

NATIONAL DRT CONFERENCE 2008

Name:

District:

- 1) Transitional employees are part of the NALC bargaining unit.
 True JCAM PAGE
 False NATIONAL AGREEMENT

- 2) Laws concerning wages, hours and working conditions do not apply to letter carriers.
 True JCAM PAGE
 False NATIONAL AGREEMENT

- 3) Past practices should never be argued in the grievance procedure.
 True JCAM PAGE
 False NATIONAL AGREEMENT

- 4) Part-time flexible letter carriers are guaranteed 40 hours of work at straight time rate before transitional employees may be scheduled.
 True JCAM PAGE
 False NATIONAL AGREEMENT

- 5) Time worked by a part-time flexible carrier on an opted assignment counts toward determining whether a need to convert the assignment to a full-time position has been demonstrated pursuant to Article 7.3.C.
 True JCAM PAGE
 False NATIONAL AGREEMENT

- 6) The contract is violated if a part-time flexible scheduled letter carrier works 8 hours at the straight-time rate on Monday and a full-time letter carrier on the OTDL does not work that day.
 True JCAM PAGE
 False NATIONAL AGREEMENT

- 7) Holiday leave does not count towards the 60 hour cap.
 True JCAM PAGE
 False NATIONAL AGREEMENT

- 8) Overtime work must be assigned to individuals on the overtime desired list prior to assigning such overtime work to transitional employees.
 True JCAM PAGE
 False NATIONAL AGREEMENT

NATIONAL DRT CONFERENCE 2008

- 9) An Overtime Desired List employee has the option of accepting or declining overtime on any day.
 True JCAM PAGE
 False NATIONAL AGREEMENT
- 10) Any transitional employee who is scheduled to work and who reports for work shall be guaranteed two (2) hour work or pay.
 True JCAM PAGE
 False NATIONAL AGREEMENT
- 11) Overtime worked by a letter carrier on the employee's own route is not counted as an overtime opportunity for the purpose of administration of the Overtime Desired List.
 True JCAM PAGE
 False NATIONAL AGREEMENT
- 12) An employee called in on a non-scheduled day cannot waive his/her Article 8, Section 8 guarantee.
 True JCAM PAGE
 False NATIONAL AGREEMENT
- 13) "Auxiliary assistance" may include the use of part-time flexible letter carriers at the regular overtime rate.
 True JCAM PAGE
 False NATIONAL AGREEMENT
- 14) Part-time flexible letter carriers are paid at a higher overtime rate than full-time regular employees.
 True JCAM PAGE
 False NATIONAL AGREEMENT
- 15) A Local Memorandum of Understanding may provide either specifically, or by percentage, for a certain number of employees to be off during the choice and non-choice periods, and may require that such leave be granted when the slots are not filled.
 True JCAM PAGE
 False NATIONAL AGREEMENT
- 16) Part-time flexible letter carriers are credited at the beginning of the leave year for all annual leave to be earned that year.
 True JCAM PAGE
 False NATIONAL AGREEMENT

NATIONAL DRT CONFERENCE 2008

- 17) A supervisor may authorize sick leave for an absence of more than 3 days without medical documentation or other acceptable evidence from the employee.
 True JCAM PAGE
 False NATIONAL AGREEMENT
- 18) Only an employee's sons/daughters and spouse qualify for the 80 hours of sick leave for dependent care.
 True JCAM PAGE
 False NATIONAL AGREEMENT
- 19) Absences for FMLA purposes can be cited in discipline actions.
 True JCAM PAGE
 False NATIONAL AGREEMENT
- 20) City letter carriers may use a total of up to three workdays of annual leave, sick leave or leave without pay, to make arrangements necessitated by the death of a family member or attend the funeral of a family member.
 True JCAM PAGE
 False NATIONAL AGREEMENT
- 21) Only full-time letter carriers need to be listed on the holiday schedule.
 True JCAM PAGE
 False NATIONAL AGREEMENT
- 22) When scheduling for a holiday, management must post the holiday schedule the Wednesday preceding the service week in which the holiday falls.
 True JCAM PAGE
 False NATIONAL AGREEMENT
- 23) A transitional employee may be hired for a term not to exceed 360 calendar days for each appointment.
 True JCAM PAGE
 False NATIONAL AGREEMENT
- 24) The employer shall have the right to separate from its employ any probationary employee at any time during the probationary period and the employee shall not be permitted access to the grievance procedure in relation thereto.
 True JCAM PAGE
 False NATIONAL AGREEMENT
- 25) Management considers the same criteria in deciding whether to grant transfer requests and in deciding whether to grant requests for mutual exchanges.
 True JCAM PAGE
 False NATIONAL AGREEMENT

