

FROM A TO ARBITRATION

EPIISODE 14-DEFENSES AGAINST UNAUTHORIZED OVERTIME WITH SPECIAL GUEST JASON ATCHLEY



OUR OBLIGATION WITH THE 3996

- **UNAUTHORIZED OVERTIME BEGINS IN THE MORNING WITH THE FILLING OUT OF THE 3996, AND THESE SHOULD BE FILLED OUT EVERY TIME THE CARRIER NEEDS ANY OVERTIME IN THEIR DAY**
- **THIS IS NOT A NEGOTIATION. THE 3996 IS THE CONTROLLING DOCUMENT WHEN IT COMES TO OVERTIME**
- **UNDER LINE K THE BIGGEST WORD IS ESTIMATED. WE CAN ONLY ESTIMATE TO THE BEST OF OUR ABILITY**
- **THE INSTRUCTIONS TO FILLING OUT THE FORM ARE ON THE BACK. USE IT!**
- **ALL CARRIERS MUST BE AWARE THAT THERE NEEDS TO BE NO CONFRONTATION WHILE SUBMITTING THE 3996 TO THEIR SUPERVISOR**

SUPERVISOR DOESN'T APPROVE?

- **IF YOU ASK FOR AN HOUR OF OVERTIME AND THE SUPERVISOR APPROVES ONLY 15 MINUTES, THEN THE CARRIER HAS FULFILLED THEIR OBLIGATION**
- **AT SOME POINT THE CARRIER WILL HAVE TO CALL/TEXT BACK TO THE OFFICE STATING THAT THEY ASKED FOR TIME IN THE MORNING, THEY ARE AT THIS POINT IN THE ROUTE AND WHAT SHOULD THEY DO?**
- **WE ARE CARRIERS, MAIL SLINGERS, WE DO NOT MAKE DECISIONS. THAT IS WHAT MANAGEMENT DOES. WE AS CARRIERS NEED TO MAKE THEM, FORCE THEM, TO MANAGE**

MANAGEMENTS RESPONSE AND HOW TO RESPOND

- 1. CONTINUE DELIVERING THE MAIL- YOU HAVE NOW BEEN INSTRUCTED TO KEEP GOING UNTIL THE MAIL IS DELIVERED, THEREFORE YOU ARE APPROVED FOR OVERTIME**
- 2. BRING THE MAIL BACK IN 8 HOURS, OR IN THE TIME THAT WAS APPROVED ON THE 3996. FOLLOW THE INSTRUCTION AND BRING THE MAIL BACK, OR DO THE OVERTIME APPROVED AND THEN BRING THE MAIL LEFT UNDELIVERED BACK TO THE POST OFFICE**
- 3. FOLLOW THE INSTRUCTION YOU WERE GIVEN THIS MORNING-THIS IS A CATCH 22. DO NOT LET THEM GET AWAY WITH THAT. ASK THEM TO BE MORE SPECIFIC.**
- 4. DELIVER ALL THE MAIL AND BE BACK IN 8 HOURS- THE ULTIMATE CATCH 22. INFORM THEM THAT THIS IS IMPOSSIBLE AND NOT ATTAINABLE. KEEP DELIVERING OR BRING IT BACK? IF THEY STATE THE SAME QUESTION AGAIN, HANG UP AND CALL YOUR SHOP STEWARD**

PS FORM 1017B, UNAUTHORIZED OVERTIME REPORT

- **A REPORT THAT MANAGEMENT FILLS OUT WHEN THERE IS UNAUTHORIZED OVERTIME**
- **THEY ARE SUPPOSED TO FOLLOW UP WITH THE CARRIER ABOUT WHAT HAPPENED THE DAY BEFORE**
- **THIS FORM SHOULD BE ON THE INFORMATION REQUEST FORM FOR EVERY OVERTIME GRIEVANCE**
- **DID MANAGEMENT EVEN FILL ONE OUT? WAS IT ACCURATE? WERE THE CARRIERS AWARE OR EVEN ASKED ABOUT ANY OF THEIR UNAUTHORIZED OVERTIME?**
- **WHEN THE QUESTION IS ASKED WHY DID YOU USE UNAUTHORIZED OVERTIME, THE CARRIER NEEDS TO ASK FOR A SHOP STEWARD TO BE PRESENT AND THIS SHOULD NEVER BE DONE ON THE WORKROOM FLOOR WHERE OTHER CARRIERS ARE WITHIN EAR SHOT**

