



Labor Relations

Pivoting City Delivery



Pivoting Reference Material - POM

■ POM Section 646.1 Pivoting Definition

- Pivoting is a method of utilizing undertime of one or several carriers to perform duties on a temporary vacant route or to cover absences. Nonpreferential mail may be curtailed within delivery time standards on the vacant route and/or on the route of the carriers being pivoted.**

■ POM Section 646.2 Pivoting Usage

- Pivoting is not limited to periods when mail volume is light and when absences are high, but also can be utilized throughout the year for maintaining balanced carrier workloads.**



Pivoting Hold-Down - JCAM

- **JCAM Page 41-13 Removal From Hold-Down**
 - **Part-time flexible employees may be “bumped” from their hold-downs to provide sufficient work for full-time employees. Full-time employees are guaranteed forty hours of work per service week. Thus, they may be assigned work on routes held down by part-time employees if there is not sufficient work available for them on a particular day. (H1N-5D-C 6601 09/11/1985 M-0097)**
 - **In such situations, the part-time flexible employee's opt is not terminated. Rather the employee is temporarily “bumped” on a day-to-day basis. Bumping is still a last resort...**



Pivoting Hold-Down - JCAM

- **H1N-5D-C 7441 October 25, 1983**
 - A PTF, temporarily assigned to a route under Article 41, Section 2.B, shall work the duty assignment, unless there is no other eight-hour assignment available to which a full-time carrier could be assigned. A regular carrier may be required to work parts or “relays” of routes to make up a full time assignment. Additionally, the route of the “hold-down” to which the PTF opted may be pivoted if there is insufficient work available to provide a full-time carrier with eight hours of work.
- **JCAM Page 41-13 Scheduling Status and Opting**
 - Employees on hold-downs are entitled to work the regularly scheduled days and the daily hours of the duty assignment. (H8N-1M-C 23521 06-02-1982 M-00239)



Pivoting Step 4's

- **H1N-4F-C 41071 December 9, 1983**
 - Available full-time craft duty assignments of anticipated duration of 5 days or more will be made available as hold-down assignments. However, management may pivot the route of the “hold-down” on a day-to-day basis without incurring any liability.

 - **F94N-4F-C 97005324 July 14, 1997**
 - Routers must be kept on their bid assignment and not moved off the duties in the bid description unless there is an undertime situation, or in “unanticipated circumstances”.
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Pivoting Contractual Issues

- **July 01, 2002 San Diego – Gentile**
 - Denied. It is not a violation of the CBA to have an employee curtail uncommitted third class mail to pivot on another route. However, this assumes there is evidence of “unanticipated circumstances” or there is no evidence management “artificially created undertime”.
 - **April 28, 1998 – F90N-4F-C 97 09734**
 - Denied. An employee shall not be pivoted off his assignment under authority of 617.2 of the POM by curtailment of mail on his assignment, unless there is a vacant assignment which need to be delivered.
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Pivoting Contractual Issues

- **November 16, 2000 F94N-4F-C 96 048903 - Bickner**
 - Denied. USPS did not violate the National Agreement when it pivoted (two) Part Time Flexible employees on an opt, to work other routes.
- **July 6, 2004 C01N-4C-C 02225685 Braverman and
C01N-4C-C 0426664 May 24, 2005**
 - A carrier may be pivoted as long as the carrier's regular bid assignment is completed by the carrier and no one else. "So long as the carrier continues to carry his regular bid, there is no temporary change of assignment pursuant to Article 41, and no violation of the Agreement."



Pivoting Contractual Issues

- **July 30, 2005 Cleveland OH - Klein**
 - Denied. The USPS did not violate Article 41.1.C.4 when it forced letter carriers to curtail mail and pivot onto vacant routes even though there was no indication that the work on the carrier's routes was light.
 - No evidence that pivoting was used to maintain routes normally out-of-adjustment on a long term basis.
 - No evidence that pivoting was utilized in lieu of making route adjustments.
 - There was no evidence of any change in the permanent bid assignments, but rather that the pivoting and curtailment was done on a short-term, temporary basis.
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Pivoting Contractual Issues

- **June 21, 2002 Toledo OH - Ross**
 - Sustained. Management forced carriers to pivot when there was no indication that the work on their own routes was light.
 - Management regularly used pivoting to plan around “anticipated circumstances”.
 - Management established a fixed daily requirement to pivot routes and that routes would not be allowed over 8 hours.
 - **April 10, 2007 Wantagh NY – Inhoff**
 - Sustained. The Postal Service violated Articles 41 and 8 of the CBA when it reassigned the grievant to work on routes outside his scheduled hold down assignment where no “unanticipated circumstances” existed.
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