



Region 5 NBA Report



June 2017

National Business Agent's Report

NALC Region 5

TENTATIVE AGREEMENT REACHED

The National Association of Letter Carriers and United States Postal Service have reached a tentative agreement which will span a period of 40 months from May 21, 2016 to September 20, 2019.

President Rolando and the NALC have just released the following information concerning a tentative agreement between the parties which includes continuation of Cost of Living Adjustments and the following wage increases:

- November 26, 2016 – 1.2 % pay increase to all city letter carriers and an additional 1% increase for CCA's. Pay will be retroactive and recent retiree's will receive an adjustment based on hours worked and annuities will be adjusted accordingly.
- November 25, 2017 – 1.3 % pay increase to all city letter carriers and an additional 1% increase for CCA's.
- November 24, 2018 – Upgrade of all career city letter carriers from Grade 1 to Grade 2; T-6 letter carriers will receive a 2.1 % increase; CCA's will receive a 1 % increase.

COLA's

- First COLA will be \$21 annually effective September 3, 2016 paid retroactively.
- Second COLA will be \$333 annually effective March 4, 2017, paid retroactively.
- COLA's 3 thru 7 will be paid effective in September 2017; March 2018; September 2018; March 2019; September 2019.

CCA's

- Upon ratification of the agreement, there will be a one-time conversion of CCA's with 30 months of relative standing prior to the ratification date. In 200 work year offices, eligible CCA's will be converted to full-time regular career status in their installation; In 125 – 100 work years offices, eligible CCA's will be converted to part-time flexible career status in their installation (the parties have agreed to consider another one-time conversion after one year); The parties have agreed to address situations where CCA's work in small offices with no clear path to a career opportunity.
- CCA's will receive step increases in the amount of .50 cents after 12 & 40 weeks (retroactive).
- CCA leave will be negotiated during local implementation and establishes an Alternative Dispute Resolution process for dispute resolution.

- CCA's will be paid for 6 Holidays
- CCA's will continue to receive \$125 per pay period towards self only coverage with the Postal Service Health Plan. CCA's during their first year, will receive 65% of the cost of self plus one or self and family coverage. During their second and subsequent years, they will receive 75%.

Miscellaneous

- Effective May 26, 2018, eligible former Transitional Employees (after September 29, 2007) will receive the following step increases when converted to career: 2 Years – Step Increase = 1; 3 Years – Step Increase = 2; 4 Years – Step Increase = 3; 5 years – Step Increase = 4. For those converted prior to May 26, 2018, the step advancement will be effective on that date. For those converted after May 26, 2018, the step advancement will be effective upon conversion.
- JWIP – Joint Workplace Improvement Program – To address workroom environment issues.
- No Layoff Clause remains.
- No Contracting Out language remains.
- Overtime – An hour is an hour. All overtime will count towards equitability.
- The Postal Service's share of premium costs for career letter carriers' health insurance will decrease from 76% currently to 73% in 2019.
- There is no increase to the CCA employment caps in Article 7 of the Agreement or to the number of CCAs currently on the rolls. However, the Postal Service will maintain a percentage of the additional CCAs previously agreed to by the parties through a number of MOUs. These MOUs, which would continue in the tentative agreement, have provided additional career conversion opportunities for CCAs, about 47,000 to date. The vast majority of these CCAs did not have to serve probationary periods as career employees. The MOUs continue to include a weekly meeting to monitor appropriate staffing levels through career conversions and voluntary transfer requests.

Ratification

The NALC Executive Council unanimously recommends ratification of this agreement.

These are just some of the important highlights from the press release. For further information and clarification, see your NALC website, Postal Record and NALC Bulletin for more information and details concerning the upcoming NALC Rap Session.

Remember, this is a tentative agreement until ratified by the membership.

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