

except that no rural carrier on the Evaluated Schedule shall receive less than would be provided if a 5-minute daily allowance were added to the evaluation for each stop at an office so served:

- Under 50 pounds (average daily weight)—no allowance
- 50–75 pounds—\$76.00 to \$124.00 per annum
- 75–100 pounds—\$124.00 to \$160.00 per annum
- 100–150 pounds—\$160.00 to \$184.00 per annum

M. Training Pay

1. A newly appointed leave replacement rural carrier craft employee will be paid the greater of the actual hours worked or the evaluation of the route (up to 40 hours) for the first five (5) pay periods of employment.
2. A newly appointed rural carrier craft employee or a leave replacement assigned to more than one route will be allowed a reasonable period with pay to become familiar with the route and become proficient.
3. A leave replacement utilized on a route which he **or she is serving for the first time or** has not served in the past 12 months will be paid the greater of actual hours worked or the evaluation of the route (up to 40 hours).
4. When involuntary reassignments of rural carriers occur, the carrier may be scheduled for familiarization training on the new route, on the clock, as follows:
 - a. New route under 30 hours evaluation: 1 day
 - b. New route 30–40 hours evaluation: 2 days
 - c. New route 40 hours or more evaluation: 3 days
5. When a voluntary reassignment of a regular rural carrier occurs outside the delivery unit, the regular carrier shall be scheduled for one (1) day of on-the-clock familiarization training on the new route.

6. When a regular rural route is substantially changed by major additions of territory, the regular rural carrier serving such route shall be scheduled for on-the-clock familiarization training on the basis of the following:
 - a. Addition of 100 to 200 boxes—1 day
 - b. Addition of 201 to 350 boxes—2 days
 - c. Addition of 351 or more boxes—3 days

N. Training Presentations

When a rural carrier (Designations 71 and 72) is required to view training films, slides or other training presentations which are not incidental to normal daily performance, and has not been provided an equivalent amount of auxiliary assistance, the carrier will be compensated based on the actual time required multiplied by the carrier's straight time rate (Article 8.3.A.).

In those instances **when** training is received in full-day increments, the carrier will receive compensation for the full day(s) at the daily evaluated rate of the assigned route.

All other rural carriers (Designations 73, 75, 76, 77, and 78) will be compensated based on actual time used for training multiplied by their individual computed hourly rate.

ARTICLE 10 LEAVE

Section 1. Leave Funding

The Employer shall continue funding the leave program so as to continue the current leave earning level for the duration of this Agreement.

Section 2. Annual Leave

A. Minimum Units and Availability of Leave Replacements

Regular rural carriers shall be granted annual leave in minimum units of one day. Rural carriers should be granted annual leave in accordance with their personal wishes, provided a leave replacement is available. It shall be the responsibility