

**RESOLUTIONS HELD FOR DISCUSSION
AT THE 98th NATIONAL CONVENTION
AUGUST 2002 * PORTLAND, MAINE**

The delegation at the 97th National Convention in Atlantic City, New Jersey, August 2001, voted not to discuss contract-related resolutions but to send them back to the Resolutions Committee for 2002. This decision was made since the NRLCA was still in arbitration of its National Agreement with the Postal Service. Reprinted below are the resolutions being held for the 2002 Resolutions Committee in Portland, Maine, August 2002.

NON-BINDING RESOLUTIONS

15. WHEREAS, The current route mileage is determined by traveling a route in the most direct manner without performing any deliveries;
BE IT RESOLVED, That the route's mileage, when used to calculate EMA, will be based upon the average daily miles driven as determined during a mail count.
16. WHEREAS, Management has sole discretion as to the assignment of government vehicles on vacant routes;
BE IT RESOLVED, That rural routes which become vacant because of retirement or other circumstances, that these routes, also having a provided vehicles from the Postal Service, shall retain the vehicle for that route. The only exception to this would be a regular rural carrier without a Postal Service provided vehicle in that office. He/she may request the vehicle for his/her route. If more than one regular carrier requests the vehicle, it will be awarded to the carrier with the most seniority in that office.
17. WHEREAS, The employer reserves the right to provide vehicles at its option to any route;
BE IT RESOLVED, That all rural carriers should have the option to choose a postal vehicle provided by the Postal Service.
19. WHEREAS, Vehicle costs involving delivery of the U. S. Mail are continually rising;
BE IT RESOLVED, That the NRLCA shall request whenever the USPS negotiates nationwide price reductions and/or discounts for their fleet of postal vehicles, that the same reductions and discounts shall be passed on to all rural craft employees who operate their own vehicles on delivering the U. S. Mail.
20. WHEREAS, Once the employer determines to provide a USPS-owned or leased vehicle for a regular route;
BE IT RESOLVED, That once a USPS-provided vehicle is assigned to a rural route and that route becomes vacant, the successful bidder has the right to accept or refuse the USPS-provided vehicle.
21. WHEREAS, The renting of a right-hand drive vehicle is impossible;
BE IT RESOLVED, That a right-hand drive vehicle be provided to hub offices to deliver express mail on time and parcels that exceed postal requirements and be available to carriers

and/or substitutes while their personal vehicles are being repaired at the carrier's option.

22. WHEREAS, One-quarter ton postal owned Jeeps are not for sale;

23. BE IT RESOLVED; That the NRLCA and the USPS revisit this topic and consider making the one-quarter ton Jeep available for sale with a hold/harmless agreement favorable to the USPS.

24. WHEREAS, Article 10, Section 4.A. regarding Saturday leave provides that an approved absence on a Saturday of a regular rural carrier, substitute or rural carrier associate, which occurs within or at the beginning or end of a period of annual or sick leave, shall be without charge to such leave or loss of compensation provided the appropriate leave balance on the Form 1233 (Earnings Statement) reflect at least six days of leave and the conditions in Number 1, 2 and 3 are met;

BE IT RESOLVED, That a rural carrier whose assigned J relief day is other than Saturday shall be granted annual and/or leave without pay at the carrier's option and in accordance with existing policies on a weekday as the J day during the six-day work week, provided a leave replacement is available.

25. WHEREAS, Regular rural carriers not on the , who are required to work the relief day in addition to receiving an X day within twelve (12) weeks as scheduled by the employer;

BE IT RESOLVED, That regular rural carriers not on the , who are required to work the relief day, in addition to receiving an X day within twelve (12) weeks as scheduled by mutual agreement between the regular rural carrier and the employer.

26. WHEREAS, Some carriers would prefer a six-day rotating relief day;

BE IT RESOLVED, That rural carriers have the option of selecting a six-day rotating relief day.

27. WHEREAS, Article 8, Section 5, Paragraph A of the EL-902 reads, "Two weeks prior to the beginning of each guarantee period at each delivery unit, regular rural carriers desiring to work their relief days shall place their names on the ; and

WHEREAS, When a regular rural carrier is needed to work a relief day due to the unavailability of a leave replacement, the Employer will..."

BE IT RESOLVED, That Article 8, Section 5, Paragraph A of the EL-902 be changed to read, "Three weeks prior to the beginning of each guarantee period at each delivery unit, regular rural carriers desiring to work their relief days shall place their names on the Relief Day Work List. Such a list shall be posted for ten (10) days. Any newly appointed or successful mutual transfer regular rural carrier shall be given the opportunity to place their name on the Relief Day Work List within three (3) days of receiving the award. When a regular rural carrier is needed to work a relief day due to the unavailability of a leave replacement, the Employer will..."

28. WHEREAS, In offices where the Employer determines it is necessary to change the relief day of one or more regular routes, the following formula will be utilized. The minimum number of routes on which a Saturday relief day must be authorized will be calculated using the total number of leave replacements assigned and working in the office, minus the number of auxiliary routes divided by the total number of regular routes authorized a relief day;

BE IT RESOLVED, That this final figure is the maximum number of J and K routes that management may require a non-Saturday relief day. In a formula office, any J and K routes should be awarded a selected relief day according to seniority and availability.

