

## **THE ISSUE:CROSSING CRAFTS, OCCUPATIONAL GROUPS, AND/ OR WAGE LEVELS**

### **THE DEFINITION**

Management may not normally make cross-craft or cross-occupational group assignments unless there is an insufficient workload in the losing craft and an unusually heavy workload in the gaining craft.

### **THE ARGUMENT**

The circumstances under which cross-craft or cross-occupational group assignments may be appropriate are very limited. Article 7 is a general prohibition against such assignments with very limited exceptions. If management claims an insufficient workload in one craft and an unusually heavy workload in another, the burden shifts to the Employer to prove those claims.

Management may not make such assignments solely to avoid overtime in one craft or occupational group.

### **THE INTERVIEW**

- What work did Letter Carrier Smith perform on Wednesday between 0700 and 0900?
  - Isn't (distribution of parcel post) normally Clerk Craft work in this office?
    - Who made the decision to make this cross-craft assignment?
- Why did you decide to use Letter Carrier Smith to perform this Clerk Craft work?
  - Why couldn't you have used Clerks to perform this work?
- Wasn't one of your major concerns the fact that you would have had to bring in a Clerk on overtime?
  - How much overtime did the Letter Carrier Craft work on the day in question?
    - How much overtime was worked in the Clerk Craft on that day?

## **THE DOCUMENTATION**

- Job description of employees assigned across crafts, occupational groups or levels
  - Job description of employees normally performing this work
- Clock rings of employees assigned across crafts, occupational groups or levels
- Clock rings or work hour summary for all members of craft (overtime level in losing craft)
- Clock rings or work hour summaries in gaining craft (overtime level in gaining craft)
  - Mail volume reports
- Identify or document work available in employee's own craft
  - Witness statements or interviews
  - Supervisor interviews or statements
  - Light / limited duty job offer (if applicable)
- Medical restrictions of employee (if any) being assigned across craft lines
  - Transfer hours report

## **THE AGREEMENT**

- National Agreement, Article 7.2
- National Agreement, Article 13
- National Agreement, Article 19
- Employee & Labor Relations Manual, Part 546