

Resolutions From The 2023 State Convention

Binding

WI-022 – Passed At State. Failed At National #11

WHEREAS:

NRLCA should hire on staff (not a consultant) a Industrial Engineer to have the knowledge of all time studies, understand human factors, also have knowledge of controls engineering. Must also learn all functions as a carrier.

THEREFORE, BE IT RESOLVED THAT:

None Listed

Non- Binding

WI-03 - Passed at state. Passed At National #261

WHEREAS:

Article 8 Section 2 state schedules are to be set by management.

THEREFORE, BE IT RESOLVED THAT:

New language will be added requiring management when scheduling carriers to more than one route on a single day the full route must be complete before delivering any part of another route.

WI-04 Passed at State, Passed at National #61

WHEREAS:

Article 8 Section 2 state schedules are to be set by management

THEREFORE, BE IT RESOLVED THAT:

The leave replacement schedule will be posted 2 weeks in advance.

WI-05 Passed at State. Passed At National # 60

WHEREAS:

The S106 gives the order of scheduling for Sunday/Holiday parcel delivery as ARCs, volunteer PTF/RCA on a rotating basis, and non-volunteer PTF/RCA on a rotating basis.

THEREFORE, BE IT RESOLVED THAT:

When scheduling a non-volunteer PTF will be scheduled first before selecting a non-volunteer RCA to work.

WI-06 Passed at State. Failed At National #9

WHEREAS:

Each state is currently required to bring their State flag to the National Convention;

Heightened security at airports can make transporting flags a risk to member;

Several states are forced to either ship or transport as luggage because all their delegates fly to the National Convention.

Many long hours are spent preparing the flags for presentations in limited time constraints;

THEREFORE, BE IT RESOLVED THAT:

The NRLCA purchased an entire set of state flags and poles along with finials and stand(s) and then store and transport to National Convention.

WI-07- Passed At State, Passed at National #6 Turned into a Binding Resolution

WHEREAS:

State Presidents along with Secretary/Treasurers are already provided with an NRLCA email address;

All Conferences (i.e., Mid-States) are only held once a year;

Communication is a vital part of our association including access to information that needs to be shared only with those that are part of a "specific conference" and not ALL State Presidents and State Secretary/Treasurers;

It is easy to accidentally omit a state when sharing communications about a conference.

THEREFORE, BE IT RESOLVED THAT:

A category be added to the outlook contacts to categorize State presidents and Secretary/Treasurers by conference (i.e. Mid-States).

WI-08 – Passed At State, Passed at National #5 Turned into a Binding Resolution

WHEREAS:

We encourage participation; members access information via various formats including but not limited to meetings, state publications, state websites but also the national publications AND national website. Not all members seek information in all formats equally. Members are equally paying for the national website and access information regularly. Not all states have a website to provide last minute and up to date changes. The printed media process is longer and can be

cumbersome for sharing when errors occur and is unpredictable when it gets to the mailbox of a member.

THEREFORE, BE IT RESOLVED THAT:

The National website include a tab for all the conferences (i.e. Mid-States) that would include the registration form and agenda when provided by the "hosting conference".

WI-09 – Passed at State, Passed at National #138

WHEREAS:

It appears that USPS has calculated coverage factor on some segments of rural delivery using only the DPS letters and scannable item data.

THEREFORE, BE IT RESOLVED THAT:

USPS shall never calculate coverage factor using only DPS letter and scannable item data, without regard to other classes of mail that may be delivered on any given day.

WI-010 – Passed at state, Passed at National#95

WHEREAS:

The contract states RCA pay is based on contractual increases set by the national contract.

THEREFORE, BE IT RESOLVED THAT:

RCAs after completing 3 years of service will be converted to the same pay scale as the PTF position.

WI-011 – Passed at State, Passed at National #260

WHEREAS:

In emergencies, when the services of a substitute, rural carrier associate, or rural carrier relief employee are not available, another qualified employee may be designated by the Employer

THEREFORE, BE IT RESOLVED THAT:

In emergencies, when the services of a substitute, rural carrier associate, or rural carrier relief employee are not available, a regular rural carrier can volunteer to work before another qualified employee outside of the rural craft.

WI-012 – Failed At State

WHEREAS:

Assignment to or Utilization on More than One Regular Route

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.

