



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

February 11, 2025

Board Memo 017-2025: 2024 November NAPS USPS Consultative Meeting Minutes

Executive Board,

Attached are the NAPS USPS Consultative Meeting Minutes for November 2024.

Please share with your membership.

Thank you and be safe.

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1125-01 NAPS is requesting that EAS receive training on time management in the form of a learn-and-grow to help EAS handle the large workload volume they face each day.

Response: This request is overly broad since it's a request for every EAS. Any employee that feels that they are having difficulty handling their assignments and workload should discuss with their manager. In turn, managers should evaluate the workload and discuss with the employee to make any necessary adjustments if needed.

There is training material in MyHR on time management. Learn and Grows are a helpful way to communicate information. If NAPS can provide specific topics on Learn and Grows, they will be considered.

1125-02 Currently, there is approximately a two-month period before new NAPS members are not listed as non-members on NAPS membership rolls. Could the USPS HQ expedite the process so that when new 1187's are sent into HRSSC, they can be processed within the next pay period?

Response: HRSSC indicates that there is no delay in processing 1187s and are processed within 7 days. In accordance with ELM 924.5, the 1187s are processed to be effective in the next full pay period following the receipt of a properly completed SF 1187 at the HRSSC.

924.5 Implementation of Dues Withholdings

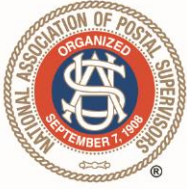
The Eagan Accounting Services begins dues withholdings with the first full pay period following the receipt of a properly completed SF 1187 at the HRSSC. In the event that an SF 1187 is received at the HRSSC without the date of delivery filled in, the HRSSC enters the date of receipt as the "date of delivery," and proceeds to process the form, using the "date of delivery" as the anniversary date. The HRSSC sends a copy of this annotated form with an appropriate explanation to the installation of origin for transmittal to the organization.

1125-03 What is the percentage of customers who take the RCE survey? What is the average National Score for RCE/ CSV?

Response: FY23 POS Survey Response Rate : **0.3593%**
FY24 POS Survey Response Rate : **0.3713%**

FY23 RCE Overall Score: **92.86%**
FY24 RCE Overall Score: **92.11%**

FY24 CSV average National score: **94.34%**



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1125-04 What is the percentage of rural routes nationally that are considered overburdened in their evaluations?

Response: The approximate % of OB rural routes as of PP25 is 18%. This percentage changes after each semi-annual route evaluation. We are currently working through a phased approach to adjust OB rural routes, with the most recent adjustments effective Saturday 11/16/2024. The next phase will be scheduled in the beginning of CY25.

1125-05 Members within the Ohio 1 District are concerned about the large numbers of EAS on various unauthorized details. This concern was brought to the attention of the District Manager and her response was they were approved by the Central Area VP. If the workload justifies these positions, NAPS is requesting that USPS formally create authorized EAS positions to address these ongoing needs.

Response: NAPS should direct this inquiry to the Central Area. It's a local issue that is not suitable for this forum.

1125-06 NAPS HQ received information that EAS Special Exempt and Non-Exempt employees currently on auto-rings should not be on auto-rings. NAPS has also been told by members in the field that HQ Payroll is working to clean up the deviations from policy where employees that are eligible for pay premiums need to record their time. No new requests for auto-rings for these two categories should be granted, and that HQ Payroll has a plan in place to, over time, remove the designation for the non-exempt/special exempt employees currently on auto-rings. NAPS is requesting clarification from USPS on what process EAS will be directed to follow to record their workhours?

Response: The Postal Service is considering expanding the Mobile Delivery Device-In Office (MDDIO) timekeeping in CY25 to field EAS employees in Retail and Delivery that are classified as FLSA Non-Exempt or Special Exempt in those facilities.

1125-07 USPS has been conducting F4 reviews over the last several months, particularly at newly opened S&DCs. NAPS HQ is notified of these impending reviews yet has been denied the results upon completion of the F4 reviews. As these F4 reviews potentially impact EAS staffing, NAPS requests these results to be provided upon completion.

Response: Function 4 reviews consist of reviews of activities performed by bargaining unit employees. We are not modifying how we determine EAS staffing. The results of the function 4 reviews are shared with EAS employees in the installation.



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1125-08 NAPS is once again bringing the issue of proper work schedules for EAS relief supervisors. NAPS is under the impression based upon the attached memo that each relief supervisor should have a base schedule relieving 5 regular supervisors. Attached is documentation that this policy is not being followed in districts. NAPS is requesting that USPS HQ reiterate to the field that EAS relief supervisors are to have a regular schedule with established NS days.

Response: As discussed with NAPS on previous occasions, the Relief Supervisor positions should be created and scheduled in accordance with the Doug Tulino Memorandum dated June 28, 2023, *Establishment of Relief Supervisor Jobs*. Specific allegations of establishing jobs that are inconsistent with the Tulino memo should be reported through the appropriate channels to be investigated.

1125-09 NAPS is requesting clarification of this section of the ELM, which was changed in September 2021. NAPS is concerned that this language can lead to abuse of EAS by having their schedules randomly changed without operational rationale.

353.2 Reassignment

A reassignment is the permanent assignment, with or without relocation, of an employee:

To another position with the same grade, or
To a position with an equivalent grade.

353.21 Management Option

Authorized management officials may reassign nonbargaining employees without following regular competitive procedures (see Handbook EL-312, section 743.11).

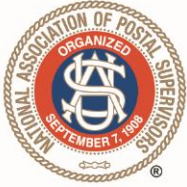
353.22 Employee Self-Nomination

Employees who desire noncompetitive reassignment may nominate themselves by making a written request to the selecting official.

353.23 Unassigned Employees

Unassigned nonbargaining employees (i.e., employees whose positions have been abolished) are reassigned in accordance with 354.

353.3 Temporary Assignment



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See Handbook EL-312, 716.1, Temporary Assignments.

353.4 Realignment or Reevaluation

In a realignment or reevaluation involving nonbargaining positions, Headquarters Employee Resource Management determines the effect on individual positions. Based on those determinations, the following general rules apply when assigning incumbents and filling affected positions:

- a. The incumbent is automatically assigned to the position if there is no significant change in duties or responsibilities and no change in grade.
- b. The incumbent is promoted noncompetitively if the position is upgraded with no significant change in duties or responsibilities.
- c. The incumbent has no assignment or promotion right to the new position if there is a significant change in duties and responsibilities that result in the authorization of a new position at the same or higher grade and abolishment of the present position. The new position is filled in accordance with regular procedures, and the incumbent of the abolished position is assigned in accordance with 354.
- d. The incumbent is treated in accordance with 354.241 in any situation where a position is evaluated at a lower grade.

354.12 Non-bargaining Employees

Assignment of unassigned career non-bargaining employees must be in accordance with the procedures described in 354.2, as appropriate. Postal Service policy provides equal opportunities for all employees without discrimination because of race, color, religion, sex, national origin, disability, or age.

Response: [Nashelle N. Dukes, Employment Policy Specialist \(TL\)](#) attended the meeting via ZOOM and provided the clarification.