



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

National Headquarters
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November 15, 2024

Board Memo 176-2024: NAPS Response Regarding Metrix Changes to VMF Work Credits

Executive Board,

Attached is NAPS response to the USPS concerning the proposed modification to the established non-bargaining staffing criteria for Vehicle Maintenance Facilities (VMF).

NAPS does not support the reductions proposed by the USPS.

We will keep you informed of any feedback.

Thank you and be safe.

NAPS Headquarters



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*Office of
National President*

November 14, 2024

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

Re: Metrix changes to VMF work credits

Dear Bruce,

I hope this letter finds you well. This communication is in response to the outcome of the NAPS requested briefing that was held on October 25, 2024, in response to the letter received from you, dated September 16, 2024, received September 18, 2024, concerning the USPS proposed modification to the established non-bargaining staffing criteria for Vehicle Maintenance Facilities (VMF).

NAPS would like to note, that this engagement with the USPS in this matter is being made considering the exclusion of NAPS not being afforded it rights under 39 U.S. Code § 1004 (b) to participate directly in the planning and development of pay policies and schedules, fringe benefit programs, and other programs relating to supervisory and other managerial employees.

NAPS had several unanswered concerns from the briefing that leads us to the conclusion that any modification to VMF work credits in the best interest of USPS VMF operations concerning maintaining a safe fleet.

Despite the USPS position that work efficiencies and expanded preventive maintenance schedules (PM) have made it feasible to reduce the vehicle work credits, NAPS is not seeing this in the real world of maintaining the fleet needed to deliver for America.

The workload for the VMF has increased and Managers have gained more vehicles to the fleet. Another major issue with their proposal is that the agency is reducing the credit for vehicles that are now older and require more extensive work.

With the reduction of work credits, the EAS tasked with ensuring the USPS Vehicle Fleet is maintained in a safe and functional manner will have to do so with reduced staffing based on a work matrix that is not working and a recalculation of work credits that will leave EAS to manage more work with a reduced staff and at a reduced level.

Despite NAPS' engagement with the agency on these issues that reflect negatively on this VMF Fleet proposal, several issues remain unresolved, which adds to the unjustified and inappropriateness of the implementation of the proposed changes.

VMF is currently recording elevated numbers of account code 23 & 24 (both unscheduled maintenance codes). This is due to the changes made with the move from SEAM to FMIS.

Under the SEAM process there were two mandatory inspections per year and three in-field services safety/fire safety checks. The SEAM process provided a more streamlined process for not only maintaining a functioning fleet, but identifying safety issues before incidents occurred.

Under the FMIS process, PMs are performing maintenance every nine months in the shop. This act is decreasing the safety of the USPS fleet. The effects of this are visible in the number of major repairs such as engine and transmission replacements that are being recorded.

Due to the increasing work orders being requested under account codes 23 and 24, we dispatch technicians from the VMF's to the field more often. In addition, we must go to the field to supervise these technicians more frequently. This has created work inefficiencies in the VMF. In addition, it takes more time to close work orders in FMIS than SEAM. Due to account 23 and 24, EAS are having to close out more work orders.

The job task of having to manage GEO TAB which requires daily reviews and dispatching of and closing out of unscheduled work orders and closed (Telematics), has also created time consuming inefficiencies in the VMF.

The requirement for disposal of a vehicle has become more inefficient under the SEAM process. This requires managers to commit more work hours to the disposal of vehicles. In the past, managers would just send paperwork to HQ. Now we process paperwork and upload it into FMIS. The purchase requisition process is proving to be more labor intensive to the Manager while slowing the approval process for keeping Fleet functioning.

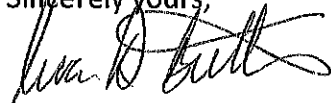
In addition to the increased demands for utilizing the FMIS process that requires the managers' attention, VMF Managers are still ultimately responsible for tens of thousands of valuable parts. Ensuring parts are being charged to proper vehicle. The managers are also responsible for the sale of vehicles or scrap vehicles. The managers are also responsible for

environmental issues with local, state, and federal inspectors. The VMF manager must reconcile three credit cards for clerk subordinates.

The issue of an unsafe and dangerous USPS fleet is evident in the attached logs of unscheduled ding number of unscheduled maintenance activity for Orlando (2 separate days) and Mid Florida VMF (1 day). See attached.

