

# ORDER OF CONSIDERATION

Covering a route when the regular rural carrier is absent

This document represents the position of the NRLCA as supported by the contractual and other language cited.

## 1. Primary Assigned Leave Replacement

- A. Entitled to weekly Evaluated Hours when covering route for full week. May only then be replaced to avoid overtime or additional overtime. (Article 30.2.O.)
- B. When covering route for entire week, they may be required and/or request to take a relief day on J or K routes. The relief day is not necessarily the same as the regular carrier. (Article 30.2.H)
- C. When a leave replacement is being scheduled on a day-by-day basis, the primary substitute, RCA or RCR must be scheduled for work on their primary assignment if available, even if this results in compensation at the overtime rate. (Pre-Arbitration Settlement G00R-4Q-C 02139495, March 14, 2005 (M-84))

2. If the primary assigned leave replacement is not available, management may assign an available part-time flexible rural carrier (PTF) before assigning the second or third leave replacement on the matrix. (Article 30.2.D.2. and Pre-Arbitration Settlement G00R-4Q-C 02139495, March 14, 2005 (M-84))

3. Assign the leave replacement in the secondary spot on the matrix. No entitlement to overtime. (Pre-Arbitration Settlement G00R-4Q-C 02139495, March 14, 2005 (M-84))

4. Assign the leave replacement in the tertiary (third) spot on the matrix. No entitlement to overtime. (Pre-Arbitration Settlement G00R-4Q-C 02139495, March 14, 2005 (M-84))

5. Assign, by seniority, another qualified substitute, RCA, or RCR in that delivery unit. Qualified means having received training or been utilized on the route. No entitlement to overtime. (Article 30.2.D.3 and (Pre-Arbitration Settlement G00R-4Q-C 02139495, March 14, 2005 (M-84))

6. If no qualified substitutes, rural carrier associates, or rural carrier relief employees within the delivery unit are available, the Employer may designate any other leave replacement in the office prior to selecting a regular rural carrier to work in accordance with Article 8.5.

**7. If no other leave replacements in the office are available, the Employer may schedule a leave replacement from another office before selecting a regular rural carrier to work in accordance with Article 8.5. If a leave replacement is scheduled to case and carry a regular rural route in his or her assigned office, the leave replacement is considered unavailable to work in another office. Article 30.2.D.5**

8. Management may, on some occasions, split a route or schedule an RCA to serve a regular route and an auxiliary route. (NOTE: The NRLCA position is that the term "on some occasions" does NOT include scheduling multiple assignments or splitting routes on a repeated or on-going basis.) Except in emergency situations, management must not schedule a leave replacement to serve on two full assignments or one full assignment and one or more partial assignments in a single day if the evaluations of these assignments total twelve hours or more. (Step 4 Settlement G95R-4G-C00170298 (R-96), April 24, 2002, and Wilson Letter September 1, 2000 (P-115))

## 9. Select a regular carrier to work in accordance with Article 8.5

A. Select carriers on the Relief Day Work List (RDWL) in order of seniority on a rotating basis, to work on their relief day.

Carriers on RDWL are paid one of three ways, **at their option**: (Article 9.2.C.5.f.)

- 1. DACA Code R- Carrier and manager mutually agree on X day within next 12 weeks. No additional compensation. Form 3971 completed. Same consideration as approved annual leave.
- 2. DACA Code 3- 50% additional compensation and X day scheduled by management within next 12 weeks. Management must give 3-days' notice when scheduling X day. (Wilson Letter September 1, 2000 (P-115))
- 3. DACA Code 5- Carrier receives 150% of daily evaluated pay. No X day.

B. If the need exists, the Employer will accept volunteers from regular carriers not on the list before requiring regular carriers not on the list to work their relief day. Such requirement will be by juniority. (Article 8.5.A.2)

C. Require a regular carrier not on the RDWL to work. This is done by juniority and does not rotate. DACA Code 3 is the only compensation choice. (Article 9.2.C.5.g.)

**Notes:** Any regular carrier may be bypassed from working a relief day if the hours worked would cause them to exceed 2080 hours for the guarantee year or 56 hours for the week. (Article 8.5.C.)

Regular carriers with annual leave, sick leave, or an X day scheduled adjacent to their relief day, will not be required to work the relief day. (Article 8.5.A.3)

10. In emergencies, any other qualified employee may be assigned. (Article 30.2.D.6)