



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

October 10, 2024

Board Memo 152-2024: 2024 June NAPS USPS Consultative Meeting Minutes

Executive Board,

Attached are the NAPS USPS Consultative Meeting Minutes for June 2024.

Please share this information with your membership.

Thank you, and be safe.

NAPS Headquarters



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

NAPS USPS June 2024 Consultative Meeting Agenda

Meeting, June 18, 2024, 1:30 pm - 2:20 pm.

0618-01 Multiple instances of local NAPS Illinois area messages to the district and Area officials have not been addressed, which deal largely with treatment of EAS by senior postal officials in those areas. This has been elevated to the NAPS Illini Area VP as well as NAPS Central Region VP with little success in gaining responses. NAPS is requesting that the Illinois District Manager, Postmaster of Chicago, and Central Area VP convene a call with local and national NAPS leadership to finally address these ongoing issues.

Response: This is a local issue. These concerns should be addressed at the local level.

0618-02 The number of District AMS craft/APWU specialist positions varies from District to District with no apparent equality. Smaller Districts with less total routes (city & rural) have more AMS craft/APWU specialist positions than larger Districts. This staffing inequality creates unnecessary productivity burdens and expectations within AMS departments from District to District across the country. Example: Wisconsin District has 7 AMS craft/APWU clerks and covers maintenance on approximately 4,800 route edit books and route adjustments and MN/ND district has 6 AMS craft/APWU clerks and covers maintenance on approximately 5,750 route edit books and route adjustments. There doesn't seem to be a set staffing model/criterion for approving the number of AMS craft/APWU craft specialist positions per district. NAPS would like to know what is the USPS's staffing model/criteria for establishing the number of District AMS craft/APWU positions per district AND what is the process to add or delete a district AMS craft/APWU specialist position.

Response: The complement of bargaining unit positions has not changed, the complement has not changed since the reorganization. We continue to monitor the staffing, including positions once they are vacated..

0618-03 NAPS HQ received the attached message indicating that USPS was changing PO Box "up times" to noon in existing as well as future S&DC sites and spoke sites. NAPS is requesting the justification for this impact to customers served at the S&DC sites and spoke offices. NAPS believes that this is indicative of the inability of USPS to address service issues associated with the S&DC implementation as part of the Delivering for America Plan. NAPS notes that station managers as well as Postmasters will field



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

NAPS USPS June 2024 Consultative Meeting Agenda

complaints from business customers in particular who have historically received their PO Box mail early in the day.

Response: The need to standardize PO Box uptime at the S&DCs and the related spokes was due to the change in mail transport schedules and our continued effort to meet customer service expectations and needs. Adjusting the uptime to 12 noon will not change the current PO Box uptime performance but rather provide a more accurate expectation for our customers. Business customers should not see an impact to mail availability compared to when the mail is available to them currently.

0618-04 NAPS is requesting the state of IPS and sort plan generation/maintenance. Contractors are being given access to USPS system and data for the purposes of creating sort plans. Does USPS have a plan to contract this out, impacting EAS positions?

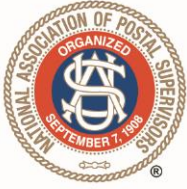
Response: There are newly activated sites where the contractors and/or engineering group are handling sort programs and maintenance until the new machines/systems (HOPS and MaRS) can be fully tested. The contractors are only assisting during the deployment and transition of the newly deployed machines. The local Processing Support still owns the tasks and have been/will be transitioned the responsibility of the equipment once it has been accepted by the Postal Service.

0618-05 NAPS is requesting a briefing about the future plans for IT. NAPS HQ has been told from IT members in the field that jobs are not being posted and contractors are replacing IT specialists. What is the USPS plan for IT?

Response: There is no hold on job vacancies, and they are posted regularly. We are not aware of any instances of IT positions being filled by contractors.

0618-06 NAPS has been made aware that at least some districts in the Southern Area are utilizing evening "bridge calls" with EAS, discussing such topics as scanning and clock ring errors. Data is reviewed with a Postmaster who asks questions regarding missing scans and TACS errors. These calls are disguised as service calls, yet in reality are simply a method to intimidate EAS in making certain that they are "not on a list." Having EAS correct clock ring errors is bargaining unit work anyway. There have been grievances and arbitration payouts to craft unions throughout the country on this issue. Also, at times, some rings cannot be corrected until you speak to the employee. These types of tactics potentially drive poor behavior, and should be stopped immediately.

Response: This is a local issue. These concerns should be addressed at the local level.



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

NAPS USPS June 2024 Consultative Meeting Agenda

0618-07 In the Orlando Post Office, the Sand Lake Branch Station Manager David Ortona is attempting to rebid the EAS in the station. His reasoning is that he does not know the PS Form 50 positions of his staff. Local NAPS recommended that he reach out to HR local services. In addition, NAPS provided Mr Ortona and Orlando Post office with the Involuntary Reassignment Letter and were informed, in his opinion, that it does not pertain since this is permanent change. We ask that this practice be stopped, and that local USPS leaders not arbitrarily move EAS in this improper manner.

Response: Determining scheduled days off for individual assignments is a local management function.

0618-08 At the March Consultative NAPS asked about the FMIS training. Thus far there has been no response from Fleet Maintenance. Currently, there is only one-week on-site training. When FMIS rolled out in WestPac it started with two weeks of on-site training. Some VMF's have more than one shift and there is only one trainer for some VMF's with over twenty employees. The FMIS rolled out has been very rocky. NAPS is requesting more field training, as Zoom calls and Learn and Grow sessions are not enough.

