

CCA pay issues



**Brian
Renfro**

Our new National Agreement provides many improvements to compensation for city carrier assistants (CCAs). While contract negotiations are important and achieving such benefits are a lot of work, making sure those benefits are implemented in timely and appropriate fashion is equally important.

NALC is aware of some problems so far with USPS properly implementing the new pay and benefits for CCAs. We are addressing them at the headquarters level, but in the meantime, CCAs, former CCAs, shop stewards and NALC representatives should be aware of these issues. To fully understand these issues, let's

first recap some of the relevant provisions for CCAs.

Effective Nov. 26, 2016, CCAs received a 2.2 percent general wage increase. Employees who worked during the back pay period between Nov. 26, 2016, and Aug. 18, 2017, were supposed to receive a retroactive wage increase and back pay for all the hours they worked during that timeframe. Additionally, CCAs received a cumulative general wage increase of 2.3 percent, effective Nov. 25, 2017. Later this year, on Nov. 24, 2018, CCAs will receive a general wage increase of 1.0 percent plus an additional negotiated pay upgrade/pay scale consolidation.

The pay upgrade/consolidation means that all Grade 1 letter carriers, including CCAs, will slot into Grade 2 on their respective pay chart and keep their time in step credit, amounting to an average increase in pay of 2.1 percent. Letter carriers serving as carrier technicians, including CCAs, will receive additional compensation of 2.1 percent.

In addition to these general wage increases, the CCA pay scale now includes two new step increases, one at 12 weeks of service and the second after an additional 40 weeks. Each step increase is worth an additional 50 cents per hour, and was paid retroactively to Nov. 26, 2016, based on the date they met the 12 weeks and 40 weeks thresholds.

CCAs now receive holiday pay for six holidays per year. Those holidays are New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. CCAs in 200-workyear offices will receive eight hours' pay, those in POSTPlan offices will receive four hours' pay, and all others will receive six hours' pay. A POSTPlan office is any post office with a designation below Level 18.

As I stated earlier, there are some issues NALC is aware of and is working on to make sure letter carriers receive these negotiated benefits. One of these issues concerns the back pay for employees who were on the rolls as CCAs after Nov. 26, 2016, but were converted to career status prior to Aug. 7, 2017, the ratification date of our National Agreement.

These employees received a back-pay check for the time they spent as career employees during the back-pay period, but have not received back pay for the time they worked as CCAs. The Postal Service states that the problem results from a computer programming issue at its Accounting Service Center in Eagan, MN. As this issue goes to press, we are still working on determining when these former CCAs will receive their back pay and what action will be taken to correct this problem.

An issue has arisen regarding CCA holiday pay. USPS' Time and Attendance Collection System (TACS) is programmed to look only at a CCA's previous week to determine if a CCA is eligible for holiday pay. This has caused a few CCAs who were eligible for holiday pay pursuant to Article 11.8.B of our National Agreement to not receive holiday pay if a CCA's last scheduled work day was more than one week prior to the holiday. There is no manual override of this programming for a supervisor or postmaster to input a CCA's eligibility if the CCA did, in fact, work the last hour of the employee's scheduled workday prior to the holiday or the first hour of the employee's scheduled workday after the holiday.

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NALC also has received some reports that if a CCA's step increase date falls in the middle of a pay period, the Postal Service is paying the CCA at the lower rate for the entire pay period, rather than beginning the higher rate of pay on the actual step increase date as required by Article 9 of the National Agreement.

NALC is working with USPS to fix these problems and will take whatever action is necessary to remedy them. The back-pay issue will be handled at the headquarters level. If a branch identifies one of the other issues, it should file grievances and notify the national business agent's office of the issue.