

Bay Valley meeting 1-20-12

NAPS, NAPUS representatives. Charles Patterson, Tom Wong, Lois Johnson, Bess Lewis, Frances Barfield, Marilyn Walton
USPS: District Mgr, Sr Plant Mgr, NDC Plant Mgr LR, Mgr, Mgr HR, Manager Marketing, representatives Oakland PM, Mgr Finance,
two BV MPOOS

Bay Valley USPS/NAPS Quarterly Meeting Oakland GMF Rm. 304

Introductions. & Welcome

Clarification on miss-communication BV will communicate the same way as in the past meeting will start with Management Association issues then USPS 2012 updates:

NAPS concern:

Complaint was sent to PMG (Wash DC). Supervisor received discipline appears the agency did not stand by EAS, Eric LR is aware of the case

Kim - response feels allegations are just that allegations until shown there is a chargeable offense. Supports a full and fair investigation before an action is taken. If proven untrue the agency will support the EAS.

NAPS -non competitive lateral reassignment SOP HR pull info from ELM Lateral request to HR, MPOO Request goes to area (with SWIC review) and then to headquarters, has to be an authorize position.

NAPS wants agency to follow the process.

Problem may be offices requesting filling vacancies are not doing swics (as required by the BV SOP) prior to submitting the lateral request. Manager HR handed each participant a copy of the SOP on Non-Competitive Lateral Reassignments.

NAPUS concern: OIC assignments lower level PM's are asking for first consideration on OIC assignments instead of the District offering the OIC to EAS -17's. NAPUS is attempting to support lower level PM's get opportunities for promotions.

Request on postings what is hold up on 16 & blow offices? Due to future closings USPS are reviewing/confirming authorized positions. Process for review to postings is approximately 2 months.

Task checklist for postmasters, compiled by the League of Postmasters is available on the BV web page. List all of the required, daily/weekly/monthly tasks PM is required to perform.

Postmasters concerned about Replacement vehicles for PM offices - there is a 3% count of extra vehicles. DM communicated there will be no extra vehicles provided to officers

District recommends sharing other offices vehicle (sometime there are call ins) H Q and area are monitoring excess vehicles reason why we cannot have extra vehicles

USPS Stats:

Service Up Cost down

24 hour clock - big issue we need to adhere to 24 hour clock goals to stay on track.

Collection serious decline in cancellations by 2000 Volume decline and cancellation decline by 50% Recent review of cancellation day after holiday (MLK) carriers did collections on the holiday Collections, but review determine collection did not start on time.

If Collection starts on time all transportation will result in collections arriving to the plant on time.

Review of failed holiday collection found most offices collections were pull late 90% of the time (300 collection trips on the holiday) 60% of mail coming in after 6:00pm Supv need to monitor CPMS (scanning data). Need to focus on trips starting at 1:00, 3:00, 5:00pm.

When an office takes a box out they need to do a 3999B. Main concern must hit the first box on time? Start on time and end on time for each segment Carriers off street help the mail flow

Changed parcels flow - parcel up time- parcel up times changed 8:15am

No delays no curtail (a goal)!

District focus:

- IMB intelligent mail barcode. Now use this system over EXFC. There are IMB EXFC reporters/testers in the field

- Currently only 2 tours in the plants and they are mixing all flats, cannot curtail mail District (Kim) will take the hit on OT, past 1800, We don't need to take a hit on service
- Serious focus on 24 hour clock

Question (from Postmasters)? Any way to advance more mail on Saturday?

Response: Volume mailers drop their mail on Thursday/Friday each week 80% priority mail is before 3:00pm. Why is it coming in late? District cannot mandate volume mailers to change when they send in mail.

Office should be completely clean of all available mail on each truck

- OND service problems doing okay if we use system compliances, when there is a non compliance to the processes we have problems

Stick to process. Don't send loose letters in a 775 tub. Loose letters in 1046 hamper only

- 2-day scores some issues
- Standard performance is poor
- 3-day service is in a decline - plant issue to work on Priority mail growth product
- First class mail has decline 50% we are partnering up for FedEx with Smart Post. Also UPS - last mile and exclusive with Amazon.com To be successful we must Scan our tracked mail Needs a bigger processing window for priority packaging
- Parcel Select is doing well. Need to watch mailers who are dropping mail between 8:00-10:00am.
- 98% scanning on Parcel Select Express mail BV in second place Now measuring commercial mail dock scan starts the clock needs to clear the plant 24 hours and delivered within 48 hours (first class and standard) Netflix is the only Originating commercial mailer in
- Oakland BV is suffering on the standard some color code issues on T-3 Many broken processes impacting standard There is an expectation on "0" delay, curtail mail each day 5% failure on last mile DPS mail FC & Standard Flats are doing well overall Need to share the information with peers
- BV Costs currently 1 million over budget
- FSS impacts are costing budget in adjustments
- Focus on OT - Function 2 OT. Maxed out on TE hiring. Reviewing unassigned regulars including limited duty
- Permanent and stationary (category of personnel) ELM 546. Currently down 50% focus on reducing this staffing will come from unassigned regulars and accessing from other crafts.

MPOO will request PSE's for postmasters a contract is sign agreeing to reduce OT NIFTIES. How many? Where you have Nifties you cannot call OT on non ODL people

Retail revenue is doing great out sold express & priority Concern with haze mat over the counter Retail clerks performance is outstanding Mystery shop scores are down quarter 1 & 2 Sox compliance - need direct communication with the clerk on review. Need to stay updated on Sox compliance Move to competitive P O base pricing trying to undercut mailing box services Missing information report needs to be updated Changing 74 offices opening or closing retail times. All offices all related operations have been briefed. Public has been notified. Feb 21st new hours will change (not a reduction in hours, it is flexing the hours). Shifted 147 hours to help offices with allied hours Consolidations/closure's.

Article 7 - Documents must be kept to avoid grievances

Closing Kim

Must provide a premier service, have to work on cost. Need to work as a team

Marilyn Walton

Sent from my iPad