



USPS updates

My December article explained that NALC submitted to national arbitration a dispute concerning the USPS' proposed revisions to *Employee and Labor Relations Manual (ELM)* Sections 510 and 865—specifically, the proposed requirement that employees use the Department of Labor (DOL) form(s) when providing required documentation to certify Family Medical and Leave Act (FMLA) leave protection. The Grievance Arbitration and Tracking System (GATS) number assigned the dispute is Q06N-4Q-C 11002599, and local, related cases being held in abeyance should reference this number.

When a letter carrier is entitled to FMLA protection and USPS rejects the employee's certification that is otherwise "sufficient and complete" but contained in a format that is different than what the employer specifies—in this case the WH-380E or WH-380F—a grievance should be initiated specifying that the employer cannot mandate the use of a particular form.

On a separate issue, NALC has notified USPS that its proposed revisions to the process of medical assessments of employees being assigned to more physically demanding positions are not fair, reasonable or equitable and are inconsistent and in conflict with various provisions of the NALC-USPS National Agreement.

The change includes a new form to be utilized, PS Form 2485-C, where the employee is required to supply a medical self-assessment, in lieu of medical personnel performing such an assessment. Additionally, some of the questions on the form are inconsistent with the Rehabilitation Act.

On the revenue-generating side of the house, USPS has announced that a new shipping option, Critical Mail, will be available for Priority Mail Commercial Plus-approved mailers, beginning Jan. 2. Critical Mail is for high-volume mailers (shipping 5,000 or more pieces in a calendar year) who send documents, tickets and other urgent materials. The mail will be charged a flat rate regardless of domestic destination or weight of automation-compatible letters up to 3 ounces, and automation-compatible flats up to 13 ounces. Critical Mail comes standard with Delivery Confirmation, as well as Signature Confirmation and Insurance.

The pages of the *Postal Record*, as well as most branch publications, emphasize our efforts to right the USPS ship through collective legislative efforts. Just as important is capturing work to replace the loss of first-class letter-size mail. Here's a scorecard:

Region	Members	Carrier Corps	Corps %	e-Activist	e-Activist %
1	39,905	1,681	4.21	4,838	12.12
2	11,520	555	4.82	1,730	15.02
3	15,079	1,011	6.70	1,828	12.12
4	13,461	635	4.72	1,840	13.67
5	12,717	617	4.85	1,604	12.61
6	18,427	799	4.34	2,740	14.87
7	11,192	525	4.69	1,516	13.55
8	10,610	445	4.19	1,365	12.87
9	29,153	1,296	4.45	4,067	13.95
10	18,641	889	4.77	2,028	10.88
11	19,999	718	3.59	2,644	13.22
12	18,472	678	3.67	2,393	12.95
13	14,024	659	4.70	1,740	12.41
14	17,969	518	2.88	2,454	13.66
15	30,252	1,296	4.28	4,080	13.49

Customer Connect leads	11/27-12/3/10	11/20-11/26/10
Capital Metro	114	124
Pacific	178	131
Eastern	178	191
Great Lakes	171	124
Southwest	103	87
Western	164	89
Southeast	103	87
Northeast	147	99

Well-deserved acknowledgment is due to San Diego Branch 70, which routinely publishes the names of members who bring in sales through Customer Connect. As an incentive to other branches to do the same, let me take this opportunity to thank Branch 70 President Ricardo Guzman and the following members for working to protect six-day delivery for all of us:

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|-----------------|---------------------|-------------------|
| Noel Abugan | Jacqueline French | Alan Paulette |
| Robert Ackerman | Maile Geronilla | Darcy Penuelas |
| Alfredo Amador | Ricamela Gomez | David Porterfield |
| Joel Arias | Jackie Hansen | Rene Romero Jr. |
| Hector Baca | Juan Jacobo | José Siqueiros |
| LeAnne Brumley | John Keenan | James Stone |
| Vicente Corona | Barbara Lester | Rita Stoutenburg |
| David Crestik | Steven Linden | Ervin Taylor |
| Victor DeJesus | Juan Miranda | Scott Tuley |
| James Duran | Cory "Jason" Munday | Robert Valdez |
| Todd Edblom | Dzung Ngo | James Weaver |
| James Ellis | Jean Nord | Dean Weber |

Let's have a toast to these winners. ☒