

## City Delivery updates



**Christopher Jackson**

**F**rom peak season to a cold and snowy winter, letter carriers once again showed their resilience and dedication to our customers by delivering their mail day in and day out. I want to thank every one of you for your hard work and commitment through these times. In this month's article, I will discuss a few notifications my office recently received from the Postal Service.

### Universal distribution case

In October 2023 and January 2024, the Postal Service sent notification detailing its intent to test and use a universal distribution case in select post offices. Testing of the case took place at the Dumfries Post Office in Dumfries, VA, Nov. 6-17, and now the distribution case is being used at the Pompano Beach Post Office in Pompano Beach, FL, as of Jan. 23. USPS explained that the universal distribution case has been designed to address space constraints that might occur in post offices by combining the sortation of letters and flats in the same distribution case.

### PS Form 1106

In December 2023, NALC received notification from the Postal Service that PS Form 1106, Arrow Key-Daily Accountable Log had been created. USPS says the form will be used when electronic means are not available to memorialize the current process of daily Arrow Key assignment and accountability.

In my article from the November 2023 edition of *The Postal Record*, I addressed the ongoing use of PS Form 1106 for this purpose. At the time, the PS Form 1106 had been rescinded by the Postal Service; therefore, the practice of using the form should have been discontinued. This recent notification formally introduces the PS Form 1106 and makes it an appropriate option for memorializing daily Arrow Key assignment and ac-

countability. However, relying on the form as a secondary option to the current electronic means as directed by USPS is improper.

The recently implemented process of using the Mobile Delivery Device-Technical Refresh (MDD-TR) as an electronic means to memorialize daily Arrow Key assignment and accountability is in conflict with postal handbooks and manuals. The letter carrier's responsibility when handling Arrow Keys as outlined in Sections 261 and 431 of *Handbook M-41* has not changed. A carrier should exchange either a key check or signature when transferring Arrow Key accountability between themselves and a clearing clerk or management official. I encourage any member who receives instructions that violate postal handbooks and manuals to inform your local union representative and *file a grievance*. For more of my discussion on this process, read my columns in the October and November 2023 editions of *The Postal Record*.

### Informed Facility

In February, USPS sent an official notification that it would be displaying various information on monitors in the work area of post offices through an initiative called Informed Facility (IF). The Postal Service states that it can display real-time carrier data and sorting machine throughput numbers using these monitors. The data updates periodically and the information streams constantly.

Even though the Postal Service sent notification informing NALC of this initiative in February, the membership had already informed me that monitors displaying carrier performances were being installed and used in several facilities across the country months earlier. Since becoming aware, I have held meetings with the Postal Service and expressed my concerns, and the concerns of the membership, with the information being displayed. Ultimately, we could not reach common ground on the initiative and the Postal Service decided to move forward with its implementation.

If management is displaying your work performance information on monitors in your delivery unit, I strongly advise that you request to see your steward and *ask that*

(continued on page 44)



## COP (continued)

(continued from page 43)

tion of the CA-1 and be thorough in describing the cause and nature of the injury. Question No. 15 of the CA-1 allows them to choose between COP, sick leave and/or annual leave. Employees who wish to receive COP should check box “a.”

It’s important to note that Postal Service employees are not entitled to COP for the first three calendar days of temporary disability and may use annual leave, sick leave or leave without pay during that period. If the disability exceeds 14 calendar days or is followed by permanent disability, the employee may have that leave restored upon request.

Postal managers often refuse to pay COP under the false pretense of controversion (to dispute, challenge or deny the validity of the claim). However, during any attempt to controvert COP, the Postal Service must continue to compensate the employee at their regular rate of pay until a decision is rendered by OWCP. Only OWCP can make the official decision to controvert COP, and that decision will be shared with both the Postal Service and the injured employee. Any attempt to controvert COP by the Postal Service must also be shared with the injured employee.

Injured employees should be aware that they are required to submit medical documentation that supports any disability within 10 days of filing the claim. COP must be paid during this period; however, if the employee fails to submit medical documentation by the 10th day, COP

can be terminated. If the employee later submits medical documentation to support their disability, COP must be retroactively reinstated.

If an employee mistakenly chooses to use annual or sick leave when filing their CA-1, they may subsequently request COP instead of previously requested sick and/or annual leave. However, such a request must be made within one year of the date that leave is used, or within one year of the date OWCP approves the claim, whichever is later. The employee’s sick and annual leave used for the period covering the absences for the injury will be restored to the employee’s leave balance. This provision is found in Exhibit 3.5a of the *Handbook EL-505, Injury Compensation*.

Shop stewards should meticulously document any violation of the COP provisions by filing grievances. In many districts around the country, these violations are repetitive in nature and arbitrators have begun to take notice.

**NALC has developed and produced much guidance on OWCP-related issues.** An OWCP grievance guide, titled *Grieving Management’s OWCP Violations*, as well as several grievance starters, are available in the Members Only portal of the NALC website, [nalc.org](http://nalc.org). Once in the Members Only portal, navigate to “Member Documents” and then refer to the drop-down menu under “OWCP.” For further guidance, branch officers should contact their NALC national business agent.

## Director of City Delivery

## Updates (continued)

(continued from page 38)

**a grievance be filed.** A grievance starter has been created to assist representatives in developing cases at the local level. Shop stewards in need of assistance should reach out to their regional office for further guidance and a copy of grievance starter. For more details regarding the Informed Facility initiative, read my column in the November 2023 edition of *The Postal Record*.

### Canoo model Lifestyle Delivery Vehicle (LDV) 190

Also in February, the Postal Service detailed its plans to test the Canoo model Lifestyle Delivery Vehicle (LDV) 190. The Canoo LDV 190 is a battery electric commercial



off-the-shelf vehicle with almost 172 cubic feet of cargo space. USPS states that the purpose of this test is to determine how the vehicle performs on carrier routes currently serviced by Long Life Vehicles (LLV), Flexible Fuel Vehicles (FFV) and Mercedes Metris vehicles.

Testing of the vehicle will be conducted April 3 through October at the South Atlanta Sorting and Delivery Center (S&DC) in Atlanta, GA. Driver training for the Canoo LDV 190 is scheduled to begin April 1.

**I will monitor these initiatives and update the membership on any effects these actions may have on city carriers.** Be sure to read my article each month and visit [nalc.org](http://nalc.org) for the latest information.