



# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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## **National Association of Postal Supervisors Rejects U.S. Postal Service's Pay Proposal, Will File for Fact Finding**

On June 28, 2018, the United States Postal Service concluded its pay consultations with the National Association of Postal Supervisors (NAPS) and provided NAPS with a final pay decision for Executive and Administrative Schedule (EAS) employees for the period from 2016 through 2019. In NAPS's view, the decision will not provide for sufficient catch-up increases for the earlier years and will not result in pay increases in 2019 for the majority of approximately 45,000 Postal Service supervisors, managers, postmasters, technical specialists, and others covered by the Executive and Administrative Schedule. In addition, the pay decision fails to adequately address other issues involving the pay and benefits of all EAS employees. NAPS regrets that USPS rejected a set of alternative proposals NAPS provided at the start of pay consultations in October 2017.

The NAPS resident officers briefed the National Executive Board on the pay decision on July 1, 2018, and the Board authorized NAPS to enter into the fact-finding process provided by law to challenge the Postal Service's decision, under the auspices of the Federal Mediation and Conciliation Service. The National Executive Board concluded that the Postal Service's pay decision does not adequately address important EAS pay issues and is likely to damage already-poor morale within the EAS. Furthermore, the USPS pay decision fails to meet the statutory requirements that the Postal Service: (1) provide compensation that is comparable to that in the private sector; (2) assure that the compensation is sufficient to attract and retain qualified and well-motivated supervisors and managers; and (3) provide for reasonable pay differentials between supervisors and the clerks and carriers they supervise.

NAPS's decision to enter into fact-finding is the second time that the association has pursued such a challenge since it became available in 1980. NAPS will provide further information to the membership about developments in the fact-finding process as they become available.