



# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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## February Consultative Meeting Agenda February 18, 2020

### US Postal Service Headquarters

Bruce Nicholson, USPS Labor Relations  
Phong Quang, USPS Labor Relations  
Henry Bear, USPS Labor Relations

### National Association of Postal Supervisors

Brian Wagner, NAPS President  
Ivan Butts, NAPS Executive VP  
Chuck Mulidore, NAPS Secretary Treasurer  
Tim Ford, NAPS Chairman of the Board  
(via telecon)

0220-01 NAPS is bringing back to the consultative table an agenda item discussed in CY 2018, concerning the USPS Akron, OH Plant. NAPS is requesting an update on this facility and its staffing. Specifically;

- Is Akron a Plant?
- If yes, what is its level?
- Staffing update?
- Number of EAS: Plant Manager, SDOs, MDOs and other EAS support positions?

**Response:** We discussed this item at our November 2019 consultative meeting. The Akron facility is an Annex of the Cleveland P&DC. Annexes are not authorized a plant manager nor EAS support positions. Complement is combined for the parent plant and all annexes to determine earned Supervisory and MDO positions. Those EAS positions are authorized at the P&DC level.

The current title of the Akron facility displays P&DC yet that is incorrect and the Postal Service is taking steps to correct it to Annex. Correspondence was sent to NAPS on January 27 advising of the Postal Service's intent to make this correction, along with other facilities.

**NAPS Response:** If the Akron facility, and other facilities across the nation like Akron are not plants, why does the Postal Service continue to authorize Acting Plant Managers in these facilities? NAPS continues to request that these facilities be designated as a P&DC and staffed appropriately.

0220-02 NAPS has been made aware of a rear-end collision involving the fatality of a postal employee in the NAPS Michiana Area. NAPS believes, as stated by various safety experts, that these types of motor vehicle accidents can be significantly reduced by the use of conspicuity tape on all postal vehicles. NAPS is requesting that the USPS employ the use of conspicuity tape on all Postal Vehicles and make this a required mandate for all HCR's.

**Response:** Linda DeCarlo, Manager Safety & OSHA Compliance (HQ) attended to address. Reflective tape is currently being used on the beltline and emblems on all Postal vehicles. However, the contributing factors involved in the fatality referenced in this agenda item were (1) the LLV was struck from behind by the other driver who fell asleep and (2) the LLV flipped over and the operator was not wearing a seat belt. Conspicuity tape helps, but not in these two circumstances. Supervisors should notify their VMF if existing tape is missing or too degraded to reflect.

0220-03 NAPS has received concerns over the USPS Fast Track hiring process. The concern is that the process only allows the processing of one application at a time for a job posting. This processing method is leading to excessive periods to fill positions. NAPS is requesting a review of the efficiency of this hiring process.

**Response:** Fast Track Hiring was implemented to increase the efficiency of the onboarding process. The onboarding process has been reduced by 10 days. This process is continually reviewed by Human Resources to identify opportunities to make any improvements that can reduce the overall time to hire. A pilot is under development to address this concern. The pilot will allow for contact by Local Services with all applicants for RCA and ARC positions prior to review by the Selecting Official. This is intended to reduce the time to hire by eliminating applicants from consideration that either did not entirely understand the requirements of the position or no longer were interested in the position.

0220-04 NAPS received correspondence dated February 4, 2020, from Dave Mills concerning a USPS partnership with Mandli Communications on the placement of GPS devices in postal vehicles. NAPS is requesting a briefing on this new Postal Service partnership.

**Response:** Lucinda Rockemore, Digital Business Solution Specialist attended to provide a briefing. The Postal Service is developing a pilot with Mandli Communications to mount cameras on Postal vehicles. These cameras will collect data on road conditions which can be sold to Cities and States for maintaining roads. The cameras have the ability to blur privacy information. This endeavor could allow the Postal Service to increase revenue while staying within their core business.

0220-05 NAPS is aware that this is a serious issue concerning Arrow Key accountability that has been exposed nationally as reported by the USPSIS and documented on the following YouTube videos:

<https://www.youtube.com/watch?v=mXGiSVW5Rf8>

<https://www.youtube.com/watch?v=ZTSXtHMmNTk>

<https://www.youtube.com/watch?v=tUa6DeH18Vo>

NAPS is requesting a briefing on the national USPS security procedures currently in place for Arrow Key accountability.

**Response:** Jessica Wagner, Assistant Postal Inspector in Charge (HQ), and Lawrence Dukes, Postal Inspector (Program Manager) attended to provide a briefing. Arrow Key accountability procedures remain unchanged and the standards in place need to be enforced. Recent events have drawn attention to the need to follow policy to ensure accountability. The Postal Service will continue to enforce the procedures in place.