

City Delivery Route Alternative Adjustment Process 2014-2015



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In late September, we came to agreement with the Postal Service on a new joint route adjustment process for the remainder of 2014 and 2015 called the City Delivery Route Alternative Adjustment Process, or CDRAAP. The process is outlined in three agreements listed below by the assigned NALC Materials Reference System (MRS) numbers:

- **M-01845 – Memorandum of Understanding Re: City Delivery Route Alternative Adjustment Process – 2014-2015:** MOU establishing the CDRAAP for 2014-2015.

- **M-01846:** This jointly developed document provides the mutual understanding of the national parties

on issues related to the Memorandum of Understanding Re: City Delivery Route Alternative Adjustment Process – 2014-2015. It is intended for use by the parties at all levels in properly applying the terms of the City Delivery Route Alternative Adjustment Process.

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- **M-01847 – Memorandum of Understanding Re: Alternative Evaluation and Adjustment Processes:** This MOU gives the local parties the opportunity to develop a proposal for an alternate route evaluation and adjustment process. The local parties would then submit the proposal to the national parties for approval. If you would like more information, contact your national business agent.

These agreements are available on the City Delivery page of the NALC website at nalc.org/workplace-issues/city-delivery. I strongly encourage you to read these agreements, specifically M-01846, as it describes the new process in detail.

By the time we begin evaluating and adjusting routes under this process in January 2015, nearly four years will have passed since the signing of our last joint route adjustment process in 2011. So why a new route adjustment process now?

We have held firm to the belief that the best way to fairly adjust routes to as close to eight hours’ daily work as possible is for letter carriers to have an equal part in any route adjustment process and to value the actual time spent casing and delivering mail, as well as the input of the regular letter carrier on each route. The reason there hasn’t been a joint route adjustment process since 2011 is that the Postal Service hasn’t been willing to participate in a process that we believed would fairly adjust routes—until now.

After months of negotiations, we reached agreement on the CDRAAP in late September. The new process maintains the overall structure of the previous joint processes, as well as several positive elements that have proved successful in the past.

Two examples of this are the PS Form 3999 process and the daily posting of the Workhour Workload Report (All Routes) in each office. These components give every letter carrier the opportunity to review data recorded for his/her assignment on a daily basis and when a manager accompanies a letter carrier on the street to perform a PS Form 3999. This month’s Contract Talk section thoroughly explains the letter carrier’s role in each of these processes. I encourage every active letter carrier to read it and use the information to help ensure that the data for each assignment is properly recorded.

Several significant changes from previous joint processes were incorporated into the CDRAAP as well. A few highlights follow.

Longer process

The process goes through the end of 2015. While zones may be opted in from Nov. 3 through Nov. 21, 2014, all evaluations and adjustments will not necessarily begin at the same time. The district lead team will schedule evaluations to begin based on a number of factors, such as resources available (number of route evaluation and adjustment teams), availability of current representative PS Form 3999s—prior to beginning any evaluation, the district lead team should ensure that current representative PS Form 3999s will be completed timely, status of data preparation of zones using Carrier Optimal Routing (COR) for adjustment purposes and the requirement to have the adjustments for each zone implemented within 75 days of the start date of the analysis. The process is designed to use fewer adjustment teams over a longer period of time.

CDRAAP 2014-2015, continued

Data analysis review period

The most significant change is the data analysis review period. In previous processes, a period of two predetermined calendar months has been used. In CDRAAP, a randomly selected period of seven weeks plus a jointly selected eighth week of data will be used.

The process for randomly selecting the seven weeks is designed to gather data from weeks in up to seven available months (excluding the months prior to May 2014, as well as the months of June, July, August and December). If a full seven months are unavailable, multiple weeks will be selected from an individual month or months, beginning with the most recent available month. For example, if an evaluation begins in January 2015, one week from May 2014 and two weeks from each of September, October and November 2014 would be used.

Using weeks from multiple months going back will account for a variety of factors such as weather in different seasons and volume changes by season.

Street evaluation

In the past several joint processes, the team evaluating a route would consider the route's old base street time, actual average street time, PS Form 3999 street time and the regular carrier's input to determine a street evaluation. In CDRAAP, the team will consider the average street time from the eight weeks (seven randomly selected weeks and one jointly selected week), average street time from the jointly selected week and the regular letter carrier's input. The new process relies more heavily on the actual average street time of the regular carrier over a period of time and on the carrier's input.

Consultations

An initial consultation and an adjustment consultation will be conducted with each regular carrier or mutually agreed upon replacement carrier. The script for the initial consultation has been reworked to encourage the most accurate input possible from the carrier.

One major change involves which team will be conducting both consultations. Previously, local office contacts conducted both consultations. In CDRAAP, the route evaluation and adjustment team will conduct both consultations. It simply makes sense to have the people who will be evaluating and adjusting the routes talk to the letter carriers involved about their route during the initial consultation. Additionally, the route evaluation and adjustment team should be in the best position to answer questions about the proposed route adjustment during the adjustment consultation.

