



**NAPS/USPS Consultative Meeting Minutes in
Conjunction with the NAPS 2012 Fall Executive Board meeting
Agenda as of October 18, 2012**

USPS Representatives in Attendance

Bruce Nicholson, USPS Labor Relations
Lee Ann Olohan, USPS Labor Relations
Liz Hepner, Organizational Effectiveness
Karen Mastervich, Manager Retail Technology

1. NAPS would like to be briefed on the projected Plant closings and consolidations now under development for 2013 and 2014. We would like to be provided with a spreadsheet that shows all changes and the Plants that will be gaining the workload from the closing or consolidations of workload in Processing & Distribution.

USPS Response: The report is under development and the USPS will give to NAPS when available. It is constantly changing. NAPS is requesting an updated list, but nothing has been finalized.

NAPS understands things are in flux, but local management is telling members they are impacted, but we need to know if the USPS is looking or not looking at a plant. NAPS stated it would be good to know the plants involved to let our members know if their facility is under review. We have had instances where members are called in with EAP present, but not sure what is happening. Then members find out it is a restructure. There are facilities that are not closing but the structure is changing, so they are starting a RIF on the staffing changes, though the facility is not closing or consolidating.

USPS Response: A person who is officially impacted will be notified with a General RIF letter on November 6, 2012. In addition, the originally "potentially impacted" list of EAS was 3,029. USPS stated that there is no prohibition to take laterals, from impacted or non-impacted EAS.

2. NAPS would like an update on the implementation of EAS restructuring in the Network Distribution Centers. Although our briefings have indicated that the plan has been approved for implementation, we are being advised that the changes that are involved in the restructuring have not been implemented in the field.

USPS Response: The NDC changes were implemented on the same time line as the Plant Consolidations. USPS made all organizational changes on the NDC's. The USPS went over the process and timeline with all NDC parties involved.

NAPS stated that there are Operation Support Specialists (OSS's) in NDC's that have not been told they are impacted or where they are to report. Though USPS HQ's work appears to be done, the field it is not accomplishing their work. Nothing is being done in the NDCs to help impacted EAS be placed.

3. NAPS would like to receive an update on any USPS's reviews for four, ten hour workdays for EAS employees and the likelihood of testing the schedule in the field.

USPS Response: Northeast Area granted permission to pilot 4-10 hour workdays. The pilot programs are in Southern Maine or Manchester P&DC. No new information is available at this time. USPS requests NAPS Northeast Regional VP make contact with the Area HR Manager. The pilot program is for Northeast Area only.

4. NAPS has been advised from the field that the deployment of new equipment on service windows does not provide for any additional equipment for window service expansion in the event of heavy traffic. If a customer service unit normally has two service windows, then equipment if deployed only for those two windows. There is no equipment available for expansion of window services or is equipment available off the screen-line for use to complete the financial closeouts.

Without additional window equipment, beyond the normally staffed windows, closeouts have to be conducted on the screen-line in front of customers. Customers in line are expecting to be waited on by employees who are closing out their daily transactions. What information can we provide the field about additional window terminals?

USPS Response: USPS was looking at right-sizing retail terminals and how much time one machine was used. Factors taken into account were wait-time-in-line, growth factor, and the results were rounded up or down for the number of terminals. Once the number of POS terminals were determined a buffer terminal is given. As the systems were upgraded, the USPS only sent earned POS units and not a POS unit per window. The time earned to receive a POS unit was based on the month of December and the analysis factored out weekends to analyze peak times during the day. USPS only gives an office the number of terminals they have earned. Currently, USPS has 46,000 POS terminals in the system. There is an exception process. When an exception is requested, USPS HQ does an analysis to determine if there is a need.

5. NAPS is receiving questions from the field from members who are in facilities that have been identified for closures in the next two years. In preparation for these anticipated closures, Plant and Support EAS employees are seeking details for cross-training but are being advised that they cannot be detailed due to operational needs. NAPS would like to discuss alternatives to address this issue and determine what can be done to offer cross-training for members who expect to be impacted in the future.

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

USPS Response: USPS talked about cross-training at the Reno Convention. New supervisors will go through the New Supervisor Training program. Example: SDO to SCS position will be afforded the opportunity to go through the training. All requests for training should be requested to the District office. Any EAS can take the LMS courses.

6. NAPS has been advised that once a non-competitive lateral request to an authorized vacant position is submitted by a District, it is sent to the Area for a reviews and, if it is approved at the Area level it is then forwarded to USPS HQ. If the Area agrees with the District request, the request is sent to Headquarters for review and action.

Why does it take so long for Headquarters to inform the Area/District on the outcome of a lateral reassignment? Example, laterals for two EAS in Denver NDC were requested back in May, 2012. Inquiries made to both the District and Area responses have been that they are still waiting to hear from Headquarters and the transfers have not been accomplished.

USPS Response: Request for lateral assignments do not need USPS HQ approval. There could be confusion as it pertains to the exception process. The USPS HQ must approve that a position is authorized to be posted; however, the lateral process is handled by the selecting official. USPS HQ will contact the Western Area to address this issue.

7. NAPS is receiving reports of an FY 2013 initiative in Customer Services that, if implemented, will deploy Supervisors of Customer Services to perform street supervision for up to six hours daily. NAPS would like to be briefed on this initiative if it is a national program and also inquire how the current workload of Customer Service Supervisors will be realigned to accomplish extended street supervision along with the other requirements of the position.

USPS Response: USPS has not developed a national street supervision initiative program to deploy. As carriers spend less time in the office, it would be reasonable to believe that supervisors will spend more time on the street. However, no national program exists. USPS has no authorization to require an employee to use their own personal vehicle (POV) or cell phone for USPS business. It is the employee's choice to use their own personal vehicles or cell phone.

In addition the USPS stated that EAS employees should be swiping their badge to be paid. If an EAS employee is working off the clock, then they are falsifying their time, and therefore are working free for the USPS. USPS HQ is not advocating employees falsify their time. If the USPS provides a vehicle (administrative car or LLV) then the USPS needs to provide training to use a postal vehicle.

8. When will the residual Postmaster vacancies be posted and who may apply? Will the applications be for only impacted EAS employees or all eligible EAS?

USPS Response: Residuals vacancies and who may apply is being reviewed at USPS HQ as it relates to all vacancies. Some Level 20 and above Postmaster vacancies were posted.

9. It was brought to NAPS attention that eCareers last page has Historical Data anyone reviewing the submission can see how many times a person has applied for positions. The concern is if a person has applied for numerous positions and not been successful it might impact their chances of being selected. NAPS recommends that the Historical page be blocked from view of both selection committees and selecting officials as this information is not pertinent to promotions.

USPS Response: This agenda item was addressed in the November 2010 Consultative. It can't be viewed in the submission process but it can be reviewed in another section of eCareers. However, USPS has no evidence that a problem exists of the selecting official utilizing that information nor does the USPS plan to make program changes to eliminate that issue.

10. At our recent NAPS meeting in the Western Region, there was extensive discussion regarding the DOIS calculations not giving credit for Priority, parcels, SPR's, etc. NAPS would like information to be provided on how the Postal Service credits Function 2 operations through DOIS for Priority, parcels and SPR's and other non-caseable mail.

USPS Response: There is a way to determine in DOIS the extra time needed to deliver the parcel. USPS HQ asked for the list of Districts not allowing this function to be utilized.

NAPS will provide a list of those Districts to Louis as to who is not allowing the use of the functionality in DOIS and will forward to the USPS for further action.