

New MOU Re: Residual Vacancies— City Letter Carrier Craft



**Lew
Drass**

The NALC and the USPS have agreed to the terms of a new MOU for filling vacant city letter carrier assignments. We hope that this agreement will go a long way toward putting the pieces of the contractual puzzle left by the Das arbitration (as explained in last month's column) together.

This new MOU (M-01824) was signed on Aug. 30 and will remain in effect until March 31, 2014. However, either party can end the term of the new MOU by providing 30 days of notice to the other party before the scheduled expiration date. It also could come to pass that the MOU is extended past March 31, 2014.

The agreement attempts to balance the legitimate contractual interests of CCAs wishing to be converted to career status, PTFs wishing to be converted

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to full-time status, letter carriers and other postal employees wishing to transfer, and management's withholding responsibilities where warranted.

The MOU lays out a specific procedure for filling vacant full-time routes and carrier technician assignments as defined in Article 41, Section 1.A of the National Agreement not currently under a proper withholding order. See page 14 for the complete language of the MOU.

The first step to be followed occurs within 28 days of an assignment becoming a residual vacancy (a full-time job as described above that has been posted, but not bid on by anyone). It must be filled in this order:

1. The assignment of an unassigned regular within the installation.
2. The assignment of a full-time flexible within the installation.
3. The conversion of a part-time flexible to full-time status within an installation.
4. Additionally, if the position is still not filled, it goes

into the next 21-day bidding cycle in eReassign. This will be a national posting, and any career city letter carrier can request a transfer to fill one of the posted residual vacancies. If awarded a position, he/she will go into the new installation as a full-time letter carrier. City letter carrier transfer requests are reviewed in the order received. As such, pending letter carrier transfer requests will be reviewed first. PTFs requesting transfers to be converted to full-time status will receive the benefit of having the normal transfer considerations (attendance, safety and work record) waived. They also will have automatic retreat rights to their former installation to the first residual vacancy that occurs once there are no PTFs left in the former installation. If retreat rights are accepted, craft seniority will be restored, augmented by the time worked in the other installation.

5. Positions that still are vacant after taking the steps above will be filled with a combination of CCA conversions to full-time career status and transfers from other crafts. Transfers from other crafts are limited to the one transfer for each four positions filled in larger installations (100 work years or more) or the one transfer for every six positions filled in smaller installations (99 work years or less).

All employees accepting voluntary transfers under this MOU will begin a new period of craft seniority in the new installation. Employees transferring between installations will be responsible for any relocation expenses that they incur.

So what does the future hold for those of you who are CCAs and PTFs? Here's what I can tell you: We had 7,204 PTFs in our craft when the new MOU was signed. We also have about 28,000 CCAs currently on the rolls. A little less than half of the current CCAs are former TEs. It is not unreasonable to expect that the vast majority of our PTFs and at least most of the CCAs that are former TEs will be converted to full-time status during the life of our current National Agreement, provided we are successful in defeating the efforts by some in Congress to destroy the Postal Service through bad legislation.

In the meantime, this MOU is why it is extremely important that each branch do its part by reporting any residual vacancies that develop in all offices under your jurisdiction to your national business agent's office (see my article last month).

I'll continue to report on this over the next several months as we go forward. If you have any questions about the MOU or using eReassign, contact your branch president or national business agent's office.