



REGION 5 NBA REPORT



August 2013

National Business Agent's Report

NALC Region

As we all know there are many changes in life, some bring happiness and others bring sadness. We must learn to cope with these changes and learn to adapt. Our children grow up and leave the nest while the parents prepare for the Golden Years ahead. I have experienced the hardships of being a single parent and I am the kind of person that needs someone there besides me to keep me going and motivating me to do better while protecting the family. While we will never forget our loved ones we must move forward. On June 29th, 2013, your National Business Agent married Maria Silvia Anguiano Pittman in a small gathering of friends and family. I want to thank all those that sent congratulations to Silvia and me and for those that were there with us to celebrate this event. David & Jan, Kevin & Kim, Kevin & Terry, Mark & Denise, Charlie & Mindy, Sherry & Elmer, Cheryl & Gloria, Tom & Linda, Anna, Laszlo & Tina, Charlene & John, Tang & Tom, Bill & Laura, Jenny & her son Jeremy and our other friends that were there and helped us make this a glorious event.

I would love to say, 'let's move on to more enjoyable things', but, I digress and work pulls me back to reality. With that I'd like to draw our focus to our CCA's, how to protect their rights, push for their eventual conversion to Full-Time Career Status and the Postal Service's attempt to slow the process down—their recently announced Interpretive Dispute.

The *Das Award* created the City Carrier Assistant position and established a pathway to attain career status for all our CCA brothers and sisters. That pathway, in essence, is laid out like this; if an Installation has residual positions, if there are not PTF's or Unassigned Regulars, and there is not a valid Article 12 Withholding event—the CCA converts to Full-Time Career status and is assigned the residual position. This seems pretty clear, doesn't it? It sure does to us anyway. To that end this Regional office created a "Grievance Starter" to help move the process along when local management didn't convert the CCA. The Grievance Starter started off with a bang and we had a number of grievances filed to convert the CCA's. I guess we did too good of a job.

On June 6th, the Postal Service, at the Headquarters Level, drafted a letter to NALC stating it believes the CCA conversion grievance filed in Ames, Iowa raised an interpretive issue. The Postal Service proposes that, with the current number of Full-Time Regular carriers on the rolls, it has met its obligation under Article 7.3.A and consequently is not obligated to convert CCA's to Full-Time Career status. Under the provisions of the National Agreement, when either party believes there is an "Interpretive" dispute on an issue, the two sides must meet within 60 days to discuss and determine if it is indeed an interpretive dispute and if so it is

scheduled for National Level arbitration. NALC believes it is not an interpretive dispute, within the meaning of Article 15, and believes Article 7.3.C requires the Postal Service to, *staff at least one full-time regular city letter carrier per one full-time regular letter carrier route...including Carrier Technician positions*. In other words, fill all the vacant residual routes with Full-Time City Carriers first and then consider the 1.18 ratio. This would mean every single vacant route should be filled which would require converting CCA's to career status because there aren't enough career letter carriers to fill all the vacant routes.

In the meantime, while the NALC and Post Office sort this out in Washington, we need to file good grievances arguing our CCA's should be converted and assigned to those vacant full-time positions. The B-Teams will place each of these grievances on "hold" pending the outcome of the National dispute. The reason it is so important to protect our CCA's rights by filing these grievances is that when the *Interpretive* dispute is resolved all the grievances which are being will be settled in the same manner as the *Interpretive* case is resolved. Since the NALC is convinced our position is correct we are also confident every CCA who should have been converted will be converted with the resolution of this dispute. This office is supplying the National Grievance Starter to help branches prepare the best grievances possible to convert our CCA's. If you want a copy, call this office and we will make it available.

Now, we know there are times when *Interpretive* cases take a number of years to resolve—we understand that. However, the officers and staff at NALC Headquarters have been working diligently to clear the backlog of National Level cases and we don't think it will take nearly as long to have a resolution on the CCA conversion case. Additionally, we suspect, the Postal Service is stalling with this Interpretive issue, to buy time to see if Congress will maintain Six-Day Delivery. For every CCA this should especially be a wakeup call to call or write your Congressional Representative to get them on board to maintain Six-Day Delivery. We should all be supporting S.316 and HR 630—*The Postal Service Protection Act*—to protect our jobs and protect Six-Day Delivery so our CCA's can convert to Career Status.

Remember, our CCA's are our future and their future depends on what rights we can protect for them now.

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