

## Clarifications on TIAREAP



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**L**ately, I have been receiving questions from members about the Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP). I want to use this month's article to provide an update on TIAREAP and answer a few commonly asked questions.

One of the most frequently asked questions about TIAREAP is: What is the status of the ZIP Codes (zones) being evaluated? Are routes being added, abolished and/or right-sized?

As of the end of June, approximately 800 zones had been evaluated and adjusted using TIAREAP. After the initial adjustments were implemented, more than 700 routes

had been added and 170 routes had been abolished with a net result of approximately 530 additional routes nationwide. Keep in mind, there are approximately 1,200 zones that are still pending evaluation and adjustment this fall. The remaining zones include the May opt-in period and any zones not completed from the previous opt-in periods. Remember also that TIAREAP includes a mandatory review process and many of the zones listed above are still pending this review, so additional routes may be added or abolished in the review process.

**During TIAREAP, carriers also have asked what expedited bidding is and how it works.**

When the Carrier Optimal Routing (COR) program is used to adjust routes, TIAREAP allows local branch presidents to decide whether the full-time city carriers in the zones being adjusted should have the opportunity to rebid the routes, before implementation of the adjustment, using expedited bidding. Expedited bidding allows full-time city carriers to select a bid assignment by seniority when routes are changed, eliminated or added as result of a route adjustment. If the branch president elects to do so, the expedited bid will start with the senior carrier in the zone, who gets to choose what will be their new assignment once the adjustment is implemented. Next, the second-highest carrier will choose, and then so on down the seniority list, until all the full-time carriers have selected an assignment. If there is more than one zone being adjusted in the office, the TIAREAP Guidelines (M-01983, page 21) allows the branch president to decide which zone(s), or if all zones, should have the opportunity to rebid.

**Another recent question has been about the reliability of the data being used for evaluation and adjustments.** Some carriers have expressed concerns that route times, stationary time and carrier activities recorded by the Mobile Delivery Device (MDD) might be inaccurate. You also might also be aware that, in some locations, management has begun issuing discipline for time-wasting practices, inefficiency or poor performance based solely on MDD stationary time. At times, as part of the discipline process, management has attempted to use TIAREAP data as justification for the charges. Unfortunately, local management may be unaware about how MDD breadcrumb data is gathered, compiled and evaluated in the route adjustment process. The use of this type of data for route evaluation and adjustment is very different in TIAREAP than what management is citing in the discipline process.

Each day, as the carrier delivers their route, breadcrumbs are generated by the movement of the MDD from one GPS location to another. These breadcrumbs are collected by the MDD, and when the device is cradled in the docking station at the delivery unit, the data is transmitted to a USPS computer program called Digital Street Review (DSR). Each day, the breadcrumbs are characterized by the DSR program into assumed carrier activities and used to create a virtual PS Form 3999 of the route. However, as described in this month's Contract Talk article, the MDD cannot know precisely what the carrier is or isn't doing when the MDD is stationary. The DSR program uses an algorithm to identify the most likely reason the MDD may be stationary and applies that carrier activity to the stationary event. Often, the identifier applied by DSR is inaccurate, and that is why during TIAREAP, the Route Evaluation and Adjustment Team (REAT) will consult with the carrier to make certain that all of the activities are properly recorded. The REAT evaluating the routes must review, investigate and edit the DSR carrier events to ensure that the entries accurately reflect the time and activities on the carrier's route.

Additionally, for a variety of reasons, the breadcrumbs might not be characterized properly by the DSR program. For each route evaluated, the REATs compile eight weeks of data, using information gathered in the consultation; edit as necessary to ensure data accuracy; and then develop the average street time. While the review and editing of this data can be time consuming for the REAT, doing so is absolutely necessary as the breadcrumbs alone cannot accurately evaluate a route.

**For a detailed explanation of management's obligations regarding street supervision, stationary time and disciplinary action, read this month's Contract Talk, found on page 36. If you want to learn more about joint route adjustments and DSR, read the TIAREAP article beginning on page 17 of the July 2022 edition of *The Postal Record*.**