



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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March Consultative Meeting Agenda 3/12/2020 at NAPS HQ In Conjunction with the NAPS 2020 Spring Executive Board Meeting

US Postal Service Headquarters

Bruce Nicholson, USPS Labor Relations
Phong Quang, USPS Labor Relations
Henry Bear, USPS Labor Relations

National Association of Postal Supervisors

NAPS Executive Board

0320-01 NAPS would like to bring back to the table an unresolved item from 0419-01 for updating.

0419-01 NAPS has received questions from the field in regards to the Maintenance Manager positions that were scheduled for an upgrade but has been put on hold based on the attached memo from Simon Storey, VP, ERM.

NAPS has not received any correspondence concerning the hold on MM position upgrades.

NAPS is requesting a briefing on the status of MM upgrades, and the "a project is underway that may result in changes to plant facility types and levels, as well as to the criteria for staffing authorized within plant facilities."

Response: Correspondence was sent to NAPS's national office prior to the announcement of Mr. Storey's July 20, 2018 memo. This project is still in the evaluation stage. If it is determined that changes are required to the established staffing criteria, it will be proposed to NAPS in accordance with the consultation process in Title 39 § 1004 (d) 1004 NAPS will be contacted in advance of any changes to this staffing criteria.

Response: This project continues to be evaluated; Mr. Storey's July 20, 2018 memo remains in effect.

0320-02 NAPS would like to bring back to the table an unresolved item from 0418-05 and 0419-02 for updating.

0419-02 NAPS is bringing back to the table for an update agenda item 0418-05 where the USPS responded;

0418-05 NAPS HQ has been made aware of recent settlement on the National Reassessment Program (NRP) in which monetary awards have/will be made that could directly impact total operating expenses (TOE).

NAPS is requesting a response to the following question;

Response: Roger Collado, Mgr. Injury Compensation & Medical Services (A) attended and addressed this item. There was no settlement, this was a Class Action Decision by the

EEOC. Notifications have been sent to the class members. The Postal Service is currently in litigation.

- What is the current financial impact on USPS?
Financial impacts have not been determined as we are currently in litigation.
- What are the impact implementations to NPA?
NPA impacts have not been determined as we are currently in litigation.
- What are the future financial impacts from the implementation of this program?
This program was sunset in July 2011. Representing
- How will settlements be paid?
Settlements are yet to be determined as we are currently in litigation.
- What has happened to the program?
The Program was sunset July 2011.
- Are EAS impacted?
A small group of EAS are class members.

Response: The Postal Service is still in litigation.

Response: The Postal Service is still in litigation.

0320-03 NAPS is requesting an update to the below-listed agenda item.

1118-02 NAPS is requesting an update to the below-listed agenda item.
0818-09 NAPS has been made aware that members in the position of EAS-17, Safety Specialist (TL), Occ Code 0018-0031 is not receiving pay for the SDA level of the employees that are being supervised.

The craft employees who work in the position of Driving Safety Instructors, P-08 report directly to the Safety Specialist (TL).

NAPS is requesting that the Occ Code for the position of Safety Specialist (TL) be added to the SDA Position Group Vehicle Services, and the pay of all EAS within this Occ Code be paid accordantly.

NAPS is also requesting that the USPS consult with NAPS on providing compensation for monies not paid to these impacted employees due to not being correctly categorized for SDA purposes.

Original Response: The position was created in 2006, we will need to review current job requirements to determine if the position is a supervisor position and update job description accordingly.

Current Response: The Safety Specialist (TL) position should have oversight over activities of subordinates but not in a supervisory capacity. The Postal

Service will provide NAPS with a proposal in accordance with Title 39 § 1004 to revise the Position Description to give clarity among that position description.

Response: NAPS was provided correspondence dated January 20, 2019 advising that the Postal Service made a determination to add the Safety Specialist (TL)(EAS-17) (Occupation Code: 0018-0031) position to the Supervisor Differential Adjustment (SDA) chart. The effective date of that change was March 2, 2019 and it was not made retroactively.

0320-04

NAPS has received a concern on one of the hot topics now is safety. Currently, the field is required to review daily in DMS the excessive reversals.

When the field questioned the DMS Team in Postal Headquarters, how they determine the vehicle is going in reverse. The team gave somewhat of an explanation telling NAPS that it goes by speed and GPS and what the sector segment is for that area of delivery. The team went to state, anything over 2.2MPS is considered driving under that is walking.

NAPS finds flaws in the system. The scanner pings every minute, so if you forget a parcel and in under that minute, you do a k-turn on the street and go back, it pings back at the address you were already at and determines you to be going in reverse.

Also, the scanner is set to tell you when you have an SPM scan by GPS, and that is not always correct, so if you drive in the middle of a one-lane road your GPS will be off and could tell you that you are going in reverse.

NAPS is requesting clarity from USPS HQ on this issue.

Response: Jennifer Vo, Director City Delivery Operations, and Randy Gregory, Senior Delivery Performance Specialist, provided a presentation to NAPS's Executive Board in regards to this agenda item.

The Safety Exception Reporting in the Delivery Management System (DMS) is intended to provide data to Supervisors on vehicles that were backing greater than 50 feet on delivery routes so it may be reviewed and discussed with the delivery carrier to ensure unnecessary backing is eliminated.

Backing is determined by a review of "breadcrumbs" as well as the accelerometer within the Mobile Delivery Device (MDD)/scanner. We have increased the breadcrumbs from one per minute to one per second which has improved the accuracy of the data.

Incorrect data can occur due to a faulty scanner that provides bad GPS or accelerometer information. When a different scanner shows the same issue, we request feedback and ask that the location be reviewed during delivery to determine whether the scanner needs to be replaced or that the driver's behavior should be corrected. We remove data that we know is inaccurate.

We are constantly looking at how we can better the technology to improve the product and have asked the field for feedback. We ask for NAPS to work with local districts as well as headquarters on identifying new ways to improve it. We want to have a tool that is helpful for supervisors. Backing accidents have been reduced by 17.5% year and this reporting has contributed to that reduction. We want to correct the behavior and stop a potential accident before it becomes an accident.