

Latest key MRS documents

Here are summaries of MRS materials numbered M-01709 and higher. These materials are in portable document file (PDF) format. Click a link to view the PDF document online, or right-click and choose "Save target as..." or "Save link as..." to download. [More Information](#)

[M-01828](#) – December 4, 2013 – The parties agree that the installation head and branch president or their designees may mutually elect to develop a process that allows employees who transfer from another installation, or part-time flexibles and CCAs converted to full-time status after the two week period for signing the lists, to place their names on either the overtime desired list or work assignment list.

[M-01827](#) – December 5, 2013 – MOU *Re: City Carrier Assistants – Temporary Assignments to Other Post Offices* defines the process for temporarily assigning city carrier assistants (CCAs) to other post offices.

[M-01826](#) - October 22, 2013 - NALC and the Postal Service agreed that city carrier assistants who served as city carrier TEs directly before their initial CCA appointment will not serve a probationary period when converted to full-time career status during the term of this MOU, which is effective through March 31, 2014. The parties also agreed to jointly monitor on a weekly basis at the national level the necessary CCA resources during the implementation of the MOU *Re: Residual Vacancies - City Letter Carrier Craft* ([M-01824](#)) and the Sunday parcel delivery test. Additionally, to assist with the significant increase of parcel volume expected over the holiday season, holiday carrier assistants, which were an option beginning in 2014 per the 2011 National Agreement, will now be available during December 2013.

[M-01825](#) - September 25, 2013 - For the purposes of clarity, the national parties agree to make changes to language in the January 10, 2013, Interest Arbitration Award. The revised language has been incorporated into the final version of the USPS/NALC 2011 collective-bargaining agreement.

M-01824 - August 30, 2013 - Memorandum of Understanding Re: Residual Vacancies - City Letter Carrier Craft - The parties agree to establish a process for filling residual vacancies in the city letter carrier craft. Vacancies will be filled by a number of steps including assignment of unassigned regulars, part-time flexible conversions to full-time status, acceptance of transfers and conversions of city carrier assistants to full-time career status.

M-01823 - June 12, 2013 - The parties agreed to restore language in the EL-804 which states "Provide 3 days (24 hours) of orientation and training when a new employee arrives at the duty station." See Handbook EL-804, Safe Driver Program, June 2013 for this language located in Section 136.1 of this handbook.

M-01822 – May 22, 2013 – “City Carrier Assistants-Annual Uniform Allowance.” This Postal Service document provides details on the annual uniform allowance for CCA employees. This document sent to USPS Managers and Human Resources provides information on the procedures, instructions and a sample letter from the USPS to authorized uniform vendors.

M-01821 – June 11, 2013 - The parties agreed to refer to the National Joint Labor-Management Safety Committee the issue of what impact the mandatory use of bicycle helmets has on the ability of city letter carrier to employ uniform items to protect exposed skin from the sun. In the event the issue is not resolved, this case will be returned to its current status at arbitration.

M-01820 – June 3, 2013 - Members of the Article 8 Task Force established by the Das interest arbitration award reached agreement on testing a new way of determining equitable overtime distribution. This test begin Oct. 1, 2013, and continues for one year in 22 districts across the country. To read more about the test, to see a list of the districts included and district NALC contacts, see the [City Delivery article](#) and [Contract Talk section](#) from the July 2013 *Postal Record*. If you have any questions regarding the test, please contact your branch president or the NALC person listed in the [Contract Talk section](#) for your district.

M-01819 - May 22, 2013 - “Questions and Answers—2011 NALC-USPS National Agreement:” This jointly-developed document (M-01819) provides the updated mutual understanding of the national parties on issues related to 2011 NALC-USPS National Agreement. It is separated in two sections: the first concerns city carrier assistants (CCAs) and the second addresses other contractual provisions. This document fully replaces the April 12, 2013, Questions and Answers, 2011 NALC/USPS National Agreement (M-01810). New questions and responses are identified by underscoring. New questions and answers are included that explain the uniform program for CCAs. This document may be updated if agreement is reached on additional matters concerning the new collective bargaining agreement.

M-01818 – 5/16/2013 – The parties agreed that employees may now use the NALC FMLA forms for FMLA protection. [Link to FMLA page](#)

M-01817 – 5/16/2013 – The parties agreed to change the IVR system so that when an employee calls the IVR system for unscheduled leave and is unable to successfully negotiate the prompts, it will direct the employee to contact his or her supervisor.

M-01816 – 5/08/2013 – The postal service created an electronic form that combined information from the PS Form 1769 and OSHA Form 301. The electronic form required supervisors to obtain information shielded by the Privacy Act. The postal service agreed to modify the system through a Service Change Request; which no longer solicits information the union believed violated the Privacy Act.

M-01815 – 5/08/2013 – The parties agreed that the subject suspension of bidding did not modify or alter the posting and bidding provisions of Article 41.1 of the National Agreement. Any case held pending resolution of this national case shall be processed pursuant to the provisions of the National Agreement.

M-01814 - May 10, 2013 - NALC and the Postal Service have agreed to a memorandum of agreement (M-01814) to extend the March 19, 2013, Memorandum of Understanding Re: Part-time Flexible Opportunities (M-01808) until May 24, 2013.

M-01813 – 5/08/2013 – The parties agreed that the TE classification was phased out on 4/10/2013 for a new employee classification, City Carrier Assistants (CCAs). In accordance with Article 7.1.C.3 of the 2011-2016 National Agreement, CCAs are hired for terms of 360 calendar days.

