



# **Guidance for Union Representatives as PTFs Re-emerge onto Workroom Floors**



# **PART-TIME FLEXIBLES**

**Region 6**

**NBA David Mudd**

**Instructors**

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# What is a PTF?



**PTF = PART-TIME FLEXIBLE**

**Career employees with flexible schedules, start-times and no set non-scheduled days.**



# **Why are PTFs more common (again)?**



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

Re: City Carrier Assistants – Conversion to Career Status

The U.S. Postal Service and the National Association of Letter Carriers, AFL-CIO agree that City Carrier Assistants (CCAs) who reach 24 months of relative standing will be converted to part-time flexible career status in their installation.

**\*Page 160 of 2019-2023 National Agreement**



# Some Specifics of this MOU...



- Conversions to career status will be effective as soon as practicable, but **no later than 60 days** from the ratification date of the 2019 National Agreement or the **first day of the third full pay period** that follows the date a CCA achieved 24 months of relative standing, whichever is later;



# Some Specifics of this MOU...



- Conversions made under this MOU are in addition to conversions to FTR opportunities pursuant to the MOU, Re: Full-time Regular Opportunities – City Letter Carrier Craft;



# Some Specifics of this MOU...



- CCAs may decline the opportunity to be converted to career status under this MOU. A CCA who **does not accept** the career opportunity **will no longer be eligible for conversion** to career status **under this MOU** but will retain his or her relative standing and will remain eligible for conversion to career status under the Memorandum of Understanding, Re: Full-time Regular Opportunities – City Letter Carrier Craft (pp 161-165 NA).





# Which Led to MOU 01946...



M-01946

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**

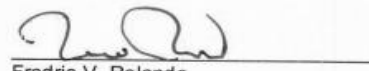
The parties recognize an anomaly exists with the timelines for city carrier assistant (CCA) conversions to career status pursuant to the Memorandum of Understanding *Re: City Carrier Assistants – Conversion to Career Status*. To protect principles of seniority, the parties agree to the following regarding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



# And of Course, MOU 01947...



M-01947

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

**Re: Reassignment Opportunities**

The parties recognize that opportunities for career employees to apply, and be considered, for reassignment from one installation to another may be limited due to the increase in the number of part-time flexible (PTF) city letter carriers who are converted from non-career to career status in accordance with the terms of the MOU Re: *City Carrier Assistants – Conversion to Career Status*. The parties further recognize the importance of continuing to provide such opportunities, and therefore, agree to the following:

1. CCA conversions to career status in accordance with the MOU Re: *City Carrier Assistants – Conversion to Career Status* will count toward the ratios contained in paragraph 3 of the MOU Re: *Full-time Regular Opportunities – City Letter Carrier Craft*.
2. When a full-time regular opportunity becomes available in an installation which has a PTF city letter carrier(s) on the rolls on the date the opportunity is filled, the opportunity will be filled in accordance with Item 1 of the Memorandum of Understanding Re: *Full-time Regular Opportunities – City Letter Carrier Craft*. If the opportunity could have been filled in compliance with the appropriate ratio through the acceptance of a voluntary reassignment (transfer) of a career employee had no PTF letter carriers been on the rolls, the opportunity to transfer may be offered to a career bargaining unit employee who had a request pending in eReassign at the time the opportunity became available. In this instance, employees who accept the opportunity to transfer shall report to the installation as a PTF city letter carrier and shall begin a new period of seniority in the gaining installation. Transfers accepted in accordance with this agreement shall be counted when determining the ratio.

This agreement does not modify any other terms of 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. The agreement is effective from the date of signature through the expiration of the 2019 collective bargaining agreement. However, either party may terminate this agreement by providing 30 days written notice to the other party.

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

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





# M-01947 Impact



**Residual vacancy occurs and, due to the 1:4 or 1:6 ratio, a Transfer from eReassign would be taken:**

## **PTF IN OFFICE**

The PTF is converted to FTR and assumes the residual vacancy. The Transfer comes to your office as the junior PTF

## **NO PTF IN OFFICE**

The Transfer comes to your office as a FTR and assumes the residual vacancy



# PTF Gains Versus CCA




- ☐ More \$\$
- ☐ Paid Sick Leave
- ☐ A/L Carryover (normally up to 440 hours)
  - ❖ No more Terminal Leave Payout!
- ☐ USPS Contributions Towards Retirement



