



Please Post

American Postal Workers Union, AFL-CIO

Idowu Balogun, Assist. Dir. A Steven G. Raymer, Director Terry B. Martinez, Assist. Dir. B

New eWHEP Program is Now Ready for BMC Environment

After several meetings with the Postal Service, we are happy to inform you that we were able to SETTLE the outstanding issue of using the newly created eWHEP in a BMC environment.

The attached Step 4 Settlement, N19T20160356, dated October 19, 2017 states:

After reviewing this matter the parties mutually agree the draft MMO equitably represents the calculations provided in prior versions of the eWHEP and BMC Gold.

Furthermore, the local APWU representative is entitled to a copy of the current eWHEP and any updates to the local staffing package.

In summary, this new eWHEP will replace the current BMC Gold. Please note that open Staffing grievances relating to BMC Gold implementation or enforcement are NOT waived. Further, please request what you are entitled to!! When received you must review for accuracy, maintain in local records and, above all, challenge the staffing package, if necessary.

BACKGROUND

The Union challenged the usage of eWHEP in 2011 contending that eWHEP was not made for the Bulk Mail Center/NDC environment. APWU filed a national dispute which ended up in arbitration which resulted in a do over remand from Arbitrator Jaffe:

SUPPLEMENTAL OPINION AND AWARD: On October 19, 2015, an Opinion and Award was issued in this matter. The October 19, 2015 Award (“Award”) found that the Postal Service improperly implemented MMO 112-10, which provided for use of eWHEP to determine maintenance staffing packages at the National Distribution Centers (NDCs). The Award provided, in pertinent part, as follows: The Postal Service violated Article 19 when it implemented MMO 112-10 (including prior Draft MMOs mm09134ad and mmo9134af) without first complying with the requirements of Article 19 regarding the information that must accompany notice of proposed changes to handbook, manuals or published regulations provisions that directly relate to wages, hours or working conditions of bargaining unit employees and without first complying with the requirements of Article 19 regarding who must attend the Article 19 meetings. The Postal Service is directed to cease and desist from using MMO 112-10 (eWHEP), and to return to using MMO 022-04 (BMC Gold), to prepare Maintenance Staffing packages for the NDCs, unless and until the Postal Service complies in full with the requirements imposed by Article 19.

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Mr. Idowu Balogun
Assistant Director A, Maintenance Division
American Postal Workers Union, AFL-CIO
1300 L Street, NW
Washington, DC 20005-4128

RE: APWU N19T20160356
Washington, DC 20260-9998

Dear Mr. Balogun:

Recently, we met to discuss the above captioned matter in accordance with Article 19 of the Collective Bargaining Agreement.

The issue in this matter is whether Article 19 was violated when the Postal Service sent to the Union correspondence advising of draft mm16504aa (MMO-059-16) Implementation of electronic Work Hour Estimator Package (eWHEP) for all Postal Facilities.

After reviewing this matter the parties mutually agree the draft MMO referenced above equitably represents the calculations provided in prior versions of the eWHEP and BMCGold. The eWHEP program does not, in and of itself, cause changes to staffing. Rather the program incorporates data from sources such as Preventative Maintenance (PM) bulletins, End of Run reports, manual input, etc. By applying that data to the appropriate electronic worksheets the proposed eWHEP MMO-059-16 produces work hour estimates consistent with the source documentation.

The local APWU representative is entitled to a copy of the current eWHEP and any updates to the local staffing package.

This matter is resolved in accordance with the above understanding and the Postal Service will proceed with publication of MMO-059-16.

Please sign and return the enclosed copy of this decision as your acknowledgment of agreement.

Contractual time limits were extended by mutual consent.

Sincerely,



Terry C. LeFevre
Labor Relations Specialist
Contract Administration (APWU)



Idowu Balogun
Assistant Director A, Maintenance Division
American Postal Workers Union, AFL-CIO

Date: October 19, 2017