



# CANADIAN UNION OF POSTAL WORKERS LOCAL 730 - EDMONTON & AFFILIATES

## AGITATE / EDUCATE / ORGANIZE

### Peak Season Overtime & Equal Opportunity – Urban Depot Basics

Peak season is overtime season. Opportunities to work rotational days off and statutory holidays (RDOH x2 paid time), as well as regular schedule OT (RSO x1.5 paid time) are readily available. To guarantee OT is offered transparently and fairly, we follow the guidelines of equal opportunity and seniority as set out in articles 15 & 17 of our collective agreement.

#### Article 15 - Equal Opportunity to Work Overtime

Article 15 details how OT is offered to give everyone a chance to work it – this is called equal opportunity (EQ). To maintain EQ, lists should be established in each depot of all the eligible employees, ordered by seniority, to be used as follows:

- One EQ list should be established for regularly scheduled days (RSO) and another, separate, list for non-scheduled days and statutory holidays (RDOH).
- For every non-blanket opportunity to work RDOH OT, offers are always made first to those with the lowest opportunity numbers on the EQ list, then following seniority. The offers continue until the number of needed workers is met.
- Article 15.09 states that an employee will be charged an opportunity to work on the EQ list when the employee: **a)** accepts, **b)** refuses, or **c)** is on leave.

#### Working Overtime on Your Day Off (RDOH)

The RDOH EQ lists in each depot should combine both full-time and part-time workers, and be separated by classification as follows:

- **Group 1:** Registration Clerks/PO4's
- **Group 2:** Letter Carriers, Depot Assistants
- **Group 2:** MSCs

Shop stewards in each depot monitor the EQ lists to make sure all opportunities are recorded properly to prevent bypasses. A **blanket opportunity** occurs when everyone is offered an RDOH opportunity. A **partial opportunity** occurs when only some work is made available on an RDOH.

- Whether blanket or partial, art.15.08 states that “overtime on an assignment will be performed by the employee assigned to that particular route or assignment.”
- **Following the EQ list, everyone offered to work an opportunity gets the first choice to work their own assignment, if work is available. Depot assistants cannot be displaced, or bumped, if they choose to work their own assignment.**
- If you have no work on your own assignment, or choose not to work it, then, following seniority, you get to choose from all **unclaimed** assignments.

### **Article 17 - Voluntary Overtime on Regularly Scheduled Days (RSO)**

If OT is offered for uncovered, or overburdened, letter Carrier/MSC assignments it must follow the specific order for each classification based on the EQ list:

- **part-time** workers extended up to 8-hour/day.
  - OT by volunteer **full-time** workers
  - OT by volunteer available **part-time** workers (already extended)
  - OT by volunteer part, or full-time, workers from other depots
  - Casual or term workers
- Payment for doing RSO OT is x1.5. After working more than 2 hours of OT/day, the 3rd hour on is paid at x2. The ½ hour paid lunch is considered as time worked (Article 15.01)

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We encourage members to arm themselves with the knowledge of articles 15 and 17 of the [collective agreement](#) to uphold their EQ rights. If you need help navigating, or enforcing, these articles, please [reach out](#) to a shop steward, a member of our Executive, or our Local office.