

CCA relative standing

Relative standing is a form of seniority that was created for city carrier assistants in the 2011 National Agreement. Relative standing is important for a variety of reasons.

Relative standing is used to determine which CCA is first converted to full-time career status. It also is used to determine which CCA will be separated if management makes the decision to separate a CCA for lack of work or for operational reasons upon the completion of a 360-day term. The CCA with lowest relative standing is always separated in these circumstances pursuant to Paragraphs h and l in the CCA General Principles found in Appendix B of the 2011 National Agreement.

Relative standing is also used to determine which CCA is awarded hold-downs, as well as annual leave in many places. For all of these reasons, it is important that relative standing be calculated in accordance with the National Agreement.

Relative standing is determined by the original CCA hire date in an installation. For CCAs who were city letter carrier transitional employees (TEs) at any time after Sept. 29, 2007, before being hired as CCAs, the time served as a TE is added less any breaks in service. Paragraph f of the CCA General Principles found in Appendix B of the 2011 National Agreement addresses this:

f. When hired, a CCAs relative standing in an installation is determined by his/her original CCA appointment date to the installation, using Article 41.2.B.6.(a) where applicable, and adding the time served as a city letter carrier transitional employee for appointments made after September 29, 2007 in any installation

This language is further explained by Question 57 of the March 6, 2014, jointly developed Questions and Answers, 2011 USPS/NALC National Agreement (M-01833):

57. How is time credited for transitional employee employment when determining relative standing for CCAs?

All time spent on the rolls as a city letter carrier transitional employee after September 29, 2007 will be added to CCA time in an installation to determine relative standing. Breaks in transitional employee service are not included in the relative standing period.

When calculating relative standing, it doesn't matter where an individual served as a TE; all time served as a TE since Sept. 29, 2007, is credited. Question 59 of M-01833 states:

59. For time spent as a city letter carrier transitional employee, does it matter where an individual was employed when determining relative standing?

No. All time on the rolls as a transitional employee after September 29, 2007 counts toward relative standing regardless of the installation(s) in which the transitional employee was employed.

Unlike relative standing credit earned as a TE, relative standing credit earned as a CCA does not transfer with a CCA to another installation. This is addressed in Question 61 of M-01833:

61. Does relative standing earned as a CCA in one installation move with a CCA who is separated and is later employed in another installation?

No.

If this CCA is then re-employed in his or her original installation, the CCA will begin earning relative standing as if this were the original appointment. All time credit earned as a TE after Sept. 29, 2007, is added to this new date. Question 62 in M-01833 addresses this situation:

62. How is relative standing determined for a CCA who is employed in an installation, then permanently moves to a different installation and then is subsequently reemployed in the original installation?

Relative standing in this situation is based on the date the employee is reemployed in the original installation and is augmented by time served as a city letter carrier transitional employee for appointments made after September 29, 2007 (in any installation).

“For all of these reasons, it is important that relative standing is calculated in accordance with the National Agreement.”

If, after determining relative standing, a tie exists between two or more CCAs, placement on the relative standing roster is determined by first looking at the relative standing on the hiring roster. If a tie remains, the provisions of Article 41.2.B.7 are applied. Question 58 in M-01833 states:

58. How is placement on the relative standing roster determined when two or more CCAs have the same total time credited for relative standing?

First, the relative standing on the hiring list (appointment register) will be used to determine the CCA with higher relative standing (See Article 41.2.B.6.[a]). If a tie remains then the formula outlined in Article 41.2.B.7 is applied.