



THE BRANCH 324 BUZZ

January 2021



Ratification of Tentative Agreement:

The NALC held a RAP Session late last month for state and branch presidents to get detailed information out to the members for the ratification vote that should occur later this month. Information will be given out at the branch meeting on January 7th. If you would like to participate in the meeting via Zoom, send an email to meeting@nalcbranch324.com for the link. Please include your name and office location in the email.

Ready for a New Year?

It will be nice to turn the page on COVID-19, but we aren't there yet. We need to be vigilant in staying safe and following CDC guidelines along with guidelines ordered by the USPS Colorado/Wyoming District Manager. All of our offices have been affected by positive COVID-19 cases and it has been hard on everyone at every level. Stay strong and we will get through this together.

When will we get more help?

The training center (LDDC) in Denver cancelled all of the city carrier academies through December even though many offices had staffing issues and needed more CCAs to help with the workload. The academies will start up on January 4th and will run multiple classes weekly to get caught up. Greeley is getting several new CCAs in these classes and also a transfer from Fort Collins. Greeley should be fully staffed in the very near future. It was nice to see a full staff of CCAs in Fort Morgan this year. Sterling has had a few hurdles but everyone came together to get through the season. We need to work together and get the job done. It does get frustrating being short staffed, but we will get back to where we need to be.

How can I find out what is in our LMOU?

Each installation in our branch has their own LMOU (**Local Memorandum of Understanding**). All of them can be located on the branch website at www.nalcbranch324.com. In some of our offices, they have been placed in the back of the binder at each case. The LMOU controls what happens locally in each office between USPS management and the union. There are 22 items that are governed in the LMOU. The LMOU negotiations will be coming up after the National Agreement is ratified by the members. Please take time to look at the LMOU and see if there are any concerns or changes you may have and bring them up at a meeting. USPS and the NALC will have 30 days at the local level to discuss any possible changes to the LMOU at each installation. The parties may decide not to open the LMOU. Each installation will be different and committee members will be selected to be on a panel to meet with local management. If you are interested, come to a branch meeting and get involved in the possible changes.

Once the LMOUs are finalized, we will make sure the updated copies are placed in the back of each route book at every case in the offices.

KNOWLEDGE IS POWER

Is ignorance a defense?

There are times when something comes up and you don't know how to handle the situation. Ask someone. Talk to a fellow carrier, a clerk or a supervisor. Get some advice on what needs to be done? Don't deliver a postage due without collecting the money from the customer. If they don't give you the money, don't deliver the item. Bring it back and turn it into the carrier bar clerk.

If a piece of Express Mail doesn't show what time the guarantee time is, ask a clerk to verify. Don't let a failure come back on you.

We have many new hires in every office. If you don't know the proper process for a piece of mail, ask someone. Don't assume on the proper methods because that could get you in trouble if not done properly. The M-41 Handbook is at every case in every office, or at least should be. It includes all the rules for letter carriers and how to do their jobs. Knowing how to properly do your job takes time. You will get improper instructions not only from supervisors but also other carriers. Know the facts! Take the time to look it up for yourself. If it hits the fan, they will point it all back to you and your mistake. They won't take the blame for you.

Question: Why am I working that day?

If you notice something wrong on the schedule that was just posted by management or you feel there was a contractual violation by management, let your steward know as soon as possible. It is easier to fix an issue days in advance instead of hours before the day in question. Some carriers have said in the past they never check the schedule because they are not on the overtime list. We are working with management in several of our offices to personally notify the carrier if they are scheduled back for a holiday schedule. In some of our offices, we are working with management to update them on the LMOU for their offices because they have relocated from other installations. Always contact your steward if you have any questions.

Annual Leave Calendar

There is a designated 'Calendar Committee' in every office along with certain people who are in charge of keeping carriers listed on the annual leave calendar for scheduled leave. These carriers are the only ones who should be writing on the annual leave calendar in any office. Management shouldn't be writing on and/or making any changes to the annual leave calendar. It is written in many LMOUs that it is a joint calendar, but that is for the purposes of the scheduled leave. No one should be writing their own name on the annual calendar either. Sometimes it takes a little while to educate some of the new CCAs on how the annual leave calendar works. Work with them and help them.

