

PTF Flyer

ARTICLE 7

EMPLOYEE CLASSIFICATIONS

Section 1. Career Employees

B. Part-time Flexible Rural Carriers (Designation Code 76)

Part-time flexible rural carriers are those substitutes or rural carrier associates appointed following an assignment posting. These employees provide service on regular and auxiliary routes as directed by management.

ARTICLE 8

HOURS OF WORK

Section 3. Hourly Basis

When a rural carrier is being compensated on an hourly basis, the hourly rate is computed as follows:

A. Straight Time Rate

3. Part-time flexible rural carriers appointed as rural carrier associates prior to November 21, 2010, substitute and auxiliary carriers – The annual salary for a 40-hour evaluated route (Table One) divided by 2,000.

4. Part-time flexible rural carriers appointed as rural carrier associates on or after November 21, 2010 – The annual salary for a 40-hour evaluated route (Table Two) divided by 2,000.

ARTICLE 9

COMPENSATION, SALARIES, AND WAGES

Section 1. Salaries and Wages

B. New Regular Carrier Appointees

All new regular carriers will be appointed at Step 1 of Table Two with the following exceptions:

5. Part-time flexible rural carriers will be appointed to regular carrier status at their attained step.

C. Part-time Flexible Rural Carrier Appointees

Substitute rural carriers who are appointed to part-time flexible rural carriers under Article 30.2.A.3. will begin a career appointment at Step 8 or their existing step (Table One), whichever is lower, provided, however, that substitutes serving in excess of ninety (90) days on a vacant route at the time of appointment will maintain their existing step.

Rural carrier associates on the rolls before August 7, 1991, who are appointed to part-time flexible rural carriers under Article 30.2.A.3. will begin a career appointment at Step C (Table One). Rural carrier associates who were hired between August 7, 1991, and November 20, 2010, and served continuously thereafter, who are appointed to part-time flexible rural carriers under Article 30.2.A.3., will begin a career appointment at Step A (Table One). Rural carrier associates hired on or after November 21, 2010, who are appointed to part-time flexible rural carriers under Article 30.2.A.3., will begin a career appointment at Step 1 (Table Two).

D. Granting Step Increases

1. For regular, part-time flexible, substitute, and auxiliary rural carriers in Step A through 11 of Table One, the step progression shall be as follows:

- From Step A to Step B after 96 weeks.
- From Step B to Step C after 96 weeks.
- From Step C to Step 1 after 44 weeks.
- From Step 1 to Step 2 after 44 weeks.
- From Step 2 to Step 3 after 44 weeks.
- From Step 3 to Step 4 after 44 weeks.
- From Step 4 to Step 5 after 44 weeks.
- From Step 5 to Step 6 after 44 weeks.
- From Step 6 to Step 7 after 44 weeks.
- From Step 7 to Step 8 after 34 weeks.
- From Step 8 to Step 9 after 34 weeks.
- From Step 9 to Step 10 after 26 weeks.
- From Step 10 to Step 11 after 26 weeks.
- From Step 11 to Step 12 after 24 weeks.

2. The step progression for career rural carriers in Steps 1 through 12 of Table Two shall be 52 weeks for each step.

Section 2. Compensation, Allowance, and Fees

E. Compensation for Part-time Flexible Rural Carriers

1. Compensation for part-time flexible rural carriers shall be based on the evaluation or mileage of the route, whichever is appropriate, when they are not required to actually work in excess of forty (40) hours in a work week. When the total actual work hours exceed forty (40) hours per work week, compensation shall be on the basis of hours actually worked in accordance with Article 8.3., attained step. Compensation for work performed in excess of forty (40) hours per week shall be at the overtime rate pursuant to Section 7(a) of the Fair Labor Standards Act

2. When serving on an auxiliary route, part-time flexible rural carriers shall be compensated based on the daily evaluated hours of the route regardless of the number of hours actually worked, unless they work in excess of forty (40) hours in a work week. When the carrier's total actual work hours exceed forty (40) hours per week, compensation shall be on the basis of hours actually worked in accordance with Article 8.3., attained step, and hours in excess of forty (40) hours per week shall be at the overtime rate pursuant to Section 7(a) of the Fair Labor Standards Act.

3. When serving as an auxiliary assistant, part-time flexible rural carriers shall be compensated for all hours actually worked within forty (40) hours per week in accordance with Article 8.3., attained step, and at the overtime rate for all hours actually worked in excess of forty (40) hours per work week pursuant to Section 7(a) of the Fair Labor Standards Act.

ARTICLE 10

LEAVE

Section 6. Leave for Part-time Flexible Rural Carriers and Auxiliary Carriers

Part-time flexible rural carriers and auxiliary rural carriers shall earn leave based on the number of hours worked and in accordance with the appropriate leave category. It shall be credited as earned. These carriers shall be granted leave in hourly increments.

