

HIGH-LOW OPTION ELECTIONS:

High-Low CLASSIFICATION OPTIONS

A Rural Carrier's pay grows with the size of their route. In certain situations a Rural Carrier may have the additional opportunity of choosing what is called a "high option". This basically means they are requesting to work more hours per week, in order to receive more pay.

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.

**Additional Requirement added in the July 3rd, 2012 Contract Arbitration Award
Employees must have 10 years from retirement computation date(line 17 of Form 50) 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.

Determine if the carrier in fact wants the high option and also meets the eligibility criteria. Initiate a separate PS 4003. At the top of the form, for Type of Change, place an "X" in the "Option Election" box. In the cell titled "OPTION", enter the word "HIGH". This may be submitted with the same "Effective Date" as whatever Interim Adjustment change action, placed the carrier in an option category.

Question: What other times may an eligible carrier select a high option?

Answer: (At the time of a National Count, Special Count or Interim Adjustment – Most PS4003 change actions that effectively place an eligible carrier in an option category. This will include Adjustments, Extensions, Remeasurements, addition or subtraction of a Locked Pouch allowance, Consolidations, Detours, Seasonal, and Hardship deliveries. The EXCEPTIONS are - 4003's to establish New Routes, Changes in Collection Compartments, Parcel Lockers or Vehicle Data and Convert-to-Regular actions.

Question: When is it allowable for a carrier to change their election to the Low option?

Answer: (at the beginning of any pay period.)