



# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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## September Consultative Meeting Agenda via ZOOM September 30, 2020

### US Postal Service Headquarters

Bruce Nicholson, USPS Labor Relations  
James Timmons, USPS Labor Relations

### National Association of Postal Supervisors

Brian Wagner, NAPS President  
Ivan Butts, NAPS Executive VP  
Chuck Mulidore, NAPS Secretary Treasurer  
Tim Ford, NAPS Chairman of the Board

0920-01 NAPS is requesting a briefing on the outsourcing of work in the new Surface Transfer Center (STC) in the Orlando, FL area, which NAPS received notice of on August 31, 2020.

**Response:** James Lloyd, Labor Relations Specialist, APWU Contract Administration provided a briefing on establishment of the new STC.

Surface Transfer Centers (STCs), formerly known as HASPs are mail consolidation and re-distribution facilities with the primary function of achieving increased vehicle cubic capacity and utilization. STCs receive mail containerized by product type or by ZIP code range for cross dock transfer and dispatch to the appropriate destination. The current Seminole STC is an operation within the Seminole P&DC. It is only operated on one tour and shares floor space with other operations on the off tours. This operation needs to be expanded beyond one tour and the floor space returned to the P&DC. There is no impact to staffing at the P&DC. A new STC facility is being established, Central Florida STC. The facility will be staffed by 5-7 non-bargaining employees and will include positions of:

- Manager Surface Transfer Center (EAS-20)
- Network Specialist (EAS-17)
- Coordinator Surface Transfer Center (EAS-17)

0920-02 NAPS has received several concerns over the on-going extension of the 120-day rule. EAS are being held back from reporting to new positions by losing offices due to the inability of posting vacated EAS position. NAPS would like to know:

- What is the EAS vacancy % for within the USPS?
- As of 9/14/2020 what is the total number of EAS vacant positions?

**Response:** The provision of Handbook EL-312 743.15, *120-Day-Calendar Limit on Higher-Level* was modified earlier this year in response to the pandemic and to minimize the transition of individuals from temporary assignments but also not at the detriment of those individuals that were interested in becoming a potential candidate for those positions. The provision was modified again in September 2020 due to the continuance of the pandemic as well as due to the announced hiring freeze of non-bargaining jobs on August 7. The hiring freeze on non-bargaining positions is a useful tool during organizational change. The Field EAS vacancy rate is 5.2%. There are about 2,300 vacancies and about 800 of those vacancies are EAS-20 and above positions.

0920-03

On August 7, 2020, Isaac Cronkhite, USPS Chief Human Resources Officers (CHRO) and Executive Vice President, issued a hiring and promotional freeze on non-bargaining unit memo for EAS, Attorney, Pay Band and PCES employees. This freeze on the filling of field EAS positions is making the successful completion of operations unsustainable without proper nonbargaining unit staffing.

NAPS has been told that laterals and down grades are being permitted, but many are holding on to those who been promoted or who wish to move to a different position due to the lack of ability to fill positions along with upcoming fall mailing and political mail season.

For the continuity of operations, NAPS is requesting the CHRO's August 7, 2020 hiring and promotional freeze memo be lifted until after this year's USPS Peak Season, or at such a time when there are pending Postal Service initiated actions.

**Response:** NAPS's request to suspend the hiring freeze cannot be accommodated. The August 7 announcement of a hiring freeze of non-bargaining positions allows the Postal Service to reposition employees with any further organization changes. Exceptions to post field non-bargaining positions in eCareer during the hiring freeze are evaluated on a case by case basis. The documentation and factors reviewed are dependent upon the position being considered. Consideration is given to positions that cannot be filled with an internal detail assignment, require a specific licenses or professional certification, and the vacancy causes a significant impact on operations, or the ability of the organization to effectively executive its mission. The hiring freeze will continue until any Field organizational changes and future staffing are determined and we will discuss any changes with NAPS. Suspending the hiring freeze could cause an individual to be promoted to a position and then soon learn that the position has been eliminated and the individual is impacted by a Reduction-In-Force. If an individual has been accepted for a position due to lateral or downgrade request, the Selecting Official should coordinate a release date with the employee's manager. If the employee's manager is unreasonable in providing a release date, then the Selecting Official should escalate the matter to District Human Resources.

0920-04

NAPS has been receiving concerns over the *SWCS All report* that is being generated monthly from USPS HQ. This report is identifying SWCS reductions that are eligible for implementation based on positions failing to be within the parameters of the ZOT.

NAPS is requesting that all SWCS reductions identified by this USPS HQ reporting be placed on hold for the continuity of operation during this continued pandemic, fall mailing and holiday season.

- **Response:** NAPS request to suspend the monthly review of authorized positions in the Supervisor Workload Credit (SWCs) system cannot be accommodated. Human Resources conducts a review of SWC complement monthly. Workforce Analytics updates the staffing model data based on prior month status. Field Staffing conducts a review of Supervisor Customer Service (SCS) authorizations that are encumbered and have either been in the Zone of Tolerance (ZOT) for 12 consecutive months or that have dropped below the established ZOT.

A report is sent directly to District HR (with a copy to Area HR for awareness) listing the potential sites in jeopardy of losing a SCS authorization as a result of being in the ZOT for a year or falling below the ZOT. Districts are instructed to review the data and advise if there is any local knowledge that may change the outcome.

Field Staffing reviews those responses, makes adjustments as needed, and identifies which offices are impacted. A list is provided to district HR to complete their action to reduce the authorization. Field Staffing follows-up until all responses and actions are completed. ZOT is only applicable for encumbered positions (i.e. if there is an impacted Supervisor Customer Service due to a decrease in authorized staffing). Any vacant Supervisor Customer Service that are no longer earned result in the “Immediate Action” flag for the authorization to be removed. This information is also available on the SWC all report under column AM ‘Possible Vacancy/OVC: Zone of Tolerance is a tool used to monitor the length of time an encumbered position is no longer earned. It is a method to notify the losing office of the situation in advance and allow them an opportunity to adjust craft complement and/or acclimate to reduced supervisor staffing.