# PTF Gains Versus CCA (cont.)



- ☐ Can Participate in the TSP
- ☐ Full Uniform Allowance on Citibank Card
- ☐ USPS Contributes more to Health Ins.
- ☐ ~~Relative Standing~~  SENIORITY!
  - ❖ A/L selections, Opting, Conversion to FTR
  - ❖ Relative Standing only used for tie-breaker



# 8/27/22 Pay Chart Table 2



**Table 2: City Carrier Schedule**

**RSC Q7 (NALC)**

**This schedule applies to all carriers with a career appointment date on or after Jan. 12, 2013.**

Basic Annual Salaries																	MOST PREV. STEP
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
City Carrier (Grade 2)		45,391	47,418	49,448	51,477	53,508	55,535	57,567	59,598	61,626	63,655	65,686	67,713	69,746	71,773	73,802	2,071
Carrier Technician**		46,344	48,414	50,486	52,558	54,632	56,701	58,776	60,850	62,920	64,992	67,065	69,135	71,211	73,280	75,352	2,072
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	21.92***	22.79	23.80	24.82	25.84	26.86	27.88	28.90	29.92	30.94	31.96	32.97	33.99	35.01	36.03	37.05	
Carrier Technician**	22.38***	23.27	24.30	25.34	26.38	27.43	28.46	29.51	30.55	31.59	32.63	33.67	34.71	35.75	36.79	37.83	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)		21.82	22.80	23.77	24.75	25.73	26.70	27.68	28.65	29.63	30.60	31.58	32.55	33.53	34.51	35.48	
Carrier Technician**		22.28	23.28	24.27	25.27	26.27	27.26	28.26	29.25	30.25	31.25	32.24	33.24	34.24	35.23	36.23	
Percent Step O																	
		61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%	
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	AA-A	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O		YRS.
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46		12.4

\*\* Carrier Technicians receive an additional 2.1%

\*\*\*The PTF Step AA pay dispute was settled April 20, 2022 (M-01980). The correct rates and retroactive pay adjustments will be implemented as soon as administratively practicable.



# 8/27/22 Raises & COLAs



## Letter Carrier Pay Schedule

### City Carrier Wage Schedule: Effective Aug. 27, 2022 (July 2022 COLA)

The following salary and rate schedule is for all NALC-represented employees.

#### Career city letter carrier increases

Effective Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	1.1%
Feb. 29, 2020	January COLA	\$166
Aug. 29, 2020	July COLA	\$188
Nov. 21, 2020	General wage increase	1.1%
Feb. 27, 2021	January COLA	\$416
Aug. 28, 2021*	July COLA	\$1,934
Nov. 20, 2021	General wage increase	1.3%
Feb. 26, 2022*	January COLA	\$1,331
Aug. 27, 2022*	July COLA	\$2,455
Nov. 19, 2022	General wage increase	1.3%
TBA*	January COLA	TBD

#### City carrier assistant increases

Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	2.1%
Nov. 21, 2020	General wage increase	2.1%
Nov. 20, 2021	General wage increase	2.3%
Nov. 19, 2022	General wage increase	2.3%

**NOTE: Upon conversion to Full-Time, Part-Time Flexible employees in Table Two will be slotted into the Full-Time Step commensurate with their number of weeks as a PTF, and retain their time credit toward the next step.**

NOTE: Effective Nov. 19, 2022, Table One and Table Two will be modified to include an additional Step P that is \$444 more than Step O of the basic salary schedule in Tables One and Two.

NOTE: Carrier Technicians receive additional compensation equivalent to 2.1% of the employee's applicable hourly rate for all paid hours.

NOTE: The full COLAs will be added to the salaries of all steps in Table 1 and Step O of Table 2, with proportionate application of the COLA to Steps A-N of Table 2.

\* NOTE: In accordance with Article 9.3.B, COLAs become effective the second full pay period after the release of the January and July Consumer Price Index for Urban Wage Earners and Clerical Workers.





# PTF Pay Rates



- ❑ **PTFs begin in new Step AA (\$21.92/\$22.38)**
  - ❖ Equal to FTR Step A
  - ❖ Receives proportional COLAs
  - ❖ 46 week waiting period to PTF Step A
  - ❖ 46 week waiting period for A-B, B-C, C-D, etc.





