



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

NAPS/USPS Consultative Meeting Minutes

November 14, 2012 @ 9 AM/USPS HQ

In attendance

US Postal Service

Lee Ann Olohan, Labor Relations
John Cavallo, Labor Relations
Bruce Nicholson, Labor Relations
Liz Hepner, Mgr. Organizational Effectiveness
Bernis Owen, Manager, Operations Complement Management

National Association of Postal Supervisors

Louis M. Atkins, President
Brian J. Wagner, Secretary/Treasurer
Larry Ewing, Chairman/MINK Area VP (telecom)

1. As a result of the recommendations of the Fact Finding panel, NAPS and the USPS agreed that an evaluation of the following positions would be undertaken for proper leveling:

Supervisor, Maintenance Operations
Supervisor, Maintenance
Supervisor, Transportation
Manager, Transportation
Mail Flow Controller
Supervisor, Vehicle Maintenance
Manager, Vehicle Maintenance
Operations Support Specialist

NAPS would like to be briefed on the status of the evaluations of these positions.

USPS Response: USPS Organizational Effectiveness (OE) has completed the evaluations on the above EAS positions. The OE Office will brief Deborah Giannoni-Jackson Vice President, Employee Resource Management; and Anthony Vegliante, Chief Human Resources Executive Vice President, next week on the evaluation findings.

There is no specific date set on when NAPS will receive a final decision from USPS HQ regarding the above agenda item. However, NAPS expects a decision soon after the Giannoni-Jackson and Vegliante briefing.

2. NAPS has been advised from the field that there have been changes in the restructuring plans that are moving Plant closures and consolidations from 2013 to 2014.

At our October, 2012 Consultative Meeting we requested an update on the consolidation plans and were advised that there was no information available for release. Once again we are requesting that updates on closures and consolidations be provided to NAPS at the same time the decisions are made that cause a change in plans. We request an update on the current closure and consolidation plans.

USPS Response: After NAPS had submitted this agenda item, NAPS headquarters had contacted COO Megan Brennan on this issue. Therefore, this consultative meeting will not address this issue, since it is already being addressed by Ms. Brennan's office.

3. We have recently agreed to changes in the SWC process through consultations. When will the SWC review process be reinstated in the field and will every effort be made to ensure that the new criteria is used in the evaluation process?

USPS Response: The SWC's moratorium on initiating a SWCs review was lifted last Wednesday during an Area telecom. USPS has provided a workload service model to the Areas. The zone of tolerance will be implemented. The new SWC's is implemented now and the field has been informed. Field has been advised to use the new criteria. SWCs all-model has been run to see what the changes. SWCs worksheet has been updated and is on USPS HQ complement Blue page.

4. NAPS would like an update on the remaining impacted employees in the field.

USPS Response: After NAPS had submitted this agenda item, NAPS headquarters contacted USPS Ronnie Doherty of USPS Delivery Operations office on this issue. Therefore, this consultative meeting will not address this issue consultative meeting since it is already being addressed by USPS HQ Delivery Operations.

5. NAPS would like an update on the posting of vacant positions in the field.

USPS Response: Posted 1,100 since April open to all EAS. On 11/20 more postings will be open and available to all EAS and some positions for landing spots will be open to only impacted EAS. Instructions to the field are to continue posting positions to reduce impact list. Postings are only open to EAS and not craft, with the normal standard language of open to EAS career non-bargaining. Postmaster positions are open to all EAS, not limited just limited impact or Postmasters.

Additional NAPS Issues

During the November Consultative NAPS broached the issue of the DOIS program. NAPS members have brought to NAPS' attention issues regarding the DOIS Program. NAPS has requested a briefing on the DOIS Program and an opportunity to bring NAPS members issues to the attention of the USPS.

NAPS inquired about EAS, who have been impacted by recent plant closures/consolidations, be given the opportunity for "return rights" if same level positions are added back into the facility the impacted EAS had just left. NAPS addressed this issue in a previous consultative and is ready to prepare a proposal for USPS consideration. A future meeting will be scheduled once NAPS' proposal has been finalized.