

DOUG A. TULINO
VICE PRESIDENT, LABOR RELATIONS



May 15, 2019

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

Dear Mr. Wagner:

Enclosed is the Postal Service's final decision concerning changes in pay policies, schedules, and fringe benefit programs for Field Employee and Administrative Schedule (EAS) employees. This decision is the outcome of the pay consultation process outlined in Title 39, U.S. Code §1004(e) and (f). This decision was made following full and fair consideration of recommendations submitted on April 30, 2019, by the factfinding panel appointed pursuant to 39 U.S.C §1004(f)(2), as well as the input received from the National Association of Postal Supervisors (NAPS) during our many meetings.

While the Postal Service disagrees with many of the statements made by the factfinding panel in its April 30 report, the Postal Service accepts the majority of the panel's recommendations for topics of exploration for a joint work group with NAPS, with the exception of discussion of a permanent cost-of-living adjustment for EAS employees. We have revised the pay decision accordingly. In addition, the panel recommended that the Postal Service increase EAS salary maximums, but did not make a specific recommendation as to how much maximums should increase. As you know, we increased salary maximums by 1.6 percent in January 2019 after factfinding hearings concluded and, therefore, that recommendation has already been implemented.

The Postal Service respectfully declines to adopt the remaining recommendations of the panel. The enclosed addendum to the pay decision constitutes the Postal Service's written explanation of the differences between the final decision and the panel's recommendations, pursuant to 39 U.S.C. §1004(f)(3)(B)(4).

This compensation package covers fiscal years 2016 through 2019.

Sincerely,

A handwritten signature in black ink that reads "Doug A. Tulino".

Doug A. Tulino

Enclosures