

# Update on implementation of national-level settlements



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**W**e recently reached agreement with the Postal Service on settlement on five issues. Each of these agreements may be read on the NALC website at [nalc.org/mrs](http://nalc.org/mrs) by the corresponding “M-number.” Below are updates on the implementation of the provisions in each of the five settlements.

**M-01892**—This agreement settled national-level case Q16N-4Q-C 18034102. The grievance concerned the Postal Service hiring CCAs above the contractual caps. The agreement required that all city carrier assistants in all size offices with at least 30 months of relative standing on Sept. 1, 2018, be converted to career status. These conversions to career

status were effective Sept. 15, 2018. While we do not have the exact number of conversions as of this writing, NALC estimates that about 5,000 conversions would result, including approximately 3,500 conversions to part-time flexible status in smaller offices. If you believe you should have been converted pursuant to the terms of this agreement and were not, please contact your national business agent’s office.

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**M-01893**—National-level cases Q16N-4Q-C 17638188 and Q16N-4Q-C 18025517 concerning revisions to promotion pay rule for letter carriers contained in the *Employee and Labor Relation Manual (ELM)*, Section 422.2, and the “Hold in Place” rule that was applied to Rate Schedule Code Q7 (Table 2) city letter carriers who were promoted prior to the revisions were settled by this agreement. It requires that the “Hold in Place” rule be rescinded and that any letter carriers that missed a step advancement because of the rule be placed in the proper step and made whole for any lost pay. The Postal Service is currently calculating the corrections. Please check the NALC website for updates on when retroactive payments will be made.

**M-01894**—This agreement settled national-level case Q16N-4Q-C 17638150 concerning the effective date of the city carrier assistant (CCA) holiday provisions of Article 11,

Section 8. Employees who remain on the rolls as either a CCA or career letter carrier who were on the rolls as a CCA on Christmas Day 2016, New Year’s Day 2017, Memorial Day 2017 and Independence Day 2017 will be paid for these holidays. We are working with the Postal Service to finalize the list of affected letter carriers and their eligibility for pay for one or more of these holidays. While we do not have an exact date retroactive payment will be made as of this writing, we expect it will be reasonably soon.

**M-01895**—National-level case Q16N-4Q-C 18204108 concerned the delay in retroactive pay adjustments for former CCAs who were converted to career status during the retroactive payment period of the 2016-2019 National Agreement. Specifically, former CCAs who were converted to full-time status prior to the ratification date of the National Agreement (Aug. 7, 2017) did not receive back pay for their time worked as a CCA during the backpay period until May of 2018. This agreement settled this grievance by providing lump-sum payments to the affected former CCAs. The amount of the lump sum is determined by the length of time the employee worked as a CCA during the back pay period. These lump-sum payments were made in September. If you think you were entitled to a lump-sum payment based on the terms of this agreement and did not receive it, please contact your national business agent’s office.

**M-01896**—The 2016-2019 National Agreement includes a Memorandum of Understanding Re: Step Credit for Former Transitional Employees that provides step credit based on service time as a transitional employee (TE) for those former TEs converted prior to May 26, 2018, on that date, and those converted after this date upon conversion to career status. When calculating such step increases, the Postal Service made an error in determining the number of years. This agreement requires recalculation based on the understanding that 360 days on the rolls as a TE is equivalent to one year for the purposes of implementing the provisions of this MOU. The agreement requires that these adjustments, and any resulting retroactive pay, be made within 60 days of the signing of this agreement, which was on July 27, 2018. Affected employees should have had such adjustments and payments made by the time you receive this edition of *The Postal Record*. If you have not, please contact your national business agent’s office.

**As you have likely read in this magazine and other places, midterm elections in November affect letter carriers and our jobs. Please educate yourself on the issues that have an impact on us and where candidates on your ballot stand on these issues. You can then make the best decision based on your priorities as a voter. But above all, please vote—our future depends on it.**