



## Here we go again

**I**f you're an active letter carrier, then you should have received your copy of the *2011 NALC Letter Carrier Resource Guide* in the mail by now. We hope you find this resource to be helpful.

I'd like to take this opportunity to recognize and thank Patty Joseph (Branch 51), Cindy Kirby (Branch 47), Dave Miller (Branch 39), Brian Renfroe (Branch 938) and Jim Yates (Branch 6000) for all the time and effort they spent helping to put this resource guide together.

**By the time you read this, the JARAP-2011 route review process will have started.** If you have routes that are in need of an adjustment, the local office contact for your zone should request a route adjustment review. If you don't know who your local office contact is, contact your branch president for help.

The route adjustment review request form is NALC Materials Reference System (MRS) number M-01761. The form is available on the NALC website on the City Delivery and MRS pages.

**Last month, I wrote about the Postal Service's bad-faith bargaining display with respect to the Joint Alternative Route Structure Test, in which the NALC agreed to participate.** After opting out of this joint test, the Postal Service notified us by letter, dated Sept. 15, of its intention to test its "caser/streeter" concept unilaterally in 21 zones around the country.

All zones selected thus far are FSS sites that haven't received their initial FSS route adjustments. Since that time, we have received reports indicating that the Postal Service has canceled plans to implement this caser/streeter concept in six zones in the Denver installation.

We met with Postal Service representatives to discuss this matter. They informed us that the route adjustments they would be making were not initial FSS adjustments, but something else. They went on to tell us that they had their FSS route adjustments ready to implement, but were going to delay implementation until after their test was completed (which will be six months from now or more). They also informed us of their plans to announce additional non-FSS test sites in the near future.

Last month, I also wrote about a unilateral concept that USPS Headquarters sent to managers in the field while

the joint test was going on. We were not surprised to learn that the plan this time around is exactly the same as that concept. The USPS' plan is nothing more than a re-creation of past failures. It lacks the thought, insight and innovation needed to achieve what the Postal Service claims to seek. Instead, we have Delivery Redesign II to deal with. So be it.

On Sept. 28, we responded by filing a national-level interpretive dispute on the issue of whether the Postal Service may suspend compliance with the National Agreement under the guise of conducting a "test." NALC outlined three specific violations in the interpretive dispute:

- The test redefines the terms and conditions of letter carrier assignments. Article 5 of the National Agreement prohibits management from making unilateral changes to wages, hours and working conditions.
- Flat Sequencing System (FSS) sites that are included in this test will be unreasonably delayed in the compliance with the memorandum of understanding regarding FSS implementation (M-01643).
- The route adjustment methods proposed for this test do not comply with the *M-39* handbook.

We also expect an array of additional contract violations that are not interpretive, as a result of implementation of the caser/streeter concept. In conjunction with your national business agent's office, we will offer advice and guidance to the local branches involved.

If the Postal Service follows through and initiates its caser/streeter concept in additional non-FSS sites, we will respond in the same manner.

It's too bad the Postal Service can't see that if it is ever going to develop a better way to do our jobs, it will be done by the men and women who do the work. It really missed the boat on this one.

**In closing, I just want to say that it was great to see those of you who attended the rap session in Las Vegas last month.** I also want to thank all of you who are participating in our Save America's Postal Service campaign. Where are the rest of you? We really need your help! ☒