

## 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

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

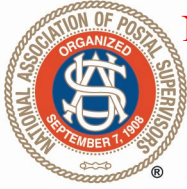
Currently with so many national disasters the Mobile Retail Units (MRU) are being deployed. Some of these units are twenty-seven years old. Many issues are going on with these units, especially the generators. Are there any plans to purchase new MRU's?

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

**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?

**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?

**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



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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)?

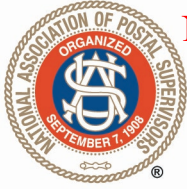
#### 412.12 New Career Appointment

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](#)

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



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