



The Slope MARCH 2021

The Colorado State Association's steward training class was a success. This type of training that was a virtual and for those who wanted, in the meeting room at the hotel. The State Association insisted that the carriers that attended use safe practices by wearing masks, use hand sanitizer and stay 6 ft. apart, there were no problems with the attending carriers.

Rick Byrne, COSALC Vice President, also doubles as the tech genius, setting up all the sound system with two screens with two projectors and two laptops, divided at both ends of the room running back and forth between them making sure all's working right. The Region 4 National Business Agents Office, John Robles and Dan Versluis did the training from their offices commented on how smooth it was but also said that they can't wait to meet in person again with all of you when things settle down with this dreaded virus.

DOIS, The Delivery Operations Information System

Over the years, the Postal Service has developed and used many different time-projection tools. The misuse of these tools by frontline supervisors has been the subject of multiple grievances that have risen to the national level. These tools have changed over time, with new ones constantly popping up in different parts of the country. While the names and methods have changed with each new projection tool, what hasn't changed are the responsibilities and reporting requirements outlined in Handbook M-39, Management of Delivery Services and Handbook M-41, City Delivery Carriers Duties and Responsibilities. What else hasn't changed is NALC's ability to challenge the use of any such projection as the sole determinant of a carrier's daily workload or its utilization as the sole basis for disciplinary actions. These issues have been settled many times in the past. To better understand this, let's take a look at a few past settlements on other time-projection systems:

- In 1979, the NALC and the USPS came to an agreement, assigned in the NALC Materials Reference System (MRS) as number M-00394, concerning the use of the Delivery Unit Volume Recording System (DUVRS). DUVRS was an early tool used to project office time for letter carriers. M-00394 states that DUVRS "will not constitute the basis for disciplinary action for failure to meet minimum standards" and that the program "will not constitute the sole basis for a carrier's leaving time."
- In 2001, a national-level settlement (M-01444) was signed regarding three different projection systems. M-01444 makes clear that these three projection systems "will not constitute the sole basis for discipline." The agreement also quotes Section 242.332 of Handbook M-39, which states: "No carrier shall be disciplined for failure to meet standards, except in cases of unsatisfactory effort which must be based on documented, unacceptable conduct that led to the carrier's failure to meet office standards." M-01444

also reinforced language agreed on in the 1985 national-level settlement M-00304, stating: "There is no set pace at which a carrier must walk and no street standard for walking."

- A 2007 settlement (M-01664) protected letter carriers from management's use of Delivery Operations Information System (DOIS) time projections. M-01664 states that DOIS projections "are not the sole determinant of a carrier's leaving or return time, or daily workload. As such, the projections cannot be used as the sole basis for corrective action." The settlement also makes clear that the use of DOIS does not change the letter carrier's or the supervisor's responsibilities and requirements found in Handbook M-39 and Handbook M-41.
- In 2011, NALC and USPS settled a national-level interpretive dispute over management's use of an "office efficiency tool" developed in the Greater Indiana District. This settlement (M-01769) is the latest in a long string of settlements designed to protect letter carriers from management's improper use of office and street time projections.

P.E.T. Performance Engagement Tool

The street time is also projected differently in certain locations. In some offices, supervisors will select one of four different street time options and apply that time to today's equation for PET to utilize in projecting the street time for that day. The four options are:

1. The average street time for the same day of the week for the previous six weeks. For example, if today is Monday, then one of the possible street time selections is the average street time recorded in DOIS for the previous six Mondays. If today is Tuesday, then the projection is the average street time recorded in DOIS for the previous six Tuesdays, etc.
2. The average street time for all delivery days during the previous six-week period.
3. The most recent PS Form 3999 time.
4. The base street time. As stated earlier, the dispute over the value of management's daily workload projections, such as DOIS or PET, has been resolved previously in agreed upon national-level settlements such as M-01664 and M-01769. National-Level Settlement M-01664 was signed on July 30, 2007 and National-Level Settlement M-01769 was signed on September 16, 2011. These settlements very clearly state daily workload projections by management do not determine a carrier's leaving or return time or daily workload. Despite this fact, we still have too many offices where these settlements are ignored and workload projections create a breeding ground for disputes when a letter carrier fills out a PS Form 3996, Carrier Auxiliary Control, requesting auxiliary assistance or approval to work overtime in order to complete their daily assignments.

1. Verbally inform your manager when you believe you can't complete your assignment in eight hours.
2. Request PS Form 3996. No matter what your manager says to you, say the words "I am requesting a 3996" and explain the reasons for your request.
3. Fill out the form completely
4. Keep your cool
5. Don't argue
6. Don't make any decisions

Letter carriers get paid to deliver mail. Managers get paid to make decisions.

Note: Never return mail to the office and leave it without getting instructions on what to do with the mail from a manager! Make a note of what instructions you were given and what time it was.

REMINDER:

The COSALC State Convention will be held in Pueblo Co. this year
There will be two hotels to choose from.

Spring Hill Suites by Marriot Downtown.
150 s Santa Fe Ave
Pueblo, Co. 81003
719-546-1234

Courtyard by Marriot Downtown
110 w. 1st. Street/ City Center Dr.
Pueblo, Co. 81003
719-542-3200

Both are 119.00 a night, check if you will be a delegate if so, a portion will be refunded, call and check with the Colorado State Association's website **www.cosalc.org** or you may call any officer.

When you call the hotels make sure to tell them the room will be for the COSALC/NALC (letter carrier) convention.

The convention will be held at the Convention Center just down a few blocks on the same street.

The COSALC has created a tab on the website just for the convention. All of the hotel information is listed there along with events that will be happening that weekend.

In Unity,
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