

MOU Re: Full-time Regular Opportunities – City Letter Carrier Craft (M-01876)

On May 20, the national parties came to agreement on the Memorandum of Understanding Re: Full-time Regular Opportunities – City Letter Carrier Craft (M-01876). This MOU extends the terms of its predecessor, MOU Re: Full-time Regular Opportunities – City Letter Carrier Craft (M-01856), for filling of full-time regular opportunities that became available before July 1, 2016. For all full-time regular opportunities that become available on and after July 1, 2016, the new provisions of M-01876 will take effect. The new provisions of the MOU are designed to:

- Continue to reduce the number of PTFs.
- Accelerate the filling of all residual vacancies not under proper withholding through transfers and CCA conversions to full-time regular career status.
- Continue to provide transfer opportunities for letter carriers and other employees.

The new provisions in M-01876 are outlined in Section B and state:

B. Full-time regular opportunities in the city letter carrier craft covered by this memorandum (which are not subject to a proper withholding order pursuant to Article 12 of the collective bargaining agreement) that become available on and after July 1, 2016, will be filled as follows:

1. Full-time regular opportunities defined above will be filled within 28 days of becoming available in the following order:
 - a. if the opportunity is a residual vacancy(s), assignment of an unassigned full-time regular or full-time flexible city letter carrier in the same installation;
 - b. conversion to full-time regular status of a part-time flexible city letter carrier in the same installation pursuant to Article 41.2.B.6(b) of the collective bargaining agreement.

The above language establishes that Section B only covers full-time regular opportunities that become available on and after July 1, 2016. Paragraph 1 is unchanged from M-01856. Residual vacancies in an installation must first be filled within 28 days of becoming available by first assigning the vacancy to an unassigned full-time regular or full-time flexible letter carrier in the same installation. If the installation does not have any unassigned full-time regular or full-time flexible letter carriers, and the installation has one or more part-time flexible letter carriers, then the conversion to full-time regular status of a part-time flexible city letter carrier in the same installation must take place.

Paragraph 2 begins the significant changes found in M-01876. It reads:

2. Full-time regular opportunities that cannot be filled through Item 1 above will be filled by part-time flexible city letter carriers who have an active transfer request (eReassign) pending to the installation where the full-time regular op-

portunity exists on the date the full-time regular opportunity becomes available. Approval of such requests will be made based on the order the applications from part-time flexible city letter carriers are received. Requests from part-time flexible city letter carriers will be acted upon without regard to normal transfer considerations. Reassignments and subsequent conversions to full-time status under this section will occur as soon as practicable, with consideration given to operational needs in the losing installation. Requests from all other qualified employees may only be considered under Item 3 below.

The first change to paragraph 2 is the elimination of the requirement in M-01856 to post full-time regular opportunities, which could not be filled through Item 1, in eReassign for a 21-day period during the next available posting cycle. This 21-day posting period was eliminated to facilitate full-time regular opportunities being filled more expeditiously.

The second change to paragraph 2 requires that full-time regular opportunities that cannot be filled through Item 1 above will be filled by part-time flexible city letter carriers who have an active transfer request in eReassign pending to the installation where the full-time regular opportunity exists on the date the full-time regular opportunity becomes available. The date the opportunity becomes available is defined later in the “General Terms” section of M-01876 as follows:

Residual full-time regular city letter carrier duty assignments referenced in Article 7.3.A of the 2011 collective bargaining agreement, unless considered for reversion pursuant to Article 41.1.A.1, are considered available the date the assignment becomes a residual vacancy.

Newly created full-time unassigned regular (incumbent only) positions which increase full-time complement and are in addition to the duty assignments referenced in Article 7.3.A are considered available the date the Postal Service notifies the national union that an unassigned regular opportunity will be filled.

Previously, employees wishing to transfer could request transfer in eReassign up to the last day of the 21-day posting period. Since that posting period is no longer necessary, and to further facilitate the timely filling of full-time regular opportunities, employees wishing to transfer into an installation must have an active transfer request in

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Contract Administration Unit

Timothy C. O’Malley, Executive Vice President
Lew Drass, Vice President
Brian Renfroe, Director of City Delivery
Manuel C. Peralta Jr., Director of Safety and Health
Ron Watson, Director of Retired Members

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eReassign the date the opportunity first becomes available.

