



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

June 6, 2023

Board Memo 049-2023: USPS and NAPS Responses to the RIF in the 13 Logistics Division Competitive Areas

Executive Board,

NAPS HQ received a response from the Postal Service regarding the Reduction in Force (RIF) in the 13 logistics division competitive areas. In the attached letter from USPS representative, Bruce Nicholson, it is stated that the Postal Service is not required to notify NAPS of actions taken within postal policy for RIF avoidance.

NAPS HQ has sent a follow up letter stating USPS is in violation of 39 U.S.C§ 1004(d), in which USPS is required to consult and permit NAPS to participate in the planning and development of programs that affect NAPS members.

Thank you, and be safe.

NAPS Headquarters

LABOR RELATIONS



May 30, 2023

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

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Ivan,

This is in response to your May 8 correspondence and allegation that the Postal Service did not follow prior practice in advising of RIF avoidance activity of employees assigned in Logistics. The Postal Service is not required to notify NAPS of actions that are taken within postal policy and the policy for Reduction-in-Force (RIF) avoidance is found in Employee and Labor Relations Manual (ELM) 354.23, *Minimization Strategies for RIF Avoidance*.

We have historically provided a proposed RIF timeline to you in the event employees may be subject to RIF in advance of announcements and followed with additional information once employees are notified. We did not notify you on RIF avoidance activities.

We notified employees of reassignments on May 3 and, once employees were notified of assignments, we sent a courtesy notification to your attention.

Sincerely,

A handwritten signature in blue ink, appearing to read "B. Nicholson", with a long horizontal flourish extending to the right.

Bruce A. Nicholson
Director
Labor Relations Policies and Programs



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*Office of
National President*

June 6, 2023

Mr. Bruce Nicholson
Manager, Labor Relations Policy Administration
United States Postal Service
475 L'Enfant Plaza, SW
Washington, DC. 20260

Re: Reduction in Force in the 13 Logistics Division Competitive Areas

Dear Bruce:

I am in receipt of your letter of May 30, 2023, which advises NAPS of an anticipated Reduction in Force (RIF) in the 13 Logistics Division Competitive Areas, with USPS plans to send specific RIF notices to impacted employees as early as tomorrow June 7, 2023.

Prior to your letter of May 30, NAPS had not received any communication from the Postal Service regarding USPS plans to apply RIF procedures or RIF-avoidance procedures to the Logistics Division workforce. In fact, I had earlier written you on May 3, 2023, expressing concern about the reassignment of Logistics Managers and Operations Industrial Engineers through RIF avoidance activity and had pointed out that the Postal Service, contrary to prior practice, had not provided any advance notice to NAPS of its plans to engage in this particular RIF avoidance activity. Only now do we learn of the Postal Service's plans to continue to keep NAPS in the dark while USPS speeds ahead to pursue a Reduction in Force of the Logistics Division EAS workforce, despite no prior consultation with NAPS over the RIF and its impact.

These Postal Service plans to conduct a Reduction in Force in the 13 Logistics Division Competitive Areas, without any consultation with NAPS about the planning and consequences of the RIF, violate 39 U.S.C. § 1004(d), which requires USPS to consult with NAPS and to permit NAPS to directly participate in the planning and development of programs that affect NAPS members. Therefore, NAPS requests the Postal Service to suspend all of the actions identified in the timeline in your letter of May 30, 2023, until the Postal Service has fully consulted with NAPS on the underlying plans motivating the Reduction in Force and the conduct of the RIF itself.

Sincerely yours,

Ivan D. Butts
National President

Representing supervisors, managers and postmasters in the United States Postal Service