

Backroads Journal

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Fall 2018



MEMBER OF THE YEAR: Lorraine Pacheco



MaRLCA President William Piwowarski presenting the "Member of the Year" Award to Lorraine Pacheco. Thank you Lorraine for all your hard work and dedication to this union over the years!

MARLCA

BACKROADS JOURNAL

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#1: Ed Knight

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#3: Robert Richardson

#4: Camille Graves

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Future Dates to Remember

- Sep 3 — Labor Day
- Sep 11 — District 4 Meeting
J Anthony's Auburn
- Sep 13 — District 1 Meeting
Belchertown Town Hall
- Sep 20 — District 3 Meeting
VFW, Lowell
- Sep 25 — District 5 Meeting
Tavern on the Green,
Barnstable
- Oct 2 — District 2 Meeting
Jockey Club, Raynham
- Oct 8 — Columbus Day
- Nov 4 — Fall State Booster Mtg
- Nov 12 — Veteran's Day
- Nov 22 — Thanksgiving Day

MARLCA EDITOR

Kathy Makowski
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**WINTER EDITION
DEADLINE
THURS NOV 15**

*Address Change:
You can log on to
http://liteblue.usps.gov*

The Backroads Journal is a publication of the MARLCA. Opinions and views expressed in this newsletter are those of the writer and do not necessarily reflect or represent those of the Editor or the State Officers of the MARLCA.

September 2018

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1 PP-19
2	3 Labor Day	4	5	6	7 Pay Day	8
9	10	11 D4 Mtg	12	13 D1 Mtg	14	15 PP-20
16	17	18	19	20 D3 Mtg	21 Pay Day	22
23/30	24	25 D5 Mtg	26	27	28	29 PP-21

October 2018

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2 D2 Mtg	3	4	5 Pay Day	6
7	8 Col. Day	9	10	11	12	13 PP-22
14	15	16	17	18	19 Pay Day	20
21	22	23	24	25	26	27 PP-23
28	29	30	31 Halloween			

November 2018

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2 Pay Day	3
4 Fall State Mtg	5	6	7	8	9	10 PP-24
11	12 Vet. Day	13	14	15 BRJ Deadline	16 Pay Day	17
18	19	20	21	22 Thanks-giving	23	24 PP-25
25	26	27	28	29	30 Pay Day	

PAC Update

Big NEWS !! I want to Introduce myself. My name is Amy Buccelli and I am now your New PAC Chair. This is a new hat for me! I support the union and I support PAC. Camille Graves is Co-Chair. We want to thank all that have supported PAC and continue to support PAC. Please look for us at the meetings. I'll be looking for your continuing support. I'm new at this so please come, don't be shy, and say HI! The first one to sign up for a sustaining donor will receive a Yeti Rambler.

Your new PAC chair, Amy Buccelli

Dawn Makrinikolas Receives Award at 2018 National Convention



NARLCA President Jeanette Dwyer presented Dawn Makrinikolas with an award for the 'Greatest overall increase in active members'(Category II) at the 2018 National Convention in Grand Rapids, MI.

Come to your district meeting for a chance to congratulate Dawn in person and ask her about her success with growing our membership.

From Your District Presidents

Robert G. Richardson District 3 President

Greetings fellow MARLCA members. By the time this article is printed, the National Convention will be over. Change has happened on the National Board and I wish all the new officers best of luck in making our union stronger. I will leave the convention happenings to the other delegates to write about. I would like to take this time to talk about our state and what MUST happen at our next District Meetings. If you were not at our Spring Meeting, you missed a lot. The membership was informed that our state, along with other states, is NOT in compliance with the Department of Labor: ***We do not currently have Vice Presidents for our districts.*** This was brought to light when our State Secretary/Treasurer and Assistant State Secretary/Treasurer attended their annual training. How do we solve this issue? The answer is simple. Each District needs someone to assume the role of Vice President. So, let's have a question and answer period.

Q: Is this a paid position?

A: Yes. The newly elected VP will be paid "rent" of \$50.00/year.

Q: How long is this position appointed for?

A: For this initial appointment, this position will last until the Spring District meeting. After this time, there will be yearly elections as we currently have for the districts and state officers.

Q: What are the responsibilities of the VP?

A: The VP will start the Pledge of Allegiance and be the back-up to the District President and the District Secretary/Treasurer in the event that one of them is unable to make the meeting.

Q: Will the VP be considered a Board member?