# PTF Pay Rates (cont.)



- ❑ Upon conversion to FTR
  - ❖ PTF slotted into Step commensurate with their number of weeks as PTF



# **PTF Pay Rates (cont.)**



**PTFs receive the following rates of pay based on the number of hours worked:**



# PTF Pay Rates (cont.)



- ☐ Up to 8 hours in 1 day...Straight-time
- ☐ From 8-10 hours worked in 1 day...Overtime
- ☐ Over 10 hours worked in 1 day...\$Penalty Overtime\$\*
- ☐ Over 56 hours in a service week...\$Penalty Overtime\$\*

**\*Excluding December (Article 8.4.E)**



# **PTF Pay Rates (cont.)**



**PTFs are limited to 11.5 hours  
of work per day (ELM 432.32)**



# **PTF Schedules**



**PTFs are part of the regular workforce (Art 7.1.A.2)**

- ☐ **Flexible hours and days;**
- ☐ **No weekly workhour guarantees**
  - ❖ **Daily work-hour guarantees apply, same for CCAs**
    - **4 hours work or pay with 200 or more workyears**
    - **2 hours for all other facilities;**



# PTF Schedules (cont.)



## APPENDIX B

Appendix B is the reprinting of Section I of the 2013 Das Award, the creation of a new non-career employee category. Provisions of the Das Award that were modified in the 2019 National Agreement are indicated in bold. Those provisions that are reflected in another part of the National Agreement or Joint Contract Administration Manual are not reprinted herein.

### 1. GENERAL PRINCIPLES

k. As Part-time Flexible (PTF) employees are converted to full-time in accordance with existing contractual processes, the PTF classification shall be phased out. There shall be no new hiring of PTF employees, unless expressly authorized under the **2019** National Agreement or otherwise mutually agreed to by the parties.

**200 or More Workyears.** Whether an installation is classified as a 200 workyear office is determined as of the National Agreement's effective date. The classification does not change during the life of the Agreement. The hours of bargaining-unit employees in the crafts covered by the 1978 National Agreement are counted in making this determination; see the memorandum of understanding and related discussion under Article 7.3.B and C. The On Rolls Complement Report provided to NALC on an accounting period basis is used to monitor compliance with the 88 percent full-time requirement for 200 workyear offices.





# **PTF Schedules (cont.)**



- ☐ **Can still work Sundays with or without CCAs**
  - ❖ **Sunday Premium Pay now applies (Article 8.6)**
    - **Extra 25% of base hourly straight-time rate**
    - **After 8 hours, normal OT rules apply**



# **PTF Schedules (cont.)**



## **PTFs can do Split Shifts or be Called Back**

- ❑ Notified prior to clocking out to return with-in 2 hours:**
  - ❖ Considered a Split Shift, no new guarantee applies**



# **PTF Schedules (cont.)**



## **PTFs can do Split Shifts or be Called Back (cont.)**

- ☐ **Notified prior to clocking out to return after 2 hours:**
    - ❖ **Must receive 2 or 4 hour guarantee for 1<sup>st</sup> shift**
    - AND**
    - ❖ **Must be given another minimum guarantee for 2<sup>nd</sup> shift**
- >>Applicable to any size office<<**



# **PTF Schedules (cont.)**



## **PTFs can do Split Shifts or be Called Back (cont.)**

☐ If assignment is completed, PTF has clocked out, and has left the premises regardless of intervals between shifts:

❖ Guarantee of 4 hours pay if called back

>>Applicable to any size office<<



# **PTF Schedules (cont.)**



## **Article 7.1.C.4**

**Over the course of a service week, the Employer will make every effort to ensure that qualified and available part-time flexible employees are utilized at the straight-time rate prior to assigning such work to CCAs working in the same work location and on the same tour, provided that the reporting guarantee for CCA employees is met.**



# PTF Schedules (cont.)



## 2022 JCAM (Page 8-3)

**Stand-by.** PTFs and CCAs may not be required to remain on stand by or remain at home for a call-in on days they are not scheduled to work.





# PTF Schedules (cont.)



## 2022 JCAM (Page 8-3)

**Breaks:** PTFs and CCAs receive the same rest breaks as full-time letter carriers when they work eight hours or more in a service day. When PTFs and CCAs work only a portion of a day (less than eight hours) they receive one rest break if the employee works less than six hours and two rest breaks if the employee works six hours or more.



# PTF Schedules (cont.)



## 2022 JCAM (Page 12-17)

Full-time and part-time flexible employees involuntarily detailed or reassigned from one installation to another who do not qualify for relocation benefits shall be given not less than **thirty days** advance notice, **if possible**. Note that this provision applies not only to those employees who are involuntarily reassigned or excessed from one installation to another, but also to employees, including part-time flexibles, who are temporarily detailed on an involuntary basis.



