



# THE BRANCH 324 BUZZ



## October 2022



### When will TIAREAP start?

#### **NALC and the Postal Service have agreed to an alternate route evaluation and adjustment process**

In the July issue of the Branch 324 Buzz, we discussed the whole TIAREAP process and alerted all of you that joint route inspections will be coming in the near future.

At the current moment, there are no installations in our branch that have been selected for the October counts. The TIAREAP lead teams will be reaching out to branch presidents in October to plan for upcoming counts January - March 2023. If we receive notification that we are included in those counts, we will notify all of you.

There should be no route counts and/or territory changes in any office outside the TIAREAP process. If management is moving territory on any route in your office, please notify your union steward immediately.

There are several auxiliary routes throughout the installations we represent and it appears some supervisors are trying to make carriers deliver those routes as part of their own route. Depending on the situation, this could be a violation of Article 8 of the National Agreement and we need to file a grievance on that. **Notify your steward!**

Here are a few statistics you may be interested in. Throughout the country, there are 64,471 routes that have not had a route inspection done within the past five years. There are 77,528 routes that haven't had a one-day 3999 (street route observation) done in the past two years.

This is why it is so important to have proper data for your route prior to the route counts. Make sure your edit book is up to date and all of your deliveries are correctly specified in the edit book.

#### **ALWAYS CARRY YOUR SCANNER WITH YOU ON YOUR ROUTE DAILY**

If you need a scanner pouch, let your supervisor know. We've seen the program in action on a live route and feel good about this joint program. Carry your route everyday like you are being inspected. If you try to cheat the system, you are only cheating yourself and the service. You will probably get your route added to at the conclusion of the route counts. Customer service is the only thing we have the ability to control at the lower level on our routes.

### When will we get more help?

Our leaders at all levels understand we are understaffed and are working on that with USPS. The NALC is working with the USPS and consistently adding new installations where newly hired carriers are starting as PTF career carriers. The parties at the national level meet regularly and will be continuing to add more installations over the next few weeks.

In many of these locations, the carriers are being forced to work beyond the work hour limitations on a daily basis. If your office is short staffed and work hour limitations aren't being violated, the lack of staffing is possibly due to the lack of management properly hiring or not enough applicants entering the hiring process.

The parties at the national level understand that many changes need to occur to get the hiring levels increased. Negotiations for collective bargaining will begin February 2023. Included in these discussions will be bringing on new hires as career instead of non-career positions. Increasing the level of starting pay for new hires will also be on the table. All of us feel the pain of an office that is short staffed, especially the carriers working long hours and being mandated to carrier overtime when you're not on the overtime list. This is time taken away from you and your family. **You can't get that time back!**

Hopefully your local management has been working on getting new employees hired before the holiday season. We remember what it has been like for the past few years. Some have been more difficult than others. When we know more information on the updates from the national parties, we will get the word out to all the offices.

### Winter is coming....

Now is the time to prepare for the colder weather. Be sure to have what you need to be ready when it hits. Sometimes we are lucky and get a little taste of winter before it hits hard. Just make sure you are ready and help educate the new hires on what they will need to stay warm and dry with their new letter carrier duties. We could encourage everyone to find your cold weather gear, wash it and have it ready on a moments notice. Also start paying attention to the weather forecast daily.

If you are needing something from the uniform closet, please contact your steward or another branch officer to make arrangements to stop by the branch office to look at what we have in stock. Check out the website for contact information.

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