**CCA’s, our future**

As I go around the offices, I hear mixed feelings coming from our regular, veteran carriers,” CCA’s are going to steal my overtime, CCA’s are going to screw my route up, CCA’s are not going to last, and what is the Union going to do about it.

As usual, the Postal Service is not keeping in touch with the local level supervisors, who cannot wait to move the CCA’s through the system as fast as possible and crack the whip on them.

The supervisors at the local stations want to hire as many CCA’s as possible. They are not concerned if these employees are working safe, if they have taken their breaks and lunch, if they have proper clothing …

These CCA’s were being fired and quitting as fast as they were coming, to a point where the District Manager mandated that any removal of any CCA has to be approved by him.

The Postal Service understands that these CCA’s are our future, and they need to be treated with dignity and respect, and likewise our Union brothers and sisters on the workroom floor need to treat these employees as the human beings that they are.

The CCA’s coming in now are here at the perfect time. Recently, the parties at the national level signed a memo M-1824 that paved the road for the promotion of CCA’s .

Soon after, the CT district lifted Article 12(withholding), and M1834 was signed and now we have M1856 which enforces the transfer memorandum, 1 in 4 and 1 in 6 ratio.

Below is the history of the new job classification called City Carrier Assistant (CCA) that was created by the DAS Arbitration Award:

* The CCA work force is comprised of non-career city letter carrier bargaining unit employees.
* CCA employees shall be hired for terms of 360 calendar days and will have a break- in- service of 5 days between appointments.
* CCA employees do get night differential.
* CCA employees do **not** get Sunday premium pay.
* CCA employees do **not** get higher level pay.
* Any CCA employee who is scheduled to work and who reports to work in a post office with 200 or more workyears of employment shall be guarenteed 4 hours of work or pay.CCAs at other post offices will be guarented 2 hours of work or pay.(This language is the difference between the old TE language and the new CCA one).

Uniforms:

When the CCA has completed 90 work days,or has been employed for 120 calendar days,whichever comes first,the CCA will be provided with an annual uniform allowance equal to the amount provided to career employees (currently $399.00).[Refer to M-1822 for guidance with local postmasters].

Leave:

Annual leave is provided to CCA employees for rest,recreation,emergency purposes,and illness or injury.

CCA employees earn annual leave based on the number of hours in which they are in a pay status in each pay period.(1 hour for each 20 hours in pay status in each pay period).

A seperating CCA employee may receive a lump-sum payment for accumulated **annual leave** .

**Health Insurance:**

After an initial appointment for a 360 day term and upon reappointment to another 360 day term,any eligible non career CCA employee who wants to pay health premiums to participate in the FEHB Program will be required to make an election to do so in accordance with applicable procedures. A previous appointment as a TE **will** count toward qualifying for participation in FEHB.The total cost of health insurance is the responsibility of the non career CCA employee.

Beginning in 2014,the USPS will make a bi-weekly contribution to the total premium for any CCA employee who wishes to participate in the USPS Non Career Health Care plan.

Since this is a complex process and NALC and USPS have a dispute over the implementation of self and family coverage,below is a summary of the options available to the CCA’s for health benefits coverage in 2014:

* If you are a 360-day CCA,you have 3 options:

1. You can choose self only or self and family coverage in the USPS Non career plan and receive a $125 contribution to the premium every 2 weeks.
2. As an NALC member ,you can choose to become a member and select self and family **(not self only)** from the NALC consumer driven program or Value option and receive the $125 biweekly contribution.
3. You can choose self only or self and family coverage in any plan offered through the FEHB, but receive **no** contribution toward premium costs.

* If you have not completed a 360 day period of service,you have only one option: you can choose to enroll in the USPS non career plan(either self or self and family) and receive the $125 bi-weekly premium contribution from the USPS.However,if the NALC prevails in its dispute with the USPS,you may also have the option in the future to choose self and family coverage under either version of the NALC consumer driven program or value option and receive the $125 bi-weekly contribution from USPS.

With the establishment of the city carrier assistant position,the following changes will be incorporated in the JCAM.

**CCA’s –Opting:**

JCAM page 41-10:

**Eligibility for opting.** Full-time reserve letter carriers, full-time flexible

schedule letter carriers, unassigned full-time carriers, part-time

flexible carriers **and city carrier assistants** may all opt for hold-down assignments.