A: No. The board will still consist of the 5 District Presidents and the 3 State Officers.

Now is a great time to come forward! This is a great opportunity to learn the roles and gain experience. The VP position MUST be filled in each of the Districts. If no one comes forward to take on this new role, the state will be considered "not in compliance" with the Department of Labor. Don't be afraid of doing something outside your comfort zone, everyone has to begin at some point. I will also be outside my comfort zone as I begin my leadership as District 3 President, so let's begin together. I hope that there are at least 5 of you out there that will come forward. As members retire, we must have someone to move up and become the leaders, so let us start now. I look forward to seeing you at our next meeting. Stay safe!! "Winter Is Coming"!! (Just one of the funny quotes from the convention).

Camille Graves District 4 President

So, we have survived another summer. You will agree with me – it was very hot this year. The Boston Globe reported that it is the hottest year on record. I've been working for the postal service for over 18 years. Usually we would have 2 or 3 days of hot weather then we would get a break, but not this year. It's brutal. Hopefully, we heed the advice that the scanner gives us every morning — drink plenty of water and take breaks in the shade. Knowing most of us, we just wanted to get it done, so we kept going.

I just want to mention a little bit about cameras. Today, in this day and age, cameras are a key component in peoples homes. We see a lot of people, for some reason or another, they make it on YouTube. It's scary to know that whatever we do or may not do, may be on there. The majority of people have a camera somewhere on their house. There was one house I rang the door bell and it took my picture. They may have it on the side of their house or maybe right at the mail box. A friend came from California to visit. Someone was walking by her house and she got an alert on her cell phone. So, even though your customer is not home, they can see you from wherever they are. I find it fascinating that a customer can know that you are there at their house through technology.



Presidential Update

"Fall is Coming, Fall is Coming"



Here we are in September already. Where did our summer go? I hope that many of you have been able to get out and enjoy yourselves and go to the beach, boating or maybe camping.

I have been a little busy. In May I traveled with the Vice President to legislative seminar in Washington D.C. to lobby our representatives and try to convince them of the importance of the U.S. Postal Service. This year we met with more of our Congressmen than we have in the past years. We asked for their support on certain legislation, and thanked all for the continuing support that they have shown the Postal Service.

Next up I was off to Grand Rapids for our National Convention. It was not an easy trip as the airlines seemed to change flight schedules on a whim. I did arrive safely, just about 12 hours later than planned. The experience was a little different for me this year as I was a Co-chair on the Tellers Committee and was required to be there for Sunday. I spent two days going over what was expected of us and mostly counting ballots out for all the elections that would be coming up on Friday. The rest of the week went as expected, Thursday night we were done by about 10:30pm, and Friday I think we were done between 8:00 and

9:00pm.

We had races for all positions on the National Board except Secretary/Treasurer. We have new officers in all those positions, even though some of them came from within the Board. We shall see where we are in one year.

That brings us to where we are now, as of this writing, no contract as of yet. The engineered study still in postal limbo and everyone asking questions about their jobs and what is going on. I hope that you will attend your fall district meetings and maybe we can answer some of those questions. As always if we don't have an immediate answer we will make our best effort to get it for you.

I would like to leave you with this thought, you only get one life. Make sure you take care to get home safely each and every day.

William J Piwowarski
President MARLCA



VP Report



Summer is coming to an end and our busiest season will soon be here. The 2019 guarantee period starts on October 13th. Those of you that have accumulated X days have until October 12th to use them. Any X days not used before then will be held until after the Christmas period. Beginning October 13th, any carrier who works their designated day off and is not scheduled another day off during the same period will be paid 100% of the carrier's daily rate of pay in lieu of the X day. These work rules will be in effect until the end of the Christmas period.

The state board has been busy the past few months. In May, I attended the annual Legislative seminar with the State President. This year we had the opportunity to meet with several of our Congressman. This year we were asked to emphasize the importance of Postal Reform. Our job was to educate our representatives. We are very fortunate in our state to have full support of our representatives and senators. In June, we conducted a training for all of our district officers. The Department of Labor (DOL) has now mandated that unions conduct yearly trainings for their officers.

As many of you know, President Trump last spring assigned a task force to look at the USPS and its unions. He has made it clear that he would like to privatize the postal service. The

task force has completed its report and sent to President Trump for his review. Both the committee and the Presidents recommendations are supposed to be released early fall. The President cannot make any decisions regarding this matter without the support of congress. Now is the time to contact your local representatives and ask them for their support.

