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JUN 03 2021

LABOR RELATIONS



May 26, 2021

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

Dear Brian:

This is in response to your May 14 correspondence regarding a May 4 briefing that was provided on the administrative restructure. A timeline was provided to you on key Reduction-In-Force (RIF) Avoidance Activities including multiple rounds of Limited Area of Consideration (LAC) job postings for impacted and nonimpacted employees in the impacted competitive areas.

NAPS claimed that allowing nonimpacted employees opportunities to apply for vacant non-bargaining positions in the first two rounds of LAC job postings diminishes the opportunities for RIF impacted employees to receive a position and end their impacted status. NAPS recommended that the first LAC job posting be limited to only impacted employees.

These RIF avoidance activities, specifically permitting nonimpacted employees to compete with impacted employees for vacancies in the first two rounds of the LAC postings, has been a standard practice for the Postal Service for more than 10 years. This practice has been a successful strategy and can provide for more job vacancies for impacted employees to apply for in later rounds due to assignments that may become vacated following Round 1. If an individual is unsuccessful in receiving a promotion in Round 1, other job vacancies may become available in the next round that could be more suitable to an impacted individual. Further, impacted employees are eligible to apply in all three rounds of LAC postings.

Thank you for your correspondence and recommendation. The eligibility for each of the LAC postings will remain unchanged. However, the policy for noncompetitive lateral reassignment or downgrade will be modified and limited to only impacted and nonimpacted non-bargaining employees in the impacted headquarters, headquarters related, Area and District competitive areas until completion of the three rounds of RIF related job postings. This modified policy will exclude employees in Post Offices, Plants, Vehicle Maintenance Facilities, Judicial Office, General Counsel and Inspection Service competitive areas. Please see the attached memorandum from Joseph Bruce, Senior Director, National Human Resources regarding this temporary modification.

Sincerely,

A handwritten signature in blue ink that reads "Bruce A. Nicholson".

Bruce A. Nicholson
Manager, LR Policy Administration

Enclosure

Sr Director, National HUMAN RESOURCES
Employee Resource Management



May 26, 2021

OFFICERS

SUBJECT: Lateral Request from Field Executive Administrative Schedule (EAS) Employees
To HQ Positions

Effective immediately, requests for laterals and downgrades from field employees, specifically employees in customer service and plant operations, and employees in non-impacted Headquarters (HQ) functions (General Counsel, Inspection Service) to lateral or downgrade into HQ positions should not be approved and will not be processed until completion of the 3 rounds of Reduction in Force (RIF) related job postings.

Employees from RIF impacted organizations may continue to request laterals and downgrades.

JOSEPH R. BRUCE