

Transition



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I want to begin by publicly thanking President Rolando for having the confidence to appoint me to serve the remainder of the term as vice president of the National Association of Letter Carriers. I also want to thank those of you who expressed congratulations and well wishes when the appointment was announced. I can promise every member that I will do my best to do a good job for you in my new position.

There are many unfinished projects and areas that I will be leaving with the new director of city delivery. Letting unfinished business go is not something I normally do well. However, in this situation, I feel totally comfortable and confident that

everything I leave behind will be in good hands and will not only be finished, but finished well. This is due to President Rolando's appointment of Brian Renfro as our new director of city delivery. He is going to do a great job for letter carriers.

So what do I know about it? I was his business agent nearly the whole time he was an activist in Mississippi. I have known Brian since he became a shop steward shortly after he started working for the Postal Service. I watched him rise in his branch and state association. When I was looking for someone to help me after I came to Washington, DC, to serve as director of city delivery in 2011, he was the first person I thought of. President Rolando saw his talent and hired him to be a member of the Contract Administration Unit staff a few months after his arrival.

Brian worked side by side with me on all the city delivery projects I was assigned from April 2011 until President Rolando once again recognized his talent and promoted him to special assistant to the president last June. Since that time, we have continued to work together on things like MOUs, CCA Q-and-A's, and national settlements, to name a few things. I think the test of time will show that President Rolando made a very wise choice for our new director of city delivery.

Two of many projects I am handing off that are closely related are our MOU Re: Filling Residual Vacancies – City Letter Carrier Craft (M-01824) and Article 12. Here is the current status on these issues:

M-01824 has produced 6,900 jobs being posted on e-Reassign through the life of the current agreement. We have seen 3,000 CCA conversions to full-time career status thus far. This number does not include the results of the 1,900 jobs posted in e-Reassign during the February and March 21-day posting cycles.

Additionally, this MOU has allowed many letter carriers and employees from other crafts to transfer and resulted in more than 2,300 PTF conversions to full-time regular nationwide. We are now down to fewer than 4,900 PTFs nationwide.

The next question is whether or not to extend the time-frame for M-01824 and, if so, should there be changes to what we have been doing? Those matters are being discussed as I write this.

The other side of having this MOU is resolving the implementation disputes/grievances that arise from it. As reported last month, we created an alternate dispute resolution (ADR) process to complement our normal grievance procedure to try to resolve cases related to M-01824 as quickly as possible.

In the first month of the ADR, we received more than 200 cases. We have been able to resolve most of the issues presented quickly. Most of the cases within the scope of M-01824 that remain unresolved as of this writing are from cities with multiple problems or concerns about whether withholding is legitimate.

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One thing worth repeating is that full-time reserve/leave replacement positions are not covered by M-01824. Therefore, grievances concerning filling these positions are outside the scope of M-01824 implementation.

As far as Article 12 goes, the news is good. USPS has postponed the pending area mail processing (AMP) plant closings indefinitely. This is the main reason why so many jobs were posted in e-Reassign during the March bidding cycle. There is still much work to do, but putting the plant closing issue behind us sets the stage to finally get a real handle on Article 12 issues nationwide.

One project that we did finish was updating the CCA questions and answers. This document is dated March 6, 2014; contains 11 new Q-and-A's; and is numbered M-01833. You can find it on the NALC website on the CAU and City Delivery pages. It is also in the Materials Reference System (MRS). I would strongly urge every CCA to read this document carefully. There are 78 questions and answers related to your rights and benefits that you should know about.

In closing, I want to thank everybody for allowing me the privilege of serving as your director of city delivery for the past three years.