

(2) Substitute Serving as Auxiliary Assistant

The substitute rural carrier shall be compensated at the substitute’s attained step in accordance with Article 8.3., when serving as an auxiliary assistant or on an auxiliary route.

e. Rural Carriers Working Auxiliary Routes

Rural carriers performing service on an auxiliary route shall be compensated on the basis of hours actually worked in accordance with Article 8.3.

f. Christmas Holiday Leave

The Christmas holiday and paid leave taken by regular carriers will be credited as work performed for the purpose of determining work hours during the Christmas period. Such holiday and paid leave should be computed on the basis of the appropriate daily evaluation for the route as shown in the following table:

Evaluated hours	6 day “H” routes daily hours & minutes	5 1/2 day “J” routes daily hours & minutes	5 day “K” routes daily hours & minutes
25	4:10	—	
26	4:20	—	
27	4:30	—	
28	4:40	—	
29	4:50	—	
30	5:00	—	
31	5:10	—	
32	5:20	—	
33	5:30	—	
34	5:40	—	
35	5:50	—	
36	6:00	—	
37	6:10	—	
38	6:20	—	
39	6:30	—	
40	6:40	—	8:00
41	6:50	7:27	8:12
42	7:00	7:38	8:24
43	7:10	7:49	8:36
44	7:20	8:00	8:48
45	7:30	8:11	9:00
46	7:40	8:22	9:12
47	—	—	9:24
48	—	—	9:36

Evaluated hours for a “J” route will be determined for each week rather than from Form 4241-A. In determining the number of additional route hours for which pay is provided for “J” routes, the evaluated hours per week shall be computed by multiplying the daily hours and minutes shown in column 3 of the chart for 5 1/2-day “J” routes by the actual number of days the carrier worked that week.

L. Pouch Mail

Additional compensation will be provided to rural carriers and their replacements for carrying pouch mail for each stop at an office so served in accordance with the following schedule, 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