Determining seniority when CCAs are converted to full-time career status

On March 6, the national parties agreed to additional questions and answers concerning the 2011 National Agreement. The updated questions and answers have been assigned NALC Materials Reference System number M-01833, which is available on the NALC website at nalc.org/depart/cau/step4mrs.html. The updated document includes the following question and answer to address resolving ties in seniority when two or more CCAs are converted to full-time career status in an installation on the same day. An explanation follows.

62. How is a tie addressed when more than one employee is placed in full-time career city letter carrier duty assignments in an installation on the same date through either transfer/reassignment or CCA conversion to full-time?

Placement on the seniority list is determined by the following:

- If two or more full-time career assignments in an individual installation are filled on the same date by only CCAs, placement on the career city letter carrier craft seniority list will be determined based on the relative standing in the installation.
- When two or more full-time career assignments in an individual installation are filled on the same date by only career employees through reassignment/transfer, placement on the city carrier craft seniority list will be determined by application of Article 41.2.B.7 of the National Agreement, as appropriate.
- Current career employees will normally be placed ahead of CCAs on the seniority list when two or more full-time career assignments are being filled in an individual installation on the same date from both reassigned/transferred and CCA employees. An exception may occur when the CCA(s) with the highest relative standing has previous career service. In such case the CCA(s) will be placed ahead of the career employee only if he/she is determined to be senior to the transferred/reassigned employee by application of Article 41.2.B.7 of the National Agreement. In no case will a CCA with lower relative standing be placed on the seniority list ahead of a CCA with higher relative standing who is converted to career on the same date in the installation.

The above question addresses seniority tie-breakers when CCAs are converted to full-time career status on the same day. It is relatively simple in most circumstances. When multiple CCAs are converted to full-time career status in an installation on the same day, placement on the seniority list is determined by their relative standing in the installation at the time of the conversion.

At times, determining seniority becomes a bit more complicated when a career employee transfers into an installation on the same day as one or more CCAs are converted to full-time career status. By virtue of Article 41.2.B.7, the transferring employee will normally be senior to the CCA(s).

An exception occurs when the CCA with the highest relative standing has previous career service and is determined to be senior to the transferring employee after applying the provisions of Article 41.2.B.7. In this case, the transferring career employee is slotted in behind the CCA with the highest relative standing. If, by chance, the top two CCAs in relative standing both have previous career service and are determined to be senior to the transferring career employee, the transferring career employee is slotted in behind the top two CCAs in relative standing.

"When multiple CCAs are converted to full-time career status in an installation on the same day, placement on the seniority list is determined by their relative standing in the installation at the time of the conversion."

It is important to note that if the CCA with the highest relative standing being converted to full-time career status does *not* have previous career service, the transferring career employee will always be senior to the CCAs being converted on the same day. The CCAs will then fall in line behind the transferring employee based on their relative standing in the installation at the time of conversion.