

BIDDER BEWARE

THE NEW NON-TRADITIONAL FULL-TIME JOBS

Posted with this notice are the new contractual rules governing the new **NON-TRADITIONAL FULL-TIME (NTFT)** bid jobs. As a reminder, look at the posted job schedules on these new jobs. These jobs have 4 ten (10) hour work days with 3 consecutive days off. They will be in the Tour 3 Automation area from 19:50 to 06:00 hours with the majority of the work being performed on Tour 1 due to the hours. Many members may like this new schedule but beware. Once you bid these new jobs you may be stuck in them for a while due to the recent downsizing we have been experiencing and the lack of bid openings. There are some pros and cons to consider for the 4 day work week:

PROS

1. You will only have to work 4 days a week.
2. You will have 3 days off in a row in these current jobs but there may be future postings of jobs that will have 2 consecutive days off with 1 split day off.
3. You will still get 40 hours a week.

CONS

1. You will have to use 10 hours of annual or sick leave to have an extra day off to get paid 40 hours.
2. You will have to work 10 hours every day for straight time pay instead of 8 with 2 hours of overtime.
3. You may have to question the fact of being able to perform work on the DBCS machines for 10 hours every day you work. Ten hour working days can be especially tiresome, both mentally and physically on employees.
4. Long work hours make it difficult for after work activities.
5. For employees with children and elderly care issues it may be difficult to locate adequate child/elderly care support.
6. Chronic fatigue caused by current work-family conflict time pressures may or may not be off-set by the regular day off.
7. Long hours lead to fatigue, which leads to decreased morale. Long days spent at work with colleagues with whom they may or may not get along can cause additional tension.

8. If you work your holiday for 10 hours you will only get 8 hours of Holiday leave if you option for leave instead of pay.
9. With the NTFT overtime rules it is highly unlikely you be available for pre-tour or after-tour overtime due to the fact management will have to pay you penalty overtime.
10. If you work your NSD, you will only get 8 hours of overtime instead of 10 because of penalty overtime.
11. Most likely management will only work you 1 of your NSDs because of penalty overtime.
12. Management is having you perform work over 8 hours and 10 hours in a day for straight time while other employees with an 8 hour a day job will get paid overtime for work beyond 8 hours in a day.

On the adjacent bulletin boards are the Contract rules on these new jobs along with the Q & A's that have been signed off by the National APWU. This posting is a concerted effort by your Local Union officers in an attempt to help you make an informed decision before you bid into these new jobs if you should want them. If you have any questions don't hesitate to see any of your Clerk Craft stewards or officers, as they will be happy to assist you.

Yours In Union Solidarity,

Steven H. Poole Sr.
Clerk Craft Director
APWU/PRIAL 387 AFL-CIO CLC