

Das award implementation continues— new MOU on filling vacancies



**Lew
Drass**

I want to start by thanking every-one who participated in the “USA for 6-Day” rallies held all over the country on March 24. We had a good turnout at the one I attended. We also had a lot of support from our customers. There was plenty of honking going on as folks drove by us. We got our message out, made the news and had a lot of fun doing it.

On March 19, President Rolando signed a new memorandum of understanding (MOU) Re: Part-time Flexible Opportunities. This MOU has been assigned the number M-01808. You can read it on the Materials Reference System (MRS) page of the NALC website. We also have reproduced it on the next page

in the Contract Talk section of this month’s *Postal Record*.

This MOU establishes a national-level workgroup to develop and implement a process for filling residual letter carrier vacancies by converting part-time flexibles (PTFs) and/or allowing letter carriers to transfer into vacancies in installations where there are no PTFs to convert. This will happen very quickly. This MOU is set to expire on April 10, unless the parties agree to mutually extend the timeframe.

I want to tell you about the implementation process that is being used, but first I’d like to explain why we entered into this agreement. The transfer process has been frozen for some time now. There are a number of letter carriers with transfer requests that should have been granted a long time ago. We still have about 8,500 PTFs who weren’t converted through the PTF conversion MOU (M-01797).

We also have the phasing-out of transitional employee (TE) letter carriers and the hiring of more than 30,000 city carrier assistant (CCA) letter carriers going on. The Postal Service plans to have all of this completed by the time you read this. As of this writing, the Postal Service reports that about 15,000 CCAs have been hired thus far. Approximately 10,000 of the CCAs hired were former TEs. There were a little more than 17,000 TEs on the rolls as of Feb. 22. We anticipate many more former TEs being hired as CCAs before all is said and done.

This MOU is intended to do three things:

1. Further reduce the number of PTFs we have around the country.
2. Provide an opportunity for PTF and full-time letter carriers to transfer into installations that have no PTFs and also have residual vacancies not under a proper Article 12 withholding order.

3. Allow all the TEs who will become CCAs to be hired so we get the relative standing order finalized in each installation before we move forward. Stated another way, we want to make sure former TEs who are hired as CCAs late because of a lower test score get their proper relative standing credit before consideration is given to converting CCAs to full-time career status.

So how will this MOU work? Most of what we are doing will probably be completed by the time you read this, but here’s what is going on with the MOU as of today. The joint workgroup agreed to begin by identifying residual vacancies not under proper withholding. Once the residual vacancies are determined, we agreed on a three-step process to fill them:

1. Residual vacancies not subject to a proper withholding order will be filled by assigning unassigned regulars in the installation who are able to do the job.
2. PTFs will be converted to full-time status and placed into the residual vacancies not filled by the first step.
3. Any remaining residual vacancies after the first two steps will be filled by transfers from the letter carrier craft before consideration is given to converting CCAs to full-time career status. This MOU does not apply to employees from other crafts. Transfers awarded under this MOU will allow career letter carriers to transfer into their new installations as full-time regulars.

Here are the mechanics of the process that will be used for transfers:

- **All transfer requests will be processed through the eReassign system.**
- **Transfers will be awarded on a “first in, first out” basis.** Accordingly, if you are interested and already have an active request in eReassign to go to an installation where a vacancy exists as described above, you don’t have to do anything.
- **The normal transfer considerations (attendance, safety and work record) will apply.** Given the short duration of this MOU, we agreed that if a letter carrier declines an opportunity to transfer, he/she will not be considered for a different transfer request under this MOU.
- **Letter carriers granted a transfer under this MOU will enter their new installation as a full-time regular and begin a new period of craft seniority.** In other words, your seniority date in the new installation for purposes of bidding, vacation selection, excessing, etc., will be the date you enter the new installation.

We plan to do everything we can to advertise this opportunity and the available vacancies associated with it once we get a list from the Postal Service.