



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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July Consultative Meeting Agenda **7/15/2019 Held at USPS HQ**

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)

0719-01

NAPS is receiving numerous concerns over the new Transportation Yard Visibility System (YV) that is currently being pilot tested at the Atlanta NDC. The concerns surround the mandate for no late departing trips. NAPS has been informed that EAS are being instructed to dispatch these trips empty despite having mail staged for loading on the trailers. NAPS has been advised that this is resulting in extra trips having to be called to dispatch mail that should/could have been loaded on the scheduled transportation.

NAPS would like a briefing on this pilot and the data on all transportation load and dispatch information for the Atlanta NDC pilot site.

Response: Veronica Hale, Mgr. Visibility Business Systems, and Jason Tamayo, Visibility Program Specialist Sr, provided the overview.

The current Yard Management System (YMS) is outdated, the new system, the Transportation Yard Visibility System (YV) is a component of IV, Integrated Visibility. The current pilot at the Atlanta NDC does not affect the Trips on Time indicator. Trips are scheduled to leave at a specific time in order to arrive prior to the Critical Time Entry (CET) at the destinating P&DC for mail to be processed and delivered in a timely manner. If trips are held at the origin facility, the risk of failing containers and possibly full loads of mail is increased significantly. Many trips also have additional stops enroute to their final destination as well as scheduled trips to Surface Transfer Centers where containers are transferred to other trailers waiting transportation to other destinations. Employees may believe that holding a truck to ensure every piece of mail gets on the truck is the right thing to do, however; this increases the chance of failing every piece of mail on that truck.

The Postal Service further stated there is limited data available at this time on this pilot in the Atlanta NDC.

0719-02 NAPS has been made aware of an issue whereas the USPS informed a non-veteran preference eligible EAS in a written proposed removal that since they had been an EAS for less than one year, the EAS employee did not have any appeal rights. The EAS was not granted Merit System Protection Board (MSPB) rights or rights to an ELM 650 Hearing.

Local NAPS representatives discussed this lack of appeal rights with the respective District to no avail. NAPS escalated this appeal issue to the respective USPS Area Office, but received no response.

NAPS would like to know whether the District, in this case, was correct in not granting any appeal rights.

Response: Grievances of individual employees shall not be matters which may be included as agenda items for consultation.

0719-03 On May 15, 2019, the USPS issued the “final decision concerning changes in pay policies, schedules, and fringe benefit programs for Field Employee and Administrative Schedule (EAS) employees.”

Included in this policy was the collapsing of EAS-12 positions.

7. POSITION UPGRADE

The salary schedule of EAS-12 will be collapsed, and the position of Administrative Assistant (FLD) EAS-12 (OCC Code 0318-0007) will be upgraded to EAS-15. Incumbents in this position will receive a 2 percent basic salary increase. The increase is adjusted higher if necessary, to bring the salary to the minimum of the new grade. The increase is adjusted lower if necessary to keep the salary from exceeding the maximum of the higher grade.

The collapsing of the EAS-12 positions impacted current Administrative Assistants (FLD) EAS-12 (OCC Code 0318-0007), resulting in an upgrade to EAS-15. NAPS is requesting a timeframe for when the Administrative Assistants (FLD) EAS-12 (OCC Code 0318-0007), being upgraded to EAS-15 will receive their upgrade, salary level increase and retroactive pay from the January 5, 2019 effective date.

Response: The Form-50 actions upgrading the EAS-12 Administrative Assistants (FLD) position to an EAS-15 was processed in Pay Period 13 of FY2019. The processing of the salary increases and the retroactive pay as a result of the upgrade was done in Pay Period 14. Employees should see these adjustments reflect on their paystub in Pay Period 15 & 16.

0719-04 Other than the Pittsburgh, PA NDC, NAPS is inquiring if there have been other confirmed mercury spills in other Postal Service facilities within the United States and US Territories (i.e. Puerto Rico, Virgin Islands, Guam) in FY2019.

Response: A spill occurred at the Arecibo Pueblo, PR 00612 post office on Friday, April 12, 2019. A parcel containing a blood pressure monitor was mailed from New York to the Arecibo Pueblo post office and broke open at Arecibo. The facility was closed that Friday afternoon and re-opened on Monday, April 15. An Emergency Planning, Response, and Recovery Services (EPRRS) contractor was brought in to assess and remediate the spill. Communication was sent to local employee organization representatives by the Northeast Area Office.

0719-05

On May 21, 2019, the USPS notified NAPS of changes to various craft positions. The changes included the addition of lobby assistant and passport duties to six identified craft positions.

NAPS acknowledges this change and contends that EAS should no longer be mandated to complete duties of lobby assistance, due to the USPS formally designating this as a craft function.

Response: Assisting our customers is an essential function of the Postal Service's mission. The Post Office lobby is the principal business office of the Postal Service. While providing lobby assistance was added to the duties and responsibilities for certain craft positions, customer service remains everyone's responsibility. When necessary, Supervisors should conduct lobby sweeps for customers who are conducting nonrevenue transactions when lines are long due to retail associates conducting lengthy transactions. Having frequent contact with the public, providing information on postal services and accepting mail at public windows remain part of the duties and responsibilities of the Supervisor. A lobby assistant is not a position, but rather duties within the Lead SSA and SSA job description. These duties should be performed by available SSA's. Prior to a supervisor providing assistance in the lobby, all clerks in the office should be utilized (including using overtime as appropriate) at the window or as lobby assistants.