



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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August Consultative Meeting Agenda 8/14/2019 Held at USPS HQ

US Postal Service Headquarters

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0819-01

NAPS is receiving numerous concerns over the new Transportation Yard Visibility System (YV) that is currently being pilot tested at the Atlanta NDC. The concerns surround the mandate for no late departing trips. NAPS has been informed that EAS are being instructed to dispatch these trips empty despite having mail staged for loading on the trailers. NAPS has been advised that this is resulting in extra trips having to be called to dispatch mail that should/could have been loaded on the scheduled transportation.

While NAPS appreciates the process overview that was presented at the July monthly consultative, NAPS would like a briefing on the operational issues that are ultimately impacting the PFP Corporate indicators.

NAPS contends that the implementation of such a pilot impacts the benefits of EAS and therefore entitles NAPS 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." NAPS notes that the USPS did not afford NAPS direct participation in the initial development of the YV program as outlined in 39 U.S. Code § 1004(b).

Response: The Postal Service notified NAPS of implementation of the Transportation Yard Visibility System (YV) pilot on March 15 and a briefing was provided during July's consultative meeting. During July's meeting the Postal Service responded that this pilot does not affect the Trips on Time indicator nor any other NPA indicators therefore another briefing on this pilot to reaffirm that it does not impact NPA serves no purpose. The YV system is a replacement/enhancement to the Yard Management System (YMS) and provides visibility to the transportation functions such as allowing users to see what is in the yard, just as Surface Visibility (SV). The system does not make decisions such as directing drivers to depart to destinations.

As stated during the July consultative meeting, trips are scheduled to leave at a specific time in order to arrive prior to the Critical Time Entry (CET) at the destinating P&DC for mail to be processed and delivered in a timely manner. If trips are held at the origin facility, the risk of failing containers and possibly full loads of mail is increased significantly. Many trips also have additional stops enroute to their final destination as well as scheduled trips to Surface Transfer Centers where containers are transferred to other trailers waiting transportation to other destinations. Employees may believe that

holding a truck to ensure every piece of mail gets on the truck is the right thing to do, however; this increases the chance of failing every piece of mail on that truck.

0819-02

On July 15, 2019, NAPS made an inquiry concerning direction received from USPS HQ on the use of personal time that NAPS believe was in violation of Postal policies and procedures.

On July 26, 2019, the USPS replied to NAPS with the Policy and Procedure that covers the use of Personal Leave for Nonbargaining employees. However, the USPS did not affirm that this issue was addressed with the USPS manager whose action violates the Policy and Procedures of the USPS.

NAPS is inquiring if the respective USPS manager was given the proper guidance to adhere to the Policies and Procedures of the USPS?

Response: Grievances of individual employees shall not be matters which may be included as agenda items for consultation. The Postal Service, as a courtesy, is open to discussing this matter outside of this forum.

0819-03

NAPS members have reported receiving a postcard from the USPS thanking them for participating in the Postal Pulse survey. Some employees are receiving this postcard without the benefit of completing the survey.

NAPS would like to know since there are approximately 600,000 USPS employees and according to the recent Postal Pulse results less than 40% actually completed the latest survey, why is the Postal Service mailing a postcard to more than 300,000 employees thanking them for taking a survey they did not take?

NAPS contents that sending such a mailing to approximately 225,000 employees who took the survey, who thought they were doing so anonymously and also including 300,000 employees who did not complete the survey serves to devalue the survey and the sincerity of the USPS thank you.

NAPS would like to know what was the cost associated with this Postal Pulse thank you postcard mailing?

Response: The Postal Pulse postcard mailing costs approximately \$20,000.

The Postal Service sends the postcard to every postal employee since Gallup controls the information regarding the individuals that completed the survey and it is not shared with the Postal Service. The Postal Service believes that exhibiting common courtesy by saying "Thank you" to all employees, regardless of whether one completes the survey, improves the level of engagement.