ARTICLE 12

PRINCIPLES OF SENIORITY, POSTING, AND REASSIGNMENT

Section 2. Rural Carrier Seniority

In addition to the provisions listed below, rural carriers are covered by the seniority provisions in Section 1007 of the Postal Reorganization Act, which are intended to prevail.

A. Accruing Seniority

1. Rural carrier seniority begins to accrue with appointment as a regular rural carrier and continues to accrue while service is uninterrupted in the same post office.
2. The Employer shall be responsible for the administration of seniority. A current seniority list shall be posted on the official bulletin board following the effective date of this Agreement and a copy of the seniority list shall be furnished to the Union. Thereafter, changes to the seniority list shall be made only when they occur and a copy of such changes will be provided to the Union.

B. Breaking Ties

2. Part-time Flexible Rural Carriers

When two (2) or more part-time flexible rural carriers are appointed on the same date, a tie shall be broken by applying the following factors. In each instance, continuous service shall be considered before non-continuous service.

- a. Length of service as a substitute rural carrier;
- b. Length of service as an RCA employee;
- c. Length of service as an RCR employee and/or auxiliary rural carrier;
- d. Length of service as an Emergency Hire, either as a Designation 74 or a Designation 78 (as used prior to July 21, 1981);
- e. Length of total prior postal service;
- f. Numerical by the last three (3) or more numbers (using enough numbers to break the tie but not fewer than three (3) numbers) of the employee's social security number, from the lowest to highest, 000 being considered "longest period of service."

Section 3. Rural Carrier Posting

C. Awarding a Vacant Route

1. When it has been determined to fill a rural carrier vacancy, consideration shall be given to all regular rural carriers at the vacancy post office, including stations and branches. In addition:
 - a. Consideration shall be given to a rural carrier having retreat rights to that office; and
 - b. Consideration shall be given to any rural carrier from another office in the District or within one hundred (100) miles with one or more excess rural carriers. The parties may mutually agree to expand the area of consideration beyond 100 miles if they determine it is necessary to provide sufficient vacancies for offices with excess rural carriers.In all instances, the above carrier(s) will bid for the posted vacancy, at the vacancy office with regular carriers, substitutes, and RCA applicants with one (1) year of current continuous service as an RCA.
2. The following shall be the order of consideration in the filling of a vacancy:
 - a. All regular rural carriers included in Section 1 above based on the seniority of the carrier.
 - b. The residual vacancy shall be awarded to a regular rural carrier who has been approved for a mutual exchange at the office in accordance with Article 12.5.A.3.

c. The residual vacancy shall be withheld when there are excess rural carriers for which there are not sufficient vacancies. The Union will be notified of the location and reason, when management determines to withhold vacancies.

d. If a vacancy still exists, it shall be awarded to the part-time flexible rural carrier at the office with the longest period of service in the office as a part-time flexible rural carrier, who will be converted to a regular rural carrier. In no instance will a part-time flexible rural carrier have the right to refuse conversion to regular rural carrier.

e. If a vacancy still exists, it shall be awarded to a substitute rural carrier at the post office where the vacancy exists. The vacancy shall be awarded to the substitute applicant having accrued the longest period of continuous service as a substitute rural carrier and auxiliary rural carrier in that office, unless another substitute rural carrier is deemed to be substantially better qualified. Such continuous service is that which occurred immediately prior to the appointment.

f. Consideration shall be given to a former substitute of that office who accepted appointment as a regular rural carrier at another office between July 21, 1981, and November 12, 1986.

g. If a vacancy still exists, it shall be awarded to the RCA applicant having one (1) year of continuous service as an RCA and having accrued the longest period of continuous service as an RCA in that office, unless another RCA is deemed to be substantially better qualified.

h. Should an RCA, substitute or PTF rural carrier on the rolls (non-pay status) pursuant to Article 16.4 or 16.5, be awarded a bid under Article 12.3.C. or D., the RCA's, substitute's or PTF rural carrier's conversion to regular status will be processed after disposition of the employee's case either by settlement with the Union or through exhaustion of the grievance-arbitration procedure, provided the employee is returned to the rural carrier craft. The effective date of any such employee's conversion to regular status will be the pay period of the employee's return to work unless otherwise indicated in the disposition of the employee's case.

i. If a vacancy is awarded to a part-time flexible rural carrier, substitute rural carrier, or a rural carrier associate, the relief day will be designated at the exclusive discretion of the Employer. If the formula outlined under Article 9.2.C.5.b. requires the assignment of a Saturday relief day, a non-Saturday relief day will be designated for the awarded route and a Saturday relief day will be offered to rural carriers with non-Saturday relief days in the office pursuant to the provisions of Article 9.2.C.5.e.

