

CCA relative standing and conversion to career

What is relative standing and how does it apply to conversion to career status? These are commonly asked questions from city carrier assistants (CCAs). As a new employee, you might have heard other employees talking about seniority and relative standing on the workroom floor, but don't exactly understand what it means or how it applies to you.

The term "seniority" is common in labor contracts. Seniority is the length of time that career city carriers work within an installation compared to the other city carriers employed at that installation. Seniority is used for various rights and benefits such as bidding for vacant duty assignments and selecting leave. CCAs, as non-career employees, do not have seniority but do have something similar called "relative standing." While relative standing is important for CCAs for a variety of reasons, it is probably most important in the relationship between relative standing and your conversion to career.

When the CCA employee classification was created in 2013, with it came the need to determine who has more ranking when it comes to factors such as promotions, opportunities to work on full-time routes with no regular carrier, and, in some offices, who gets to pick time periods for vacation first. So, the term "relative standing" was adopted as the reference to CCA ranking. In short, it is your "place in line" among the other CCAs.

Relative standing is a date. It starts on the day you are hired into an installation. The longer you are employed in that office, the more relative standing you have. For example, if you were hired on Jan. 1 in the installation and another CCA is hired on Jan. 15, you

have the earliest date and would have more relative standing. However, for CCAs who, at any time after Sept. 29, 2007, worked for USPS as a transitional employee (TE), the time served as a TE is added to their relative standing. So, in this situation there might be instances where CCAs with previous TE time have more relative standing than a CCA who started in the installation first.

What happens if you choose to move to another installation? When a CCA resigns in one installation and is then rehired in another installation, the relative standing starts over on the date they begin working in their new installation. This means that you would more than likely start over again at the bottom of the relative standing list, unless you have certain TE time as described above. You should give careful consideration before you choose to do this because it could affect your conversion to career status down the road.

What happens if two or more CCAs are hired on the same day and have the same relative standing date? In the case of a tie, the relative standing on the hiring list (appointment register) will first be used to determine the CCA with higher relative standing. CCAs are ranked on the appointment register by their postal exam score combined with their applicable veterans' preference points. Second, to resolve any ties in ranking, USPS then goes by the last three or more numbers (using enough numbers to break the tie, but not fewer than three numbers) of the employee's Social Security number, from the lowest to highest.

So, why is relative standing important when it comes to converting to career?

In the 2019-2023 National Agreement, NALC and the Postal Service agreed to a Memorandum of Understanding (MOU) Re: City Carrier Assistants – Conversion to Career Status. This agreement, continued in the 2023-2026 National Agreement and found on page 154, specifies that CCAs who reach 24 months of relative standing will be converted to part-time flexible (PTF) career status within their installation. The PTF classification is part of the career workforce with flexible hours rather than a fixed schedule. The PTF classification also provides additional benefits and protections beyond those you receive as CCA. Under this MOU, CCAs are given one opportunity for conversion to PTF. If, as a CCA, you decline this opportunity for conversion, you become ineligible for conversion to PTF under this agreement in the future. Keep in mind, this MOU requires 24 months of relative standing within the installation. Again, if you are considering moving to a new installation, you might want to weigh as a factor in your decision how much relative standing you already have accumulated in your current installation. For more information related to PTF rights and benefits, read the "Part-time flexible questions and answers" Contract Talk article in the September/October 2022 edition of *The Postal Record*, available on nalc.org.

In addition to the agreement to convert CCAs to PTFs, another path to career exists. NALC and the Postal Service also have agreed to a process through which full-time regular opportunities within the city letter carrier craft will be filled. This process includes opportunities for CCAs to be converted to full-time regular positions

within their installations. This agreement, MOU Re: Full-time Regular Opportunities – City Letter Carrier Craft, is found beginning on page 156 of the current National Agreement. When a full-time opportunity exists within the installation, and the position cannot be filled by qualified full-time or PTF carriers, then the opportunity exists for a CCA to be converted. The CCA with the highest relative standing within the installation will be converted to full time. Pursuant to this MOU, a CCA who declined conversion to PTF under the agreement to convert upon 24 months of relative standing

might still have the opportunity to be converted to full time.

For more information on relative standing and other items concerning CCAs who are new to NALC and the Postal Service, read the *Letter Carrier Resource Guide*, available under the “Quicklinks” section of the NALC website or at nalc.org/resourceguide. The agreements for conversion at 24 months and full-time regular opportunities can be found in the 2023-2026 National Agreement, which also is available as a quicklink on the NALC home page or at nalc.org/nationalagreement. **PR**

Deadlines approaching for national convention

Deadlines for the 74th Biennial National Convention Aug. 3-7 in Los Angeles, CA, are approaching.

Delegate eligibility lists for the convention will be mailed to all branches on or about Feb. 1 (after this issue of the magazine went to press). The lists must be completed and returned to the office of Secretary-Treasurer Nicole Rhine at NALC Headquarters no later than June 3 for branch representatives to be registered as delegates to the convention.

All proposed amendments to the *NALC Constitution* to be submitted for consideration at the convention must be received by Rhine’s office by June 3 as well. That date is 60 days in advance of the convention, as prescribed by the *NALC Constitution*. Proposed amendments will appear in July’s *Postal Record* for the membership to review.

Resolutions to be considered by delegates also must be received by the June 3 deadline to be printed in the *Resolutions and Amendments* book

provided to delegates. Resolutions received after June 3 still may be considered at the convention.

Branches wishing to sell items in the designated branch sales area during the convention must contact Rhine’s office to secure guidelines and forms. The completed forms must be returned to Headquarters by June 3 as well.

Branches may submit their newslet-

ter or website/social media feed in the Branch Publication Competition, which will be awarded at the 2026 national convention. Information on how to submit was in the January issue of *The Postal Record* and is available online at nalc.org. The deadline for submitting entries to the contest is April 1.

Go to nalc.org/convention for more convention news. **PR**

The Los Angeles Convention Center

Photo by Américo Toledano