National Convention was exhausting this year. On Monday, we were given an update on the new evaluated system. The engineers have completed their portion of the study. The NRLCA and USPS still have to come to an agreement on several other issues. This is not going to happen overnight! The rest of the week we focused on constitution changes and resolutions. Thursday and Friday were never-ending days. Our state delegates worked long and hard and I'd like to thank them for their time and dedication to our union.

Next up is fall district meetings. With all the changes happening daily I'm sure you have unanswered questions. This is your opportunity to speak to with your state officers and DR. Please make every effort to attend.

Lorraine Pacheco
MARLCA Vice President



Sec-Treasurer's Two Cents
State Sec-Treasurer: Dawn Makrinikolas



MaRLCA
Statement of Finance
As of August 31, 2018

	Aug 31, 18	Aug 31, 17
ASSETS		
Current Assets		
Checking/Savings		
1000000 · TD Bank	16,134.50	3,884.75
1100000 · APCU Savings Account	37,290.52	47,477.27
1200000 · APCU CD's	111,262.90	109,893.08
Total Checking/Savings	164,687.92	161,255.10
Total Current Assets	164,687.92	161,255.10
TOTAL ASSETS	164,687.92	161,255.10
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
2100000 · Payroll Liabilities	2,202.78	1,902.92
Total Other Current Liabilities	2,202.78	1,902.92
Total Current Liabilities	2,202.78	1,902.92
Total Liabilities	2,202.78	1,902.92
Equity		
3900 · Net Assets	160,007.19	154,427.50
Net Income	2,477.95	4,924.68
Total Equity	162,485.14	159,352.18
TOTAL LIABILITIES & EQUITY	164,687.92	161,255.10



Binding Resolutions and Delegate Voting Record
114th National Convention 2018



- 1) **(CT) (PASSED) BE IT RESOLVED:** That every State President be sent a PDF email of the National Convention Program.
- 2) **(CT) (FAILED) BE IT RESOLVED:** That the NRLCA record and provide to the states a quarterly report of the total contractual grievances filed by office and state.
FINANCE COMMITTEE ESTIMATE: Require additional staffing in each District with cost being considerable.
- 3) **(ID) (PASSED) BE IT RESOLVED:** That the NRLCA Board publish in the Sept. issue of the NRLC magazine those duties that have been deemed by them as normally performed by a manager.
- 4) **(IL) (FAILED) BE IT RESOLVED:** That at the end of the week of contract negotiations, a summary of the proceedings will be posted on the NRLCA website to keep members updated.
- 5) **(MO) (FAILED) BE IT RESOLVED:** That the NRLCA provide a training video of the NRLCA website for members only pertaining to mail count procedures and standards.
- 6) **(MO) (FAILED) BE IT RESOLVED:** That the NRLCA National Office will provide paid representatives to attend orientation to represent the rural carrier craft. **FINANCE COMMITTEE ESTIMATE:** \$1,500,000 plus
- 7) **(CT) (PASSED) BE IT RESOLVED:** That this decision [to use RCAs as orientation recruiters] be left to each state to determine who might be the best candidates for this position.
- 8) **(PA) (PASSED without objection) BE IT RESOLVED:** That the NRLCA recruiting booklet include information about the health coverage for RCAs and how to sign up for the coverage.
- 9) **(PA,VA) (FAILED) BE IT RESOLVED:** That any airline miles, hotel points, or other incentives earned by National Officers when conducting union business be used for future union business.
- 10) **(WI) (PASSED without objection):** That a week during the year be designated as Relief Carrier Appreciation Week.
- 11) **(WI) (PASSED without objection):** That NRLCA provide the state with self-seal envelopes if requested [for elections].
- 12) **(ND,OH) (FAILED) BE IT RESOLVED:** That the National magazine will dedicate two (2) pages towards leave replacements for education on various aspects of the job.
FINANCE COMMITTEE ESTIMATE: \$32,736 per year

