

SECOND TRIP SCENARIOS AND COMPENSATION

1st SCENARIO: AFTER FINISHING the route, a carrier is sent back out to deliver mail or parcels that WERE NOT AVAILABLE prior to leaving that morning.

COMPENSATION \$\$\$:

Pay is 2 minutes a mile. Actual time for loading. + additional EMA if over 40 miles for the day. Record actual miles plus loading time on the 4240. There is a special second trip box mgmt is to select to record this time to the 1314 There is NO 60 minute limit per pay period for time entered as second trip Compensation for this should be received by the NEXT pay period.

REMEMBER! Reset your trip meter before leaving.

2nd SCENARIO: Management requires you to RETURN to the office at some point during your route to pick up and deliver late arriving mail or parcels that weren't sorted before you left. Basically at issue here is mgmt. expecting you to leave the route and come back in, then go back out to deliver.

FIRST, DO NOT ANSWER YOUR PHONE or acknowledge scanner texts while on the route. Cell phone use on the route is prohibited by mgmt and the Union except in cases of emergency. Rural carriers are not to be sent or acknowledge scanner texts. Operational concerns are NOT emergencies. If management does somehow arrange for you to return and go back out compensation is as stated below.

COMPENSATION \$\$\$:

The NRLCA position is that rural carriers should be compensated at the carrier's FLSA Overtime Rate (**TIME AND A HALF**) as defined in Article 9.2.A.1.k (the same method used to calculate the Christmas Overtime Rate) You should also receive additional EMA if you drive a POV. If management refuses to compensate you in this way, file a grievance.

3rd SCENARIO: The days parcels will not SAFELY fit in your vehicle.

If you are unable to SAFELY (retain visibility from all windows) load all the day's parcels in your vehicle you should ask management what course of action they want to take. They can curtail mail, provide auxiliary assistance or authorize a second trip. Management can NOT require you to purchase a larger vehicle unless second trips have become excessive (more than 12 instances within a 6 month period.) Additional trips during the Christmas overtime period do NOT count toward the more than 12 instances.

COMPENSATION \$\$\$:

Second trip pay in this instance is the same as described in scenario 1. If you are told you must obtain a larger vehicle or your route will be adjusted due to excessive second trips contact your DR IMMEDIATELY.