

conversion and/or route classification change.

42. WHEREAS, Option 2 under the Relief Work Day List allows management the right to schedule the carrier's X day;

BE IT RESOLVED, That all carriers working their relief day be allowed to schedule their X day at the carrier's option.

43. WHEREAS, The present language of Article 8, Section 5, Paragraph A of the Extension to the National Agreement between the USPS and the NRLCA reads, "Two weeks prior to the beginning of each guarantee period at each delivery unit, regular rural carriers desiring to work their relief days shall place their names on the Relief Day Work List;

BE IT RESOLVED, That two weeks prior to the beginning of each guarantee period at each guarantee period at each delivery unit, regular rural carriers, EXCLUDING 204-B's, desiring to work their relief days shall place their names on the Relief Day Work List.

44. WHEREAS, There is a larger turnover for RCA's now and it requires regular carriers extra time training them on the route;

BE IT RESOLVED, That regular carriers be compensated for the extra required time for training RCA's, especially where extra paperwork is involved (training folders, route notes, marking boxes, etc.).

45. WHEREAS, There is such a variation in cost-of-living between the localities of the members who make up the NRLCA;

BE IT RESOLVED, That the NRLCA negotiate with the USPS to develop a graduated location pay scale for the 48 contiguous states granting from 2% up to 6% above the current pay schedule for the higher indexed groups, similar to the location pay for Hawaii and Alaska.

46. WHEREAS, Regular rural carriers are required to handle additional work following Monday holidays;

BE IT RESOLVED, That when a holiday, except Christmas, New Year's, 4th of July and Memorial Day fall on a Monday, all routes will receive four (4) hours overtime pay that week.

48. WHEREAS, There is no set role or application for changing case labels;

BE IT RESOLVED, That all carriers shall receive a minimum of one (1) hour auxiliary assistance for every ten (10) hours of route evaluation for changing the complete set of case labels and paraphernalia.

49. WHEREAS, There are no step increases for RCA's and RCR's and new hires are making almost as much as RCA's and RCR's who have been working for four or five years;

BE IT RESOLVED, That step increases be granted for RCA's and RCR's.

50. WHEREAS, When a holiday falls on the relief day of an evaluated carrier, the carrier shall be granted the preceding workday as the designated holiday. A regular carrier is required to work on a designated holiday shall receive the daily rate of pay for such day in addition to holiday leave pay to which the employee is entitled.

BE IT RESOLVED, That a regular carrier required to work on a designated holiday shall receive the daily rate of pay for such day in addition to holiday leave pay to which the employee

is entitled. Additionally, the following options: 1) Reassigning the designated holiday to another day by mutual consent between the carrier and the employer. The reassigned holiday must be within the next twelve (12) weeks. 2) Compensation of 50% of the carrier's daily rate of pay in addition to receiving an assigned holiday within twelve (12) weeks as scheduled by the employer. 3) Compensation at 150% of the carrier's daily rate of pay. The carrier will not receive a reassigned holiday.

51. WHEREAS, An office-wide list will be established for substitutes, RCA's and RCR's who desire to work on Sunday;

BE IT RESOLVED, That compensation be paid at time and a half for Sunday and Christmas Day.

52. BE IT RESOLVED, That if, after coming to work, a carrier is unable to complete delivery due to vehicle breakdown and there are no other vehicles available, the carrier shall be granted administrative leave for that day.

53. WHEREAS, City carrier have received Level 6 and rural carriers are only Level 5;
BE IT RESOLVED, That we also receive Level 6 pay.

54. WHEREAS, Regular carriers are paid on a 8127 and RCA's on a 1314-A once a pay period;

BE IT RESOLVED, That 8127's and 1314'A's be turned in and paid in the same period the work was performed instead of monthly.

55. WHEREAS, Currently RCA's eligible to be promoted must wait up to 10 days after the close of bidding to receive the route award and then has an additional 21 days to fill said awarded route;

BE IT RESOLVED, That the time limits for an RCA being converted to regular be changed to a total of 14 days.

56. WHEREAS, Article 9.2.C.5.c. of the contract states the employer will not require a single non-Saturday relief day to be assigned to more routes than a Saturday relief day. . .

BE IT RESOLVED, That Article 9.2.C.5.c be changed to read, "That the employer will not require a single non-Saturday relief day to be assigned to more routes than a Saturday relief day, nor will the employer limit a non-Saturday relief day to less than that available on a Saturday. A Friday/Saturday rotating relief day, or any pair of Friday/Saturday rotating relief days equates to one Friday relief day.

57. WHEREAS, All RCA's are paid the same regardless of years of service;

BE IT RESOLVED, That RCA's be paid step increases and retain their attained step upon going regular.