This use of the FMIS process does not support any reductions in work credits for the VMF and the proposed reductions are not justified by USPS. NAPS is not in favor of this proposal that will not only impact the employees of the USPS, but will also impact the American public, by allow poorer maintained USPS vehicle to operate on America's highways and byways.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Ivan D. Butts", written over a diagonal line that extends from the signature down towards the typed name.

Ivan D. Butts
National President

WEDNESDAY 11/13/2024

NORTH SIDE

UNION PARK 3332911 Left side lights front and back are out.
ALAFAYA 0202256 Dash gauges not illuminating Headlight (LEFT) not working
ALAFAYA 1202953 Cargo lights not working Headlight (BOTH) not working
ALAFAYA 1256213 Engine won't crank Engine overheats Smell burning or smoke
ALAFAYA 1256217 front passenger broken wheel / bearing
ALAFAYA 9204547 Headlight (BOTH) not working
ALAFAYA 9208950 battery
LEE VISTA 7205518 Horn doesn't work;
LEE VISTA 7206543 Seat belt (lap) worn/broken
LEE VISTA 7201241 Cargo lights not working

WEST SIDE

SOUTH CREEK 4306790 CEL Battery dead cargo light INOP belt not operational Muffler making
DIXIE VILLAGE 8212317 steering column is locked
GORE ST 5211024 Both FRONT tires
ORLO VISTA 7206637 non start died on route
ORLO VISTA 8207960 check engine
WINDERMERE 4318519 headlights not working
SAND LAKE 9202351 Headlight Dim no back up lights cargo lights not working.
KIS-ANX 0331715 Key Ignition switch internal wires are loose

SOUTH SIDE

SAINT CLOUD 0336382 vehicle doesn't turn on.
SAINT CLOUD 3320299 Screen not working TPMS
SAINT CLOUD 7202658 power steering has bad leak, vehicle stalls
KIS-OAK ST 6421588 Headlight (LEFT) not working
KIS-OAK ST 7423180 Headlight (BOTH) not working
KIS-MAIN 0202243 Engine on Alternator
KIS-MAIN 2328116 Driver side rear blinker not working
KIS-ANX 0331715 Key ignition switch internal wires are loose
KIS-ANX 4317167 Transmission won't go into gear
KIS-ANX 4317217 Headlight (BOTH) not working
KIS-ANX 8211952 The vehicle shut off 4 times
KIS-ANX 9203305 RIGHT FRONT tire
POINCIANA 8202087 headlights don't work

BRING IN

SAINT CLOUD 3334364 ;Parking brake won't hold
SAINT CLOUD 0327439 windshield has severe crack

MVS

LOGISTICS 4745702 Drivers Side Rear Outside Tire has nail puncturing it

THURSDAY 11/14/2024

NORTH SIDE

LEE VISTA 4314131 Cargo lights going in/out
LEE VISTA 7423160 AC not coming on
ALAFAYA 0202253 Engine running problems
ALAFAYA 2209892 Cargo light not working
ALAFAYA 3336648 Break squeaks Tires needs air.
ALAFAYA 4302903 Whining noise when turning
ALAFAYA 7420361 CEL Right headlight out Right TS Intermittent
UNION PARK 0202242 Headlights blinking on and off
UNION PARK 8212228 CEL Headlights don't work
UNION PARK 9215918 RF Tire bald
VENTURA 3324470 Check engine light on
VENTURA 7202119 RS door handle is broken

WEST SIDE

DIXIE VILLAGE 2209885 left head light out
DIXIE VILLAGE 8207672 Fuse Box making clicking sound.
DIXIE VILLAGE 9205046 Turn signal lever broken Brake light broken.
GORE ST 8214156 Windshield wipers worn
ORLO VISTA 8207960 shuts off
WINDERMERE 0208465 horn not working
WINDERMERE 2327051 TPMS light
WINDERMERE 4303186 P/S leaking no horn seat belt clip broken
WINDERMERE 7206682 engine light is on

SOUTH SIDE

SOUTH CREEK 4306790 Battery not holding
SAINT CLOUD 0336382 nail in rear driver tire
SAINT CLOUD 1257887 brakes worn rear brakes locking up
SAINT CLOUD 1268925 Left brake light cover broken
SAINT CLOUD 8201865 Have to press brakes very hard to stop
KIS-ANX 0331715 Metris will not start.
KIS-ANX 3336015 Turn Signal & Brake light not working
KIS-ANX 9212563 Head lights not working loose contact
SAND LAKE 2209859 Overhead light won't stay on
SAND LAKE 8202226 Interior light not working
SAND LAKE 8214116 LLV head lights are not working towed to station

