

MEMORANDUM FOR POSTMASTERS, CITY DELIVERY OFFICES
LOCAL PRESIDENTS, NATIONAL ASSOCIATION OF
LETTER CARRIERS, AFL-CIO

SUBJECT: Joint Agreements

The NALC and USPS recognize that our continued existence as a viable organization is heavily dependent upon our ability to meet our customers' needs while empowering employees to levels not previously envisioned.

As many of you are aware, we have strived at the National level to obtain an agreement on the implementation of automation of letter mail on carrier routes. We agreed then, and we agree now, on three basic principles:

- Provide the best service to postal customers (mailers and recipients).
- Minimize impact on letter carrier craft employees.
- Create an opportunity for increased efficiency.

Our mutual hope is that the following agreements will provide a basis for trust and cooperativeness, and that they will form a basis on which to satisfy our customers' needs. While each agreement may not accomplish all that each party may desire, collectively they will form the basis for a positive working relationship of mutual trust and respect, and the foundation for continued empowerment of all employees.

Case Configuration/Letter-Sized Mail

This agreement provides for a standard definition of letter-sized mail and provides guidelines for conducting route inspections when letter mail is cased into four- and five-shelf case configurations that have been established as a result of a joint agreement.

Transitional Employees--Issue Resolutions

Provides information on the transitional employee and highlights areas of apparent disparity of interpretation where mutual understanding has now been reached. Further, this agreement provides that a joint booklet on the transitional employee will follow.

X-Route Alternative

An optional alternative joint process is provided for preparing installations for the future automated letter mail environment. This agreement has many unique features and should be reviewed in detail before deciding its applicability.

Delivery Point Barcoding Work Methods

This agreement recognizes the substantial contributions that city letter carriers can make in the development of new work methods. It provides a five-step process that ensures a review of alternative methods and continued upgrading of work methods as the process evolves.

Route Adjustments--The Future

The parties have fashioned an agreement that provides clear guidance on procedures to be followed when preparing future route adjustments for letter mail automation in delivery units not selecting the X-route alternative.

Hempstead Resolution--The Past

We are remanding all pending grievances on route adjustments to the local parties for resolution. The parties will be guided by the principles of the above-cited agreements and must take into consideration the following factors.

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- Was there a current event; that is, were the routes out of adjustment?
- How far in advance was the future event that was used to adjust the route? The parties have made no determination as to the appropriate time period.
- What was the projected timing of the upcoming event?
- What was the basis for determining the effect of the future event?
- How certain is that future event?

As you review each case, you will find that either:

- Management preplanned properly and the current structure is within the purview of this agreement; therefore, the current structure is valid;
- or
- Management preplanned inappropriately or time frames have changed, negating the validity of the adjustment.

It is your obligation to make these joint determinations and to decide what remedy to apply and how to fix the problem if one is discovered. The parties should consider the impact of any decision on our employees who serve our customers and the impact on the customers which they serve. If the parties cannot resolve these cases, they may be appealed to regional arbitration.

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 Assistant Postmaster General
 Labor Relations Department
 U. S. Postal Service

Vincent R. Sombrotto
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 President
 National Association of Letter
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9/17/92

Attachments

cc: National Business Agents,
 National Association Letter Carriers, AFL-CIO
 Mr. Caraveo
 Mr. Green
 Area Office Managers
 District Managers
 Field Division General Managers/Postmasters
 MSC Managers