D. District Posting and Awarding

1. If the vacancy still exists, post the vacancy within ten (10) days for all rural carriers (regular carriers, part-time flexible rural carriers, substitutes, and RCAs with service in excess of one (1) year as an RCA) within the district. The notice shall be posted for fifteen (15) days at each office within the district. The posted notice shall clearly state the method(s) to be used for eligible rural carriers to submit bids. Bids may only be withdrawn during the 15 day posting period.

2. The notice shall state whether a USPS vehicle will be provided, identify the official position identification number, the route number, length, classification, number of boxes, number of stops, the volume factor, the day of the week of the authorized relief day,

whether the route is a seasonal route and physical and other requirements, including possession of a valid State driver's license and, if necessary, a certificate of vehicle familiarization and safe operation.

3. The order of consideration for district postings shall be:

a. Regular rural carriers based on the seniority of the carrier. Regular carriers who share the same seniority would then be considered by applying Article 12.2.B.1.b.(1) through (6).

b. Part-time flexible rural carriers based on longest period of continuous service as a part-time flexible rural carrier. Part-time flexible rural carriers who share the same length of continuous service as a part-time flexible rural carrier would then be considered applying Article 12.2.B.2.a. through f.

ARTICLE 30

WORKING RULES FOR RURAL CARRIERS

Section 2. Special Provisions for Part-time Flexible Rural Carriers, Substitutes, Rural Carrier Associates, Rural Carrier Relief Employees, and Auxiliary Rural Carriers

B. Probationary Period (See also Article 12.1)

3. A change from substitute or rural carrier associate to part-time flexible rural carrier shall not require a new probationary period.

4. A change from substitute, rural carrier associate, or part-time flexible rural carrier to regular rural carrier shall not require a new probationary period.

5. A change from rural carrier relief employee to rural carrier associate shall not require a new probationary period.

6. A change from part-time flexible rural carrier to rural carrier associate shall not require a new probationary period.

7. A change from regular rural carrier to rural carrier associate shall not require a new probationary period.

8. A change from regular rural carrier to part-time flexible rural carrier shall not require a new probationary period.

9. A change from assistant rural carrier to rural carrier associate shall not require a new probationary period.

C. Assignment to or Utilization on More Than One Regular Route

1. Part-time flexible rural carriers may be assigned as the primary leave replacement on more than one regular route. The part-time flexible may also be utilized on any regular route where the primary leave replacement is not available and any auxiliary route where the assigned leave replacement is not available.

3. Not more than one part-time flexible rural carrier, substitute, rural carrier associate, or rural carrier relief employee will be assigned for each regular rural route.

D. Unavailability of a Leave Replacement

2. Whenever the leave replacement assigned to serve a route is temporarily unavailable or no leave replacement is assigned to the route, the Employer may require a part-time flexible rural carrier to serve the route prior to requiring those substitutes, rural carrier associates, or rural carrier relief employees who are the second or third leave replacements designated for that route on the leave replacement assignment list.

E. Filling a Leave Replacement Vacancy

1. When a vacancy occurs in the leave replacement ranks, management may add it to a part-time flexible rural carrier's assignment or it shall be offered, at the time of the initial vacancy, to qualified substitutes, rural carrier associates, and rural carrier relief employees in that office in the order of the longest period of continuous service in the office, without regard to classification. If the vacancy continues to exist and the route has been substantially changed (i.e., classification, relief day, or assignment of vehicle) or the regular carrier assigned to the route has been on an extended absence for more than 30 calendar days, the assignment(s) shall be offered again to qualified substitutes, rural carrier associates, and rural carrier relief employees in the office in the order of the longest period of continuous service in the office, without regard to classification
2. If a part-time flexible rural carrier vacancy exists, the Employer will have the option of eliminating the part-time flexible rural carrier position or posting the assignment in accordance with Article 30.2.A.3.

O. Leave Replacement Working Evaluated Hours

When a substitute, rural carrier associate, or rural carrier relief employee assigned to a route is working the route as a leave replacement or serving full time on a vacant route, or where the carrier is on extended leave, the employee is entitled to work at least the evaluated hours of the assigned route and then may be replaced to avoid payment of overtime or additional overtime. A part-time flexible rural carrier is only entitled, on a weekly basis, to a combination of leave and evaluated hours equal to the total of one day's evaluation of each of the assigned primary routes. A part-time flexible rural carrier may not use leave to generate overtime.

P. Sunday Work

An office-wide list will be established for substitutes, rural carrier associates, and rural carrier relief employees who desire to work on Sunday. **When there is a need to work leave replacements on Sunday, the Employer may require a part-time flexible rural carrier work prior to selecting qualified employees from the list.** The Employer will make every reasonable effort to avoid requiring substitutes, RCAs, and RCRs not on the list to work.