

Maintenance Changes Due to Tour Shift Announced

On January 6, 2015, I met with maintenance management along with your Craft Director Misty Gale. Management presented to us a new staffing matrix for the skilled positions (Maintenance Mechanic, Mail Processing Equipment Mechanic, and Electronic Technicians Level 10) that will be changing.

Let me preface this statement by saying that the Salt Lake City Area Local of the APWU **DOES NOT** agree that any changes need to be made. However, that being said, management is proceeding forward with their plan to make and implement changes to the skilled maintenance staffing at the GMF. We will be initiating a grievance because we do not believe the changes are necessary. We believe that they can cover the mail processing changes by the staffing they have now—if they wanted to manage the people properly. Maintenance has always been a 24 hour operation and with just minor start time changes they could have the coverage they need in our opinion. ***Of course we cannot guarantee we will prevail in a grievance. The outcome of the grievance will probably not be known for some time and these changes will not be stopped in the near future.***

First, the simple items: no changes are coming to the ASF skilled or custodial staffing at this time. Also, during this meeting very little was discussed about the GMF custodial staffing. Maintenance briefly mentioned that they think that they can accomplish the custodial work by simply shifting work assignments from tour to tour (cleaning vs. policing) and by doing changes to start times of 2 or less hours. As of this moment the union has not been informed of what those changes could be. Management has said they will begin to put those changes together this week.

Finally, management will be moving duty assignments around. Tour 2 will see the number of ETs reduced by 1 duty assignment and start and days off will change. MPE's will be decreased by 5 duty assignments as well as multiple changes to start times and days off. MM's will stay the same but start times and days off will change. Tour 1 will have 1 ET slot change days off and times. Tour 1 MPEs will be increased by 6 and have one MPE's start and days off change. Tour 1 MM positions will remain as is but will have 4 additional MMs. Tour 3 will see one ET's start time and days off change. One additional ET position will be posted on Tour 3 due to the reduction in the number of ETs on Tour 2. Tour 3 MPEs will remain the same and a 3rd MM will be added to Tour 3.

So what does this all mean? As part of this posting I have attached the staffing matrix management created for your review. However, I must caution you that this is management's plan and it could change. You can see who is in each position and who might be changed. I will attempt to explain it so you can read it. Along the top the tour is identified and a start time is identified for each tour. Each column has the positions split up with the person holding the job currently listed. If the line is blank that means the job that will be filled through the processes we will discuss. There is also a column with an "s" in it. This is the seniority ranking of the employee on the full seniority list. So the closer to "1" an employee is the higher their overall seniority. So for example, Jeff Rollins has a "3" in the "s" column for Tour 1. He is the most senior ET on Tour 1 currently. Next, there are numbers listed and a bunch of 1's below those numbers. Those numbers represent postal days with 1 being Saturday and 7 being Friday. The 1's below that represent days that the duty assignment is to be worked. A blank box is the non-scheduled day of the duty assignment. Any position with a name and line through the name is going to be changed—with the exception of the #12 MPE duty assignment on Tour 2—that

was a mistake and line should not be through that position. Either the start time will change or the non-scheduled days will be changing. Any position with an "X" next to the name is a duty assignment that is being completely eliminated (not just changed) and moved to another tour. This could be hard to read on the internet. If you want an 11x17 copy I will have them at the Union Hall.

Where to begin? I will start with the most difficult—what we call "excessing". This is when management determines there are too many duty assignments for a tour/occupational group and eliminates duty assignments. Management has determined that they have 1 too many ETs on Tour 2 and therefore the most junior ET will lose their duty assignment and be moved off the tour. They have also determined that they have 5 too many MPEs on Tour 2. The five junior MPEs will be losing their duty assignment and moved off the tour. This is all the excessing that will be done. The other tours either increase their ET and MPE staffing or it stays the same.

Next in management's plan they are changing multiple ET, MPE, and MM start times and days off. In all cases where a duty assignment has the days off changed by more than 2 hours or the non-scheduled days are changed the jobs must be reposted. This is different than the clerk craft. We have no specific local language negotiate for the Maintenance Craft so all changes by more than 2 hours on a start time and any changes to the non-scheduled days will require a repost. So on Tour 1 where the junior ET and the junior MPE are having their start times changed by well over 2 hours and the non-scheduled days are changing these duty assignments must be reposted for all to PAR if they want to. On Tour 3, in management's infinite wisdom they have chosen to change the start time of the most senior ET by more than 2 hours. That duty assignment will be reposted for all ETs to bid. However, it is extremely likely that the person who is having their duty assignment changed will be able to bid it back with the new start time based on their very high seniority date.

