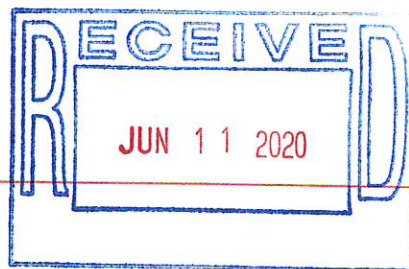


LABOR RELATIONS



June 10, 2020

Mr. Brian J. Wagner
President
National Association
of Postal Supervisors
1727 King Street Suite 400
Alexandria, VA 22314-2753

Dear Brian:

This is in reference to the Postal Service's proposed establishment of the Manager Transportation Operations (EAS-21, Occ Code 2150-0001) position, outlined in our April 24 correspondence.

The Postal Service has given full and fair consideration to the recommendations provided in your May 18 correspondence and responded to those recommendations during a briefing that was provided to you on June 8.

Following ongoing consultation with you, the Postal Service has decided, pursuant to Title 39 § 1004, to proceed with implementation of this new position outlined in our April 24 correspondence.

Sincerely,

A handwritten signature in blue ink, appearing to read "Bruce A. Nicholson".

Bruce A. Nicholson
Manager
Labor Relations Policy Administration



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

May 18, 2020

Mr. Bruce Nicholson
Manager, Labor Relations Policy Administration
United States Postal Service
475 L'Enfant Plaza SW Room 9426
Washington DC 20260-4101

RE: NAPS Request Briefing Manager Transportation Operations (EAS-21, Occ. Code 2150-0001)

Dear Bruce,

The National Association of Postal Supervisors (NAPS) is in receipt of your April 24, 2020 USPS correspondence proposing the establishment of the position of *Manager Transportation Operations (MTO) EAS-21, Occ. Code 2150-0001*. NAPS is requesting a briefing on this proposed EAS-21 position. Below and attached please find additional information NAPS would like to share.

The attached EXCEL file is data from the PVS Staffing Dashboard indicating PVS driver positions for each Area by finance number, column "I" indicates the number of earned drivers. This PVS data file is has a master spreadsheet tracking the from highest to lowest earned PVS drivers, plus shows each facility with PVS drivers by USPS Area.

As indicated in your April 24, 2020 correspondence, the proposed position will be authorized for facilities with 325 or more PVS craft employees and 14 or more authorized STOs. By reviewing the spreadsheet, only the New York PFC' Morgan NY P&DC facility (finance # 355831) would qualify for the respective **MTO EAS-21, Occ. Code 2150-0001** position.

NAPS believes the STO criterion to qualify for the proposed Manager Transportation Operation EAS-21 position is too high when you factor in the 325 PVS craft employees. Though the number of PVS craft and STO positions are lower in many facilities than the USPS proposed criterion to earn this respective MTO position, the makeup of a facility's workload and its complexity needs to be incorporated into the criterion.

For example, there is an immediate need for larger facilities, as in Los Angeles and San Francisco in the Pacific Area, to relieve the TANS Managers from the duties referenced in the Occ Code 2150-0001 job description. In addition, though the Denver P&DC has a smaller PVS fleet than other large cities, it oversees a large HCR fleet.

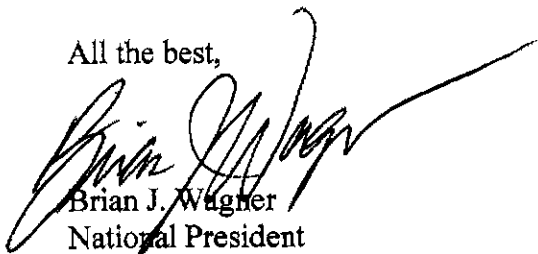
Per our review of the USPS's proposal and the PVS Staffing Dashboard by our respective NAPS Subject Matter Experts (SME's) and NAPS headquarters, we suggest that a revised and lower criterion of PVS positions and authorized STOs are in order. The table below indicates the number of earned **Manager Transportation Operations - MTO (EAS-21, Occ. Code 2150-0001)** positions based on the number of earned PVS craft staffing and six (6) STO's. Reviewing the data, there could be a total increase of 3 to 17 MTO EAS-21 positions based if the criteria was changed on the number of earned PVS craft positions. There would be three (3) facilities short of meeting the criteria of 200 earned PVS craft positions; Brooklyn P&DC (199), Phoenix P&DC (193), Denver P&DC (192). Based on 150 earned PVS craft positions, three (3) other facilities are short of meeting this respective criterion; Sacramento P&DC (149), St Louis P&DC (147), Oakland P&DC (145).

