



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

September 25, 2024

Board Memo 140-2024: Reduction in Force in the Logistics Charlotte RPDC

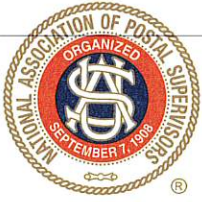
Executive Board,

NAPS headquarters has received notice from the USPS of an anticipated Reduction in Force (RIF) at the Logistics Charlotte RPDC and the impact on EAS staffing. NAPS has requested a briefing with the USPS to discuss specific RIF notices to impacted employees.

Please see NAPS letter attached requesting a briefing on this matter.

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
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E-MAIL – naps.ib@naps.org

September 24, 2024

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

Re: Reduction in Force in the Logistics Charlotte RPDC

Dear Bruce:

I am in receipt of your letter of September 19, 2024, which advises NAPS of an anticipated Reduction in Force (RIF) in the Logistics Charlotte RPDC, with USPS plans to send specific RIF notices to impacted employees on September 27, 2024.

Prior to your letter of September 19, NAPS had not received any communication from the Postal Service regarding USPS plans to apply RIF procedures or RIF-avoidance procedures to the Charlotte Logistics RPDC workforce.

I am somewhat confused by the USPS notification. It appears to me from the notification that the Reduction in Force in the Logistics Charlotte RPDC is a level upgrade for the Mgr. Logistics (3) EAS-23 to a Mgr. Logistics (2) EAS-24. In addition, the unit will gain a Network Specialist EAS-17 and a Supervisor Logistics Operations EAS-17. NAPS is requesting a briefing on this, if there is any actual Reduction In Force for any EAS staffing.

If this is actually an RIF, the Postal Service plans to conduct a Reduction in Force in the Logistics Charlotte RPDC, without any consultation with NAPS about the planning and consequences of the RIF, violates 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.

Sincerely yours,

Ivan D. Butts
National President



September 19, 2024

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

RECEIVED
 SEP 23 2024

Dear Ivan:

As a matter of information, the Postal Service has completed the staffing assessment for the Logistic Charlotte RPDC related to closing of the Charlotte P&DC. The new staffing package for Logistics Charlotte RPDC will be effective 9/21/2024. The table below shows the changes that will occur at the Log Charlotte RPDC and P&DC:

Job Title	Level	Current Auth (PDC)	On rolls (PDC)	New Auth (RPDC)
MGR Logistics (Level 2)	EAS-24	0	0	1
MGR Logistics (Level 3)	EAS-23	1	1	0
MGR Logistics Operations	EAS-20	1	1	1
Network Specialist	EAS-17	2	1	3
Supv Logistics Operations	EAS-17	2	2	3
	Total	6	5	8

Below is a copy of the organizational change timeline for these sites:

EVENTS	DATES		
Staffing changes implemented in Human Capital Enterprise System (HCES) related to this restructure	9/21/2024		
Town Hall Meeting to notify impacted employees of staffing changes within the Logistics Charlotte RPDC competitive areas	9/27/2024		
Issue Specific RIF Notices	9/27/2024		
Impacted employees can request non-competitive lateral or downgrade assignments and apply for promotions throughout timeline in eCareer.	9/27/2024	-	11/29/2024
Specific RIF Notice Period	9/27/2024	-	11/29/2024
RIF Effective Date (Effective date of RIF Separations)	11/29/2024		

Please contact Paulita Wimbush at extension 4042 if you have any questions concerning this matter.

Sincerely,

Bruce A. Nicholson
 Director
 Labor Relations Policies and Programs