

Relief Day Work List and High/Low Option

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Article 8 Section 5. Relief Day Worked

A. The relief day work list at each delivery unit shall be established twice during each guarantee period. Each time the new relief day work list is established it shall supersede the previous list. All regular carriers, regardless of route classification, desiring to work their relief days shall place their names on the relief day work list. The first opportunity to sign the relief day work list will be two weeks prior to the beginning of the new guarantee period. The second opportunity to sign the relief day work list will be two weeks prior to the beginning of the first full pay period in May. When a regular rural carrier is needed to work a relief day, due to the unavailability of a leave replacement, the Employer will:

1. Select carriers on the list, in order of seniority on a rotating basis, to work on the relief day.
2. If the need still exists, the Employer will accept volunteers from regular carriers not on the list before requiring regular carriers not on the list to work the relief day. Such requirement will be by juniority.

B. On the day the regular carrier works the relief day, the assigned leave replacement may be required to work any route in the delivery unit consistent with the provisions of this Agreement. Administrative errors in the assignment of work to regular carriers on relief days will not result in monetary remedies.

C. The Employer is not required to work any regular carrier on a relief day if it would cause the carrier to exceed the hours of the annual guarantee or fifty-six (56) actual hours within one (1) week.

Q If I sign the Relief Day Work List (RDWL) can I decline to work a relief day?

A No, a carrier who signs the RDWL means that he or she is ready and willing to work any relief day as needed.

Q Once I sign the RDWL, can I decide at a later date to remove my name from the list?

A Yes, a carrier may remove his or her name from the RDWL at any time. However, if the carrier is scheduled to work a relief day prior to removing his or her name, the carrier must work that scheduled relief day.

Q Can a carrier on the RDWL who is selected to work a relief day defer to another carrier on the RDWL?

A No. A carrier must work their relief day when selected based on the rotation of the RDWL.

Q Can a leave replacement be required to work on a route that they do not know as a result of the regular carrier working the relief day?

A Yes. A leave replacement may be required to work any route in the delivery unit, even if they have not previously worked the route.

Q If I sign the RDWL and all the routes in my office are moved to another office (DUO), will my name remain on the RDWL in the new office?

A When all routes in one office are moved to another office, the RDWL in the original office is merged with the RDWL in the new office.

Q If I am the successful bidder to another station/branch, will my name remain on the RDWL in the new station/branch?

A Yes, you will remain on the RDWL and your name will be merged into the existing RDWL at the new station/branch.

Q When will the RDWL be posted?

A The RDWL will be posted for two weeks prior to the beginning of the new guarantee year. The new guarantee year begins on October 20, 2012.

High/Low Option

Article 9 Section 2.C.7. Classification Options and Reviews

a. Any rural carrier whose route may be classified in more than one evaluated classification may elect the higher route classification if the following requirements are met:

(1) It must be demonstrated that the rural carrier's actual work hours will not exceed 2,080 during the guarantee period. Christmas overtime hours, if any, will increase this benchmark, provided that the hours in excess of 2,080 occur in the last pay period of the guarantee period. Such determination should be based on, but not limited to, the rural carrier's performance during the previous year;

(2) The rural carrier agrees in writing to use sufficient annual leave to assure that the total actual hours worked, with appropriate consideration of Christmas overtime, will not exceed the 2,080 annual guarantee;

(3) A regular carrier must have a minimum of ten years from his or her retirement computation date to be eligible to elect the high option.

b. Reviews

(1) National Count, Interim Adjustment, or Special Count

At the time of the national count, interim adjustment, special count, or just prior to the beginning of the guarantee period the postmaster must arrange a meeting with each eligible rural carrier to discuss requirements for election of a higher classification for which the rural carrier may qualify.

The commitment to use sufficient annual leave in order to qualify for a higher classification must be made in writing to give the postmaster assurance that the actual work hours will not exceed 2,080 hours during the guarantee period. The written commitment must be submitted with the appropriate forms at the time of a national count, interim adjustment, special count, or high option election.

Q I realize that under the provisions of the new contract I must have 10 years' service from my retirement computation date. Where can I find my retirement computation date?

A A carrier's retirement computation date is identified on the PS Form 50 on line 17.

Q Is the retirement computation date always the date on which a leave replacement becomes a regular carrier?

A No. Normally, a carrier's retirement computation date is the day on which they became a regular carrier; however, an individual may have other qualifying government service which may result in an earlier retirement computation date. Additionally, all Substitute Designation 73 service is credited toward the retirement computation date and RCR/RCA employees may buy back eligible time (actual days worked) prior to January 1, 1989 which will be applied toward the retirement computation date.

Q I do not have 10 years' service from my retirement computation date, but I have elected the high option for the past year; am I grandfathered in to be eligible to continue to elect high option?

A No. Carriers who were previously eligible to elect high option under the conditions of the previous contract language will not be eligible to elect high option unless they qualify under the new contract language.

Q If I elect the high option, may I subsequently change to low option?

A Yes, a carrier in high option may elect a change to low option at any time, effective at the beginning of a pay period.

Relief Day Work List Language Remains Unchanged

The NRLCA was notified by the USPS on Thursday, September 27, 2012 that the original plan to implement contractual language changes applicable to the Relief Day Work List will not occur at this time. The effective date of the new Relief Day Work List is October 20, 2012 in conjunction with the beginning of the new guarantee year. The contractual language addressing the Relief Day Work List remains unchanged at this point. It is anticipated that contractual language changes will be made prior to the May 2013 sign up period. Information on the changes will be made available when they are finalized.