

## **REGION 9 UPDATES 2.0**

Greetings sisters & brothers of Region 9!

It's spring of 2021, the trees and flowers are blooming, the temperatures are warming and the days are getting longer. It's the sign of new growth and new beginnings. Over the last few weeks, NALC has also achieved new growth and new beginnings. To start, you the members ratified the 2019-2023 National Agreement (NA). Contained in the National Agreement are many wonderful new provisions:

Four general wage increases - 1.1% retroactive payments for 2019 & 2021; in addition to 1.3% increases in November of 2021 & November of 2022. (NA - page 23)

Cost of Living Adjustments were retained. The first two will be paid retroactive, the first COLA effective 2/29/2020 equates to \$166 annually with the second COLA effective 8/29/2020 paid at \$188 annually. The remaining five will be calculated based on the Consumer Price Index and paid in the following months:

March 2021/September 2021

March 2022/September 2022

March 2023 (NA-page 24)

Changes to the Wage Tables (both 1 & 2):

Effective November 2022 the new top step will move from O to P adding \$444 annually to career employees. Those carriers with 46 weeks at Step O on 11/19/2022 will elevate to Step P, those with less than 46 weeks at Step O on that date will elevate to Step P upon satisfying the 46 weeks. The CCA entry rate Step CC (\$17.29/hour) will be eliminated on 6/21/2021, replaced with the new CCA rate Step BB (\$17.79/hour). (NA - page 179) A new PTF rate Step AA (\$19.23/hour) to compensate for not receiving Holiday pay. (NA – pg. 26-27)

New 24-Month Automatic CCA Conversion to Career once 24 months of relative standing has been satisfied. Those CCAs meeting this criteria at the time of ratification (3/8/2021) will be converted to career status as soon as practicable, but no later than 60 days from the date of ratification or the first day of the third full pay period following the date a CCA achieved 24 months of relative standing, whichever is later. Absent a residual vacancy at the time of conversion, the career status will be as part-time flexible (PTF). Upon conversion to full-time regular (FTR), the employee will be placed into the FTR step with full credit for weeks spent as a PTF. (NA - page 160)

Health Insurance Premiums in 2020 & 2021 the Postal Service's share will remain the same for career carriers at 73%. In 2022 & 2023 the Postal Service's share will decrease to 72%. (NA - page 91). In

2022 the Postal Service will pay 75% of the CCA Health Insurance Premiums for self only, self plus one or self and family.

Uniform Allowances will increase 5% in 5/2021 to \$487 and 2.5% to \$499 in the remaining years of the Agreement. (NA - page 97)

Holiday work and Holiday pay now the carrier may elect to exchange the ***Holiday pay*** for annual leave credit. All annual leave provisions will apply to the usage of this leave. (NA - page 31)

Job Security for career letter carriers with six credible years of service due to the retention of the no-layoff clause and continued prohibition against contracting out city carrier work. (NA - page 8; NA - page - 256)

No Later than 60 Days from ratification of the National Agreement all street MSP scans will be removed. (NA - page 254)

CCAs with 90 days of service upon conversion will be exempt from the 90 day qualifying period in ELM 512.313 prior to taking annual leave. (NA - page 188)

Memorandum of Understanding(s) creating two National Level Tasks Force Teams: The City Delivery & Workplace Involvement task force was created to seek joint resolutions to improve the cultural and operational environment in the workplace. The second task force was established to improve the efficiency and accessibility of the uniform program, as well as the overall quality of the uniforms. (NA - page 232; NA - page 216)

With the ratification of the 2019-2023 National Agreement comes the Local Memorandum of Understanding (LMOU) negotiation period for all branches effective April 29, 2021 through May 28, 2021. It was great to see all of you on the LMOU virtual training presented by Region 9.

Also, NALC and the Postal Service jointly extended many of the COVID19 Memorandums of Understanding (MOU's). These MOU's can be found at [nalc.org](http://nalc.org) under Workplace Resources in the MRS section:

M-1940 - allows career city carriers to carry over 520 hours of annual leave from leave year 2021 to leave year 2022, expiring 12/31/2022.

M-1941 - the MOU regarding - Temporary Additional Paid Leave for CCAs is suspended due to the recognition under the American Rescue Plan Act, CCAs are entitled to 600 hours of paid Emergency Federal Employee Leave (EFEL) for COVID19 related reasons. This suspended MOU expires 6/4/2021.

M-1942 - due to the continued effects of COVID19, four (1910, 1913, 1915 & 1916) MOUs have been extended until 6/4/2021: ***M-1910 - allows for a temporary expansion of sick leave dependent care in the event sick leave usage is required to care for a child due to daycare closures, school closures, or unavailability of the child's primary caregiver. M-1913 - agreement to institute the use of the Employee & Labor Relations Manual (ELM) Section 432.53 City Letter Carrier 7:01 Rule. M-1915 - agreement for the local parties to implement workplace changes to promote social distancing. M-1916 - allows the Postal Service to employ Temporary Carrier Assistants (TCAs).***

M-1943 - extends time limits for Step B and arbitration appeals. This extension is effective **3/26/2021 thru 6/4/2021.**

M-1944 - the local parties may mutually elect to develop a sign-up process for full-time carriers to sign the overtime desired list who could not sign for any reason during the two week period provided in Article 8.5.A of the National Agreement. This MOU expires 6/4/2021.

Additionally, on March 12, 2021 ***The American Rescue Act*** was signed into law providing a new leave category for all Federal Employees. This leave is titled the Emergency Federal Employee Leave (EFEL) for COVID19 related absences. Full time employees are entitled up to 600 hours of paid EFEL, capped at \$2800.00/pay period. Part-time employees can receive up to the proportional equivalent of 600 hours, capped at a proportional equivalent of \$2800.00/pay period. Please note EFEL does not count as credible service towards an employee's retirement benefits, nor can the employee contribute to TSP while on EFEL. Federal Employees are entitled to take EFEL for the following reasons: 1. Subject to Federal, State or local quarantine or isolation orders related to COVID19. 2. On the advice of a health care provider to self-quarantine due to COVID19 related concerns. 3. To care for someone who is subject to item 1 or item 2. 4. Experiencing COVID19 symptoms and seeking a medical diagnosis. 5. To care for the employee's child if the school is closed, the school requires or offers the option a hybrid in-person or virtual learning or the child care provider is not available due to COVID19 precautions. 6. Experiencing any other substantially similar condition. 7. Caring for a family member with a mental or physical disability or who is 55 years of age or older and incapable of self-care regardless of whether or not another individual is available to care for the family member. Or if the place of care provider for this family member is unavailable due to COVID19. 8. To obtain immunizations related to COVID19, or recovering from injury, disability, illness or condition related to the immunization. PLEASE NOTE IT IS THE USPS POSITION LETTER CARRIERS WILL NOT QUALIFY FRO REASONS 1 & 6. THE TACS CODE TO REQUEST EFEL IS **086-21.**

In closing, the Region 9 Rap Session will be held virtually on October 1-2, 2021; additional information will be provided to all branch Presidents for distribution. The Regional Rap will consist on one day of training and one day of General Session. I hope to see you all there! Until then, stay safe, stay informed and wear your mask!

In unity,

Lynne Pendleton, NALC  
National Business Agent  
Region 9