

# More MOUs and a few resolutions



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**L**et me begin by saying thanks to all of you for your hard work in 2013. We've got lots of problems left to solve, but we made some progress last year and with everyone's help, we'll make some more in 2014.

Two more MOUs were signed in early December. The complete text of each new MOU is on the next page in the Contract Talk section.

**The first MOU (M-01827) concerns** the temporary loaning of CCAs from one installation to another. This issue has been in discussion at the national level for most of last year. We finally have an answer. The new rules for loaning CCAs are an improvement from what they were for

TEs. They allow temporary loaning assignments for CCAs to be made on an occasional basis within the local commuting distance in a district. The basic differences in the rules for temporary assignments for CCAs from what we had with TEs are as follows:

- Assignments will be scheduled in advance when practicable.
- Management will seek volunteers before involuntarily assigning CCAs.
- Management must involuntarily assign CCAs from an office by *reverse* relative standing order for CCAs that will be in the same pay status (straight, overtime, penalty overtime).
- Mileage should be paid when applicable in accordance with the *F-15* Handbook.

Some of these new provisions were followed in certain locations for TEs, but it was not required as it is now.

**The second MOU (M-01828) concerns this question:**

Should letter carriers who fill full-time assignments under the MOU Re: Residual Vacancies – City Letter Carrier Craft (M-01824) be allowed to sign the overtime desired list or work assignment overtime list when they begin their new assignment?

The question is answered by allowing the local parties the freedom to decide how this issue should be handled based on the local fact circumstances.

There are existing rules for letter carriers having the right to sign the overtime or work assignment list during the quarter for sectional transfers within an installation and excessing into an installation. They are explained in

the *JCAM* on Page 8-9. It is advisable that you review these rules before entering into any agreements with the Postal Service on this issue.

**Well, it is a new year, so I guess a few resolutions are** in order. Here are four good resolutions for the first part of 2014 (in no particular order):

- **We are going to closely monitor the implementation of M-01824.** President Rolando has authorized us to assign one person in each region to work exclusively on communicating with branches to make sure all residual vacancies are posted on e-Reassign and all posted vacancies are filled in accordance with the MOU. Please respond and do your part at the branch level when you are contacted by your national business agent's office. We will coordinate and assist the regional level efforts from headquarters.
- **JCAM**—We have started working on the new *JCAM*. The goal is to have it ready and sent to the printer before I write my next article. The new *JCAM* will reflect the changes in the 2011-2016 National Agreement. We will also include many of the national settlements and MOUs that have been reached since the *JCAM* was last printed in April 2009. Any interpretive explanation of the new language will have to be jointly agreed to.
- **Steward's Guide**—We also have been working on a shop steward training program with a *Steward's Guide* being its foundation. The *Steward's Guide* will cover a wide range of topics and be useful for both new stewards and experienced ones. The goal is to have the new guide out before spring.
- **Carrier Academy**—We plan to sit back down with the Postal Service and go over the entire program again. We will use the comments we have received from the field this year and opinions from our master trainers in each of the districts that use the Carrier Academy program as a guide for our efforts to improve it.

There are many other projects and problems we'll be working on, too. Meanwhile, if we could get these four things done, it will make it easier to police and enforce the contract, provide new and current shop stewards with more tools to represent letter carriers, and help improve the retention rate of our new CCAs. That would be a good start to the new year.

**In closing, I want to wish all of you and your families a** very happy and healthy new year!