



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

July 21, 2026

Board Memo 026-2026: June 2026 NAPS USPS Consultative Meeting Minutes

Executive Board,

Attached are the NAPS USPS Consultative Meeting Minutes for June 2026.

Please share this information with your membership.

Thank you, and be safe.

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NAPS USPS June 2026 Consultative Meeting Agenda

6-16-01

NAPS is again bringing the issue of Station Manager levels and PS Form 150 upgrades to the table. USPS had previously indicated an interest in working on these with NAPS, yet there has been no movement from USPS on these issues. NAPS is again requesting a work group to collaborate with USPS on the issue of Station Manager levels and PS Form 150 upgrade issues.

Response: A work group meeting was set up and held with the NAPS Resident Officers and Postal Service representatives on July 8, 2026 to discuss Postmaster and Mgr. Customer Services staffing models.

6-16-02

Under the recent TACS Duties Settlement, is it the intent of the settlement that Lead Clerks also enter call-ins and leave entries for EAS employees? Does the settlement apply to bargaining unit employees' TACS duties and entries only, and not the EAS employee records? In addition, the settlement language does not appear to clearly state that EAS attendance records are to be processed by Lead Clerks.

Response: Yes, Clerks will perform TACS entries and allied duties for all craft bargaining units and EAS in the bid cluster.

Lead Clerks only have access to perform manual leave entries in ERMS. Any tabs or reports that would display attendance information, leave balance information, FMLA status, HRM status, etc. are disabled.

A Q&A intitled *Q&As - 9/30/25 TACS Settlement February 26, 2026* has been created to answer these questions (#8) and other questions related to 9/30/25 TACS Settlement. A copy is provided to NAPS.

6-16-03

PTPOs (Part Time Post Offices) play a vital role in providing service to USPS customers. While their hours are limited, PTPO employees (Postmasters and PMRs) are required to complete USPS training, but must maintain those hours in LDC 80, which has an impact on their NPA and SOV. Why are PTPO employees treated differently? Why can't all offices transfer the training to a training operation?

Response: Level 18 and below Post Offices are measured on Total Workhours to Plan. LDC 80 or LDC98 (Training), are counted in the total either way.

6-16-04

NAPS is again bringing the issue of Station Manager positions in S&DCs back to the table. USPS has indicated it is studying the issue, yet there has been no movement to create these positions. NAPS is available to work with USPS in a work group to analyze and finalize this issue.



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Response: A work group meeting was set up and held with the NAPS Resident Officers and Postal Service representatives on July 8, 2026 to discuss Mgr. Customer Services and S&DC staffing models.

6-16-05

NAPS has been made aware that SDO's at processing plants are being placed on emergency placement for their employees scanning Hazmat packages that ultimately get through to THS to be placed on a flight (as Hazmat is supposed to be trucked). This is not a proper use of emergency placement as EAS in these processing facilities have not been given an opportunity to investigate the issue, nor address the craft employee. Is this a national policy issued by USPS? If so, why has NAPS not been consulted on this, and why is USPS using emergency placement for EAS as an instrument of action?

Response: There have been no changes to policy at the national level regarding emergency placement. The Postal Service's policy regarding emergency placement can be found in the ELM, specifically ELM 651.

6-16-06

Currently fraudulent small packages (often from Chinese origin) accept a scan from the Pass machine and generates an AAU scan. However, when the carrier scans this package at the address, the carrier scanner does not recognize the item. Hence the office has a failed ADE, which affects the office scanning scores and the NPA scores. What is the solution for this as the package cannot be sent to dead mail nor returned to sender as the return address is phony. Customer calls are increasing, asking why they received something they did not order nor did they want. The concern is that these packages affect NPA scanning scores adversely. How will USPS manage these concerns?

Response: All pieces flagged with a fraud indicator are automatically excluded from NPA performance measurements, including Last Mile, AAU, ADE, and End-to-End Service metrics. For pieces not identified as fraudulent, exclusions must be requested through the standard NPA exclusion process. Any packages that an employee is unable to scan, or may be incorrectly identified as a COD, should be brought back to the office and given to management. Management should send the barcode to the appropriate email below for instructions on how to handle the package.

