

National Postal Mail Handlers Union

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**VIA CERTIFIED MAIL# 7008 0500 0001 1194 7580
RETURN RECEIPT REQUEST**

December 6, 2017

Douglas Tulino, Vice President, Labor Relations
Patrick Devine, Manager, Contract Administration (NPMHU)
U.S. Postal Service
475 L'Enfant Plaza, SW
Washington, DC 20260

Dear Messrs. Tulino and Devine:

The National Postal Mail Handlers Union is initiating a grievance at the Step 4 level – in accordance in Article 15, Section 3D of the 2016 National Agreement between the NPMHU and the Postal Service – concerning violations arising from the Postal Service's plans to implement wholesale changes to work schedules, bids, and work assignments based on the results of its F-1 Scheduler. Because it appears that the results of the F-1 Scheduler are based, at least in substantial part, on changes to "work measurement systems or time or work standards" applicable to Mail Handler work, the Postal Service's has violated both the procedural and substantive components of Article 34 of the 2016 National Agreement.

More specifically, as the contents of the F-1 Scheduler have been explained by the Postal Service during several informational meetings and in several informational disclosures, much of the data input into the F-1 Scheduler for mail handler work is based on information about Platform Operations or Allied Labor that relies on Manual Staffing Inputs. For example, for Platform Operations, USPS representatives have explained that they have conducted time or work studies to determine how long it should take to load and/or unload particular trucks. Reference was made during our meetings to "minutes per trip type" and mail handler "input staffing requirements" for Platform and similar operations. A similar process was described with regard to PIV Inputs for Powered Industrial Vehicles. Again, USPS representatives

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explained that the Postal Service has changed its evaluations for some of the operations based on prior studies.

To this extent, the NPMHU contends that the Postal Service's establishment and implementation of these work measurement systems and/or time or work standards have not complied with the requirements of Article 34. In Article 34, the parties have recognized the principle of a fair day's work for a fair day's pay. In addition, the parties have agreed that the Postal Service may introduce new work measurement systems and establish new time or work standards. But the parties also have agreed to at least two major restrictions on the Postal Service's introduction of new work measurement systems or the Postal Service's establishment of new time or work standards.

First, and of most importance for present purposes, the provisions of Article 34 contain various procedural requirements that have not been met by the Postal Service with regard to its implementation of the F-1 Scheduler. To begin, before making any changes in current or instituting any new work measurement systems or work or time standards, the Postal Service must give timely advance notification to the Union. In addition, the Union must be kept informed during the making of time or work studies which are to be used as a basis for changing current or instituting new work measurement systems or work or time standards, and the Union may designate a representative to observe such studies in postal installations. With regard to the F-1 Scheduler, the Postal Service complied with none of these notification, information, or observation requirements.


Moreover, should the Postal Service determine a need to implement any new nationally developed and nationally applicable work or time standards, Article 34 requires that it first conduct a test or tests of those standards in one or more installations. The Union must receive at least 15 days advance notice of such a test. Article 34 also requires that the Postal Service will notify the Union at least 30 days in advance of any live implementation of satisfactory tests of changes in work or time standards. After receiving such notification, the Union must be allowed to conduct its own time or work studies, during a period not to exceed 90 days, and during this period the Postal Service may not implement its revised work or time standards. Again, with regard to the F-1 Scheduler, the Postal Service has complied with none of these prerequisites.

Second, Article 34 also contains a substantive requirement – that the introduction of new work measurement systems or the establishment of new time or work standards must be fair, reasonable and equitable. Although the parties at the National level are still discussing these matters, and the Union is still awaiting the Postal Service's disclosure of all relevant information that has been requested by the Union, the NPMHU currently is of the opinion that the new systems and standards being implemented through the F-1 Scheduler are not fair, reasonable and equitable, as those standards are set under Article 34.

The NPMHU and its representatives are available to process this grievance in accordance with Article 15.3(D) of the National Agreement. We seek an immediate meeting to discuss this grievance.

Thank you for your attention to this matter.

Sincerely,



Teresa Harmon
Manager, CAD

Cc: Paul Hogrogian, National President
Tim Dwyer, National Secretary-Treasurer
National CAD
Bruce Lerner, General Counsel