



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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December 21, 2022

Mr. Bruce Nicholson
Manager, Labor Relations Policy Administration
United States Postal Service
475 L'Enfant Plaza, SE RM 9426
Washington, DC 20250-4101

Dear Bruce:

Thank you for your correspondence of December 20, 2022 proposing a 4.1 percent increase to the salary ranges referenced in the August 27, 2021 pay decision. Your proposal underscores the imperative need to address the unprecedented inflationary pressures that are eroding the paychecks of EAS employees.

Under your proposal, the minimum and maximum points of the salary range in each pay grade would be increased by 4.1 percent. While this approach will assist the relatively small numbers of employees at the bottom and top ends of the pay range, the vast majority of EAS employees, located in the mid-range of the pay scale, will remain unaffected. Because of this, NAPS alternatively proposes that the 4.1 percent-calculated dollar-amount increase at the top end of each pay range be applied to all employees across the range. This is a fairer approach and would assure that all EAS employees receive a pay increase, regardless of their position on the pay scale. This approach would respond to the adverse effect of raising the minimum and maximum pay rates, which suppresses pay for EAS employees who are not either at the minimum or maximum of the pay scale. Similar consequences occurred recently with the \$2,500 COLA increase awarded to the craft employees and those EAS that are in an OCC CODE listed on the SDA list.

In addition, NAPS is requesting a higher increase in the maximum where those at the top and who just received the 3% increases will be also allowed to have their upcoming NPA increase be fully added to their salary and not receive anything in a lumpsum bonus form. NAPS believes to achieve this that the percentage increase needs to be a minimal of 7%, and this is our request for consideration.

Under our proposal, the applied increases would take effect on January 14, 2023, immediately prior to applying the FY22 Pay-for-Performance Award. Thank you for your consideration of this proposal. It is imperative that we ensure that all EAS employees do not fall further behind due to the pernicious impact of high inflation.

Please to feel free to call me on (703) 836-9660 (work) or (484) 432-8162 (cell) at any time. I can also be reached at my email – naps.ib@naps.org.

Sincerely,

A handwritten signature in black ink that reads "Ivan D. Butts".

Ivan D. Butts
NAPS National President

cc: Thomas Blum, A/Vice President Labor Relations