

Greetings from Lakeland District!

Submitted by Julia Doggett

RSD=Rural Street Database. If you are in a study office you will become very involved in this piece of the engineered time study. Lakeland District has 24 study offices that are now beginning to step in to the phase of using the breadcrumb data that is being collected by their MDD devices and through the additional scanning and carrying of the GPS devices that the carriers in these offices have been required to do for the study. Thank you all for your time and diligence in regard to the extra work you have been required to perform.

As we all know, our current evaluated system is in the throes of being recreated; to better and more accurately reflect what we do every day, based upon sound principles and fact, using tested engineered standards. It has been said that a number of our current time standards have roots back to the 1950s; so yes please, it is time to update and create a better system to determine the value and worth of our job.

But in order to get this done properly, there are steps to take, and one of them involves these 24 study offices. In order to accomplish the task of this part of the study required by the engineers, the 180 carriers assigned to the routes in the study offices will be adding information to a database, (the Rural Street Database) requested specifics about the deliveries and placement of traffic control points on their routes. Other information has already been collected and entered in to the database by the MDD scanner, PS4003 and route edit book. Prior to entering this additional information, there is a lot of prep work required, so if you are in a study office, please take to heart.

Your line of travel from your PS4003, sequence of deliveries in your edit book and the manner in which you physically deliver your route **must** match. You must carry your scanner with you at all times while delivering your route, even if you have an item to deliver to the customer's door that doesn't require a scan. The MDD scanner is tracking your every movement, breadcrumb data is being collected by satellite pings that occur once every minute; and this information is being downloaded in to the database. If you have the hockey puck style GPS device, keep carrying it in your vehicle; it collects this same data but on a more focused scale, by pinging off satellites 10 times every minute. The more accurate the breadcrumb data that is being collected, the easier time you will have when you head in to begin populating that additional data about your route, in to the database.

Even if you are not in a study office, your paperwork should still be in proper order, and you should be delivering your route as the line of travel indicates. We are in a time of complete transparency; our employer has use of a mapping system that shows in live time, where we are, how long we are sitting in one place, which way we are going; if there is a more efficient way to deliver your route, let your manager know so it can get corrected on your PS4003.

Also please make sure your edit books are up to date, deliveries coded as active or not if vacant for longer than 90 days, make sure your book is submitted at proper intervals to ensure your route is correct and you are being properly compensated for the number of deliveries you have. We steward(s) hear too often of delays in the processing of edit books where a grievance may need to be filed to make sure if a 60-minute change occurs at the time it is processed, it is correctly back-dated to the time the book should have gone in with the additions. (Ref-Article 9.2.C.10)

Another area of issue where we see unfortunate delays in processing, is when a temporary route deviation occurs. (Ref-Article 9.2.C.13) Route deviations may occur due to road construction, bridge out conditions; any event that causes a carrier to deviate from their normal line of travel for an extended period of time. After 30 days of such an event, the additional mileage caused by this deviation must be added to the route evaluation, and the salary of the route adjusted accordingly. Once the deviation ends, the route is readjusted back to the original mileage and the salary adjusted at the beginning of the first full pay period after the deviation ends.

SPM SCANS

Recently, an MOU was drafted regarding the SPM scans and how it had been agreed upon at the beginning, that we would be compensated for the events. The MOU clears up the fact that we should be compensated for ALL events, whether they were completed work orders or events where we had to hit 'escape' because we were nowhere near the delivery point. If you tracked these 'escape' events and were NOT compensated for them, your manager should be paying you for them now. If you were instructed not to notate them on your PS4240 but tracked them elsewhere, request compensation for the events. If you did not track them, there is a method to use to determine how many you may have had; contact your steward for further information on that matter or if you are having difficulties in receiving proper compensation for those non-compensated alerts.

GUARANTEE YEAR & HI OPTION

The beginning of the new guarantee year starts in PP22, on October 15, 2016. The table of evaluated hours for regular routes can be found under Article 9.2.C.6.a. There are segments of standard hours on this chart, that overlap, and if a carrier qualifies for the option, can choose to place their route in the higher classification of this table. The qualifications are the carriers work hours will not exceed 2080 during the guarantee period; this determination can be based upon the carriers' performance during the previous year. The carrier must commit in writing to use sufficient annual leave to ensure the total work hours will not exceed 2080 over the guarantee year, and the carrier must have a minimum of 10 years beyond their retirement computation date. (found in column 17 of the PS Form 50). Prior to the beginning of the guarantee year, if a carrier is eligible to take high option, management must arrange a meeting with the carrier to discuss the requirements for taking the higher route classification option. At this time if the carrier chooses to take the higher option, the written commitment is made and the higher option is put in place at the start of the guarantee year.

SAFETY

No article is complete without a word about safety... Apparently Lakeland District is on the list of highest number of accidents out of all the districts. As stewards, we are seeing many carriers being disciplined for safety infractions, vehicle accidents and the like. If you have low hanging branches you must pass on your route, please notify your manager so they can see to it they are trimmed. Many mirrors on LLVs are damaged by these low hanging branches, and carriers disciplined for the damage. Also, avoid backing your vehicle when it is not part of your authorized line of travel. Some routes have locations where there is no choice but to back up, but it should be indicated properly on the PS4003 line of travel. Otherwise, if you missed a package delivery, go around the block to get back to the delivery point, and don't pull up in to driveways unless you are authorized by management to do so. Please wear your seat belt, more carriers survive accidents who remain in the driver's seat, who are held to it by their seat

belts than those that get thrown from the vehicle. Please be safe, get home to your family unscathed and in one piece, every day.

Julia

Without unions, workers will lose many of the protections against abusive employers. Wages for all will be depressed, even as corporate profits soar. The American Dream will be destroyed for millions. And we will have a government of the corporations, by the already powerful, for the wealthy. —*Kenneth Bernstein, teacher and blogger, in a 2011 [CNN.com opinion piece](#) on the Wisconsin measure to strip public employees of collective bargaining rights*