



## April 2017 Consultative Meeting Minutes Held on 4/12/2017 at USPS HQ

### US Postal Service Headquarters

Bruce Nicholson, USPS Labor Relations

Phong Quang, USPS Labor Relations

### National Association of Postal Supervisors

Brian Wagner, NAPS President

Ivan Butts, NAPS Executive VP

Chuck Mulidore, NAPS Sec-Treasurer

Tim Ford, NAPS Chairman of the Board  
(via telecon)

0417-01. NAPS would like to better understand the reporting relationships of the work groups that made up the increases in scoring results in the 2016 Postal Pulse? i.e. AVP's to Direct Reports, DM to Direct Reports...

NAPS is requesting to know what mechanisms within this stated 60% increase in Postal Pulse scoring would be transferable to more front line work groups, such as SDO/SCS to craft? NAPS does not believe that the USPS will see 60% increases with these work groups and would like to know the USPS expectation is as a result of the voluntary CEW training?

**Response:** Loretta Tolliver, Mgr Engagement Programs provided the response to this agenda item: The reporting relationships among the workgroups were across the board. The 60% improvement in the grand mean applies to those workgroups that have actually taken the training. So far, over 21,000 employees have received the engagement training to include level 17 and above, with the goal being set at approximately 41,000 total employees to receive the training, including craft employees who have been invited to attend.

0417-02. NAPS has been made aware of the settlement in Case No. Q10C-Q-C14011344 that has awarded the posting of career clerk jobs in the Sales Retention Centers around the country.

NAPS has also received notices from the field that career EAS positions are not being created to manage the employees that are assigned to these units and that the USPS is posting Ad-Hoc NTE 2 year EAS-19 details in these facilities as supervision.

NAPS contends that by not providing dedicated career EAS to correctly Manager this unit, that the SRC process will no longer have the value benefits expressed in the letter to outgoing clerks who were working in the Sales Retention Centers.

NAPS is requesting that all Ad-Hoc NTE 2 year EAS-19 details be reposted as career EAS-19 positions with a Higher-Level Manager also assigned to ensure the continuity of operations at the Sales Retention Centers.

**Response:** The Sales Retention Centers were not staffed with career supervisors during the pilot test, therefore don't understand how adding

supervisor AD-HOC positions could result in a decline in value to the Postal Service. The Postal Service needs to evaluate the Sales Retention Centers and does not want to establish permanent supervisor positions until this evaluation is complete. It does not want to put any supervisor at risk of a Reduction in Force if it is determined that a supervisor position is no longer needed at the Sales Retention Centers. The Postal Service does not see how the Continuity of Operations would not be met by the establishment of AD-HOC supervisor positions.

**NAPS follow-up:** Will non-bargaining employees selected for the EAS-19 SRT Ad-Hoc positions retain their Form-50 jobs? Are non-bargaining employees selected for the EAS-19 SRT Ad-Hoc positions eligible for additional hours?

**Follow-up response:** The EAS-19 SRT AD-HOC is a temporary assignment, therefore; employees detailed to the position will not vacate their Form-50 assignment.

The Postal Service will follow policies outlined in *ELM, Section 417.2 Assigning FLSA Status* when applying classification for FLSA pay purposes of employees temporarily assigned to the EAS-19 SRT AD-HOC position.

0417-03.

NAPS received correspondence dated March 3, 2017, for the subject – Retroactive Promotion Dates for Nonbargaining Employees. In this memo, it is stated that HRSSC will not process retroactive promotion dates. The notice makes mention of significant additional cost associated with retroactive payments in 2016.

NAPS is concerned that the USPS is punishing promoted EAS for the inactions of other leaders in the USPS. NAPS has long contended that EAS should be immediately released and moved when awarded new positions.

NAPS also has had a long-standing problem of EAS being held by leaders failing to take the process forward and hold back the EAS advancement or agitate the process for the EAS.

NAPS finds no value in the NHL concurrence process. The NHL plays no part in the application, review board and interview process and gives no input to the selection of the successful candidate. The NHL process has served as an aggravating factor in filled EAS positions.

NAPS is requesting that when a Selecting Official makes and notifies the successful candidate of the awarded position that the effective date of the selection is processed based on the SO final award and that the EAS be released within 30 days of the award.

**Response:** NAPS submitted resolutions for our November 2014, December 2014, and then again on January 2015 consultative meetings regarding the establishment of time limits for placement of non-bargaining employees selected for new jobs.

The Postal Service is not willing to prescribe deadline dates because circumstances vary. There could be operating circumstances under which it could take less or more time to complete the process. As NAPS knows,

Handbook EL-312, Section 744.1 addresses the placement concern regarding implementation of selections. This section provides:

#### **744.1 Effective Dates**

The gaining and losing organizations must coordinate effective dates to ensure appropriate coverage.

The principle that decision-making authorities should coordinate effective dates to ensure business interests are covered is relevant in responding to the instant item from NAPS.

If NAPS perceives locally that determinations concerning whether a vacancy selection decision appears to be delayed unduly, NAPS in the field should contact management through local Human Resources (the district then, if necessary, area manager of Human Resources) to discuss its concerns.

The Postal Service disagrees with NAPS' claim that there is no value to having concurrence by the next higher level authority in the selection process. How has the NHL process served as an aggravating factor to an applicant that is recommended for selection?

0417-04. NAPS has received a copy of a recent posting from the Mid-Carolinas District – posting number 10089493.

