



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS
NAPS/USPS Consultative Meeting Minutes
November 18, 2014 @ 10 AM - USPS HQ

In attendance

US Postal Service

John Cavallo, Labor Relations
Bruce Nicholson, Labor Relations
Phong Quang, Labor Relations
Joseph Bruce, Manager, Human Resources

National Association of Postal Supervisors

Louis M. Atkins, President
Ivan D. Butts Exec. Vice President
Brian Wagner, Secretary/Treasurer (Telecon)
Larry Ewing, Chairman (Telecon)

Agenda Items

1. This is a pending item based on comments made by the PMG at the NAPS National Convention, concerning changes to the numerous daily teleconferences that EAS are being mandated to attend. The PMG committed to put limitations on this activity. NAPS is requesting an update on what the PMG's teleconference limitations are and when will they be implemented.

USPS Response: USPS does not have a tool to lockout telecons automatically after one hour. USPS HQ is implementing a tracking system and a methodology to monitor durations of telecons. A report will be given to COO Megan Brennan for review of those telecon sponsors who exceed one hour, with the greatest offenders ranked first.

2. This is a follow up from the 2014 October NAPS/USPS consultative. What is the status on the VMF restructuring briefing?

USPS Response: USPS and NAPS will schedule a separate meeting to consult, in accordance with Title 39, on a VMF restructuring proposal the USPS will present to NAPS.

3. This is a follow up from the 2014 October NAPS/USPS consultative. NAPS would like a more in-depth projection for new vehicle deployments to include what districts will be receiving vehicles, the quantity of vehicles each district will receive as well as what type of vehicle it will be.

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

USPS Response: During the October 2014 consultative meeting, USPS provided NAPS with an estimated deployment schedule for both the 665 mixed delivery vehicles (previously known as 2-tons) and the 3,509 minivans. USPS provided NAPS with two new charts (see below) showing the precise destinations for all vehicles except for 200 of the mixed delivery vehicles. Specific deployments dates for the vehicles listed below have not yet been determined.

Minivan Deployment

Area	District	Total
Capital Metro	Baltimore	54
	Greater South Carolina	22
	Greensboro	38
	Mid-Carolinas	32
	Northern Virginia	14
Eastern	Richmond	32
	Appalachian	127
	Central Pennsylvania	146
	Kentuckiana	117
	Northern Ohio	62
	Ohio Valley	168
	Tennessee	38
	Western New York	30
	Western Pennsylvania	185
	Central Illinois	20
Great Lakes	Detroit	87
	Gateway	118
	Greater Indiana	67
	Greater Michigan	204
	Lakeland	127
	New York	116
Northeast	Northern New Jersey	86
	Triboro	87
	Sacramento	1
Pacific	San Francisco	2
	Sierra Coastal	1
Southern	Alabama	11
	Arkansas	54
	Dallas	58
	Fort Worth	66
	Gulf Atlantic	24
	Houston	282
	Louisiana	60
	Mississippi	14
	Oklahoma	54
	Rio Grande	202
	South Florida	19
	Suncoast	201
Western	Arizona	13
	Central Plains	17
	Colorado/Wyoming	44
	Dakotas	57
	Hawkeye	65
	Mid-America	100
	Nevada-Sierra	5
	Northland	45
	Portland	45
	Salt Lake City	22
	Seattle	70
Grand Total		3509

Mixed Delivery Deployment

Area	District	Total
NORTHEAST	New York	140
	Triboro	131
NORTHEAST Total		271
PACIFIC	Bay-Valley	31
	Los Angeles	37
	Sacramento	34
	San Diego	36
	Santa Ana	33
	Sierra Coastal	23
PACIFIC Total		194
Grand Total		465

- NAPS would like to know, what is the number of DUO's completed nationally since the inception of this program and the number of EAS positions eliminated?

USPS Response: HQ Field Performance cannot provide this information at this time due to the data breach. Several programs were suspended indefinitely. Once the program is operational, USPS will provide NAPS this information. The Postal Service does not track the number of EAS positions eliminated through DUO.

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

5. NAPS would like to inquiry about the creation and issuance of a Headquarters SOP on upward mobility to include a provision that creates a detail solicitation process for awarding such details.

USPS Response: *USPS stated if NAPS wants to present recommendations about the creation of an SOP on upward mobility, USPS HQ would review the ideas. USPS stated having a proposal from NAPS would help make the dialogue between NAPS and the USPS on this topic more meaningful and enhance the efficiency and effectiveness when considered.*

USPS asked for fundamentals of any idea NAPS has about the SOP on upward mobility. The ideas should include specific reasoning regarding the perceived strengths and benefits of the SOP, so it could be determined whether the USPS has a substantial basis for further interaction based on NAPS's idea.

USPS stated that Jeff Williamson, Chief Human Resource Officer (CHRO), provided a brief presentation at the 2014 NAPS national convention in San Diego, outlining the idea for developing an employee's skills and ability database. The Postal Service could utilize this database going forward and assist those interested in career growth. USPS stated the presentation was an element of the CHRO's vision regarding HR's future role in enhancing both the value employees can bring to the Postal Service and the opportunities for growth available to employees who have the talents and desire for such growth.

USPS stated that it understands there may be some field managers who hand pick individuals for details based on who they like and not by skill. USPS further understands they won't eliminate all subjective detail assignments, and it will take a joint effort with coordinated ideas by NAPS and the USPS to make detail assignments objective.

