

RECEIVED

JUL 26 2022

LABOR RELATIONS



July 21, 2022

Mr. Ivan Butts
President
National Association of Postal Supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753

Dear Ivan:

As a matter of general interest, the Postal Service intends to solicit Postal Service annuitants to consider reemployment as temporary holiday term City Carrier Assistants (HCCAs) for the 2022 holiday season. Annuitants will be able to apply for these positions online at www.usps.com/careers August 15 through September 5.

Enclosed are two versions of the letters which will be sent to annuitants concerning these positions. One of the letters will be sent to respective annuitants, and the other will be sent to annuitants who previously served as HCCAs during the 2021 holiday season.

Additionally, enclosed is a guide outlining how to find and apply for the afore mentioned position.

Please contact Bruce Nicholson at extension 7773 if you have any questions concerning this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read "James Lloyd".

James Lloyd
Director (A)
Labor Relations Policies and Programs

Enclosures



Dear Postal Annuitant:

We want to make you aware of a special employment opportunity with the United States Postal Service during the upcoming 2022 holiday season.

The Postal Service will be staffing post offices nationwide with temporary Holiday City Carrier Assistants (HCCAs) during the upcoming 2022 holiday season to help us meet the delivery needs for our anticipated increased package and mail delivery business. Your knowledge, community connection, and ability to provide great service make you an excellent candidate for reemployment with the Postal Service as a HCCA. We are looking to have annuitants like you on the Postal Service rolls by December 3.

Generally, the law requires that the salary of a reemployed annuitant be reduced, or offset, by the amount of the annuity to prevent dual compensation. However, under certain conditions, retired postal employees are eligible for a waiver to the offset when reemployed into a temporary non-career HCCA position. The Postal Service's need to increase staffing during peak delivery periods is such a condition.

Special conditions apply for these noncompetitive appointments, including:

- Current pay rate is established at \$18.92 per hour.
- Appointment duration is limited to a period ending December 30, 2022.

If you are interested in reemployment with the Postal Service as a HCCA without reduction to the amount of salary that you receive as an annuitant, please apply online at www.usps.com/careers. You should search for "ANNUITANT HOLIDAY CITY CARRIER ASSISTANT" where you are available to work and apply for this noncompetitive employment opportunity. The postings will be available August 15 – September 5. In the summary of accomplishments, you should list the office(s) where you are interested in serving as a carrier (city, state, zip). Please Note: The ability to meet any applicable qualification condition is required.

During the last holiday season the Postal Service proved that it was the package-delivery business that could meet customers' delivery demands in a timely and efficient manner. We would truly appreciate your help to continue that holiday tradition during the upcoming season.

Whether or not you choose to apply for reemployment as a HCCA, we thank you for your years of service to our customers in the past and wish you and your family a safe and enjoyable 2022 holiday season.

Sincerely,

A handwritten signature in cursive script that reads "Joseph R. Bruce".

Joseph R. Bruce



Dear Postal Annuitant

Last holiday season you took time out of your retirement to help the Postal Service deliver outstanding service as a Holiday City Carrier Assistant (HCCA). I want to thank you for that service and let you know that the Postal Service would welcome you back for the 2022 holiday season.

Your knowledge, community connection, and ability to provide great service will again help the Postal Service deliver great service to its customers. We are looking to have annuitants like you on the Postal Service rolls by December 3.

During the holiday season, retired postal employees are eligible for a waiver to the annuity offset when reemployed into a temporary HCCA position.

Special conditions apply for these noncompetitive appointments, including:

- Current pay rate is established at \$18.92 per hour.
- Appointment duration is limited to a period ending December 30, 2022.

If you are interested in reemployment with the Postal Service as a HCCA without reduction to the amount of salary that you receive as an annuitant, please apply online at www.usps.com/careers. You should search for "ANNUITANT HOLIDAY CITY CARRIER ASSISTANT" where you are available to work and apply for this noncompetitive employment opportunity. The postings will be available August 15 – September 5. In the summary of accomplishments, you should list the office(s) where you are interested in serving as a carrier (city, state, zip). Please Note: The ability to meet any applicable qualification condition is required.

During the last holiday season the Postal Service proved that it was the package-delivery business that could meet customers' delivery demands in a timely and efficient manner. We would truly appreciate your help to continue that holiday tradition during the upcoming season.

Whether or not you choose to apply for reemployment as a HCCA, we thank you for your help last season and for all your years of service to our customers in the past. We wish you and your family a safe and enjoyable 2022 holiday season.

Sincerely,

A handwritten signature in cursive script that reads "Joseph R. Bruce".

Joseph R. Bruce

HOW TO SEARCH & APPLY FOR THE ANNUITANT POSITION

- Open your web browser, type www.usps.com/careers and click "**Apply now**".
- In the keywords field type one of the following:
 - *Annuitant Holiday Clerk Assistant*
 - *Annuitant Holiday City Carrier Assistant*
 - *Annuitant Holiday Transpntn Asst MVO*
 - *Annuitant Holiday Transpntn Asst TTO*
 - *Annuitant Holiday Assistant Rural Carrier*
- Under location, select the State from the dropdown to narrow your search results.
- Click "**Start**" and this will display the jobs. You may need to use the scroll bars on the right side to find the specific job you are looking for.
- Once you find the job, click on the underlined position name to open the posting. All information regarding this position will be displayed.
- At the top of the screen, click "**Apply**". This will open the Registration and Login page.
Note: You cannot apply for positions unless you have created a Candidate Profile (Registered).
- On the Registration and Login page you are asked "**Do you already have an account?**"
 - If yes, select "**Click Here to Login**". (Skip to "Login to Your Account and Apply")
 - If no, complete the **Name** and **User Data** information and click "**Register**".

