G-C 2988, August 14, 1986 (C-06364), that in determining equitable distribution of overtime, the number of hours of overtime as well as the number of opportunities for overtime must be considered. Missed opportunities for overtime—i.e. one ODL carrier worked instead of another—must be made up for with equitable distribution of overtime during the quarter unless the bypassed carrier was not available—i.e. the carrier was on leave or working overtime on his/her own route on a regularly scheduled day, etc. (see the explanation under Article 8.5.C.2.d).

Opportunities & Equalization

Snip from C-06364

Union claimed a contractual violation because the report for the quarter ending March 31, 1982 at the Mesa Center California Station showed that the lowest carrier on the list worked only 9 hours of overtime in the quarter, while the carrier at the other extreme worked 83.38 overtime hours during the same time period. The Union sought compensation for every carrier who worked less than the median number of overtime hours.

Key points

Less than median hours worked pay out or make up opportunity

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Excel How To

Pay Period	Make Up	15/1	15/2	16/1	16/2	17/1	17/2	18/1	18/2	19/1	19/2	20/1	20/2	21/2	MO	Total
28806 ODI																0
																0
																0
																0
																0
Average		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Pay period

Missed opportunity

Average hours

Weekly average

Employee name

[Blank excel worksheet](#)

Remedy

Remedies. National Arbitrator Howard Gamser ruled in NC-S-5426, April 3, 1979 (C-03200) that the Postal Service must pay employees deprived of equitable opportunities for the overtime hours they did not work only if management's failure to comply with its contractual obligations under Article 8.5.C.2 shows "a willful disregard or defiance of the contractual provision, a deliberate attempt to grant disparate or favorite treatment to an employee or group of employees, or caused a situation in which the equalizing opportunity could not be afforded within the next quarter." In all other cases, Gamser held, the proper remedy is to provide "an equalizing opportunity in the next immediate quarter, or pay a compensatory monetary award if this is not done..."