

# Bargaining Unit Rural Leave Replacement Benefit Summary

## 2000 - 2004 National Agreement

- RCAs and RCRs receive negotiated pay raises, as per the following schedules:

<u>Effective Date</u>	<u>Schedule 1</u>	<u>Schedule 2</u>	<u>Previous Contract 1995-1999</u>	
5/18/02	\$14.84/hr approx	\$17.99/hr approx.	1995	\$10.54/hr - \$13.71/hr
11/16/02	\$15.05/hr approx.	\$18.24/hr approx.	1996	\$11.55/hr - \$14.86/hr
11/15/03	\$15.23/hr approx.	\$18.64/hr approx.	1997	\$11.70/hr - \$15.05/hr
11/2004	cola roll in as in 2000 procedures			

- Subs, RCAs and RCRs are entitled to work and receive pay for at least the evaluated pay hours of the route each week when working a full week when on their primary assignments, provided the actual work hours do not exceed 40 hours in a work week. Hours worked in excess of 40 hours per work week are paid at straight time for the 40 hours, plus overtime for hours in excess of 40 at your attained hourly rate.
- When serving an entire work week, Subs, RCAs and RCRs are entitled to relief days on J and K routes if requested and approved by local management, or required by local management. Also established Sunday desired work list for Subs, RCAs and RCRs.
- Subs and RCAs assigned to auxiliary routes, or to regular routes where the regular carrier is absent over 90 days, earn annual and sick leave.
- Subs and RCAs can use sick leave to care for or attend to a family member in certain specific situations.
- Subs, RCAs and RCRs who have a predetermined regular schedule may qualify, under the Federal Employees Health Benefits Program (FEHBP), to enroll in the Rural Carrier Benefit Plan by paying the entire premium cost, thereby saving substantial tax dollars. Subs, RCAs and RCRs who qualify for FEHBP insurance may have pre-tax dollars set aside for the entire premium.
- Subs, RCAs and RCRs are entitled to apply for the RCBP Health Insurance (Mutual of Omaha) the Automobile/ Homeowners Insurance (with GMAC), and Delta Dental Plan.
- Subs, RCAs and RCRs are covered by the Federal Employees' Compensation Act (provided illness or injury is job related) and Tort Claims.
- RCAs having bidding rights for regular rural carrier positions after one year of continuous service as an RCA. Over 50,000 RCAs have seniority rights for regular carrier positions.
- RCAs and RCRs have preference for selection off a register of eligibles as RCAs and Regular carrier positions once they qualify according to the Postal Service testing procedures. This does not supersede Veterans' Preference considerations.
- Subs, RCAs and RCRs have bidding rights on leave replacement vacancies. Change from RCR to RCA will not require a new probationary period.
- Subs, RCAs and RCRs have the right to merge their office seniority with the seniority in a new office when they transfer with the route to a new office and finance number.
- Subs, RCA's, and RCRs continue to attain seniority for these assignments, but now must decide whether to accept the auxiliary route full time (six days per week) and relinquish their leave replacement assignments on the matrix (primary, secondary or tertiary) or accept the auxiliary route and retain their leave replacement assignment as the primary leave replacement on the assigned regular route only.
- To allow a relief carrier a day off, an exception to the relief day worked provisions, allows a regular carrier to voluntarily work their relief day.
- Subs, RCAs, and RCRs have the protection of the NRLCA Agreement. The NRLCA has the exclusive right to negotiate labor agreements for all rural craft employees, including salaries. Only NRLCA can represent rural carriers in the Grievance-Arbitration process, including providing protection in disciplinary actions, with the U.S. Postal Service. Subs, RCAs and RCRs are provided representation before the U.S. Congress on legislative matters.
- As NRLCA members, Subs, RCAs and RCRs are entitled to vote, be an officer, a steward, a QWL/EI team member, or a delegate to conventions. As NRLCA members, Subs, RCAs and RCRs receive the NRLCA's bi-weekly magazine to keep informed of job-related issues. NRLCA is the only Postal Service employee organization publishing a biweekly magazine (26 times a year) for its members.
- USPS will provide 3,000 right hand drive vehicles on rural routes each year for a 5-year period from calendar years 2004 through 2008 (total of 15,000 postal vehicles). These are in addition to replacement of existing postal vehicles (10,804).