

NAPS Breaking News – Factfinding Report Validate NAP'S Position that EAS Pay Rates and Pay System Have "Serious Flaws". On April 30, 2019 a fact finding panel commissioned by the Federal Mediation and Conciliation Service issued a Report and Recommendations in response to NAPS' challenge of Postal Service's pay plan for postal managers and supervisors covering fiscal years 2016-19 Approximately 45,000 managers, supervisors and postmasters are covered by the Executive Administrative Schedule (EAS). The panel agreed with NAPS on nearly every aspect of its challenge to the USPS pay plan and recommended substantial changes to the Postal Service's pay rates for EAS employees, as well as their calculation.

Investigative Interviews (I&I) – EAS notified they are to report for an investigative interview should immediately contact their NAPS representative. Communicate with your NAPS rep as much information as possible as to why an investigation is scheduled. If the NAPS rep is unavailable for the scheduled time request an alternate time. In most cases the manager will work with you. If not, then contact Labor Relations. It is not recommended for a member to meet without representation. When confused or in doubt call for advice!

Letters of Concerns It has come to our attention that members are still receiving LETTERS OF CONCERN these letters are not a valid form of EAS corrective Action. EAS reference for corrective and adverse action is outlined in Employee and Labor Relations Manual (ELM 650). This section provides information that can be taken. Letters of Concerns cannot be sighted as corrective action and there are no provisions in the 650 to give appeal rights to the recipient.

ELM-46- 2019 – The Current version of the Employee and Labor Relations Manual (ELM), is being used. Be sure to access the current version when researching a corrective or adverse action

Performance Improvement Plans (PIP) – The Law Department is monitoring PIP's; managers have been trained on the proper use and follow up on issuing a PIP. Any EAS notified they are being put on a PIP should contact their local branch officer. Remember a sit-down meeting on a PIP is like a negotiation. The agency needs you to comply with their listed requests for improvement of your area or responsibility. EAS placed on PIPs need to verbalize and submit in writing the tools they need to be successful. Staffing, workhours, vehicles etc. Follow up meetings "**must**" take place as scheduled; a progress report should be agreed or disputed at each meeting. The entire process should be monitored and reviewed by the District, LR & HR, the Area LR &HR and the Law Department; prior to any adverse action given if the PIP is not successful. Remember PIPs are a serious job action and can result in Adverse Action, such as a proposed downgrade or removal!

What to consider before filing an EEO Often a member feels that he/she is being treated differently than others. Prior to assuming that you have an EEO case you should seek advice talk to a NAPS rep attempt to discuss concerns with a manager using your rep as a witness. Many times, managers are stunned to find out an EEO is being filed the burden of proof is on the person filing the EEO. One has to show a pattern of behavior that demonstrates despised treatment based on Race, Age, National or Sexual origin. However, my experience has been a reasonable polite conversation "might" clear up individual misconceptions, personal biases. EEO attorneys recommend exhausting all agency appeals prior to filing an EEO. NAPS does not represent EEO's, they are time consuming, costly to the individual and the agency and can impact morale in the workplace.

Supervisor Political Action Committee (SPAC) – NAPS National Legislative Director and the Legislative Team have distributed new SPAC envelopes to ensure members receive credit for all SPAC donations. Members will be surprised a few dollars donated to SPAC at meetings, conventions and training seminars can add up. The new SPAC tracking also helps NAPS auditors comply with federal elections law requirements.