

TRANSFER OF SUPERVISION OF BARGAINING UNIT EMPLOYEES ASSIGNED TO DOCK OPERATIONS FROM MAIL PROCESSING TO LOGISTICS – QUESTIONS AND ANSWERS

On August 7, 2020, the Postmaster General announced a plan to realign the organization to provide greater focus on the core aspects of our business and to give us a better chance for future success.

As part of this organizational realignment, the decision has been made to transfer supervision of bargaining unit employees assigned to dock operations, e.g., ramp clerks and general expeditors, from Mail Processing to Logistics.

Effective January 16, all bargaining unit employees assigned to dock operations will report to a designated Supervisor, Transportation Operations. Bargaining unit employees assigned to dock operations will be provided the names of their new supervisors at the conclusion of the attached stand-up talk.

The purpose of this change is to streamline dock operations. It is anticipated that the change will result in more efficient movement of mail and packages to delivery units.

Additionally, consideration at the facility/installation-level must be given to any past practice, regional arbitration award, or precedent-setting, lower-step grievance settlement which could affect the implementation of this change as intended.

Consult local Human Resources and Labor Relations regarding facility/installation-specific issues, e.g., attendance control, disciplinary action, personnel action processing, etc.

Consult local Mail Processing and Logistics regarding determination of facility/installation-specific staffing levels for both bargaining unit and nonbargaining employees.

The below questions and answers are intended to provide general guidance concerning the above-referenced transfer of supervision. They are not intended to account for every scenario that might be encountered in connection with this change. Additionally, this guidance is not intended to alter the provisions of the National Agreement.

FAQs

1. Will this change modify the craft designation of bargaining unit employees assigned to dock operations?

No.

2. Will this change modify the way overtime is administered within the facility/installation?

No, this change does not modify the way overtime is administered as provided for in Article 8 of the National Agreement.

3. Will this change modify the salary grade/level of employees assigned to dock operations?

No.

4. Will this change modify the way leave is administered within the facility/installation?
No, this change does not modify the way leave is administered as provided for in Article 10 of the National Agreement.

5. Will this change modify the way holiday schedules are administered within the facility/installation?
No, this change does not modify the way holiday schedules are administered as provided for in Article 11 of the National Agreement.

6. Will this change result in the excessing of bargaining unit employees pursuant to Article 12 of the National Agreement?
This change is not intended to result in the excessing of bargaining unit employees pursuant to Article 12 of the National Agreement. However, note that subsequent revisions to the applicable Local Memorandum of Understanding (LMOU) could affect the identification of assignments comprising a section, when it is proposed to reassign within an installation employees excess to the needs of a section.

7. What is the process for modifying bargaining unit duty assignments to ensure that staffing is aligned with the needs of dock operations?
While Logistics will determine the total number of bargaining unit duty assignments necessary to meet the needs of dock operations, any changes to individual bargaining unit duty assignments must be completed in accordance with the relevant article(s) of the applicable National Agreement and the relevant provisions of the applicable LMOU.

8. What is the process for temporarily moving bargaining unit employees from one operation to another on a given service day due to staffing issues? Example: on a given service day, dock operations are overstaffed, and mail processing operations are understaffed, and vice versa.
The process for temporarily moving bargaining unit employees from one operation to another on a given service day due to staffing issues will vary from facility to facility based on how sections are defined in the current applicable LMOU.

9. What administrative changes will occur when this transfer of supervision is implemented?
Unique finance numbers have been created for each newly established Logistics operation. Affected employees will receive a PS Form 50, *Notification of Personnel Action*, in the mail, which will inform them of their new finance numbers. Additional administrative changes, for example, changes in pay locations, may also occur as a result of this change.