

M-01834 – MOU Re: Full-time Regular Opportunities – City Letter Carrier Craft



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proven successful in addressing our concerns related to transfers and conversions to full-time status.

M-01824 was set to expire March 31, 2014. Both parties

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were interested in continuing a process to fill vacancies in our craft. We were interested in negotiating a few changes to the process.

The main change we were interested in involved the way vacancies were filled by transfers. Under M-01824, Step 2 called for jobs to be posted in eReassign for 21 days and allowed transfers from career city letter carriers to fill every job. This served us well because many transfers had been pending for far too long. Thousands of these transfer requests were finally processed.

Under M-01824, some locations had every job filled by transfer requests and no CCA conversions. After this eReassign list was cleared up, we wanted a change that would allow vacancies in these locations to be filled by a combination of transfers and CCA conversions to full-time career status.

On March 31, we signed the MOU Re: Full-time Regular Opportunities – City Letter Carrier Craft (M-01834). M-01834 extended the provisions of M-01824 until May 31, and in-

corporated changes to the process starting June 1. Several of the changes are explained below.

Under M-01824, a residual vacancy had to exist before starting the process. Beginning June 1, full-time regular opportunities will be filled in addition to residual vacancies. Full-time regular opportunities include both residual vacancies and unassigned regular positions. This change allows for the posting of a full-time opportunity when management wants to increase staffing in an installation or when a residual vacancy is anticipated but hasn't become residual yet. This will allow the transfer or CCA conversion to happen earlier and the vacancy to be filled more quickly.

Another change that began on June 1 is the step at which current full-time regular and part-time regular letter carriers may transfer. The first nine months of M-01824 have allowed for the cleaning-up of many long lists of transfer requests that have been on hold for many years. The change moves full-time regular letter carrier transfers alongside transfers from other crafts and also makes them subject to the same ratios. The change allows PTF letter carriers the first opportunity to transfer as we work toward converting all of our PTFs to full-time status.

Under M-01824, any career letter carrier could request a transfer into a residual vacancy under Step 2. This gave somewhere around 170,000 letter carriers the opportunity to transfer prior to CCAs being converted to full-time status. Under Step 2 in M-01834, transfers will be limited to PTF letter carriers only. We anticipate that there are currently around 2,500 PTF letter carriers nationwide.

Under Step 3 of M-01834, full-time regular and part-time regular city letter carriers may request transfers to full-time regular opportunities along with employees from other crafts. However, the number of transfers accepted will be subject to the one-in-four and one-in-six transfer ratios. For example, if an office of more than 100 workyears has four full-time regular opportunities and no PTF has requested a transfer there, one of the opportunities may be filled by a transfer, but the other three must be filled by CCA conversions to full-time status. This change will result in more CCA conversions in popular transfer destinations, while still giving career letter carriers the opportunity to transfer.

M-01824 served us well. Thousands of transfers were approved. Since September 2013, around 4,500 PTFs have been converted to full-time status and about 7,500 CCAs have been converted to full-time career status nationwide. I am confident that M-01834 will continue to improve the process.