

National Association  
of Letter Carriers

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October 26, 2016

TO: ALL LETTER CARRIERS  
 FROM: DAVE BARBUZZI  
 RE: SPRING ROUTE INSPECTIONS

I just received notification today that 8 of our stations are scheduled to be inspected in the spring. The inspections will commence on January 9, 2017 and presently the last one is slated for April 24-29, 2017.

What you are doing TODAY will affect your inspection, and your future with the postal service. If you are casing mail off the clock, plan on getting a longer route to deliver. If you are casing FSS, DPS, or circulars, plan on getting a longer route. If you are cutting your breaks or your lunch short, plan on getting a longer route. If you are dropping parcels at the door without ringing the bell, plan on getting a longer route. If you aren't adhering to ALL the safety rules, plan on getting a longer route.

These inspections are not being conducted for your benefit. They are being conducted because management must believe that they can recoup some of the gains that we achieved during the CDRAAP process. To that end, there is a new program that has recently been implemented called the Supervisor Performance Engagement Tool (PET). There are aspects of the program that certainly push the envelope of the contract (I personally think they violate the contract). There are also aspects of the program that will most definitely create tension and provoke confrontation on the workroom floor. DO NOT ENGAGE IN CONFRONTATION. LEARN YOUR RESPONSIBILITY REGARDING A 3996, MAKE A LEGITIMATE REQUEST, AND STAND BY YOUR REQUEST.

There are resources available to you. If you go to this link:

<https://www.nalc.org/workplace-issues/city-delivery/city-delivery-resources>

you will be able to view the "Letter Carrier Resource Guide". This is a valuable resource and I strongly suggest you familiarize yourself with the whole thing, but at least review and become very comfortable with the first chapter, "Daily Situations".

We will be conducting route inspection training in the coming months. Please avail yourself of whatever resources you can to have a successful inspection.

Stay informed!!

*Dave*

David J. Barbuzzi, President  
 NALC Branch 25

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