# **Leave Entitlements**

## **Article 10 and ELM Section 510 Outlines Leave Program**

### **Annual Leave**

- ☐ **less than 3 years = 1 hour/20 hours in pay status (13 days)**
- ☐ **3 years < 15 years = 1 hour/13 hours in pay status (20 days)**
- ☐ **15 years or more = 1 hour/10 hours in pay status (26 days)**

**Military Veterans, with DD Form 214, receive credit towards their years of service for earning annual leave**



# **Leave Entitlements (cont.)**



## **Sick Leave**

- ☐ 1 hour/20 hours in pay status (up to 104 = 13 days)

## **Court Leave**

- ☐ Eligible if completed 90-day probationary period
- ☐ Paid if otherwise in work status or scheduled for leave
- ☐ Leave shall not exceed 8 hours/40 hours



# **Leave Entitlements (cont.)**



## **Military Leave**

- ☐ For PTFs who are members of National Guard or Reserves
- ☐ Paid for hours PTF would have worked during regular schedule
- ☐ 1 hour military leave for each 26 hours in pay status
- ☐ Must have minimum of 1,040 in preceding fiscal year (Oct-Sept)
- ☐ Paid Military Leave can't exceed 80 hours annually



# Article 11: Holidays



## Per Article 11.7

A part-time flexible schedule employee shall not receive holiday pay as such. Part-Time Flexible employees **other than those in Step AA** shall be compensated for the eleven (11) holidays by basing the employee's regular straight time hourly rate on the employee's annual rate divided by 1,992 hours.





# **Article 11: Holidays (cont.)**



For work performed on December 25, a part-time flexible employee shall be paid an additional 50% for each hour worked up to eight (8) hours.

**Note – Holiday portion of PTF hourly straight-time rate not used when calculating overtime or Sunday Premium (May 2021 PR Pg. 16)**



# Article 11: Holidays (cont.)

## 1992 vs 2080



**Table 2: City Carrier Schedule**

**RSC Q7 (NALC)**

**This schedule applies to all carriers with a career appointment date on or after Jan. 12, 2013.**

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Percent Step O																	
		61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%	
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	AA-A	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O		YRS.
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46		12.4

\*\* Carrier Technicians receive an additional 2.1%

\*\*\*The PTF Step AA pay dispute was settled April 20, 2022 (M-01980). The correct rates and retroactive pay adjustments will be implemented as soon as administratively practicable.



# Article 16



## JCAM page 16-13

"Discipline issued to a CCA may not be considered or cited in determining whether to issue discipline to the CCA employee after his or her conversion to career status".

**CCA conversion to PTF is “conversion to career status”**



# **Health Benefits**



## **PTFs can participate in the FEHB Program**

- ☐ **Have 60 days to join once converted**
  - ❖ **Package info sent via US mail – lists plans & costs**
  - ❖ **Self Only, Self Plus One, Self and Family**

**Union is entitled to time on the clock to discuss Health Benefits (pg. 17-9 JCAM)**



# Health Benefits (cont.)



## PTFs can participate in the FEHB Program (cont.)

- ☐ Non-Career HB Plan terminates...
  - ❖ Last day of the month that is 28 days after CCA is converted to career
  - ❖ OR once enrolled in a FEHB Plan
  - ❖ Whichever is EARLIER



# **Health Benefits (cont.)**



**PTFs can participate in the FEHB Program (cont.)**

- ☐ **Article 21.1.B of National Agreement**
  - ❖ 73% for 2020 & 2021**
  - ❖ 72% for 2022 & 2023**



# Health Benefits (cont.)



Online FEHB information:

**[WWW.OPM.GOV](http://WWW.OPM.GOV)**





# Health Benefits (cont.)



- ☐ **FEDVIP – Federal Employees Dental & Vision Insurance Program**
  - ❖ **Voluntary Program**
  - ❖ **Provides Supplemental Dental & Vision Benefits**
  - ❖ **Enrollee-pay-all basis (no USPS contributions)**
  - ❖ **[www.benefeds.com](http://www.benefeds.com)**



# Health Benefits (cont.)



- ❑ FSA – Flexible Spending Account
  - ❖ Pre-tax dollars
  - ❖ Can use for out-of-pocket health care expenses
  - ❖ [www.fsafeds.com](http://www.fsafeds.com)



# **Health Benefits (cont.)**



- ☐ FEGLI – Federal Employee Group Life Insurance**
  - ❖ Automatic enrollment for basic coverage**
  - ❖ Coverage can be waived**
  - ❖ USPS pays entire cost for basic coverage**
  - ❖ Coverage is Annual Rate of Base Pay rounded up to the next \$1,000 plus \$2,000**