DELEGATE	#1	#2	#3	#4	#5	#6	#7	#8	#9	#10	#11	#12
Amy Bucelli	Y	N	Y	N	Y	Y	Y	N/A	N	N/A	N/A	Y
Daniel Cote	N	N	N	N	N	N	Y	N/A	N	N/A	N/A	N
Art Courcy	Y	N	Y	N	Y	N	Y	N/A	N	N/A	N/A	Y
Laurie Flanagan	Y	Y	Y	N	Y	N	Y	N/A	N	N/A	N/A	N
Vicky Laczynski	Y	N	Y	N	N	Y	Y	N/A	Y	N/A	N/A	N
Liz Loftus	Y	N	Y	N	N	N	Y	N/A	N	N/A	N/A	Y
Kathryn Makowski	Y	N	Y	N	Y	N	Y	N/A	N	N/A	N/A	Y
Dawn Makrinikolas	Y	N	Y	N	N	N	Y	N/A	N	N/A	N/A	N
Brian Miskell	Y	N	Y	N	Y	N	Y	N/A	N	N/A	N/A	Y
Lorraine Pacheco	Y	N	N	N	N	N	Y	N/A	N	N/A	N/A	N
William Piwowarski	Y	N	N	N	N	N	Y	N/A	N	N/A	N/A	Y
Robert G. Richardson	Y	N	Y	N	N	N	Y	N/A	N	N/A	N/A	N
Donald Ryle	Y	N	Y	N	Y	N	Y	N/A	N	N/A	N/A	Y
William Tokarz	Y	N	Y	N	N	N	Y	N/A	N	N/A	N/A	Y

files a grievance, we are able to get them compensated for not being allowed to work unless they are properly placed on emergency placement.

Our rural carrier academies are running very well. I am always in communication with the MLDD in both districts to discuss issues and review applications for our academy trainers as needed. I believe that this process is a success. The Union involvement in the selection and overseeing the academies once again seems to benefit all carriers. We have selected outstanding trainers and I thank all of them for their hard work and efforts while they train and prepare these individuals for the challenges ahead as they begin their careers.

Training of our new carriers had declined over recent years, I believe that this new program will benefit all rural carriers. We still have some areas that need to be worked on in the academies, but it is an improving successful program. One area that needs improvement is the quality of training and lack of sufficient amount of time training when the new carrier goes into their office.

CONCLUSION

In closing, I would once again like to thank all three state association boards for their continued cooperation as we work together for the betterment of our craft. I feel that we continue to work together in a team work approach between both the state associations and the steward system as we move forward to achieve the same goal of representing all of our members to the best of our ability. I especially would like to thank our Assistant District Representatives; full time assistant

Bill Smith and ADR Joan Tenerella for all of their assistance. I am especially grateful for Bill and Joan assisting me with the training of all of our stewards and assistance with our mail count schools. I also want to thank ADRs Donald Ryle, Daniel Cote, and Peter Allatin, all of which do an outstanding job representing our craft. They spend tireless hours answering telephone calls, questions, preparing for grievance meetings and helping to mentor our local and area stewards. They are a tremendous asset to our association and are doing a great job representing the rural carriers in our districts during very busy times. I want to thank our Area and Local Stewards, they are continually trying to make a difference in the workplace. It is not an easy task; your service is truly appreciated. I could not ask for a better group of stewards to work with. They all should be very proud of their efforts which as we all know; many times, go unrecognized. I also thank you, our NRLCA Executive Committeeman, Susan Knapp for your leadership, guidance and mentoring me throughout the past ten years. Any time that I called upon you with questions, clarification and interpretation of contractual language and our Union's position on a particular issue, I knew that I could count on your guidance. I also thank you again for instilling your confidence in me to represent our rural carriers here in the Connecticut Valley and Greater Boston Districts.

Respectfully Submitted,
Arthur Courcy

**Who Ya Gonna Call?
Stewards at a glance**

Area Stewards:

Ed Knight ed-mary@msn.com
413-323-7392

Theron Boudakian
774-266-7056

Thomas Gorman
774-319-0788

District Rep CT Valley/Greater Boston:
(Full Time DR)

Art Courcy Arthur.Courcy@nrlca.org
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Assistant District Representatives:

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Dan Cote Daniel.Cote@nrlca.org
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401-536-8697