Response: Employees are appropriately scheduled. The current training schedule maximizes the number of VMFs able to receive on-site support from FMIS subject matter expert (SME) trainers. VMFs can contact their designated SME with any concerns or questions following go-live, as well as the materials.customerservice@usps.gov help desk for technical issues.

The current training schedule is the result of feedback from the initial training for the first sites in WestPac and maximizes the number of VMFs able to receive on-site support from FMIS subject matter expert (SME) trainers. For VMFs with more than one tour, SMEs either will train on multiple tours, or two-hour changes of schedule are utilized to ensure all employees receive training. For our largest VMFs, including those three tours, multiple SMEs are on site for training. In addition to a week of on-site training, each VMF receives a week of live virtual training prior to go-live as well as access to a live bridge call (open for 12 hours per day) for the two weeks following go-live. VMFs can contact their designated SME with any concerns or questions following go-live, as well as the materials.customerservice@usps.gov help desk for technical issues.



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

NAPS USPS June 2024 Consultative Meeting Agenda

0618-09 As part of the consultative process, NAPS requests that the Postal Service provide it with the following data and information. If desired by the Postal Service, NAPS is willing to agree to keep any and all of this information confidential.

Item 1: Data regarding USPS pay to EAS employees and to craft employees

- A. In order to evaluate the results of the current pay program, NAPS would like to receive more detailed information regarding pay received by EAS employees and craft employees. As an initial matter, please provide a description of the data that the Postal Service keeps and/or can generate and/or anticipates being able to generate in the future relating to employee pay, including (1) base pay, overtime pay (including T-time, etc.), and total pay and (2) hours covered by base pay, additional hours, and total hours worked.

Response: The Postal Service requests clarification on Request 1(A). In order for the Postal Service to initiate fact investigation into the data requested, including a request from appropriate records custodians for a “description” of what data the Postal Service maintains relating to the requested information, please provide: (1) a time period and (2) a list of categories of employees for whom you request this data.

-
- B. Please provide, on a weekly basis, copies of the weekly “Flash Reports” currently received by craft/bargaining unit employees. Additionally, please describe what data is kept by the Postal Service to compile these reports, including data on base and overtime pay as well as data on regular and overtime hours.

Response: The Postal Service is unaware of flash reports that are provided to bargaining unit employees. In order for the Postal Service to respond to this request, we request an example report that has been provided to bargaining unit employees and its purpose.



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

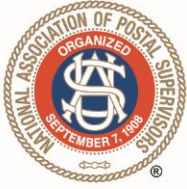
NAPS USPS June 2024 Consultative Meeting Agenda

- C. Please provide the median salaries and median total compensation for the positions listed below that NAPS initially requested in a March 7, 2023 letter to Bruce Nicholson and re-requested from Mr. Nicholson in a December 20, 2023 letter. The Postal Service in a March 8, 2024 letter from Managing Counsel for Labor Law, Ray Donahue, indicated that NAPS should request this data through the monthly consultative process.

Response: [The Postal Service is in the process of gathering this data.](#)

SUPV CUST SVCS	EAS 17
SUPV CUST SERV SUPP	EAS 17
SUPV DIST OPER	EAS 17
SUPV MAINT OPRNS	EAS 17
SUPV TRANS OPERATNS	EAS 17
SUPV VEH MAINT	EAS 17
MGR CUST SERVCS	EAS 20
MGR CUSTOMER SRVCS	EAS 21
MGR CUSTOMER SVCS	EAS 22
MGR CUST SVC OPS	EAS 23
MGR DIST OPS	EAS 19
MGR DIST OPERS	EAS 22
MGR MAINTENANCE	EAS 21
MGR MAINT OPER	EAS 23
POSTMASTER	EAS 18
POSTMASTER 18(B)	EAS 18(B)
POSTMASTER (F)	EAS 24
ADMIN ASSIST (FLD)	EAS 15
OPER SUPP SPEC	EAS 17
NETWORK SPEC	EAS 17
SAFETY SPECIALIST	EAS 17
DELIV SUPPT SPEC	EAS 19
LABOR RELATION SPCL	EAS 19
MAINT ENG SPEC	EAS 19
WORK PLNG SPEC	EAS 19

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



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

NAPS USPS June 2024 Consultative Meeting Agenda

Item 2: Information regarding the structure of the Postal Service and reporting within the organization.

- A. Please provide copies of all current Postal Service organizational charts reflecting the structure and relation of employees in the Executive Service, Executive Administrative Schedule, and craft positions, including organization charts referenced in Section 114 of the ELM that are maintained by Organizational Effectiveness, Employee Resource Management, at Headquarters.

Response: In response to both Item 2, A & B, the Postal Service requests an explanation as to the relevance of this request to the consultative process.

- B. On an ongoing basis, please provide copies of any updated organizational charts as they are created - both for contemplated changes and changes that have been implemented.

Item 3: Information regarding the RIFs (NAU/OVC) announced by USPS the week of May 13

- A. 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:
1. 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.
 2. ERM review of the request and forwarding of the request to the Manager, Organizational Effectiveness (OE).
 3. The Manager, Organizational Effectiveness (OE)'s review of the request.
 4. Any correspondence or other communications from the OE to the business customers (NAPS).
 5. The completed organizational change restructure proposal packet (provided by OE).

Response: The Postal Service received correspondence from NAPS National President on May 22, 2024. The Postal Service is in the process of reviewing this request and seeking information from relevant internal stakeholders and will respond to it.



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

NAPS USPS June 2024 Consultative Meeting Agenda