

**USPS-NALC PROCEDURE FOR
DETERMINING INTERIM APPROACH**


The procedure set forth herein applies only to those routes on which no interim approach for handling unaddressed flats has been jointly selected as of September 26, 1997.


By letter dated September 12, 1997, the national parties directed that local parties without agreements make another attempt to agree upon an interim approach and that the regular carrier would determine the most efficient method while that effort was underway. If there still is no agreement between the local parties on an interim approach on a route as of September 26, the local parties will assess the efficiency of the approach which the regular carrier has selected as follows:

1. For each such route, all time used on the route on the first six (6) days unaddressed flats are delivered using the carrier's selected approach, including auxiliary assistance and overtime, will be averaged to determine the average daily total work hours used on the route on those days.
2. For each such route, the delivery unit manager and the shop steward will also review and average the daily total work hours used on the route on each of the six (6) days unaddressed flats were delivered immediately prior to August 4, 1997. This will serve as baseline data.
3. If the average daily total work hours using the carrier's selected approach do not exceed the average daily total work hours reflected by the baseline data, the carrier will continue to use the selected approach during the interim period, as long as the same level of efficiency is maintained.
4. If the average daily total work hours using the carrier's selected approach exceed the average daily total work hours reflected by the baseline data, the delivery unit manager and the shop steward will conduct a review to determine whether the increase in average daily total work hours is the result

of increased time in the office, or on the street. If the office time increased, the total volume delivered on the targeted unaddressed flat days during the two periods will be reviewed. If it is determined that the office time increase was not caused by a volume increase, or if it is determined that the carrier's street time increased for any reason, or if the carrier's same level of efficiency is not maintained as provided in paragraph 3 above, management will select the approach for handling unaddressed flats for the remainder of the interim period.

5. In the event that an affected route is served by a carrier other than the regular on the route, the career carrier who will be predominantly serving the route during the interim period will be deemed the "regular" carrier for the purpose of selecting the interim approach.
6. The approach used by the regular carrier will be used by the T-6 assigned to the route as well as any replacement coverage due to "opt" or assignment.
7. It is mutually understood that 1) this is an interim step pending the completion of the national level study to determine the relative efficiency of different approaches; 2) management may, during this interim period, continue to monitor any selected approach to insure continued efficiency; 3) the continued use of a carrier's selected approach is dependent on maintaining the level of efficiency demonstrated during the comparison period; and 4) agreements on the selected approach are made for the interim period only, and are made without precedent or prejudice to the national level study to be conducted by the national parties pursuant to the August 12 agreement, and are not citable in any manner in any forum except to enforce this agreement.


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