



## JARAP 2011 and FSS route adjustment update

**I** am happy to report that as of May 2, letter carriers representing every USPS district in the country had completed the NALC COR technician training and the national joint training for JARAP 2011. The district evaluation and adjustment team training is underway. By the time you read this, the NALC guide for making route adjustments using the Carrier Optimal Routing (COR) program will have been distributed to all NALC representatives using COR in our Joint Alternate Route Adjustment Process.

Seventeen NALC activists with extensive experience using the COR program came from all over the country to the National Labor College (Meany Center) in Silver Spring, MD, to write *A Guide for Using COR*.

I'd like to take this opportunity to thank Dave Anderson (Milwaukee Branch 2), Todd Brew (Cleveland Branch 40), Art Hardin (Garden Grove, CA Branch 1100), Kevin Heyl (Pittsburgh Branch 84), Ken Hill (Bloomington, IN Branch 828), Patty Joseph (Fall River, MA Branch 51), Sarah Merkel (Seattle Branch 79), Laurie Miale (South Florida Branch 1071), Dave Miller (Indianapolis Branch 39), David Napadano (Region 12 RAA), Brian Renfroe (Hattiesburg, MS Branch 938), Chris Rummel (Dothan, AL Branch 1630), Mike Slavin (Detroit Branch 1), Stephanie Stewart (Des Moines, IA Branch 352), Charles Watkins (Dallas Branch 132), Jerry Woodard (Nashville Branch 4) and Jerry Ugone (Region 14 RAA) for all the time and effort they spent creating this tool for NALC activists. This group did one heck of a job!

The next step is to create a guide for letter carriers to use when routes are evaluated or adjusted both in and out of our joint process. We also plan to offer advice and information on how to deal with some of the problems that often occur on the workroom floor. We're going to get this guide put together and ready for distribution as soon as possible.

### Flats Sequencing System (FSS) route adjustment

As time goes on, more and more branches are faced with FSS implementation, which is then followed by FSS route

adjustments. Suffice it to say, there is a debate about how far the Postal Service's rights go under M-01643 when it determines the methodology to use when making initial route adjustments to accommodate FSS mail. How that debate turns out remains to be seen.

Meanwhile, don't take your eye off the ball. Make sure you focus on—and enforce—the second part of M-01643 (60 days after the initial FSS route adjustments). If the routes are improperly adjusted and you are unable to reach agreement on a joint approach to fix the problem, then submit a request for management to schedule a six-day route count and inspection. If they ignore us, we have no choice but to take some action to enforce our rights under M-01643.

You should start trying to talk to management at the local level somewhere between 30 and 45 days after the initial FSS route adjustment, where it's obvious that you have a problem. The point is that if you have improperly adjusted routes, make sure you know how and when the routes in your office are going to get straightened out before you reach the 60-day mark after the initial FSS route adjustments are implemented.

If you have improperly adjusted routes, you also may experience a different problem. You could see improper excessing take place. If this happens, you should consider disputing the improper excessing situation separately from any other matter related to FSS.

We plan to put a work group together using letter carriers from around the country to examine FSS implementation, similar to the way we created the NALC COR training. We're also going to try and find a way to track and follow the results of initial FSS route adjustments. We can stand on the fact that letter carriers have the right to routes adjusted to as near eight hours a day as possible when FSS implementation is completed. We're going to do whatever we can to help branches reach this conclusion.

**I hope everyone had a great food drive. I just want to thank all of you for participating again this year. It's a lot of work, but it sure does make you feel good, doesn't it?** ✉