

SEP 15 2021

LABOR RELATIONS



September 10, 2021

Mr. Ivan D. Butts
President
National Association of Postal
Supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753

Dear Ivan:

As a matter of information, the Postal Service intends to modify the modules of the New Supervisor Program (NSP) for the remainder of the calendar year. As you know, the Postal Service posted more than 900 supervisory vacancies in August and will continue to post supervisor vacancies. It is anticipated that these vacancies will be mostly filled by bargaining unit employees seeking promotion.

Due to the significant number of promotions and with peak season looming, the Postal Service intends to modify the modules of the New Supervisor Program (NSP) that are provided over a three-week period. Several modules have been deemed as not critical and will be provided to newly promoted supervisors after peak season has concluded. At that time, individuals will be enrolled in the full 16-week program.

The following modules will be provided to newly promoted supervisors virtually over a three-day period:

- Communicating Effectively
- Transitioning to Supervisor
- Managing Performance
- Time and Attendance
- Labor Relations
- Managing a Culture of Safety
- Prioritizing Tasks
- Developing Your Team
- Resolving Conflict
- Ethics
- EEO and Reasonable Accommodations

In addition, we are considering revision to the overall NSP program in calendar year 2022 and intend for your organization to be a part of those developments. In prior years, NAPS provided several Subject Matter Experts to assist in those enhancements.

We will provide the training content for the modified NSP program in the coming weeks as well as send an invitation to discuss and participate in any modifications to the program with the shared objective of providing training to better equip our supervisors for success.

Please contact me at 7773 if you have questions concerning this matter.

Sincerely,

A handwritten signature in blue ink that reads "Bruce A. Nicholson".

Bruce A. Nicholson
Manager
Labor Relations Policy Administration