

# New memorandums of understanding



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**O**n April 1, the NALC entered into three memorandums of understanding with the Postal Service: Re: Full-time Regular Opportunities – City Letter Craft (M-01856), Re: Sunday Delivery – City Carrier Assistant Staffing (M-01857) and Re: Signing Overtime Lists (M-01858). Two of the three MOUs remain largely unchanged from their previous versions, while the third represents a significant gain for CCAs converted to full-time career status. I will explain the past, present and future of each of these three agreements.

## **MOU Re: Full-time Regular Opportunities – City Letter Craft (M-01856)**

The Jan. 10, 2013, interest arbitration award issued by the panel chaired by Arbitrator Shyam Das set the terms of our current National Agreement. The award created a direct career path for non-career letter carriers, something NALC fiercely fought for throughout negotiations and the eventual interest arbitration process. We needed to develop the mechanism or process for city carrier assistant conversions to full-time career status to take place.

After several months of negotiations, we entered into the MOU Re: Residual Vacancies – City Letter Craft (M-01824) on Aug. 31, 2013. This agreement contained a number of steps for filling residual vacancies in our craft, including part-time flexible conversions to full-time status, the approval of transfer requests that had been on hold for several years in some cases, and city carrier assistant conversions to full-time regular career status.

M-01824 resulted in thousands of PTF and CCA conversions to full-time career status and allowed thousands of transfer requests to finally be processed. M-01824 was set to expire on March 31, 2014.

On March 31, 2014, we came to an agreement with the Postal Service on a new MOU, Re: Full-time Regular Opportunities – City Letter Craft (M-01834). M-01834 extended the M-01824 process for two months and, effective June 1, 2014, incorporated some changes to the process.

After thousands of transfer requests were processed under M-01824, it was important that CCAs in desirable transfer destinations were also given an opportunity to convert to full-time status while maintaining the opportunity for full-time letter carriers to transfer.

In M-01834, we were able to negotiate a ratio that limited the number of full-time letter carrier transfers and transfers

from other crafts to one in four or one in six vacancies, as applicable, depending on the size of the office. This allowed CCAs to be converted in many locations that had not seen any conversions under M-01824 due to a long list of transfer requests. After these waiting lists to transfer were largely cleaned up, it was the perfect time to include this ratio.

M-01834 expired March 31, 2015. The very next day, we came to agreement on a renewal of this agreement (M-01856).

Overall, M-01824 and M-01834 have resulted in more than 16,000 city carrier assistant conversions to full-time career status, 5,000-plus PTF conversions to full-time status and thousands of transfers being processed. We look forward to continued success with this process.

## **MOU Re: Sunday Delivery – City Carrier Assistant Staffing (M-01857)**

On Oct. 22, 2013, we entered into the MOU Re: Sunday Delivery – City Carrier Assistant Staffing (M-01826). This MOU recognized the staffing needs for the rapidly expanding Sunday parcel delivery service, created a weekly meeting to manage CCA staffing, and waived the 90-day probationary period for CCAs converted to full-time status who previously served as transitional employees directly before their initial CCA appointment.

The weekly meeting and monitoring of the staffing needs both for Sunday delivery and anticipated CCA conversions has worked well. We have been able to manage the CCA caps effectively and, most importantly, to waive the 90-day probationary period for more than 11,000 CCAs who have been converted to full-time career status, who otherwise would've served a probationary period.

This MOU (M-01826) expired on March 31, 2014. On that same day, we agreed to renew the terms of M-01826. This new agreement (M-01835) expired on March 31, 2015. We wanted to expand the number of CCAs converted to full-time status who would have the probationary period waived.

The new agreement signed on April 1 (M-01857) continues the staffing discussions. We also were able to achieve improvements in the protection against serving probationary periods. CCAs who have served a cumulative 360 days as a CCA directly before conversion to full-time status will now not serve a probationary period. This is a significant gain that will cover thousands of CCAs who will be converted in the coming months pursuant to M-01856.

## **MOU Re: Signing Overtime Lists (M-01858)**

We also renewed two previous agreements (M-01828, M-01836) that allow the local parties to develop a process for allowing newly converted letter carriers, or those transferred into an installation prior to the quarterly overtime signup period, to sign the overtime desired lists.