



**NATIONAL RURAL LETTER CARRIERS' ASSOCIATION
UNITED STATES POSTAL SERVICE**

National Joint Steering Committee

April 26, 1999

vacant
Co-Chair

STEVEN R. SMITH
Co-Chair

CATHY M. PERRON
NJSC Coordinator

**NATIONAL JOINT STEERING COMMITTEE MEETING
MARCH 24 & 25, 1999
ADAM'S MARK HOTEL
ORLANDO, FLORIDA**

Committee Members:
CLIFFORD D. DAILING
JUDY DUGGAN
MICHAEL S. FUREY
DALE A. HOLTON
ROBERT S. WEST
ANDREA B. WILSON

The National Joint Steering Committee (NJSC) held its monthly Quality of Work Life/Employee Involvement (QWL/EI) meeting from 9:00 a.m. until 3:15 p.m. on Wednesday, March 24, 1999 in Orlando, Florida. All members of the NJSC were present except Clifford Dailing, who was attending a union function. The NJSC is without a management co-chair as a replacement for Sandra Curran, who is retiring on April 2, has not yet been named.

The meeting began with an open discussion period and finalization of the agenda.

NJSC ROTATION

The NJSC welcomed our new coordinator, Cathy Perron, who has assumed the coordinator duties from Andrea Wilson who has taken Sherry Cagnoli's position on the NJSC. Cathy is a Labor Relations Specialist in Contract Administration (NALC/NRLCA) at Postal Service Headquarters. Cathy's previous experience in the QWL/EI process includes being a member of the workteam in her office as Postmaster, Rowley, MA and also serving as the coordinator for the NAJSC.

NJSC CALENDAR

The NJSC reviewed their calendar for May and June. We will be meeting with the WPAJSC and the CAJSC in May. Our monthly meeting will be held May 4, 1999, at The Orleans Hotel in Las Vegas, Nevada, where we will also meet with the WPAJSC and its DJSCs. Following this meeting, the NJSC will meet with the CAJSC and its DJSC co-chairs in St. Louis, Missouri, on May 6, 1999. Due to scheduling conflicts the NJSC's June 9 meeting has been changed to June 2.

REVIEW AJSC MINUTES

Minutes from the CAJSC (February), NAJSC (February), SAJSC (February) and WPAJSC (February) were received and reviewed. We congratulate the Milwaukee DJSC on their innovative idea to utilize mass mailings containing information about the QWL/EI process in an effort to generate increased support. These mailings were successful in this effort with 86

"Park it Right" that the SAJSC referred to in the minutes. Any initiatives that can increase safety awareness and potentially reduce our accident rate should be shared with as many districts as possible.

DELIVERY POINT SEQUENCING

More and more carriers are being requested to take DPS to the street and not case this mail. The NJSC still supports the carrier's right to case DPS mail in accordance with Part 150 of Handbook PO-603. The carrier may leave late, but not so significantly as to cause delays in the customer anticipated delivery window. In addition, carriers who cannot return to the office as scheduled or cannot, on a consistent basis, meet the overall evaluation of the route may be required to take their DPS directly to the street without casing.

PROFICIENCY INDEX

Another meeting was held with Selection, Evaluation and Recognition regarding the rural proficiency index. Meetings with two focus groups of carriers, two focus groups of managers, and two focus groups of customers have been proposed as the target audience from which to gather data. A group of subject matter experts and representatives of the NRLCA will review the final package. If funding is provided, this project could be underway before the end of April.

MISCELLANEOUS

SAJSC Co-Chairs Meeting - The committee reviewed what we intended to cover in our meeting with the SAJSC and its co-chairs on Thursday.

Management Participation - The NJSC discussed the recent departure of a management facilitator after being pressured by management to "give up" QWL/EI, as it holds little importance to this particular POOM. The committee is very concerned that the process is being cut as we are asked to tighten our budgets. On March 22, Chief Operating Officer and Executive Vice President Clarence E. Lewis, Jr. issued a letter to the Area Vice Presidents reminding them of the importance of continuing the QWL/EI process. His letter advises the Vice Presidents that curtailment of process participation under the guise of budgetary constraints is unacceptable. In addition, he fully expects active participation in the process from district personnel. Hopefully, this showing of support by Mr. Lewis will shortcut any plans to "make budget" by discontinuing the process.

Mobile Data Collection Device (MDCD) Study - A meeting has been set for April 7 with the data collectors and headquarters and NRLCA representatives to debrief the participants involved in the study. Study results will be developed and analyzed following the debriefing.

Invitations - The NJSC received a request from the Portland, Oregon DJSC to attend an event planned for April 14, 1999. The NJSC will be unable to attend as it conflicts with our scheduled monthly meeting.

Safety - Steve Smith, Bob West and Cathy Perron are members of the newly formed Rural Carrier Accident Reduction Subcommittee working at the headquarters level with safety and transportation. Bob and Cathy represent delivery and labor relations, respectively, on this subcommittee. This subcommittee is looking into ways of reducing the risk of serious accidents on rural routes. Additionally, Steve is securing information from the National Safety Council that may help in realizing potential solutions.