



## **NATIONAL ASSOCIATION OF POSTAL SUPERVISORS**

*National Headquarters*  
1727 KING STREET, SUITE 400  
ALEXANDRIA, VA 22314-2753  
(703) 836-9660

January 22, 2024

### **Board Memo 009-2024: NAPS Response to USPS Proposal of ISM Revisions**

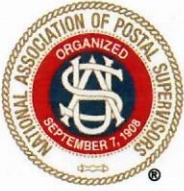
#### **Executive Board,**

Attached is NAPS response to the USPS proposed changes to the ISM. The USPS proposed changes lack clarity to what is presumed to be Postal Policies and Procedures. NAPS believes this will cause uncertainty and confusion for USPS Law Enforcement Officers in situations that require immediate response for the protection of life and property.

We will continue to share updates on this issue.

Thank you and be safe.

NAPS Headquarters



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*Office of  
National President*

January 17, 2024

Janet Peterson  
Labor Relations Specialist  
Contract Administration (NALC)  
475 L'Enfant Plaza Room 9248  
Washington, DC 20260-4101

### **Re: Revisions to ISM**

Dear Janet,

In response to our meeting to discuss NAPS' concerns noted in the 28 items submitted for our December 20, 2023, zoom call.

I am appreciative of your willingness to engage me on this very important subject that deals directly with the safety and welfare of USPS personnel and resources. After reviewing the response to the 28 items submitted, NAPS is not in support of the proposed revision to the USPS ISM.

NAPS believes that these revisions will further endanger the employees on the streets daily delivering America's mail as well as crimes against Postal resources. While NAPS applauds USPS efforts such as the deployment of high-security blue boxes in high-risk locations, NAPS has concerns that this could lead to more carriers in increasingly more danger by criminals that will now need to utilize the carrier as the instrument to open the blue box.

NAPS also finds the use of "Task Force" to assist the USPSIS in Law Enforcement activities to be a waste of financial resources when weighed against the fact the Postal Police Officers of the USPS are qualified and capable of filling this role of Law Enforcement support to Inspectors.

NAPS finds that the exclusion of the number of contract security personnel in the divisions from the complement is disconcerting impacting on staffing ratios. NAPS and commentary from EAS PPO's do not support the USPS contention that contract security personnel are not Supervised by USPS EAS PPO's. NAPS also does not agree with the changing of long-established language, especially in regards to establishing EAS titles and grade levels.

NAPS was not supplied with the requested documentation regarding numerous missing sections of the ISM and past policies and procedures so that a more comprehensive analysis and comparison could be conducted to quantify the potential impact of the proposed changes regarding the overall operation.

Overall, NAPS believes that these proposed changes to the ISM lack clarity to what is presumed to be Postal Policies and Procedures that will be used going forward and will cause uncertainty and confusion for all USPS Law Enforcement Officers in situations that require immediate response for the protection of life and property.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'Ivan D. Butts', written in a cursive style.

Ivan D. Butts  
National President