DECEMBER PENALTY OVERTIME EXCLUSION SET

As referenced in Article 8, Sections 4 and 5 of the USPS-NALC National Agreement, the December period during which penalty overtime regulations are not applicable consists of four consecutive service weeks. **This year, the December period begins Pay Period 26-2026, Week 1 (Nov. 28, 2026) and ends Pay Period 27-2026, Week 2 (Dec. 25, 2026).**

Keep in mind, the penalty overtime exclusion period does not affect the provision bargained for and included in the 2023-2026 National Agreement outlined in Article 8, Section 4.G. This provision requires letter carriers to be paid at the rate of two and a half (2½) times their base hourly straight time rate for any hours worked beyond 12 hours in a service day or 60 hours in a service week. This requirement to compensate letter carriers at that rate of pay is unchanged during the December period. All hours worked in excess of 12 hours in a service day or 60 hours in a service week will still be paid at 2½ times the normal rate of pay.

copied from nalc.org