

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

NAPS USPS March 2025 Consultative Meeting Agenda

FINAL - Meeting Date: April 9, 2025

03-18-01 a) Since the Postal Service changed the point value for VMF Managers, what are the minimum required points for a VMF to have a manager?

Response: Consistent with the Postal Service’s September 16 and December 23, 2024 correspondences to NAPS regarding the modification of the established non-bargaining criteria for VMFs, the minimum workload credit threshold for Manager Vehicle Maintenance Facility was removed, maintaining that all VMFs will earn a manager. The change that was effective on 1/25/2025.

*The criteria matrix information on the JD Online has been updated to reflect the change that was effective on 1/25/2025.

CRITERIA:

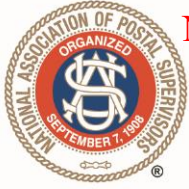
The following criteria apply to these jobs:

- 2150-7043 MGR VEHICLE MAINTENANCE FACILITY EAS-18
- 2380-0008 MGR VEHICLE MAINT FACILITY (SDA) EAS-19
- 2150-7044 MGR VEHICLE MAINTENANCE FACILITY EAS-19
- 2102-0006 MGR VEHICLE MAINTENANCE FACILITY EAS-20
- 2380-0006 MGR VEHICLE MAINTENANCE FACILITY EAS-21
- 2380-0007 MGR VEHICLE MAINTENANCE FACILITY EAS-22

Manager level is determined by workload credits assigned to the Vehicle Maintenance Facility (VMF), which are based on vehicle types and quantities.

Workload Credits	Manager Level
0 - 1,099	EAS-18
1,100 - 2,199	EAS-19
2,200 - 3,299	EAS-20
3,300 - 4,399	EAS-21
4,400 and more	EAS-22

Criteria effective 1/25/2025. For additional information or to submit a staffing change request, follow instructions on webpage: [Organization Design Services - MyHR](#). Questions may be directed to Field Staffing Helpdesk via email (QM34N0@usps.gov).



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b) Currently with so many national disasters the Mobile Retail Units (MRU) are being deployed. Some of these units are twenty-seven years old. Many issues are going on with these units, especially the generators. Are there any plans to purchase new MRU's?

Response: We are not aware of any plans to purchase new MRU's.

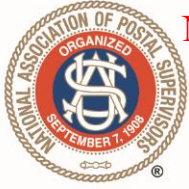
c) With so many electric vehicles coming online, what is the status of training for the EAS staff?

Response: Training is being focused for craft employees that will be working on the vehicles. There are some trainings available for EAS in the Ford STARS system that can provide some overview information.

03-18-02 The NAPS Pioneer AVP is not getting cooperation from senior management leaders such as acting DM Don Karvos, former Central Area VP Mike Rakes or Mary Leach Plant Manager in Dayton, Shanel Byrom Plant Manager of Springdale, or the Plant Manager in Cincinnati. The NAPS Pioneer AVP went to Mark Wilson the Lakeshores Director as well with no resolution. When NAPS brings issues to these USPS senior leaders, why are there no responses or resolutions to the issues presented?

Response: In accordance with the provisions of US Code Title 39, Part II Chapter 10 section 1004 paragraph c.2.b, "Grievances of individual employees shall not be matters which may be included as agenda items under this paragraph."

03-18-03 Acting Michigan 2 Senior Plant Manager Jami Nettleton has made the decision to deny blocks of EAS annual leave for November 2025 at the Grand Rapids mail processing plant, their annex's as well as the Lansing processing plant. Ms. Nettleton was asked multiple times who gave her the authority to deny leave in November. Her response was because of her position and the business case she feels she will get support on the denial of leave blocks in November. The NAPS Michiana AVP contacted Mr. Hawkins and spoke to him about this issue and has not heard back on any potential resolution. When can EAS in these listed Michigan plants expect a resolution to this issue?



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Response: ELM chapter 5, section 512.62 states that:

Nonbargaining Unit Employees Vacation Planning

Vacation leave is granted to nonbargaining unit employees when their services can best be spared. Postmasters and other responsible officials must schedule leave so that:

- a. Employees do not forfeit leave; and
- b. Postal operations are not impaired.

03-18-04 A VMF manager level 19 in Sioux Falls SD with one clerk and no supervisor does not get SDA. In March of 2022 this VMF got a second clerk with no supervisor, but the manager was not given SDA because SDA was supposed to be for level 18 VMF managers only. However, based upon ELM 412.12b below why shouldn't he have been given SDA at the point he got a second bargaining unit employee? He received the SDA with the new VMF agreement released by USPS. Would he not be eligible for back pay (including NPA & TSP) from the time he should have gotten SDA (when his second clerk was hired)?

