

## Article 9.2.C.F THROUGH 9.2.C.K

**F.** Except as provided in item i. below, regular rural carriers on the relief day work list who work the relief day will select one of the following options:

**(1)** An X day (a day for working a prior relief day) to be immediately scheduled by mutual agreement between the carrier and the Employer. The scheduled X day must be with- in the next twelve (12) weeks. PS Form 3971 will be completed for the mutually agreed X day and the scheduled X day will be given the same consideration as approved annual leave.

**(2)** Compensation at 50% of the carrier's daily rate of pay, in addition to receiving an X day within twelve (12) weeks as scheduled by the Employer.

**(3)** Compensation at 150% of the carrier's daily rate of pay. The carrier will not receive an X day.

**G.** Except as provided in item i. below, regular rural carriers not on the relief day work list who are required to work the relief day will receive compensation at 50% of the carrier's daily rate of pay, in addition to receiving an X day within twelve (12) weeks as scheduled by the Employer.

**H.** The Employer will not allow a regular rural carrier to work a relief day in accordance with their personal wishes when a qualified leave replacement is available in the delivery unit.

**I.** Without recourse to Article 8.5, the Employer may allow a regular rural carrier to work on his or her relief day in order to grant the leave replacement scheduled to serve the regular's route, the day off, provided:

**(1)** The leave replacement has submitted a written request to be non-scheduled or to have leave on the regular's relief day;

**(2)** The regular rural carrier has signed the request, thereby indicating agreement; and

**(B)** The regular rural carrier and the Employer have agreed that compensation for working the relief day will only be an X day to be immediately scheduled by mutual agreement.

The scheduled X day must be within the next twelve (12) weeks. PS Form 3971 will be completed for the mutually agreed X day and the scheduled X day will be given the same consideration as approved annual leave. A part-time flexible rural carrier is not entitled to the route's evaluated hours for any day the Employer has granted his or her request to be non-scheduled.

**J.** During the period that starts with the beginning of the guarantee period through the end of the designated Christmas period, a regular rural carrier who works the relief day and is entitled to an X day, must be given the X day as scheduled by the Employer within the same pay period in which the relief day was worked.

Regular rural carriers shall be prohibited from scheduling a previously earned X day from the beginning of the guarantee period through the end of the designated Christmas period. If the X day is not received within the same pay period, the Employer will compensate the regular rural carrier 100% of the carrier's daily rate of pay in lieu of the X day.

**K.** If, for any reason, an X day is not received within the twelve week period in accordance with Subsections f.(2) and g. above, the Employer will compensate the regular rural carrier 100% of the carrier's daily rate of pay in lieu of an X day.

The period from the beginning of the guarantee period through the end of the designated Christmas period is not included when counting the twelve weeks in which an X day must be received.