Earned PVS Drivers	300	250	200	150
Capital Metro	0	1	1	1
Eastern	0	0	1	1
Great Lakes	0	0	1	2
Northeast	1	1	2	6
Pacific	0	0	1	2
Southern	0	1	1	3
Western	0	0	0	2
Total positions gained	1	3	7	17

NAPS suggests all USPS Major Metro Plants automatically receive and other postal facilities that meet the criteria of 150 or more earned PVS craft positions and at least six (6) STO positions earn a **Manager Transportation Operations (EAS-21, Occ. Code 2150-0001)** position.

Please provide a date and time for scheduling this respective briefing and discussing NAPS' recommendation. Thank you.

All the best,

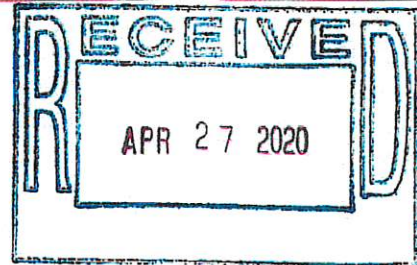


Brian J. Wagner
National President

Attachment: EXCEL Spreadsheet



April 24, 2020



Mr. Brian J. Wagner
President
National Association
of Postal Supervisors
1727 King Street Suite 400
Alexandria, VA 22314-2753

Dear Brian:

The Postal Service is proposing, in accordance with Title 39, U.S. Code, § 1004 (d), establishment of the following position:

Manager Transportation Operations (EAS-21, Occ Code 2150-0001)

The enclosed position description and qualifications for this position is provided for your review. This position will report to the Manager Transportation/Networks in the plant and be responsible for overseeing transportation and network programs for Postal Vehicle Services (PVS) and its service area. This role will also ensure schedules are established to meet customer needs and ensure effective use of motor vehicle, commercial and contract carrier services.

This position will be authorized for facilities with 325 or more PVS craft positions, and 14 or more authorized Supervisor, Transportation Operation positions.

Pursuant to Title 39, U.S. Code, § 1004 (d), please provide any questions or recommendations you might have regarding this matter. We look forward to your soonest possible input in order to expedite establishment and deployment of this position.

Please contact me at extension 7773 if you wish to discuss or if you have questions concerning this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read "Bruce A. Nicholson".

Bruce A. Nicholson
Manager
Labor Relations Policy Administration

Enclosure

**MGR TRANSPORTATION OPERATIONS (EAS-21)
OCCUPATION CODE: 2150-0001**

FUNCTIONAL PURPOSE

Oversees transportation and network programs for Postal Vehicle Services (PVS) and its service area; ensures schedules are established to meet customer needs and ensures effective use of motor vehicle, commercial and contract carrier services.

DUTIES AND RESPONSIBILITIES

1. Manages the transportation of mail for a PVS facility and its service area; ensures schedules are established to meet customer needs and ensures effective use of motor vehicle, commercial and contract carrier service.
2. Coordinates the implementation of plans governing the use of containers within the processing plant and its service area. Develops and implements procedures and guidelines governing PVS operations; oversees studies to reduce PVS costs without impacting service standards.
3. Manages the development and implementation of procedures and guidelines governing PVS operations; develops contingency plans to provide transportation services in emergency situations; oversees studies to reduce transportation costs without impacting service standards.
4. Manages and reviews transportation performance and utilization reports; directs changes needed to improve service and reduce costs.
5. Manages the development and evaluation of cost studies including comparisons of motor vehicle service versus contract service. Participates in the planning and start-up of new and leased facilities to be included in local transportation network. Makes recommendations to that best meets the needs of the organization.
6. Serves as a liaison with representatives of major mailers private contractors and government agencies to coordinate and meet their product and transportation needs.
7. Provides input for the development of the plant transportation budget.
8. Plans and adjusts vehicle transportation routes and schedules; ensures that they interface with outside carrier schedules; responds to emergency needs.
9. Manages a team of supervisors involved in PVS operations and issues. Ensures that employees are properly trained in all activities related to transportation and vehicle operations.

SUPERVISION

Mgr Transportation/Networks

SELECTION METHOD

See Handbook EL-312, Section 740 - Selection Policies For Non-bargaining Positions.

REQUIREMENTS

1. Knowledge of policies and procedures related to mail transportation.
2. Knowledge of mail transportation networks.
3. Ability to estimate transportation expenditures in order to provide budget input.
4. Ability to gather and analyze performance and cost data in order to identify problems and recommend changes for improvements.
5. Ability to manage, including planning, organizing, directing and monitoring the work of people, programs, and projects to meet organization goals.
6. Ability to communicate orally in order to maintain contact with major mailers, private contractors, and government agencies.
7. Ability to provide training and orientation to employees and contractors.
8. Ability to monitor transportation operations, including arrival/departure data, vehicle utilization and availability, maintenance schedules, and take action to optimize operations.