

This from Georgia State Steward on casing DPS

In some offices, there seems to be some misunderstanding concerning a carrier's right to case DPS mail. Basically, rural carriers have a right to case DPS mail.

However, there may be situations where management has the right to require that we take the DPS to the street without casing.

Instructions from the National Joint Steering Committee intended to clarify this issue were included in their minutes in March of 1999. Those minutes state in part, "It was never intended that the carrier would have to leave as scheduled." It was understood that the carrier may leave somewhat late, but he/she must be back on schedule. The carrier may leave late, but not so significantly late as to cause delays in the customer anticipated delivery window.

Carriers working in an overtime status may be required to take DPS directly to the street

without casing. Also, anyone working in a FLSA overtime status may be required to take

DPS directly to the street (over 12 hours in a day, 56 hours in a week, 80 hours in a year).

We also have what can be referred to as a "common sense" letter signed by Mary Ann Richards, Manager Delivery Programs Support for the Area which includes the State of Georgia,

which states, "It has come to my attention that some managers may be attempting to

hold rural carriers to a daily evaluation. The rural evaluation system is based on a weekly evaluation,

and the daily evaluation posted on the PS Form 4240 is simply the weekly evaluation divided

by 6. The rural evaluated system is designed to compensate for the weekly average, which includes heavy days and light days. It is not reasonable to expect a carrier to use the same amount of time on a heavy day as on a light day. Unless a carrier exceeds 12 hours per day, fails to return in time for

collected mail to make dispatch, receives an unusual number of customer complaints concerning the delivery, or consistently exceeds the daily evaluation, there should not be any cause for concern."

We must take these two instructions and combine the intent. The customers' anticipated delivery

window is not the same on Monday as it is on Thursday. Routes and carriers must be evaluated individually. Some carriers may leave an hour after the scheduled leaving time and still return as scheduled. Route times and office times vary from route to route based upon the most recent mail count. Some carriers may be slow in the office and fast on the street.

Before a manager mandates a carrier to take DPS directly to the street, taking away the right to case DPS, all individual circumstances must be taken into consideration.

[Return to knowledgebase](#)