

Relief or Auxiliary Carrier positions, assigned to a formula office will be considered career employees. They should receive all the benefits that they deserve. Step increases also.

79. WHEREAS, There are no instances in which a PTF-RC may have the right to refuse conversion to regular rural carrier;

BE IT RESOLVED, That the PTF have the right to refuse conversion to regular rural carrier.

80. WHEREAS, The ELM and National Agreement are vague on the subject of approving leave in advance;

BE IT RESOLVED, That leave requests should be submitted no sooner than twelve (12) months before the carriers scheduled leave dates. Leave should be considered on a case-by-case basis and should not be unreasonably denied. Management shall be required to approve/disapprove the request within three (3) calendar days (72 hours) upon submission of the request. The request should be approved or disapproved and not held for future disposition at management's discretion. Example: "Pending Coverage" should not be a means with which to approve and later disapprove a leave request.

81. WHEREAS, Article 9, Section 2, Paragraphs M.2, M.3, and M.4 reads as follows:

(1) 9.2.M.2: When involuntary reassignments of rural carriers occur, the carrier may be scheduled as follows:

(2) 9.2.M.3: When a voluntary reassignment of a regular rural carrier occurs, employees . . .

(3) 9.2.M.4: When a regular rural route is substantially changed by major additions of territory, the regular rural carrier serving . . . following:

BE IT RESOLVED, That Article 9, Section 2, Paragraphs M.2, M.3 and M.4 be changed to read as follows:

(1) 9.2.M.2: When reassignments of rural carriers occur, the carrier will be scheduled as follows:

(2) 9.2.M.3: When a reassignment of a regular rural carrier or leave replacement occurs, employees. . .

(3) 9.2.M.4: When a regular rural route is substantially changed by major additions of territory, the regular rural carrier and leave replacement serving . . . following.

82. WHEREAS, FLSA allows 10 minute breaks after four (4) hours; and

WHEREAS, Carriers are not allowed on the clock breaks;

BE IT RESOLVED, That carriers be allowed a 10-minute break on the clock for each four (4) hours of evaluation.

83. WHEREAS, Rural carriers are allowed 30 minutes for lunch;

BE IT RESOLVED, That rural craft carriers may stop for not more than one (1) hours. Lunch may be taken in segments of less than one hour at the carrier's option, provided the time taken does not exceed one hour.

84. BE IT RESOLVED, That there be a cut off time for all mail for receipt by carriers on a daily basis.

85. WHEREAS, It costs no money to a post office for a rural carrier to work 2079 hours;  
BE IT RESOLVED, That unless a carrier is in 2080 trouble, their work methods of time used shall not be an issue.
86. BE IT RESOLVED, That regular carriers be allowed to do extra work, such as dual appointments.
87. WHEREAS, Management is responsible to set schedules and carriers have little or no say in the scheduling of their routes;  
BE IT RESOLVED, That carriers will have the opportunity to voice their opinions and concerns. Carriers may submit, in writing, service conditions that are unique to their route. These written statements will be considered before the final decision is made.
88. WHEREAS, Presently, RCA's and RCR's must serve a new 90-day qualifying period for leave-earning status;  
BE IT RESOLVED, That no additional qualifying period be required.
89. WHEREAS, The NRLCA has resolved to improve the job of RCA's;  
BE IT RESOLVED, That trained RCA's should be utilized as counters on multiple routes during mail count without the job being designated as a "higher level position" and without the work hours being attributed as "auxiliary assistance."
90. WHEREAS, Lack of training in counting and evaluating rural routes creates stress, anxiety and time-consuming costly grievance;  
BE IT RESOLVED, That employees responsible for counting rural routes attend approved count training courses and pass a "certification" exam; and  
FURTHER, BE IT RESOLVED, That RCA's be eligible for the certification-training program.
91. WHEREAS, Currently, there is no accommodation to pay "Acts of God" Administrative Leave to Designation 79's who are committed to an auxiliary route six (6) days a week;  
BE IT RESOLVED, That Designation 79's on six (6) day auxiliary route assignments be paid Administrative Leave for all "Acts of God" circumstances.
92. WHEREAS, The USPS has a chronic problem of obtaining and retaining enough RCA's;  
BE IT RESOLVED, That health care and sick leave be provided to RCA's after their ninety (90) day-probation period. Leave privileges also should be provided, if all possible, based on hours worked.
93. WHEREAS, The one-year extension called for the creation of a PTF position. A small percentage of RCA's have been converted to PTF's; and  
WHEREAS, Many RCA's are working more than one day per week;  
BE IT RESOLVED, All RCA's should be reassigned as PTF's and become career employees if they so desire.
94. WHEREAS, The analysis of the agreement states that a leave replacement may be required to work any route in the delivery unit, even if they have not worked that route;

BE IT RESOLVED, That no leave replacement shall be required to work on a route that they have not been trained on. If a leave replacement works on a route that they have not been trained on, then they will be paid actual time or evaluation, whichever is greater, for the day.

