

vacant;

BE IT RESOLVED, That there be no lapse for leave replacements in a leave-earning status until after conversion and until the route is posted and awarded.

113. WHEREAS, The bidding order to fill a regular carrier vacancy allows an appointment directly from a register of eligibles; and

WHEREAS, There may be qualified RCA's who are still in a probationary status who would be passed by in favor of those on a register;

BE IT RESOLVED, That a new step in the bidding order be established for probationary RCA's to precede a candidate from a register.

114. WHEREAS, Presently, RCA's and RCR's are not granted non-scheduled time off;

BE IT RESOLVED, That RCA's and RCR's be entitled to twelve (12) non-scheduled days per year to be taken in 3 – 6 day increments.

115. WHEREAS, RCA's are not considered career employees;

BE IT RESOLVED, That RCA's, who have passed the probationary period, be considered the same as career employees for the incentives offered to career employees, which are savings bonds, payroll deductions, rebate on right-hand drive vehicles, computers and internet offers.

117. WHEREAS, RCA's assigned to auxiliary routes in the 5/1 capacity are removed from the matrix rendering them ineligible for work on any other routes in the office;

BE IT RESOLVED, That RCA's assigned to an auxiliary route in the 5/1 day capacity continue to be eligible to participate in the office matrix.

118. WHEREAS, No time allowance is given for unloading the vehicle when the route is finished;

BE IT RESOLVED, That a time allowance for unloading the vehicle when the route is finished should be included in our contract.

119. WHEREAS, The current time allowance in the rural mail count allows twelve (12) minutes per mile per six (6) day week for all types of roads which average 30 mph;

BE IT RESOLVED, That dirt/unimproved roads be given a greater time allowance in order to properly compensate the carrier for the added time it takes to service such roads.

120. WHEREAS, NDCBU's are currently one (1) minute per box for L and non-L routes;

BE IT RESOLVED, That NDCBU's will be two (2) minutes per box for L and non-L routes.

121. WHEREAS, Chapter 5, Section 535.12, Paragraph c.1. reads as follows:

1. A parcel is any rigid article that exceeds any one of the following dimensions:

- a. 5" height
- b. 18" length
- c. 1 9/16 width

BE IT RESOLVED, That definition 1 in Column C, Parcels, be changed to read as follows:

A parcel is any rigid article that exceeds any one of the following dimensions:

- a. 5" height

b. 12" length

c. 1" width

122. WHEREAS, Offices do not get automated flats that were not received during the last mail count; and

WHEREAS, Those flats that are processed on the older flat sorting machines produce what is known as "helicopter" flats and these flats must be straightened before casing and carriers receive no time credit for this;

BE IT RESOLVED, That carriers receiving such flats receive one (1) minute per 50 flats to prepare same for casing.

123. WHEREAS, The M-38, Section 823.13 states that, "Generally, it is desirable to adjust evaluated routes to as near 52 standard hours per week as practicable, i.e., the route should be adjusted to the 43K option category. However, in some cases this may be impractical. There is no prohibition against adjusting a route below 52 hours per week when it is operationally advantageous. However, documentation must be supplied with the route adjustment documentation on as to why it is not practical to adjust the route to 52 hours.

BE IT RESOLVED, That M-38, Section 823.13 be changed to read: "Generally, it is desirable to adjust evaluated routes to as near 52 standard hours per week as practicable, i.e., the route should be adjusted to the 43K option category. However, in some cases this may be impractical. There is no prohibition against adjusting a route below 52 hours per week when it is operationally necessary to maintain service. Documentation must be supplied with the route adjustment documentation on as to why it is not practical to adjust the route to 52 hours.

124. WHEREAS, Carriers are constantly required to do edit sheets at the discretion of a manager;

BE IT RESOLVED, That the new contract include a provision concerning a regular, timely update of route edit sheets (additions and deletions).

125. WHEREAS, Under Article 9.2.C.10.a, it takes 2 hours (120 minutes) increase or decrease for an interim adjustment.

BE IT RESOLVED, That Article 9.2.C.10.a. be changed to 1 hour (60 minutes) increase or decrease to trigger an interim adjustment.

126. WHEREAS, Additional sets of boxholders on any given day takes progressively more time;

BE IT RESOLVED, That each additional set of boxholders on a given day have a time standard that is 25% more than the one previous for mail count purposes.

127. BE IT RESOLVED, That new carriers be allowed to choose high option with the condition that if their hours are too many, they will be changed to low option after one-half or three-fourths of the year.

128. WHEREAS, New models of NDCBU's are being manufactured and used with large collection compartments;

BE IT RESOLVED, That when the volume of mail being collected from these boxes show a significant increase (to be determined by the carrier), the time allowance be changed to actual

significant increase (to be determined by the carrier), the time allowance be changed to actual time for these duties and at the same time additional dismount distances can be added, if appropriate.

