

City Delivery updates



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What a pleasure it was seeing so many NALC leaders and activists at the 2019 national conference in Denver. This was my second national rap session as the director of city delivery, and I was honored to be able to speak to the attendees. During this year's conference, my staff and I were privileged to share in a joint workshop with Vice President Lew Drass and his staff. Our workshop highlighted some recent activities in City Delivery and the Contract Administration Unit (CAU).

During the City Delivery portion of the workshop, we discussed two new USPS unilateral initiatives, consolidated casing and video technology testing. We also discussed the national-level grievances associated with these initiatives. On April 24, NALC filed a national-level grievance on the unilateral USPS consolidated casing initiative. This grievance is scheduled to be heard in arbitration in December of this year. Following the rap session, on Aug. 29, NALC filed a lawsuit against the Postal Service in the federal district court in Washington, DC.

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The suit asks the court to issue an injunction stopping the Postal Service from continuing its consolidated casing initiative until NALC's pending national-level grievance is resolved.

On Sept. 5, USPS provided NALC with a revised list of Phase Three locations for consolidated casing. This letter indicates that USPS intends to implement Phase Three test sites from Sept. 9 until Nov. 9, and provides no end date for testing. As of the writing of this article, USPS has implemented four additional sites: One each in Cleveland, OH; Milwaukee, WI; Oklahoma City, OK; and Baton Rouge, LA. A total of 12 test sites have been unilaterally

implemented since May 18.

NALC also has filed a national-level grievance disputing the Postal Service's usage of video technology relating to city letter carrier duties. This national-level grievance has not yet been scheduled for arbitration. Be sure to check nalc.org and our social media platforms for information and updates related to these national-level grievances.

Also during our workshop, attendees received updates on the Next Generation Delivery Vehicle (NGDV), Mobile Delivery Device (MDD) testing, Carrier Academy, and the new *Letter Carrier Resource Guide*. The *Letter Carrier Resource Guide* is available in PDF format at nalc.org/workplace-issues/resources/resourceguide/letter-carrier-resource-guide.pdf. In the coming weeks a print version will be available for ordering. Members can request a printed copy by logging on to the Members Only section of the website, clicking the image of the guide and selecting the checkbox. The guide will be mailed to your NALC address of record.

In addition, our class provided updated information regarding filling residual vacancies and statistics on city carrier assistant (CCA) conversions to career. The workshop included a question-and-answer period to allow attendees to ask additional questions pertaining to my department or the CAU.

USPS Initiatives

Since returning from the rap session, I have been notified of several new USPS initiatives. On Aug. 8, USPS notified NALC of its intent to launch a new mobile management application called Informed Mobility Safety Observation Tool (IMSOT). IMSOT will allow supervisors and managers to complete a PS Form 4584, Observation of Driving Practices, PS Form 4588, Observation of Work Practices – Delivery Services, and a PS Form 4589, Observation of Work Practices – General electronically using USPS issued mobile devices. This mobile option became available to management on July 29. Letter carriers may see management recording these activities on a hand-held tablet or laptop computer instead of the traditional hard copy forms. Usage of IMSOT does not change any handbook or contractual provisions related to these observations. Letter carriers should continue to perform their duties according to *Handbook M-41, City Delivery Carriers Duties and Responsibilities* as they normally would.

USPS also has introduced a new option for mailers related to Adult Signature Service. On July 29, USPS began offering mailers with an approved negotiated service

agreement (NSA) the option of shipping packages with adult signature 18 or older required or adult signature 18 or older restricted endorsements. Intelligent mail package barcodes (IMpb) on shipping labels will be updated to indicate whether the required minimum age of the recipient is 18 or 21. USPS states that MDD software will be updated to include requirements for this type of service. In addition, the PS Form 3849, We ReDeliver for You will be updated to include adult signature 18 or older. As the Postal Service implements the changes, delivery of current items with the adult signature requirement should be restricted to recipients who are 21 and older. The current adult signature required and adult signature restricted delivery service 21 or older will remain as an option for all customers.

On Aug. 1, USPS announced a system enhancement to the Integrated Human Resource System titled HERO, available to all employees, which may be accessed via LiteBlue. HERO is used to facilitate web-based training and provide record retention for all data previously contained in the Learning Management System (LMS). In July, USPS began implementing HERO system enhancements, including HeroProfile and Learning Portal, which allow employees to take non-postal training courses; connect with USPS leadership to promote their skills, abilities and education; and submit requests for a career conversation with their direct manager to discuss career goals. Letter carriers are encouraged to log on to liteblue.usps.gov to explore the HERO platform and review their training records for accuracy.

In a notification dated Aug. 19, USPS informed NALC of a new initiative for loading of Promaster vehicles using Ranger rolling shelf units and a loading platform. During this process, USPS will have clerks arrange packages by section onto the rolling shelving units during morning distribution. Clerks will use ring scanner technology and line of travel information to place the packages into predetermined locations on the shelving unit. Once distribution is complete, letter carriers will roll the shelves directly into the Promaster vehicle. This initiative began on Aug. 27, and no end date was provided.

On Aug. 27, USPS provided notification to NALC of its plans to investigate the feasibility of using unmanned aircraft systems (UAS) for delivery of mail and collection of geodetic/spatial data. USPS is submitting a request for information from industry experts and developers who are interested in providing aircraft and aircraft operations for testing. This is only a preliminary request for informa-

tion; however, NALC will be monitoring this initiative and any proposed testing closely.

Recently, there has been an increase in reports from the field regarding private delivery companies using USPS mailboxes for delivery of parcels. In response to these reports, USPS reissued instructions for city carriers to follow if packages are delivered to a USPS mailbox by a private courier and/or without postage. City carriers should collect these mail items and return them to local management for processing. *M-41, City Delivery Carriers Duties and Responsibilities*, Section 131.23 contains the guidelines regarding handling of these items.

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In closing, I want to thank the officers, staff and volunteers whose hard work made this national rap session a great success. Numerous hours were spent registering participants, conducting workshops and creating the materials used during the classes and general session. Many attendees volunteered their time to work at informational tables educating members and providing resources.

I would also like to thank the members who attended both the rap session and the workshops; your enthusiastic participation and thirst for knowledge made this event extraordinary. It was clear to me from speaking with the participants at the rap session that NALC is ready to meet the challenges ahead, and in our unity there is strength.