



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

September 5, 2024

Board Memo 121-2024: USPS Proposed Changes to the Regional Sales District & Territory Realignment

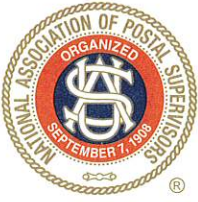
Executive Board,

NAPS headquarters has requested a meeting with the USPS to discuss the proposed changes to the Regional Sales District and Territory Realignment and the impact this initiative will have on EAS members working in sales.

Please see request to the USPS attached.

Thank you and be safe.

NAPS Headquarters



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*Office of
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IVAN D. BUTTS
1727 King St., Suite 400
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September 5, 2024

Mr. Bruce Nicholson
Director, Labor Relations Policy & Programs
United States Postal Service
475 L'Enfant Plaza SW Room 9426
Washington, DC 20260-4101

Dear Bruce,

I hope this letter finds you well. This communication is a follow up to the verbal conversation that I had with James Timmons yesterday in response to the email (attached) that was received by Tom Blum on August 27, 2024. NAPS is requesting a briefing concerning the Postal Service proposed change to Regional Sales District & Territory Realignment.

NAPS is requesting an in-depth briefing on the impacts of this initiative on the EAS working in sales. NAPS also would like an understanding of how this initiative supports DFA.

NAPS would like to note, that this request is being made considering the exclusion of NAPS not being afforded its rights under 39 U.S. Code § 1004 (b) to participate directly in the planning and development of programs related to supervisory and other managerial employees.

We look forward to meeting with you to discuss this initiative in more detail. Please feel free to call me on (703) 836-9660 (work) or (484) 432-8162 (cell) at any time. I can also be reached at my email – naps.ib@naps.org.

Sincerely,

A handwritten signature in black ink, appearing to read "Ivan D. Butts", written over a horizontal line.

Ivan D. Butts
NAPS National President

From: Ivan Butts
Sent: Tuesday, August 27, 2024 12:25 PM
To: Blum, Thomas J - Dallas, TX <thomas.j.blum@usps.gov>
Cc: Chuck Mulidore <naps.cm@naps.org>; Jim Warden <naps.jw@naps.org>
Subject: RE: Urgent: Regional Sales District & Territory Realignment

Tom,

While I can appreciate your openness on the reasons proper notification was not provided to NAPS, the end result is that NAPS was not provided with consultation on this change in accordance with the law.

In addition to the full Zoom briefing that is being offered by the USPS, NAPS is requesting an in-depth briefing on the impacts of this initiative on the EAS working in sales. NAPS also would like an understanding of how this initiative supports DFA.

Thank you and please be safe.

In Solidarity,

Ivan D. Butts
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From: Blum, Thomas J - Dallas, TX <thomas.j.blum@usps.gov>
Sent: Tuesday, August 27, 2024 7:22 AM
To: Edmund A. Carley <ecarley@unitedpma.org>; Ivan Butts <naps.ib@naps.org>
Subject: Urgent: Regional Sales District & Territory Realignment

Edmund & Ivan,

We are attempting to move forward with several key initiative in support of the DFA and integrate these changes moving into FY 2025.

While our plan was to provide you formal written notice at the close of last week of the upcoming changes to the Regional Sales District & Territory Realignment, we had a series of overriding implementation events with the Houston Go Live and milestone decisions on Arizona, Indianapolis, Charlotte and Chicago working through the RPDC Go Live dates, while planning the Peak Season complement and mail flows.

Please note, notice will be provided later today to the field regarding the new Regional Sales District & Territory Realignment

The U.S. Postal Service is preparing to for an update to the Regional Sales organization which will result in an expansion of districts from 54 to 56 in the future. This realignment results in shifting territories to new district boundaries. This shift creates more balanced workload across portfolios and allows for an increased focus on shippers within each portfolio.

The District Sales Managers have been given assignments to the new District territories based on the mapping of current account workload alignment to new District account responsibilities. When a district was split among multiple future state districts, the District Sales Manager who has responsibility for most of the accounts was assigned the new District. This will allow USPS to right-size the workload across the nation and level set the workload between the Districts.

This results in the following actions for the District Sales Managers.

- District Sales Mangers assigned to new district without change in domicile location
- District Sales Mangers assigned to new district with change in domicile location minimal enough to not warrant relocation
- District Sales Mangers assigned to new district with change in domicile location significant enough to warrant relocation

While the Regional Sales teams are in this transition phase, the evaluation of District Sales Manager job levels will be frozen. The freeze of the levels applies to the jobs listed in the table below and the freeze will be re-evaluated after the transition is completed.

Title	Level	Occ Code
DISTRICT SALES MANAGER (1)	EAS-26	2370-0634
DISTRICT SALES MANAGER (2)	EAS-25	2370-0635

With refreshed portfolios, the Territory Representatives and Sales Executives will also be assigned new territories with an approved domicile location. The same process as the District Sales Manager will be followed and directed reassignments will be issued as needed. The goal is to notify the staff of their new assignments the week of September 16th.

Employee communications are set to begin starting today.

Date	Audience	Activity / Message
8/27/2024	All District Sales Managers	Verbally Notify District Sales Managers of their assignments and process going forward.
8/28/2024	Regional Sales	Regional Sales Townhall Meeting. Share case for change, future state, next steps and what this means for the workforce.
8/30/2024	All District Sales Managers	Formal Written Employee Notification of assignment issued to District Sales Managers.

I apologize for the last-minute notice.

We can provide you with a full Zoom briefing if you like sometime next week.

Thank you!

Tom