

New MOUs to convert CCAs to career status and directly hire career letter carriers in select locations



**Brian
Renfroe**

In late May, we reached agreement with the Postal Service on two new memorandums of understanding (MOUs) to adjust staffing, maintain compliance with the contractual caps on city carrier assistant (CCA) employment in several districts, and move to an all-career model in select installations.

Let me start by describing these agreements and then offer my take on what these agreements affect immediately, and most importantly, what we need in the future.

The first agreement is the MOU Re: City Delivery Staffing Adjustment – Conversions to Part-time Flexible and Full-time Regular Status.

It has been assigned Materials Reference System number M-01985 and is available on the NALC website. This MOU is designed to maintain compliance with the contractual CCA caps and adjust staffing through conversions to career status. The agreement includes conversion of part-time flexible (PTF) letter carriers to full-time regular (FTR) status and conversion of CCAs to FTR career status in select 200-workyear installations, as well as conversion of CCAs to PTF career status. The MOU has an attachment that identifies the number and classification for conversion in each installation included in the agreement.

One question that comes up often is why there are conversions to FTR in some 200-workyear installations and to PTF in others. This agreement was a combination of addressing districts that were over the CCA contractual caps and converting to career status in other installations. In districts that were over the cap, some conversions in 200-workyear offices were converted to FTR, maintaining consistency with the ways we have addressed situations where the Postal Service was over the CCA caps in the past. In districts that were not out of compliance with the CCA caps, all conversions under this agreement are to PTF status.

The second agreement is the MOU Re: City Delivery Staffing Adjustment – Hiring Part-time Flexible City Letter Carriers (M-01986). It requires conversion of all CCAs to PTF career status and moves the 22 installations included in the agreement to an all-career workforce. All CCAs currently on the rolls in the listed offices will be

converted to part-time flexible career status no later than 60 days from the date of the agreement (May 24, 2022). These conversions will take place shortly after you receive this edition of *The Postal Record*. After these conversions have taken place, the Postal Service will hire new city letter carriers as PTFs until the number of PTFs listed for each installation has been reached and maintained.

This agreement should improve staffing in the 22 locations where the Postal Service was willing to implement the concept. While it will improve staffing, it is not a silver bullet that will result in these 22 installations being appropriately staffed. We will monitor the ability to hire PTF city carriers in these 22 installations.

These agreements provide for conversion of thousands of CCAs to career status. That is a good thing. The second MOU will improve staffing, at least to some degree, and that is a positive for the letter carriers in those offices who have worked and continue to work long hours without days off. Make no mistake—these agreements do not go far enough. In the installations included in these agreements and hundreds more across the country, the city carrier craft is understaffed.

Over the last 15 months, NALC branches have provided mountains of information on delayed mail, non-delivery of mail, contract violations and more that allows me and our staff at NALC Headquarters to clearly demonstrate to our counterparts at the Postal Service the staffing issues and the effects they have on NALC members and our ability to serve our customers. These agreements are a step in the right direction, but they are only the first step. Much, much more is needed to remedy the existing staffing issues.

Recently, each national business agent (NBA) put out a call for information on where routes are going undelivered and/or contractual workhour limits are being violated. I am thankful for all of the information that the branches have provided previously and urge you to continue to provide this to your NBA. As we continue working with our counterparts to address the widespread staffing issues across the country, this information is invaluable.

Postal Service representatives have committed to taking action where needed to fix staffing issues. We will paint a clear picture of where these issues exist and what the fix must be. I am hopeful that our USPS counterparts do as they say and come to agreement with us to remedy these staffing issues. If they do not, we will exhaust every possible avenue to address them.