THEREFORE, BE IT RESOLVED THAT:

Assignment to or utilization on more than one regular route. Part-time flexible carriers will only be assigned to one route. The Part-time flexible will be placed on the matrix the same as other RCA's

WI-013 - Passed at State, Passed at National #111

WHEREAS:

Non-Saturday relief days are Monday, Tuesday, Wednesday, Thursday, and Friday, which includes Friday/Saturday rotating.

THEREFORE, BE IT RESOLVED THAT:

New language will be inserted after paragraph B for Monday relief days to be offered following the same calculation as Saturday relief days. All other paragraphs will be renumbered as applicable.

WI-014- Failed at State

WHEREAS:

The final figure is the maximum amount of routes that management may require a non-Saturday relief day.

THEREFORE, BE IT RESOLVED THAT:

The final figure is the maximum amount of routes that management may require a non-Saturday relief day.

WI-015 – Passed At state, Passed at National #289

WHEREAS:

If vacancy still exists, it shall be filled competitively from a hiring list.

THEREFORE, BE IT RESOLVED THAT:

New language will be inserted as paragraph 3 allowing regular carriers nationwide to bid/transfer to open routes before it goes to a hiring list. All other paragraphs will be renumbered as applicable.

WI-016 -Passed At State, Failed at National #38

WHEREAS:

Part-time flexible 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.

THEREFORE, BE IT RESOLVED THAT:

Part-time flexible 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 8-hour increments with the exception if they work less than 40 hours.

in one week. They can submit leave requests in hour increments to raise their work hours to 40. Only the use of 8 hours of leave in one day will block them from being scheduled to work.

WI-017 Passed at State, Failed at National #37

WHEREAS:

Rural carrier associates shall be granted annual leave in hourly increments except when serving a vacant route or when serving the route during the extended absence of the regular carrier. These rural carrier associates shall be granted leave in minimum units of one day.

THEREFORE, BE IT RESOLVED THAT:

Rural carrier associates 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 8-hour increments with the exception if they work less than 40 hours in one week. They can submit leave requests in hour increments to raise their

work hours to 40. Only the use of 8 hours of leave in one day will block them from being scheduled to work.

WI-018 Passed at State, Passed at National #180

WHEREAS:

Form 4003 needs to be reimplemented to bring back accurate line of travel. Road measurements must be made with actual vehicle. The new DPM mapping system is not accurate and does not take an account of evaluation changes.

THEREFORE, BE IT RESOLVED THAT:

None Listed

WI-019 -Passed At State, Binding at National Failed at National

WHEREAS:

The NRLCA website shall have a section in the RRECS that lists all of the time study constants and formulas that are being used and up to date. This shall be a very technical section which should not require explanations.

THEREFORE, BE IT RESOLVED THAT:

None Listed

WI-020 Passed at State, Passed National #90

WHEREAS:

The establishment of a part-time flexible rural carrier assignment is at the discretion of the Employer. However, the Employer is required to establish such assignments equal to ten percent (10%) of the number of K routes in the office, when the relief of one or more regular routes is changed in accordance with Article 9.2.C.5. Additionally, a part-time flexible assignment will be established when hiring efforts have been unsuccessful following the regular rural carrier's request for assignment of a leave replacement, provided the part-time flexible rural carrier will be assigned two (2) K routes.

THEREFORE, BE IT RESOLVED THAT:

Additionally, a part-time flexible assignment will be established when hiring efforts have been unsuccessful following the regular carrier's request for assignment of leave replacement, provided the part-time flexible rural carrier will be assigned one (1) k route.

WI-021 Passed at state, Passed at National #85

WHEREAS. None Available

THEREFORE, BE IT RESOLVED THAT:

RCAs who have averaged 32 Hours per week for 24 consecutive months shall become eligible to join the Federal Employee's Health Benefit Plan at same cost as career carrier.

WI-022 was Moved to Binding Resolutions

WI-023 Passed at state, Passed at National #216

WHEREAS:

When the post office or management does not pay the carriers' monies due to them either in a timely manner or 60 days or the carriers' cost of living or when management fails to process payroll or EMA.

THEREFORE, BE IT RESOLVED THAT: When the carriers do not receive money due to them (payroll, EMA, COLA include any other payments due **such as GATS, e-Travel, etc.**) the post office will pay a penalty or interest of 20% on the carriers' gross pay that is due to the ~~them~~ **carrier.**

WI-024 – Passed at State, Passed at National in 2022

WHEREAS: None Available

THEREFORE, BE IT RESOLVED THAT:

Rural Carriers shall not be required to return to the street after the completion of the route or to make a deviation from the routes' line of travel to deliver any type of mail piece that has not been sorted to the carriers' route prior to leaving to service the route.

