

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 may 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 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 assignments and selecting leave. CCAs, as non-career employees, do not have seniority but have something similar called "relative standing." Relative standing is important for CCAs for a variety of reasons, however, probably most important is 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 such things 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, 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 may be instances where CCAs with previous TE time may 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 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.

But what happens if two or more CCAs are hired on the same day and have the same relative standing date (a tie)? In the case of a tie, first, the relative standing on the hiring list (appointment register) will be used to determine the CCA with higher relative standing. CCAs are ranked on the appointment register by their test 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 2023-2026 *National Agreement*, NALC and the Postal Service agreed to continue a Memorandum of Understanding (MOU) Re: City Carrier As-

stants – Conversion to Career Status. This agreement 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 agreement, CCAs are given one opportunity for conversion to PTF under this MOU. If, as a CCA, you decline this opportunity for conversion, you become ineligible for conversion to PTF under this MOU 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 may want to weigh how much relative standing you have already accumulated in your current installation as a factor in your decision. For more information related to PTF rights and benefits, read the part-time flexible Q&A's article in next month's edition of *The Postal Record*.

In addition to the agreement to convert CCAs to PTFs, another path to career exists. NALC and the Postal Service have also 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, Full-time Regular Opportunities – City Letter Carrier Craft, is found beginning on page 156 of the 2023-2026 *National Agreement*. When a full-time opportunity exists within the installation, and the position cannot be filled by qualified full-time or part-time

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until emergency responders arrived in case she had suffered any serious injuries.

Emergency crews arrived soon after to assess the driver and took her to the hospital for further evaluation. No one was inside the home at the time of the crash. Myers later learned from neighbors that the driver, an older woman, accidentally pressed the gas pedal instead of the brake. She did not suffer major injuries.

Myers said he was grateful he was there to help. He described himself as being “at the wrong place at the right time,” and added, “I’m just glad I was able to help as much as I could.”

Carrier rescues elderly patron trapped for days

While walking past 71-year-old Daniel Young’s home on April 13, **Mark Cook**, a Marion, OH Branch 280 carrier, heard a pounding noise. Although Young had no mail that day, Cook said he always paid attention to what was going on at Young’s home because his mail had piled up in the past while he was hospitalized.



“I try to look out for the people that are on my route,” Cook said.

As he walked toward the house, he started to hear faint cries for help. Cook entered the unlocked house and found Young “wedged between the bed and the wall,” he said. Young told him he had been stuck there for about two days without access to his phone or Life Alert device. Cook called 911 and stayed with his customer until emergency responders arrived about 10 minutes later. Young was taken to the hospital and later released, suffering mainly from dehydration.

“I love looking out for my customers any way that I can,” Cook, a three-year letter carrier, said, adding that he often checks on residents along his route, especially lower-income and elderly residents who lack resources or support. **PR**

President appoints Region 4 national business agent

NALC President Brian L. Renfroe has appointed John Robles as national business agent (NBA) for Region 4 (Arizona, Arkansas, Colorado, Oklahoma and Wyoming) to fill the vacancy left by Dan Versluis, who retired on May 1. Robles’ appointment is effective immediately.

Robles, a member of Centennial, CO Branch 5996, joined the Postal Service as a city letter carrier in 1998 and joined NALC during orientation. He has served as a chief steward, Formal Step A designee, branch trustee, arbitration advocate and district lead for joint route adjustment processes. Additionally, he has served as vice president and director of education for the Colorado State Association of Letter Carriers. In 2016, President Fredric V. Rolando appointed him as a regional administrative assistant for Region 4, a position he held until his appointment as NBA. Robles is also a graduate of NALC Leadership Academy Class 15. **PR**



For your information

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carriers, then the opportunity exists for a CCA, or CCAs if more than one position exists, to be converted. The CCA or CCAs with the highest relative standing within the installation are converted to full time. A CCA who

declined conversion to PTF under the agreement to convert upon 24 months of relative standing may still have the opportunity to be converted to full time in this circumstance.

The agreements for conversion at 24 months and full-time regular oppor-

tunities can be found in the 2023-2026 *National Agreement*, which is available as a quicklink on the nalc.org home page. CCAs with questions about relative standing and conversion to career should contact their shop steward or a branch officer. **PR**