



Implementation of the PTF conversion MOU—M-01797

President Rolando recently signed the Memorandum of Understanding (MOU) Re: Transitional Employees/Part-time Flexible Conversions with the Postal Service. This MOU was assigned MRS reference number M-01797. I think this is a good deal for both sides. The full text of this MOU is located on page 5 of this issue of *The Postal Record*.

The MOU requires management to convert thousands of part-time flexible letter carriers to full-time regular status, and allows management to hire up to 3,400 additional transitional employees in the letter carrier craft. President Rolando wrote about this new MOU in his column this month. I'm going to focus on how we plan to implement this new agreement.

President Rolando has assigned me to head both our group that will be meeting on implementation of the MOU and the Article 12 work group established by the MOU.

We are currently meeting with the Postal Service and working to try to clear up some issues with the new MOU. We agreed to work on a series of joint questions and answers, similar to what was done in the past to address TE issues after the 2006-2011 National Agreement was signed.

I'm hoping that we will have something out by the time you read this. We may have to add more Q-and-A's later, but there are some common questions to which we already know the answers.

For example, "If a TE is hired, does the PTF conversion that goes along with it have to be made in the same installation where the TE was hired?" The answer is no; the hiring of the TE and PTF conversion do not have to be in the same installation. However, the PTF converted must be converted in his/her own installation.

The reason behind this is simple. There are a number of installations across the country that have no PTFs and are in great need of the extra help. If a PTF had to be converted in the same installation as where a TE is hired, the places with the greatest need for help would be excluded.

The PTF conversions associated with this agreement will be made in three steps. Decisions regarding location of

the PTF conversions and overall monitoring of the process will be done from the headquarters level.

The first step is to fill the approximately 1,265 Grade 2 Carrier Technician residual vacancies from the last list provided to us by the Postal Service. We verified the list through each national business agent's office a few weeks ago. We determined that the vast majority of the jobs on the list really are there.

A small portion of these jobs will be filled by recent grievance settlements made at the regional level. There are also some Grade 2 Carrier Technician jobs that are in installations with no PTFs to convert.

The Grade 2 Carrier Technician positions will be filled in the following order: unassigned regulars who are able to perform the duties of the assignment, full-time flexibles, PTF conversions, and then qualified transfer requests. If this list is exhausted and a vacancy still exists, then a TE can be assigned to the position until a career letter carrier becomes available to fill the position.

The second step of the process is to convert 1,400 PTFs into residual Grade 1 vacancies. We will discuss where these conversions will take place in our meetings with the Postal Service.

The third step permits the Postal Service to hire up to 3,400 additional TEs. A PTF will be converted to a full-time position within two pay periods for each TE hired. The agreement requires the Postal Service to first seek to convert PTFs to residual Grade 1 vacancies. Full-time positions can be created in some installations if there aren't enough available to make the "1 for 1" TE hiring/PTF conversion as agreed to in the MOU.

I'm not sure how realistic this is, but our goal is to complete all three steps of the PTF conversion process by the end of the year if possible. I'll report further on this part of the MOU next month.

There is another important piece of this agreement. The MOU also establishes a work group to discuss and attempt to resolve Article 12 issues. This work group will function for one year. I think this provision is right on time and will serve us well in light of everything that is going on.

By the way, Happy Thanksgiving to you and your family! ☒