

## **Replace the Virtual Timecard with Time and Attendance Collection System (TACS)**

Whereas: The United States Postal Service (USPS) currently utilizes the Virtual Timecard as a tool for tracking employee time and attendance, which provides a very limited view of their work-hours and lacks detailed insight into daily movements and operational activities; and

Whereas: The Time and Attendance Collection System (TACS) is the primary system used by USPS to capture the number of work-hours employees spend on various postal operations, relying on clock rings entered via Mobile Delivery Device (MDD), badge readers or manual adjustments; and

Whereas: The current Virtual Timecard system does not adequately reveal the full scope of employees' daily activities, including time spent on delivery routes, office tasks, and other operational duties, potentially leading to inaccuracies in payroll and workload assessment by offering a more comprehensive and accurate record of employee workdays; and

Whereas: Postal Supervisors and Managers no longer have access to TACS due to our APWU Brother and Sisters winning the work of adjusting TACS through a National level grievance; and

Whereas: Level 7 clerks do not have access to personal information that needs to be inputted to TACS in a timely manner as to not cause a disruption in a letter carrier's pay, such as whether a letter carrier may be on Annual Leave, Sick Leave, Holiday Pay, Administrative Leave, FMLA, Continuation of Pay, OWCP/LWOP, LWOP and any other leave category; and

Whereas: A Level 7 clerk will not know every caveat of our contract regarding N/S days, overtime, or overtime guarantees; and

Whereas: Daily TACS format that tracks employee movements would enhance transparency, improve payroll accuracy, and provide valuable data benefiting all employees; and

Let it be fully resolved: The National Association of Letter Carriers (NALC) calls upon the United States Postal Service to replace the Virtual Timecard with the enhanced daily TACS format that tracks employee movements throughout their days of employment; and

Be it further resolved: That this enhanced TACS format utilizing real-time data collection methods, such as those tested with the Mobile Delivery Device, to record clock rings and operational activities, ensure a detailed and accurate representation of all employees' work-hours and movements; and

Be it finally resolved that NALC shall work collaboratively with USPS management to implement the TACS-based timekeeping representation, complete with a comprehensive explanation of this timekeeping format for all employees and advocating for its adoption nationwide to support fair compensation, operational efficiency, and enhanced tracking of the employees' workday.