- For questions regarding shipment status, missing shipments, or retrievals, email UnpaidPackageRetrieval@usps.gov
- For questions regarding fraudulent labels, postage, or shipments, email PackageFraudPrevention@usps.gov

6-16-07

NAPS is requesting data on how many TACS entries are still being done by EAS that should be done by lead clerks based on the arbitration award on this issue. Has the number of entries decreased in the first half of FY 2026 compared to when the arbitration award was announced nationally? How many dollars in automatic awards have been paid out to lead clerks nationally for violations?



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Response: Only non-clerk transactions without authorized Occ Codes can be tracked. There has been a decrease in the number of non-clerk transactions due adding additional authorized Occ Codes and the TACS Settlement Q&As. There are no automatic awards paid. An individual grievance must still be filed.

06-16-08

NAPS Central Area VP Craig Johnson received the below response from Elisa Fion concerning NAPS having the opportunity to address Postmaster Essentials and new Supervisor Training classes. As the referral is to be made to Postal HQ, NAPS is thus requesting the opportunity to address those in attendance at these classes.

----- Forwarded Message -----

From: Fion, Elisa - Central Area Human Resources, IL <elisa.fion@usps.gov>

To: Craig Johnson <craigj23@sbcglobal.net>

Cc: Sanghera, Raj - Central Area Office, IL <raj.sanghera@usps.gov>

Sent: Wednesday, May 27, 2026 at 07:01:38 AM CDT

Subject: RESPONSE_RE: [EXTERNAL] Speaking Invitations

Good morning, Craig –

Unfortunately, we would not be able to extend an opportunity to speak to EAS during scheduled leadership training sessions. If you wish to explore the opportunity for NAPS to have an included portion in training, that is something that should be discussed at a national level. James Timmons, a/Director, Labor Relations Policy & Programs would be your point of contact.

Response: In regard to NAPS having the opportunity to address Postmaster Essentials and new Supervisor Training classes, there isn't discretionary time built into the training curriculum to allow for additional speakers. Also, there is often networking time built in before and after classes for the attendees. An offer was made regarding providing Career Conference information and booth access.

Q&As – 9/30/25 TACS Settlement

February 26, 2026

1. **Question:** What is a Stand-Alone Level 18 office as referenced in Item #2 of the settlement?

Answer: A Stand-Alone Level 18 Post Office is an independent Level 18 office (with no reporting RMPOs or stations/branches).

2. **Question:** How will TACS duties be recorded for Level 18 Stand-Alone offices?

Answer: The Web1260 program will be modified to ensure recording of one (1) hour per week for the performance of TACS duties by all Level 18 Stand-Alone offices. One (1) hour per week will be reflected for all Level 18 Stand-Alone offices on the Web1260 Report provided to the National APWU.

3. **Question:** In POSTPlan offices that did not qualify for a Lead Clerk, will postmasters or clerks perform TACS entries and allied duties?

Answer: The parties agree that clerks in the affected APO will perform the TACS entries and allied duties.

4. **Question:** Reference #8 of the settlement – Is there a specific date relevant to the TACS grievances that are resolved/closed as a result of this settlement?

Answer: Yes, the settlement resolves/closes all grievances filed on or before the date of the agreement (9/30/25) with the exceptions stated in item #8. However, only those grievances appealed to Step 3 by 9/30/25 may be considered in the 4.2-million-dollar settlement.

5. **Question:** Does the 120-day implementation period in Lead Clerk Offices apply to offices where the Lead Clerk already has access to the Lead Clerk role in OTAdmin and/or RMSS?

Answer: No

6. **Question:** Does the 120-day implementation period in item #6 constitute a moratorium on the filing of TACS related grievances in Lead Clerk Offices?

Answer: No

7. **Question:** What does the 120-day implementation period apply to?

Answer: 1) Non-Lead Clerk offices, 2) OTAdmin and 3) RMSS (except as described in Question #5 above).

8. **Question:** Will clerks perform TACS entries and allied duties for all craft bargaining units and EAS in the bid cluster?

