



# 2023 NAPS LTS Congressional Meeting Talking Points

Thank you ... for meeting with us. We're here to talk with you about the legislative and oversight issues important to the 47,000 Postal Service Executive Administrative Schedule (EAS) employees represented by the National Association of Postal Supervisors (NAPS). Our members include supervisors, managers and postmasters. We have emailed some materials that are associated with our message today. *[Email NAPS Issues Brief prior to meeting.]*

## **SLIDE 1—Capitol**

NAPS is not a union. NAPS is a postal management association authorized by federal law to represent supervisors, managers and postmasters. NAPS members are involved in mail processing, delivery, retail and support functions of the Postal Service. We help assure that your constituents receive the best service possible. This week, about 500 NAPS members are in Washington to attend our annual legislative conference. We're happy to meet with you in person.

*NOTE: The constituent(s) should very briefly mention the postal facility or facilities where they work and their role.*

## **SLIDE 2—NAPS urges co-sponsorship and support of H.R. 594**

Through years of experience and as the result of a unanimous 2022 U.S. Court of Appeals decision, NAPS believes H.R. 594 would alleviate the defects in *Title 39, USC 1004*, as it impacts postal supervisors, managers and postmasters. The bill is simple and straightforward.

First, it establishes a fair timetable to begin and conclude consultation over EAS pay. Historically, there has been a lapse between the conclusion of one pay arrangement and the beginning of the next one. This delay financially penalizes supervisors, managers and postmasters.

And second, H.R. 594 would require the Postal Service to be bound by the findings and recommendations of an expert Federal Mediation Conciliation Service (FMCS) fact-finding panel, should there be an impasse in pay talks. In the most recent USPS-NAPS consultation over EAS compensation, the USPS ignored the conclusions of a unanimous FMCS fact-finding panel decision. NAPS sought judicial relief; the U.S. Court of Appeals for the District Circuit found that the Postal Service failed to comply with law.

H.R. 594 would prevent future costly, lengthy and adversarial legal fights over a defective pay process that needs revision. The text of H.R. 594 was included in legislation approved by the House Oversight and Reform Committee last year (H.R. 3077).

## **SLIDE 3—NAPS urges co-sponsorship and support of H.R. 595**

About 5,000 non-supervisory postal managers are locked out of the Merit Systems Protection Board (MSPB). Because of a narrow interpretation by the courts, non-supervisory managers are denied the right of appeal over adverse actions to the MSPB, a right all other supervisory postal managers enjoy.

For non-supervisory managers, the only option is an internal USPS process that lacks fairness and due process. H.R. 595 would correct the situation and assure MSPB access to all managerial-level Postal Service employees. The text of H.R. 595 was included in legislation approved by the House Oversight and Reform Committee last year (H.R. 3077).

## **SLIDE 4—NAPS urges co-sponsorship and support of legislation to protect postal personnel and the U.S. mail**

Since 2020, assaults against postal employees and mail theft have exploded. Assaults against letter carriers increased by 144% over two years; mail theft increased by 161% over the past year. The increase in postal-related crime correlates with the timing of the Postal Service's decision to restrict the law enforcement authority of the uniformed division of the Postal Inspection Service (i.e., USPS Police Force).

Beginning in 2020, the USPS changed its policy by restricting the Inspection Service's uniformed division to postal-owned or -leased property, exposing letter carriers, postal vehicles and U.S. mail to crime. NAPS supports legislation to

clarify that USPS police may exercise their legitimate authority to protect USPS employees, postal property and U.S. mail beyond the perimeters of USPS-occupied facilities.

### **SLIDE 5—NAPS urges co-sponsorship and support of H.R. 82 and S. 597**

H.R. 82 and S. 597 would fully repeal the Windfall Elimination Provision and Government Pension Offset. These two Social Security provisions unfairly target federal retirees who participate in the Civil Service Retirement System or are the surviving spouses of such retirees. Both provisions reduce the Social Security benefits of these individuals. During the 117th Congress, identical legislation earned the co-sponsorship of 305 members of the House and 42 members of the Senate.

### **SLIDE 6—NAPS urges Congress to oversee and monitor implementation of the Postal Service Reform Act of 2022 and other operational changes**

Bipartisan legislation signed into law last year is being implemented in conjunction with major operational changes that impact the speed and efficiency of mail delivery. The 2006 Postal Accountability and Enhancement Act requires the Postal Service to share information relating to facility consolidations and closures with impacted communities and affected employees *prior to implementation*. In the execution of its 10-year plan, Congress must ensure the USPS complies with the transparency and prior notice mandated under the law.

The Postal Service and the nation’s system of post offices is enshrined in the Constitution: Article 1, Section 8, empowers Congress to establish post offices and post roads, underscoring how crucial our postal infrastructure is to our country. Our Founding Fathers regarded a postal system as a vital means for linking communities and commerce throughout the nation. Their vision stands true today. As such, Congress has a legitimate responsibility to conduct oversight into the implementation of all aspects of the Postal Service Reform Act.

### **SLIDE 7—The Postal Service by the numbers**

The USPS generated \$78.5 billion in revenue in fiscal year 2022, delivered 172 million pieces of First-Class mail each day, employed 68,000 veterans and supported a \$1.6 trillion postal industry, accounting for about 7.6% of the nation’s gross domestic product. It ranks high among government agencies in public approval.

### **SLIDE 8—Economic impact of the Postal Service**

The Postal Service supports millions of jobs in virtually every other sector of our economy. Postal jobs contribute to the economic vitality of our congressional district and our state. We will be happy to provide you with further data.

It’s important to note that \_\_\_\_\_ jobs and \_\_\_\_\_ tax dollars are generated by the Postal Service in our congressional district. \_\_\_\_\_ jobs and \_\_\_\_\_ tax dollars are generated throughout our state. (*Insert relevant data from USPS state and district data sheets.*)

### **SLIDE 9—The Senate should promptly confirm qualified nominees to the Postal Service Board of Governors**

The Postal Service is overseen by a nine-member Board of Governors, which hired the current Postmaster General at a time when only four of its members were installed. Currently, two governors are serving as one-year “holdovers.” In addition, the agency is regulated by a five-member Postal Regulatory Commission. Presently, two commissioners are one-year “holdovers.” Current Commissioner Robert Taub has been renominated by President Biden. NAPS urges the President to nominate and the Senate to confirm two governors. In addition, we urge the President to nominate one more PRC commissioner and the Senate to confirm the nominees.

### **SLIDE 10—Postal bills to co-sponsor**

Please consider (or thank you for) co-sponsoring the bills referenced on page 14 of our *Issues Brief*.

### **SLIDE 11—Our invitation**

Finally, we are inviting lawmakers and staff to visit (or revisit) our local postal facilities to see and learn how the postal system works and the challenges we face in our district/state. Thank you for your support and for listening to us. Let us know whenever we can be helpful.

*NOTE: Take a picture of your meeting to share with NAPS Headquarters.*