



## Implementation of the TE/PTF conversion MOU, Part 2

**T**his follows my article last month regarding implementation of the new agreement Re: Transitional Employees/Part-time Flexible Conversions (M-01797). I was hoping to have a joint questions-and-answers document explaining the MOU out to the field by now. Unfortunately, we haven't reached agreement on such a document as of this writing.

As an alternative, I plan to continue reporting on this in my column until implementation of the new MOU is complete. M-01797 is reproduced on the next page in the Contract Talk section of this month's *Postal Record* so that you can easily follow my article.

**Let's take it one piece at a time. I'll start with Paragraph 1** of the MOU. This requires the Postal Service to fill approximately 1,265 residual CC-2 positions by first using unassigned regulars and full-time flexibles, then converting PTFs, and finally accepting transfer requests.

As previously reported, our first task was to verify the list of 1,265 CC-2 jobs. We found that almost 200 of these positions were no longer vacant. Nearly all of these 200 were already filled through PTF conversions—that is a good thing!

Our next step was to see which of these 1,265 jobs could properly be filled with unassigned regulars. We didn't want unavailable full-time letter carriers or those who couldn't perform the duties of the position to be assigned to these jobs. USPS agrees with us on this point.

USPS provided a list of names that its records show as unassigned regulars who work in the same installations where one or more of the 1,265 residual CC-2 positions are located. Each national business agent's office checked the status of the letter carriers on this list. When all was said and done, we determined that fewer than 100 of these unassigned regulars are available to fill positions on the list of 1,265.

The next step is to identify the PTFs who will be converted to full-time status in accordance with Paragraph 1 of the MOU. There are quite a few jobs on the list of 1,265 that are located in installations that have no PTFs to convert. In those installations, transfer requests should be accepted to fill these positions on a first-come, first-served basis. Some of these installations have pending transfer

requests and some don't. Once all this takes place, we plan on trying to find a way to advertise these vacancies.

**Paragraph 2 of the MOU requires the Postal Service to fill** 1,400 residual CC-1 vacancies by converting PTFs to full time. We took a first step toward this requirement by resolving nearly all the CC-1 PTF conversion grievances that were pending arbitration around the country.

NALC and USPS each chose a representative in each postal area to take a look at these cases and attempt to resolve them. This effort was an overwhelming success. As of this writing, our efforts have achieved 258 PTF conversions to full-time status and resolved 180 grievances nationwide.

I want to thank Patty Joseph (Fall River, MA Branch 51), Dave Miller (Fort Wayne, IN Branch 116), Judy Willoughby (Region 9 National Business Agent) and Jim Yates (Long Island, NY Branch 6000) for representing NALC on this project. They prepared their cases, met with their counterparts and resolved almost every case inside of a week. They all did a great job!

I also want to thank the branches that filed the grievances to convert these PTFs into the CC-1 vacancies. Your efforts are greatly appreciated. I'm glad we were able to get these cases resolved.

**Paragraphs 3 and 4 go together and allow USPS to hire up** to 3,400 TEs so long as they convert an equal number of PTFs to full-time status within two pay periods of hiring TEs. We will be monitoring all this at NALC Headquarters to ensure compliance.

**We are being told at this time that Paragraphs 1 and 2 will** be fully implemented by Dec. 29 and Paragraphs 3 and 4 should be completed sometime in January. I'll report further on our progress next month.

**On another note, I was assigned to go to Cleveland, OH,** to work on our get-out-the-vote effort the weekend before the election. I just want to say thanks to Branch 40 for all your hospitality. I really enjoyed working with y'all! Here's wishing everyone reading this and your families a wonderful holiday season! ☒