

142. WHEREAS, The current EMA, a maximum of 39.5 cents per mile, is insufficient to adequately off-set the cost to rural carriers;

BE IT RESOLVED, That the Standard Rate shall be raised to, and maintained at, a rate which is one hundred fifty percent (150%) of the Standard Rate authorized by the Internal Revenue Service (IRS). This amount is one and one half times the allowed rate of 34.5 cents per mile, or 51.75 cents per mile.

143. WHEREAS, Rural carriers are required to deviate up to one-half mile off the line of travel to effect delivery of accountable mail and parcels too large for the mailbox; and

WHEREAS, There is no compensation for said deviation;

BE IT RESOLVED, That rural carriers be compensated for any mileage deviation to effect delivery of the mail.

144. WHEREAS, Article 9.2.d. of the EL-902 reads, "To meet future gasoline price fluctuations, for each seven cent (\$.07) per gallon change in the cost of regular, no lead gasoline, based upon the national average as determined by the Bureau of Labor Statistics, the EMA rate shall be adjusted, both for increases and decreases, by one-half cent (\$ 0.5) per mile

BE IT RESOLVED, That rural carrier EMA be triggered to be equal to the Postal Service studies of cost for the Postal Service fleet.

145. WHEREAS, Per the EL-902, Article 9.2.J.5. auxiliary assistance and auxiliary rural carriers get paid EMA on a per-mile or per-hour basis at the current per mile rate or a minimum of \$4.05 per hours, but not to exceed the amount provided in the stop chart;

BE IT RESOLVED, That auxiliary assistance and auxiliary routes be allowed to be paid per the stop chart as an additional option.

145.1 WHEREAS, The base EMA is \$15.95 and the rate per mile is 39.5 cents;

BE IT RESOLVED, That base EMA be increased by \$5.00 and the rate per mile be increased by 0.3 cents.

146. WHEREAS, Rural carriers are being reimbursed at .395 cents per mile for the use of their vehicles and the carriers are losing money operating their own vehicles on the route;

BE IT RESOLVED, That the USPS and the NRLCA institute a joint study on vehicle operation costs to facilitate a fairer increase in cents per mile.

147. BE IT RESOLVED, That EMA be adjusted to the cost of living quarterly.

149. WHEREAS, Mis-sent mail is not counted as an error in DPS qualification at the 98% threshold;

BE IT RESOLVED, That all mis-sent mail be included in the error rate for DPS qualification of 98%. (Mis-sequenced, mis-sort, and mis-sent)

152. WHEREAS, The Association is responsible for the payment of Area Stewards for performing duties that would be performed by Local Stewards;

BE IT RESOLVED, That the USPS be responsible for Z time to compensate Area Stewards

in offices without a Local Steward.

153. WHEREAS, Only annual leave may be donated to carriers in time of catastrophic illness;

BE IT RESOLVED, That the accumulated sick time of retiring carriers, if they so choose, be put into a bank for that District and re-distributed to those in need when all other areas of income are exhausted.

154. WHEREAS, You cannot take a portion of a day off for medical/dental procedures;

BE IT RESOLVED, That in cases where a procedure may take 2 to 3 hours or under, a carrier can leave the facility, have the procedure done, return to the post office, and complete their route.

156. WHEREAS, For minor offenses by the employee, management has a responsibility to discuss such matters with the employee, discussions of this type shall be held in private between the employee and the supervisor. Such discussions are not considered discipline and are not grievable.

BE IT RESOLVED, That discussions of this type shall be held in private between the employee and the supervisor unless the employee requests a witness. This witness must be chosen by the employee from other employees on duty at the time, if the witness agrees. Such discussions are not considered discipline and are not grievable.

157. WHEREAS, Language does not exist pertaining to the residual offering of a route during the bidding process;

BE IT RESOLVED, That the route information for residual offerings must be made available to the carriers upon their request during the bidding process.

160. WHEREAS, Article 12, Section 3, Paragraph A.5. of the 1995-1999 contract and the 2000 extension reads as follows: Post the vacant at the vacancy post office, including stations and branches for all regular carriers, substitute rural carriers, and rural carrier associates (RCA's) with one (1) year of continuous service as an RCA. The notice shall be posted for ten (10) calendar days.

BE IT RESOLVED, That the vacancy be posted at the vacancy post office, including stations and branches. The residual route shall be posted district wide for all regular carriers, substitute rural carriers and rural carrier associates (RCA's) with one (1) year continuous service as an RCA. Career employees supercedes all other seniority. The notice shall be posted for ten (10) calendar days.

161. WHEREAS, There is no current contractual obligation to allow that employees be paid time off for death of an immediate family member except as annual leave;

BE IT RESOLVED, That any regular rural carrier, PTF, or replacement carrier loses an immediate family member, will have three paid consecutive days off from work for grieving purposes, not to be charged as annual or sick leave.

