



CCAs with 30 months of relative standing to be converted to career

NALC and USPS have settled a number of national-level grievances, including a grievance regarding city carrier assistant (CCA) conversions to career status. This settlement (M-01892) provides that all city carrier assistants in any size office with 30 months of relative standing on Sept. 1, 2018, will be converted to career status within 60 days from the signing of the agreement on July 27, 2018. CCAs meeting this criteria in 200-workyear offices or larger will be converted to full-time regular, and CCAs meeting this criteria in all other offices will be converted to part-time flexible. All CCAs converted to career status in accordance with this settlement will be converted within their current installation.

NALC projects that this settlement will result in more than 5,000 CCA conversions to career status, including approximately 3,500 conversions to part-time flexible in smaller offices.

Promotion pay and hold in place dispute settled

This settlement (M-01893) lifts the hold in place instituted by USPS. The carriers affected by the hold in place will receive their step increases as scheduled prior to being held. These carriers will receive any retroactive pay owed back to the time they should have received their step increase(s).

After the Nov. 24, 2018, pay schedule consolidation and upgrade, all city letter carriers will be consolidated into a single grade and carrier technicians will receive additional compensation equivalent to 2.1 percent of the employee's applicable hourly rate for all paid hours. However, carrier technicians will continue to be considered in a higher grade for the purpose of applying the provisions of Section 422.225 of the *Employee and Labor Relations Manual (ELM)*. The settlement does not modify the promotional increase currently being received by any city letter carrier.

Interpretive dispute on CCA holidays settled, eligible CCAs to receive retroactive holiday pay

The issue in this dispute is the effective date of the provisions of Article 11.8, which provides holiday pay for CCAs. As a result of this settlement (M-01894), the parties agreed that eligible CCAs will receive holiday pay for holidays after the first wage increases under the terms of the 2016-2019 National Agreement (Nov. 26, 2016). Therefore, employees who were on the rolls as CCAs on Christmas Day 2016, New Year's Day 2017, Memorial Day 2017 and Independence Day 2017, and remained on the rolls as either a CCA or career letter carrier as of July 27, 2018, will receive retroactive holiday pay for these holidays in accordance with Article 11.8 of the 2016-2019 National Agreement. Management had taken the position that the provisions of Article 11.8 only applied after ratification of the Agreement (Aug. 7, 2017).

Grievance on delayed CCA back pay resolved

The parties have settled a national-level grievance on the delay in retroactive payment to certain CCAs following ratification of the 2016-2019 National Agreement. In accordance with this settlement (M-01895), former CCA employees who converted to career status during the back pay period resulting from ratification of the 2016-2019 National Agreement who did not receive their retroactive pay on Feb. 23, 2018, for their time spent as a CCA, will receive a one-time lump-sum payment. The amount of the payment is determined by the length of time the employee was a CCA during the back pay period. The affected employees will receive the payments as follows: CCAs converted between Nov. 26, 2016, and Feb. 18, 2017, will receive \$50; CCAs converted between Feb. 18, 2017, and May 27, 2017, will receive \$100; and CCAs converted between May 27, 2017, and Aug. 7, 2017, will receive \$150.

Step credit for former TEs to be recalculated

When applying the provisions of the Memorandum of Understanding Re: Step Credit for Former Transitional Employees, USPS divided the employees' total days on the rolls as a transitional employee (TE) by 365. This calculation was flawed. For example, this calculation would require a TE to work more than two weeks into their fourth year as a TE to get credit for three years. While this issue was not formally filed at the interpretive step, USPS has agreed to recalculate eligible employees' TE service by dividing their total TE days by 360. This agreement (M-01896) will result in more than 600 former TEs receiving an additional step advancement retroactive to May 26, 2018.

House resolution introduced on USPS privatization

On July 16, a bipartisan group of 10 representatives introduced a House resolution (H. Res. 993) calling on Congress to take all appropriate measures to ensure that the Postal Service remain an independent agency of the federal government and not be subject to privatization.

The bipartisan resolution was introduced by Reps. Rodney Davis (R-IL) and Stephen Lynch (D-MA). Other original co-sponsors were Reps. Brian Fitzpatrick (R-PA), Paul Cook (R-CA), Brian Mast (R-FL), Don Young (R-AK), Cedric Richmond (D-LA), Stephanie Murphy (D-FL), Dave Loebsack (D-IA) and Marcia Fudge (D-OH).

The resolution's introduction comes in response to the recent Office of Management and Budget (OMB) government reorganization and restructure plan titled "Delivery Government Solutions in the 21st Century." While the report takes direct aim at numerous agencies, it also calls for privatizing the Postal Service.

"NALC commends our bipartisan friends in Congress for their immediate action to push back against this ill-conceived idea that would adversely affect the constituents they represent and the letter carriers who serve them seven days a week," said NALC President Fredric Rolando.

