

**MEMORANDUM OF AGREEMENT
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO**

Re: Employing Part-Time Flexible Employees – San Francisco/Bay Valley Districts

The parties agree that all City Carrier Assistants (CCAs) currently on the rolls in the San Francisco and Bay Valley district installations listed on the attachment will be converted to part-time flexible (PTF) career status in their installation as soon as administratively practicable, but no later than 60 days from the date of this agreement.

Full-time regular duty assignments in each installation covered by this agreement will be filled through existing processes in the Memorandum of Understanding *Re: Full-time Regular Opportunities – City Letter Carrier Craft*.

In addition to full-time duty assignments filled through Article 41.1 of the collective bargaining agreement, management will create full-time incumbent only unassigned regular positions to cover vacancies created by full-time regular city carriers who are on rolls but are not available, unless the positions already exist to cover such vacancies. For the purposes of this agreement, management will use the following to identify a potential unassigned regular opportunity:

1. a full-time city carrier who has no paid workhours for a continuous period of thirteen pay periods, or
2. a full-time carrier who becomes absent for an extended period and it is likely that the employee will not return to duty for an extended period of time.

Before an unassigned position is created for a vacancy outlined in item 1 or 2 above, consideration will be given to the likelihood the employee returns to duty and the city letter carrier complement in the installation.

The Postal Service will review the unassigned city letter carrier staffing in each covered installation every four weeks to determine whether staffing is being maintained consistent with the above. The results of this review will be provided to the national union every four weeks.

Any disagreement between the parties over the creation of an incumbent only unassigned regular position will be addressed through the alternative dispute resolution process currently in use to address issues regarding the Memorandum of Understanding *Re: Full-time Regular Opportunities – City Letter Carrier Craft*.

Future newly created duty assignments or duty assignments that become vacant will be filled through existing processes in each installation.

Pursuant to Appendix B.I.1.k of the 2016-2019 National Agreement, management may hire additional PTF city letter carriers in any of the listed offices after all CCAs currently working in the installation are converted to PTF career status and, consistent with the Memorandum of Understanding, *Re: Transfers*, city letter carrier active requests to voluntarily reassign to that installation are exhausted.


In order to maintain current levels of staffing flexibility, PTF city carrier positions created under the terms of this agreement in the San Francisco and Bay Valley districts will be counted as CCAs solely for the purpose of applying the caps on CCA employment found in Article 7.1.C and the MOU *Re: Sunday Delivery- City Carrier Assistant Staffing*. The Postal Service may employ a number of PTF city carriers in the 200 workyear installations covered by this agreement up to 22 percent of the total number of full-time career city carriers in those installations. This exception to the Employer's obligation to staff all postal installations which have 200 or more workyears of employment in the regular work force with 88 percent full-time employees in the letter carrier craft pursuant to Article 7.3.A only applies in the installations covered by this agreement.

No non-career city letter carriers will be hired in installations covered by this agreement in the San Francisco and Bay Valley districts during the life of this agreement.

CCAs converted to PTF status under this agreement will not serve a probationary period provided the employee completed the 90 workday or 120 calendar day evaluation period as a CCA. For those converted prior to the completion of the 90/120 day period as a CCA, the length of the probationary period as a career employee will be the number of days needed for a cumulative total of 90 calendar days. Newly employed PTFs will serve a probationary period as defined in Article 12.1 of the collective bargaining agreement.

This agreement is without prejudice to the position of either party in this or any other matter and may only be cited to enforce its terms. This agreement is effective from the date of signature. However, either party may terminate this agreement by providing 30 days written notice to the other party.

If either party terminates this agreement pursuant to the above paragraph, PTF city carrier positions filled through conversion or hiring under the terms of this agreement in the subject districts will continue to be counted as CCAs solely for the purpose of applying the caps on CCA employment found in Article 7.1.C and the MOU *Re: Sunday Delivery- City Carrier Assistant Staffing*. Additionally, in any 200 workyear office covered by this agreement that is outside the 88/12 full-time/PTF ratio outlined in Article 7.3, the Postal Service will increase the percentage of full-time employees in the letter carrier craft in 200 workyear installations by at least 2 percent every other pay period after termination until the full-time staffing obligation in Article 7.3.A referenced above is met. This process will be completed within approximately five months.



Alan S. Moore
Manager, Labor Relations
Policies & Programs
U.S. Postal Service



Fredric V. Rolando
President
National Association of Letter
Carriers, AFL-CIO

Date:

6/27/19

Date:

6-27-19

DISTRICT	INSTALLATION
BAY VALLEY	BENICIA
BAY VALLEY	BERKLEY
BAY VALLEY	CALISTOGA
BAY VALLEY	CAMPBELL
BAY VALLEY	CAPITOLA
BAY VALLEY	FREMONT
BAY VALLEY	HAYWARD
BAY VALLEY	LIVERMORE
BAY VALLEY	MIPITAS
BAY VALLEY	OAKLAND
BAY VALLEY	RICHMON
BAY VALLEY	SAN JOSE
BAY VALLEY	SAN LEANDRO
BAY VALLEY	SANTA CLARA
BAY VALLEY	SANTA CRUZ
BAY VALLEY	SARATOGA
BAY VALLEY	SOLEDAD
BAY VALLEY	ST. HELENA
BAY VALLEY	WATSONVILLE
BAY VALLEY	NAPA 94558
BAY VALLEY	CROCKETT 94525
BAY VALLEY	APTOS 95001
BAY VALLEY	LOS GATOS 95030
BAY VALLEY	MONTEREY 93940
BAY VALLEY	MORGAN HILL 95037
SAN FRANCISCO	BELMONT
SAN FRANCISCO	BURLINGAME
SAN FRANCISCO	LOS ALTOS
SAN FRANCISCO	MENLO PARK
SAN FRANCISCO	MILLBRAE
SAN FRANCISCO	MOUNTAIN VIEW
SAN FRANCISCO	PACIFICA
SAN FRANCISCO	PALO ALTO
SAN FRANCISCO	REDWOOD CITY
SAN FRANCISCO	SAN CARLOS
SAN FRANCISCO	SAN MATEO
SAN FRANCISCO	SUNNYVALE
SAN FRANCISCO	BELVEDERE-TIBURON
SAN FRANCISCO	CORTE MADERA
SAN FRANCISCO	MILL VALLEY
SAN FRANCISCO	SAN ANSELMO
SAN FRANCISCO	SAN RAFAEL
SAN FRANCISCO	SAUSALITO
SAN FRANCISCO	SAN FRANCISCO