



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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May Consultative Meeting Agenda May 26, 2021 via Zoom

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
(via telecon)

0521-01 NAPS has continuously received concerns on the issue of Involuntary Reassignments and the arbitrary changing of EAS work schedules without justifiable reasons.

NAPS understands that there is a letter about temporary Involuntary Reassignments, but there is nothing in writing about arbitrary permanent changes to an EAS work schedule.

NAPS contends that these changes disrupt member's lives as well as the operational needs of the USPS. EAS put in for jobs according to N/S days and work hours. When an EAS accepts a position, NAPS contends that this is a binding commitment by the EAS to be available and at work at the designated times and tours of the job that they have been selected and accepted. That EAS is committing to the agency that he/she will schedule all other life events (doctor visits, food shopping, quality time with family outside of vacations...) around the committed times and tours.

NAPS contends that when the USPS unjustly changes the EAS work schedule, the agency fails to live up to its commitment in the job selection process. These unjust changes not only disrupt the family life of the EAS employee but also disrupt postal operations with disengaged, low morale EAS who have had their personal and family lives disregarded and disrupted by the USPS calling them to lead the workforce in completing the appointed task.

NAPS contents this is a major contributing factor of the low morale that plagues the EAS ranks of the USPS as documented in USPS Postal Pulse surveys.

NAPS is requesting that the USPS stop engaging in demoralizing acts against the better interest of Postal operations.

Response: Changes in schedules of non-bargaining employees are not demoralizing acts and are intended to satisfy developmental needs of the employee or needs of the Service. Increases and decreases in the number of bargaining unit positions in a facility and/or on different tours in the facility may result in a need to permanently change the schedule of the supervisor.

Changes in workload could create a need for a change in scheduled days off, hours, etc.

If there is a business need to change an employee's schedule, then it should be pursued. In addition, it can provide relief to other non-bargaining employees that are providing coverage due to a supervisor not being available on a specific tour.

The Memorandum on temporary involuntary reassignments has been reissued over the years and most recent as August 31, 2015. We will discuss this memo further with the resident officers to determine whether the memo should be reissued as written or revised.

Although the 2015 memo is specific to temporary involuntary reassignments, the guidelines within the memo should be followed with all non-bargaining reassignments, when practicable.

NAPS Response: USPS should enforce the rules and directives that are currently in place when these types of issues arise.

0521-02

NAPS has received reports that Supervisors and Managers are reporting to other stations to perform craft duties, delivering mail and parcels. Other reports state that EAS are scanning packages which is work that belongs to the clerk craft.

NAPS contends that this is similar to the above-listed agenda item.

NAPS contends that the agency and EAS working within the USPS would benefit from an accurate staffing package that adequately addresses the needs of Supervisory oversight that the current staffing modal consistently fails to do.

The proper staffing of Postal operations would significantly reduce the cost of grievance payouts for the variety of grievances (Article 8, EAS crossing craft...) being paid out by the USPS.

Response: Prohibitions on the performance of bargaining unit work by non-bargaining personnel is stipulated in our collective bargaining agreements. Other articles of those CBA's prescribe procedures for the proper administration of overtime. Actions by local leaders must be in compliance with these agreements.

The Postal Service is currently hiring up to contractual caps of non-career employees and conducting hiring activities in advance of peak season. The hiring freeze will be lifted following placement activities of non-bargaining employees and should address concerns of vacant assignments.

0521-03

On Monday, May 3, 2021, at 4:20 PM, President Wagner received an email, which discussed representation...

“Attached is the list of positions that will longer be assigned to the districts. As you are aware, when district reporting positions have been shifted to headquarters and report within the headquarters structure, the Postal Service has not historically recognized NAPS as the representative for consultation purposes for those positions.”

NAPS contends that the USPS has made this type of assertion in the past during monthly consultative meetings in response to agenda items about USPS Headquarters EAS and did not involve the sole issue of representation in a matter protected under the provision of ELM 650.2.

NAPS is requesting all documents (legal or otherwise) the USPS is relying for the agency not to recognize NAPS's rights under 39 U.S. Code § 1004(b) as the recognized organization of supervisory and other managerial personnel who are not subject to collective-bargaining agreements under Chapter 12 of the Title, for those EAS employees who are categorized as reporting to Postal Service headquarters and area offices.

Response: The Postal Service continues to recognize NAPS as the representative of Field Supervisors, Managers, and other District EAS administrative staff assigned to the field as it agreed to with NAPS more than 40 years ago. The Postal Service and NAPS are still in discussions on this matter outside of this forum through formal correspondence and in litigation.