



## The Slope JANUARY 2021

The Colorado State Association wishes you Happy Holidays and even happier 2021. With all things starting to get back to normal, we are still not out of the woods yet. State Training and the State Convention are ahead of us now, gathering together as Union brothers and sisters is special and making new friends, sharing experiences. It's uphill from here, see you at the top.

### CCA'S

There have been some issues in the Denver district about how management has been treating CCA'S and their jobs. First off, when a CCA is hired, they will be assigned to a station and a form 50 will be sent to the station manager informing them they have a new hire. The form 50 is the form that will show your step-in pay, hire date, everything else that concerns your employment. Be aware that management can use you in any capacity they see fit like, send you to another station to help them out. In Denver even though the station has your form 50, management has moved the cca's to another station for an extended Perion of time. This angers a lot of the cca's because they don't know how things work yet. The way I try to explain this is that, if there is a large station and there is a small station, the large station can absorb any call-ins or vacations or vacancy's, while a small station cannot, that's why the cca's are shared from time to time.

Being a CCA is very tough a lot tougher than being a PTF, you being a CCA, you have to be flexible and expect anything that might come your way, anything. This will only be temporary, just think of this, we all had to start at the bottom and work up the ladder. The saying, it's not just a job it's an adventure, meaning that this is a CARRER not just a job. Hang in there you will make it, guaranteed, you will not regret it!

### Article 3, Management's rights.

The JCAM states in Article 3 page 3-1. While postal management has the right to "manage" the Postal Service and their stations, it must act in accordance with applicable laws, regulations, contract provisions, arbitration awards, letters of agreement, and memoranda.

### Article 3.F Emergencies.

This provision under Article 3 gives management the right to take whatever actions may be necessary to carry out its mission in emergency situations. An emergency is defined as "an unforeseen circumstance or a combination of circumstances which calls for immediate action in a situation which is not expected to be of a recurring nature". Management tries to use Article 3

to justify violating the contract but cannot prove their actions as an emergency. Stewards need to inform management that they do have a right to manage, but cannot violate the contract in doing so, which at that time article 3 does not apply.

### **Good News**

As the Nalc App states that the Nalc and the Postal Service has reached a tentative agreement on a new national contract, a goal national has been working towards continuously for the last 17 months. A ballot will be mailed to all members to vote either in favor or against the new proposed contract, starting in January 2021. If the members do not like the proposed contract and vote against it, National will send it to arbitration, this could take a lot of time to settle. Check out some of the items that are proposed for the contract in the Nalc App. More details in next month's Slope.

### **Bumping**

CCA's can be bumped from an opt if necessary, to provide 40 hours of straight time work over the course of a service week to PTF or regular carriers assigned to the same work location. In this situation the opt is not terminated. Rather, the cca is temporarily taken off the assignment as necessary on a day-to-day basis.



Take care of yourself and look after your Brothers and Sisters.

In Unity,

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