

c. Effect of Leave Commitment on Saved Salary

In the event it becomes necessary to adjust a route, either evaluated or non-evaluated because the rural carrier failed to make a commitment to use sufficient annual leave earned during the guarantee period to assure that the actual work hours will not exceed the 2,080 hour annual guarantee, the saved salary for the rural carrier shall be limited to the salary guarantee under Section 7(b)(2) of the Fair Labor Standards Act in accordance with Article 9.2.A.

8. Overburdened Routes

a. Definition

A route is considered overburdened when:

- (1) The standard hours for the route are outside of the Table of Evaluated Hours; or
- (2) The regular rural carrier who is assigned to the route does not, or is not expected to, meet the requirement to stay within the annual guarantee for the route.

b. Relief of Overburdened Routes

Permanent relief will be arranged as soon as practicable for overburdened routes. Auxiliary assistance may be provided as a temporary means of providing relief for those routes as defined in 8.a.(1). Assistance is provided, equivalent to the lesser of the following:

- (1) The regular rural carrier's actual weekly work hours that are in excess of 48 hours (K classification); or
- (2) The standard hours for the route that are in excess of 57:36.

When a route's standard hours exceed 57:36, auxiliary assistance may be appropriate. This assistance shall only be provided for the standard hours outside of the Table of Evaluated Hours or the regular carrier's actual work hours over forty-eight (48), whichever is less. The carrier's actual work hours are measured against five day paid hours and not the route's six-day standard hours.

Example:

-Route 001 is evaluated at 62:32

-The Table of Evaluated Hours ends at 57:36

-The route is a 48K

-The regular carrier's work hours for the week (Monday through Thursday) are 42:35. -The carrier is projected to work an additional 10 hours or more on Friday which would exceed 48 hours.

-Evaluated route hours in excess of 57:36 equal 4:56 (62:32 minus 57:36)

-Actual carrier work hours in excess of 57:36 (48K) equal 3:35 (51:35 minus 48:00)

-Actual carrier work hours in excess (3:35) are less than the evaluated route hours (4:56) in excess.

Therefore, auxiliary assistance should be provided promptly for 3:35.

9. Changes in Compensation

Changes in compensation due to eligibility for adjustment, or loss of evaluated compensation—as determined by a **route evaluation** shall be effected at the beginning of the **second** full pay period following the **completion** of the **data-collection** period. When making changes in compensation as a result of **route evaluations and** interim adjustments, no rural carrier's salary may be reduced below the salary guarantee during the guarantee period.