



November 1, 2022

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

Dear Ivan,

Your September 26 email correspondence to Thomas J. Blum, acting Vice President Labor Relations has been forwarded to this office for response. In that email, you allege that the United Postmasters and Managers of America (UPMA) has on numerous occasions failed to follow policies and procedures of the Postal Service with using the postal network for business of the UPMA organization. The Postal Service investigated your allegations and found them to be without merit.

Based on our review, your email contained a number of inaccuracies. First, contrary to your assertion, we have determined that the sender of this message is *not* a member of UPMA. Second, I must correct your assertion that "NAPS has complained on numerous occasions" about UPMA's use of the Postal network, and you go so far as to say that the Postal Service condones such misuse. To the contrary, this is the first time to my knowledge that NAPS has raised a concern regarding UPMA's use of the Postal network. And, as noted above, the communication you identified was not sent by a member of the UPMA. Finally, your email seems intent on refuting the email based on an alleged prior statement by UPMA. I am not sure why you are directing this to the Postal Service. If you have a concern with representations made by UPMA, I suggest that you take it up with them.

I would be remiss if I also did not correct your reference to "NAPS negotiated items of the 2020-2023 Pay Agreement." As you know, the Postal Service does not negotiate pay agreements with NAPS or any other management association. Rather, pursuant to 39 U.S.C. § 1004, the Postal Service is required to consult, not negotiate with NAPS. Moreover, you are either unaware or have been misinformed about the addition of the EAS-18B Exempt Postmaster position to the list of positions eligible for the Supervisory Differential Adjustment (SDA). This position was established on September 29, 2018 following the July 20, 2018 pay decision that was issued to UPMA and that position was deemed eligible for the SDA.

Finally, you claim that NAPS has never advocated for the use of government equipment, yet you contradict yourself by stating that "NAPS is request again to be given the same permission." Notwithstanding your own contradiction, and as you should know, there is a long-standing memorandum that prohibits the use of postal equipment by local representatives of the management associations.

Therefore, this request from NAPS, or a request from any management association to use postal equipment for management association business, is not and will not be approved.

Sincerely,

A handwritten signature in blue ink, appearing to read "Bruce A. Nicholson", with a stylized flourish at the end.

Bruce A. Nicholson
Manager
Labor Relations Policy Administration