

NALC Guidance on the use of Carrier Optimal Routing (COR) for the Interim Route Adjustments

The MOU says: Carrier Optimal Routing (COR) can be jointly utilized for adjustment by the team providing that the parties agree that the timelines set forth in this agreement can be maintained.

In those zones where the parties agree to use COR because they believe the timelines can be maintained, please provide the NALC District Team member and the NALC Local Team member with the following information:

The joint utilization of the COR process will be done by the Joint Local Team since they are responsible for the adjustments. In most cases, neither of the Joint Local Team members will be trained in the use of COR. If this is the case, it is likely that the team will be working with a "COR Technician" who knows how to use the system. Please advise the appropriate Branch President that in such circumstances, they may have a "COR Technician" present also. Regardless, all decisions regarding the COR process are made by the Joint Local Team, not the technician(s).

The proposed adjustment process begins when the Joint Local Team receives the worksheets with the Final Evaluations from the Joint District Team. The Local team should compute the total evaluated office and street time for all the routes in the zone and compare that to the total office and street time for all the routes in the zone after the changes made in COR. For every minute that COR deducted, the Local Team must understand the specifics of the deduction, by sector-segment. For time deductions that the team does not jointly agree with, the time shall be put back on the route. For time deductions that the team jointly agrees with, they must ensure that the 1840 reverse clearly indicates, documents, and justifies the change, by sector-segment, so it can be explained and documented during the carrier consultation for the proposed adjustments.

The following from the National COR Settlement must be adhered to: Any time adjustment to the street time selected by the Joint District Team must be documented and explained under the comments section on the 1840 reverse. When transferring territory, any change to the street time on the PS Form 3999, including all relay, travel, allied, etc, must be indicated by sector-segment, and documented and explained by appropriate comments on the 1840 reverse. All travel times must be taken from the 3999, unless a new travel pattern is created. If new travel patterns are created, the Joint Local Team must drive the new patterns to validate the new times, and then these times must be documented and discussed during the carrier consultation.

The Joint Local Team will also make decisions regarding the method to be used for associated office time when transferring territory, and whether they want any routes excluded when running COR.

The "COR Technician" is a resource for the Local Team members, not the other way around. The "COR Technician" should not talk down to the team, make any decisions regarding deductions or adjustments, or try to take charge of the process. They are there to make the necessary inputs representative of what the team decides, and to explain any aspect of the COR program/process that the team needs to make the proposed adjustments.

The joint contacts at the headquarters level for any issues regarding the use of COR in this process are Dale Hart (NALC- 202-662-2842) and Bob McLean (USPS- 202-268-7996).

All adjustment packages from the Joint Local Teams are subject to approval by the Joint District Teams. The Joint District Teams should ensure that any adjustment packages that involve COR clearly indicate any changes made to the Joint District Teams final evaluation times for the routes so they can review the changes prior to consideration of approval of the packages.

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