



The Slope

APRIL 2021

Route Inspections

Route Inspections are a huge process which involves many inspectors both outside of your station and the management of the station. Depending on which inspection is to be conducted, either an eight week analysis, full station inspection, or a simple 3999 a one-day inspection.

Instead of spelling out all the procedures involved with all the different forms, how to fill out the forms properly, what to do prior to the inspection, what to do during and after the inspection and most important thing, the consultation after. It might be a benefit to you to read about the 3999 one day inspection and the 1838 which will probably be the one conducted at this time. If there is a schedule for an all-route station, five day inspection or just a one day and want some information on the process, contact your Branch President, Steward, the Colorado State Association or the NALC Region 4 Business Agent's Office, we all would be happy to assist you.

3996, Carrier-Auxiliary Control Form

The M-41 Handbook, the carrier's manual, states in 131.41, it is the carrier's responsibility to verbally inform management in your opinion, you cannot finish your route in eight hours because of the volume of mail. Section 131.42 states that you should inform management well in advance so they can schedule assistance to help you or tell you why they can't give you help and what to roll. If you are denied having help, again inform management you will not be able to do your route without going into overtime. Don't get upset, don't yell, don't get stressed out, it's not your route it's the post offices route. You're just the caretaker on that route. That's why you fill out the 3996 to inform management in writing your volume, and the estimated time to finish. It is management's job to tell you what to do, what mail to leave, and if they authorize you to go into overtime. Make sure management gives you instructions on what to do, signs or initials the 3996 and get a copy for your records.

This is an example on how the 3996 is your friend. A carrier in my station had an eight hour route without any help to finish. A new apartment complex went in on his route which management just put on his route without any follow up inspection to find out how many vacant addresses, how many add on stops were added and if they even would fit in the only NDCBU on the block. The carrier tried to make it work but couldn't make eight hours. He informed management that he would need help every day to make his eight hours. because of the add on and that he would need a 3996 every day. Well, you can imagine that mgt. was not happy about it but as he warned them, he put in a 3996 everyday he worked his route. For an entire year he would put in his 3996 for his estimation on the time and volume and why he would need aux. help, every day, made sure he got a signed

or initialed copy of the 3996 with management's reason why they would deny his request for help or not authorizing overtime.

At that time, the full six day all route inspections were conducted, after the inspection, management is required to conduct a consultation with the carriers on their findings. Management tried to sidestep the consultations telling carriers they didn't need them. A grievance was filed on behalf of the carriers. The work up easy to present, the power of the grievance prevailed and the consultations started. Management hated me which made me feel good and the carriers happy.

The carrier in this story was called to have his consultation in front of two members management including the carrier and his steward. Everything was negative. Management had clock rings, volume reports for the days selected and even tried to use DOIS which was thrown out because they can't use the data. Nice try!

Management told the carrier that they will be adding on one hour onto his route and according to their data he "should" get done in eight hours. He excused himself telling them he had to get some forms at his case. Returning with a tub full of 3996's, he sat down and asked what date or dates they used for the determination. He had a 3996 for every date they cited for his volumes, times, standards that they tried to throw at him. The carrier shot down every day they cited, and the 1 hour management wanted to give him, --- he came out of the meeting with a 45 deduction cut from his existing route at which management couldn't dispute because all of the 3996's were **SIGNED**! Is the 3996 your friend? I would have to say yes. It's the controlling document on any overtime requested but it's your call.

NALC APP for you phone

There is so much going on in the post office that affects you. This information is vital and NALC Headquarters wants to keep you informed. The only efficient way to get the important info to you is the NALC APP. The App can be downloaded from your App store to your phone and is easy to set up. The subjects covered are huge and up to date with all that is going on. Once downloaded, you can pick the subjects you want NALC to send to you. There is a section that has the JCAM, Material Reference System (MRS), M39, M41, the new National Agreement, Resource Guide, cost of living info and many others. As much as I dislike cell phones, the App on my phone pulled me out of some sticky situations because I had it and utilized it. Check it out! If you need help setting it up, contact your Steward, Branch President, Colorado State Association, or your NALC Region 4 National Business Agent's office. Everyone is here to help you.

Further information is on the COSALC State Convention April 16 & 17th is on the website at www.cosalc.org. There is a tab just for the 2021 COSALC State Convention.

In Unity,

Todd Tucker
tucker@cosalc.org