NATIONAL DRT CONFERENCE 2008

- 26) Employees on light duty are guaranteed five eight hour workdays per week.
[] True [] JCAM PAGE
[] False [] NATIONAL AGREEMENT
- 27) Employees on light duty have the right to work their regular duty assignments.
[] True [] JCAM PAGE
[] False [] NATIONAL AGREEMENT
- 28) If an employee believes he/she is being required to work under unsafe conditions, such employee may file a grievance at Formal Step A of the grievance procedure within fourteen (14) days of notifying such employee's supervisor.
[] True [] JCAM PAGE
[] False [] NATIONAL AGREEMENT
- 29) A grievance which has as its subject a safety or health issue directly affecting an employee(s) which is subsequently properly appealed to arbitration may be placed at the head of the appropriate arbitration docket at the request of the union.
[] True [] JCAM PAGE
[] False [] NATIONAL AGREEMENT
- 30) If a letter carrier files his or her own grievance, management must give the steward or other union representative the opportunity to be present during any portion of the discussion which involves adjustment or settlement of the grievance.
[] True [] JCAM PAGE
[] False [] NATIONAL AGREEMENT
- 31) The union may submit written additions and corrections to the Formal Step A record by submitting the additional information within 7 days after the joint Formal A case file was appealed to Step B.
[] True [] JCAM PAGE
[] False [] NATIONAL AGREEMENT
- 32) Discussions with employees are not discipline and are not grievable.
[] True [] JCAM PAGE
[] False [] NATIONAL AGREEMENT
- 33) Management may delay granting a steward time on the clock to investigate a possible grievance in some circumstances.
[] True [] JCAM PAGE
[] False [] NATIONAL AGREEMENT

NATIONAL DRT CONFERENCE 2008

- 34) The union is entitled to information such as attendance records, payroll records, documents in an employee's official personnel file, internal USPS instructions and memorandums, disciplinary records and Postal Inspection Service investigative memoranda (IM's) when necessary and relevant to a possible grievance.
[] True [] JCAM PAGE
[] False [] NATIONAL AGREEMENT
- 35) When changes to handbooks, manual or published regulations directly relate to wages, hours or working conditions, management must notify the union.
[] True [] JCAM PAGE
[] False [] NATIONAL AGREEMENT
- 36) Special route inspections are conducted in accordance with applicable provisions of Handbook M-39.
[] True [] JCAM PAGE
[] False [] NATIONAL AGREEMENT
- 37) The local parties may agree to development of local policies and local forms even if the policies and forms contradict handbooks and manuals, as long as the local parties agree to the policies and forms.
[] True [] JCAM PAGE
[] False [] NATIONAL AGREEMENT
- 38) The local union may initiate a grievance alleging that a provision of a handbook, manual or published regulation of the Postal Service is not fair, reasonable, or equitable, or that such provision is inconsistent with the National Agreement.
[] True [] JCAM PAGE
[] False [] NATIONAL AGREEMENT
- 39) An employee who accepts a limited duty assignment waives the right to contest the propriety of the assignment.
[] True [] JCAM PAGE
[] False [] NATIONAL AGREEMENT
- 40) A union official is not required to give notification to management prior to visiting a postal installation.
[] True [] JCAM PAGE
[] False [] NATIONAL AGREEMENT
- 41) An individual who has successfully exercised an opt under Article 41, Section 2.B.3 or 4 is not available to be detailed to higher level bargaining unit work under Article 25.
[] True [] JCAM PAGE
[] False [] NATIONAL AGREEMENT

NATIONAL DRT CONFERENCE 2008

- 42) When an employee is issued a letter of demand the employee must immediately make restitution and then may grieve the amount of the demand.
[] True [] JCAM PAGE
[] False [] NATIONAL AGREEMENT
- 43) An employee's driving privilege is automatically revoked or suspended with a revocation or suspension of his/her state driver's license.
[] True [] JCAM PAGE
[] False [] NATIONAL AGREEMENT
- 44) During local negotiations, the parties can only discuss the 22 items found in Article 30 and may not address other issues.
[] True [] JCAM PAGE
[] False [] NATIONAL AGREEMENT
- 45) Management is not required to release an employee's medical records to the union unless the employee has consented.
[] True [] JCAM PAGE
[] False [] NATIONAL AGREEMENT
- 46) Management is not required to notify the local union when a city letter carrier is detailed temporarily to a supervisory (204-b) assignment.
[] True [] JCAM PAGE
[] False [] NATIONAL AGREEMENT
- 47) A full-time letter carrier serving in a 204-b assignment retains his/her duty assignment unless the 204-b assignment lasts longer than 6 months.
[] True [] JCAM PAGE
[] False [] NATIONAL AGREEMENT
- 48) A letter carrier working a 204-b assignment may not bid on vacant letter carrier craft duty assignments.
[] True [] JCAM PAGE
[] False [] NATIONAL AGREEMENT
- 49) Full-time flexible positions are not available for opting.
[] True [] JCAM PAGE
[] False [] NATIONAL AGREEMENT
- 50) A full-time reserve or unassigned regular letter carrier who has opted for an assignment under Article 41, Section 2.B.3 must work the duty assignment for its duration and may not bid on other full-time duty assignments.
[] True [] JCAM PAGE
[] False [] NATIONAL AGREEMENT