

Eligibility Rules for Cash Payments

Who is eligible:

In order to be eligible to receive the cash payments provided by the Fleischli Award employees must have been:

- On the rolls during Pay Period 19-1999;
- Represented by the NALC (Rate Schedule Code Q) during Pay Period 19 of 1999 (August 26-September 10);
- In a non-probationary status on the date of the Award (September 19, 1999), and;
- Received pay for hours during the “extended eligibility period” of November 21, 1998 to September 10, 1999.

Who is not eligible:

The following categories of city carriers are not eligible for the cash payments under the terms of the Award:

- Employees in a probationary status on date *of award* (September 19, 1999), even if such employees are former TEs;
- Non-probationary employees who were AWOL (Code 24) for all of Pay Period 19 of 1999, regardless if otherwise qualified;
- Employees on OWCP or other non-pay approved leave status for the entire extended eligibility period from the first day of PP 25-98 (November 21, 1998) through and including the last day of PP 19-99 (September 10, 1999);
- Employees in a non-pay status (LWOP) pending removal for the entire extended eligibility period [from the first day of PP 25.98 (November 21, 1998) through and including the last day of PP 19-99 (September 10, 1999)]. If such employees are returned to pay status for any of above period, the cash payment will automatically be part of back pay adjustment.
- Former employees on OWCP rolls on September 19, 1999.
- Employees who retired prior to Pay Period 19 (which began August 28, 1999)

Payments for part-time workers:

Part-time employees are entitled to pro-rated payments based on paid city carrier hours during the 26 pay periods (PP 20-98 through PP 19-99) prior to the effective date of the one-time cash payment (September 19, 1999). The schedule of partial payments for part-time flexible, part-time regular and transitional employees is as follows:

<u>Number of paid hours</u>	<u>Percent of cash payment</u>
At least 1 hour, but less than 500 hours	25 percent
500 hours, but less than 1,000 hours	50 percent
1,000 hours, but less than 1,500 hours	75 percent
1,500 hours or more	100 percent

Special provisions:

Other special provisions concerning the cash payments provided by the Fleischli Award include:

- Employees who transferred into the city carrier craft from crafts represented by the APWU or the NPMHU will not be allowed to receive double compensation under the NALC agreement.
- Employees who were in a non-pay status for the entire extended eligibility period (November 21, 1998 - September 10, 1999), will not be permitted to qualify for the lump sum payment by requesting a retroactive adjustment for paid leave, if the request was made after September 19, 1999.
- A national-level committee will be established to resolve disputes over the eligibility rules.