# **Health Benefits (cont.)**



## **☐ FEGLI – Federal Employee Group Life Insurance (cont.)**

- ❖ Additional options and coverage available (up to 5X annual salary)**
- ❖ Optional coverage for spouse and eligible dependent children**
- ❖ 60 days to enroll using form SF 2817**
- ❖ Open seasons are rare**



# Health Benefits (cont.)



Online FEGLI information:

**[WWW.OPM.GOV](http://WWW.OPM.GOV)**



# Retirement



**\*\*IT IS NEVER TOO EARLY TO START CONTRIBUTING\*\***

**☐ FERS – Federal Employee Retirement System**

**❖ Three Components**

- FERS Basic Benefit Plan (defined)
- Social Security (defined)
- Thrift Savings Plan (401k-ish)



# Retirement (cont.)



**\*\*IT IS NEVER TOO EARLY TO START CONTRIBUTING\*\***

- ☐ USPS automatically contributes **1%** of base pay
- ☐ USPS will match up to **5%** of base pay
- ☐ TSP participation is voluntary
  - ❖ Automatically enrolled for **5%** of base pay
  - ❖ Can elect to change or stop contributions





# **Opting/Temp Bids**



## **Article 41 of the National Agreement**

- ☐ **PTFs can Opt on vacant assignments of 5 days or more**
- ☐ **Awarded on basis of seniority**
  - ❖ **Full-time Reserve, UARs, & PTFs have preference (41.2.B.3 & 4)**



# Opting/Temp Bids (cont.)



## Article 41 of the National Agreement (cont.)

- ☐ Works assignment until Regular returns/new Regular is assigned (Duration Clause)
- ☐ Entitled to work regular schedule/hours

***\*Management cannot unilaterally change the N/S day***



# **Opting/Temp Bids (cont.)**



## **Article 41 of the National Agreement (cont.)**

- ☐ **Can only be removed to provide FTR 8-hours**
- ☐ **When converted to full-time can voluntarily end hold-down (Art. 41.1.A.7)**
- ☐ **Can request assignment to Carrier Technician temporary vacancies → Article 25 now applies!**



# Layoff Protection



## Article 6 – No Layoffs or Reduction in Force Provides security to career employees

- ☐ Original Arbitration Award from Arbitrator James J Healy  
❖ September 15, 1978
- ☐ PTFs are CAREER employees
- ☐ Once 6 years of continuous service is reached



# **Layoff Protection (cont.)**



## **Article 6 – No Layoffs or Reduction in Force**

- ☐ **Must work at least 1 hour in at least 20 of 26 PP**
- ☐ **Absences from duty considered work:**
  - ❖ Paid Leave, Military Leave, LWOP for Union Business, OWCP**



# Voluntary Transfers



**Must serve a lock-in period in their current installation**

☐ **Local Transfers (within current or adjacent District)**

**❖ 18 months**

☐ **All Other Transfers**

**❖ 12 months**



# **Voluntary Transfers (cont.)**



- ☐ **Fair Consideration When Evaluating Requests**
  - ❖ **“Normal Considerations”**
    - **Attendance**
    - **Work & Safety Record**





# **Article 13 – Light Duty**



**PTFs who are unable to perform their normal duties as a result of non-work related illness or injury qualify to submit requests for Light Duty work.**

**(Article 13.2.A)**



# Article 13 – Light Duty (cont.)



- ☐ Requests Must Be In Writing
  - ☐ Medical Statement From Licensed MD
  - ☐ Goes to Installation Head/Postmaster
  - ☐ LMOU Items 15, 16, 17
- \*Keep copies of all documentation



# Maximization



**7.3.C**

C. A part-time flexible employee working eight (8) hours within ten (10), on the same five (5) days each week and the same assignment over a six month period will demonstrate the need for converting the assignment to a full-time position.

**Article 7.3.C applies to all installations regardless of size M-01032**



# Maximization



## **Re: Maximization/Full-time Flexible - NALC**

Where a part-time flexible has performed letter carrier duties in an installation at least 40 hours a week (8 within 9, or 8 within 10, as applicable), 5 days a week, over a period of 6 months (excluding the duration of seasonal periods on seasonal routes, defined in Article 41, Section 3.R of the National Agreement), the senior part-time flexible shall be converted to full-time carrier status.

This criteria shall be applied to postal installations with 125 or more man years of employment.



# Questions?





# Questions?



- Any questions call “The David Mudd”.
- 586-997-9917 Office