



## NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

*National Headquarters*  
1727 KING STREET, SUITE 400  
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### NAPS USPS August 2025 Consultative Meeting Agenda

- 08-28-01** Recently NAPS HQ was notified of a change to the evaluation forms for EAS probationary employees (see attached). NAPS is inquiring whether this form applies to only external hires into EAS positions in the Postal Service? Also, what is the next higher level review process, if any, to determine if an EAS probationary employee is recommended to be terminated? If there is no next higher level review process, NAPS is willing to engage with USPS to develop such a process so that probationary EAS employees are given every opportunity to succeed.
- 08-28-02** What plans does USPS have to hire for fall mailing and peak seasons, and will this have any impact on current SWC or plant staffing ratios?
- 08-28-03** NAPS has been made aware that not all districts have sent out a listing of leadership titles, emails and phone numbers, nor have many HQ functions submitted this to the field as well. NAPS is requesting USPS HQ require this contact information be sent out, or be readily available, to all EAS employees as necessary.
- 08-28-04** Does USPS HQ have any short- or long-term plans to provide a VER for EAS employees?
- 08-28-05** NAPS is inquiring what the process is during the current plant realignment, reclassification, and reduction in force process for EAS on extended Workers Compensation? Such EAS would have concerns about being selected for a position that meets current work restrictions, and that potentially selecting officials will not select a person due to their current restrictions. What process has USPS developed to ensure that an EAS with OWCP approved work restrictions and/or receiving workers compensation benefits can successfully obtain a position during this period of plant realignment, reclassification and RIF?
- 08-28-06** The job of the PCA (Process Control Assistant) is not changing, the job and title are being removed from the NDC's. NDCs that have primary sorters still need these positions to run those machines. However, the only NDC's that still have primaries are the Seattle NDC and Pittsburgh NDC. All the other NDC's only have secondary sorters. The RIF for the PCA position should not have included Seattle and Pittsburgh (until their primaries are removed). The second issue is these positions have other duties and responsibilities assigned that still need to be performed and there has been no designation as to who will be



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assuming these additional duties, or how these additional duties would increase the levels of the gaining EAS positions.

#### 08-28-07

NAPS is bringing back to the table this issue from the May 2025 consultative, below is the question and USPS response:

*NAPS is requesting that the USPS review and change the policy that prevents an observer from sitting in and assisting NAPS representatives during an ELM 650 mediation. This hampers the ability to assist NAPS members in the preparation and administration of the mediation.*

*USPS Response: Employees are entitled to a representative in administrative proceedings. The representatives are not entitled to their own representative nor assistant.*

During discussion of this issue in May 2025, NAPS explained that this was intended to provide training for observers to develop their ability to represent EAS employees in these types of proceedings, not to act as an assistant to the representative. USPS responded that this would be taken back to the stakeholder for further response. As of this meeting, no response has been provided to NAPS.

#### 08-28-08

NAPS is requesting to know how many NGDVs are currently coming off the assembly line each month? Please provide a breakdown by type (battery-powered vs. gas-powered). Also, how many Ford E-Transits remain in holding lots awaiting deployment?

#### 08-28-09

Sorting and Delivery Centers have been online now in various parts of the country for quite some time. NAPS is requesting the EAS staffing matrix for these facilities, and specifically what is the plan to provide managers in these facilities? NAPS has previously suggested a joint workgroup to develop these staffing models with USPS in accordance with Title 39, Section 1004(b).