



## NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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# ***NAPS Newsbreak***

## ***NAPS Challenges USPS Workgroup Process, Explores Further Options***

On May 15, the Postal Service issued its final decision concerning changes to pay policies, schedules, and fringe benefits of Field Executive and Administrative Schedule (EAS) employees during FY2016 – FY2019. The Postal Service, in arriving at its final pay decision, rejected most of the recommendations of the independent and neutral panel, commissioned by the Federal Mediation and Conciliation Service (FMCS), which unanimously recommended changes to EAS pay policies and schedules to assure USPS statutory compliance and provide for an engaged supervisory workforce. The FMCS panel’s recommendations aligned with many of the pay improvement proposals advanced by the National Association of Postal Supervisors (NAPS) over the past two years during pay talks and factfinding. NAPS regrets that the Postal Service disagreed with and rejected many of the findings and recommendations of the FMCS panel.

The FMCS panel unanimously recommended that the Postal Service and NAPS promptly form a workgroup to address numerous issues, including the supervisory differential, pay comparability, locality pay, and pay for performance. The panel “strongly recommend[ed] that the joint work group engage the services of a mutually selected mediator” and that a neutral compensation expert (selected either by the parties jointly or by the mediator) be hired to aid the process, which, the panel found, has suffered an erosion of trust. Unfortunately, the Postal Service has stated that it is unwilling to follow the panel’s recommendations to retain a mediator and a compensation expert.

Recently, NAPS urged Postmaster General Megan Brennan to reconsider and reverse the Postal Service’s decision to insist that a USPS-NAPS joint workgroup operate in a manner inconsistent with the recommendations of the FMCS panel. In a May 31 letter to PMG Brennan, NAPS President Brian Wagner pointed to the panel’s strong recommendation for a mediator and compensation expert, without which the workgroup is unlikely to overcome the lack of trust and unlikely to develop the modern compensation system that the Postal Service needs to improve productivity and customer service while meeting its statutory obligations. “As a member of the USPS leadership team, NAPS is ready to participate as an equal partner of the team,” Wagner said.

NAPS remains focused on its members’ needs and their frustration with current pay arrangements. The Postal Service’s final pay decision on the FY2016 – FY2019 EAS pay package is insufficient and late. While NAPS awaits the Postmaster General’s response to its May 31 request regarding the joint workgroup, NAPS leaders will continue to pursue all actions that best contribute to the advancement of its members’ interests.

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