COMBATING THE TOOLS THEY USE

- **M-01444 COVERS PIECE COUNT RECORDING SYSTEM (PCRS), PROJECTED OFFICE STREET TIME (POST) AND DELIVERY OPERATIONS INFORMATION SYSTEM (DOIS) AND STATES IN PART:**
 - **DAILY PIECE COUNTS, (DPRS) RECORDED IN ACCORDANCE WITH THE ABOVE-REFERENCED SYSTEMS (POST OR DOIS) WILL NOT CONSTITUTE THE SOLE BASIS OF DISCIPLINE.**
- **M-01664 COVERS DOIS AND STATES IN PART:**
- **THE DELIVERY OPERATIONS INFORMATION SYSTEM (DOIS) IS A MANAGEMENT TOOL FOR ESTIMATING A CARRIER'S DAILY WORKLOAD. AS SUCH, THE PROJECTIONS CANNOT BE USED AS THE SOLE BASIS FOR CORRECTIVE ACTION.**
- **M-01769 COVERS THE OFFICE EFFICIENCY TOOL AND STATES IN PART:**
- **THE OFFICE EFFICIENCY TOOL USED IN THE GREATER INDIANA DISTRICT OR ANY SIMILAR TIME PROTECTION SYSTEM/TOOL(S) WILL NOT BE USED AS THE SOLE DETERMINANT FOR ESTABLISHING OFFICE OR STREET TIME PROJECTIONS. ACCORDINGLY, THE RESULTING PROJECTIONS WILL NOT CONSTITUTE THE SOLE BASIS FOR CORRECTIVE ACTION.**

USING THE CONTRACTUAL LANGUAGE

- **M-00464 STATES IN PART:**
- **WE FIND THAT LOCAL MANAGEMENT CAN PROPERLY REQUEST LETTER CARRIER EMPLOYEES TO ESTIMATE THEIR WORK LOAD, TO THE BEST OF THE ABILITY, WHEN THE EMPLOYEES REQUEST OVERTIME OR AUXILIARY ASSISTANCE. THE INFORMATION OBTAINED BY THE CARRIER'S ESTIMATION IS NOT INTENDED TO BE USED TO DISCIPLINE CARRIERS OR TO SET WORK STANDARDS.**

USING THE CONTRACTUAL LANGUAGE

- **M-00326 STATES IN PART:**
- **A REVIEW OF THE MATERIAL SUBMITTED AT THE FOURTH STEP LEVEL INDICATES THAT THE GRIEVANTS DID INFORM MANAGEMENT OF THEIR INABILITY TO COMPLETE THEIR ROUTES IN 8 HOURS. FURTHER, IT WAS DEMONSTRATED THAT THEY WERE ORDERED BY MANAGEMENT TO COMPLETE THE ROUTES. (ALTHOUGH THERE WAS NO EXPRESSED AUTHORIZATION TO COMPLETE THE DELIVERY OF THE MAIL ON AN OVERTIME BASIS, THE PERMISSION WOULD BE INHERENT IN THE AUTHORIZATION TO CONTINUE DELIVERY AFTER NOTIFICATION THAT THE GRIEVANTS WERE UNABLE TO COMPLETE THE ROUTES.)**

USING THE CONTRACTUAL LANGUAGE

- **ARBITRATOR L. WOLITZ IN C-29394 STATES IN PART:**
- **WE MUST CONCLUDE THAT MANAGEMENT FAILED TO GIVE MR. ALEXANDER CLEAR INSTRUCTIONS AS TO WHAT TO DO WHEN HE COULD NOT COMPLETE HIS ASSIGNED DELIVERY WITHIN EIGHT HOURS. SINCE HE THOUGHT THAT THOSE WERE HIS INSTRUCTIONS, HE BROUGHT MAIL BACK. HE DID HIS BEST TO FOLLOW HIS INSTRUCTIONS AS HE UNDERSTOOD THEM. IF HE HAD MISUNDERSTOOD THEM, MS. BERKLEY HAD THE OPPORTUNITY TO CORRECT THAT MISUNDERSTAND. SHE DID NOT DO SO.**

IN CONCLUSION

- **USE THE 1017B ANGLE- DID MANAGEMENT DO WHAT THEY WERE SUPPOSED TO DO WITH THIS REPORT?**
- **DID THE CARRIER GIVE A REASONABLE EXPLANATION OF WHY THEY WENT OVER WHATEVER THEY WERE ALLOTTED THAT DAY- 3996 LINE J ITEMS AND DID THEY CALL BACK IN THE AFTERNOON FOR FURTHER INSTRUCTION FROM THE SUPERVISOR**
- **HOW MANY PARCELS ARE THEY OVER ON THE BASE AMOUNT FOR THE ROUTE**
- **THE PROJECTION TOOLS THAT MANAGEMENT USE ARE VERY INACCURATE. CARRIERS CAN ASK TO CHECK THE WORKHOUR WORKLOAD REPORT FOR DISCREPANCIES DAILY**
- **PUT IT BACK ON MANAGEMENT TO MAKE THE DECISION OF WHAT TO DO WITH THE MAIL AND OVERTIME**
- **FOLLOW THE INSTRUCTION TO THE BEST OF YOUR ABILITY**
- **USE ALL THE STEP 4 SETTLEMENTS IN YOUR GRIEVANCES EVERY TIME**