

MEMO

To the Branch 2184 Leadership Council, May 11, 2021



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Jackie McGregor
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Jim Powell
Scott Watts
Joe Golonka
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Felicia Davis
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Kris Shaw
Mark Owen
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Darryl Clay
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Yvonne Jackson
Karl Tamburro
Denise Viola
Lillian Bogosian
Phil Ashford
Scherrie Lacey
Dave Reise
Erik Venzke
Shavon Alexander
Valerie Watkins
Tamara Bosman
Diego Forshaw
Kristie Nelson
Otis Barney
Keith Benedict
Tracy Mitchell
Nakia Whitfield
Katrina Jones
Ananias Epps
Ramon Robinson
Paul Bordine
Mike Tredway
Danita Smith

This month's Leadership Council memo will begin with the usual update of Branch 2184 administrative matters. There are no changes at this time with the current schedule and format of our internal meetings (steward and executive board) or our monthly membership meetings. All of these meetings will continue to be conducted telephonically until further notice.

A final reminder about the special meeting called by Branch President Walt McGregor that will take place on the grounds of the Branch office on Sunday afternoon, May 23 at 2:00 p.m. The specific purpose of this meeting is to conduct nominations for Branch 2184 officers, station stewards, and convention delegates for the remainder of the current 2021-2023 term of office. This is the only business which will be conducted at this meeting. Any member desiring to be nominated for any position must ensure that such nomination is made at this meeting. There will be NO other form of nomination accepted. Subsequent to nominations, an election for any contested positions will be conducted by mail ballot as prescribed in Article V of Branch 2184's Bylaws.

Also on May 23, the Branch will hold an open house on the grounds of the Branch office for all Branch 2184 CCA members as well as former CCAs that have recently been converted to career PTF positions. The open house will take place from 5:00 to 7:00 p.m. Please encourage your CCAs as well as newly converted PTFs to attend.

An update on some other normally scheduled events at the Branch level and elsewhere. Although it will not yet be possible to hold our annual picnic on the Branch 2184 grounds on the last Sunday in June this year, there is every intention to resume this popular Branch tradition in 2022. Also, the National Union has not yet made a further announcement about what, if anything, will replace the annual Food Drive that normally occurs on the second Saturday of May. There has been some discussion at the National level of a food drive or a version of this taking place in the fall this year. Finally, at this time there has been no decision announced about a possible Labor Day March in Detroit.

Now that the first "24-month" conversions of CCAs to PTFs have been made, it will be critically important for all Union contract enforcers to keep in mind that this was NOT a one-time event, but rather it is a continuing process under the terms of the 2021-2023 National Agreement. All CCAs that attain 24 months of relative standing in their current installation must continue to be converted to career PTFs. This process must occur no later than the first day of the third pay period following the attainment of 24 months of relative standing.

Stewards should also keep in mind that in stations where PTFs exist, fulltime regular opportunities such as residual vacancies must be filled in accordance with Item 1 of the MOU Re: Fulltime Regular Opportunities – City Carrier Craft. This means that unless there are one or more unassigned regulars in the installation, a residual vacancy must be filled by the conversion to fulltime status of the senior PTF in the installation. If this opportunity could have been filled by a transfer (per the appropriate ratio in that installation), had no PTFs been on the rolls, the transfer opportunity may still be offered to an employee with a request pending in eReassign, per M-01947. However, the transferring employee reports as a PTF and begins a new period of seniority in their new installation.

Stewards, please read the separate memo included with this month's steward meeting documents regarding OPM's recently issued guidelines for use of the Emergency Paid Leave (EPL) under the American Rescue Act legislation. The guidelines do require the completion and employee signature of some non-postal forms as well as other documentation. Although letter carriers are generally not required to sign or initial anything except for a leave request (3971) or voluntary change of schedule (3189), the EPL forms are required by OPM. As a participating federal agency, the USPS must comply with OPM's guidelines.

A question arose about administrative leave for organ donations. The Employee and Labor Relations Manual section 519.522(a), provides that the maximum amount of administrative leave granted by the USPS per year for bone marrow donations is 7 days, and for organ donations it is 14 days. Of note, Title 5, section 6327 of the United States Code (USC) provides that federal employees are entitled to up to 30 days of leave for organ donations. However, USPS leave regulations limit the administrative leave portion of that to 14 days. Other leave may be used thereafter.

A few inquiries about the involuntary reassignment of PTFs have come up. PTFs cannot just be willy-nilly "loaned out" to other USPS installations in the manner that CCAs can be. The controlling Contractual language is found in Article 12, section 5.B.5: "Fulltime and parttime flexible employees who do not qualify for relocation benefits shall be given not less than 30 days advance notice, if possible." Relocation benefits apply to non-local details and thus would normally not be applicable. Of additional note, prior to the current 2019-2023 National Agreement, 60 days advance notice was required.

We also have received a few questions about the new Step P that will be added to the letter carrier pay scale. This will not take effect for another 18 months, until November 19, 2022.