

## NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

### NAPS USPS May 2025 Consultative Meeting Agenda

**05-20-01** NAPS is inquiring about the process being used by USPS to review the Manager, Customer Services position once units are consolidated into a S&DC? What criteria has been established for such a review? When will NAPS and USPS meet to discuss proper staffing and levels for Manager positions relative to the S&DC process?

**Response:** As the SDCs have been established, the Post Office installation EAS staffing has been reevaluated based on the consolidated carrier workload. Under the existing MCS model, if the SDC is located in the main office it will not meet the criteria to earn an MCS.

The current Station Manager Workload Credit (WSC) model states that a station must meet the requirements below to be eligible for a Mgr Customer Service position.

In a Station:

- Must have deliveries.
- Units without retail are graded one level below that of a unit with retail.

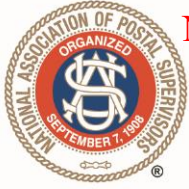
In the Main Office:

- If there three or more EAS-19 or greater offices outside of the main office and the main office has a carrier operation.

Currently the MCS staffing on-rolls are not impacted by RIF at the time the SDC was established. The jobs are marked as non-authorized, and the employees are repositioned from the spoke station to the S&DC to provide support.

**05-20-02** As of Wednesday, April 23, 2025 all users with TACS Supervisor Field roles or TACS Supervisor HQ/HQ Related roles, receive a pop-up message upon logging into TACS, and this message must be acknowledged each login: ***“Offices with Lead Clerks: Timekeeping duties associated with the Lead Clerk Clock Office Role are expected to be performed by Clerk Craft bargaining unit employees.”***

It would appear the intent of this is for EAS accountability with contractual obligations. If the purpose is to ensure contract compliance, then it would be beneficial to give EAS in these facilities “Read-Only” access. By doing this, the likelihood is that grievances will be reduced while also minimizing EAS exposure to disciplinary actions.



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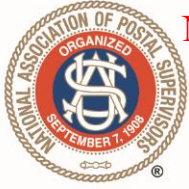
**Response:** The intent is to educate employees with the Supervisor Field role of the Postal Service's obligations with contract compliance. TACS roles are not programmed based on authorized assignments nor office level.

**05-20-03** NAPS is requesting that the USPS review and change the policy that prevents an observer from sitting in and assisting NAPS representatives during an ELM 650 mediation. This hampers the ability to assist NAPS members in the preparation and administration of the mediation.

**Response:** Employees are entitled to a representative in administrative proceedings. The representative is not entitled to their own representative nor assistant.

**05-20-04** There are Career Conferences scheduled for each Retail/Delivery District, meaning that some Career Conferences are being held in Districts that encompass multiple states. Those districts often cover rural areas of America and a substantial number of miles. This makes it expensive to attend and could mean overnight travel with leave having to be taken. Those employees penalized are for working in multi-state Districts. NAPS is requesting that Career Conferences be held in each state of a multi-state district.

**Response:** The Career Conference event, owned by Field HR, is planned and executed to serve the needs of all employees within that Field HR territory. Career Conferences require significant investments of time, effort and money, and those resources are not limitless. The primary factor considered when choosing a location is the site that can attract the most attendance. Multi-state territories or very large geographies have used multiple strategies to expand access, including rotating the host state or city. Employees are empowered to attend any Career Conference, regardless of their work location.



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**05-20-05** How are Plant and Logistics employees being told about the Career Conferences and what options do they have to attend? Options are limited in many circumstances due to the time of day and location of the conferences. All employees should have equal opportunity for advancement.

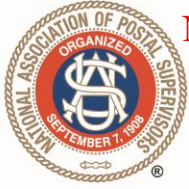
**Response:** Career Conferences are promoted and marketed in a variety of ways. This includes stand-up talks, LINK articles, messaging on Informed Facility monitors and a postcard mailed to every employee's home. In some cases, Field HR teams visit large stations and units in their territories, to promote their events in person, which often include local plants. Employees are encouraged to attend the Career Conference(s) of their choice, regardless of their work location as an "off the clock" event, Field HR continues to recommend to managers that full consideration for approving leave to attend these events, be given.

**05-20-06** When mandatory online or "learn and grow" EAS training is being given, limited options are being given to tour one employees to attend. HR employees sending out the training requirements just list the tour 2 & 3 times available. Why must tour one employees alter their schedules to take training when one HQ HR employee could work tour one and give the training?