6. NAPS has been advised that the agency is employing personnel that have been hired as non-career employees in positions as EAS employees. NAPS has not been advised of such hiring's in accordance with Title 39, which impacts the compensation and career opportunities for career employees of the agency. See attached STD Job Descriptions. This also applies to the use of non-career employees in all career EAS positions.

USPS Response: *NAPS resident officers met with former CHRO Tony Vegliante in June of 2011 to discuss NAPS' request for consultative process representation of headquarters-reporting human resource supervisory/managerial non-bargaining employees working at the HRSSC. Mr. Vegliante granted the request as it related to representation for grievance and disciplinary issues, but not pay. This concession was made based on the understanding*

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

it would not be a source of assertions/problems down the line. USPS further stated that NAPS did not have consultative process standing concerning the HRSSC non-career positions when they were originally created.

Decisions the Postal Service might make about employment of such individuals does not relate to pay or benefits policies of supervisory/managerial employees within the meaning of Title 39 US Code § 1004. The USPS stated it was not violating the law as it related to Title 39 US Code § 1004 when it hires non-career EAS.

NAPS is not in agreement with the USPS in hiring non-career EAS employees.

7. **National Convention Resolution #37** – There has been organizational change events that have resulted in craft employees being returned to operations in which they were excessed from that also had negative impacts to the EAS staffing. Subsequently, craft employees were returned to these units; however this did not facilitated the return of EAS employees to the operation. NAPS would like the creation of a policy to give impacted EAS employees retreat rights if a position they vacated due to an organizational change is later returned to that operation.

USPS Response: *This is a resubmission of NAPS's inquiry about Maintenance supervisory or managerial employees following the finding that some bargaining unit maintenance employees will have the option to return to installations from which they were reassigned. USPS HQ already responded to that inquiry advising NAPS that EAS maintenance will be consistent with current policy concerning the number of supervisory or managerial employees deployed in an installation. If bargaining unit employees return in numbers that warrant re-establishment of any supervisory/managerial jobs that were taken out when the bargaining unit employees left, the number of such supervisory or managerial jobs called for based on current staffing policy will be re-established.*

USPS stated the request for retreat rights was an issue raised by NAPS in the past, specifically during the November 2010 consultative meeting. NAPS asked that RIF-impacted employees be given retreat rights in the event the jobs these RIF impacts left were re-established within five years. During the meeting, Mangala Gandhi, former manager of Selection, Evaluation, and Recognition (SER), now known as Organizational Effectiveness (OR), discussed the variables and complexities of retreat rights with NAPS.

USPS stated NAPS understood the complexities and agreed to submit, through the Labor Relations (LR) office a comprehensive proposal for consideration. In November, 2012 NAPS sent an email to USPS HQ that included a short outline adding words to the general request

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

NAPS made in 2010, advising that the new outline should be regarded as basic talking points that can be used as a launching point for ongoing discussion. USPS OE and LR representatives met with NAPS on December 11, 2012 to discuss this item.

NAPS was reminded that the issue was discussed extensively with Mangala Gandhi in 2010, and that NAPS was going to provide a detailed proposal with every possible retreat scenario. According to USPS HQ, NAPS was to schedule another meeting when a complete NAPS proposal was ready. To date, USPS has not received anything further information on retreat rights from NAPS. USPS stated it is still interested in hearing a proposal from NAPS on what they recommend as a solution to retreat rights.

NAPS stated though the agenda time on retreat rights was submitted for discussion in a previous consultative meeting, NAPS was obligated to bring this item forward again due to the resolution being passed at the national convention.

8. **National Convention Resolution #58** – NAPS is requesting the data on an AP (monthly) basis accounting for each EAS position that is filled from an external hiring to include the specific reason it was deemed necessary and a copy of the internal posting notice that failed to yield a successful candidate.

***USPS Response:** The Postal Service has outlined, in discussions with NAPS over the last couple of years, its fundamental interest in providing opportunities to current employees before making jobs available for applications from the outside. If NAPS believes any opportunity was unduly denied to current non-bargaining employees and external applicants were afforded opportunities when they should not have been, NAPS may bring this to the attention of the Postal Service. When NAPS sees such opportunities posted externally, they should outline the reasons why it thinks the posting is improper. The Postal Service does not see a valid reason to add a tracking, recording, and reporting system as requested by NAPS as the hiring from outside the USPS is minimal.*

9. **National Convention Resolution #60** – NAPS is requesting that the agency issue a policy for the release of all EAS selected as an successful candidate for a position be completed in no more than 30 days.

***USPS Response:** The Postal Service considers the interests of employees selected for jobs as well as the business and operating interests of the losing and gaining installations. USPS stated that placing employees in their new jobs without undue delay is important. Currently, the Postal Service expects installation heads of both the losing and gaining offices to*

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

communicate and cooperate to agree on a release date. Installation heads need to be mindful of the business and operating needs of their respective installations.

USPS HQ anticipates that the release date should not be later than 90 days from selection. The Postal Service does not intend to devalue the interests and needs of either the employees or the business/operations involved. USPS stated that it would be helpful to NAPS's interest to include reasoning in support of its desire for a duration that is one third (30 days) of the current approach.

NAPS stated that the fact people are held 90 days or longer or even less indicates there is no process in place. Therefore, EAS are at the whim of one manager or another without a having a specific process to release them to their new position. The values of how important of releasing one EAS in 30 days and another in 90 or longer is subjective in nature that is why a process needs to be established.

Furthermore, USPS HQ stated that if there is an issue of releasing an EAS for their new position within a reasonable time, then NAPS should discuss the issue with the local or district office to resolve it. USPS reiterated that releasing an EAS employee to a new position with 90-days is a reasonable guideline, but not an absolute.