"Privatization of the Postal Service would inevitably increase costs and limit service for locations not deemed profitable, which is just the tip of the iceberg. Privatization will also threaten the standard of living of letter carriers and all postal employees," Rolando continued.

"Just as NALC laid out for the White House postal task force, we believe that sensible financial reforms are the way forward—not burning down the barn at the behest of private shippers," Rolando said. "We encourage all members of Congress to co-sponsor this important bipartisan resolution and oppose any effort to privatize this public institution based in the Constitution."

As of press time, the resolution had 80 co-sponsors. NALC encourages all letter carriers to contact their members of Congress to urge them to become co-sponsors of this resolution by going to <https://www.nalc.org/hres993>.

Appeals court upholds dismissal of lawsuit

On July 17, the U.S. Court of Appeals in Washington, DC, upheld the dismissal of a 23-year-old lawsuit against certain former national officers and NALC.

As previously reported, a lower court had dismissed this case in January 2017. The suit was brought by a retired member of Washington, DC Branch 142. The suit claimed that 12 former officers, including President Emeritus William H. Young and the late President Emeritus Vincent R. Sombrotto, had improperly accepted a \$500 monthly allowance for in-town expenses. The suit also alleged that NALC had improperly withheld documents requested by the plaintiff. In its decision, the Court of Appeals found that "over the 23 years of this litigation, [the plaintiff] has failed to adduce any evidence of wrongdoing by the defendants."

To read the Court's decision, go to: [https://www.cadc.uscourts.gov/internet/opinions.nsf/2A34A9F8D5206B97852582CD0052AD9E/\\$file/17-7024-1740912.pdf](https://www.cadc.uscourts.gov/internet/opinions.nsf/2A34A9F8D5206B97852582CD0052AD9E/$file/17-7024-1740912.pdf)

Branch Officers Training set for Minneapolis

NALC's Branch Officers Training has been set for Minneapolis in September.

Branch Officers Training sessions consist of three and a half days of educational seminars tailored to assist branch presidents, vice presidents, treasurers, recording secretaries, financial secretaries and trustees in the performance of their duties.

The training covers the basics for financial officers: taxes; accounting systems and maintenance of proper controls; reporting to the Department of Labor; fiduciary duties under the Landrum-Griffin Act; bonding of branch officers; and IRS reporting requirements.

Additional training topics include the *NALC Constitution* and branch bylaws; branch operations and identifying branch policies; maintaining accurate and complete meeting minutes; member notification requirements; record keeping; branch elections and branch dues; and how to read a dues roster.

A complete overview of what the training entails was included in NALC Secretary-Treasurer Nicole Rhine's November 2016 *Postal Record* article, available for review at nalc.org.

Branch Officers Training will take place Sep. 17-20 in Minneapolis. The registration deadline for this training session is Aug. 24. Room rate (single/double) is \$179 plus tax.

Use the registration form below to register. **Note: Please do not make airline reservations until you receive an acceptance letter.**

Branch Officers Training registration form

Please register me for the following NALC Branch Officers Training seminar:

Sept. 17-20 in Minneapolis

Registration deadline is Aug. 24. Room rate [single/double] is \$179 plus tax.*

PLEASE PRINT LEGIBLY

Name _____
(one registrant per form, please)

Branch or state position _____

Branch # _____ Branch city _____ State _____

Home address _____

City _____ State _____ ZIP _____

Phone number (required) _____

Send to:

Secretary-Treasurer Nicole Rhine
National Association of Letter Carriers
100 Indiana Avenue NW
Washington, DC 20001-2144
FAX: 202-737-1540

* Please do not make airline reservations until you receive an acceptance letter.

Election Committee appointed

In accordance with Article 6, Section 7 of the *NALC Constitution*, on July 19, NALC President Fredric Rolando appointed a National Election Committee to oversee the conduct of the 2018 election of NALC national officers.

The members of the National Election Committee are Barbara Stickler, Garden Grove, CA Branch 1100; Mike O'Neil, New Jersey Merged Branch 38; Rod Holub, Manhattan, KS Branch 1018; Delano Wilson, Silver Spring, MD Branch 2611; Antonia Shields, Birmingham, AL Branch 530; Paul Roznowski, Royal Oak, MI Branch 3126; Ethel Ford, Houston, TX Branch 283; Tom Dlugolenski, Syracuse, NY Branch 134; Margaret Parker, Aurora, IL Branch 219; and Brian Wiggins, Seattle, WA Branch 79.

Stickler was elected by the committee to be chairperson. Candidates may contact Stickler at blstickler61@gmail.com.

Further information will be mailed to the candidates. If they wish to receive information electronically, they may contact Stickler at her email address.

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