

## Casing to Standards by Allan Arm, Branch 70, San Diego, Ca.

**1. My supervisor told me that because of DPS, the "18 and 8" standards were no longer valid. Is this correct?**

- A. No. The Postal Service and the Union have agreed that DPS did not change the "18 and 8" standards.

**2. I was told that the standard was four feet of mail an hour, or one foot of mail every 15 minutes of office time. Is this correct?**

- A. No. This is a management myth that supervisors use to try to intimidate us. There is no contractual relationship between linear measurement and standards.

**3. My station was inspected in DPS. Over the last few months, various supervisors have been coming out to my route and doing a "point to point" observation of one of my swings each time. Now my supervisor is saying that he has changed my street time based on totaling all these point to point observations. Can my street time be changed?**

- A. No. Street time can only be changed based on the average street time you used during the week you were counted and inspected.
- B. Street time can also be changed based on the average street time you used during the seven random weeks before a week of count and inspection and the street time for the week following the route inspection.

**4. Are there any street standards?**

- A. No. There is no set pace or steps per minute we are required to conform to. There is no standard of deliveries per minute. Just do your best as always.

**5. What are casing "standards?"**

- A. Basically, "standards" are casing either 18 letters a minute or 8 flats a minute (18 and 8), strapping out time of 70 pieces a minute, plus specific time for accountables, etc. ...And line items.

**6. What are "line items?"**

- A. The M-39 sets certain minimum times for recurring office functions. These include vehicle inspection, withdrawing mail, accountables, recurring office work not covered by form, and personal time. The minimum total is 28 minutes.

**9. Can I be disciplined for not making "standards?"**

- A. No. Failure to meet "standards" cannot by itself lead to discipline. Only documented unsatisfactory effort can lead to discipline. However, if a carrier fails to make "standards" then management may adjust his/her route to "standards."

**12. Can the Postal Service use feet of mail cased per hour to establish my office time?**

- A. No, only a six-day count and inspection can be used for this purpose. Linear measurement is extremely inaccurate due to the mail mix and the way different supervisors count the mail.

**13. Do supervisors have the right to just show up on my route?**

- A. Yes, carriers can be observed on the street at any time. However, we should not be spied on. The supervisor should let you know they are there.

**14. My supervisor says that strapping out time and line item time are included in the 18 and 8 standards. Is my supervisor correct?**

- A. No. Strapping out time and line item time are in addition to 18 and 8 time.

**15. What is the math involved in guesstimating a conversion of linear measurement and standards?**

- A. The following is just a mathematical exercise and bears no relation to contractual standards;
- Postal Service "guesstimates" that an average foot of mail contains 250 mixed letters or 115 flats.
- The following figures are based on a route with three hours of office time and a mail mix of two feet of letters for every foot of flats.
- 250 letters divided by 18 = 13.89 minutes
- 115 flats divided by 8 = 14.38 minutes therefore:
- Casing 2 ft (500 pcs.) of letters = 27.78 min,
- Casing 1 ft (115 pcs.) of flats = 14.38 min
- Strap out time (615 pcs.) = 8.79 min
- J. line items (1/3 of 28 min.1 = 9.34 min
- Total for three feet of mail = 60.29 min
- This does not include any variation in line items or other factors which would add to the time.
- B. Therefore, casing less than three feet of mail an hour is closer to standards than casing four feet per hour.