0819-04

NAPS has received concerns on the excessive heat currently in the NAPS Southeast Area and the USPS mandate for EAS to perform 3999's. This mandate is requiring EAS to be in the back of LLV's with no ventilation, no air conditioning, or the benefit of a fan that is available for carriers to use in these non-air-conditioned vehicles.

NAPS concerns are based on the documented findings that the temperatures being recorded in Florida are record-setting.

NAPS has received no response from the USPS Area on this issue and the response received from local leadership reflects a lack of concern for the health and welfare of EAS.

"The EAS should be taking preventive measures similar to all other employees on staying hydrated and being attentive to signs of overheating whether it is in the back of an LLV, on a

dock or in any other scenario. Yes, it is hot, but it is also hot for our carriers, mail handlers and custodians cutting the lawn."

NAPS would like to point out that it is not carriers, mail handlers or custodians sitting in the back of LLV's where temperatures can reach degrees hot enough to cook a steak.

NAPS questions why these inspections cannot be made with the Policies and Procedures of the USPS as found in the USPS Handbooks M-41 which states in part;

912 Frequency Counts of mail shall be conducted on one or more routes when it is determined to be operationally necessary. These inspections will be conducted between the first week of September and May 31, excluding December. A physical inspection of the route shall be made on one or more days during the count week by a route examiner who accompanies the carrier during his or her full tour.

NAPS is requesting that the USPS follows the Policies and Procedures of the M-41 in regards to the physical inspection of the routes.

Response: Handbook M-41, City Delivery Carriers Duties and Responsibilities, Section 912 outlines the frequency for mail counts and inspections determined by the Postal Service. This provision is not applicable to special route inspections that may be requested by a regular city carrier in accordance with Handbook M-39, Management of Delivery Services, Section 271.g. This section, 271.g., states:

If over any 6 consecutive week period (where work performance is otherwise satisfactory) a route shows over 30 minutes of overtime or auxiliary assistance on each of 3 days or more in each week during this period, the regular carrier assigned to such route shall, upon request, receive a special mail count and inspection to be completed within 4 weeks of the request. The month of December must be excluded from consideration when determining a 6 consecutive week period. However, if a period of overtime and/or auxiliary assistance begins in November and continues into January, then January is considered as a consecutive period even though December is omitted. A new 6 consecutive week period is not begun.

The instance cited by NAPS and addressed in a July 9 correspondence from senior leadership in Suncoast District was in regards to a special route inspection, not a mail count. Therefore, the Postal Service's actions are consistent with its policies and procedures, specifically Handbook M-39, Section 271.g. If NAPS has concern with a response from District leadership, then the matter should be forwarded to the Area Manager Human Resources for discussion.

Overseeing carrier activities and conducting route inspections is a responsibility of managers and supervisors. District leadership, installation heads, managers and supervisors have a responsibility to ensure that a PS Form 3999, Inspection of a Letter Carrier Route is performed at least once per year and should plan to conduct these inspections throughout the year.

Supervision of carrier activities is expected to be performed daily. The following are provisions from Handbook M-39 that address street management:

- **M-39 134.11 – “Street Management is a natural extension of office management. All carriers are to be notified to expect daily supervision on the street just as they receive daily supervision in the office.”**
- **M-39 134.12 – “Accompanying carriers on the street is an essential responsibility of management and one of the manager’s most important duties.”**

- M-39 134.3 – “Certain criteria may call attention for individual street supervision such as when overtime or auxiliary assistance is used frequently on a route.”

NAPS has expressed concerns about supervisors’ exposure to heat during these route inspections. The safety of our employees is paramount. In keeping with that priority, all employees are expected to comply with the Heat Illness Prevention Program (HIPP). The HIPP is designed to educate our employees about the effects of heat on the body, outline the risk factors for heat-related illness, promote recognition of symptoms associated with heat-related illness, and provide guidance about when to seek help.