Full Time ADR

Bill Smith Bill.Smith@nrlca.org
860-664-1020



Sec-Treasurer's Two Cents
State Sec-Treasurer: Dawn Makrinikolas



MaRLCA
Statement of Activities
July through August 2018

	Jul - Aug 18	Jul - Aug 17
Income		
4050000 - Incentive Program	1,115.00	950.00
4200000 - Membership Dues	34,821.07	34,324.92
4400000 - Reimbursements	58.00	75.00
Total Income	35,992.07	35,349.92
Expense		
5000000 - Accounting Fees	65.00	25.00
5010000 - Bank Charges	0.00	4.00
5200000 - Education & Training	1,771.29	125.00
5700000 - National Convention	25,103.82	22,639.10
5800000 - Office Expense	0.00	419.29
5900000 - Payroll Taxes	1,559.27	927.80
6000000 - Per Capita Dues	642.00	635.00
6100000 - Postage	2.34	7.63
6200000 - Printing	175.31	0.00
6600000 - Salaries & Wages	3,243.57	3,734.90
6620000 - Salaries-Annual	0.00	0.00
6700000 - State Meetings	478.60	792.43
6701000 - Backroads Journal	95.92	0.00
6900000 - Telephone & Internet	0.00	124.90
7000000 - Travel	0.00	703.19
7200000 - Web Site	90.00	0.00
7300000 - Storage Rental	289.00	287.00
Total Expense	33,514.12	30,425.24
Net Income	2,477.95	4,924.68



ANNUAL REPORT OF
ARTHUR COURCY, DISTRICT REPRESENTATIVE
CONNECTICUT VALLEY/GREATER BOSTON DISTRICTS
JUNE 30, 2018



NRLCA Committeeman Susan Knapp, as is required by Chapter 4, section 420.50 of the National Rural Letter Carriers' Association National Steward System Employee Handbook, I respectfully submit my sixth annual report as a District Representative of the NRLCA.

STEWARD SYSTEM

My areas of responsibility are the two districts of Connecticut Valley and Greater Boston which fully encompass the three states of Connecticut, Massachusetts and Rhode Island. Within the two districts we have a total of 79 stewards made up of (1) District Representative, (1) Full-time Assistant District Representative, (4) Part-time Assistant District Representatives, (5) Area Stewards and (68) Local Stewards.

STEWARD TRAINING

Steward training this year consisted of 5 local steward certification trainings in which I have certified 12 new local stewards. Certification trainings were conducted by either myself, full-time Assistant District Representative William Smith or Assistant District Representative Joan Tenerella. Three mandatory steward enhancement training dates were provided this fiscal year for all stewards for them to attend their one day of mandatory annual steward enhancement training. We also provided two additional optional days of training in CT and MA. The attendance for the second optional training day was well attended. Fifty-Four (54) Stewards attended the optional training day (68% of our stewards attended).

I have attended all trainings as required by the national office.

MAIL COUNTS

A national mail count was conducted from February 24, 2018 through March 9, 2018. Six mail count schools were held and the attendance was tremendous. One mail count school was held in Rhode Island, two in Connecticut and three in Massachusetts. We all learn at these meetings, carriers and stewards alike and I have always believed that the mail count schools are one of our best benefits that our members can and should take advantage of. As always, USPS processing facilities were inspected and monitored by our stewards. Also, on Sundays during the mail count, we inspected Sunday Amazon hub locations to ensure that only Amazon parcels

were being delivered on Sundays. There were no issues in either district on Sundays and no parcels other than what should have been delivered on Sunday was delivered. This mail count was quite challenging due to two major storms that impacted our area during the two-week mail count period. The first storm was

“In my opinion, I would like to see the text messaging functionality on the MDD scanners disabled nationwide for rural carriers. “

during the first week of the mail count. We experienced widespread power outages and transportation delays. The second storm was a very major one. We experienced blizzard conditions in most areas that affected many of our offices. Widespread power outages and transportation delays which affected mail volumes to many offices. Highways were shut down and transportation was greatly affected. With consultation provided by our NRLCA NRO, I discussed the contingency plan with both districts and the plan was invoked in both the CT Valley and Greater Boston Districts. In the majority of offices, the last two days of the mail count were negated and the first ten days, daily averages were utilized for the last two days. The mail count was overall very positive and most routes experienced an increase in their weekly route evaluations. The mail count resulted in many overburdened routes and numerous route adjustments are still being implemented due to the mail count results.

GRIEVANCE ACTIVITY

From July 1, 2017 to date I have attended 40 pre-disciplinary interviews and processed 34 grievances beginning at step one of the grievance process, 19 being disciplinary cases and 15 contractual cases. I have met at step two of the grievance process for 11 cases. Out of all step 2 cases heard by myself and ADRs (87 cases), 18 cases were appealed to step 3, 6 of which were disciplinary cases and 12 contractual cases.