JCAM page 41-13:

**Removal from Hold-Down.** There are exceptions to the rule against

Involuntarily removing employees from their hold-downs. Part-time

flexible and **city carrier assistant** employees may be “bumped” from their hold-downs to provide sufficient work for full-time employees. Full-time employees are guaranteed forty hours of work per service week. Thus, they may be assigned work on routes held down by part-time employees if there is not sufficient work available for them on a particular day. (H1N-5D-C

6601, September 11, 1985, M-00097).

JCAM page 41-14:

In such situations, the part-time flexible or **city carrier assistant** employee’s opt is not terminated.

Rather, the employee is temporarily “bumped” on a day-to-day basis.

Bumping is still a last resort, as reflected in a Step 4 settlement. (H1N-5D-C

7441, October 25, 1983, M-00293), which provides that:

A PTF or **CCA** temporarily assigned to a route under Article 41, Section 2.B, shall work the duty assignment, unless there is no other eight-hour

assignment available to which a full-time carrier could be assigned. A

regular carrier may be required to work parts or “relays” of routes to

make up a full-time assignment. Additionally, the route of the “holddown”

to which the PTF or **CCA** opted may be pivoted if there is insufficient

work available to provide a full-time carrier with eight hours of work.

Another exception occurs if the Local Memorandum allows the regular

carrier on a route to “bump” the Carrier Technician to another route

when the regular carrier is called in on a non-scheduled day to work on

his/her own route. In such cases, the Carrier Technician is allowed to

displace an employee who has opted on an assignment on the technician’s

string if none of the other routes on the string are available. In

such cases a part-time flexible or **CCA** employee’s opt is not terminated.

Rather, he/she is temporarily “bumped” on a day-to-day basis. (See

Step 4, N8-N-0176, January 9, 1980, M-00154.)

**PTF Pay Status and Opting.** Although a part-time flexible or **CCA** employee who obtains a hold-down must be allowed to work an assignment for the duration of the vacancy, he or she does not assume the pay status of the full-time regular carrier being replaced. A part-time flexible carrier or **CCA** who assumes the duties of a full-time regular by opting is still paid as a part-time flexible or **CCA as appropriate** during the hold-down. While they must be allowed to work the assignment for the duration of the vacancy, PTF’s and **CCA’s** are not guaranteed eight hours daily or forty hours weekly work by virtue of the hold-down alone.

Nor do PTF’s or **CCA’s** receive holiday pay for holidays which fall within the hold-down period by virtue of the hold-down. Rather, they continue to

be paid for holidays as PTFs per Article 11.7**. CCA’s are not covered by Article 11.7**

JCAM page 41-15:

**Remedies and Opting.** Where the record is clear that a PTF or a **CCA** was the senior available employee exercising a preference on a qualifying

vacancy, but was denied the opt in violation of Article 41.2.B.4 , an

appropriate remedy would be a “make whole” remedy in which the

employee would be compensated for the difference between the number

of hours actually worked and the number of hours he/she would have

worked had the opt been properly awarded.

In those circumstances in which a PTF or **CCA** worked forty hours per week during the opting period (or forty-eight hours in the case of a six day

opt), an instructional “cease and desist” resolution would be appropriate.

This would also be an appropriate remedy in those circumstances

in which a reserve letter carrier or an unassigned letter carrier was

denied an opt in violation of Article 41.2.B.3.

These changes will be implemented with the establishment of the city carrier assistant positions and be enforced without regard to the actual publishing of these changes in a revised JCAM incorporating these changes.

After being on the rolls for 60 days, CCA’s can apply for hold downs on routes of anticipated duration of 5 days or more by using their relative standing (M1833,question #65).

CCA-probationary period:

City carrier assistants converted to full-time career status during the term of this agreement will not serve a probationary period when hired for a career appointment provided the employee successfully served a cumulative 360 days as a city carrier assistant directly before conversion to full-time career status.M1857

Finally, our Branch values this new workforce and we are excited of what the future might bring for them and us. We have already started to train and educate them.

We ask that all our members out there to embrace our brothers and sisters, look out for them, report any abuse you see, and for our stewards to defend them from unprofessional and abusive supervisors and sometimes other carriers.