95. WHEREAS, Some leave replacements, after receiving training on a specific route are required to work that route on an infrequent basis; and

WHEREAS, Many changes may occur between the time trained and the subsequent coverage of the route;

BE IT RESOLVED, that if ninety (90) calendar days pass between instances that a leave replacement works on a specific route, then the said relief will not be considered trained on that route and will be entitled to train again on that particular route.

96. WHEREAS, Leave replacements who have accumulated leave cannot use that leave during the ninety (90) day period of a new leave-earning assignment;

BE IT RESOLVED, That a leave replacement who has accumulated sick leave and/or annual leave will not have to go through any waiting period to begin building further sick and/or annual leave if the leave replacement is assigned to another auxiliary or vacant route; and

BE IT FURTHER RESOLVED, That a PTF or RCA be able to use sick leave or annual leave regardless if they are assigned to an auxiliary route or a regular route.

97. WHEREAS, Article 30.2.Q. states that a leave replacement may be required to perform duties in addition to the route assignment;

BE IT RESOLVED, That no leave replacement shall be required to serve more than one complete route or auxiliary route in one day. If a leave replacement voluntarily serves more than one complete route per day, then the pay for any work on the second route shall be actual time worked.

98. WHEREAS, Article 30.2.C. states, "When necessary or desirable, a substitute, rural carrier associate or rural carrier relief employee, who is assigned to one route may be utilized on up to three (3) routes. However, the employee's prime responsibility is to the assigned route;

BE IT RESOLVED, That Article 30.2.C. be changed to read, "When necessary or desirable, a substitute, rural carrier associate or rural carrier relief employee, who is assigned to one route, may be utilized on as many routes necessary, at the relief's option;

FURTHER, BE IT RESOLVED, That when cross training is to be done, training must be done based upon the longest period of continuous service in the office. "HOWEVER, THE EMPLOYEES prime responsibility is to the assigned route

99. BE IT RESOLVED, That when an RCA transfers to another route, the route he/she is transferring from can only hold them for one (1) full pay period.

100. WHEREAS, All Rural Carrier Associates do not receive benefits as regular rural carriers do;

101. BE IT RESOLVED, That all Rural Carrier Associates and all Rural Carrier Reliefs receive benefits as regular rural carriers do, based on the amount of days worked during the year.

102. WHEREAS, Rural Carrier Associates do not get credit towards retirement;

BE IT RESOLVED, That Rural Carrier Associates be credited time towards retirement – credit to be given for actual days worked; and

FURTHER, BE IT RESOLVED, That this shall be retroactive to January 1, 1989, and shall include all RCA's and PTF rural carriers who are not regular carriers.

103. WHEREAS, That the hiring and retaining of relief carriers is an on-going problem with the United States Postal Service.

BE IT RESOLVED, That RCA's and RCR's be allowed to contribute to the Thrift Savings Plan with matching funds after their probationary period.

106. WHEREAS, No health insurance benefits are currently offered to an auxiliary carrier on larger auxiliary routes;

BE IT RESOLVED, That when an auxiliary route goes to six (6) or more hours per day for at least a year, the RCA be eligible for the same health insurance benefits that regular carriers have.

107. WHEREAS, Presently, TRC's are appointed for a term not to exceed 359 days;

BE IT RESOLVED, That a TRC appointment will not exceed 180 days. At the expiration of their term, management must call for a hiring register and attempt to hire from the register prior to reappointing a TRC. However, this does not prohibit management from calling for the hiring register at any time. If an RCA cannot be hired from the register, the TRC may be reappointed for 180 days after a six (6) day break in service.

108. WHEREAS, Bargaining unit leave replacements experience the same cost of living as regulars, but do not get the cost-of-living allowance when regulars receive them.

BE IT RESOLVED, That bargaining unit leave replacement receive COLA increases at the same time as regulars.

109. WHEREAS, There is no incentive for management to aggressively pursue leave replacements hires once the formula has been implemented;

BE IT RESOLVED, That in an office that has implemented the formula, all leave replacements in that delivery unit receive the Schedule 2 wage that normally applies to rural carrier associate and rural carrier relief employees on the rolls prior to August 24, 1991, as an incentive for new hires and for management to genuinely work for abolishing the formula implementation.

110. WHEREAS, Some management consider leave replacements are unavailable when they are in jeopardy of or are in an overtime situation;

BE IT RESOLVED, That new language be added to reflect that leave replacements who are in jeopardy of or are in an overtime situation still be considered available.

111. WHEREAS, RCR's have been performing the same duties as RCA's for 15 – 20 years;

BE IT RESOLVED, That PAC diligently seek a way to convert RCR's to Rural Carrier Associates entitled to Schedule 2 wage.

112. WHEREAS, Leave replacements earn leave after 90 days of working on a route (auxiliary or vacant) but stop earning leave when the auxiliary is converted or a route become