



Following the route inspection/adjustment process

The *2012 NALC Guide to Route Inspections* is now available on the City Delivery page of the NALC website. I want to take this opportunity to recognize and thank everyone who helped write, edit and produce this material. I'm not going to try to list all the names for fear of leaving someone out by mistake. However, I can report that there were several activists here at headquarters and out in the field who worked really hard to put this information together for you as quickly and thoroughly as possible.

We sincerely hope that you find the guidance on route inspections and grievance-handling assistance useful. This material should give you a good start addressing any problems associated with route count and inspections. Just remember to properly document any grievance(s) you file. This is the key to correcting errors made during the route inspection/adjustment process at the lowest possible step of the grievance procedure.

A copy of the new guide and grievance-handling disk were mailed to each branch president in branches with 10 or more total members. Additionally, a supply of these materials was mailed to each business agent's office. If you're from a branch with nine or fewer total members and you want to receive this information, just contact your national business agent and he or she will be happy to mail you the materials.

We figure that asking the smaller branches to call their national business agent's office to get this material will help us better monitor where route inspections are being conducted. Our goal is to follow every route inspection conducted around the country to its final conclusion and provide whatever assistance we can.

Each delegate who attends the national convention this year will also receive these resources and *much more* in your bag when you register. Please remember to bring the city delivery book and the grievance-handling disk with you if you decide to attend the City Delivery and/or Article 12 workshops.

The first wave of management's unilateral six-day route counts and inspections have been conducted and most places will have had route adjustments implemented by the time you read this. Once the Postal Service walked away from negotiations for a joint process, creating these

new resources was a race against time. Some of you received the new route inspection resources in time to fully use them and some of you didn't. I wish we could have gotten this out sooner, but we did the best we could.

The good news is that none of you has reached the final conclusion of the route count and inspection process. Right now is the time for most branches to look into the review of the route adjustments that were implemented in your office. If you determine that the routes in your office are not adjusted to as near eight hours work per day as possible, you should consider taking some action to get the situation corrected.

Section 243.6 of the *M-39* handbook requires management to make a review of any and all route adjustments and correct any mistakes that were made. This requirement applies to both traditional and minor route adjustments.

This issue is covered in Section 7 of the *2012 NALC Guide to Route Inspections* (pp. 84-88). You can look to the grievance-handling disk for additional assistance to complement the information in the guide.

Once again, this portion of the materials provided should be used only in the event that management makes improper route adjustments in your office and fails to come back and make further route adjustments to bring the routes to as near eight hours work per day as possible in a timely fashion.

The *M-39* handbook does not give a specific number of days for management to comply with the route adjustment review requirement after the initial route adjustments are implemented. However, the general advice is that management should correct any errors made in the initial route adjustments within two months of implementation. If this doesn't happen, you should investigate the matter and attempt to get any errors that were made in the initial route adjustments corrected at the lowest possible step of the grievance procedure.

Hopefully, the assistance provided will help you achieve resolution at the local level in places where routes are improperly adjusted. We'll see y'all in a few weeks in Minneapolis. I look forward to it! ☒