



## NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

January 31, 2025

### **Board Memo 012-2025: USPS Staffing Criteria for VMF Non-Bargaining Positions**

#### **Executive Board,**

NAPS Headquarters has received from the USPS a list of Vehicle Maintenance Facilities (VMF) that will have a change in level that has implemented in the new staffing criteria for non-bargaining positions. The attached communication also provides a list and timeline of five locations that will be impacted resulting in a Reduction-in-Force (RIF).

Please share with your membership.

Thank you and be safe.

NAPS Headquarters



January 30, 2025

Mr. Ivan Butts  
 President  
 National Association of Postal Supervisors  
 1727 King Street, Suite 400  
 Alexandria, VA 22314-2753

**Certified Mail Number**  
 9589 0710 5270 0888 3005 58

Dear Ivan:

The Postal Service is implementing the newly established staffing criteria for Vehicle Maintenance Facilities (VMF) non-bargaining positions.

These changes will result in the reclassification of several Manager, VMF positions as the sites are evaluated based on current workload and new staffing criteria. Enclosed is a list of those sites and changes. The reclassification timelines are outlined below:

EVENTS	DATES
Mgr VMF upgrade/downgrade notifications	1/17 - 1/21
Effective date for Mgr VMF Upgrades	1/25/2025

These changes will also result in a Reduction-in-Force (RIF) in seven (7) VMF competitive areas listed below. Los Angeles CA West and Newark NJ are sites that are full closures. These facilities were closed several years ago and the organization is working to permanently reassign the impacted management staffing. The remaining five (5) competitive areas have a reduction in earned Supervisors and will require a RIF in the following locations:

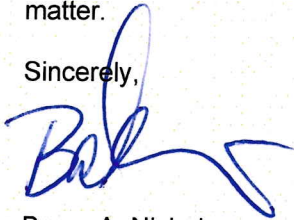
EVANSTON IL VMF
LOS ANGELES CA (WEST)
NEWARK NJ VMF
PASADENA CA VMF
PHOENIX AZ VMF

Below is a copy of the organizational change timeline for the RIF.

EVENTS	DATES		
Staffing changes implemented in Human Capital Enterprise System (HCES).	1/25/2025		
Site specific individual townhall meeting to announce notify impacted employees of staffing changes within the competitive area.	Week of 1/27/2025		
Issue Specific RIF Notices	1/27/2025		
Specific RIF Notice Period	1/27/2025	-	4/4/2025
Impacted employees can request non-competitive lateral or downgrade assignments and apply for promotions throughout timeline in eCareer.	1/27/2025	-	4/4/2025
RIF Effective Date (Effective date of RIF Separations)	4/4/2025		
Effective date of RIF Reassignment and Demotions	4/5/2025		

Additionally, enclosed are examples of communications that are reviewed with employees. Please contact Paulita Wimbush at extension 4042 if you have any questions concerning this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read "Bruce A. Nicholson". The signature is stylized and fluid, with a long horizontal stroke extending to the right.

Bruce A. Nicholson  
Director  
Labor Relations Policies and Programs

Enclosures