



The Detroit Postal Worker

A NEWS BULLETIN FOR APWU MEMBERS

American Postal Workers Union, AFL-CIO - Detroit District Area Local

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RECENT CONFUSION AT CITY STATIONS

TO ALL MEMBERS:

As most all clerks who work at city stations and branches are aware, management is making fewer clerks do more work. Full time positions are being "reverted" (i.e. not posted) when they become vacant. Some offices are operating with as few as a single clerk on duty much of the day. In Detroit some 22 full time window positions were reverted in 2017. This situation is caused by a strategy from USPS Headquarters, to reduce complement to "earned" workhours, even though "actual" workhours show the need for more clerks. In a stopgap measure, local management borrowed 20 people from the GWY with the intent to detail them for 90-120 days to several city stations. *This of course PROVES that the "actual" need for clerks at stations is greater than the "earned" need.*

USPS regulations in the EL-312 Personnel Operations Handbook prohibit the detailing of career employees to positions which are not "established"; put differently, it is a violation of USPS regulations to detail a career employee into a job that has been reverted. The APWU at the Regional level filed a Step 3 grievance concerning the improper detailing of employees, because it appears that management in the Detroit District is attempting to create a "new or changed District or Area-wide policy, instructions or guidelines". The concern is that management may attempt -- all over the district, as well as in Detroit -- to simply detail employees into jobs which management eliminated. Among other problems, this practice could effectively prevent career employees from exercising their right to bid for preferred duty assignments.


USPS Headquarters management, informed Detroit management, that the detailing was wrong according to USPS regulations. Headquarters management also informed Detroit management that Mail Processing Clerks (whether full time MPCs or PSE MPCs) *cannot work the retail window*. Only Sales/Services Associates or Lead Sales/Service Associates can work the retail window or have financial accountability. *This is a matter of contract language*. For some time now, the union has warned management that mail processing clerks cannot be used as sales/service associates. PSEs who were hired as MPCs *cannot be used on the window*. What management should be doing, which they have failed to do thus far, is to process new Forms 50 changing the PSEs at stations to PSE sales/service associates, or sales/service/distribution associates, rather than leaving them as PSE mail processing clerks.

The reason this state of affairs has continued, of course, is that Detroit District is over the PSE "cap" allowed by the contract and the numbers of PSEs in retail operations is too high.

It is the union's duty to enforce the National Agreement. We want to see full-time positions restored to city stations, posted for bid, and if not filled by bidding, filled by converting appropriate PSEs to career status. The surest way for that to happen is through compliance with the National Agreement.

Your union is always working for you.

In Union Solidarity,


Keith M. Combs, Sr.
President

Striving to Maintain Democracy, Equality and Integrity for all People

