



# REGION 5 NBA REPORT



June 2011

National Business Agent's Report

NALC

The most pressing and contentious questions that this office responds to is why did the NALC sign off on the latest JARAP agreements and how can we make management abide by a cease and desist in regards to Overtime Scheduling? There is no single answer that would resolve this nationwide question. Numerous routes have been eliminated and many are now substantially different than before the RAP's. The fact is, this would have occurred whether there was a joint agreement or not! If we had not agreed to the RAP's, then management would have unilaterally inspected and implemented adjustments through the M-39. Can you imagine the thousands of grievances that would be created by this travesty and how many routes would have been taken out with the loss of volume that has happened? Then the question comes as to how long would have those cases lay in waiting for an Arbitration date while our members suffered? This would also be during the time the USPS continued to suffer a tremendous loss of volume.

With the latest JARAP agreement there is more control being passed down to the local parties which we believe will improve the process and provide realistic adjustments. You can be assured that this agreement along with MDA, Food Drive, Customer Connect, Carrier Alert, and the numerous other processes that we participate in will be part of the National Negotiations this fall.

The second question is more complex. We have won hundreds of thousands of dollars in grievance settlement. Our members who are not on any list ask us at the various State Trainings: Why should we have to work overtime, we don't want the overtime? Our Union Representatives ask: How can we make management stop this madness? The USPS has not hired letter carriers in approximately three years. Our craft is so understaffed that the staffing issue has reached an all time critical level. Management finds itself violating our contract due to their core mission of getting the mail delivered. Article 3 Sec. D (Management Rights), states: "To determine the methods, means, and **personnel** by which such operations are to be conducted".

What this says is that management is in control of staffing. The NALC cannot hire or staff, our mission is to police the contract and file grievances when there is a violation. We cannot force management to hire. What we can and will do is to enforce the National Agreement and file grievances asking for an escalating remedy when appropriate from those managers who do not wish to follow our present National Agreement. Hopefully, as a result of our upcoming negotiations on a new National Agreement the issues surrounding Article 8 violations will be addressed as well as the underlying cause of the violations.

While the negotiations for our new National Agreement will doubtlessly be contentious there are areas where we have reached agreement. The new Joint Alternate Route Adjustment Process (JARAP) 2011, for instance, was signed in March and is in full swing. One of the provisions of JARAP/2011 requires that when Carrier Optimal Routing (COR) is used to adjust routes it will be done jointly. This is a significant change to the process and will assure COR will not disadvantage letter carriers. To this end NALC and USPS provided joint training in Norman, OK to give the same COR training to both management and NALC technicians. The training curriculum was jointly created and presented. Region 5 sent; Rick Cooper (Central Plains), John Pfiffner (Hawkeye), Charlie Sexton (Gateway) and Jeff Rainey (Mid America) to the weeklong training and are fully certified to protect the interests of letter carriers as we engage in this latest JARAP and COR adjustment process. Another important change in JARAP/2011 is the review of 3999 data with the carrier. Within 3 business days (whenever possible) of performing a PS Form 3999, management will explain the examiner's comments and the reasons for any time recorded as nonrecurring street time, as well as any editing of the original PS Form 3999, to the carrier. The carrier will have the opportunity to write his/her comments on an attachment to the original unedited copy of the PS Form 3999. These two significant changes in the JARAP/2011 should prove invaluable in protecting letter carriers during this process.

NALC Leadership Academy:

I want to thank and encourage our newest Leadership Academy graduates. David Teegarden, Branch 30 Kansas City, Missouri & Larissa Parde Branch 08, Lincoln, Nebraska. Both just finished their last week of class and now they will have to work a week in this office this summer.

I also want to congratulate Kevin Holmes, Branch 5050, Ballwin, Missouri and Tina Hunt, Branch 343, St. Louis, Missouri who will enter the Leadership Academy this fall. These Brothers and Sisters are the future leaders of the Union Movement.

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