(The following pdi and grievance totals do not include grievances that were processed by local stewards.) During this fiscal year, The District Representative, Assistant District Representatives and Area Stewards have attended 259 pre-disciplinary interviews. They have processed 308 step one cases, consisting of 142 disciplinary cases and 166 contractual cases. This is an increase of 19 cases as compared to last year. They have appealed 87 cases to step two. Of the 87 step two cases heard, 18 cases were denied and appealed to step three. This small percentage of step 3 appeals continues to be a direct correlation of the outstanding efforts of our stewards.

We had 3 contractual arbitration hearings during this fiscal year.

All grievance files that were previously under the control of former stewards have been transferred to my office or to the appropriate Assistant District Representative.

MEETINGS

Part-Time Assistant District Representatives and Area Stewards have used a total of 452 Union paid days in order to fulfill the duties of their respective positions. These Union paid days include training days, attending pre-disciplinary interviews, and labor/management meetings as well as step one and step two meetings attended by Assistant District Representatives.

I have attended all training sessions as required by the national office as well as being on all requested teleconferences. I attended the Eastern States Conference held in Corning, NY. I attended all three state conventions within my assigned districts held in Connecticut, Massachusetts and Rhode Island. I attended fall booster meetings in Massachusetts and Rhode Island. I have attended state board meetings when requested and eight district meetings in Massachusetts as requested by the MA state association. Assistant District Representatives were also designated to attend various board meetings and district/county meetings as requested by state boards. I spent a total of 126 days traveling, driving approximately 9,830 miles.

I have attended numerous labor/management meetings at both the local and district levels. I always try to continue to have open and constant communication between myself and management at each district regarding issues of all aspects that affect the rural craft. I have submitted written articles to all three state association newsletters timely when due.

In addition to the duties associated with the position of District Representative, I have attended Northeast Area Joint Labor-Management Safety and Health Committee meetings as the designated representative for the NRLCA. Once again, I appreciate the opportunity and I am honored to represent the rural craft on this important committee. The most recent concern that I have regarding safety is the ongoing distractions that our carriers are experiencing caused by some managers. We have an ongoing battle with managers that text message our carriers through the MDD scanners. In every instance, we have this ceased with a telephone call to the respective district where there is no dispute that rural carriers should not be sent these text messages. But it seems as though we are continuously having to address the texting issue someplace. In my opinion, I would like to see the text messaging functionality on the MDD scanners disabled nationwide for rural carriers.

I also attended the 2017 NRLCA National Convention that was held in National Harbor, MD.

IMPORTANT ISSUES/CHALLENGES

As always seems to be the case, we are seeing new directives coming out from the higher levels of postal management while they chase numbers that are not realistic in the rural craft environment. Main focuses have been on reducing rural carrier work hours and holding those work hours within one's route evaluation. While of course the Postal Service has always chased various numbers to achieve goals, it seems that more than ever, they do so with total disregard to our national agreement. When addressing these issues with upper level management, the response is that they are instructing local offices to do so without violating our contract. The problem is that local managers are not trained

“2080/2240 directives are violating our carriers' rights to work their relief days. Except in the most extreme circumstances, we are successful in obtaining compensation for lost wages to those carriers that file grievances for the issue. “

properly. They have been given no instruction as to what the working provisions are in our handbooks and manuals. This results in a knee-jerk reaction to a general directive that in most cases violates our contract resulting in grievances that are sustained and carriers compensated when they are not allowed to work. Many POOM's are the cause of these inappropriate directives. They are instructed by the districts on how to properly handle a particular issue and then they “bend the rules” to achieve their own personal goals.

As in past reports, a constant challenge is with so much transition in management in today's Postal Service. Management turnover has increased drastically at the local levels. There is very limited time allocated (if any) in management training regarding managing rural routes/carriers. In speaking with various new local supervisors, the training regarding rural delivery is minimal at best.

Sunday Amazon worklists are a constant struggle to enforce that management properly schedule ARCs and RCAs correctly on Sundays and holidays. Dozens and dozens of instructions have gone out to the field from the districts and it seems to fall on deaf ears in some locations. We continue to monitor the worklists and address those hub locations when necessary.

2080/2240 directives are violating our carriers' rights to work their relief days. Except in the most extreme circumstances, we are successful in obtaining compensation for lost wages to those carriers that file grievances for the issue. Again, these improper directives are not coming from the districts, but from certain individual POOM groups.

A general reaction to carriers involved in motor vehicle accidents is to not allow the carrier to work until they have attended driver refresher training. This approach is being utilized for even the slightest accidents in some cases. Again, this an area that we have been successful in when a carrier