

July 27, 2018

Mr. Fredric V. Rolando
President
National Association of Letter
Carriers, AFL-CIO
100 Indiana Avenue, NW
Washington, DC 20001-2144

Re: Q16N-4Q-C 18034102
Class Action
Washington, DC 20260-4101

Dear Mr. Rolando:

Recently, our representatives met at the Interpretive Step to discuss the above referenced case. Time limits were extended by mutual consent.

The issue in this case concerns the number of City Carrier Assistants (CCAs) employed.

After reviewing this matter, we mutually agree to the following:


1. CCAs in 200 workyear offices with 30 months or more of relative standing on September 1, 2018, will be converted to full-time regular career status in their installation.
2. CCAs in offices below 200 workyears with 30 months or more of relative standing on September 1, 2018, will be converted to part-time flexible career status in their installation.
3. The conversion to career status under items 1 and 2 above will be effective as soon as administratively practicable, but will occur no later than 60 days from the date of this agreement.
4. Conversions of CCAs to career status referenced in item 1 above are in addition to conversions to residual vacancies pursuant to the Memorandum of Understanding, Re: *Full-time Regular Opportunities – City Letter Carrier Craft*.

The above-referenced agreement constitutes a full and complete settlement of national grievance Q16N-4Q-C 18034102 and any assertion or claim in any other case pending as of the date of this settlement at any level of the grievance-arbitration procedure concerning exceeding CCA caps.

This agreement is made without prejudice to the parties' position in this or any other matter and may only be cited to enforce its terms.



Doug A. Tulino
Vice President, Labor Relations
U.S. Postal Service



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Date: 7/27/18