

## OTAdmin



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**R**ecently, I have received several questions about a computer program the Postal Service created for use by supervisors to assign and track employee overtime. It seems there may be some misunderstanding regarding NALC's acceptance and involvement with the creation and use of the program, as well as what the program actually does. I would like to shed some light on its origin, what it was designed to do, how it works, and what effect it has on our craft.

In May 2014, the Postal Service notified NALC it was developing a web-based application called OTAdmin, a tool to assist in assigning and tracking bargaining-unit overtime.

That same month, after the notification, I met with Postal Service officials at USPS headquarters, and they demonstrated how the program worked. Although I under-

stood the program was just a management tool and it could not change any of the overtime provisions outlined in Article 8 of our National Agreement, I still wanted to see the OTAdmin demonstration to ensure that the use of it would not violate any of our contractual provisions. We offered a few suggestions to improve the program, and the Postal Service incorporated those suggested changes. Shortly afterward, the Postal Service began testing the use of the program in several districts around the country. Each district throughout the country recently received the program for their use.

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**“The utilization of OTAdmin does not change the provisions of Article 8 in any way. Violations of Article 8, whether daily violations or quarterly equity violations, should be grieved as though this program does not exist.”**

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In a nutshell, OTAdmin was created in response to the vast amount of overtime-related grievances each year. Although the program has many features, it was mainly designed by the Postal Service to assist supervisors in the tracking of overtime hours and opportunities, assist in distributing those hours equitably to the ODL employees