

January 22, 2020

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

Re: Q16N-4Q-C 19225551
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 February 15, 2020, 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 February 15, 2020, will be converted to part-time flexible career status in their installation.
3. Select districts will make conversions to career status in addition to those enumerated above. The districts where these conversions will take place and the number of months relative standing to be used are identified on the attachment. The criteria for these additional conversions will otherwise be the same as in items 1 and 2 above.
4. The conversion to career status under items 1, 2 and 3 above will be effective as soon as administratively practicable, but will occur no later than 60 days from the date of this agreement.
5. Conversions of CCAs to full-time regular career status referenced in items 1 and 3 above are in addition to conversions to full-time regular opportunities 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 19225551 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. Tolino
Vice President, Labor Relations
U.S. Postal Service



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

Date: 1-22-20

District	Months
ATLANTA	27
CAPITAL	29
NORTHERN VIRGINIA	22
APPALACHIAN	29
KENTUCKIANA	29
NORTHERN OHIO	29
OHIO VALLEY	26
PHILADELPHIA METRO	26
GREATER INDIANA	29
ALBANY	29
TRIBORO	24
NORTHLAND	25