

Uniform Allotment

There seems to be a lot of confusion lately regarding uniform allotments for both CCAs and newly converted Career Carriers. This month I wanted to cover the uniform allowance program set forth in Article 26 of the National Agreement. The uniform program calls for each carrier to receive an allotment each year; for this year the amount is \$452.00 as of May 1, 2018. For CCAs, management will issue you a voucher that you will take to the uniform vendor of your choice to purchase uniforms.

Newly hired CCAs become eligible for their first uniform allotment either 90 work days or 120 calendar days after their initial appointment. The way to calculate this date is either by counting the calendar days starting with the entered on duty date listed on your first PS Form 50 or counting 120 days from that date or by counting the work days starting with your first work day. The work days begin with your first day in orientation and count any day that you are on the clock for any amount of time. This date that you first become eligible for the uniform allotment becomes your uniform anniversary date and this date stays the same throughout the remainder of your career both as a CCA and as a career carrier.

The only exception to the above is for carriers who served as TEs prior to their CCA appointment. These carriers are eligible for their initial allotment immediately upon being appointed as CCAs. The anniversary date for these carriers will also be the date that they first became eligible for the initial allotment. To find this date, you should check your Form 50 that you received when you were appointed as a CCA.

The biggest problem that we run into is when carriers do not receive this allotment when they are eligible. We have received numerous calls from carriers and stewards about CCAs who have been working for up to 6 months and have not received their allotment. What each carrier needs to do is calculate when they are due to receive their allotment and let their steward know this date. If you do not receive your allotment when it is due, your steward needs to know so that a grievance may be filed on your behalf.

For carriers that are converted to career, you will receive your next allotment on your uniform anniversary date. At that time, you will receive the credit card to purchase your uniforms instead of having to use the voucher. With your first career allotment, you are also eligible to receive additional funds which are currently set at \$97.00.

One thing to remember about the allotment whether you are a CCA or career employee, the money does not roll over from year to year; you must spend the entire amount prior to the next anniversary date.

If you have any questions about the allotment program or are having problems getting the voucher please call the Union Hall.