



July 2, 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 is in response to your June 27 and July 1 correspondences (enclosed) alleging that rescission letters received by non-bargaining employees in the Palatine, IL LPC "points to an agency error in its process" and are "due to an agency error in calculation".

Your allegations and assumptions that the Postal Service erred when notifying employees during the organizational change, and that there is an error in the process, is not accurate.

Rescission letters are issued when there has been employee movement and/or changes in staffing authorizations that create a vacancy that results in an impacted employee being able to maintain their assignment. This is a normal event that occurs during the organizational change timeline. The letters are typically issued to impacted employees who received a Specific RIF Notice (SRN) of separation.

In the instances you provided, new authorizations were added to the Palatine, IL LPC competitive area and triggered the rescission letter to be issued to the employees. This was not done in error.

Please contact me with any questions regarding this matter.

Sincerely,

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

Bruce A. Nicholson
Director
Labor Relations Policies and Programs

Enclosures



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

*Office of
National President*

June 27, 2024

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

Bruce,

NAPS HQ is in receipt of an agency letter in rescission of Reduction In Force (RIF) actions taken, which was impacting EAS employees.

NAPS HQ is extremely concerned that this notification points to an agency error in its process. This error of mis-identifying EAS employees to be RIF impacted in Delivery For America (DFA) is disrupting the lives of EAS employees and could have already led to an EAS (non- NAPS Member) to be Rif'ed out of their job.

NAPS needs to know what this process error is and how the USPS is correcting it. NAPS is requesting that all RIF actions taken against EAS under DFA be rescinded and terminated until the agency's process is fixed and no longer is mis-identifying EAS for RIF impact.

Respectively Submitted,

Ivan D. Butts
National President



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1727 KING STREET, SUITE 400
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Phone: (703) 836-9660

*Office of
National President*

July 1, 2024

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

Bruce,

NAPS has been informed from the field that the Postal Service has issued letters rescinding the RIF at Batch D facilities due to an agency error in calculation. These agency errors are disrupting the lives of EAS employees. NAPS therefore reiterates its request that all Reduction-In-Force actions under Deliver For America be rescinded.

To add to this confusion, NAPS has received a copy of an agency mass mailing to individuals in the Batch D area recruiting for people to join the USPS as supervisors.

The fact that the agency in the same competitive area is recruiting people from the outside to be EAS, while at the same time informing Form 50 working EAS that their jobs are no longer needed under a RIF, and then subsequently issuing rescission letters due to an agency error is the ultimate demonstration of a broken process.

NAPS again demands that the USPS rescind all RIF actions under DFA and fix not just the agency's error in its RIF process but also in its staffing methodology—and that the Postal Service consult with NAPS before making any further changes in EAS staffing.

Sincerely,

Ivan D. Butts
National President