

# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS



## NAPS/USPS August 2022 Consultative Meeting

---

In Attendance NAPS: Ivan Butts, Chuck Mulidore, Jimmy Warden

USPS: Bruce Nicholson, James Timmons

**0806-01** How many subscriptions does “Informed Delivery” have now? What is the projected advertising revenue for “Informed Delivery” in FY22? What is the planned revenue for “Informed Delivery” for FY22? Is this projected revenue included in the Total Revenue used for NPA?

How many subscriptions does “Informed Delivery” have now?

- As of July 17, 2022, Informed Delivery had 49.2M registered users representing 36.2M unique households.
- What is the projected advertising revenue for “Informed Delivery” in FY22?
  - Informed Delivery does not generate revenue directly but does contribute to the overall value that shipping and mailing with the Postal Service provides to customers. The Postal Sales team regularly uses the availability of Informed Delivery as an added benefit to the shipping and mailing service products offered by the Postal Service to commercial mailers. In addition, our nearly 50M subscribers provides an engaged audience for brands to deliver additional marketing touchpoints. This provides a competitive advantage to customers using our products. The inclusion of digital content in the Informed Delivery daily digest provides our customers with the advantages of Postal Service mailing and shipping products combined with a digital channel in which consumers are highly engaged. The 70.2% email open rate for Informed Delivery daily digests provides mailing and shipping customers with more than 2.5x the exposure that they would get through email marketing.
  - What is the planned revenue for “Informed Delivery” for FY22? N/A
  - Is this projected revenue included in Total Revenue used for NPA? N/A

**0806-02** NAPS 1187’s are in arrears for four months currently. When can we expect Shared Services to process these new and backlogged 1187’s and become current?

The HRSSC tracks receipt and activity of 1187’s daily and is current. If NAPS can provide examples of 1187s that haven’t been processed or were significantly delayed,

we can research to determine the issue. At times, errors are made when the form is filled out improperly.

NAPS - Since this Consultative meeting NAPS has submitted names for the USPS to track and review the process. The process is being reviewed at both NAPS HQ and Postal HQ.

**0806-03** Will there be mitigation to FY22 NPA? If no, why not? If yes, what indicators will be mitigable and who will be able to mitigate? If yes, what will be the timelines and what will be the process?

Response: Yes, there will be an opportunity for installation heads to submit a unit mitigation request for consideration for FY22. References to Corporate and Unit indicators was removed in 2021 yet indicators, measured at the unit level still exist. We will consult with NAPS on redefining the policy that references unit indicators.

**0806-04** Is Amazon parcel delivery actually making a profit for the USPS and if it is or isn't what is the profit or loss YTD?

Response: The profitability of individual customers' parcel shipments with the Postal Service is commercially sensitive and information that under good business practice would not be publicly disclosed. However, each competitive product must, by law, cover its costs and contribute an appropriate share to institutional costs. And to the extent any given customer's parcel shipments may be provided under a negotiated service agreement (NSA), each individual NSA must also cover its costs and contribute an appropriate share to institutional costs.

**0806-05** What is being done to move the EAS in the middle of their pay scale quicker towards the top of their pay range? It's obvious that this group of EAS has been stuck in the middle of their pay ranges for years, and PFP is not the answer.

Response: There was no analysis provided to support this allegation. Individuals receive general salary increases through promotions and annual pay-for-performance (PFP) increases. Salary range minimums and maximums are increased every year. This could result in individuals not reaching the top of the salary range maximum and continue to receive PFP as basic salary increases. The ranges are increased just prior to establishing PFP awards to allow for individuals to receive most or all their award as a general salary increase. In June 2015, we agreed to apply increases to salary range minimums prior to applying PFP awards.

**0806-06** NAPS is concerned that the Seminole P&DC Annex was rented without air conditioning. The local NAPS branch president wrote to Mr. Dahlstrom, his response is attached. While NAPS understands some cooling equipment

has been brought into the facility, NAPS considers this an unsafe working environment for employees. NAPS believes the USPS should install air conditioning in this facility as soon as possible.

**Response:** The Postal Service has determined that the actions taken in facilities without air conditioning are adequate. The response that was provided to NAPS locally included multiple measures that are being taken concerning employees assigned to this facility and other facilities without air conditioning.

**0806-07** Ms. Doleshal, (A) HR Manager Central Area did not follow through on the issue of Sioux Falls having supervisor positions posted as Sunday/rotating and rotating/rotating days, giving the supervisors random days off each week, not adhering to the set days off in the rotation. The Area said they would fix the supervisors days off to comply with the way they were posted and they have not done that. When can NAPS expect this to be resolved?

**Response:** NAPS should direct this inquiry to the Central Area. It's a local issue that is not suitable for this forum.

**0806-08** NAPS is now requesting consultation on the issue of implementation of the Sorting and Delivery Centers, scheduled for Fall 2022 for Mid-Hudson, Bryan, Tx and Athens, Ga, as far as NAPS can discern ... USPS has not been forthcoming on the implementation dates across the country for this process. Title 39 Section 1004(b) states, in part ... *Upon presentation of evidence satisfactory to the Postal Service that a supervisory organization represents a majority of supervisors ... such organization or organizations shall be entitled to participate directly in the planning and development of pay policies and schedules, fringe benefit programs, and other programs relating to supervisory and other managerial employees.* As this process is currently designed, based on a briefing the NAPS Resident Officers previously attended, there will be considerable impact on EAS staffing, as supervisors, managers, and postmasters will have carriers and clerks moved into these mega-units. NAPS further demands the USPS follow Title 39 Section 1004(D)(1)(b) giving NAPS its full consultative rights under the law.

