

Dear Leaguers,

Kathy Ainsworth, Headquarters VP, Retail, and her staff have been working closely with League, Napus and Naps to make sure that the Variance Programs that are being rolled out nationwide are accurate in what they present. If all the necessary and appropriate data is not properly input and processed, then the effectiveness of the programs is greatly diminished. These programs are becoming vital to the operation of a post office. Increasingly, a Postmaster's success is being gauged on performance to numbers generated in the Variance programs. We even have Postmasters whose jobs are being threatened by their districts because their numbers don't match up with CSV and CSAW. We are seeing that CSV is sometimes not putting out correct data, and subsequently, Postmasters are being held to false standards. We continue to work to see that the programs are functioning properly.

The same holds true for Small Office Variance (SOV) that will be rolled out nationwide soon. Ms. Ainsworth, seeing the tremendous value of consulting with the Postmaster organizations asked that we send someone to Washington to work with her team to identify possible deficiencies in SOV. I selected Richard Curry, President of the Nevada Branch to participate, Dale Goff, President of Napus chose Rick Cefalo from Vermont to participate. Even though they were brought in primarily to work on SOV, they did have an opportunity to do some further work on CSV. Below are Richard's comments.

Postmasters

League Members:

I have had the recent privilege to serve on a focus group at Postal Headquarters to work with issue's covering the Variance Programs. LEAGUE President Charley Mapa, in co-operation with NAPUS President Dale Goff has continually been taking our case to Postal Headquarters. With the onset of taking this program nation wide, Postal Headquarters has agreed to meet with the members of the organizations to review the program itself and suggest any changes that may need to be made. Below are issues currently being discussed.

- (1) AMS mapping to 10 digit.
- (2) Acknowledging in the variance program the opening/closing and number of deposits made by stations and branches.
- (3) Split AM/PM dock transfer times in the SCF editor.
- (4) Box route equivalent changed to 120 rented boxes in the matrix.
- (5) Remove box rent notice time from Sundays/Holidays.
- (6) Other time approved on a consistent basis across all areas.
- (7) Formulate a process for other time submission and approval.
- (8) Open LDC48 editor for updates with District/Area/Headquarters level.
- (9) F4 on-site review process and review package updates.
- (10) Allied time added for callers/firms.
- (11) Ability to adjust leave and overtime percentages on the replacement work sheet.
- (12) Correct complement mix for 200+ man year offices.
- (13) Adjust earned hours to compensate for Postmaster involvement.

Headquarters will now refer to SCF offices as the parent office and the down stream offices as the child.

Productivity factors are brought up on an ongoing basis. Headquarters feels that the existing numbers reflect a fair average while the associations feel the numbers are too high. Headquarters has currently agreed to drop the productivity factor for letters with cases that have 00-35 case separations from 9.5 to 9, and flat cases with 00-35 separations from 11.75 to 11.25. Headquarters has agreed to give this further review as more data comes in as the program rolls out nation wide. Walling box mail non-dps 5 ft. per hr., dps 10 ft. per hr., flats 7 ft per hr., and parcels/sprs 225.

Headquarters has also agreed to break down the time that currently is in LDC 48 other time. Examples are time given for premium forwards and travel time between offices. It's currently under consideration to have the SOV offices start recording daily volumes.

Whatever adjustments are made will be rolled back to the beginning of the FY. The associations will continue to meet with Postal Headquarters until the program is fully implemented. It is important to remember that the LEAGUE and NAPUS will continue to work on these issues for the good of the Postal Service and its Postmasters. If you have any questions or concerns that need to be addressed during this process please contact your State Presidents and they will forward them on.

Thank you for your co-operation and assistance during this time.

Richard Curry  
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