

Negotiated Rights and Entitlements for City Carrier Assistants
For The
2011-2016 National Agreement

By Karen Eshabarr, Executive Vice President

- CCA's are hired for 360 with break of 5 days.
- CCA's will receive 15.00 per hour.
- CCA's will reach top scale in the same period of career employees.
- CCAs will general wage increases of 1 percent in November 2013, 1 percent in November 2014 and 1.5 percent in November 2015. In addition to these, CCA's will receive three general wage increases due to career carriers which includes 1 percent in November 2013, 1.5 percent in November 2014, and 1 percent in November 2015.
- CCA's can earn 104 hours of annual leave per year.
- Newly hired CCA's will begin a period of relative standing. Their relative standing will be their original CCA appointment date.
- Relative standing will apply for purposes of opting, annual leave and becoming career employees.
- When CCA's become career employees, they begin a new period of seniority as a Full Time Regular.
- CCA's will be converted to full time career status to fill vacancies based on their relative standing.
- When a Full time position becomes available in an installation and the CCA's do not want to accept it, they will not forfeit relative standing for future career opportunities.
- Overtime provisions applicable to CCA's
 - Over 8 hours per day-time and one half.
 - Over 10 hours per day-penalty time (double time)
 - Over 40 hours in a week-time and one half.
 - Over 56 hours in a week-penalty time (double time)
- CCA's are entitled to night differential for time worked between 6:00pm and 6:00am in accordance with Article 8.7.
- CCA's will receive uniform allowance after their 90 day probationary period of \$390.
Effective November 21, 2013 the allotment will increase to 399.00
Effective November 21, 2014 the allotment will increase to 409.00
Effective November 21, 2015 the allotment will increase to 420.00

- CCA's are guaranteed 4 hours if scheduled or called into work for offices of 200 man hours.
- In the event of lack of work, Lay off's of CCA's shall be from inverse juniority (least relative standing).
- In the event a CCA is laid off they will be rehired before any new applicants from the register.
- CCA's will be able to opt on temporary vacant assignments.
- CCA will not lose opt while on their 5 day break.
- Beginning in 2014 the Postal Service will make bi-weekly contribution to the total premium for any CCA employee who wishes to participate in the non-career health plan equal to the greater of \$125.00 or the minimum required by the Affordable Care Act for self only.
- NALC is in the process of investigating the establishment of a non-contributory 401(k) plan for CCAs that would allow them to save for retirement. NALC is seeking to establish provisions to transfer such savings to the Thrift Savings Plan once CCA's obtain career positions.
- All CCA's hired can perform all letter carrier duties even if they were hired for purposes of Metro Post or a similar program.
- CCA's cannot apply for higher level assignment under Article 25. However if a CCA performs the work they must be paid the appropriate rate.
- CCA will not have to serve a probationary period once hired as a career employee, if they have already served two terms as a CCA.
- CCA can be a union steward.