The maintenance craft is different for reposting than the Clerk Craft. I clarified today with national Maintenance Director Raymer and he clarified to me that we are proceeding correctly even though we disagree with the changes management is doing. In the maintenance craft, if the duty assignment changes by 2 hours or less the person in the duty assignment—no matter how long—gets to keep it. So 2 MMs on Tour 2 will get to keep their duty assignments but will be moved to 0450 start times. The other 2 (which in management's infinite wisdom are more senior MMs) will be having their non-scheduled days reposted and will be required to PAR a new MM duty assignment. I disagree with this approach and attempted to talk them into keeping the non-scheduled days the same but that was too no avail.

We are now back to the discussion of "excessing" on Tour 2. Anyone who will be being excessed will receive written notice they will be excessed. I don't know when this will happen but management told me they would do it. I can't commit to anything management is required to do. With the excessing event it will trigger an "insection" bidding process. The sections for this will be Tour 2 ETs and Tour 2 MPEs. After the 1 junior ET is "excessed" the remaining Tour 2 ET duty assignments will be put on a mini-PAR "dreamsheet" and the remaining Tour 2 ETs only will get to preference what duty assignment they want on Tour 2. All the jobs, with all the changes will be on this par. Because there will be 11 ET slots left you must number your selection 1-11 (1 being the most desired 11 the least). If you do not number your selections 1-11 you will be assigned what is left over after all these miniPARs are processed. It is conceivable that you could get back the same job you have now—however it is also conceivable you won't. However, you will get to remain on Tour 2.

The same will happen for the MPEs. After the 5 junior MPEs are excessed all the remaining duty assignments and any changed duty assignments—no matter who holds them—will be placed on a miniPAR “dreamsheet” and the remaining Tour 2 MPEs only will get to preference what Tour 2 duty assignment they want. Because there will 11 MPEs left on Tour 2 you will need to number your selections 1-11 (1 being the most desired 11 the least).). If you do not number your selections 1-11 you will be assigned what is left over after all these miniPARs are processed. Nearly every MPE job on Tour 2 is being affected and chances are low you will end up with the same duty assignment you have now except for the most senior Tour 2 MPEs. However, you will get to remain on Tour 2.

Finally, we will see jobs posted for bid to **all employees to PAR**. There will be 1 ET duty assignment on Tour 1 and 2 Tour 3 Duty assignments posted for all to bid. There will be 6 MPEs for all to bid posted with Tour 1 schedules. There will be 8 MM duty assignments posted for bid. 4 with Tour 1 schedules, 3 with Tour 2 schedules, and 1 with a Tour 3 schedule. In addition, management has agreed to post any duty assignments at the ASF or GMF that have been previously posted and went unfilled so that you may see all the duty assignments that are available to PAR. These will be open for all to submit a PAR for—even those of you participating in the insection miniPARs on Tour 2.

Those that are excessed from Tour 2 will be required to PAR a duty assignment on Tour 1 or Tour 3. However, in the future, if there is a duty assignment open on Tour 2 in the occupational group you are excessed from in the future you will be given an opportunity to go back to Tour 2 to the remaining position ***after another miniPAR process has been conducted and completed insection***. This is called your “retreat rights”. If you do not retreat to the first available remaining position you lose your right to retreat in the future. Sadly, because of the direction management is taking this miniPAR and insection bidding process will occur for at least 1 ET vacancy on Tour 2 and at least 5 MPE vacancies on Tour 2. It could take some time based on attrition of employees and if we have to fight management on any jobs they may revert in order to see all retreat rights activated or forfeited.

I did not expect management to make decisions that would lead to this much excessing and reposting. We can’t stop their motions. But we will grieve what they did. I know this may be difficult to understand and change is difficult. But if you have any questions about how your duty assignment might change, if you are going to be excessed from your tour and occupational group, or anything else in regards to this process I ask that you direct your questions to me as your stewards have not been in the meetings with me and may not be experts on excessing and reposting. You may call the Union Hall at 801-966-5803 or email me at chcash@apwusLc6.org



On Wednesdays, Need 52 hours of DB work done between 0200 and 0800 - Add AAA, ATU, TMS and IPSS routes for a total of approx. 65 hours
On tour 1 currently at 0200 there is between 35 and 45 hours available between 2-7
Adding ET at 0200 gives 40-45 - adding 3 MM at 0200 allows for 55 hours available by 0700 - start bringing in personnel at 0450