

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

October 20, 2022

Board Memo 027-2022: EAS Carrying Mail Survey

Executive Board,

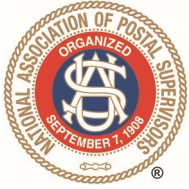
The National Association of Postal Supervisors provided recommendations to the U.S. Postal Service concerning EAS Carrying Mail Survey that was introduced by NAPS to the USPS at the November 22, 2021 Consultative Meeting.

Attached is a PowerPoint of the Overview of EAS Carry Survey and NAPS response to USPS EAS CBA violation survey.

Please share this information with your membership.

Thank you and be safe.

NAPS Headquarters



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*Office of
National President*

IVAN D. BUTTS

1727 King St., Suite 400
Alexandria, VA 22314-2753
OFFICE – 703 836-9660
FAX – 703-836-9665
E-MAIL – naps.ib@naps.org

October 20, 2022

Bruce Nicholson
United States Postal Service
475 L'Enfant Plaza, SW
RM 9426
Washington , DC

Dear Bruce Nicholson,

In response to your email sent on Oct 6, 2022, concerning the EAS Carrying Mail Survey, NAPS is providing its recommendations in accordance with the provisions of 39 U.S. Code § 1004 (d).

This issue was introduced by NAPS to the USPS at the November 22, 2021, consultative meeting. Agenda item #14 stated;

NAPS Agenda Item #14

NAPS said that as the resident officers and Executive Board members attend NAPS-sponsored events, such as branch meetings, training seminars and conventions, they consistently are hearing from NAPS members across the country that supervisors, managers, MPOOs, postmasters and other EAS employees are being forced to case and/or deliver mail. In fact, they often are ordered to case and deliver routes by senior district leadership. This is in violation of all craft collective-bargaining agreements, not to mention how these EAS employees who are being forced to deliver mail can get their own work done and certainly will be held accountable for office failures. These demands also will generate grievance activity that managers will be forced to pay, further hurting TOE and other NPA indicators. NAPS requested USPS Headquarters to issue directives that EAS employees may not be forced, coerced or otherwise required to case routes or deliver mail, as that is a function of the craft.

USPS Response

Non-bargaining employees only may be permitted to perform bargaining-unit work in emergency situations. (The exception is for Level-18 post offices and part-time post offices where 15 hours of bargaining-unit work can be performed.) Those emergency situations must be just that—an emergency. The circumstance or circumstances must be unforeseen. If a facility, installation or district is planning to schedule a non-bargaining employee to perform bargaining-unit work and because planning is not an unforeseen circumstance and not an emergency, it should be reported to District Labor Relations or Human Resources immediately and escalate.

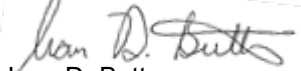
NAPS has also contended that there was a secondary issue of the proper recording of work hours when these issues arise of EAS performing craft work without transference of LDC work hours with the established ERMS platform that was also not being addressed. That was the proper recording of work hours and how that impacts budgets.

This is very similar to the issues when mail volumes that are part of one facilities projection are diverted to another facility without being transferred to that facility with the corresponding work hours and how that action not only impacts the Fiscal Year NPA for both facilities, but also following FY's budgets for both facilities.

Bruce, as you are aware, this issue of EAS being mandated to perform craft work was part of NAPS' discussions with Doug Tulino, DPMG & CHRO, during our meeting held in June 2022. At this meeting Doug committed to addressing these issues.

NAPS presumes that this survey is part of this resolve. NAPS appreciates the concept behind this survey, but questions why there is a need for a survey when we have a reporting system that is designed to capture work hours transferred to another Labor Distribution Code (LDC). NAPS has stated and reaffirms that the USPS needs to utilize its established time recording process to accurately record the workhours that EAS are being mandated to use to do craft work.

Sincerely,

A handwritten signature in cursive script that reads "Ivan D. Butts". The signature is written in black ink on a white background.

Ivan D. Butts
NAPS National President

Overview of EAS Carry Survey

- Designed to capture hours spent delivering mail by EAS employees
- Data will be used to provide key analytics/metrics that will enable leadership to be responsive and provide actionable engagement
- Survey is expected to be submitted by 10am the next day
- Key data points captured
 - Name of EAS carrying mail
 - Hours spent carrying mail
 - Route information included count, vacant, split
 - PTF/CCA/RCA staffing
 - Reason

EAS Carrying

Input Report

Verify that you are responding for the correct office.

Area: **48 ATLANTIC REGAL R.D.H.**

District: **280 VIRGINIA Mipoo: B**

Office: **STAFFORD** Zipcode: **22554**

Address: **2850 BIRMGOND HWY STAFFORD VA 22554**

FDB ID: **1183232** Finance: **518486**

[Return to Office Entry List](#)

Fields highlighted are pre-populated with the option to update.

FIRST CATEGORY			
1	Phagon Hids	Name of EAS carrying route	
2	09/07/2022	Date route carried	<input type="checkbox"/>
3	0430	Hours carrying route	
4	35	City Routes in Unit	
5	2	Number of Vacant City Routes (No Form 50 Carier.)	
6	3	Number of Routes Split	
7	3	Number of CCAs and PTFs in unit	
8	2	Number of CCAs and PTFs working this day	
9	4	Number of Rural Routes in Unit	
10	0	Number of Vacant Rural Routes (No Form 50 Carier)	
11	2	Number of Rural Relief Carriers (RCAs, PTFs) in Unit	
12	1	Number of Rural Relief Carriers (RCAs, PTFs) Working on This Day	
13	Staffing - Excessive Calls	Reason EAS Delivered route	Explanation for Other selection

0 of 1000 characters used.

[Return to Office Entry List](#)

FIRST CATEGORY

- 1 Name of EAS carrying route
- 2 Date route carried
- 3 Hours carrying route
- 4 City Routes in Unit
- 5 Number of Vacant City Routes (No Form 50 Carrier)
- 6 Number of Routes Split
- 7 Number of CCAs and PTFs in unit
- 8 Number of CCAs and PTFs working this day
- 9 Number of Rural Routes in Unit
- 10 Number of Vacant Rural Routes (No Form 50 Carrier)
- 11 Number of Rural Relief Carriers (RCCAs, PTFs) in Unit
- 12 Number of Rural Relief Carriers (RCCAs, PTFs) Working on This Day
- 13 Reason EAS Delivered Route

Standardized Reason codes to be selected

Dropdown list of Reasons:

0 of 1000 characters used

Submit

- Complement - Hiring Issues
- Staffing - Executive Call ins
- Heavy At Leave Board
- Unexpected Carrier Emergency
- Lack of Planning & Scheduling
- Relief Carrier Retention
- Long Term OWC
- Employees with Restrictions - 8/40
- Reduce Delayed Mail
- Other

Explanation for Other selection

For help with this application, open a ticket. [Data](#)
2022 - Retail & Delivery Analytics & Insights - Ver. 1.0

