



# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

## NAPS/USPS March 2024 Consultative Meeting

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- 0326-01** With respect to all programs and policies, including but not limited to pilot programs the Postal Service is currently planning or developing that relate to supervisory and/or other managerial employees (i.e., all EAS employees):
- Identify any and all such programs and policies currently being planned or developed;
  - Provide copies of all documents relating to that planning and development, including but not limited to draft policies, proposals, research/studies, surveys, and reports;
  - Allow NAPS to participate directly in the planning and development of those programs and policies.

**Response:** The Postal Service has continued to comply with its obligations under 39 USC 1004(d). NAPS has been notified of program and policy changes related to supervisory and/or other managerial employees as defined by statute and the recent decision of the United States Court of Appeals for the District of Columbia Circuit. NAPS should have records of such notice, and proposals are sent to NAPS prior to any decision being made regarding the same. Consistent with its statutory obligations, decisions related to programs and policies are made following the Postal Service's consideration of feedback from NAPS, if any.

For example, we provided you a proposal in fiscal year 2023 on our intent to revise job descriptions in Mail Processing and Maintenance. You reviewed the proposal and provided concerns and recommendations. Labor Relations facilitated a meeting with you, Maintenance and Organizational Effectiveness to further discuss your recommendations. Consideration was provided to your recommendations and all the recommendations were adopted prior to informing you of a decision to proceed with implementing the job descriptions.

- 0326-02** On September 27, 2023 USPS proposed, and NAPS subsequently agreed, to increase NPA base salary in boxes 3 through 9 between 1 to 2%, and similar increases to the HERO pay matrices. Once NPA goals were announced on January 2024, these increases were reduced to previous levels. NAPS is requesting that in light of continuing economic challenges in the nation as well as in recognition of outstanding EAS performance and commitment, that FY NPA pay matrices be increased once again, at minimum, to the level they were raised in the USPS September 27, 2023 correspondence to NAPS.

**Response:**  
This request is for modifications of pay policy and is not the appropriate forum for this request



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**03-26-03** As the S&DC process is a HQ function, an issue has arisen in Washington district. A change is being made to the Everett, Washington S&DC with offices. The carriers from Lynnwood, Washington PO, and all but 12 routes in a different zone are moving into Everett. The North City station carriers are moving into Lynnwood. The North City carriers are under the Seattle Postmaster. Lynnwood Level 24 PM is under POOM Area A and Everett is under POOM Area B. What officially is going to happen with the Postmaster position and the office in Lynnwood? Will it stay a Level 24 Postmaster or will it be made a Manager position and likely downgraded?

**Response:** With the movement of carriers in and out of Lynnwood the level will be reevaluated. Currently the agreement is that if the Postmaster level earned is higher the level is adjusted, if it is lower and encumbered the level is not adjusted. Current projections have the Lynnwood PO remaining at level 24.

**03-26-04** In the VMF's:  
(A) What is the status on getting new electric vehicles deployed in Atlanta?

**Response:** E-Transits for Athens **S&DC** and South Atlanta SDC have been deployed. Battery electric NGDVs are expected to begin deliveries to the Atlanta area in late 2024.

(B) Fleet Management is transitioning from SEAM to Fleet Management Information System (FMIS). What is the timeline when this will be completed, and employees completely trained?

**Response:** All VMFs are expected to be transitioned to FMIS by the end of FY2024. VMF employees will be trained on-site during deployment at their respective VMFs.

(C) Based upon a survey recently completed by Fleet Management, what is the status on getting restrooms and locker rooms renovated in the VMF's?

**Response:** All VMFs have been surveyed to understand restroom and locker room needs. HQ Facilities is currently conducting on-site assessments at locations where work is required. A specific timeline to upgrades is under development by HQ Facilities.



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**03-26-05** NAPS would like to partner with USPS to develop a process to resolve rejected/denied submitted mitigations, as this can be critical to all EAS regarding salary and retirement. Currently once the deciding official/installation head has denied the mitigation request, it is final. NAPS believes there should be a resolution process that resolves these types of disputes in a fair, unbiased process.

**Response:** NAPS statement that "Currently once the deciding official/installation head has denied the mitigation request, it is final" is incorrect. The current process follows the *Unit Mitigation Approval Process Flow*. The Postal Service deems the current process to be fair. It allows for re-submission to the VP if denied by the PCES Manager. The process flow chart indicates the flow process whether you are in Retail and Delivery, Processing, or Logistics. If the installation head submits the mitigation request and the District Manager (for example) disapproves it, the installation head can then be re-submitted directly to the Area VP for review. It is also sent to the Exec Mgr Finance and Director Field HR for review and recommendation. If disapproved by the VP, there is no further appeal. The mitigation process was developed with NAPS in 2012.

**03-26-06** The following message was sent to a SCS relative to S&DC changes on March 5, 2024:

*As information your position in the Tropical Reef Station as SCS has now been deemed unauthorized due to the staffing changes for the Pompano Beach SDC. At this time I will need you to please print the attached letter and preference sheet and ensure that I receive your preferences to the Pompano SDC by March 8, 2024 no later than 5pm, failure to do so will result in placement outside of the Pompano bid cluster into any vacant SCS EAS vacancy within a 50 mile radius*

**Please note:** Although it is in the best interest of impacted employees to provide a preference, it is not required. **If you elect not to indicate a placement preference or you do not make enough preference selections, you may be subject to a directed reassignment to an earned vacant position based on management's discretion without your input.** If I do not receive your response by the deadline, I will assume you are not interested in a voluntary noncompetitive move and your preferences will not be considered.

