



MIARAP concerns

The Modified Interim Alternate Route Adjustment Process (MIARAP) has uncovered some interesting challenges for the NALC and for the Postal Service. Excluding those delivery zones where previous adjustments of routes resulted in a loosely connected geographical hodgepodge of territorial makeup, which required drastic realignment of routes during the MIARAP adjustments, two legitimate items of concern pertain to data integrity.

One of those issues is whether or not an office is accurately recording auxiliary assistance on routes. Where assistance is not properly credited, it provides real challenges for the District Evaluation and Adjustment Teams (DEATs) in determining the legitimate time that should be credited to a particular route. Local NALC branches need to ask whether or not letter carriers are taking the necessary time to accurately fill out Forms 3996 (Carrier—Auxiliary Control) and whether or not letter carriers have been given proper training on the swiping of badges to properly record assistance given to assignments other than their own so that the TACS (Time and Attendance Collection System) can accurately reflect that assistance.

Part of the solution to these problems is the branch's ability to educate the letter carriers in their delivery units on how to properly fill out Forms 3996 and how to properly swipe the badges so that accurate assistance can be properly recorded in TACS. In the vast majority of circumstances, NALC officers and stewards stand a much better chance than do postal managers in speaking to letter carriers and conveying to them the importance of their properly recording route assistance and how that plays an integral role in ensuring that the best possible data is relied on in the MIARAP. That demand on the union leadership's ability to accurately communicate to all letter carriers was true in the *M-39 Handbook's* minor route adjustment process as well, but it is even more of an imperative in MIARAP.

The Management Operating Data System (MODS) uses three-digit numerical codes that represent a work function (or non-work function). Each code is associated with

a span of a letter carrier's time clock rings. When a manager goes into the system and changes or deletes times, changes route numbers to which time clock rings were originally attributed, or changes a MODS code from that of a letter carrier working function to a non-letter carrier MODS code or a MODS code that represents meeting time or router time (times that are not credited to a work function of a route), depending on the extent that it is done, such changes can dramatically affect time that is credited to a regular carrier's demonstrated performance on his/her route, which in turn would affect the analysis of a MIARAP team of the regular letter carrier's time on his or her route.

If MODS code changes, time credit changes, or route number changes are either improper or inaccurate, it should be noted that such changes could either be legitimate or not. Such changes would obviously negatively affect the analysis of true time that should be credited to an individual on a route. This would be true not just in the MIARAP but also in the *M-39* minor route adjustment process.

Should a letter carrier come to believe during one of the consultations with the local contacts (LCs) that the analysis of his or her route is obviously a lesser amount of time than they know they performed duties on their route during the assessed time period, they should make the necessary comments to the LCs as to this perceived fact and also bring it to the attention of their shop steward. The steward can then request that management provide him or her with TACS reports of the complaining letter carrier to review so the steward can determine whether time clock rings were changed or deleted, whether MODS codes were changed, whether route numbers were changed, and whether or not such changes were legitimate. Likewise, the DEAT can request access to the TACS reports to ensure that there are no data integrity problems in the analysis of routes.

Where such changes are found to be improper, the shop steward should contact the branch president and the national business agent's office for further direction. ☒