

LABOR RELATIONS



July 5, 2024

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Mr. Ivan Butts  
President  
National Association of Postal Supervisors  
1727 King Street, Suite 400  
Alexandria, VA 22314-2753

Dear Ivan:

This concerns your May 21 correspondence referring to an August 29, 2023 correspondence from you. We believe you are referring to your September 29, 2023 correspondence that you attached to the May 21 correspondence that included recommendations to the Postal Service's May 16 proposal on revisions to the staffing criteria in the plants.

You state that "the actions of the USPS only serve to aspirate the current failings of the DFA by now reducing managerial staffing based on the agencies inability to fill the vacant craft employee positions."

In response to your allegation, the Postal Service's modification to the management staffing criteria, which included increases in the grade of several jobs and, in many circumstances, increases in complement, do not support your current claim. Additionally, you have not provided any material to support your May 21 allegations.

Please let me know if you have any questions and are interested in discussing this matter further.

Sincerely,

A handwritten signature in blue ink, appearing to read "Bruce A. Nicholson".

Bruce A. Nicholson  
Director  
Labor Relations Policies and Programs

Enclosure



# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

*Office of  
National President*

May 21, 2024

Mr. Bruce Nicholson  
Director, Labor Relations Policies and Programs  
United States Postal Service  
475 L'Enfant Plaza, SW  
Washington, DC. 20260

**Re: List of RIF Impact Facilities Evaluated on May 4\_Nicholson\_05162024**

Dear Bruce:

NAPS HQ is in receipt of your "matter of information" that was received at NAPS HQ on May 20, 2024. NAPS renews its objections to the continued use of this failed staffing model of the USPS that underserve USPS employees and America's Postal Service. These objections were noted in my August 29, 2023, correspondence sent to your attention and are attached to this letter.

NAPS affirms its commitment to working with the USPS towards the success of Delivery For America (DFA). However, the actions of the USPS only serve to aspirate the current failings of DFA by now reducing managerial staffing based on the agencies inability to fill the vacant craft employee positions. The continuation of this proven failed staffing model will continue producing failing USPS operational facilities (RP&DC's and now LPC's) and continue to erode the confidence that the Executive Leadership of the USPS is prepared for the task of serving America's Postal Service.

Respectively Submitted,

Ivan D. Butts  
National President

Chuck Mulidore  
Executive Vice President

James Warden  
Secretary/Treasurer



Office of  
National President

## NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

*National Headquarters*  
1727 KING STREET, SUITE 400  
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(703) 836-9660

September 29, 2023

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

### **Re: Response to Proposed RP&DC and LPC EAS Staffing**

Dear Bruce,

Thank you for meeting with the NAPS Resident Officers on September 19, 2023, on the USPS Proposed EAS Staffing for the RP&DC and LPC (attached).

NAPS also appreciates having Rachel Danielsen and her team on to discuss these proposed changes. Unfortunately, NAPS did not hear any justification of the ration being used to continue using the current EAS to craft ratios.

This ratio has been a long-standing concern for NAPS, which has not been addressed in past discussions with the USPS. Since the initial changing of the EAS to craft ratio's moving it to the current 1:22 / 1:25 ratio, the USPS leadership has had to rely on 204-B usage above the established complement to maintain plant processing operations.

The impact of this failed 1:22 / 1:25 ratio was clearly demonstrated in USPS reporting that document 204-B usage in excess if the authorized EAS compliment for Function 1 Operations was equivalent to over 3,100 full time EAS position. As a note, all subsequent requests for this data have been met with the response from USPS HQ that there was no one who knew how to make that analytical analysis.

The response of Ms. Danielsen, as to using the newly created Relief Supervisor positions to address the USPS documented and NAPS noted discrepancy in the USPS ratio, would be a misuse of the intended purpose of the Relief Supervisor position and serve only to worsen the staffing issues in Function 1 operations. The Relief Supervisor position was created for and supported by NAPS to provide coverage during days off and scheduled vacations of the Form 50 EAS working in that particular function, not to serve as an Operational Supervisor filling an understaffing void in the complement model.

NAPS also believes that the USPS must consider how it will live up to and achieve its obligations under 39 U.S. Code § 1004 (a) to provide;

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

- 39 U.S. Code § 1004 (a) - It shall be the policy of the Postal Service to provide compensation, working conditions, and *career opportunities (emphasis added)* that will assure the attraction and retention of qualified and capable supervisory and other managerial personnel...

These are the opportunities that are found in higher lever details, cross training opportunities, and special assignments, which would be impaired with staffing to backfill EAS positions.

NAPS' final position point centers on the appeared USPS surrendering of its rights under Article III of Collective Bargaining Agreements (CBA) give Management the exclusive right to;

- B. to hire, promote, transfer, assign, and retain employees in positions within the Postal Service (*emphasis added*) and to suspend, demote, discharge, or take other disciplinary action against such employees;

NAPS believes that by allowing unions to negotiate into the CBA who can and cannot serve as EAS is a direct violation of Management Rights.

