

PEN



Postal Employee Network

October 17, 2008

Rick Owens: Publisher: PostalWorkz LLC/www.postalemployeenetwork.com

USPS 2009 Strategies/Tactics/Wishes/Dreams/Etc

Reports seem to indicate that USPS will take even deeper stabs at cutting costs starting in 2009. They have HUGE changes in their wish bag and much of those wishes are clearly resting on the backs of letter carriers – both city and rural.

It is our opinion, and it looks like USPS shares that opinion, that the current VER offers (voluntary early retirement) will not produce the net results USPS had hoped for. Times are tough right now and many employees are just too scared to take an early out void of any cash incentive. But, USPS has backup plans – read on.

One tactic USPS hopes to establish is their **Casers and Deliverers Concept**. Apparently, Deliverers are those employees who have street routes – that is, the employee has little or no office duties and their position is 100% Street Delivery. Casers, on the other hand, are positions that have office and street delivery duties.

USPS sources say that a significant number of their offices (delivery operations) average less than 3 feet of cased volume a day per route. It is also said that carriers expand office time to justify their leaving times. Low, incremental volumes cause waiting time and the impact is experienced on almost every route. The result, they state, is inefficient route structure and vehicle utilization while maintaining the traditional 2 hours in the office and 6 on the street.

To implement the **Casers and Deliverers Concept** the following must exist, sources state:

- 3 Feet or Less Cased Volume per Route
- Poor Percent to Standard
- Current Vacant Routes or Potential Vacant Routes (PEN: VER takers?)
- Current Street Times Greater than 6:30
- Consistent Mail Flow from Processing
- Mail Arrival (to meet 3 hour casing window, 9:30 AM leave time)

USPS sources, more or less, state that the way to solve the problem of expanded office times is to DECOUPLE OFFICE and STREET DUTIES.

Their proposed strategy? Evaluate routes and make adjustments by removing casing and office duties from as many routes as possible thus creating separate caser and deliverer assignments. (PEN: Anyone remember routers and streeters?)

- Street Routes – 100% Street Delivery
- Caser Routes - Office and Street Delivery

STREET ROUTES

Here's a laundry list of what street routes may include:

- Remove all office time except clocking in, signing for keys, receiving accountables, obtaining scanner, receiving instruction/service talks, make vehicle safety check.
- Add street time to the route approximately equal to amount of office time removed (as near to 8 hours as possible).
- Carrier will collect mail prepared and staged for street delivery, collect accountables, clock to the street, load vehicle and proceed to the first delivery point.
- Expectation that carrier street time will be about 7:40 hours for deliverers.

USPS sources explain that the benefits from creating Casers and Deliverers would/could be: (1). Reduction of fixed office times. (2) Reduction of idle carrier office waiting times. (3). Less contention over the value of the workload with individual carriers (PEN: their words). And (4) More consistent delivery times.

It is clear, to us, that the future of USPS delivery operations is about to change considerably. As we said, times are tough and drastic changes are about to take place whether we like them or not. We also believe that when times get tough the tough get going – in this instance the ‘tough’ that needs to get going are the postal unions.

Rick Owens – Publisher
Postal Employee Network
PostalWorkz LLC