

RECEIVED

NOV 16 2022

LABOR RELATIONS



November 15, 2022

Mr. Ivan D. Butts
President
National Association of Postal
Supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753

Dear Mr. Butts:

Your correspondence to Tom Blum, Vice President (A), Labor Relations concerning your claim that the Postal Service is embracing the Table of Offenses and Penalties for employees has been provided to this office for response. Your claim was based on a PowerPoint presentation that was sent to District Managers in July 2022 on integrity violations, and that NAPS was interested in establishing it.

I was contacted by Tim Ford, former board member of NAPS, on August 1 with a request to review the same presentation. Mr. Ford perceived that the Postal Service was implementing a Table of Offenses and Penalties.

An investigation was conducted, and it was determined that a presentation on integrity violations was provided to District Managers. It was communicated that each integrity issue must be investigated swiftly, any violation requires an individual investigation and that there are not any required table of penalties. This communication was not included among the PowerPoint slides.

Labor Relations requested that clarification be provided to the field on this matter since it gives an appearance that this could be a predetermined table of penalties and the Postal Service does not support a table of penalties nor is it included among any postal policy. The following was communicated to all District Managers on August 9 regarding integrity violations:

"the examples of the types of discipline that MAY be warranted, after a thorough investigation is NOT a table of penalties-each situation warrants individual investigation and should be evaluated based on findings. Please consult with Labor Relations when assessing pending discipline and appropriate penalties."

In response to your request to consult on establishment of a table of penalties, the Postal Service is not interested in incorporating a table of penalties and will continue to follow the policies and procedures under Employee and Labor Relations Manual, Section 650.

Sincerely,

A handwritten signature in blue ink that reads "Bruce A. Nicholson".

For
Bruce A. Nicholson
Manager
Labor Relations Policy Administration