

DEFINITIONS OF SOME COMMON RURAL DELIVERY TERMS

1. Column R Time - "Other Suitable Allowance" – a reasonable allowance, documented during a mail count, for unusual conditions, or for other services rendered on a daily or weekly basis, that are not accounted for under normal work functions. (PO-603, 535.12r and Western Area Mail Count Guidelines, Col_R)

2. EMA - Equipment Maintenance Allowance - An allowance paid to a rural carrier who is required to provide a vehicle or serve a route using their own vehicle on any given work day. (PO-603, 142.1) [PB 22034] The Regular EMA rate is based on a scheduled amount per mile, (tied to gasoline price fluctuations) multiplied by the route's official length or 40 miles, whichever is greater. Comments: If the current regular EMA rate is \$.390 per mile. $.390 \times 40 \text{ miles} = \15.60 , which would also then be the minimum rate paid on the special EMA chart).

3. Evaluated Route - A route for which compensation is based on evaluated time as determined by office and route time standards. (FLSA Analysis-Route Classifications)

4. Guarantee Period - The guarantee period is a period of fifty-two (52) consecutive weeks usually beginning the first full pay period in November. The guarantee period allows rural letter carriers to be employed on an annual basis at a guaranteed annual wage with the understanding that such rural carriers will not be required to actually work more than 2,240 hours during that 52-week guarantee period. (FLSA Analysis-Guarantees)

5. "H" Route - A regular route on which the salary is based on 12 days per pay period. (6 days per week, No relief day) (F-21, 550)

6. High Option - When the route falls into two possible classifications, the carrier may choose the classification with the higher-hour evaluation, provided the carrier meets certain criteria. The higher-hour category means more workhours per pay period, higher pay, fewer relief days) See: (F-21, 554) or (FLSA Analysis-Classification Options)

7. "J" Day - Assigned relief day granted to a "J" route, once per pay period.

8. "J" Route - A regular route on which the salary is based on 5 days one week and 6 days the other week for a total of 11 days per pay period. (One relief day each pay period) (F-21, 550)

9. "K" Day - Assigned relief day granted to "K" route, once each week.

10. "K" Route - A regular route on which the salary is based on 5 days each week. One relief day is authorized each week. (F-21, 550)

11. "L" Route - Any route which has a box density of at least 12 per mile at the time of a count; also called high-density route. (F-21, 553)

12. Low Option - Of two possible route classifications, the choice with the lower evaluation. Lower work-hours, less pay and more relief days per pay period than a high option would have. (F-21, 554)

13. "O" Day - Other paid leave - used only in situations where normal types of leave do not apply or where special leave has been authorized by management. An explanation

must be given on reverse of Form 1314. (F-21, 581.17) [See: DACA Code Explanations]

14. OEMA - Optional Equipment Maintenance Allowance - References to Optional Equipment Maintenance Allowance (OEMA) have been deleted. MOU .13 provides that the Postal Service will assign 15,000 RHD postal-owned or postal-leased vehicles to rural routes through 12/31/2008. The MOU does not provide for rejection of the assignment to a route of an employer-provided vehicle so there is no longer a need for OEMA. Regular rural carriers purchasing new RHD vehicles to be used on their route in accordance with the current provisions of the MOU .8 will not be assigned a postal owned or postal-leased vehicle for a three year period from the date of purchase of the RHD vehicle. (Article 9.2.J.) [PB 22034]

15. "R" Day - When a leave replacement is unavailable for service on the scheduled relief day, Management may request, (or in some instances- require) the regular carrier to work their relief day on their assigned route. The relief day worked is recorded as an "R" day. (See details in National Agreement, Pages 18-20; Article 9.2.C.5.j.) [PB22024] [See: DACA Code Explanations]

16. Relief Day - Relief days are provided for carriers serving full time on J and K routes. "J" Routes receive a relief day every other week and "K" Routes receive a relief day each week. (See details in National Agreement, Pages 18-20, Article 9.2.C.5.)

17. RCA - Rural Carrier Associate -- Those employees hired from a register, or reassigned from an RCR position or auxiliary carrier positions, on or after April 11, 1987, without time limitation, to provide relief on a rural route; Designation Code 78 - (Article 7.B.3.)

18. TRC - Temporary Relief Carrier – Limited term, non-bargaining unit employees hired to provide service as a Leave Replacement or Auxiliary assistant or provide coverage on vacant regular routes or auxiliary routes. (Article 7.D.)

19. "X" Day - A 'paid' day-granted-off to a regular carrier in exchange for having previously worked their Relief day. [PB22035]; [See: DACA Code Explanations]

20. PTF Rural Carrier – [Formula Offices only] - those substitutes or rural carrier associates appointed following an assignment posting (of this career position). These employees provide service on regular and auxiliary routes as directed by management. [Article 7.A.2.]

21. Leave Replacement Assignment List – This list, commonly referred to as the "matrix", must be developed, posted (and maintained) in each office to clarify the proper scheduling of leave replacement assignments beyond the primary assignment. [Article 30.2.D.1]

22. Relief Day Formula – [Formula Offices only] - A formula for calculating the number of routes in an office who may choose a Saturday relief day (where a shortage of leave replacements makes it necessary to change the relief day of one or more regular carriers). See Article 9.2.C.5.b.

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