29. WHEREAS, A regular rural carrier whose scheduled work day falls on a holiday will not be required to work and will be paid at the daily rate for that day. When a holiday falls on a Sunday, the following Monday shall be observed as the holiday; and

WHEREAS, When a holiday falls on the relief day of an evaluated carrier, the carrier shall be granted the preceding workday as the designated holiday;

BE IT RESOLVED, That should a carrier whose relief day falls on a holiday be required to work their designated holiday, they shall have the option of working that designated holiday or re-designating the day following the holiday as their designated holiday.

30. WHEREAS, Article 11.2.B. of the contract now reads, "When a holiday falls on the relief day of an evaluated carrier, the carrier should be granted the preceding work day as the designated holiday. A regular rural carrier required to work on a designated holiday shall receive the daily rate of pay for such day in addition to holiday leave pay to which the employee is entitled;"

BE IT RESOLVED, That Article 11.2.B. of the contract be changed to read, "When a holiday falls on the relief day of an evaluated carrier, the RDWL shall be utilized before requiring regular carriers to work their re-designated holiday. If still required to work a designated holiday, a regular carrier shall receive the daily rate of pay for such day in addition to holiday leave pay to which the employee is entitled;"

31. WHEREAS, Article 8.5.A. of the contract now reads, "Two weeks prior to the beginning of each guarantee period at each delivery unit, regular rural carriers desiring to work their relief days shall place their names on the Relief Day Work List; and

WHEREAS, When a regular rural carrier is needed to work a relief day, due to the unavailability of a leave replacement, the Employer will;"

BE IT RESOLVED, That Article 8..A of the contract be changed to read, "Four (4) weeks prior to the beginning of each guarantee period and four (4) weeks prior to the first full pay period in May, at each delivery unit, regular rural carriers desiring to work their relief days shall place their names on the Relief Day Work List, which shall be posted for a two (2) week period. When a regular carrier is needed to work a relief day, due to the unavailability of a leave replacement, the Employer will."

32. WHEREAS, Two weeks prior to the beginning of each guarantee period at each delivery unit, regular rural carriers desiring to work their relief days shall place their names on the relief day work list;

BE IT RESOLVED, Two weeks prior to the beginning of each guarantee period, and when a service change occurs on a regular rural route, regular rural carriers desiring to work their relief days shall place their names on the Relief Day Work List. Additionally, newly appointed PTF's and/or RCA's shall be allowed to place their names on the Relief Day Work List at the time of appointment as a Designation Code 71.

33. WHEREAS, The employer will accept volunteers from the regular carriers who have not opted in to the Relief Day Work List and these carriers are only eligible for Option two (2)

of Article 9.2.C.5.f. (50% of the carrier's daily rate of pay, in addition to receiving an X day within twelve (12) weeks as scheduled by the employer);

BE IT RESOLVED, That regular rural carriers on the Relief Day Work List will select from Options 1, 2 or 3 unless mandated to work by juniority.

34. WHEREAS, If an office has an available leave replacement assigned to each regular route in the office, i.e., full coverage, then this process will not be utilized (Non-Saturday Relief Day Formula Implementation). Analysis Language;

BE IT RESOLVED, That if an office has an available leave replacement assigned to each regular route authorized a relief day in the office, i.e., full relief day coverage, then this process will not be utilized (Non-Saturday Relief Day Formula Implementation).

35. WHEREAS, Payroll does not automatically generate compensation for X days not scheduled by the employer within the twelve (12) weeks;

BE IT RESOLVED, That the carrier schedule an X day within twelve (12) weeks of the expiration of management's twelve (12) week period or authorize compensation for the X day.

36. WHEREAS, On the day the regular carrier works the relief day. (Administrative errors in the assignment of work to regular carriers on relief days will not result in monetary remedies);

BE IT RESOLVED, That the above sentence in parenthesis be stricken.

37. WHEREAS, There are J route carriers who do not want Saturday for a relief day;

BE IT RESOLVED, That carriers assigned to J routes may be assigned a non-Saturday relief day in formula offices.

38. WHEREAS, Relief days are assigned by seniority in formula offices;

BE IT RESOLVED, That whenever the formula is calculated, relief days are to be realigned by seniority.

39. WHEREAS, Currently, when notices of route postings are announced, they are posted with the day of week authorized relief day for that route;

BE IT RESOLVED, That all notices of route postings be announced, without the day of the week authorized relief day for that route (since that will be determined by the carrier's seniority standing in the office).

40. WHEREAS, Currently carriers can only sign on to the Relief Day Work List the two (2) weeks prior to the guarantee period;

BE IT RESOLVED, That carriers shall be able to sign on to the Relief Day Work List quarterly.

41. WHEREAS, Currently RCA's who convert to regular status and regulars serving routes that change to an authorized relief day classification (J or K) after the start of the guarantee period are not allowed to opt into the Relief Day Work List;

BE IT RESOLVED, That RCA's who convert to regular status and regulars serving routes that change to an authorized relief day classification (J or K) after the start of the guarantee period are allowed to opt into the Relief Day Work List for a period of two (2) weeks after such