129. WHEREAS, The USPS wants deliver to the door for parcels; and  
WHEREAS, More customers are receiving more and larger parcels than their mail boxes will hold; and  
WHEREAS, The USPS is not paying sufficient time for to-the-door delivery;  
BE IT RESOLVED, That time allowance per parcel be increased.

130. WHEREAS, Article 9, Section 2.C. Paragraph 11.b. reads as follows: Special counts conducted under Article 9.2.c.11.a. will be for twelve (12) working days and shall be taken at the initiative of the Employer or in response to a justifiable request from the carrier on the affected route. The special mail count based on provisions of a. (1) and (2) above, must be made during the last twelve (12) working days in September, salary adjustments will be made pursuant to Article 9.2.C.9. ...

BE IT RESOLVED, That the language of Article 9, Section 2.C. Paragraph 11.b. read as follows: Special counts conducted under Article 9.2.c.11.a. will be for twelve (12) working days and shall be taken at the initiative of the Employer or in response to a request from the carrier on the affected route. Special counts under Article 9.2.c.11.a. will be conducted in accordance with the following:

(1) Special mail counts must be completed within ninety (90) days of the effective date of change.

(2) Management will consult with the local union/carrier in establishing a count period. The parties commit to a representative period. Where the count period is in dispute, the issue will be whether the period selected is representative.

(3) Additionally, no special counts will be conducted in July, August or December.

(4) That the state steward and rural carrier must be notified in writing thirty (30) days in advance of all special mail counts.

131. WHEREAS, In the last few years, several new rural carrier duties have been added to Column R time at mail count;

BE IT RESOLVED, That three additional columns be added to all mail count forms; one for scanner retrieval; one for actual scanner function; and one for Postal Service talks.

132. WHEREAS, That the official evaluation of a route to determine eligibility for evaluated compensation of adjustment in evaluated compensation shall be determined by a mail count;

BE IT RESOLVED, That mail counts will be conducted for 24 consecutive working days, beginning the Tuesday following Labor Day. All vacant and auxiliary routes will be counted annually. All other routes will only be counted if the employer or the regular carrier opts for a count prior to the last Friday in June of that year.

133. WHEREAS, Rural carriers are paid differently, depending upon the number of boxes per mile;

BE IT RESOLVED; That the time standards for "L" routes be changed to two (2) minutes per regular boxes under box allowances.

134. WHEREAS, Rural carriers are paid on the basis of 25 pieces per minute for circulars and 30 pieces per minute for DPS;

BE IT RESOLVED, That the rate for DPS mail be changed to 25 pieces per minute.

135. BE IT RESOLVED, That, whereas the mail count seems not to be a fair representation of the boxholder volume that we carry the rest of the year, we propose that we keep track of total boxholders carried for the year and divide by 52 and multiply by 4 to represent a 4-week count.

136. BE IT RESOLVED, That when access is given to the shipping and receiving log of bulk rate mail, and the flow of mail shows interruptions, that the USPS and the NRLCA discuss the appropriate month for mail count that shows no interruptions.

137. WHEREAS, Grievances, which are filed pursuant to Article 15, Section 1, Paragraph 1 of the USPS-NRLCA Extension, are to be processed and adjudicated based on the principle of resolving such grievances at the lowest possible level in an expeditious manner, insuring that all facts and issues are identified and considered by both parties. In the event that a grievance is processed beyond Step 1, both parties are responsible to insure all facts, issues and documentation are provided to the appropriate union and management officials at the next higher level of the grievance procedure. The parties further agree that at any step in the grievance procedure, the Union representative shall have full authority to settle or withdraw the grievance in whole or part. [\*] The employer representative, likewise, shall have full authority to grant, settle or deny the grievance in whole or part;

BE IT RESOLVED, That at the [\*], insert the following language: The Union representative shall have fourteen (14) days from the filing of the grievance to report back to the grievant keeping him/her apprised of the progress.

138. WHEREAS, There is no provision to provide written notification to the State Steward in the case of a discharge/removal;

BE IT RESOLVED, That management will send to the appropriate State Steward a copy of each notice of discharge issued to a rural carrier at the time the notice is issued.

139. WHEREAS, Discipline should be corrective – not punitive;

BE IT RESOLVED, That if the same issue is grieved and substantiated and is not a discipline issue more than once in a one-year period at the same installation, the supervisor, manager, postmaster will immediately receive a letter of warning from their immediate supervisor.

140. WHEREAS, Auxiliary routes receive compensation for EMA on a per mile or per hour basis;

BE IT RESOLVED, That auxiliary routes receive compensation equal to at least the minimum EMA for personally owned vehicles.

141. WHEREAS, Fuel prices are predicted to continually rise higher and higher at a rapid rate and certain areas of the country higher than others;

BE IT RESOLVED, That the procedure used to raise EMA become more reactive to fluctuations in fuel costs and be adjusted regionally.