



City Delivery workshop

Hundreds of branch leaders from around the country attended the City Delivery workshops at the recent NALC National Rap Session in Hollywood, Florida. The input, information sharing, and participation from those in attendance resulted in a comprehensive analysis and discussion of many relevant issues.

The workshops started out with detailed reviews of the histories of management's route inspection procedures, their testing of route evaluation systems, and their daily control information systems. Along with the discussion of the contractual provisions regarding daily volume and time estimates, this historical information provided the background necessary to help deal with management's daily misapplication of data using their current Delivery Operations Information System. The many problems with the use of DOIS that result in management's inaccurate estimates were then discussed in detail, as were the many issues involved in the national level grievance on DOIS.

The next general subject covered was route inspections.

The discussion began with a review of the August 4, 2004 Route Inspection Memorandum, which provided for and resulted in many joint local route inspection agreements throughout the country. Also discussed as part of the memorandum were the NALC's efforts through the national task force to establish a new system for inspecting and adjusting routes, and management's eventual decision to terminate the task force.

Many issues from the NALC Route Protection Program were then discussed, including proper use of the forms, the minor route adjustment process and issues, and multiple days of inspection. The discussion of route inspection issues concluded with information shared regarding management's Carrier Optimal Routing program. This digital mapping system used to adjust routes is also the subject of a national level grievance, and the many concerns we have with management's use of the program were also reviewed. Some of these concerns involve the lack of proper data preparation, the failure to accurately validate adjusted allied time, and the loss of street time credit from the Form 3999 to the reverse of Form 1840 when transferring territory.

The jointly developed Carrier Academy Training Pro-

gram was then discussed. We reviewed the program guides that have been developed and the training format that is being used for newly hired letter carriers. Also discussed was the selection process for the academies' classroom instructors and the on-the-job instructors in each station. The selection must be made from a list of candidates which have been jointly agreed to by the NALC National Business Agent and the USPS District Manager.

The City/Rural National Task Force Guidelines, which were jointly developed by the NALC, NRLCA, and the USPS, were covered in detail. This provided insight into the basis of the nearly 1,200 decisions that have been rendered by the joint city/rural committees reviewing the approximate 1,400 cases that were outstanding.

We then reviewed some of the proposed changes to the *Joint Contract Administration Manual (JCAM)* being considered. We have been meeting with representatives from the Postal Service and are near completion of the 2005 revisions.

Several Postal Service tests and programs were then discussed, including the USPS Corporate Flat Plan (Flat Sequencing System), the Postal Automated Redirection System, programs to address the many problems with CFS delays associated with all types of change-of-address notification, Intelligent Mail Devices (the new scanners for which deployment is currently delayed), Address Element Correction II (using the "Delivery Force Knowledge" of letter carriers to correct "bad" addresses submitted by major mailers), Premium Forwarding Service (as an option for customers to have all mail forwarded to a temporary address for a fee), and the testing of a tablet PC for use by delivery supervisors.

Thanks to those who attended and participated in the classes. The many questions and comments enhanced the training materials and information presented.

Having lived in south Florida for over 30 years, I can empathize with the fear and anxiety associated with the potential destruction from hurricanes. However, I believe the devastation from Hurricane Katrina exceeded anyone's worst nightmare. My thoughts and prayers are with those of you and your families who were in any way harmed, displaced, or otherwise affected by the effects of Katrina. ☒