



January 31, 1997

MEMORANDUM FOR:

MANAGERS, POST OFFICE OPERATIONS  
JAMES C WOOD, POSTMASTER, KANSAS CITY, MO 64108-9998  
T W KEENEY, POSTMASTER, SHAWNEE MISSION, KS 66202-9998  
ROBERT W ROBERTS, POSTMASTER, SPRINGFIELD, MO 65801-9998

SUBJECT: POLICY ON THE USE OF THE 801 PROGRAM

The Employee Involvement process has locally developed several different No Lunch (8:01) policies or rules for use by City Carriers. These local policies may restrict the use of this privilege. Some policies address hours of work issues while others may address productivity. Several are in violation of the terms of the 801 program. The intent of the 801 rule was to allow a Carrier, working up to 8 hours and 1 minute, the opportunity to not take a lunch. Every time the Carrier is allowed this opportunity, a Form 3971 or locally developed form with Carrier's signature must be completed.

In an effort to standardize all 801 program policies throughout the Mid-America District, the following policy on the use of the 801 privilege will be invoked at all offices. Management still reserves the right to not allow the use of this program.

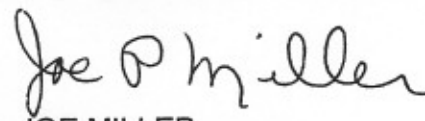
1. Any employee desiring to waive his right to a lunch period must have **prior** approval of local management. This means that the Carriers using the privilege must sign the option form **prior** to clocking to the street. Carriers must also sign the Form 3971 daily or identical locally developed form.
2. Any Carrier can change his 801 election to a Lunch Taken option verbally with management **prior** to taking a lunch break. Signing up for the 801 privilege and then taking a lunch or extending a break is prohibited.
3. Management holds the right to deny the privilege to anyone due to operational needs. For example: A Carrier is needed to complete a collection run. If that Carrier would enter the overtime/penalty overtime status due to the No Lunch option, the privilege will be denied.
4. Any regular Carrier who utilizes the 801 privilege must complete one entire regular route without auxiliary assistance in eight or less hours.
5. Any regular Carrier who utilizes the 801 privilege will not curtail mail if assigned to only one regular route.
6. Two street breaks cannot be combined (M39-242.341).

7. No Form 1564A, Carrier's Route Instructions, will be changed to include the 801 privilege on a permanent basis. All Carriers have the right to a lunch period on any given day.

This policy in no way covers all the possible things that happen in a Delivery Unit (i.e., vehicle accidents or breakdowns, sudden changes in weather, casing of two routes, etc.). It is intended to provide a uniform guideline for making decisions on the use of this privilege.

It must also be understood this policy is in line with the original agreement with the National Association of Letter Carriers (NALC). A copy of the rules, as agreed to, is attached for your review.

  
ORMER ROGERS, JR.  
DISTRICT MANAGER  
CUSTOMER SERVICE & SALES  
MID-AMERICA DISTRICT

  
JOE MILLER  
BUSINESS AGENT  
NATIONAL ASSOCIATION  
OF LETTER CARRIERS  
ST LOUIS, MO

Attachment

cc: W J Herrmann, Manager, Operations Programs Support  
Vic King, Senior Operations Analyst