



Branch 1100 Bulletin

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FSS Route Adjustments

Branch 1100 has informed local and district management that it disagrees with the methods used to make the FSS adjustments. We believe that assignments have been overly adjusted making many routes overburdened. It is essential that you understand the strategy we will be using over the next few months and what your rights are.

Branch 1100 has filed a grievance over the method used to make the adjustments. Saying that the routes have not been adjusted to as close to eight (8) hours as possible. We will be asking that all assignments be properly adjusted and that any overtime worked because of these improper adjustments be paid at the penalty rate.

Your support is necessary. We need statements from every affected Letter Carrier. These statements must specify whether or not you agree with the adjustment, how long you believe your route was before the adjustment and how long it is now.

Post Adjustment Review

Within sixty (60) days of the

adjustment, the route must be reviewed to insure that they are as near to eight (8) hours as possible. If the local parties can not agree on a method to review the assignments the USPS must do 6 day counts.

Again, to be successful, your assistance will be necessary. After the adjustment takes place, we are asking that each Letter Carrier keep a daily log of work performed, volumes of letters, flats, parcels, accountable mail, mail curtailed, street time, office time and overtime used. Securing and keeping copies of your 3996 and 1571's will also help. There is a threefold purpose for this information.

1) We will be able to verify any documentation presented by management. 2) The proper information will strengthen the grievance filed over the initial adjustment. 3) Support the need for special route inspections for overburdened routes.

Overtime Work

There have been no major changes to the agreement concerning overtime work. If you are not on the list management must provide assistance if available. Here's how it works.

Before a Letter Carrier can be required to work overtime on their own assignment management must insure that the Over Time Desired List, (OTDL) works up to ten (10) hours. Before a Letter Carrier who is not on the OTDL is required to work overtime off their own assignment, management must work those on the list up to twelve (12) hours.

Work Assignment List, (WAL) carriers agree to work overtime on their own assignments, on their scheduled days up to ten (10) hours. WAL carriers and non-OTDL carriers should not be scheduled to work their days off unless the OTDL has been maximized to twelve (12) hours.

However, there are differences concerning holiday scheduling. And, PTF's, T.E.'s and casuals can be used in lieu of the OTDL for the purposes of providing assistance. This also applies to Letter Carriers in an under time situation.

Anytime that you are required to work overtime and not on the list you should report it to your steward. Anytime management works a non-OTDL Letter Carrier in your place, report it to your steward. Overtime grievances demonstrate that the routes were improperly adjusted.

3996 & 1571

All Letter Carriers are required to evaluate their work load and notify management of their need for overtime

or auxiliary assistance. If you believe that you are going to work over eight (8) hours in a day, you must submit a P.S. Form 3996, notifying management.

Although, management is required to give you a 3996 upon request, they are not required to agree with your request. Don't engage in arguments over 3996's. This is not an item for negotiations; you are only required to give an estimate of your work load when it exceeds eight hours.

If there is a dispute over the amount of time requested, inform management "you'll give your best effort" and that you will call in if you can't make it. Don't bring the mail back unless authorized. There is a National Level agreement that says, once you inform management that you cannot complete your assignment in eight (8) hours and they order you to complete the route. The permission to work overtime is inherently granted.

Request to see your steward and report on all cases where you are required to work overtime if you are not on a list. All cases where management resorts to intimidation and harassment should also be reported.

One of the options that management has is to curtail the mail. If management instructs you to curtail mail, complete a P.S. Form 1571. At the end of your tour request copies of the 3996 and 1571. Records of overtime work and curtailment will establish that the routes

were improperly adjusted.

overburdened.

Following through on the legal means at our disposal is the best way of insuring that we'll receive a fair days pay for a fair days work.

Branch Strategy

As you can see each of the items discussed overlap into each other. For our grievances to be successful we have to establish that the routes are

Don't engage in what could be considered time wasting practices. Take your two (2) ten minute breaks and thirty (30) minutes for lunch. Stop adding an extra time on the route.

Safety First

Crossing Lawns: You should cross lawns to deliver mail only if there is, in your opinion, no safety hazard such as a dog, slippery surface, uneven terrain or unusual obstacles, and if there is no objection from the patron. You're not required to jump over hedges, fences or plow through someone's plants.

Fingering Mail: Do not finger mail when walking up or down steps or curbs, when crossing streets, or any time it would create a safety hazard to yourself or to the public. You must not finger mail while driving or hold mail in your hands while the vehicle is in motion.

Street Crossing: You should cross all major streets, boulevards, expressways and highways at designated crossings. Do not jaywalk, you are not exempt from local ordinances that require you to use a cross walk. However, there are no statutes against crossing in residential areas when it is safe.

Heat Stress, Exhaustion and Stroke: Heat related injuries can be avoid if you consume fluids throughout the course of your street duties, especially on hot days. You are allowed comfort stops when necessary on the street.

Vehicle Safety: Drivers of Postal Service vehicles are required to follow all the rules of the road. Which includes a prohibition against double parking and using a red zone. Not only does it pose a

safety hazard, you can be ticketed and you will have to pay the fine. When you dismount, insure that your engine is off, gear is in park and emergency brake is set. Always wear your seat belts.

Lunch and Rest Breaks: It's important that you take your 10-minute street break(s) and a 30 minute lunch, to refresh and resupply. Fatigue is a major cause of accidents and injuries.

Delivery after Dark: If you are endangered by making deliveries at any time of day, curtail delivery and immediately contact your supervisor. You are not required to endanger yourself to affect delivery. You be the judge, if you can't read the mail, there's dogs out, gang bangers are following you down the street and you can't see were you're walking, chances are its unsafe! Remember you're the one who gets hurt.

Safe Practices: You now have an opportunity to build safety into your route. Take the time to be safe.