



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

June 19, 2019

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

Re: USPS FY2020 National Performance Assessment (NPA)

Dear Bruce:

I write in response to your letter of June 12 regarding the National Performance Assessment (NPA) Unit Indicators for FY2020.

This past Monday afternoon, I copied you on an email to the Postmaster General to which I attached a letter setting forth NAPS's position on participation in a joint workgroup regarding the Postal Service's compensation system. For the reasons set forth in that letter, NAPS will participate in a joint workgroup if, but only if, the Postal Service abides by the factfinding panel's recommendation that the workgroup retain a mediator and a neutral compensation expert.

For those same reasons, NAPS will participate in developing the NPA indicators, which are part of the PFP system that the factfinders found to be seriously flawed, only as part of a workgroup that follows the factfinders' recommendation. Unless and until the Postal Service agrees to retain a mediator and a neutral compensation expert to advise the workgroup, NAPS will not participate in the development of any aspects of PFP, including that of the FY2020 NPA system.

Sincerely,

Brian J. Wagner
National President



June 12, 2019

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

Dear Brian:

The Postal Service proposes establishment of the National Performance Assessment (NPA) Unit Indicators for Fiscal Year 2020.

The Postal Service, in accordance with Title 39 §1004, invites you to participate in the development of these indicators. Your participation in the development of these indicators, as well as targets, thresholds, and weights will expedite the process of developing a final product within the parameters of the consultation process.

The initial meetings will be held at the William F. Bolger Center in Potomac, Maryland, July 11 from 8:30 AM - 4:30 PM and July 12 from 8:30 AM - 12:00 PM.

Please contact Henry Bear at extension 2324 as soon as possible to confirm your attendance at these meetings.

Sincerely,

A handwritten signature in black ink, appearing to read "Henry B.", written over a horizontal line.

for Bruce A. Nicholson
Manager
Labor Relations Policy Administration



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June 17, 2019

The Honorable Megan J. Brennan
Postmaster General
United States Postal Service
475 L'Enfant Plaza, S.W.
Washington, D.C. 20260-4000

Re: USPS-NAPS Joint Workgroup Process

Dear Postmaster General Brennan:

In its April 30 report, the factfinding panel unanimously found that Postal Service's compensation system for its managers, supervisors, and administrative personnel is badly broken and counterproductive. The factfinding panel strongly recommended that, to effectively address these problems, a joint USPS-NAPS workgroup engage the services of a neutral compensation expert and mediator in its work. In response to my May 31 letter to you on this topic, Doug Tulino wrote me on June 12 that the Postal Service continues to reject the panel's recommendations.

Past joint workgroups convened under USPS's FY1994-1998, FY2007-2010, and FY2011-2015 EAS final pay decisions did not generate positive results that meaningfully improved the overall EAS pay process. Given the magnitude of current EAS pay problems, NAPS has no reason to believe that a workgroup lacking a neutral compensation expert and mediator will produce results that are qualitatively better.

To replace the current PFP system with a best-practices compensation system, and to benchmark EAS compensation against private-sector compensation for comparable jobs as required by law, requires neutral compensation expertise. Similarly, to effectively discuss the complex potential changes in EAS pay that could significantly and mutually benefit the Postal Service and its EAS workforce requires the services of a neutral mediator. The factfinding panel recommended both types of advisors. We regret that the Postal Service continues to resist the panel's recommendations. It is not in the best interests of our members or the consultative process itself for NAPS to act in ways contrary to the factfinding panel's recommendations.

Therefore, NAPS will not participate in a joint workgroup whose practices are not consistent with the factfinding panel's recommendations regarding the administration of the joint workgroup process. Please consider this a response to Mr. Tulino's letter to me of June 12.

Sincerely,

A handwritten signature in black ink, appearing to read "Brian J. Wagner", is written over a large, thin, curved line that extends from the signature area towards the right.

Brian J. Wagner
President

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