



Involuntary Reassignments Part-3



Since first reported to the membership in a posting on 6/11/14, the Postal Service is moving forward with their plan to “involuntarily reassign” mail handlers from Tour 2 and onto both Tours 1 and 3. The number of Tour 2 mail handlers identified by the Service as impacted has remained the same; 18-Level 5, and 58-Level-4 mail handlers. These numbers were disseminated on the July 11th posting despite a number of issues that still needed to be resolved including who/what areas were identified as being impacted, scope of the impact, and the efforts to ensure that impact was kept to a minimum. While management indicated that they wanted to retain mail handlers at the 6:30am start time, the preliminary reversions indicated the movement of some 6:30am bids to 8:30am but also the movement of some 8:30am bids to 6:30 am. Which, clearly made no sense and was challenged immediately by the Union. Since management was changing start times on bids, they were required to offer these jobs to the incumbent based on the change being more than 1 hour but less than 4 hours. These letters went out last Wednesday, albeit prematurely, as there was no clear resolution on all the jobs whose hours were being shifted.

The details on how and when the expedited bidding and the bidding on the newly created/reposted positions was still in flux until late last Thursday July 24, 2014 after management had a telecom with Shared Services. It would have been irresponsible for the Union to post information that had not been finalized and could potentially change, solely to appease individuals who are reacting to rumors and innuendos. No information was withheld from the membership, this has been a consistently shifting series of events with multiple timelines and impacts which required daily dialogue and numerous meetings with management in order to ensure that management was keeping impact to a minimum and if there was impact, that it would be by juniority.

Another meeting was scheduled between Local 308 and the Postal Service on Tuesday afternoon 7/28/14 where the dates when the expedited bidding and the reposted/newly created jobs would take place and go into effect. **At no time during any of these meetings/discussions did the Postal Service ever indicate that there could be mail handlers excessed from the NDC.** It wasn't until Tuesday, at the town hall meeting on 7/28/14 that the Union was made aware of the potential for employees to be excessed from the NDC. The Union demanded and received clarification on this potential excession event immediately after the meeting. At this point the Postal Service has not initiated the steps required for an excession event which would trigger notification at the regional level. Again, this has not happened at this point and in the event that it does occur, the membership will be notified immediately.

The Postal Service has notified the Union that they will be mailing out letters this coming Friday, August 1, 2014 to mail handlers whose bids have either been abolished or a change in the non-scheduled days has occurred, which requires, by contract, that the job be reposted and available for any mail handler to bid on. The next round of bids will be automated and open to all mail handlers across all tours and will go up on 8/21/14 through 9/2/14. The expedited bidding, which will be restricted to Tour 2, will be from 10/2/14 through 10/14/14 and this will also be automated. It is extremely important that any mail handler that has not updated their pin/password through liteblue do so asap to have access to the automated bidding. If any mail handler requires assistance with this please contact any Union representative. As always contact any Union representative with any questions or concerns.

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