

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 18204108
 Class Action
 Washington, DC 20260-4101

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 remedy for the delay in retroactive pay adjustments for former city carrier assistants who were converted to career status during the retroactive payment period (November 26, 2016, through August 7, 2017) of the 2016 collective bargaining agreement.


After reviewing this matter, we mutually agree that employees who were converted to career status during the retroactive payment period of the 2016 collective bargaining agreement and remain in the city carrier craft as of the date of this agreement will receive a lump sum, less any applicable taxes and deductions, as indicated below:

- Former City Carrier Assistants (CCA) with a conversion date to career status prior to February 18, 2017, who did not receive retroactive payment for their time worked as a CCA on February 23, 2018, will receive a lump sum of \$50.00 less any applicable taxes and fees.
- Former CCAs with a conversion date to career status between February 18, 2017, and May 27, 2017, who did not receive retroactive payment for their time worked as a CCA on February 23, 2018, will receive a lump sum of \$100.00 less any applicable taxes and fees.
- Former CCAs with a conversion date to career status after May 27, 2017, who did not receive retroactive payment for their time worked as a CCA on February 23, 2018, will receive a lump sum of \$150.00 less any applicable taxes and fees.


Such payments will be made as soon as administratively practicable.

The above-referenced agreement constitutes a full and complete settlement of national grievance Q16N-4Q-C 18204108. Any grievance(s) held for this case will be closed.

This agreement is made without prejudice to the parties 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