It would appear, at least to NAPS HQ, that giving an EAS less than 3 days to make a life altering decision is, at minimum, disrespectful of personal, family, and career obligations. Why is this timeline so short? If USPS is aware of the timeframe to move delivery units into a S&DC, then why is the process so compact? NAPS is requesting that USPS give EAS employees more time to make these types of decisions, certainly at minimum 30 days.

**Response:**



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The standard response time is 3-5 business days. In this particular circumstance, employees were notified well in advance of the shift of operations to the S&DC and the intent to reassign employees. The preferencing had occurred in accordance with the standard response time. The positions that were available for preferencing were within commuting distance and would not warrant any relocation. This move resulted in the supervisor moving from Tropical Reef to the S&DC which was 7 miles away. Considering the commuting distance and not warranting any relocation, the three to five business days to make submit preference for position is appropriate.

**03-26-07** NAPS is requesting a briefing on the Optimized Collections process that is rolling out nationwide.

**Response:** Mike Melendrez, Sr Director Surface Logistics, provided a briefing.

**03-26-08** Under the current S&DC process, Postmasters that have carriers and clerks moved to a S&DC have been given a grace period where they are told they will not be reassigned, or transferred, or have their position downgraded or reduced. NAPS agrees with this policy. However, NAPS requests that this same guarantee be given to station managers who are faced with the loss of craft employees to a S&DC.

**Response:** The manager positions that lost all deliveries to the S&DC are currently being evaluated. If NAPS has any basis to support this request, please send as soon as possible for review and consideration.



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**03-26-09** NAPS is requesting that USPS use a standardized process for reassigning EAS employees from a losing delivery unit to a gaining S&DC, based upon the EAS seniority date of the affected EAS. This would allow for a fair, and recognized, process rather than a variety of processes that are being used in various parts of the country now as reported by affected members in the field. The **attached** shows the process in Georgia. These EAS selections are made by some person, or entity, without any specific selection guidelines. This leaves the process open to bias in the selection process.

**Response:** NAPS's allegation that different processes are used and without any guidelines is unfounded. The following process of reassigning non-bargaining Supervisor Customer Services (SCS) employees have been used since the implementation of SDCs and has been applied consistently. The Postal Service deems the method to be appropriate and fair.

- All impacted SCS at the hub and spoke sites are preference together for all available SCS positions at the SDC based on retention standing order. Employees receive a preference letter, the list of available jobs and a sheet to identify their preferences. HR assigns vacant Supv Customer Services positions based on highest retention standing order and their returned vacancy preference sheet selections. Employees are then notified of their job assignment and the form 50 is processed on the given effective date.
- If additional spokes are brought into the SDC after initial implementation, only incoming spokes sites SCS preference into new available SCS positions based on retention standing order.

**03-26-10** NAPS is requesting to remove employee retention off NPA as a goal. EAS cannot entirely control if an employee stays with USPS or not. EAS in the field have reported circumstances of a new hire trained five days in a row with an on-the-job trainer even after the employee goes to the carrier academy, and they still quit. Much of the turnover can in many cases be traced to economic conditions, particularly since USPS pays oftentimes considerably less than other industries for new hires. NAPS understands the need to retain employees, however it is unfair to have this indicator be a 5% impact to NPA.

**Response:** As discussed with NAPS in previous meetings and specifically the March 2023 Consultative meeting, The Retention metric is no longer used. Retention was an FY2022 NPA goal. For FY2023, the metric was changed to career & non-career separations. Detailed reasons for employees leaving are not recorded but exit surveys



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are conducted. Nature of Action (NOA) codes which is either resignation, separations, terminations, removals, and retirements are recorded. For NPA purposes retirements, removals, and separations for cause (charges pending/pre-appointment condition) are excluded. Also, Employees who are hired, but ultimately have their hire Form 50 accession cancelled are not counted and do not negatively impact the separation rate. Seasonal or Exception Period non-career employees are excluded from the separation calculation. In addition, pre-career employees separated for service break purposes do not count in the separation rate calculation.

Based on Exit Surveys provided by employees leaving the USPS and who responded to the survey, the major factors for leaving the organization revolve around work environment, supervision, and work schedules which are all within our control.

**03-26-11** EAS have been detailed to the HQ TIAREAP process in many cases since January of 2023. NAPS HQ has been told that many of these individuals did not qualify for a NPA pay increase for FY 2023. When PES entries were required, they were told that they were not to enter the detail and to put in their Form 50 position instead. Those that mitigated with the district had their mitigation denied. NAPS is requesting information from USPS as to why these EAS were denied a PFP raise based upon their authorized HQ detail, and requests that those individuals affected by this action have their 2023 NPA ratings recalculated, corrected, and reflected to their NPA.

**Response:** The HERO Performance Pilot can recognize detail assignments but only to form 50 or vacant positions. If a field employee is given a headquarters assignment and there is no vacant job, then the individual is assigned the Scorecard based on their position of record, form 50. Individuals were not denied a PFP award.

**03-26-12** NAPS HQ is requesting that when townhalls are being scheduled based on HQ initiatives under DFA, that local HR Managers contact local NAPS representatives to include them in the town hall meetings in support of the process.

**Response:** NAPS's national office is notified in advance with formal notifications concerning all HQ initiatives that may impact non-bargaining employees. NAPS National President has also met with the PMG concerning these initiatives.