NOV 14 2021

VEHICLE ID	OFFICE	COMMENTS
2206698	ALTAMONTE SPRINGS PO	the handle to the left window is off I can't find the screw
3334702	APOPKA PO	rear brakes making a loud scratching noise low fluid wheel sensor missing
3323629	APOPKA PO	repair back passenger light. Broken light. Turn signal broken
7202595	APOPKA PO	horn doesn't work engine is making shaking metallic noise trouble starting.
9217158	CAS-WINTER SPRINGS BR	Right side hazard not working! engine light on
1258454	CAS-WINTER SPRINGS BR	truck is stalling multiple restartsright turn signal outrear cargo light
7203606	CLE-CARRIER ANX	cabin dome light is not working
9209175	CLE-CARRIER ANX	inside cabin light is not working
325181	CLE-CARRIER ANX	Left turn signal and left turn light isnt working
2212219	CLE-CARRIER ANX	STALLING
3342725	CLE-CARRIER ANX	left rear light damaged
4303190	DELAND PO	Check engine light is on
3304091	DELAND PO	Trouble cranking
2218547	DELAND PO	lights inside not working

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4316205	DELTONA PO	fumes in cab
1201452	DLT-PINES BR	Bald Front tires
3312012	DLT-PINES BR	Truck keeps dying while driving
3310348	DLT-PINES BR	Front light beam is off and high beam doesn't work bright enough
325699	DLT-PINES BR	AC controls broken
2324623	EUSTIS PO	Two front tires are balding
2203473	EUSTIS PO	Driver side sliding passenger door hard to close
6421766	LAKE MARY PO	Right sliding door handle broken.
3330615	LEESBURG PO	Right tail light lens broken
3310343	LEESBURG PO	LLV will not start. When you turn key it just kicks repeatedly.
212027	LGW-WEKIVA SPRINGS BR	Vehicle does not start towed back to station.
2206695	LGW-WEKIVA SPRINGS BR	nail in front tire driver's side
2209887	LONGWOOD PO	Fan not working inside truck. Fan that blows on carrier
9211585	MAITLAND PO	Cargo lights INOP
9211581	MAITLAND PO	No horn

[illegible]

NOV 14 2021

3332421	OVIEDO PO	Nail in driver side front tire. <i>IN SHOP</i>
2329770	OVIEDO PO	Battery was swapped out this morning and charged. Vehicle still stalling out and will not start
4313698	OVIEDO PO	Truck stalls when coming to a stop
3307162	OVIEDO PO	Almost stalled while driving. Got out to deliver mail and truck took several times to restart it. Almost stalled out again and won't start now
3331863	OVIEDO PO	VEHICLE WILL NOT START ACC DOES NOT WORK AS WELL. DRIVER WINDOW IS DOWN. AFTER DEPARTING THE OFFICE VEHICLE INDICATED TO REMOVE KEY FOB AND ONCE THEY DID THE
4310357	TAVARES PO	Engine clicks on start
2329773	WEIRSDALE PO	blinker out
9217185	WILDWOOD PO	truck stalling while driving cutting off when stopped
4312179	WINTER GARDEN PO	low oil pressure
202246	WINTER GARDEN PO	vehicle died unable to restart
326563	WINTER GARDEN PO	no dome light no interior light front right tire bald. driver side.
7206327	WINTER GARDEN PO	dome light wont work
7420382	WINTER GARDEN PO	ac blowing hot
210471	WINTER PARK PO	horn not working
208454	WINTER PARK PO	left front mirror front head light not working

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9208321	WTP-ALOMA ANX	headlight out left side
201330	WTP-ALOMA ANX	nail in right rear tire

Bobby

L MERRY
DeLAN
OCITY
DeLAN
DeLAN
WS

Victor

W WOOD
Lees
4222
Foster
Mt Donn

JASON

LONGWOOD BRANCH
Apopka
HILWASSEE
OCUE
WATER GARDEN
Clermont

+++

OU IEM
ALOMA
WP
CP
Maitland