

# Charting a course for CCAs



**Nicole  
Rhine**

**I**n July at the 69th Biennial National Convention in Philadelphia, delegates in attendance debated and voted on numerous national agreement resolutions, general resolutions and legislative resolutions. Resolutions help to set the national direction and priorities for the NALC. National officers will work to achieve an approved resolution's goal—whether through collective bargaining, legislation or other means.

Most resolutions come from the local activists and local officers of our union, who represent the union where the members work and live. Our local union members generate many of the best ideas for changing

union policy. Often a resolution starts with a single idea. That idea is discussed, voted on by the branch or state and—if approved—forwarded to NALC Headquarters to be considered by the delegates attending the national convention.

It's always interesting to see what general theme the resolutions at any given national convention will have. For example: In Anaheim in 2010, the workforce still consisted of transitional employees and JRAP was just recently underway—so many of the proposed resolutions were about TEs and route inspections. In 2012, the resolutions were mostly about fighting the Postal Service's plan to go to five-day delivery and also about TEs.

For me, the most interesting convention to look back on is the 1970 national convention. There were a whopping 227 resolutions considered by the delegates there. Of course, the 1970 convention was the first to be held after letter carriers had won collective-bargaining rights. You might be interested to know that one of the resolutions passed at the 1970 national convention was: "To do everything possible to retain six day per week delivery service to all patrons, including parcel post delivery." The delegates also passed resolutions calling for regular carriers to be guaranteed eight hours of pay if they were called in on a non-scheduled day, that postal facilities be equipped with fire alarms, and that carriers have retreat rights.

**This year in Philadelphia, the theme was very clear—a majority of the resolutions considered concerned city carrier assistants. Of course, this national convention was the first to be held since the creation of CCAs by the Das award.**

Delegates in attendance approved national agreement resolutions asking that CCAs be provided with premium pay when they work Sundays; that CCAs be included in Arti-

cle 10 of the National Agreement and that CCAs be allowed to carry over annual leave; that CCAs become eligible employees to receive military pay; that CCAs receive a holiday scheduling premium when they work on an observed holiday; that CCAs be eligible for mutual exchanges; that CCAs be included in Article 25; that CCAs receive a retirement account with matching contributions from the Postal Service; that CCAs receive their yearly uniform allotment in the same method as career carriers; and that the Postal Service pay a higher employer contribution to the total cost of premiums for any CCA employee who wishes to participate in any health insurance plan beyond a self-only plan.

This list is just a sampling of the resolutions and amendments approved by the delegates at the national convention in Philadelphia. Last month's *Postal Record* printed summaries of all resolutions and amendments approved. Recaps can be found on Pages 29, 33, 37 and 41.

---

**“NALC has not waited around for the next round of collective bargaining to begin making improvements for CCAs.”**

---

As President Rolando stated during his keynote address at the national convention, the CCA workforce already is a work in progress that has dominated collective-bargaining efforts since the Das award was announced in January 2013. NALC has not waited around for the next round of collective bargaining to begin making improvements for CCAs.

In August 2013, an MOU defining the process and timeline for filling residual vacancies in our craft was signed. This MOU—and subsequent MOUs—resulted in thousands of PTFs and CCAs being converted to full-time career status. MOUs also were signed that provided that CCAs who served as TEs directly before their initial CCA appointment would not serve a probationary period when converted to full-time career status. And just recently, an MOU was signed allowing full-time career city letter carriers serving a probationary period to be eligible to bid on vacant duty assignments.

The NALC is dedicated to improving the lives of CCA employees. That dedication was reaffirmed at the convention by the delegates in attendance. And their actions have clearly charted a course for the future.