

Management is at it again when it comes to injured employees. Since they lost a National Level Grievance on the National Reassessment Process (NRP) they are attempting to change gears and try something new. Management has started a new program called the '546 program', which smells an awful lot like NRP but with new twists. If you are an injured employee that was injured on the clock, you can expect to hear from Management soon. Please do not call and ask when this is going to start because we don't know, it will start after Management is trained. Management is going to try and send you home claiming there is no work for you and force you to complete a CA-7 and turn it in to the Department of Labor (DOL) to receive your pay. Depending on your restrictions, you may work three hours today, 1 1/2 hours tomorrow and four hours the following day and then you will have to submit a CA-7 to the DOL for the balance of your hours on a daily basis.

We will need your help to stay on top of this. Please notify your shop steward each and every time you are sent home so we can determine if there was work available for you. The steward will not know if you are sent home unless you tell him/her. You will need to identify specifically any work that you could have done within your restrictions and approximately how long this work would have taken you to complete.

Management is required to assist you in completing the CA-7 for the DOL if you request it. If your claim has been closed, you will need to file a CA-2-A and reopen your claim so you can submit the CA-7 in case you need to receive pay from them.

I recently heard from a couple of carriers that they were being instructed to clock on stand-by time (354) and then do various work such as mark-ups. If you are instructed to move to 354 must not do any work of any kind. If you do any work while on 354 time it does not get properly recorded and looks like the carrier did all the work within their eight hours.

Remember, you have the right to take all job offers to your doctor for approval. Management may try to place duties on your job offer that are in violation of your medical restrictions; if this occurs sign the job offer under protest and state the reason (s) for signing under protest such as ... "this duty or these duties are in violation of my medical restrictions". If you flat out refuse the job offer you will most likely be sent home.

#### 546.142 Obligation

When an employee has partially overcome the injury or disability, the Postal Service has the following obligation:

a. *Current Employees.* When an employee has partially overcome a compensable disability, the Postal Service must make every effort toward assigning the employee to limited duty consistent with the employee's medically defined work limitation tolerance (see 546.611). In assigning such limited duty, the Postal Service should minimize any adverse or disruptive impact on the employee. The following considerations must be made in effecting such limited duty assignments:

1. To the extent that there is adequate work available within the employee's work limitation tolerances, which the employee is regularly assigned, and during the hours when the employee regularly works, that work constitutes the limited duty to which the employee is assigned.
2. If adequate duties are not available within the employee's work limitation tolerances in the craft and work facility to which the employee is regularly assigned within the employee's regular hours of duty, other work may be assigned within that facility.
3. If adequate work is not available at the facility within the employee's regular hours of duty, work outside the employee's regular schedule may be assigned as limited duty. However, all reasonable efforts must be made to assign the employee to limited duty within the employee's craft and to keep the hours of limited duty as close as possible to the employee's regular schedule.
4. An employee may be assigned limited duty outside of the work facility to which the employee is normally assigned only if there is not adequate work available within the employee's work limitation tolerances at the employee's facility. In such instances, every effort must be made to assign the employee to work within the employee's craft within the employee's regular schedule and as near as possible to the regular work facility to which the employee is normally assigned.

