

Hello Ms. Williams,

I am a business owner but am the sole employee, also the elected town chair in West Point and recently I have taken on what was advertised as a part time job. I am a Rural Carrier Associate for the USPS.

In the USPS, an RCA is identified as part time so most benefits are not available – no holidays, no sick time, no vacation time, no pension contribution or participation. An RCA is required to learn 3 routes. That makes an RCA available to cover those routes when the career (that's USPS language for full time) carrier uses some of her accrued paid time off. The average part time RCA works 40 – 50 hours each week. Some work more, very few work less. The typical RCA is eligible to be promoted to a career position when one opens though, based on seniority, the wait is typically 10 – 12 years.

I am based in the Lodi, WI PO where on my second day of training, I became the senior RCA. 12 people have attempted this position at Lodi in the past year. Fewer than 20% of those hired and trained are still working as RCAs after 90 days.

My middle son's employer calls him an independent contractor. He works for a home remodeler. He arrives at the job site (determined by his employer), performs the tasks assigned by his employer and uses tools provided by his employer. He has been building up his own tool set however as his employer coaches/encourages him to find weekend and evening work. He understands that this work arrangement puts him on a path toward becoming a small business owner. I am not clear about the proper classification of a position in the trades or whether, as he does have an opportunity to pursue union participation and protection (as I have at USPS) he is really an independent business unto himself. He loves the work and thoroughly enjoys the time with his employer.

Best regards,

ashley

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