M-01812 – 4/24/2013 – The postal service agreed to change the language in section 515 of the ELM to allow employees to use another format other than Department of Labor forms to certify FMLA protection. [Link to FMLA page](#)

M-01811 - 4/23/2013 – The NALC and the USPS have agreed to a national level settlement on an interpretive dispute regarding a letter carrier that was promoted to Grade 2 from Grade 1, subsequently returned to Grade 1 and had his Step increase delayed by 48 weeks. Employees returning to a former lower grade must be assigned to the step and the next step increase date as if service had been uninterrupted in the lower grade.

M-01809 - April 11, 2013 - NALC and the Postal Service have agreed to a memorandum of agreement (M-01809) to extend the March 19, 2013, Memorandum of Understanding Re: Part-time Flexible Opportunities (M-01808) until May 10, 2013.

M-01808 - March 19, 2013 - The parties agree to establish a work group at the national level for the purpose of developing and implementing a process to place part-time flexible city letter carriers into full-time city carrier residual vacancies that are not subject to a proper withholding order. The intent is to help facilitate the elimination of the part-time flexible city letter carrier classification through conversion and/or voluntary reassignment to full-time duty assignments and the establishment of the city carrier assistant classification during the transitional employee phase out period. Details on the process are coming soon.

M-01807 - March 19, 2012 - Letter from USPS Chief Operating Officer and Executive Vice President Megan J. Brennan instructing USPS Area Vice Presidents not to work disabled employees outside their medical restrictions nor to discipline them for being unable to complete their routes.

M-01801 - February 4, 2013 - Re: Buras, LA 70041 - The USPS, NALC, and the NRLCA recognize that the devastation from Hurricane Katrina resulted in a significant reduction in delivery points and the reassignment of the city letter carrier to another installation. The parties agree that the remaining city delivery points in Buras, which currently number approximately 210 deliveries (and any former city delivery points that return), will be serviced temporarily by the rural letter carrier craft. This temporary agreement expires January 29, 2014, at which time the parties will review conditions in Buras and determine if renewal of the agreement is warranted.

M-01800 – January 31, 2013 – The parties have agreed that transitional employees who are hired as City Carrier Assistants (CCA) on or before April 11, 2013, will be given a one-day break between appointments. This break will occur on the first Sunday of a pay period and allow these employees to work the day before (Saturday) and the day after (Monday). The one-day break will not impact employees' eligibility for health benefits or any other right or entitlement under the National Agreement. The MOU also sets the length of initial CCA appointments for such employees to be for the balance of the 360-day appointment, which is equivalent to the total period from beginning of the transitional employee appointment until the conclusion of the initial CCA appointment, which will be 360 days. In addition, it requires that transitional employees hired as CCAs will be paid at their transitional employee rate through April 19, 2013. Finally, the MOU makes clear that all other CCA appointments made pursuant to Article 7.1.C.1 or Article 7.1.C.2 of the National Agreement will be for 360-day terms.

M-01799 – January 29, 2013 – The parties have agreed that time transitional employees spend taking Exam 473 will be on the clock, including necessary travel time. Transitional employees will select the testing site closest to their work location to minimize necessary travel time. Please note that this agreement is prospective. It is effective from Jan. 29, 2013 onward. It does not apply to any time that transitional employees have spent taking the 473 Exam prior to January 29, 2013.

M-01797 – October 9, 2012 – The NALC and USPS have entered into a Memorandum of Understanding which will alleviate some of the staffing issues in many delivery units by providing for a) the conversion of over 6,000 part-time flexible city letter carriers to full-time regular, b) the filling of vacant residual CC-01 and CC-02 positions that are not withheld for Article 12, and c) the limited authorization to hire an additional 3,400 bargaining unit transitional employees.

M-01796 – October 5, 2012 - National level settlement on the issue of whether a vacant letter carrier assignment for a full-time route may be reverted without current route inspection data. The parties agree that the determination of whether an established route is full-time will be made using one of the following procedures:

- A six day mail count and inspection in accordance with the provisions of Handbook M-39
- A route adjustment pursuant to Section 141 of Handbook M-39 (provided the data used is reasonably current and from the regular carrier assigned to the route)
- Evaluation through a national jointly agreed upon route evaluation process
- Evaluation through an authorized locally developed joint route evaluation process

M-01785 – May 18, 2012 - The parties agree to a jointly revised PS Form 8190, *USPS-NALC Joint Step A Grievance Form* (April 2012).

M-01784 – May 17, 2012 – National Convention time waiver. Thirty-one day moratorium on the time limits for the processing of all grievances at the local, regional, and national levels due to the NALC's 68th Biennial Convention.

M-01783 –USPS-NALC Intervention Process. When data reflects one of the seven indicators are present, the NBA, AMLR or designees are responsible to determine the cause and jointly work to respond to the issue(s) prompting the intervention.

M-01782 – April 24, 2012 - Interpretive Step Grievance on Scanning Delivery Unit Saturation Mail Resolved. NALC and USPS have resolved a grievance at the Interpretive Step involving the scanning process used for Delivery Unit Saturation Mail. The settlement states that this scanning process is an internal measurement system used to verify the date a saturation mailing is scheduled for delivery. This settlement also makes clear that by scanning the mailing, the letter carrier is not verifying that he or she delivered the mailing. The scan only verifies that the mailing is scheduled to be delivered on that day.

M-01778 – April 9, 2012 - Clarifies the intent of the previous DUO agreements as they pertain to the limited circumstance where letter carrier(s) have active retreat rights back to any installation involved in DUO. This MOU requires such retreat rights for letter carriers to be carried forward to the gaining installation.

M-01777 – April 9, 2012 - Extends the terms of the previous MOU on ‘multiple days of inspection.’

M-01775 – March 22, 2012 - Equal Employment Opportunity Policy Statement - Postmaster General Donahoe has expanded the USPS EEO Policy Statement by also prohibiting discrimination or harassment based on "past, present, or future military service."