162. WHEREAS, Rural carriers may only take annual leave and sick leave in minimum units of one day and many have partial days that cannot be taken;

BE IT RESOLVED, That a new section (Section 7) be added to Article 10 as follows:

Section 7. Any partial days of annual or sick leave carried by a carrier will be paid to the carrier and be subtracted from previously credited annual and/or sick leave.

163. BE IT RESOLVED, That the NRLCA negotiate with the Office of Personnel Management to increase dental and optical coverage, as well as other health insurance plans, in order to reduce the overall cost and increase coverage.

164. BE IT RESOLVED, That all rural carriers be allowed the option to have patrons' names on edit sheets and case labels.

166. WHEREAS, Many carriers have extensive leave and do not wish to use all of it;
BE IT RESOLVED, That rural carriers may cash in annual leave.

167. WHEREAS, Family leave only covers immediate family members;
BE IT RESOLVED, That family leave be extended to include our in-laws.

168. WHEREAS, Rural Carriers are only allowed to carry fifty-five (55) days of leave and some carriers do not use much leave;
BE IT RESOLVED, That the Postal Service take the cap off the amount of leave a carrier may keep from year to year.

171. WHEREAS, Health insurance premiums cost a large percentage of a retiree's usable retirement income and since many Postal Service employees would like to retire with 20 or 30 years service to the USPS but, because of insurance, opt to continue to work 40 or more years;
BE IT RESOLVED, That our Association's State and National Officers support our membership and solicit the membership of other postal unions to have retirement with 30 years or more service have USPS paid health insurance, a basic retirement for all USPS or Federal retirees.

172. BE IT RESOLVED, When a route adjustment is requested by a carrier, that it must be made effective within 90 calendar days.

173. WHEREAS, RCA's (Designation Code 74) are appointed via Form 50 to serve full time on a vacant route or in the absence of the regular carrier for more than ninety (90) days;
BE IT RESOLVED, That while an employee is working as a Designation 74, they will receive all the benefits and opportunities that a Designation 71 employee receives.

174. BE IT RESOLVED, That the language in Section 654.21, Paragraph c., of the Postal Operations Manual be eliminated.

175. BE IT RESOLVED, That the following paragraph be added to the Postal Operations Manual, Section 644.2; d. In those territories where an economic savings can be realized by rural delivery.

176. BE IT RESOLVED, That Article 10, Section 2.A., Paragraph 1.a., read as follows:
2.A.1.a. A regular carrier shall not be denied leave due to the unavailability of a relief carrier, if a relief carrier would be made available by having another regular carrier on the Relief Day

2.A.1.b. A regular carrier shall not be denied leave due to the unavailability of a relief carrier if a relief carrier could be made available by having another regular volunteer to work that day.

2.A.1.c. A regular carrier shall not be denied leave due to the unavailability of a relief carrier if a relief carrier could be made available by selecting by juniority another regular carrier to work that day. This provision applies only if the period of leave requested exceeds two consecutive work days of leave. This provision only applies if management has exhausted 2.A.1.a. and 2.A.1.b. above first.

178. WHEREAS, Transfer opportunities are limited to mutual transfers and are difficult to complete;

BE IT RESOLVED, That non-probationary employees be allowed to bid on district postings in a district other than the one they are assigned to. In order to bid on an additional district, the employee would be required to notify the Human Resources Office in that district.

178.1 WHEREAS, The Civil Service Retirement System retirees receive COLA's for the full amount of the Consumer Price Index; and

WHEREAS, The Federal Employees' Retirement System retirees receive COLA's for less than the full Consumer Price Index is greater than two percent;

BE IT RESOLVED, That the NRLCA strive to attain a full COLA in place of the present "diet COLA" for retirees covered by FERS.

179. BE IT RESOLVED, That regular carriers shall be allowed to use sick or family leave in the event of a death in the immediate family instead of annual leave.

184. BE IT RESOLVED, That no more highway contract routes be established.

187. WHEREAS, Parcel volume continues to increase; and

WHEREAS, Carriers are required to dismount to effect delivery of parcels that do not fit in mailboxes;

BE IT RESOLVED, That the endorsement, "Approved by the Postmaster General" not be allowed on new boxes less than 12" by 12."

188. WHEREAS, Rural carrier seniority begins to accrue with appointment as a regular rural carrier and continues while service is uninterrupted in the same office;

BE IT RESOLVED, That rural carrier seniority shall begin to accrue with appointment as a regular rural carrier and continue to accrue while service is uninterrupted. This seniority applies district wide.

189. WHEREAS, A regular rural carrier can sign up on the volunteer work list one time a year;

BE IT RESOLVED, That when a regular rural route loses the primary leave replacement, the regular carrier be allowed the option to place their name on the Relief Day Work List.

190. BE IT RESOLVED, That in offices where the employer has determined to change the relief day of one or more regular routes and the formula has been utilized, Monday should be