

# Implementation of the Das award begins



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**I**t was nice to see everyone who attended the rap session in Las Vegas. I thought President Rolando did a great job of providing a thorough explanation of every detail of our new contract. I want to thank those of you who wrote down your ideas and suggestions for trying to create a better place to work for letter carriers. I already will have read every single idea and suggestion offered by the time you get this issue of *The Postal Record*.

I also want to thank those of you who expressed an interest in your site possibly becoming a test site as we implement the Memoranda of Understanding Re: City Delivery Task Force and Re: Article 8 Task Force.

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lems, eliminate conflicts over time and find more efficient ways to do our work. These are goals that benefit everybody. I’ll continue to report on this as things unfold.

If anyone who didn’t attend the rap session is interested in participating in the Article 8 and and/or city delivery task force effort, please go to the City Delivery page of the NALC website, fill out an idea sheet for either or both task forces, and mail it to my attention at NALC Headquarters. See this month’s Contract Talk for more information.

## Entrance exams for transitional employees

The new National Agreement gives all current letter carrier transitional employees (TEs) the opportunity to become a city carrier assistant (CCA), the new classification of letter carrier created by Arbitrator Shyam Das’ award. To be hired as a CCA, you have to take and pass the 473 Battery Examination, the entrance exam to be a city letter carrier.

After reading the Das award, we decided the first thing to do was to help all the brother and sister TEs prepare for the exam to give them the best possible chance to make the highest score they could make.

We quickly put together a book that includes some tips and advice on taking the exam, as well as two practice exams with answer sheets.

The next task was to get this in the hands of all NALC member TEs as soon as possible. We sent the book to the printer on a Friday, and it was in the hands of almost everyone within a week—before testing began in nearly every part of the country. I want to thank the NBAs, RAAs, branch officers and others who worked tirelessly over a holiday weekend to make sure that our TE members got this book in time to prepare for the exam.

I want to give special thanks to longtime NALC friend Tom Patterson and Peake-DeLancey printing. The printers worked night and day over a holiday weekend to make this happen. We hope you found the TE test book to be helpful.

## TE testing problems

We quickly were made aware of a number of problems that our TEs encountered when signing up for the exam, importing previous scores and taking the exam. My office has stayed in contact with each NBA’s office and we sent a master list of TE testing problems to the Postal Service. We hope to get as many of these issues as possible addressed as soon as we can. Our goal is to be sure that every TE has an opportunity to take the exam, become a CCA, and then become a full-time career letter carrier.

## Part-time flexible conversions to full-time

Implementation of the Memorandum of Understanding Re: Transitional Employees/Part-time Flexible Conversions (M-01797) continues. We still have a few remaining issues to work out with the Postal Service, and it still has some conversions to make. Once all this is done, we plan to go back through the NBA offices and verify the list of PTF conversions that we were provided. Implementation should be very close to being completed by the time you read this.

That brings us to our new contract. The Das award requires that all part-time flexibles be converted to full-time status during the life of the National Agreement, which expires May 20, 2016. Our plan is to make it happen a whole lot sooner than that. We have three new tools in addition to the dispute resolution process to help us on our way. We have the PTF conversion MOU (M-01797), as described above; the Article 12 work group at the national level; and the fact that the number of city carrier assistants that can be hired is based on the number of full-time letter carriers we have. We intend to put all these tools to good use!