To that end, the HIPP requires annual completion of a course on heat stress by all employees regardless of job title, position duties, facility location, or frequency of exposure to heat. This course discusses the effects of heat on the body, outlines the risk factors for heat-related illness, and describes the associated treatments. In addition to the annual training course, all employees are provided with visual aids that are adhered to the window of all postal vehicles and attached as laminated cards to ID badges that describe the various symptoms of, and proper first aid responses to, heat-related illness and can be used to help guide decisions to seek medical attention.

The HIPP also encourages employees to take adequate precautions when working in the heat. Potable water is available in all facilities and employees are encouraged to stay hydrated. The Postal Service also advises employees to err s/b error on the side of caution and call 911 immediately if they experience or witness another employee exhibiting signs of heat-related illness.

0819-05

NAPS is bringing back to the table agenda item 0719-03 from the July consultative. It was noted that the USPS affirmed that pay adjustment would be processed on Pay Periods 15 and 16.

0719-03 On May 15, 2019, the USPS issued the "final decision concerning changes in pay policies, schedules, and fringe benefit programs for Field Employee and Administrative Schedule (EAS) employees."

Included in this policy was the collapsing of EAS-12 positions.

7. POSITION UPGRADE

The salary schedule of EAS-12 will be collapsed, and the position of Administrative Assistant (FLD) EAS-12 (OCC Code 0318-0007) will be upgraded to EAS-15. Incumbents in this position will receive a 2 percent basic salary increase. The increase is adjusted higher if necessary, to bring the salary to the minimum of the new grade. The increase is adjusted lower if necessary, to keep the salary from exceeding the maximum of the higher grade.

The collapsing of the EAS-12 positions impacted current Administrative Assistants (FLD) EAS-12 (OCC Code 0318-0007), resulting in an upgrade to EAS-15. NAPS is requesting a timeframe for when the Administrative Assistants (FLD) EAS-12 (OCC Code 0318-0007), being upgraded to EAS-15 will receive their upgrade, salary level increase and retroactive pay from the January 5, 2019 effective date.

Field EAS impacted by this upgrade are reporting that as of PP16, the adjustment has not been made.

Response: A response was provided to this agenda item during the July consultative meeting and processing of those adjustments has been consistent with that response. Form 50 actions and payroll adjustments have been completed for employees formerly in the EAS-12 Administrative Assistants (FLD) position. If NAPS' national office is contacted by any employee that claims a payroll adjustment was not received, please obtain and review the most recent earning's statement before forwarding to Labor Relations Policy Administration for review.

0819-06

NAPS is requesting copies of the performance data for the Annandale, VA Post Office to validate impacts to NPA scores. In addition, NAPS is requesting the following:

- The district ranking of the Annandale, VA Post Office prior to the pilot test of casing multiple carrier routes in one case.
- The current district ranking of the Annandale, VA Post Office after the start of the pilot test of casing multiple carrier routes in one case.

NAPS notes that it was not afforded the opportunity to directly participate in the development and implementation of the multiple carrier route case program as outlined in 39 U.S. Code § 1004(b).

Response: The initiative to test restructured city letter carrier assignments by using modified letter carrier case configurations, Consolidated Casing, at the Annandale, VA post office is related to city carrier operations. There is no obligation for the Postal Service to follow the consultation process with its Management Associations on pilots related to work performed by bargaining unit employees, similar to the Postal Service not being required to send Article 19 notices to our unions for issues such as changes to supervisory position descriptions. However, Labor Relations provided correspondences to NAPS on April 15 of its intent to pilot Consolidated Casing in Annandale, Virginia on May 18 and has followed up with seven additional correspondences in regards to that initiative.

A minimal number of NPA performance indicators for the Annandale PO have achieved lower cell values since implementation of the pilot but those indicators did not have a direct correlation with the pilot. Total Operating Expense (TOE), an indicator that includes all expenses not just expenses related to the pilot decreased in cell value however, that decrease did not affect the NPA Composite Performance Summary. The Postal Service's invitation to a site visit and briefing on this pilot still stands.