



REGION 5 NBA REPORT



December 2013

National Business Agent's Report

NALC

I want to wish everyone a very Merry Christmas and a Happy New Year. Now that the Holiday Season is upon us and the Bridge is open, I want to congratulate the CCA's who are now crossing the Bridge and becoming Career Carriers. It has been a struggle for the NALC and the CCA's who have labored under a Dictatorial management style that has threatened them at every corner. Since the NALC was successful in this endeavor, I urge all non-members to join us and help the NALC fight to protect the career job that they now have. Management did not give you anything, the NALC fought for and you endured the trials and tribulations that it took to accomplish your journey. Congratulations.

General Interest:

Pay for Performance, (PFP), aka, bonus program has included two new goals for the program. 1) Workers' Compensation Cost Reduction and 2) Overtime Grievance Cost Reduction. One can quickly see what local management will be focusing on and why. Do your jobs like the professional that we are and let them worry about their bonuses that are made on our backs. If you have concerns or questions about Worker Compensation claims please contact this office and we will help union members.

The Postal Service is conducting a Next Generation Handheld Device test. They have already been field testing six different devices. They intend to survey carriers before testing to gather input on device applications. The carriers who try these devices will be asked to provide feedback on the ease of use on each of the devices. It says that the feedback will be considered. **It does not say that they will use it.**

Penalty Overtime Exclusion:

As referenced in Article 8, Sections 4 & 5, of the USPS-NALC and USPS-APWU national agreements, the December period (during which penalty overtime regulations are not applicable) consists of four consecutive service weeks. This year, the December period begins Pay Period 26-13 – Week 1 (November 30, 2013), and ends December 27, 2013. Labor Relations Policy and Programs, Labor Relations, 10-17-13.

As many of you know, NALC and the Postal Service have signed a new memo which deals with the delivery of parcels on Sunday. M-01826, Re: [Sunday Delivery - City Carrier Assistant Staffing](#), is a joint pilot program to test the feasibility of delivering parcels on Sunday. The Pilot will use CCA's to deliver in 900 delivery zones, primarily on the east and west coasts. The use of CCA's is for the purpose of cost efficiency without an increase in overtime usage. The significance of this test cannot be understated. We are clearly seeing an increase in parcel delivery workload and that means job security and growth for the Postal Service. If the pilot is successful, and we anticipate it will be, then we will likely see the program expanding which can only mean more revenue and more job security. We need to support this effort to grow our market share and capitalize on what we do best—the last mile delivery which is second to none.

Lastly, we know there have been a lot of questions about CCA conversion to *Career Status* and the subsequent issues of proper seniority and whether or not they will be allowed to sign the Overtime Desired List (ODL). At this moment, the parties at the Headquarters level are working diligently to resolve these questions and will, no doubt, issue a joint Memorandum to clarify the questions—in fact; some managers are saying a signed memo is in place. Again, at this moment, there is NOT a jointly signed memo addressing these two issues but we believe there will be shortly. Leave it to say; based on discussions with NALC HQ, we anticipate seniority will be determined by the Relative Standing each CCA brings with them and not simply the Test Score from the *473 Battery Exam*—the Battery Exam test score was used for CCA initial employment. All that said until we have a signed agreement by both parties we do not have a definitive word on exactly how it will be accomplished but we do know any method used by your respective Districts which is inconsistent with a National Memo will be resolved so that it will be in compliance and any harm will be remedied. Regardless of how all this works out, we welcome our new Career brothers and sisters in the struggle.

Condolences goes out to Matt Sause Branch 139, and his family on the passing of his wife, Elaine, to Jeff Rainey Branch 30, and family on the passing of his Mother, to Dan Ohara Branch 257 on the passing of his father and to the family of Kenneth “KJ “ Johnson of Branch #343. In these times we must rely upon our family and friends and think of the Happy Times, not the bad.

Danny R. Pittman
National Business Agent
[NALC Region 5](#) (St. Louis)