

# MOUs you should know

**T**he three memoranda of understanding (MOUs) printed below concern the probationary period for CCAs who are converted to career status and the hiring of holiday carrier assistants. Two of the MOUs are from the Das award, and the third, M-01826, was signed by President Rolando on Oct. 22.

## **MOU RE: Article 12.1 – Probationary Period (Das Award)**

City carrier assistants who successfully complete at least two successive 360 day terms after the date of this agreement will not serve a probationary period when hired for a career appointment, provided such career appointment directly follows a city carrier assistant appointment.

## **MOU Re: Additional Resources – Holiday Carrier Assistant (Das Award)**

The Postal Service may employ holiday carrier assistants during the four week December period as operationally necessary, effective December 2014.

Holiday carrier assistants are subject to the following:

- The hourly rate will be the same as that for City Carrier Assistants.
- Over the course of a service week, the Employer will make every effort to ensure that available city carrier assistants are utilized at the straight-time rate prior to assigning such work to holiday carrier assistants working in the same work location.
- When an opportunity exists for overtime full-time employees on the appropriate Overtime Desired List will be selected to perform such work prior to assigning holiday carrier assistants to work overtime in the same work location where the employees regularly work.

The Postal Service shall provide the NALC with reports on the number of holiday carrier assistants hired.

## **MOU Re: Sunday Delivery – City Carrier Assistant Staffing (M-01826)**

The parties recognize the importance of successfully implementing and expanding Sunday parcel delivery service, which is scheduled to begin testing in approximately 900 delivery zones on November 10, 2013. The parties also agree that during the test, the most cost-effective resource for this service would be the use of city carrier assistants (CCAs) without increasing the rate of overtime usage.

Many CCA resources are being used to temporarily fill full-time regular residual vacancies. Pursuant to the August 30, 2013 Memorandum of Understanding Re: Residual Vacancies - City Letter Carrier Craft, the parties are in the process of permanently filling residual vacancies by as-

signment of unassigned regulars, conversion of part-time flexible employees to full-time regular status, acceptance of transfer requests and conversion of CCAs to full-time regular career status.

During implementation of the Memorandum of Understanding Re: Residual Vacancies - City Letter Carrier Craft, the national parties may find it necessary to temporarily exceed the CCA caps in Article 7.1.C of the National Agreement when implementing the process outlined therein. Additionally, the parties recognize that additional CCAs may be needed in order to perform Sunday parcel delivery in a cost effective manner during the test.

The national parties will meet on a weekly basis to monitor implementation of the Memorandum of Understanding Re: Residual Vacancies - City Letter Carrier Craft and the Sunday parcel delivery test. These meetings will include discussion of the authorization of any CCAs (by District) that are deemed necessary as indicated above. If, as a result of these weekly meetings, there is a disagreement over increased CCA resources, that matter will be referred to the NALC National President and the Vice President, Labor Relations for discussion and resolution. In the event there remains a disagreement over additional CCA staffing, the District(s) at issue will reduce its CCA complement to conform to the provisions of Article 7.1.C of the National Agreement.

Additionally, the parties agree that the Postal Service may, effective calendar year 2013, employ holiday carrier assistants provided for in the Memorandum of Understanding Re: Additional Resources - Holiday Carrier Assistant during the four week December period as operationally necessary.

City carrier assistants converted to full-time regular career status during the term of this agreement will not serve a probationary period when hired for a career appointment provided the employee successfully served as a city carrier transitional employee directly before his/her initial CCA appointment.

This agreement is effective from the date of signature until March 31, 2014, unless extended by mutual agreement of the parties. However, either party may terminate this agreement earlier by providing 30 days written notice to the other party.

This agreement is reached without prejudice to the position of either party in this or any other matter and may only be cited to enforce its terms.