WI-025 Passed at State, Passed at National #247

WHEREAS: None Available

THEREFORE, BE IT RESOLVED THAT:

Rural Carriers at their option may submit a formal request for action for the employer to provide a vehicle to the carriers' route. A formal request for action that is properly submitted for a vehicle request shall take precedence over a carrier that has not submitted a request.

WI-026 Passed at State, Passed at National #126

WHEREAS:

While the Employer determines which non-Saturday relief days benefit the office, the non-Saturday relief days should be spread evenly throughout the week.

THEREFORE, BE IT RESOLVED THAT:

When the Employer determines it is necessary to change the relief day of one or more regular routes, the assigned carrier may choose any non-Saturday relief day.

WI-027 Passed at State, Passed at National #10

WHEREAS:

Make a section A and B to Article 24 Section 2

THEREFORE, BE IT RESOLVED THAT:

B. State-elected board members and district stewards will be granted annual leave or leave without pay at the election of the employee to conduct business for the NRLCA provided that a request for leave has been submitted by the employee to the installation head as soon as practicable and provided that approval of such leave does not seriously adversely affect the service needs of the installation.

WI-028 Passed at State, Passed at national in 2022

WHEREAS:

RCA'S cannot currently participate in the Thrift Savings Plan

THEREFORE, BE IT RESOLVED THAT:

RCAs can participate and contribute to the Thrift Savings Plan.

WI-029 Passed at State, Passed at National #299

WHEREAS:

The Employer shall provide the union at least once a month with a list of hires, promotions, demotions, and separations of bargaining unit employees for the union.

THEREFORE, BE IT RESOLVED THAT:

The employer shall post a printout to the bulletin board of the current monthly hiring lists pertaining to any office which carriers request proof of hires.

WI-030- Passed at state, Passed at National #298

WHEREAS:

The employer shall make every effort expeditiously to fill leave-replacement vacancies when they occur. Regular rural carriers shall have the right to require that a leave-replacement be assigned to their route.

THEREFORE, BE IT RESOLVED THAT:

Management shall post job listing on USPS website weekly for ARCs and/or RCAs continuously every week for as long as there are leave replacements vacancies.

Management shall print out the request for the posting, and the listings weekly and post provide them to the local steward, ADR, and DR for posting on the bulletin board.

WI-031 – Passed at state, Passed at National #276

WHEREAS:

The Christmas period begins on the first Saturday of December and terminates as specified in the Employer's Christmas Postal Bulletin.

THEREFORE, BE IT RESOLVED THAT:

Christmas overtime period starts November 1 and ends January 31.

WI-032 Passed at state, Passed at National #185

WHEREAS: None Available

THEREFORE, BE IT RESOLVED THAT:

Management has to forward all information and rules/steps/regulations, IN WRITING, in order to accurately perform RRECS while carriers are on the clock. Management is responsible for all accuracy of stats for RRECS.

WI-033- Passed at State, Failed at National #4

WHEREAS:

Requests for annual leave will not be accepted prior to sixty (60) days in advance of the desired leave date or service week. Leave requests may be submitted further in advance

For exceptional circumstances. Leave requests received on the same day will be considered in order of seniority

THEREFORE, BE IT RESOLVED THAT:

Leave slips should be allowed one year in advance

WI-034 Failed at State

WHEREAS: None Available.

THEREFORE, BE IT RESOLVED THAT:

2080 & 2240- when pay not given to carrier for overtime, but rather time off, days should be given to 1 ½ times the equivalent of hours.

I.e.- 40hrs/8= 5 days now-

New 60/8= 7.5 days

WI-035- Passed at State, Passed at National # 217

WHEREAS: None Available

THEREFORE, BE IT RESOLVED THAT:

Back pay and interest when USPS does not properly or timely activate new count- 2 times/yr.- on time. If route evaluation is lower, carrier does not owe USPS for delay.

WI-036- Failed At State

WHEREAS: None Available

THEREFORE, BE IT RESOLVED THAT:

I have over 95 weeks of sick leave and additional leave.

I would like to use this to retire or be reimbursed some way.

Have over 37 years of service to the Post Office.