

Bargaining Unit Rural Leave Replacement Benefit Summary

2006-2010 National Agreement

RCAs and RCRs receive negotiated pay raises, as per the following schedules:

<u>Effective Date</u>	<u>Schedule 1</u>	<u>Schedule 2</u>	<u>Previous Contract 2000 -2006</u>	
11/25/06	\$17.72/hr	\$21.09/hr	2002	\$15.05/hr- \$18.24/hr
11/24/07	\$17.98/hr	\$21.40/hr	2003	\$15.23/hr- \$18.64/hr
11/22/08	\$18.24/hr	\$21.71/hr	2004	\$15.42/hr- \$18.71/hr
11/21/09	\$18.50/hr	\$22.02/hr	2005	\$16.45/hr- \$19.78/hr
			2006	\$17.51/hr- \$20.84/hr

Note: Schedule 1: RCA hired after 8/24/91
Schedule 2: RCA hired before 8/24/91

- Subs, RCAs and RCRs have the protection of the NRLCA Agreement. The NRLCA has the exclusive right to negotiate labor agreements for all rural craft employees, including salaries. Only NRLCA can represent rural carriers in the Grievance-Arbitration process, including providing protection in disciplinary actions, with the U. S. Postal Service.
- Subs, RCAs and RCRs are entitled to work and receive pay for at least the evaluated pay hours of the route each week when working a full week on their primary assignment, provided the actual work hours do not exceed 40 hours in a work week. When a Sub, RCA, or RCR works in excess of 40 hours in a work week, the employee is paid as follows: Straight time for the first 40 hours, then overtime for the hours in excess of 40 hours at the employee's hourly rate.
- When serving an entire work week, Subs, RCAs and RCRs shall be granted a relief day in the case of a J or K route if requested and approved by local management, or required by local management.
- Subs, RCAs and RCRs may sign a list indicating a desire to work on Sunday when there is the need.
- Subs and RCAs assigned to auxiliary routes, or to regular routes where the regular carrier is absent over 90 days, earn annual and sick leave.
- Subs and RCAs who have earned sick leave can use up to 80 hours of sick leave in any leave year to care for or attend to a family member having an illness, injury, or other condition, which, if the employee had such condition, would justify the use of sick leave by the employee.
- Subs, RCAs and RCRs who have a predetermined regular schedule may qualify, under the Federal Employees Health Benefits Program (FEHBP), to enroll in the Rural Carrier Benefit Plan by paying the entire premium cost, thereby saving substantial tax dollars. Subs, RCAs and RCRs who qualify for FEHBP insurance may have pre-tax dollars set aside for the entire premium.
- Subs, RCAs and RCRs are entitled to apply for the Leave Replacement Health Benefit Plan through TRANSAMERICA, the Automobile/Homeowner Insurance (with GMAC), Ameritas Group Dental Benefits and Vision Plan. Relief members will also receive the Caremark Prescription Drug Discount Card.
- Subs, RCAs and RCRs are covered by the Federal Employees' Compensation and Tort Claims.
- RCAs have bidding rights for regular rural carrier positions after one year of continuous service as an RCA. Over 50,000 RCAs have seniority rights for regular carrier positions.
- Subs and non-probationary RCAs have bidding rights for Part-time Flexible Rural Carrier (PTF) positions.
- RCAs and RCRs have preference for selection off a register of eligibles for regular carrier positions. This does not supersede Veteran's Preference considerations.
- Subs, RCAs and RCRs will be offered other leave replacement vacancies when such vacancies occur.
- The seniority of Subs, RCAs and RCRs will merge with the seniority of Subs, RCAs and RCRs in a new office when they transfer with the route to a new office and fiancé number.
- Except in formula offices, Subs, RCAs and RCRs who are offered and accept an auxiliary route may choose to serve the auxiliary route and their primary route only, or they may choose to serve only the auxiliary route. In either case, Subs, RCAs and RCRs assigned to auxiliary routes are not to be considered for, nor required, to work on any other routes.
- To facilitate a relief carrier being granted a day off, an exception to the relief day worked provisions, allows a regular carrier to voluntarily work their relief day.
- As NRLCA members, Subs, RCAs and RCRs are entitled to vote, to be an officer, a steward, a QWL/EI team member, or a delegate to conventions.
- As NRLCA members, Subs, RCAs and RCRs receive the NRLCA's monthly magazine, *The National Rural Letter Carrier*, to keep informed on job-related issues.
- Subs, RCAs and RCRs who have completed their probationary period can receive a \$1,000 incentive payment for purchasing and utilizing a manufactured right-hand drive vehicle on their assigned route(s) or a \$500 payment for purchasing and utilizing a converted or used right-hand drive vehicle that is five years or less in age.
- Newly appointed Subs, RCAs and RCRs will be paid the greater of the actual hours worked or the evaluation of the route (up to 40 hours) for the first five (5) pay periods of employment.
- A leave replacement utilized on a route which he/she has not served in the past 12 months will be paid the greater of actual hours worked or the evaluation of the route (up to 40 hours).