



# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

## NAPS/USPS May 30, 2023 Consultative Meeting

**0530-01** Can the USPS HQ supply NAPS with the metrics identifying logistics pay levels for EAS?

**Response:** This information was provided to NAPS by February 7 correspondence.

The workload model ranks logistics facility installation. This model is comprised of three sections (Surface, Air and Complement). Each section was based on weighted calculations of workload factors.

Model	Model Weight	Workload Factors	Weight
Surface Model	20%	# of DRO/HCR Trips	20%
		# of NASS Codes Served	20%
		# of total Miles Driven within Service Area (DRO/HCR)	15%
		# of DRO Contracts	5%
		# of HCR Contracts	10%
		# of PVS Miles	15%
		# of Mailers	10%
Air Model	20%	Hubs Served	5%
		FedEX NT	10%
		FedEX DT	25%
		UPS Host Plant	20%
		Air Supplementals	20%
Complement Model	60%	CAIR Supplementals	25%
		# of Authorized EAS	20%
		# of On-rolls	80%
	100%		

The workload model determines the appropriate level of Logistics facility installations. The workload model determines a standard work score that equates to one of the five (5) levels of Logistics facilities.

Earned Level	Grade Level
Level 1	EAS-25
Level 2	EAS-24
Level 3	EAS-23
Level 4	EAS-21
Level 5	EAS-20
No Manager	N/A



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**0530-02** Currently, offices are being singled out for not adhering to the CRDO team 60 minutes in the office requirement on the triangulation report; this does not consider DOIS projections nor the fact that an office may have a MOU which provides office breaks and washup time prior to going to the street, thus making it extremely difficult to achieve this metric. Can the CRDO team factor into the equation local MOU's break times in order to achieve this 60 minutes realistically?

**Response:** This item was discussed during the March consultative meeting. The report measures office performance and highlights offices and facilities in excess of 60 minutes. It does not include additional data based on local agreements. The highlighted offices direct senior local leadership to investigate to determine whether the excess of 60 minutes is justified.

**0530-03** Currently, the CRDO team is placing a lot of pressure on their subordinate leaders, who in turn pass it down to the AO's and EAS in the mail plants and in the field. Senior district leaders often pass along this message disrespectfully to their EAS, and this is causing a very stressful and potentially hostile work environment. NAPS has continually brought to the attention of senior postal leadership this issue of treatment of EAS in the field. What will USPS HQ do to stop this disrespectful treatment?

**Response:** The item references plant operations that are no longer tied to the district structure. If NAPS is made aware of messaging that is sent in a derogatory manner, then it should be directed to local Labor Relations and specifics are provided. Publication 552, Employee's Guide to Understanding, Preventing and Reporting Harassment is a helpful guide to educate employees to determine whether another employee's actions may be harassment. This guide also includes steps in reporting harassment.

**0530-04** Public Law 109-435 (The Postal Accountability and Enhancement Act) under Section 301) .... "Prohibits the Postal Service from closing or



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consolidating any processing or logistics facilities without using specified procedures for public notice and input..." Further, Section 302 outlines the processes the Postal Service must follow when consolidating or closing any processing or logistics facilities. Should the Postal Service propose consolidations or closures of processing or logistic facilities, PAEA requires the Postal Service to provide adequate public notice to communities potentially affected by a proposed rationalization decision; make available information regarding any service changes in the affected communities, any other effects on customers, any effects on postal employees, and any cost savings; afford affected persons ample opportunity to provide input on the proposed decision; and take such comments into account in making a final decision. As the planned deployment of the S&DC initiative, as well as the RP&DC initiative involve the consolidation of postal plants and facilities into a new network, why has the USPS not followed the law in public notification and input?

**Response: This agenda item is questioning matters of public law and is not suitable for a consultative meeting.**

**0530-05** Public Law 117-108 (Postal Service Reform Act of 2022) requires that... "The Postal Service shall develop and maintain a publicly available website with an interactive web-tool that provides performance information for market-dominant products that is updated on a weekly basis." Has the Postal Service set up this website as required by law? If so, what is the web address to access this information, and if not, when will the performance portal be set up?

**Response: This agenda item is questioning matters of public law and is not suitable for a consultative meeting.**

**0530-06** NAPS is requesting package the volume trend data by week for FY23 with SPLY comparison, both nationally and by Area.

**Response: This data was provided.**