



January 11, 2024

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JAN 17 2024

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

Certified Mail Tracking Number:
7019 2280 0001 6260 8422

Dear Ivan:

This is in reference to the August 9, 2018, notice regarding implementation of the Virtual Entry Assessment (VEA), as a replacement for Battery Examination 473, for certain entry level bargaining unit positions.

You were sent a subsequent notification dated May 22, 2019, regarding development of a customized version of the VEA. In that notice, you were advised that a study to validate the customized version of the VEA would commence sometime between June and August 2019. Due to concerns relating to the success of the upcoming peak mail season, the study was postponed.

On September 5, 2019, you were sent notification advising that the validation study was being rescheduled to begin between January and March 2020. Due to circumstances surrounding the COVID pandemic and operational peak seasons, the validation study was again postponed for an indefinite period.

The original plan to validate the customized VEA was to gather data from current employees. However, to minimize disruption to the organization, the data was instead gathered from external job applicants by incorporating the customized content into the existing VEA assessments.

The study began October 15, 2021, collecting test data from applicants through August 26, 2022. The next phase of the study consisted of collecting performance ratings from supervisors during the period of October 30, 2023, through November 12, 2023. Final analysis of the data was conducted November 13, 2023, through December 20, 2023.

This notification is to inform you that Human Resources has now completed the validation process and the customized version of the VEA will be updated within the next few months.

Please contact Bruce Nicholson at extension 7773 if you have any questions concerning this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read "James Lloyd".

 James Lloyd
Director
Labor Relations Contract Administration (NALC)