NAPS is concerned with the following statement on the posting;

Current career Postal employees are not eligible to apply

NAPS was recently advised that the USPS is using the Full-Time Equivalent (FTE) of 5000 EAS in 204-B workhours. With this extreme number of 204-B workhours, NAPS is questioning why are initial level EAS positions being posted nationwide that none of these employees can put in for?

NAPS received complaints from the field periodically and has raised them in prior consultations of EAS being instructed to "Find your replacement" before being afforded them use of their earned benefit of annual leave. NAPS members have to the tune of 5000 FTE not only found but trained and developed future EAS, however, the USPS is posting jobs that these employees cannot apply.

NAPS position is that if these jobs are being posted excluding career USPS employees due to these employees not applying for initial postings, that these employees should no longer be allowed to work as acting EAS. They have obvious demonstrated a lack of desire to be a Leader in the USPS.

NAPS also questions whether the "Current career Postal employees are not eligible to apply" statement is discriminatory towards career verse non-career USPS employees.

NAPS cannot identify a reason for the USPS to not fill any EAS position in the category of the Supervisor Selection Process in agreement with USPS Handbook

EL 312.741.131.c. NAPS is requesting that this provision fills all initial level supervisory positions.

**Response:** NAPS' contention of the Mid-Carolinas District posting does not identify whether the supervisor job was initially posted for all eligible career employees. If that opportunity was provided to career employees and the Postal Service was unsuccessful in identifying a qualified applicant, then the area of consideration can be extended in accordance with Handbook EL-312, Section 743.132.

**NAPS Follow-up:** Is there a review process before jobs are posted external?

**Follow-up response:** The Postal Service complies with *EL-312, Section 743 Selection Process* when recruiting internal and/or external applicants. Furthermore, *EL-312, Section 12 Responsibility* outlines the roles of District leadership on up to the Vice President, Employee Resource Management in regards to employment and placement policies.

RES16-63 NAPS is submitting this National Convention in conjunction with pending agenda item #6 from July 2016, concerning staffing at LOC's.

The Postal Service has created Local Operating Centers (LOCs). The Postal Service neglected to establish permanent positions to cover LOCs.

NAPS is requesting that the USPS create supervisory positions to cover LOCs, which are mandated to be covered seven days a week, 10 to 12 hours daily.

NAPS also requests that LOCs be closed until the Postal Service creates these new positions.

**Response:** The Postal Service does not adopt this recommendation. The Postal Service sees value in utilizing the LOC. HQ Delivery Strategy and Planning is finalizing the roles and responsibilities for the LOC and will provide a briefing to the resident officers once it is complete.

RES16-64 The Postal Service is not well-served when vacant EAS positions are not filled promptly. The Postal Service often manipulates EAS postings to avoid timely filling of these positions.

NAPS HQ is requesting that the USPS at the District level consults with local NAPS representatives before vacant EAS positions are held for more than 75 days.

**Response:** The Postal Service is striving to fill vacant EAS positions and this initiative has already been shared with Area leaders. Headquarters encourages authorized EAS vacancies to be posted in a timely manner and monitors the number of days that those jobs are vacant and shares this information with the Areas. Undue delays in making determinations concerning whether vacant assignments will be posted for application should not happen. Neither the Postal

Service nor our employees benefit when these circumstances languish unduly without determinations being made.

This resolution is not adopted. If NAPS perceives locally that determinations concerning whether a vacancy EAS assignment is delayed unduly and not posted, NAPS in the field should contact management through local Human Resources (the district then, if necessary, area manager of Human Resources) to discuss its concerns.

RES16-65 NAPS has noted that it has become increasingly common for the USPS to hire directly from the outside for some EAS positions.

NAPS contends that this diminishes incentives and our organization was created to enhance promotional opportunities for EAS employees.

NAPS further contends that there are many EAS employees with the knowledge, skills, and ability to fill many of these positions.

NAPS is requesting that the USPS provide a monthly accounting of each EAS position it fills from outside the ranks of the USPS and the specific reason it was deemed necessary.

**Response:** The Postal Service does not have interest in providing a monthly report to NAPS regarding the filling of EAS positions posted externally.

We have responded to NAPS in the past that EAS jobs will be posted internally before making them available to external applicants. We have also informed NAPS that positions with complex requirements may be posted to external applicants.

USPS follows Handbook EL-312, Section 743.2 when posting EAS positions externally:

(this is not limited to only 743.21

**743.21 Recruiting for Additional Applicants**

Generally, nonbargaining positions are filled from within the Postal Service. Management is not required, however, to select postal applicants over significantly better qualified external applicants. Every effort must be made to select the individual who best meets the requirements of the position. The following procedures apply:

a. The selecting official initiates recruitment from an external source to fill a vacancy only after exhausting the internal selection process (with or without expanded area of consideration per 743.13).

b. The selecting official may choose either a noncompetitive or a competitive recruitment source. For example, the official may:

(1) Reinstate a qualified former nonbargaining postal employee separated due to a reduction-in-force who has been placed on a Reinstatement List under the conditions described in *Employee and Labor Relations Manual* Section 354.27.

(2) Use one of the external recruitment sources described in 233.

(3) Initiate a competitive process by having the vacancy posted on *www.usps.com*.

c. If an external posting attracts qualified applicants but does not result in a job offer being extended, the vacancy may be reposted internally (or filled noncompetitively with an internal employee) no sooner than 180 days from the closing date of the last external posting.

d. External applicants must complete PS Form 2591, *Application for Employment*.