**Response:** Please provide the specific training that is referenced. "Learn and grow" training is not mandatory, participation is always optional. Learn and Grows are scheduled locally for HR sessions and are not tracked at the national level.

**05-20-07** NAPS is inquiring about the formula, if any, that is used to determine the EAS pecking order when it comes to realigning tours in a mail plant? In cases where a facility is re-aligning its Supervisory EAS do the existing Relief Supervisors take part in the canvassing of those newly realigned positions?

**Response:** If there are multiple EAS affected a Retention Register may be needed to determine the EAS standings. Essentially there is no official policy that has been issued on this since each circumstances can be different. Typically, when realigning tours, the optimal path is to only disrupt the minimum number of employees. Therefore, all jobs would not be reassigned, possibly only a few need to change hours or days off.



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**05-20-08** When USPS established the RTO process, a 50-mile radius was established that defined whether a unit received multiple mail pickups or just one daily. Is this a hard number or can this be altered for necessary circumstances and if so, what are the criteria for those exceptions?

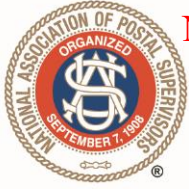
**Response:** The offices identified as being eligible for RTO (reduction/elimination of afternoon trans) removes the constraint of having to pickup in the afternoon, but does not dictate that all afternoon transportation to those offices will be eliminated. Where volume is generated to RTO offices in the afternoons, or where sufficient volume warrants it, afternoon transportation will be scheduled. Exceptions for adding RTO offices will be considered based on operational and business needs. At this point, we have added a small number of exceptions based on excessive drive times to offices that are within 50 miles of the RPDC.

**05-20-09** How does USPS inform its customers that belong to an RTO office if a pickup is performed later in the day or mail will not move until the next service day?

**Response:** The following is communicated and is readily available on usps.com.

- *What this means for rural customers:*  
*We do not anticipate that individual rural customers will experience a significant impact from these adjustments, and in fact are likely to notice positive impacts. The delivery process in rural communities is not changing. Customers, regardless of where they live, will still receive delivery 6 and sometimes 7 days per week. The collection of mail and package volume within local communities is also not changing. This includes carrier pickup from homes and blue collection boxes. Post Office hours are also not changing as part of this effort. What we are changing is the timing of transportation from select Post Offices to the USPS processing facilities. And we are processing and transporting mail and packages faster within our network.*  
*The service standard refinements do not depend on whether an area is urban or rural, but rather a collection point's distance from an Origin processing facility. For reference, the majority of mail and package volume, including mail and packages destined to rural communities, originates in ZIP Codes that are within 50 miles of an RPDC and/or is pre-sorted. The changes add one day to the delivery expectation for mail and packages sent from certain ZIP Codes, but they also include improvements to our processing and transportation of mail and packages within our network (often removing a day from previous expectations). Because individual postal customers generally receive far more mail and packages than they send, these service standard refinements either maintain or speed up the vast majority of First-Class Mail (almost 90 percent). Almost 70 percent of First-Class Mail will have a service standard of three days or less. The Postal Service also maintains the range for the First-Class mail service standard at 1-5 days.*

*To determine the total impact of these service standard refinements, customers can go to usps.com at*



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*Service Commitments to find the Expected Delivery times for their correspondence and packages based on ZIP Code. This tool accounts for the Sunday/Holiday change.*

**05-20-10** NAPS has been made aware that USPS is updating the Postmaster Essentials Training (PME) training program booklet to remove outdated information and include current information relating to actual programs and applications. However, NAPS has also been made aware that USPS is planning to reduce instructor-based training to 2 days for new level 18 to 20 Postmasters then assign them to work in the field to shadow another Postmaster for some period of time before returning them to their assigned office. Currently, PME training is for 2 weeks to teach the course. Reducing this training to 2 days will greatly increase the risk to newly promoted Postmasters getting into situations that they will not be prepared for and expose them to corrective actions for their deficiencies or lack of knowledge based upon a lack of training. Further, NAPS has not been briefed on this change, in accordance with Title 39 Section 1004(b) of the law. NAPS is requesting to be involved in the planning of any proposed changes to PME training, as required under the law.

**Response:** We are not aware of any changes to the Postmaster Essentials Training (PME) program nor the PME training program booklet.