

NAPS/USPS Consultative Meeting Minutes
Fall 2019 NAPS Executive Board Meeting
October 22, 2019 @ NAPS Headquarters

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

1019-01

NAPS has concerns over the SWC process that has taken several years to get to a testing phase. NAPS is also concerned that the USPS documented needs for additional SCS has gone from over 5k to now approximately 1,300 additional SCS over this same period. NAPS is requesting an update on the SWC process from the USPS perspective.

NAPS would like to know where we are in the process?

- NAPS would also like to know where this process is going?
- NAPS would like to know why we have not initiated the testing phase in the selected sites?

Response: Testing of the new SWC model have not received the final approval from postal leadership. The Postal Service is not pursuing this process during peak season. We will follow up with NAPS in the new calendar year on the status of this test.

NAPS notes that during the Fall 2019 board meeting it was explained to NAPS that the Executive Leadership Team (ELT) at Postal Headquarters had been given a presentation on the new SWC model, but no approval nor disapproval of piloting the model was given at that time. With peak season approaching, and PMG Brennan retiring, there will not be a pilot process of the SWC model until after January 31, 2020.

1019-02

NAPS contends that there is 100% proof that the Altoona P&DC is a plant facility and is being denied a maintenance supervisor position because the USPS has determined the Altoona P&DC is not a Plant operations facility. They are claiming they are an F4 office. NAPS has validated that no F4 employees are working in this plant.

NAPS further contends that this facility performs every duty that that is performed in the plant facilities located in Johnstown, PA and Erie, PA. NAPS notes that both of these facilities are plants.

An additional request was made as to how Altoona P&DC was considered a F4 site and not F1. The Eastern area representative stated that they would check and the NAPS AVP has not heard from them again.



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NAPS notes that the HQ staffing matrix shows that they get an MMO-19 and an SMO-17 if they are a plant. NAPS contends that the USPS does not want to give the Altoona plant the much-needed position. NAPS has been informed that the USPS has had someone "unofficially" working as a MMO or SMO or both in the Altoona postal facility to help get everything done for over two years. This issue was brought up to the USPS Eastern Area back in February and the Area did get someone to look into it. Eastern Area postal leadership got back to NAPS AVP only after making an additional inquiry, stating that this plant did not earn a position.

NAPS is requesting the USPS rational as to why the Altoona P&DC is labeled a plant in all aspects except for when they are staffed?

Response: Altoona was designated a Mail Processing Facility (MPF) in 2013 due to it no longer meeting the criteria of a P&DC. That criteria is based on volume and equipment inventory. An MPF does not automatically earn a Manager Maintenance Operations (MMO). In order for an MPF to earn an MMO, it has to meet a threshold greater than 27 maintenance employees. The Altoona facility currently has 24 maintenance employees on rolls. In addition, Altoona has a Supervisor Maintenance Operations (SMO) on rolls.

Altoona facility has not been renamed since the time it was downgraded to a MPF in 2013. This was an oversight for Altoona and some other facilities nationwide which will be corrected.

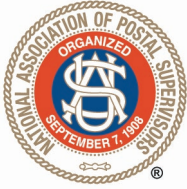
1019-03 NAPS would like to have some continued discussion on the consolidated casing pilot. This comes based on some additional data and information NAPS has received.

Based on data received from the USPS, NAPS notes that FN2B OT has increased sharply since the beginning of this test. This would have a direct impact on TOE % to Plan. This indicator has also gone down since the initiation of the test.

NAPS also notes a sharp increase in accidents at this testing site, which has had a devastating impact on the NPA Unit indicator, going from cell block ten at the beginning of the test to cell block 0 on the last data provided by the USPS.

NAPS also notes that the impacts of this pilot will go into future PFP years impacting TOE and Grievance categories due to the escalated number of NALC grievances being filed daily in direct response to this trial meet adjudication.

NAPS contends that this now expanded process will contribute to future NPA failures to the current failed PFP system.



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NAPS would like to know what mitigation the USPS has put in place to account for the NPA impacts associated with this pilot test?

Response: We provided a tour of the Annandale PO and a briefing during the September consultative meeting regarding the consolidated casing pilot. We also provided data showing an initial decline in TOE for Annandale at the start of the pilot in May. However, TOE rebounded shortly after.

As for accidents, Annandale had 7 accidents prior to the start of the pilot, with several occurring in early May prior to commencement of the pilot. Since NPA reports are generated monthly, this may have given the perception that the accident indicator was negatively impacted as a result of the pilot when the May scorecard was published. The significant drop in this NPA Unit Indicator was a result of the accidents that occurred prior to the pilot.

1019-04

NAPS has been made aware of changes to FY19 budgets that were made in week 47 retroactively back to the beginning of FY 19.

NAPS would like to know what has been the impact to TOE base on this change in week 47?

NAPS would like to know why this PFP impact was made at the end of FY 19?

NAPS would like to know what the factors were that necessitated this negative impact on PFP at the end of FY 19?

Response: There is no impact on Total Operating Expenses (TOE) due to the LDC 48 adjustments in the Customer Service Variance (CSV) model for FY2019. The adjustment only changed the number of earned hours in CSV for specific tasks, budget hours were not changed. Therefore, there is no impact to Pay for Performance.

Headquarters removed the District Function 4 Coordinator's ability to input benchmark values for customer service facilities for three Workload Elements in LDC 48, Collections, Express Mail Delivery, and Offsite Travel/Admin. F4 coordinators were able to input benchmark values for each facility once a year. These benchmark values were being applied inconsistently among many districts. Headquarters determined that it was more effective to strictly use TACS clock rings to directly feed the Variance tool which in turn would determine the earned LDC 48 benchmark values for the following fiscal year. These values will provide a better representation in each of office of the work being performed in these LDC 48 tasks.