The third change to paragraph 2 is the addition of the language that states:

Reassignments and subsequent conversions to full-time status under this section will occur as soon as practicable, with consideration given to operational needs in the losing installation.

Keep in mind: Paragraph 2 pertains solely to voluntary reassignments and subsequent conversions to full-time status of part-time flexible letter carriers.

Paragraph 3 reads:

3. Full-time regular opportunities that remain after Item 2 will be filled by: 1) conversion of city carrier assistants to full-time regular career status in the same installation as the full-time regular opportunities, or 2) acceptance and placement of voluntary reassignment (transfer) requests pending in eReassign at the time the opportunity becomes available from qualified bargaining unit employees (including full and part-time regular city letter carriers) or reassignment of bargaining unit employees within the installation (if there are insufficient requests from qualified bargaining unit employees, non-bargaining unit employees may be reassigned to a full-time regular opportunity). Reassignment (transfer) requests will be made with normal considerations contained in the Memorandum of Understanding, Re: Transfers, based on the order the applications are received. The number of career reassignments allowed under this paragraph is limited to one in every four full-time opportunities filled in offices of 100 or more work-years and one in every six full-time opportunities filled in offices of less than 100 work-years. At least three or five, as applicable, of full-time opportunities will be filled by conversion of city carrier assistants to full-time regular career status based on their relative standing in the same installation as the full-time opportunities. Conversion of city carrier assistants to full-time status under this section will take place no later than the first day of the third full pay period after either the date the full-time regular opportunity becomes available or, when an employee's request for transfer is declined, or the date the employee rejects the offer.

The above paragraph continues the requirement that employees wishing to transfer into an installation must have an active transfer request in eReassign the date the opportunity first becomes available. In addition, since the 21-day posting is no longer a requirement, this paragraph outlines the timeframe by which conversion of city carrier assistants under this paragraph must take place, which is no later than the first day of the third full pay period after either the date the full-time regular opportunity becomes available or, when an employee's request for transfer is declined, or the date the employee rejects the offer.

In addition to the changes noted above, M-01876 also includes a section titled "General Terms." Much of this section contains language found in M-01856; however, the following additional language has been added as well:

General Terms

The national union will be provided a list of unassigned full-time regular opportunities to be filled each month on the first day of the month or as soon after the first day as practicable.

Residual full-time regular city letter carrier duty assignments referenced in Article 7.3.A of the 2011 collective bargaining agreement, unless considered for reversion pursuant to Article 41.1.A.1, are considered available the date the assignment becomes a residual vacancy.

Newly created full-time unassigned regular (incumbent only) positions which increase full-time complement and are in addition to the duty assignments referenced in Article 7.3.A are considered available the date the Postal Service notifies the national union that an unassigned regular opportunity will be filled.

The above language ensures that NALC Headquarters will be provided a list of unassigned full-time regular opportunities the Postal Service intends to fill each month and when that list will be provided.

As mentioned previously, it also defines the date a full-time regular opportunity is considered available.

The transfer ratios outlined in this MOU are a continuation from the predecessor, MOUs Re: Full-time Regular Opportunities – City Letter Carrier Craft. This means the ratios do not start over with the signing of this new agreement. This is addressed on the last page of M-01876, which states in pertinent part:

With respect to the transfer ratios outlined above, this agreement is considered a continuation of the predecessor Memorandum of Understanding, Re: Full-time Regular Opportunities – City Letter Carrier Craft.

The most significant change to this MOU versus the previous MOU (M-01856) is the fact that full-time opportunities will no longer be posted in eReassign for 21 days during the next available posting cycle. This means that employees will not necessarily know when opportunities become available. If an employee wishes to transfer to a certain installation, he or she should submit the request in eReassign as soon as possible, regardless of whether there is currently an opportunity available. Transfer requests are considered in the order they are received, so the sooner the request is submitted, the higher the employee will be on the transfer list for a particular installation. Employees should also remember that eReassign requests expire after one year from the date of submission, unless the request is extended. The employee may extend the request each year.