

# MOU Re: Full-time Regular Opportunities – City Letter Carrier Craft

**O**n March 31, the national parties agreed to extend the term of the MOU Re: Residual Vacancies – City Letter Carrier Craft (M-01824) through May 31.

On June 1, the new provisions of the MOU Re: Full-time Regular Opportunities – City Letter Carrier Craft (M-01834) will take effect. The new MOU that will begin June 1 is designed to:

- Continue to reduce the number of PTFs.
- Accelerate the filling of all residual vacancies not under proper withholding through transfers and CCA conversions to full-time regular career status.
- Continue to provide transfer opportunities for letter carriers and other employees.

## **M-01834 states:**

Effective June 1, 2014, the parties agree to use the following process to facilitate placement of employees into full-time regular opportunities which include: 1) residual full-time regular city letter carrier duty assignments referenced in Article 7.3.A of the 2011 collective bargaining agreement, and 2) newly created full-time unassigned regular (incumbent only) positions which increase full-time complement and are in addition to the duty assignments referenced in Article 7.3.A.

The new language in this paragraph allows the Postal Service to create unassigned regular (incumbent only) positions within an installation to accelerate the filling of existing vacancies and/or provide additional staffing in cities where it is needed.

2. Full-time regular opportunities that cannot be filled through Item 1 above will be posted in eReassign for a 21 day period during the next available posting cycle. The eReassign posting will indicate the installation and number of full-time regular opportunities available. Application for these full-time opportunities will be accepted from all qualified employees. However, only requests from part-time flexible city letter carriers will be approved under Item 2. Approval of such requests will be made based on the order the applications from part-time flexible city letter carriers are received and will include reassignment requests from part-time flexible city letter carriers already pending in eReassign as of the date of this agreement. Requests from part-time flexible city letter carriers will be acted upon without regard to normal transfer considerations. Requests from all other qualified employees may only be considered under Item 3 below.

The first change to Paragraph 2 is the reference to posting full-time opportunities, as opposed to the old language about residual vacancies. This change opens the door to the posting of a full-time opportunity in eReassign, as opposed to a particular residual vacancy. This will eliminate the need to post individual assignments. The eReassign posting will simply list a city and how many positions are available.

The second change to Paragraph 2 is that the unlimited number of letter carrier transfers will apply *only* to PTFs. Therefore, full-time and part-time regular city letter carrier transfer requests no longer will be considered under Paragraph 2 of the MOU.

3. Full-time regular opportunities that remain after Item 2 will be filled by 1) conversion of city carrier assistants to full-time regular career status in the same installation as the full-time regular opportunities or 2) acceptance and placement of voluntary reassignment (transfer) requests pending in eReassign from qualified bargaining unit employees (including full and part-time regular city letter carriers) or reassignment of bargaining unit employees within the installation (if there are insufficient requests from qualified bargaining unit employees, non-bargaining unit employees may be reassigned to a full-time regular opportunity). Reassignment (transfer) requests will be made with normal considerations contained in the Memorandum of Understanding, Re: Transfers, based on the order the applications are received. The number of career reassignments allowed under this paragraph is limited to one in every four full-time opportunities filled in offices of 100 or more work-years and one in every six full-time opportunities filled in offices of less than 100 work-years. At least three or five, as applicable, of full-time opportunities will be filled by conversion of city carrier assistants to full-time regular career status based on their relative standing in the same installation as the full-time opportunities. Such conversions will take place no later than the first day of the third full pay period after either the close of the posting cycle or, when an employee is being considered for transfer, the date the employee or employer rejects the offer/request.

Paragraph 3 now includes the consideration of transfers for full-time and part-time regular city letter carriers, along with other craft employees. There is also language to provide for non-bargaining unit employee reassignments where there are insufficient qualified craft transfer requests. All transfer/reassignment requests will be limited to the ratios as explained above.

Example: If you are in an office with 100 work-years or more and you have four full-time opportunities remaining after Paragraph 2, only one transfer can be accepted and three CCAs must be converted to full-time career status.

Non-probationary employees converted to full-time/career or transferred to an installation may participate in bidding for vacant duty assignments that are posted pursuant to Article 41.1.B of the collective bargaining agreement. If an installation is filling more than one full-time regular opportunity (including at least one residual vacancy) on a date when an employee(s) is being assigned/converted/reassigned, such employee(s) will be allowed to exercise their preference for residual assignments by the use of existing local practices.

This paragraph was added to allow employees who are not subject to a probationary period to bid on vacant duty assignments posted within their installations. It also allows employees who are transferred or converted to choose particular residual vacancies by seniority where at least one residual vacancy exists in an installation at the time of the transfer/conversion.