



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

NAPS/USPS Consultative Meeting Minutes

September 12, 2013 @ 2 PM - USPS HQ

In attendance

US Postal Service

John Cavallo, Labor Relations
Bruce Nicholson, Labor Relations
Gordan McGraw, Program Mgr. Non-Bargaining Pay

National Association of Postal Supervisors

Louis M. Atkins, President
James Killackey, Exec. Vice President
Brian J. Wagner, Secretary/Treasurer
Larry Ewing, Chairman (telecom)

Agenda

1. With the closure of Fiscal Year 2013 at the end of September, NAPS would like to know how the Postal Service intends to complete adjective ratings on EAS employees who have gone throughout the year without established goals.

NAPS recommends that evaluating managers continue to have the option to provide a Contributor rating for an all EAS employees.

USPS Response: USPS Vice President, Labor Relations has received NAPS' proposal and will discuss proposal with USPS HQ Chief Human Resources Officer (CHRO). USPS will provide NAPS with a response after CHRO has time to make his review.

2. We are receiving inquiries from the field about a failure in maintaining the Supervisor Differential Adjustment (SDA) between VMF EAS employees and their subordinate bargaining unit employees.

In the VMF's there are Level 10 bargaining unit positions – VMF Lead Technician. The SDA is currently based on a Level 8 position. NAPS would like this matter to be reviewed to determine why the SDA is not based on a Level 10 position in facilities that have this higher level position?

USPS Response: USPS policy on SDA is based on the most populated grade nationally in that craft operation. Grade levels in VMF range between Level 5 through 10. Nationally, there are 1,811 Grade 8 craft positions in vehicle maintenance. There are 353 Level 10's and 1,448 VMF craft employees that are Level 9's. Therefore, the SDA for vehicle maintenance is based on Grade 8, the most populated. (See attached SDA Chart)

3. NAPS would like to receive an update on the previous issues that we have raised on the inequities of DOIS related to parcel volume. We would like to know the progress that is being made to address these issues?

USPS Response: USPS is testing the functionality of DOIS via the Computer Data Interface system to ensure the system is accurately working as it relates to providing parcel credit. Depending how soon testing is completed, USPS HQ anticipates modification of DOIS to be in place by mid-to-late November 2013.

NAPS will follow up for a status report with USPS HQ at the NAPS Fall Executive Board meeting in October.