Joint Workplace Improvement Process (JWIP)

Now that the 2016 National Agreement has been ratified, our focus turns to implementation of the new collective-bargaining agreement. This includes ensuring the accuracy of wage increases and associated retroactive pay, deploying the changes to certain provisions of the agreement and beginning the implementation of new processes contained in the agreement.

One such new process is called the Joint Workplace Improvement Process (JWIP). JWIP was negotiated to give us a defined joint process to address factors that contribute to poor working environments for letter carriers.

To be clear, this process in no way replaces or changes the existing related contractual tools. A comprehensive guide to these and other tools available to shop stewards called the 2016 NALC Shop Steward’s Guide to Preserving the Rights of Letter Carriers to be Treated with Dignity and Respect is available on the “members only” portal on the NALC website or by contacting your national business agent’s office.

“JWIP was negotiated to give us a defined joint process to address factors that contribute to poor working environments for letter carriers.”

JWIP is intended to be an additional avenue for addressing these issues. The memorandum of understanding (MOU) included in the 2016 National Agreement is printed to the right of this article. The JWIP MOU describes the parties’ commitment to such improvement and sets forth several factors that will be reviewed by the teams.

While the MOU contains a general structure, it does not contain a detailed structure like other joint agreements, such as the joint route adjustment processes, have in the past. This is intentional, as we will need flexibility in determining the structure of the process in different locations. Geography and the factors that need addressing in certain locations will be considered when the process begins.

We have begun assembling teams of individuals who have the skillsets necessary to successfully review and develop solutions in selected locations. Branches soon will be provided information by the national business agents’ offices on the site selection process. We look forward to using another tool to improve the workplace for letter carriers.