

Postal Worker West

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MAJOR DISRUPTIONS HIT POSTAL WORKFLOORS

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SPECIAL EDITION

The Postal Service is abolishing duty assignments all across the country under the instruction of higher level management.

According to postal officials USPS is using two applications called Workforce Dashboard and Job Bid Management which they claim does not change staffing or earned hours criteria.

To postal workers these applications are direct hits on their daily postal life resulting in whole sale abolishments of bid- ded assignments. From the east coast to the west coast major disruptions are occurring. Often with little or no notification to the local unions.

On March 19th the Region received an inquiry from the L.A. Local on the Work floor Dashboard system. Regional Coordinator Omar Gonzalez contacted APWU HQ and soon after investigation was launched.

Postal HQ Claims No Impact

On April 3rd USPS HQ claimed that the *Workforce Dashboard* App uses on-roll complement data, Actual vs Earned complement, job postings, conversions, reversions and abolishments along with vacancies.

The other application, *Job Bid Management*, displays vacant positions, earned complement data (from the Dashboard) to use for requesting posting and a reversion module supposedly to track CBA reversion requirements.

The implementation of these applications are hitting at the same time the Moratorium on Consolidations expires.

Locals Issued Directives To Fight Back

The Union has issued directives to the field on development of proper defenses against complement/staffing disputes. "The determination of hours , review of ETC data , application of clerk contractual provisions and timely grievances is the best manner in which to fight back," said Regional Coordinator Omar Gonzalez.

If any Locals have not received the Directives they are urged to contact the Western Region Office asap. Meanwhile, there will be side issues that arise from these wholesale abolishments such as deviations from break and lunch schedules, unassigned/unencumbered schedule changes, solo machine staffing and mistakes on postings issues.

On another front an updated version of Customer Service Variance (CVS) bases the current workload with staffing in Function 4.

What is reported to be occurring is that almost every retail vacancy is being reverted. One manager admitted that in his Area the new version of CVS is requiring managers to eliminate 3,500 jobs.

Despite Disclaimer Wider Impacts Being Felt

Not only are mail processing bids being abolished but window (retail) clerical assignments are being eliminated. In many cases the Union has not being properly notified.

In addition the wholesale reversion of residual jobs will stop or at least significantly slow down the conversion of PSEs to career. "All this is a dastardly plan of management to gut operations once again and reduce work hours while trying to simultaneously boost utilization of automation and revise window operations," said Regional Coordinator Omar Gonzalez. The Union has issued directives to the locals to fight back with everything they have.



"We need the cooperation of our members as we fight the staffing mess created by management," said Gonzalez. If management manipulates the breaks and lunch schedules which cause fatigue employees should file PS 1767s *Unsafe Practice & Hazard Forms* and file the necessary appeals.

"We also need our members to understand that the Union DOES NOT make these stupid staffing changes. In most cases these decisions are being made by Postal HQ, dictated through so called applications to Area bosses then implemented, in many cases, by wayward local managers," said the Coordinator.

DON'T BLAME THE UNION, SUPPORT THE UNION-FIGHT BACK!