REGISTER YOUR eCAREER PROFILE

Personal Data: Complete all required fields. **Ensure telephone numbers' fields do not include alpha characters such as "N/A"**. Ensure your email address is accurate as all communication related to your application will be sent to the email address listed. When complete, click "**Next Page**".

Work Experience: You are not required to answer question 1 nor provide details of your work history. Therefore, you may answer questions 2 through 7 only and click "**Next Page**".

Education/Training: Click "**Next Page**".

General Eligibility: Answer all required questions and click "**Next Page**".

Veterans' Preference: Click "**Next Page**".

Attachments: Click "**Next Page**".

Assessments: Click "**Next Page**".

Review and Release: Be sure to release your profile. A locked profile will not be accepted for consideration. Click "**Complete**". Your candidate profile is complete. You will receive a confirmation email stating you have successfully created your profile. Now you can apply for the annuitant position. Click "**Continue**" to proceed.

LOGIN TO YOUR ACCOUNT AND APPLY

- Once you are logged into your account, previous information from your Candidate Profile will be pre-populated into the application. You may make changes at this time.
- Additional sections will be displayed: cover letter (optional), Summary of Accomplishments/References (indicate the city/state/zip where you are interested in working), Driver History, Authorization & Release, and EEO & Disability.
- In the "**Send Application**" section, check the box next to "I would like to release my profile so that my data can be considered for other job opportunities as well".
- Click "**Send Application**".
- You will receive an Acknowledgement of Application confirmation by email.

3-DIGIT ZIP CODE	Location in Job Posting Title
006-009	PUERTO RICO
010-029	MASSACHUSETTS
010-029	RHODE ISLAND
030-059	MAINE
030-059	NEW HAMPSHIRE
030-059	VERMONT
060-069	CONNECTICUT
070-089	NEW JERSEY
100-104, 112	NEW YORK 1
105-109, 120-149	NEW YORK 3
110, 111, 113-119	NEW YORK 2
150-179	PENNSYLVANIA 1
180-199	DELAWARE
180-199	PENNSYLVANIA 2
200, 202-212, 214-219	MARYLAND
201, 220-246	VIRGINIA
247-268, 400-418, 420-427	KENTUCKY
247-268, 400-418, 420-427	WEST VIRGINIA
270-289	NORTH CAROLINA
290-299	SOUTH CAROLINA
300-319, 398	GEORGIA
320-327, 344	FLORIDA 1
328, 329, 335-339, 341, 342, 346, 347	FLORIDA 2
330-334, 349	FLORIDA 3
350-352, 354-369, 386-397	ALABAMA
350-352, 354-369, 386-397	MISSISSIPPI
370-374, 376-385	TENNESSEE
430-433, 437, 438, 450-457	OHIO 2
434-436, 439-449, 458	OHIO 1
460-479	INDIANA
480-485, 492	MICHIGAN 1
486-491, 493-499	MICHIGAN 2
500-516, 520-528, 570-577, 680, 681, 683-693	IOWA
500-516, 520-528, 570-577, 680, 681, 683-693	NEBRASKA
500-516, 520-528, 570-577, 680, 681, 683-693	SOUTH DAKOTA
530-532, 534, 535, 537-549	WISCONSIN
550, 551, 553-567, 580-588	MINNESOTA
550, 551, 553-567, 580-588	NORTH DAKOTA
590-599, 832-838, 970-979	IDAHO
590-599, 832-838, 970-979	MONTANA
590-599, 832-838, 970-979	OREGON
600-603, 606-608, 610, 611	ILLINOIS 1
604, 605, 609, 612-620, 622-629	ILLINOIS 2
630, 631, 633-641, 644-648, 650-658, 660-662, 664-679	KANSAS
630, 631, 633-641, 644-648, 650-658, 660-662, 664-679	MISSOURI
700, 701, 703-708, 710-714	LOUISIANA
716-731, 733-741, 743-749	ARKANSAS
716-731, 733-741, 743-749	OKLAHOMA
750-764, 766, 767	TEXAS 1
765, 768, 769, 780-782, 786-799	TEXAS 3
770, 772-779, 783-785	TEXAS 2
800-816, 820-831	COLORADO
800-816, 820-831	WYOMING
840, 841, 843-847, 890, 891, 893-895, 897, 898	NEVADA
840, 841, 843-847, 890, 891, 893-895, 897, 898	UTAH
850-853, 855-857, 859, 860, 863-865, 870, 871, 873-875, 877-884	ARIZONA
850-853, 855-857, 859, 860, 863-865, 870, 871, 873-875, 877-884	NEW MEXICO
900-908	CALIFORNIA 5
910-912, 917, 918, 926-928	CALIFORNIA 4
913-916, 930-937, 939, 953	CALIFORNIA 3
919-925	CALIFORNIA 6
940-944, 949-951, 954, 955, 959, 960	CALIFORNIA 1
945-948, 952, 956-958, 961	CALIFORNIA 2
967-969	HAWAII
980-986, 988-994	WASHINGTON
995-999	ALASKA