

# CCAs with at least 30 months of relative standing to be converted to career status

**N**ALC and USPS have settled a number of national-level grievances, including a grievance regarding city carrier assistant (CCA) conversions to career status. This settlement (M-01892) provides that all city carrier assistants in any size office with 30 months of relative standing on Sept. 1, 2018, will be converted to career status within 60 days from the signing of the agreement on July 27, 2018. CCAs meeting this criteria in 200-workyear offices or larger will be converted to full-time regular, and CCAs meeting this criteria in all other offices will be converted to part-time flexible. All CCAs converted to career status in accordance with this settlement will be converted within their current installation.

NALC projects that this settlement will result in more than 5,000 CCA conversions to career status, including approximately 3,500 conversions to part-time flexible in smaller offices.

## Promotion pay and hold in place dispute settled

This settlement (M-01893) lifts the hold in place instituted by USPS. The carriers affected by the hold in place will receive their step increases as scheduled prior to being held. These carriers will receive any retroactive pay owed back to the time they should have received their step increase(s).

After the Nov. 24, 2018, pay schedule consolidation and upgrade, all city letter carriers will be consolidated into a single grade and carrier technicians will receive additional compensation equivalent to 2.1 percent of the employee's applicable hourly rate for

all paid hours. However, carrier technicians will continue to be considered in a higher grade for the purpose of applying the provisions of Section 422.225 of the *Employee and Labor Relations Manual (ELM)*. The settlement does not modify the promotional increase currently being received by any city letter carrier.

## Interpretive dispute on CCA holidays settled, eligible CCAs to receive retroactive holiday pay

The issue in this dispute is the effective date of the provisions of Article 11.8, which provides holiday pay for CCAs. As a result of this settlement (M-01894), the parties agreed that eligible CCAs will receive holiday pay for holidays after the first wage increases under the terms of the 2016-2019 National Agreement (Nov. 26, 2016). Therefore, employees who were on the rolls as CCAs on Christmas Day 2016, New Year's Day 2017, Memorial Day 2017 and Independence Day 2017, and remained on the rolls as either a CCA or career letter carrier as of July 27, 2018, will receive retroactive holiday pay for these holidays in accordance with Article 11.8 of the 2016-2019 National Agreement. Management had taken the position that the provisions of Article 11.8 only applied after ratification of the Agreement (Aug. 7, 2017).

## Grievance resolved on delayed CCA back pay

The parties have settled a national-level grievance on the delay in retroactive payment to certain CCAs following ratification of the 2016-2019

National Agreement. In accordance with this settlement (M-01895), former CCA employees who converted to career status during the back pay period resulting from ratification of the 2016-2019 National Agreement who did not receive their retroactive pay on Feb. 23, 2018, for their time spent as a CCA, will receive a one-time lump-sum payment. The amount of the payment is determined by the length of time the employee was a CCA during the back pay period. The affected employees will receive the payments as follows: CCAs converted between Nov. 26, 2016, and Feb. 18, 2017, will receive \$50; CCAs converted between Feb. 18, 2017, and May 27, 2017, will receive \$100; and CCAs converted between May 27, 2017, and Aug. 7, 2017, will receive \$150.

## Step credit for former TEs to be recalculated

When applying the provisions of the Memorandum of Understanding Re: Step Credit for Former Transitional Employees, USPS divided the employees' total days on the rolls as a transitional employee (TE) by 365. This calculation was flawed. For example, this calculation would require a TE to work more than two weeks into their fourth year as a TE to get credit for three years. While this issue was not formally filed at the interpretive step, USPS has agreed to recalculate eligible employees' TE service by dividing their total TE days by 360. This agreement (M-01896) will result in more than 600 former TEs receiving an additional step advancement retroactive to May 26, 2018. **PR**