

NALC 2011–2016 AGREEMENT TALKING POINTS

TE LETTER CARRIER AND NEW CITY CARRIER ASSISTANT POSITIONS

Below are some of the significant changes incorporated into the new National Association of Letter Carriers (NALC) Agreement. This document should be used as an overview only. To view the contract in its entirety and to obtain additional information on the NALC contract, please visit the Workforce Connection website at: <https://liteblue.usps.gov/wps/myportal/workforceconnection>.

- Current appointment as a Transitional Employee (TE) will not extend beyond April 10, 2013.
- New category of non-career employee, City Carrier Assistant (CCA), is the only non-career category in the NALC bargaining unit.
- Current TEs will have an opportunity to apply for CCA vacancies.
- If hired to a CCA position prior to April 10, 2013, current TEs will continue to be paid at their current TE rate through the last day of the pay period (April 19, 2013). After that date, former TE Carriers who were on the rolls on January 10, 2013 will earn an hourly rate of \$16.25 if selected and placed in CCA positions.
- Announcements for these new positions will be posted to all interested persons on the usps.com/employment website, beginning as soon as the week of January 21, 2013. The postings will close in no less than 5 days. Current TEs are encouraged to apply for CCA jobs as early as possible.
- Applicants for CCA vacancies must qualify on Examination 473 to be eligible for selection to a CCA vacancy. Applicants who have already qualified on the Exam 473 testing requirement are not required to retest for the CCA opportunity unless so desired. If applicants have previously qualified on Exam 473, their exam scores can be attached to their Candidate Profiles.
- These changes apply to all TE Carriers, including those employed under the October 9, 2012 Memorandum of Understanding, Re: Transitional Employees/Part-Time Flexible Conversions.
- CCAs will be appointed for a term of 360 calendar days. At the end of the term, CCAs are eligible for reappointment to another not-to-exceed 360-day term after a 5-day break in service.
- The CCA position is the career ladder for possible future employment as a full-time career city carrier.
- Relative standing in an installation will be used to determine who is offered career conversion. Relative standing is determined by original CCA appointment date and incorporates time served for all TE Carrier employment after September 29, 2007.
- CCA overtime and night differential rules are the same as those applicable to TE Carriers.
- The work-hour guarantee is the same as currently applied to Part-Time Flexible employees (different from current TE Carriers).