



The Slope MAY 2021

GPS

There have been some issues in the stations on the Western Slope with the GPS system. Management has been harassing carriers on what the GPS is reporting to management on how the carriers have been driving. Example, why do you make so many left turns, why are you backing up past the 50 ft. limit? Why didn't you stop at that stop sign, etc. When the GPS system came on board because I was a steward at that time, I was shown how the program worked. What I observed was a program that was very accurate and very reliable. When we were watching the screen, the station manager sent out a truck to a route unknown to all of us, only the supervisor that took the truck knew which route he picked then was instructed to do various turns, backing, etc.

As the station manager located the GPS signal from the scanner the supervisor took, the truck was identified, the route was shown and all the maneuvers that the supervisor did was recorded. The scary part was when the station manager smiled and said, "watch this", he zoomed in on the truck that the supervisor had and somehow, Bent? Or Bounced?, the signal to where I could see who was driving, if he was distracted, and yes, if he had his seatbelt on! This is live time, no delay. The only time the GPS is not live is when management takes a screen shot, a picture. I must admit, I was impressed, not only for the technology but thinking the Post Office finally doing something that might work. Only one time that GPS was wrong that was told to me was, a station manager got an email asking why his carrier delivering mail in the ocean off the coast of Texas for 38 sec. Funny thing was that his station was in Oklahoma, oops. I was down at the GMF for some training, I was shown the "war room" where the whole room was filled with 9 big screen monitors, each operator was assigned a different quadrant to watch us with a stack of folders for the problem areas and routes. Once the operator observes a carrier doing something wrong, according to him, he would e-mail the station manager the violation they observed and to discipline the carrier.

My thoughts on this are, the observer sitting behind the computer does not know what the carrier must do to deliver his route, dropping off their parcels, delivering the mail or having to back down a long driveway to drop off numerous large packages that a business had ordered, to their dock. Driveways I have seen are ¼ mile long ending at a gate with no turn around, you must back out. You would think that the supervisor that did your street inspection would make notes on the problem areas and not try to discipline you.

If management tries to discipline you solely on GPS data, they can't

without proof other than what GPS says. Any steward can punch holes in the discipline easily. If you are called in to the office for an investigative interview, first make sure and request your steward or if there is no steward take a trusted witness in to take notes. If management tells you no and will not let your witness in, request the Weingarten rights, have management call another station to get a steward to come in. This is your day in court. Example, Let's say why were you were stationary for 45 min.? Tell them you ate lunch then was rearranging your mail, restocking your tray or after lunch you were in front of an apartment box and didn't have to move your truck etc. be honest with them, my I dare to say, maybe they didn't know, document the address for the record, take a copy.

The M39, states in 134.1 objectives.

134.11 Street management is a natural extension of office management. All carriers are to be notified to expect daily supervision on the street just as they receive daily supervision in the office. For a delivery manager to fully understand and control the organization, the manager must be aware of any conditions that affect delivery anywhere within the service territory.

134.12 Accompanying carriers on the street is considered an essential responsibility of management and one of the manager's most important duties. Managers should act promptly to correct improper conditions. A positive attitude must be maintained by the manager at all times.

134.13 Conservation of energy is most important, and street supervision must also be directed to achieve this objective. Supervisors must not permit unauthorized deviations from the route, engine idling for excessive periods, wasteful driving habits, and unauthorized or excessive vehicle stops and moves on park and loop routes.

134.2 Techniques

134.21 The manager must maintain an objective attitude in conducting street supervision and discharge this duty in an open and above-board manner.

This means that if management is attempting to take corrective action on a carrier's unauthorized deviation from the route or a stationary event, it must be done in accordance with the M-39.

Much like the Step 4 ruling regarding MSP data, we should take the position that GPS data may not constitute the sole basis for disciplinary action. However, it may be used by the parties in conjunction with other records to support or refute disciplinary action issued pursuant to Article 16 of the National Agreement.

BACK PAY

The back pay from July, when the new pay rates were implemented, check this pay period to see if it is on it. The post office has been re-calculating the pay and wants to do it proper with no problems, that's why is taking so long.

To check, go to the NALC.org web site or your phone NALC app. Go to the News and Information tab, it is discussed there with the new rates.

FOOD DRIVE

The food drive has been post-poned again, the Governor has not opened the state to do this activity yet, but the thinking is, maybe in the fall time, cross your fingers. The Governor might let us do it then, but of course, nothing is for sure at this time with the virus. I will contact you when I know for sure, or check the NALC App. If you want to do something to help your local food bank, do it safely and make sure the NALC is not connected in anyway.

Be Safe, de-stress when you can, don't let this job eat you alive, because it can if you let it.

Todd Tucker,
tucker@cosalc.org