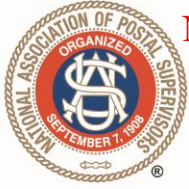
412.12 New Career Appointment

A new employee hired into the EAS schedule is paid the minimum salary for the grade of the position to which hired. The appointing official has the flexibility to set the *starting* salary up to the midpoint of the grade. Further variation may occur in the following circumstances:

- a. *Exceptional Qualifications.* If the person has exceptional qualifications, the appointing official may request an exception to set the salary over the midpoint of the grade. Per current pay policy, the functional vice president must approve the exception. Human Resources' Compensation and Benefits is the final approver.

Supervision of Bargaining Unit Employees. When an appointment is to an exempt EAS-15 through EAS-19 grade position that involves directly supervising **two or more full-time equivalent bargaining unit employees**, current supervisor differential adjustment (SDA) pay policies apply as described in [Exhibit 412.12b](#)

Response: In accordance with the provisions of US Code Title 39, Part II Chapter 10 section 1004 paragraph c.2.b, "Grievances of individual employees shall not be matters which may be included as agenda items under this paragraph."



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03-18-05 After years of issued and reissued Involuntary Reassignment policy statements, Supervisors other than Relief Supervisors continue to be directed outside of their posted assignments. NAPS would like a definitive statement of what circumstances justify a temporary involuntary schedule change.

Response: The David Williams August 31, 2015 Memo on Temporary Involuntary Reassignments provides guidelines in making temporary involuntary reassignments.

Consistent with the David Williams August 31, 2015 Memo on Temporary Involuntary Reassignments, while temporary involuntary reassignments may be made for training or developmental needs, or to meet operating requirements, there are practical limiting factors regarding such assignments. These reassignments are not to be made arbitrarily, and they are not to be used as punitive measures to address performance deficiencies. Local management should address unsatisfactory or deficient work performance through other more appropriate courses of action such as additional coaching and training, performance improvement plans, or corrective discipline action.

03-18-06 Can something be done to eliminate the excessive email traffic sent daily from USPS HQ Headquarters personnel supporting the districts? EAS in these positions are supposed to be focusing on their support job, but redundant emails, telecons, and reports prevent this.

Response: Please clarify the request. Is this regarding EAS in support positions sending emails that burdens the them?

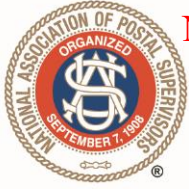
03-18-07 When an S&DC is newly established, can Form 50 VOMA positions be assigned to these new S&DC locations?

Response: This is a request to establish bargaining unit positions and discussion is not suitable for this forum.

03-18-08 Can the USPS HQ provide the documented number of crimes committed against postal personnel over the past several years?

Response: From 1/01/2023 to present there have been 12,401 documented incidents against postal personnel in our system. There is no readily available indication of whether all these incidents were verified criminal acts.

Personnel Incidents:
2023 – 6163
2024 – 5414
2025 YTD – 824



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03-18-09 Can the USPSHQ provide the documented number of crimes committed against blue collection boxes and relay boxes in the last several years, and what more can USPS do to provide additional security to the blue collection boxes and the employees that collect mail from these boxes?

Response: From 1/01/2023 to present there have been 30,296 documented incidents involving collection boxes and relay boxes. There is no readily available indication of whether all of these incidents were verified criminal acts.

*More information can be found on the Postal Inspection Service website at:
<https://www.uspis.gov/project-safe-delivery>

Documented Incidents
2023 – 15377
2024 – 13005
2025 YTD – 1914

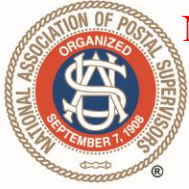
03-18-10 What is the Postal Service policy on grievance settlements, and the authority of EAS to settle grievances at the lowest level, as provided for in each collective bargaining agreement? NAPS has been made aware of multiple investigative interviews occurring with EAS at various levels on grievance settlements. Do EAS have the right to settle grievances, or should all grievances be denied at each level until they reach labor relations in each district, Area, or Postal HQ?

Response: Management representatives at each step of the grievance procedure have the authority to settle grievances, but that authority comes with the responsibility to:

- Ensure settlements are consistent with the National Agreement and relevant handbooks, manuals, and published regulations;
- Determine the appropriate contractual remedy if a violation is established;
- Understand the steps necessary for settlement implementation (when appropriate);
- Understand the processes and activities involved for other functional areas;
- Ensure that all settlements are in compliance with postal rules and regulations and consistent with the law, including Internal Revenue Service (IRS) tax regulations.

The Postal Service policy on grievances can be found in the Employee and Labor Relations Manual (ELM) and Article 15 of the Collective Bargaining Agreements.

ELM 666.24 Grievance Procedures *Employees covered by a collective bargaining agreement may file grievances regarding wages, hours, and working conditions in accordance with the provisions of the applicable agreement.*



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