**Response:** We have provided two briefings to NAPS on the S&DCs and provided a list of facilities and implementation dates. We will continue to share information with NAPS and will continue to follow our obligations with the consultation process.

**0806--09** NAPS North Central Area VP Dan Mooney did not receive answers from Wisconsin District Manager Sam Reed relative to a "lockdown" which

occurred at Milwaukee's Bayview Station. Mr. Reed was sent a reminder on June 29<sup>th</sup> that Mr Mooney had not yet received adequate responses. Mr Reed responded that he would have the Labor Manager respond, and to date that has not occurred.

[Response: NAPS should direct this inquiry to the Wisconsin District and escalate it to the Central Area if unresolved. It's a local issue that is not suitable for this forum.](#)

**0806-10** Central Area MPOO Patti King in Kansas City is requiring all offices to deliver all missent Priority and Express Mail to every office within 50 miles. While Dave Williams was Chief Operating Officer, he stopped this process, indicating that heroic efforts such as this are unnecessary. The Postal Service also has a policy that mail should not be transported in a personal vehicle. Many of these offices do not have enough postal vehicles to accomplish this task. Therefore, NAPS is requesting that Postal Headquarters re-emphasize the policy regarding the delivery of missent Express and Priority.

[\\_Response: NAPS should direct this inquiry to the KS-MO District for discussion. It's a local issue that is not suitable for this forum.](#)

**0806-11** A USPS HQ employee (for privacy concerns will not have her name listed here), was requested to attend the NAPS Central Region Symposium in April, 2022 as a USPS presenter. She was told by her manager that she would have to use her own annual leave and pay her own expenses to attend. The Manager went as far as to tell the USPS HQ employee that NAPS should pay her expenses if NAPS wanted her to attend. Central Region VP Craig Johnson spoke to Central Area Field Human Resource Manager Mindi Doleshal several times about this as well as to Bruce Nicholson, HQ Labor Relations. Unfortunately, the issue has been left unresolved. NAPS is requesting that this employee have her leave balance restored and all her travel related expenses be reimbursed.

[Response: NAPS should direct this inquiry to the Central Area. It's a local issue that is not suitable for this forum.](#)

**0806-12** EAS HQ positions assigned to Michigan 1 district were identified as subject to a Reduction in Force (RIF), and based on these rumors many EAS sought positions outside Michigan1. USPS Headquarters ultimately recognized that those positions should have never been identified as potentially being subject to a RIF. Central Area Field Human Resource Manager Mindi Doleshal has not been responsive to questions and concerns on this issue. Those who did gain other EAS positions outside of Michigan 1 have not been permitted to retreat to their former positions. NAPS is requesting that those EAS who sought positions outside of

Michigan 1 based on the potential impacts of a RIF be permitted to retreat back to their former positions in Michigan 1.

Response: There are no retreat rights for non-bargaining employees. Retreat rights is used for bargaining unit employees in excessing events. Non-bargaining employees are not excessed, we follow policies on Reduction-in-Force (RIF) and RIF avoidance activities. If individuals identify a vacancy that they are interested in, they can request lateral assignments. Positions have changed due the restructure, and the number fo positons have reduced. Therefore, there may be more people interested in returning to a limited number of vacancies.

**0806-13**

There were higher level maintenance jobs still posted as Special Exempt after the COVID MOU ended. See attached posting. This occupation code was updated effective May 21, 2022 which designated it as exempt: An employee who occupies MGR MAINTENANCE (1640-7040) effective May 21, 2022 and thereafter are designated as exempt, and employees who are currently assigned to that position received a NOA 902 to update their records accordingly. NAPS is aware of members who applied for these positions as posted, were awarded the position, and were subsequently informed that the position had changed to Exempt. NAPS is requesting an explanation of this failure to properly post these positions.

Response: NAPS sent a request to the VP, Labor Relations in 2020 to allow for additional pay for Exempt employees being required to work a significant number of additional hours every day and on scheduled days off due to low percentages of employee availability. The Postal Service analyzed the request and determined that it would allow for additional pay of Exempt managers in field operations if required to work additional hours because one's subordinate supervisor was unavailable to report to work due to a COVID-19 related absence and that Exempt Manager was needed to supervise bargaining unit employees directly in Mail Processing and Delivery Functions.

A temporary solution was identified in our pay systems and specific manager positions were flagged as eligible for additional pay. Once flagged, the positions were displayed as Special Exempt on job postings. Once the memorandum expired that allowed for additional pay, those positions were returned to the Exempt designation. The MGR Maintenance (1640-7040) was and still is exempt. It was only eligible for additional pay and temporary classified as Special Exempt during the life of the memorandum.

**0806-14**

Did the USPS receive a flat dollar amount from the Biden administration over and above the cost of packing and delivering COVID test kits to the American public? If yes, what was that dollar amount? What was the cost per COVID test kit that USPS charged the administration to deliver COVID test kits? Has 100% the year-to-date total revenue USPS has generated/charged to the administration for packing and delivering COVID test kits been added into the “total revenue” stream used to calculate the NPA indicator “Total Revenue to Plan” this FY? How many COVID test kits has the USPS delivered year to date?

Response: The year-to-date total revenue USPS has generated/charged to the administration for packing and delivering COVID test kits has been added into the “total revenue” stream used to calculate the NPA indicator “Total Revenue to Plan” this fiscal year. As noted in our latest 10-Q released on August 9, 2022, during the last quarter, the Postal Service saw its other services revenue increase by \$100 million compared to the same period last year due to non-postage revenue associated with the COVID-19 test kit distribution initiative. To date, the Postal Service has delivered approximately 550 million at-home tests to American households as a result of this initiative.