

CCAs are the future



**Timothy C.
O'Malley**

CCA's are the future for both the Postal Service and our union. That is why it is so important for everyone to help mentor them and encourage them to be members of our great union. We currently have 26,542 CCAs with an overall expectation of 32,229.

Without being taught NALC's past history, CCAs surely will not know or understand why they should belong to the union. As we move forward in our battle to protect six-day delivery, it is obvious to me that this issue is extremely important to the CCAs. Being able to succeed on this issue is something that we all need to be focused on. The CCAs have just as much to lose—or for that

matter, even more to lose—as any other letter carrier. Their future is based on keeping as many full-time jobs as possible. Many of the TEs who changed over to CCAs have a

need to separate a CCA due to lack of work or for operational reasons, it must select the CCA with the least relative standing.

There are a number of other provisions that apply to CCAs as a result of the Das award. They can be found in the *City Carrier Assistant Rights and Benefits* booklet, which is located on the NALC website.

Thrift Saving Plan (TSP) warning

The TSP website provided a warning notice to all concerning “third-party mobile applications.” There are a number of mobile applications that reference the Thrift Savings Plan and may prompt you for your TSP account credentials. These applications are *not* sponsored by the TSP. The TSP cannot endorse any information or advice provided by third-party applications. More important, providing your TSP account credentials to third-party applications may jeopardize the security of your account.

For more information on keeping your account safe, see the Security Center on the TSP website at tsp.gov or contact ThriftLine at TSP-YOU-FIRST (877-968-3778).

Federal agencies not using the Postal Service

Recently, I read an article that discussed federal agencies and which companies they use for mailing items. The article points out that some federal agencies are using UPS and FedEx instead of the United States Postal Service. Some 25 federal agencies have contracted with UPS instead of the Postal Service, resulting in \$122 million in revenue for UPS from 2010 to 2013 for mailing and distribution. The top three agencies contracting with UPS for mailing and distribution were the Department of Veterans Affairs, which had 1,086 contracts; the Department of Homeland Security, which had 953 contracts, and the Department of Justice, which had 262 contracts.

The Postal Service is the oldest institution in the government, and these agencies are not supporting us. That's what gridlock does in Washington. The White House, the Senate and the House of Representatives all should be telling these agencies to support the Postal Service. In addition, the USPS should be knocking on their doors to get the business back.

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number of years—anywhere from one to seven years—already invested in hoping and wanting to be career letter carriers some day.

We currently have about 40,000 career letter carriers eligible to retire, so the possibility for CCAs to become career letter carriers in a relatively short time frame is very real. We need to talk to the CCAs about participating in branch functions, being shop stewards and even holding office. Ask them to attend the next branch meeting.

Under the recent National Agreement, new rights have been achieved for the CCAs. Relative standing is a new concept and is a big help in giving CCAs credit for their time as TEs. It is determined by the original CCA hire date in an installation. If a CCA was a TE prior to being hired as a CCA, all time served as a TE after Sept. 29, 2007, is included. The relative standing also comes into play when CCAs are converted to full-time career status within an installation; the CCA with the most relative standing in that installation is the first one to be converted to full-time career status. If the Postal Service determines