



## THE F1 FOLLY BEGINS

The impact of the F1 Labor Scheduler has reached our facility and unnecessary disruption to Mail Handler lives has begun. The first phase of F1 Labor Scheduler implementation is the movement of the 10.00 APBS Mail Handlers bids to a 12.30 start time. The Union has discussed these movements with local management, and although we do not agree that these changes are necessary, we will ensure that implementation is contractual. So, without getting too far off track, I will offer a brief explanation of the contractual mechanics of this specific movement.

First, the change in start times is 2 and a half hours. This change is covered by Section 12.3B6 of the National Agreement as follows;

*B6 No assignment will be posted because of change in starting time unless the change exceeds an hour. Any change in starting time that exceeds one (1) hour shall be posted for bid, except when there is a permanent change in starting time of more than one hour and up to and including four hours, the incumbent shall have the option to accept such new reporting time. If the incumbent does not accept the new reporting time, the assignment will be posted for bid.*

Those Mail Handlers who held bids at 10.00 with the same fixed days off as one of the proposed 12.30 bids were offered the opportunity to voluntarily accept a 12.30 assignment. The 10.00 bids whose fixed days off did not match one of the 12.30 proposed bids were abolished in accordance with 12.3B4;

*B4 When it is necessary that fixed scheduled day(s) of work in the basic work week for a craft assignment be permanently changed, the affected assignment(s) shall be reposted. The change in work days shall not be effected until the job has been posted.*

The Mail Handlers who encumbered the abolished bids will become unassigned regulars.

Because Mail Handlers are being excessed from their section (Tour as defined in the LMOU Section 2P), Sectional, or expedited bidding would normally take place. In this instance, the impacted Mail Handlers were all junior, so there will not be Sectional bidding.

Those Mail Handlers who voluntarily accept the 12.30 bids will not have retreat rights. The Mail Handlers who do not accept the voluntary move to 12.30 will have retreat rights as described in Section 12.6C4c;

*C4c Such reassigned full-time employee retains the right to retreat to the section from which withdrawn only upon the occurrence of the first residual vacancy in the salary level after employees in the section have completed bidding. Such bidding in the section is limited to employees in the same salary level as the vacancy. Failure to bid for the first available vacancy will end such retreat right. The*

*right to retreat to the section is optional with the employee who has retreat rights with respect to a vacancy in a lower salary level. Failure to exercise the option does not terminate the retreat rights in the salary level in which the employee was reassigned away from the section.*

Other changes attributed to the F1 Scheduler are the abolishing and reposting of the Tour 2 PARS Prep job due to a change in fixed days off, and, I was informed this morning that the SPSS 18.00 bids will be changed to 18.50.

These changes are all being made in the name of F1 Scheduler compliance and it is likely that more changes are coming. As I stated earlier, the Union does not agree that most of these changes are necessary or constructive. Most of you heard in last week's stand up talk that Lancaster currently ranks 3<sup>rd</sup> in the country in Priority Mail and is consistently in the top 5. It might seem to anyone with a lick of common sense that "If it ain't broke, don't fix it", but by now we all know that Postal Headquarters operates under the "We'll fix it til it's broke" operating model.

Do not hesitate to contact this office with any questions or concerns on this matter.

Shelby