



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

June 12, 2023

Board Memo 060-2023: USPS and NAPS Responses to RIF Procedures Within Logistics

Executive Board,

Attached is a response from the Postal Service NAPS HQ regarding the Reduction in Force (RIF) planning procedures within the Logistics function.

NAPS HQ has responded accordingly as NAPS has stated on numerous occasions that notifications are not consultations, nor is it participation.

Thank you, and be safe.

NAPS Headquarters

From: Ivan Butts
Sent: Friday, June 9, 2023 1:47 PM
To: Bruce Nicholson (bruce.nicholson@usps.gov) <bruce.nicholson@usps.gov>
Cc: Chuck Mulidore <naps.cm@naps.org>; Jim Warden <naps.jw@naps.org>
Subject: FW: [EXTERNAL] Letter to Nicholson re RIF

Bruce,

Thank you for your response. As NAPS has stated on numerous occasions now, notifications is not consultation, nor is it participation.

Thank you and please be safe.

In Solidarity,

Ivan D. Butts
NAPS National President
National Association of Postal Supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753
E-mail: naps.ib@naps.org
NAPS Internet Address: <http://www.naps.org>
Phone: (703) 836-9660
Fax: (703) 836-9665

From: Chuck Mulidore <naps.cm@naps.org>
Sent: Thursday, June 8, 2023 9:40 PM
To: Nicholson, Bruce A - Washington, DC <bruce.nicholson@usps.gov>
Cc: Jim Warden <naps.jw@naps.org>; Ivan Butts <naps.ib@naps.org>
Subject: Re: [EXTERNAL] Letter to Nicholson re RIF

Thanks Bruce, I copied Ivan so he is aware of your response.

Chuck Mulidore
NAPS Executive Vice President
703/836-9660

On Jun 8, 2023, at 4:21 PM, Nicholson, Bruce A - Washington, DC <bruce.nicholson@usps.gov> wrote:

Gentlemen,

Please see attached. Ivan's out of office directed me to both of you.

Thanks.

Bruce A. Nicholson

Director, LR Policies & Programs
(202) 268-7773

From: Nicholson, Bruce A - Washington, DC
Sent: Thursday, June 8, 2023 4:19 PM
To: Ivan Butts <naps.ib@naps.org>
Subject: RE: [EXTERNAL] Letter to Nicholson re RIF

Ivan,

Please see the attached response to your letter and was mailed to your attention.

Bruce A. Nicholson
Director, LR Policies & Programs
(202) 268-7773

From: Ivan Butts <naps.ib@naps.org>
Sent: Tuesday, June 6, 2023 12:17 PM
To: Nicholson, Bruce A - Washington, DC <bruce.nicholson@usps.gov>
Cc: Chuck Mulidore <naps.cm@naps.org>; Jim Warden <naps.jw@naps.org>
Subject: [EXTERNAL] Letter to Nicholson re RIF

CAUTION: This email originated from outside USPS. **STOP and CONSIDER** before responding, clicking on links, or opening attachments.

Bruce,

See attached letter that was mailed out today.

Thank you and please be safe.

In Solidarity,

Ivan D. Butts
NAPS National President
National Association of Postal Supervisors
1727 King Street, Suite 400
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June 8, 2023

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

RECEIVED
JUN 09 2023

Dear Ivan:

This is in response to your June 6 correspondence and allegations that the Postal Service failed to consult nor communicate with NAPS, at any time, of plans to apply Reduction-in-Force (RIF) procedures within the Logistics function. Your allegations are not accurate.

The Postal Service notified you, by written correspondence on February 7 (enclosed), of its proposal to revise non-bargaining positions within Logistics to include modification of staffing criteria. The correspondence specifically references a RIF, by stating "Implementation of these changes as proposed may result in employee impacts requiring a reduction in force to be administered" and that changes were proposed, pursuant to Title 39 U.S. Code § 1004.

