



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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November Consultative Meeting Minutes Wednesday, November 13, 2019

US Postal Service Headquarters

Bruce Nicholson, USPS Labor Relations
Phong Quang, USPS Labor Relations
Henry Bear, USPS Labor Relations

National Association of Postal Supervisors

Brian Wagner, NAPS President
Ivan Butts, NAPS Executive VP
Chuck Mulidore, NAPS Secretary Treasurer
Tim Ford, NAPS Chairman of the Board
(via telecon)

1119-01 NAPS is exploring methods to identify newly promoted EAS who are joining the Association. NAPS is requesting that the current P.S. Form 1187 be modified to include a check-off box to identify newly promoted EAS.

Response: After discussion, NAPS withdrew this item.

1119-02 NAPS has been made aware that the USPS no longer allows access to the P.S. Form 1187 on the USPS website Forms and Documents section.

NAPS contends that this action violates ELM 911.2 which states:

911.2 Right to Membership

No interference, restraint, coercion, or discrimination to encourage or discourage membership in a labor organization may be affected in the Postal Service.

NAPS contends that the USPS is interfering with potential members having access to the required USPS document needed to participate in the Management Association.

NAPS is requesting that the USPS restore a P.S. Form 1187 accessible on the USPS website Forms and Documents section.

Response: ELM 911.2 Right to Membership details participation and membership in labor organizations. This provision does not apply to NAPS. Additionally, PS Form 1187 does not exist. NAPS Form 1187 is used by NAPS for authorization of dues withholding. The Postal Service does not store non-Postal forms in its repository.

1119-03 NAPS has been made aware that Transportation supervisors are using IMD scanners to note reasons why a truck may be delayed. Valid reasons could be an accident on the highway, for example. However, one reason that is NOT available is traffic congestion.

NAPS contends that in large cities such as Chicago, New York, and many others, traffic congestion, particularly at certain times of the day, definitely could be an impact to a vehicle arriving late at a plant dock.

NAPS believes this would affect the arrival/dispatch profiles, plus affect trips on time, and have a negative impact on NPA.

NAPS is requesting that there be an update to IMD scanners to include a reason code for traffic congestion.

Response: When a trip is late, PVS drivers are prompted to identify a delay reason to properly document all Inbound or Outbound delays. Choosing the correct delay reason is not only crucial to visibility but is vital for maintaining accurate Transportation records. On September 9, 2019, Traffic / Construction / Detour was added to the current list of delay reasons. This reason code should be used due to congested traffic, construction or a detour along the route.

1119-04

NAPS has been made aware that EAS assigned to the Cincinnati P&DC are being involuntarily reassigned to the Springdale Processing Facility.

NAPS received a briefing on this project at the 0818 consultative, item 7.

In light of the involuntary reassignment that has now occurred at this processing facility, NAPS would like to see the current staffing package for the Springdale Processing Facility.

Response: Ann Mailloux, Director Organization Design, attended the meeting addressing this item. Springdale is an annex of the Cincinnati P&DC. The current staffing for the Cincinnati P&DC is as follows:

Occupation Code	Title	Pay Scale/Grade	Total Authorized	On Rools Count	Variance On Rools Authorized
CINCINNATI OH P&DC 381605					
23020029	PLANT MANAGER (2)	PCES-01	1	1	0
23150023	MGR IN-PLANT SUPPORT	EAS-25	1	0	-1
16407037	MGR MAINTENANCE	EAS-25	1	0	-1
23157139	MGR DISTRIBUTION OPERATIONS	EAS-24	1	0	-1
23550027	MGR MAINTENANCE OPERATIONS	EAS-23	3	3	0
8960009	OPERATIONS INDUSTRIAL ENGINEER (FIELD)	EAS-23	1	1	0
23157140	MGR DISTRIBUTION OPERATIONS	EAS-22	2	2	0
21506025	MGR TRANSPORTATION/NETWORKS	EAS-21	1	0	-1
8960005	OPERATIONS INDUSTRIAL ENGINEER (FIELD)	EAS-21	2	1	-1
23157141	MGR DISTRIBUTION OPERATIONS	EAS-20	1	1	0
23550024	MGR MAINTENANCE OPERATIONS SUPPT	EAS-20	1	1	0
23405043	OPERATIONS SUPPORT SPECIALIST	EAS-20	1	1	0
23550030	MAINTENANCE ENGINEERING SPECIALIST	EAS-19	1	1	0
23300089	NETWORK SPECIALIST	EAS-17	2	2	0
23150068	OPERATIONS SUPPORT SPECIALIST	EAS-17	4	4	0
23150066	SUPV DISTRIBUTION OPERATIONS	EAS-17	26	25	-1
23550010	SUPV MAINTENANCE OPERATIONS	EAS-17	12	12	0
23300040	SUPV TRANSPORTATION OPERATIONS	EAS-17	4	4	0
3180007	ADMINISTRATIVE ASSISTANT (FIELD)	EAS-15	1	1	0
SPRINGDALE ANNEX 381639					
23150066	SUPV DISTRIBUTION OPERATIONS	EAS-17	4	3	-1
	Total		70	63	-7

1119-05

NAPS has been made aware of the implementation of the Collection Management System.

Field EAS state that this process has added an additional 15-20 to their workday.

NAPS is requesting to be briefed on this new process that is impacting field EAS.

Response: The Collection Management System is not a national initiative from postal HQ. It is our understanding that this initiative was implemented and being utilized locally. NAPS should contact the District(s) and then the Area for further details and address this at the local level.