58. WHEREAS, Compensation at 50% of the carrier's daily rate of pay, in addition to receiving an X day within twelve (12) weeks as scheduled by the employer;

BE IT RESOLVED, That the following be added, "For relief days worked that have exceeded the twelve (12) week time frame payroll shall AUTOMATICALLY generate the appropriate compensation, plus a late penalty of 10% of the gross."

59. WHEREAS, Carriers mandated to work their designated holiday only receive their daily rate of pay for that designated holiday;
BE IT RESOLVED, That carriers who work on a designated holiday shall receive 200% of the daily rate of pay for such day in addition to holiday leave pay to which the employee is entitled.
60. WHEREAS, If a regular is required to work on the designated Christmas holiday, such carrier shall receive 1 times the daily rate of pay;
BE IT RESOLVED, That if a regular is required to work on the designated Christmas holiday, such carrier shall receive 200% of the daily rate of pay.
61. WHEREAS, Management has the right to deny an RCA more hours than the evaluated hours on a route;
BE IT RESOLVED, That management not be allowed to require an RCA to work more than 39 hours and 59 minutes unless the RCA is guaranteed to work more than the evaluated hours.
63. WHEREAS, Some carrier do not feel adequately compensated under the evaluated system; and
WHEREAS, Mail counts can greatly swing the effects on a route one way or another;
BE IT RESOLVED, That all regular rural carriers be allowed to pick whether they wish to be compensated under FLSA Code A or B at the beginning of the guarantee period annually.
64. WHEREAS, Rural carrier duties have become more dangerous with more dismount duties and more traffic on the highways; and
WHEREAS, When rural carriers are involved in an accident, they are held solely responsible regardless of all of the circumstances;
BE IT RESOLVED, That the NRLCA will negotiate an agreement to include in the pay schedules a paid increase titled, "Hazardous Duty Pay." This increase will be for all routes and will not be on any sliding scale.
65. WHEREAS, The volume on Mondays and days after a holiday does not reflect the route evaluation;
BE IT RESOLVED, That RCA's and RCR's receive compensation for actual hours work or evaluation, whichever is greater, for working Mondays and days after a holiday.
67. WHEREAS, The NRLCA and the USPS contract extension is complex and cumbersome to implement in large multi-unit offices and applies some provisions by unit and some by office;
BE IT RESOLVED, That with the exception of the posting for a vacant regular route(s), all multiple station/branch offices will have the contractual application of individual offices.
68. WHEREAS, The current contract and extension do not provide for additional training on newly assigned routes for a PTF rural carrier;
BE IT RESOLVED, That familiarization training be provided on all routes assigned to a PTF rural carrier.
69. WHEREAS, Scheduling is the responsibility of the employer;

BE IT RESOLVED, That the local, area, assistant state steward and regular carrier have input in the scheduling process.

70. WHEREAS, A PTF is limited to working only in the delivery unit to which he/she is assigned;

BE IT RESOLVED, That a PTF be allowed to serve in more than one office.

71. WHEREAS, Only carriers on the same route for a specified length of time are able to obtain labels with desired names on them from AMS;

BE IT RESOLVED, That all regular carriers have the option to have case labels printed with or without names.

72. WHEREAS, Any carrier carrying an unfamiliar route (a route which they have not carried for one year or longer);

BE IT RESOLVED, That the carrier who is carrying a route on which they have not carried for one year or longer be allowed at least one-day refresher training on the clock.

73. WHEREAS, Article 9.2.M.1. states that a leave replacement assigned to more than one route will be allowed a reasonable period with pay to become familiar with the route and become proficient; and

WHEREAS, Many leave replacements assigned to auxiliary routes are not allowed any time to train or familiarize themselves with the route;

BE IT RESOLVED, That when leave replacements are assigned to routes, they will have the same right to train on an auxiliary route as they would receive if assigned to a new regular route.

74. BE IT RESOLVED, That no rural craft employee is to be delivering mail after dark or at the discretion of the carrier.

75. WHEREAS, Regular carriers are being assigned as temporary supervisors in the office that they carry from;

BE IT RESOLVED, That regular carriers should not be on a higher level as supervisors in the same office as they carry mail from.

76. WHEREAS, Current policy states the carrier leaves to start the mail route behind the steering wheel and then changes position and rearranges the mail on the front seat at the first box or safe location prior to the first box;

BE IT RESOLVED, That carriers may set up in delivery position at the post office.

77. WHEREAS, New regular carrier appointees may have served the rural and the employer without benefits and under various hardships prior to conversion;

BE IT RESOLVED, That all days worked be credited to new regular carrier appointees and that a calculation of six (6) days equals a week of satisfactory service so as to determine the appointee's attained step progression.

78. WHEREAS, That RCA's in a formula office are working full time;

BE IT RESOLVED, That RCA's, hired from a register or reassigned from Rural Carrier