

ARTICLE 8 HOURS OF WORK

Section 5. Relief Day Worked

A. The relief day work list at each delivery unit shall be established twice during each guarantee period. Each time the new relief day work list is established it shall supersede the previous list. All regular carriers, regardless of route classification, desiring to work their relief days shall place their names on the relief day work list.

The first opportunity to sign the relief day work list will be two weeks prior to the beginning of the new guarantee period. The second opportunity to sign the relief day work list will be two weeks prior to the beginning of the first full pay period in May. *In 2009, this is April 25.* When a regular rural carrier is needed to work a relief day, due to the unavailability of a leave replacement, the Employer will:

1. Select carriers on the list, in order of seniority on a rotating basis, to work on the relief day.
2. If the need still exists, the Employer will accept volunteers from regular carriers not on the list before requiring regular carriers not on the list to work the relief day. Such requirement will be by juniority.

Analysis:

This section was changed to establish a Relief Day Work List (RDWL) twice during each guarantee period. Each RDWL supersedes the previously established list. In addition, all regular rural carriers may sign the RDWL regardless of whether the assigned route has a relief day at the time the carrier signs the list.

Questions & Answers:

1. A carrier is currently assigned to an "H" route. Can this carrier sign the Relief Day Work List (RDWL)?

A. Yes. All regular rural carriers are entitled to sign the RDWL during the designated period regardless of the route classification.

2. An RCA is the successful bidder on a route and the effective date of the assignment will be two (2) weeks after the first full pay period in May. Can this RCA sign the RDWL?

A. No. RCAs are not eligible to sign the RDWL. The employee must be a regular rural carrier during the designated period for establishment of the list.

3. If a carrier signs the RDWL when assigned to an "H" route, that carrier is not available to work as there is no relief day on an "H" route. How will this carrier be

affected with regard to the administration of the RDWL if the route becomes a "J" or "K"?

A. The carrier was not available to work (no relief day) during the normal rotation when it was necessary to utilize the RDWL to work regular carriers on their relief day. Once the route becomes a "J" or "K" classification, the carrier will then be selected to work his/her relief day in the normal rotation.

4. Can a carrier who is injured on duty (IOD), sign the RDWL?

A. Yes. A carrier who is injured on duty may sign the RDWL during the designated period regardless of whether he or she is working a limited duty assignment, but would be bypassed in the normal rotation while unable to perform the full duties of the assigned route.