

# *Iowa State Association of Letter Carriers*



## *President's Report*

July 2009

As I write this article we're in the middle of the MIRAP process adjustments. It's amazing that despite the mail volume decrease; there are a few offices where time/routes will be added. Why and how can this be, asking the powers above? Duh, is the only response from those of us who've lived through the last decade plus, in the Hawkeye district, Management has avoided inspecting or adjusting any office where they didn't believe they could take hours out. Those offices that showed growth or significant mail volume increases were avoided like the plague. Even during the route adjustment process last fall, management chose not to include those offices in that process. This year, under the MIRAP agreement, all offices and all routes are to be adjusted! So, now it's time to pay the "Piper" and management is not thrilled. Tough, they created the situation; they created routes far and above 8 hours; they created auxiliary routes of 10 plus hours; now they wonder why we're adding hours to an office!

Of course one new weapon they're using is "COR", Carrier Optimal Route adjustment program. This program, when uncontrolled, will "Optimize" every route in an office, into what it deems the optimal line of travel. This is code for longer loops and less allied time. That, along with reshaping every route in a city, despite seniority, is doubling and tripling the amount of savings that the loss of mail volume is showing any routes to be short. This program can take away all driving from a senior carrier and leave him with all walking. Of course the argument is, they haven't changed his bid assignment because they left the route number, and perhaps even a few of his/her old deliveries on the route. Unfortunately for management, the MIRAP agreement, which allows for the use of COR, also requires it to be used in compliance with the M-39. Nor, does it stop the NALC member of the assorted teams, from validating that there are "actual" time savings, not just imaginary ones. Every time savings must be validated. End of story.

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Let's say that in a larger office, the COR program does identify "routes and routes" worth of savings. So, what was management doing in that office? What were the 3999's that were done actually for? What were the previous inspections and adjustments for? Why were thousand of street observations conducted? Seems to me, if the routes were that inefficient, that those managers who implemented, inspected, adjusted and observed, should either be reverted back to craft or just sent packing to the private sector. It's obvious that if massive changes need to occur, that management has failed and new managers (hopefully fewer) need to be brought in. Let's not reward incompetence. It's time to "cut the fat."

In the same vein, as we're adjusting routes to make them more efficient, isn't it also time to streamline management? Let's run a "COR" like program on management. As I've stated, over and over, let's track only the important data, not track all data just for the sake of tracking data. Let's look at the organizational structure. The post office has eliminated numerous districts and some BMC's. How about some layers of management? Why do we need a supervisor who's unable to make a decision; reporting to a station manager; who's reporting to a postmaster; who's reporting to a MPOO; who's reporting to a district manager. Not one of them being allowed any real power to make decisions. Let's just do away with some of these levels of bureaucracy, pull back the curtain and discover the one person who's making all the decisions.

OK, off my rant for the month. The post office is saving me a fortune in Therapy!

For those of you whom are interested, and you all should be interested, each branch, along with their percentage of participation in COLCPE, is now listed on the NALC web-site. You can find the data for your local branch under the legislative department. Please take a look at your branch and see where you stack up with the others in the state and across the country. When I

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look at our data statewide, I see we're falling behind several states which we normally have been ahead of. It's time to renew our commitment to COLCPE. We cannot afford to be politically inactive. Too much legislation directly affects both our benefits and retirement. If you've been meaning to donate, if you've put it off for whatever reason, now's the time. If you need assistance, you can contact your branch coordinator, branch president, or you can contact me through our web-site. Lastly on COLCPE, I'd like to send out a special challenge to our retiree's. In the past, when the NALC sent out their direct mailing request, it was our retiree's who led the way. This is no longer the case. Our retiree's have given much to this union, their time, their energy. They've fought the battles that have earned us what we receive today. Brothers and sisters, while we've won many a battle, the war still rages. So, I urge all of you retired members, to donate \$5.00 per month. Whether thru your annuity or checking account. We still need you! To you active members, is \$5.00 per pay period to much? How much is this job worth to you? Don't think for a minute that your donation doesn't make a difference. Your donation, much like in an election, where every vote counts, can make a big difference.

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