Answer: Yes.

9. **Question:** If a facility within the installation (bid cluster) earns a Lead Clerk, will that Lead Clerk perform the TACS duties for their facility?

Answer: Yes.

10. **Question:** Why is installation referenced in the 9/30/25 settlement agreement?

Answer: In a facility that does not qualify for a Lead Clerk, the TACS bargaining unit work will be performed by a Lead Clerk within the same installation as the facility.

11. **Question:** Who will perform the TACS duties for all new bargaining unit employees during their orientation period(s)?

Answer: The parties agree as an exception to #9 above that the Training Technician(s) assigned in the affected district who is conducting the new employee orientation shall perform the TACS duties for those employees

for the period(s) of orientation. If the respective Training Technician(s) is not available due to leave, another Training Technician(s) assigned to the District will perform the TACS duties. The Postal Service will provide the APWU Clerk Division Director a listing of the Training Technicians along with their Location, District, and EIN each PP.

12. **Question:** In the unlikely event none of the clerks authorized to perform TACS duties, in accordance with the MOU, are available to perform daily TACS duties, unless it is the last day to close the pay period week, how should this be handled?

Answer: The TACS clerk(s) can perform the duties the following day.

13. **Question:** In Customer Retention Team (CRT) sites, who will perform the TACS entries and allied duties?

Answer: A Lead Clerk in the facility/installation will be assigned to perform these duties.

14. **Question:** Who will perform the TACS duties at the KC Stamp Fulfillment Center since it is a stand-alone bid cluster?

Answer: In accordance with Item #5 of the 9/30/2025 settlement, the General Clerk(s) in Finance at the KC Stamp Fulfillment Center will perform the TACS duties.

15. **Question:** What is the pecking order for assignment of TACS duties in facilities with Lead Clerk(s), if the Lead Clerk(s) who normally performs TACS duties is not at work?

Answer: The pecking order will be as follows:

1. Other Lead Clerks in the facility, unless negotiated differently at the Local Level in accordance with the 9/5/2018 Lead Clerk and TACS MOU.
2. Other Lead Clerks within the respective Installation

3. Clerks pursuant to Article 25, Section 4. Reference: May 4, 2012 Lead Clerk Q&As, #12.

16. **Question:** How long do the parties have to mutually review current grievances to determine if they apply to the TACS settlement referenced in Item #8 & #9?

Answer: The parties at the regional level should review all cases within 180 days from the date of the settlement to identify all pertinent cases/grievances to determine their status in the application to the TACS settlement.

17. **Question:** How should the parties resolve grievances as a result of the Global TACS Duties settlement dated 9/30/2025?

Answer: The parties at the regional level should review all cases and take one of the following actions:

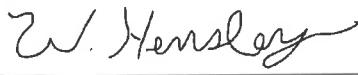
- a) Grievance is resolved as a result of the 9/30/25 settlement agreement
- b) Grievance remains open as the case was arbitrated on the merits and the arbitration award has not been issued
- c) Grievance remains open because the parties have received an arbitration award on the merits with a remedy to be adjudicated
- d) Grievance remains open as the parties have reached a settlement agreement regarding the merits but the remedy has yet to be determined or is in dispute; or
- e) Grievance remains open if it includes issues other than TACS and allied duties.

18. **Question:** How should Clerks in an office with Lead Clerks be selected in an office to perform TACS duties?

Answer: In offices with Lead Clerks, the senior Lead Clerk(s) should be trained and assigned to perform the TACS duties. The parties at the local level may mutually agree to an alternative Lead Clerk in the facility to be trained/assigned in lieu of the senior Lead Clerk (See September 5, 2018 Agreement).

19. **Question:** How should Clerks be selected to perform TACS duties in offices without a Lead Clerk?

Answer: In offices that do not have a Lead Clerk, management should consider seniority and employee schedules in order to provide daily coverage

 2/26/2026

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W. Shayne Hensley
Senior Director
Field Labor Relations Operations
United States Postal Service

 2/26/2026

Lamont Brooks
Director, Clerk Craft
American Postal Workers
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