

Interim Alternate Route Adjustment Process

Guidelines for Carriers

As has been widely publicized in the NALC Postal Record, NALC Bulletin, and on the NALC Web Site, the NALC and USPS have recently entered into an Interim Alternate Route Adjustment Process to temporarily replace the normal route inspection and minor adjustment processes. The agreement states that both parties recognize the necessity of addressing the significant drop in mail volume which has taken place over recent months. A copy of this agreement can also be found on your local NALC bulletin board. This agreement negates the recently negotiated agreement between NJ Merged Branch 38 and the Central NJ District.

What is important for each carrier to understand is that an integral part of the process is the consultation held with each carrier. Your Shop Steward will be present for all consultations to provide information and attempt to resolve any disputes. During the consultation, each carrier will be presented with an office time and a street time derived from the time swipes of the regular carrier on the route during the months of May and September 2008. Each carrier will be asked to verify the accuracy of those times. **Despite what your manager may say, the Union has not agreed to these numbers. It is up to you to agree or challenge the numbers.** If the times appear to be accurate and fair, the carrier should confirm them as such. If the times do not appear to be accurate, the carrier should say so, and the swipes will be more closely examined. Disputes that cannot be resolved will be forwarded to the joint route adjustment team at the District.

Another important role of the carrier in the process is to confirm the integrity of the data, which are the time swipes used to produce the street and office times. Questions regarding the integrity of the data include issues such as amended clock rings, work hour transfers, and designation of work hour codes. In other words, had someone been swiping your card or changing your swipes? Were you told to go another function while you were casing or delivering mail? Is the FOT (fixed office time sufficient)? If not, why?

If a carrier does not agree with the street or office times presented, and suspects there may be a question regarding the integrity of the data, that suspicion should be raised during the consultation and noted on the form. As noted above, there are procedures in place to deal with any dispute that cannot be resolved during the consultation.

What is important to remember is that the consultation is the carrier's opportunity to either verify or question the times that will be used to adjust your route. The consultation is expressly being held to get your input, address your concerns, and answer your questions. Your Shop Steward will be there to assist you, but it is up to you to ask the questions and voice your concerns. Be sure to do exactly that.