



MIARAP—your rap

A good portion of my day is spent answering phone calls or returning written communication on one subject—the Modified Interim Alternate Route Adjustment Process. The most striking fact that emerges from these interactions is that a shocking number have never read the agreement. Below, you will find the responsibilities of both the union and management, who administer the process, word for word, taken from the MIARAP agreement on its intent. (Due to space consideration, I have inserted acronyms where the full name of a team appears in the document.)

If you want to read the entire memorandum on MIARAP and the jointly agreed to mutual understanding of what the agreement means, go to the NALC website, nalc.org. Under “Departments” at the top of the page, click on “Contract Administration.” On the next page in the lefthand column, click on “MRS,” an acronym for the NALC’s Materials Reference System. On the next page, scroll down to the bullet points and click on M-01703.

Structure

National Oversight Team ...will oversee the process and resolve issues referred by the Area/Regional Teams. The National Oversight Team will provide training on the Process to the Area/Regional Teams and oversee training to the District Lead Teams and to the District Evaluation and Adjustment Teams.

Area/Regional Teams ...will consist of the NALC National Business Agent (NBA) or their designee from each NALC Region and the Area Managers Delivery Program Support or their designee from each Postal Area. It will be the job of each team to monitor the process, determine the number of district teams needed, and resolve issues advanced by the [DLT]s. Any issues the can not be resolved by the Area/Regional Team will be sent to the National Oversight Team within three working days of receipt of the issue. The teams will regularly communicate with both [DLT]s and the National Oversight Team. The Area/Regional Teams will provide training on the Process to the [DLT]s and to the District Evaluation and Adjustment Teams.

District Lead Teams There will be one lead team in each District who will be responsible for oversight of the process and the [DEAT]s. These teams will be responsible for prioritizing and scheduling evaluations and adjustments so that all needed adjustments can be completed within the given time frame. Schedules will be provided to the Area/Regional Teams. [DLT]s are responsible for resolving issues advanced by the [DEAT]s. Any issues that can not be resolved by the [DLT] will be referred to the Area/Regional Team within two working days of receipt of the issue. The [DLT] is responsible for assigning the [DEAT]s to units and

communicating with them at least weekly.

It will be the responsibility of the [DLT], after coordinating with a district office designee, to schedule COR technicians when COR is used for adjustments, to make sure that valid PS Form 3999s are available, and to ensure that necessary travel time validations are completed so there are no delays, in scheduled evaluations or adjustments.

The [DLT]s will be responsible for data entries tracking the progress of each of their [DEAT]s in all the units. Additionally, the [DLT]s will compile the results of the Evaluation and Adjustment Process by delivery unit, installation, and district and forward this information to the Area/Regional and National Oversight Teams.

The [DLT]s will participate in training [DEAT]s on the Evaluation and Adjustment Process.

District Evaluation and Adjustment Teams ...are responsible for data analysis, route evaluation and adjustment, and oversight of jointly conducted carrier consultations. The teams are responsible for communicating with local office contacts to obtain information needed to evaluate and adjust the routes. [DEAT]s review all available information for anomalies and data integrity issues.

Once a [DEAT] has been assigned delivery units, the team should immediately advise their [LOC]s that they need current representative Forms 3999 for the purpose of moving territory, if necessary, during adjustments.

[DEAT]s will consider all information provided including actual times, base time, PS Form 3999s, fixed office times, mail volumes and carrier comments to come up with an evaluated time and adjust routes if needed. Should a [DEAT] be unable to resolve any issue, the matter must be immediately referred to the [DLT].

Copies of all data and adjustments will be forwarded to the [DLT], who will then monitor the implementation of the agreed to adjustments and the accurate recording of route data.

Local Office Contacts The [LOC]s will be the Postmaster or designee and the Branch president or designee. The [LOC]s are responsible for communicating any local issues, current or anticipated vacancies, or any potential data integrity issues to the designated [DEAT]. They will provide seniority lists and information regarding replacement carriers. The [LOC]s will also advise the [DEAT]s if there is some reason the selected review periods should not be used. The [LOC]s will use a prepared script to conduct both the initial and proposed adjustment consultations with the carriers. The [LOC]s may provide feedback received from the carrier during consultations.

Wishing you and yours a happy holiday season.

