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NAPS Newsbreak

NAPS Files Lawsuit Against U.S. Postal Service Over Pay and Representation of 49,000 Management Personnel

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On Friday, July 26, 2019, the National Association of Postal Supervisors filed a complaint in federal district court seeking declaratory and injunctive relief against the U.S. Postal Service for its failure to pay its supervisors, managers, and other professional and administrative employees in accordance with federal law, which, among other things, requires compensation comparable to the private sector and requires an adequate differential in pay between supervisors and the clerks and carriers they supervise. The Association also asked the court to overturn the Postal Service's refusal to recognize the rights of postmasters and headquarters and area personnel to be represented by NAPS. NAPS filed the lawsuit in the United States District Court for the District of Columbia following unanimous approval of the filing of the lawsuit by the Association's Executive Board.

The lawsuit represents a new chapter in the ongoing dispute between NAPS and the Postal Service over pay for the almost-50,000 managers, supervisors, postmasters and other professional and administrative employees employed by the Postal Service and paid under its Executive and Administrative Schedule (EAS). The lawsuit follows the Postal Service's rejection of most of the findings and recommendations of a factfinding panel convened by the Federal Mediation and Conciliation Service, at the request of NAPS, to review the 2016-2019 pay package issued by the Postal Service in 2018. The panel found that EAS compensation was not comparable to private sector compensation, that the pay-for-performance system is "seriously flawed," and that the current Supervisory Differential Adjustment is unreasonably calculated and inadequate.

NAPS's lawsuit seeks retroactive pay to compensate all EAS-covered employees at levels equal to comparable private-sector positions from October 1, 2015 (the start of the 2016-2019 pay package) to the date of the court's final judgment in the matter, along with other relief to align EAS pay policies with what the law requires. In addition, NAPS seeks declaratory relief recognizing NAPS's right to represent all headquarters and area EAS personnel and all postmasters who are members of NAPS.

"The USPS pay system for its managers and supervisors is broken and inconsistent with the expectations of the law," said Brian J. Wagner, president of the National Association of Postal Supervisors. "Given continued USPS resistance to the fair administration of the law, we have no choice but to seek the relief to which all supervisors, managers, and postmasters are entitled," he said.

Representing supervisors, managers and postmasters in the United States Postal Service