

The 40 Hour Conundrum

Evaluation time vs actual with overtime

- [Evaluated Pay](#)
- [Overtime Pay](#)

Evaluated Pay

Typically, rural carriers are paid under an "Evaluated" pay system. Regardless of the actual time spent delivering the route, the carrier is paid the evaluated time. This can be a great boon: a carrier working **UNDER** evaluation is paid more hours than they actually work. Or it can be a bust: A carrier working **OVER** evaluation is basically donating their time to the Post Office. There are several general exceptions and special exceptions for RCAs.

General Exceptions:

- When a carrier works over 12 hours in a day, the hours in excess of 12 are paid at the overtime rate.
- When a carrier works more than 56 hours in a week, the hours over 56 are paid at the overtime rate.
- When a carrier goes over 2040 or 2280 hours in a year (these are particularly complicated [LINK FOR MORE INFO](#))

RCA Exceptions:

- The first 5 pay periods (10 weeks) RCAs get the greater of evaluated time or actual time.
- RCAs are paid actual time for training.
- RCAs are paid actual time for assisting on another route and carrying amazon packages on Sunday.
- First time carrying a route.
- Haven't carried a route in over 6 (?) months.
- RCAs working **OVER** 40 hours in a week are paid actual time.

It is this last bullet, the 40 hour in a week, that can be a real kick in the teeth. Let's say, for instance, an RCA carries a 45H route for six days and it takes them 41 hours:

Hours Worked	Evaluated Hours	Hours Paid
39	45	45
41	45	40 @ regular pay, 1 at OT rate

So, in the 41 hours worked case, the RCA is paid **LESS** money than the 39 hours case. Crazy huh?

Overtime Pay