

**Article 8.8.D. Any CCA employee who is scheduled to work and who reports to work in a post office or facility with 200 or more work years of employment shall be guaranteed four (4) hours of work or pay. CCAs at other post offices and facilities will be guaranteed two (2) hours work or pay.**

This requirement, and the reporting guarantee for career Full-time Regular City Carriers is a valuable benefit negotiated by the NALC which serve the purpose of preventing management from their tendency to overschedule and then simply send an employee home with little regard to the lost time and effort spent by that employee reporting for duty as scheduled.

This is especially important for City Carrier Assistant's scheduled to work on Sundays. You got up, you drove to an office, often not your regularly assigned station, you reported for duty as scheduled. As a CCA assigned to the Boston Installation, you are contractually guaranteed 4-hours work or pay. CCA's working in Associated Offices Cambridge, Cohasset, Hingham, Medfield, Scituate and Woburn are entitled to at least 2-hours upon reporting.

**DO NOT ALLOW SOME SUPERVISOR TO SUGGEST OR OTHERWISE INTIMIDATE YOU TO END YOUR TOUR EARLY DUE TO A LACK OF WORK AND HIS/HER INABILITY TO PROPERLY SCHEDULE.**

Members and management should also be aware that waiving these negotiated guarantees should rarely happen.

The Step 4 settlement H4N-2D-C 40885, November 14, 1988 (M-00879) provides that *“Management may not solicit employees to work less than their call-in guarantee, nor may employees be scheduled to work if they are not available to work the entire guarantee. However, an employee may waive a guarantee in case of illness or personal emergency.”* This procedure is addressed in the ELM Section 432.63.

Our newer Members especially need to know their contractually negotiated rights and insist that management respect them. **KNOW YOUR CONTRACT!**