

FLSA Codes For Rural Letter Carriers

FLSA Code B: Applies to newly appointed regular rural carriers (Designation 71) and substitute rural carriers (Designation 72) who agree in writing to terminate the guarantee agreement at the end of the guarantee period. In addition, this code applies to all regular rural carriers who were on the rolls at the beginning of the contract period assigned to RCS (Mileage) routes having 31 or more paid miles or to evaluated routes having 35 or more standard hours.

FLSA Code B, Designation 72 Carrier: A substitute rural carrier (Designation 72) is compensated on the RCS (Mileage) or evaluated schedule, whichever is appropriate. The carrier must agree in writing to terminate the guarantee agreement on the last day of the guarantee period, upon the filling of the vacancy, or upon the return of the regular rural carrier to the route, whichever occurs first. This signed document is irrevocable; if the substitute is still assigned to such a route at the end of a guarantee period, the agreement to terminate is renewed automatically.

FLSA Code A: Applies to newly appointed regular and substitute rural carriers (Designation 72) appointed after the beginning of the guarantee period to a route having 35 or more standard hours per week who do not agree in writing to terminate the guarantee at the end of the guarantee period. The regular rural carrier will automatically be converted to FLSA Code B at the beginning of the next guarantee period.

FLSA Code A, Designation 72: When the substitute carrier (Designation 72) does not agree in writing to terminate the guarantee agreement on the last day of the guarantee period, the carrier will be compensated under section 7(a) of FLSA. The substitute carrier is provided the opportunity to sign the agreement at the beginning of each guarantee period.

FLSA Code N: This code applies to regular rural carriers (Designation 71) only, assigned to routes having less than 35 standard hours per week or RCS (mileage) routes having less than 31 paid miles per week.

FLSA Code L: This code applies to substitute rural carriers (Designation 72) assigned to routes where the assigned regular carrier (Designation 71) on the route has a FLSA Code N (less than 35 standard hours or 31 paid miles). This code also applies to all substitute rural carriers (Designation 73) performing service on all types of routes.

FLSA Code P: This code applies to auxiliary rural carriers (Designation 77), substitute,

rural carriers (Designation 73) rural carrier relief (Designation 75), rural carrier associates (Designations 74, 78 and 79), and temporary replacement carriers (Designation 70-0).