

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

RE: Implementation of CCA Conversions to Career Status


The parties recognize an anomaly exists with the timelines for city carrier assistant (CCA) conversions to career status pursuant to the Memorandum of Understanding *Re: City Carrier Assistants – Conversion to Career Status*. To protect principles of seniority, the parties agree to the following regarding implementation of the 2019 National Agreement:

- CCAs with 24 months of relative standing on March 8, 2021 and those that reach 24 months relative standing after March 8, 2021 but on or before April 9, 2021 will be converted to part-time flexible career status effective May 8, 2021.
- If any city carrier converted on May 8, 2021 as specified above experiences a serious adverse effect(s) from the change in conversion date from the original timeline in the MOU *Re: City Carrier Assistants – Conversion to Career Status*, the national parties will discuss and address the issue as appropriate.
- CCAs that reach 24 months relative standing between March 9, 2021 and March 12, 2021 will be paid a lump sum of \$195.00, minus any applicable taxes and withholdings. Such payments will be made as soon as administratively practicable after conversion to career status.
- CCAs that reach 24 months relative standing between March 13, 2021 and March 26, 2021 will be paid a lump sum of \$98.00, minus any applicable taxes and withholdings. Such payments will be made as soon as administratively practicable after conversion to career status.
- CCAs that reach 24 months relative standing on or after March 27, 2021 will be converted to part-time flexible career status pursuant to the terms of the MOU *Re: City Carrier Assistants – Conversion to Career Status*.

Any issue or dispute regarding implementation of this agreement will be resolved through the alternate dispute resolution process established to resolve issues related to the MOU *Re: Full-time Regular Opportunities – City Letter Carrier Craft*.

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.


Katherine S. Attridge
Vice President
Labor Relations
United States Postal Service


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

Date: 3/29/21

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