I messaged you on February 8 and referenced the February 7 correspondence, to inquire of your availability for a meeting and informing that the Postal Service still intended to participate with NAPS in helping employees, impacted by RIF, in securing landing spots as we have in the past. I messaged you on March 10 and reminded you of the February 7 correspondence and suggested that we meet on the Logistics staffing proposal and that I assumed that you would have questions concerning it. We did not receive requests for a briefing, feedback nor recommendations to the proposal during the prescribed 60-day consultation period and therefore sent a decision letter to your attention on April 11 (enclosed) advising that we intended to implement the proposal.

We did not hear from you until May 3 inquiring of whether employees were informed of a RIF in the Logistics function. We responded that employees were not informed of a RIF but it would be forthcoming. We provided a RIF timeline to you on May 30.

The Postal Service will continue with implementation of the RIF in Logistics consistent with the RIF timeline that was provided to you on May 30. This includes two rounds of posting periods within the Logistics Division Competitive areas for employees prior to the RIF effective date. We will also continue with our practice of providing you a list of RIF-impacted employees, once employees are notified, and update you throughout the RIF Notice Period on the status of remaining impacted employees.

A handwritten signature in blue ink, appearing to read "Bruce A. Nicholson".

Bruce A. Nicholson
Director, Labor Relations Policies & Programs

Enclosures

LABOR RELATIONS



April 11, 2023

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

Dear Ivan:

This is in reference to our February 7 correspondence proposing to revise the job descriptions and staffing criteria in Logistics.

Below are the jobs proposed for revision and were included in our February 7 correspondence.

Occupation Code	Job Title	Grade Level
0896-0005	Operations Industrial Engineer	EAS-21
0896-0009	Operations Industrial Engineer	EAS-23
2150-6024	MGR Transportation/Networks	EAS-23
2150-6025	MGR Transportation/Networks	EAS-21
2340-5044	Operations Support Specialist	EAS-17
2340-5043	Operations Support Specialist	EAS-20
2330-0041	MGR Transportation/Networks	EAS-20
2330-0089	Network Specialist	EAS-17

The Postal Service has decided pursuant to Title 39, U.S. Code §1004 to proceed with implementation of the revisions as outlined in our February 7 correspondence.

Please contact me if you wish to discuss or if you have any questions.

Sincerely,

A handwritten signature in blue ink, appearing to read "B. Nicholson", written over the word "Sincerely,".

Bruce A. Nicholson
Director
Labor Relations Policy and Programs



February 07, 2023

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

Certified Mail Tracking Number:
7020 3160 0001 7357 9940

Dear Ivan:

The Postal Service is proposing updates to the following jobs under Logistics:

- 0896-0005 Operations Industrial Engineer (Field) EAS-21
- 0896-0009 Operations Industrial Engineer (Field) EAS-23
- 2150-6024 MGR Transportation/Networks EAS-23
- 2150-6025 MGR Transportation/Networks EAS-21
- 2340-5044 Operations Support Specialist EAS-17
- 2340-5043 Operations Support Specialist EAS-20
- 2330-0041 MGR Transportation/Networks EAS-20
- 2330-0089 Network Specialist EAS-17

The Postal Service is also proposing the creation of the following jobs under Logistics:

- 2150-XXXX MGR Logistics (Level 1) EAS-25
- 2150-XXXX MGR Logistics (Level 2) EAS-24
- 2150-XXXX MGR Logistics Operations EAS-19
- 2150-XXXX MGR Logistics Operations EAS-20
- 2150-XXXX MGR Logistics Operations EAS-22
- 2150-XXXX Network Specialist/Supervisor EAS-17

The proposed changes were developed based on an evaluation of staffing criteria and manager levels for the Transportation (Logistics) function by HQ Organization Design and HQ Logistics department.

The proposed changes to the above job descriptions are proposed pursuant to Title 39 U.S. Code § 1004.

Implementation of these changes as proposed may result in employee impacts requiring a reduction in force to be administered.

Enclosed are the proposed job descriptions, one copy with changes identified and one with track changes accepted. Additionally, we are enclosing a presentation on the proposed staffing criteria.

Please contact Bruce Nicholson at extension 7773 if you have questions concerning this matter.

Sincerely,



James Lloyd
Director
Labor Relations Policies and Programs

for

Enclosures