

Organizing CCAs



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Evolution of the Letter Carrier Workforce



Before 1970

- **No collective bargaining**
- **Low wages**
- **Fewer benefits**

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Early 1970

- **Letter Carriers had enough**
- **Went on strike**
- **Earned collective bargaining rights**

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1970s

- **Collective bargaining begins**
- **Convention resolutions**
 - **Five separate resolutions passed between 1970-1976 to make a 100% full-time workforce**
- **1978 MOU established a National Joint Committee to create more full-time positions**
- **Workforce included FT, PTR, PTF and Casuals**

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1980s

- **1981 Letter of Intent re: Maximization**
 - **Applies to 150 work-year offices**
- **1987 MOU on Full-time Flexible Maximization**
 - **Applies to 125 work-year offices**
- **Workforce included FT, PTR, PTF, and Casuals**

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1990-1995

- **DPS Implementation**
 - USPS goal of 95% by 1995
- **Advent of transitional employees**
 - 1991 APWU agreement on TE pay and benefits
 - 1992 NALC arbitration award on TE pay and benefits
- **Workforce included FT, PTR, PTF, TE and Casuals**
- **1993 PTF Conversion MOU**
 - First attempt at 100% full-time workforce

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1995-2000

- **DPS implementation completed**
- **TEs hired in lieu of career “wars”**
- **TEs phased out**
- **Beginning of full-time positions being reverted through the 88/12 ratios**

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2001-2006

- **Full-time positions continued being reverted via the 88/12 ratios**
- **Casuals hired in lieu of career “wars”**
- **Workforce included FT, PTR, PTF and Casuals**

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2006-2011

- **Casuals phased out**
- **Transitional employees phased back in**
- **Significant differences between TEs and casuals**
 - **Pay**
 - **Benefits**
 - **Grievance procedure**
 - **360-day terms**
- **Workforce included FT, PTR, PTF, and TEs**

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2006-2011

Negatives for TEs

- **Could be released during term**
- **Could be released at end of term**
- **Time worked as a TE meant nothing**
- **No real career path**
- **Limited contractual rights**
 - **Could not opt**

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2011-2016

- **TE classification eliminated**
- **PTFs to be phased out**
- **City Carrier Assistants (CCAs) created**
 - **Caps by percentage of full-time career workforce**
- **Number of PTRs won't increase**
 - **Currently 680 nationwide**
- **Career path for CCAs**

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2011-2016

- **CCA benefits**
 - **Clear path to full-time career status**
 - **Relative standing**
 - **Job security**
 - **Release of CCAs by inverse relative standing**
 - **More affordable healthcare choices**
 - **Total of 7% in wage increases over the next 3 years**
 - **November 16, 2013 – 2.0 % wage increase**
 - **November 15, 2014 – 2.5% wage increase**
 - **November 14, 2015 – 2.5% wage increase**
 - **More contractual rights**
 - **Ability to opt**
- **Downside for CCAs**
 - **Pay – more than casuals, less than TEs**

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Current Organizing Status

- **93% - Career Letter Carriers**
- **70% - Transitional Employees**

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Immediate Future

- **Approximately 32,000 City Carrier Assistants being hired**
- **About half will be former TEs**

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What has NALC done to help former TEs/CCAs?

- **Practice Test Books**
- **M-01799 - Postal exam taken “on the clock”**
- **M-01800 - One-day break (Sunday)**
 - **Terminal Annual Leave paid at higher rate**

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Why Should CCAs Join NALC?

- **Join us in the fight to save 6-day delivery**
- **Be part of our fight for better pay and benefits for CCA Letter Carriers**
- **Enjoy NALC Member-only benefits**

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NALC Member-Only Benefits

- **\$5,000 Accidental Death Benefit**
- **OWCP Assistance**
- **NALC Scholarships**
- ***Postal Record***
- **NALC eActivist Network**
- **Other Branch & State Assn. Benefits**
- **Union Plus Programs and Discounts**

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Union Plus Programs and Discounts

- Movie ticket discounts
- Vacation discounts
- Legal service discounts
- Cell phone service discounts
- Goodyear tire discounts
- Auto buying service
- Health club savings
- Scholarship opportunities
- Car rental deals
- Home energy savings
- Dell computer discounts
- Union credit clinic
- Budget truck rental
- Moving discount

Go to www.unionplus.org for more information

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Ask the non-member or newly hired carrier to join the NALC

- **During new hire orientation for CCAs**
- **At station for former TEs hired as CCAs**
- **Follow-up one on one conversations at station**
- **Positive attitude**
- **NEVER have non-members because no one has ever asked them to join the NALC**
- **NEVER stop asking them to join the NALC**