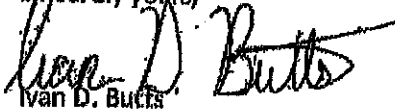
These issues render the proposed staffing for the RPDC both ineffective and inefficient. NAPS does not support this staffing proposal that fails to address the needs of both operations and EAS. NAPS' recommendation are as follows;

1. That the ratio for EAS to craft be set at 1:16.
2. That the ratio for MDO's be set for MDO to SDO 1:10.
3. That the ratio for SMDO be set for SMDO to MDO 1:5

NAPS also recommends that these ratios be reviewed on a yearly basis with NAPS and the USPS to ensure that the effectiveness of ratios is being maintained.

NAPS reserves any commentary on the proposed Maintenance staffing for RPDC for later consultation, but acknowledges that reductions to levels (including accountability) while increasing the areas of responsibility (RPDC over 1million sq ft.) does not appear to be promoting Maintenance Operational effectiveness.

Sincerely yours,



Ivan D. Butts

National President



RECEIVED  
MAY 20 2024

May 16, 2024

Mr. Ivan Butts  
President  
National Association of Postal Supervisors  
1727 King Street, Suite 400  
Alexandria, VA 22314-2753

Dear Ivan:

As a matter of information, the Postal Service is implementing the Plant Ranking and Management Staffing Criteria in facilities that are being transitioned to Regional Processing and Distribution Centers (RPDC) and Local Processing Centers (LPC).

The sites listed below will be ranked and management staffing will be evaluated against the new criteria, effective May 4, 2024.

Building naming conventions will be updated to meet new standards. RPDC building names will reflect the name of the metropolitan city served and LPC building names will reflect the city in which they are located.

**Batch D**

CURRENT FACILITY NAME	NEW FACILITY NAME	FINANCE NUMBER
CHICAGO NDC	CHICAGO IL RPDC	161541
CHICAGO IL P&DC	CHICAGO IL LPC	161547
GARY IN P&DC	GARY IN LPC	173170
CHAMPAIGN IL P&DC	CHAMPAIGN IL LPC	161430
SOUTH SUBURBAN IL P&DC	BEDFORD PARK IL LPC	161546
PEORIA IL P&DC	PEORIA IL LPC	166182
BUSSE IL P&DC	Discontinuance	161128
PALATINE IL P&DC	PALATINE IL LPC	166027
CAROL STREAM IL P&DC	CAROL STREAM IL LPC	161275
JACKSONVILLE NDC	JACKSONVILLE FL RPDC	114381
JACKSONVILLE FL P&DC	JACKSONVILLE FL LPC	114382
TALLAHASSEE FL P&DC	TALLAHASSEE FL LPC	118898
INDIANAPOLIS IN RPDC	INDIANAPOLIS IN RPDC	174051
INDIANAPOLIS IN P&DC	INDIANAPOLIS IN LPC	174038
MUNCIE IN ANNEX	MUNCIE IN LPC	175909
FT WAYNE IN P&DC	FT WAYNE IN LPC	172920

Changes to the authorized complement in these facilities will result in employee impacts requiring a reduction in force (RIF) to be administered in the affected competitive areas.

Below is a copy of the organizational change timeline for these sites:

EVENTS	DATES		
Issue downgrade reclassification notifications	4/4/2024		
Staffing changes implemented in Human Capital Enterprise System (HCES) related to this restructure	5/4/2024		
Town Hall Meeting to notify impacted employees of staffing changes within the competitive area.	5/15/2024	-	5/17/2024
Issue Specific RIF Notices	5/15/2024	-	5/17/2024
Specific RIF Notice Period	5/15/2024	-	8/23/2024
Impacted employees can request non-competitive lateral or downgrade assignments and apply for promotions throughout timeline in eCareer.	5/15/2024	-	8/23/2024
7-day LAC Posting I: Open to all career non-bargaining employees within the LPC and RPDC competitive areas.	5/28/2024	-	6/4/2024
Selections made, Form 50 processed and effective date	6/29/2024		
5-day LAC Posting II: Open to all remaining impacted career non-bargaining employees within the LPC and RPDC competitive areas.	7/16/2024	-	7/21/2024
Selections made, Form 50 processed and effective date	8/10/2024		
RIF Effective Date (Effective date of RIF Separations)	8/23/2024		
Effective date of RIF Reassignment and Demotions	8/24/2024		

We have enclosed the communication materials for the following facilities and will send the additional materials when the town halls are announced for the remaining facilities. Enclosed are employee handouts and power point for Busse, IL P&DC and Chicago, IL P&DC that will be provided to non-bargaining employees.

Please contact Paulita Wimbush at extension 4042 if you have any questions concerning this matter.

Sincerely,



For Bruce A. Nicholson  
 Director  
 Labor Relations Policies and Programs

Enclosures