

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

**Re: Employing Part-Time Flexible Employees – Aspen, Colorado**

The parties agree that all City Carrier Assistants (CCAs) currently employed in the Aspen, Colorado, Post Office will be converted to part-time flexible (PTF) career status. These conversions will occur as soon as administratively practicable, but will occur no later than 60 days from the date of this agreement.

Furthermore, the parties agree that, pursuant to Appendix B.I.1.k of the 2016-2019 National Agreement, management may hire additional PTF city letter carriers in the Aspen Post Office, for a total PTF complement of four. Any such hires will take place after all CCAs currently employed in the Aspen Post Office are converted to PTF career status as referenced in the paragraph above.

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.

Any issues with the implementation of this agreement will be discussed by the parties at the Headquarters level.

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. The 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.



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David E. Mills  
A/Manager  
Labor Relations Policies and Programs  
U.S. Postal Service



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

Date: 3/18/2020

Date: \_\_\_\_\_