Management constantly tries new ways to establish office and street standards for letter carriers. There’s one simple reason – if they have a time standard they can hold you to, they don’t have to do their job and physically supervise employees.

There have been several Step 4 Agreements and arbitration decisions over the years that have addressed the setting of arbitrary standards. This doesn’t seem to stop the next brilliant supervisor from trying it again, however. Most recently, there has been a push to hold carriers to one hour of office time and 22 minutes of load time. These are two separate issues, but many of the same cites will apply to both. As such, there will be a grievance template for setting office standards, and a template for setting street standards, but they will be similar.

It is also good to remember that setting arbitrary standards can rise to the level of harassment and bullying. There will be a separate template for Joint Statement violations, and it may be a good idea to consider adding this argument if it applies. Remember, this is a serious charge so use it when appropriate and when the evidence supports it.