



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

National Headquarters
1727 KING STREET, SUITE 400
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(703) 836-9660

May 23, 2024

Board Memo 074-2024: NAPS Request for RIF Information

Executive Board,

Per Postal Reorganization Act 39, the Postal Service is in violation of failing to consult with NAPS in the planning and development of programs that affects any of NAPS's members.

NAPS headquarters has requested documentation from the USPS regarding facilities that have implemented or will be implementing RIF.

Please share this information with your membership.

Thank you and be safe.

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*Office of
National President*

May 21, 2024

Mr. Bruce Nicholson
Director, Labor Relations Policies and Programs
United States Postal Service
475 L'Enfant Plaza, SW
Washington, DC. 20260

Re: Postal Service Elimination of Supervisory and Managerial Positions

Dear Bruce:

As you know, the Postal Reorganization Act, 39 U.S.C. § 1004 (d), requires the Postal Service to consult with NAPS in the planning and development of any program that affects any of NAPS's members, to provide NAPS with a written description of any proposed program and at least 60 days (unless there are extraordinary circumstances) to review and make recommendations about it, to consider any recommendations from NAPS about such programs, and to provide NAPS with information regarding the implementation of any program. NAPS was therefore surprised and profoundly disturbed that the Postal Service announced last week, without any warning or consultation, that it is recalculating how supervisory and managerial positions are staffed and eliminating numerous supervisory and managerial positions.

As I told you in my letter of May 15th and in our phone conversation on May 20th, the Postal Service should immediately halt the RIFs it announced last week and take steps to consult with NAPS as required by the law. Your assertion that the Postal Service's prior consultations with NAPS regarding the ratios of supervisors to employees in processing plants is all the law requires is incorrect. The Postal Service is changing how those ratios are calculated by changing its longstanding practice of including vacant positions in those calculations—an illogical change since, even if a position is vacant, that position's work still needs to be performed by someone else and to be supervised. That is a change to the program of how supervisory positions are staffed.

In addition to violating Title 39 by failing to consult with NAPS, the Postal Service has also violated its own ELM 55.155 by failing to follow the procedures required whenever it decides to implement an organizational change, including notifying the business customer (in this case, NAPS) of the requested change.

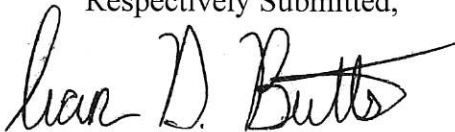
Whether or not the Postal Service halts these RIFs (NAU/OVC), NAPS requests the following information regarding this organizational change pursuant to 39 U.S.C. § 1004(d)(2)(A) and, if necessary, pursuant to the Freedom of Information Act.

For every facility that has implemented or is implementing these RIFs (i.e., elimination of occupied positions), please provide copies of all documents (including correspondence and emails) relating to:

- a. The formal request from the officer of the functional area to the Vice President, ERM, for the organizational change, including the supporting documentation and description of the organizational change, its rationale, potential efficiencies, and cost savings.
- b. ERM review of the request and forwarding of the request to the Manager, Organizational Effectiveness (OE).
- c. The Manager, Organizational Effectiveness (OE)'s review of the request.
- d. Any correspondence or other communications from OE to the business customer (NAPS).
- e. The completed organizational change restructure proposal packet (provided by OE).

NAPS is disappointed in this agency's continual rights violations and mismanagement of its own policies and procedures and federal laws in its treatment of Executive and Administrative Schedule (EAS) employees of the USPS.

Respectively Submitted,



Ivan D. Butts
National President



Chuck Mulidore
Executive Vice President

James Warden
Secretary/Treasurer