



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

In attendance

US Postal Service

John Cavallo, Labor Relations
Bruce Nicholson, Labor Relations
Phong Quang, Labor Relations
Raymona Holt, NPA Systems
Bernis Owen, Operations Complement (telecom)

National Association of Postal Supervisors

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

Agenda Items

1. NAPS is requesting an update on this unresolved agenda item from several consultative meetings in reference to staffing at the Canton, OH plant. Currently, there is no allowance made for the clerks and mail handlers that still work at that facility. Plants affected by this issue have grown with the accelerated consolidations of 2013 and will continue to grow with the network rationalization of 2015. Youngstown, Akron, Toledo, Dayton, Lexington and Southeastern are just a few. This is a national issue that needs to be resolved at the headquarters level with the creation of a new staffing matrix that included all employees being managed by EAS as well as the administrative task associated with this Management.

***USPS Response:** Bargaining unit employees, clerks and mailhandlers, performing the work NAPS references in this item are counted in SWC calculations for the offices involved. This covers similar circumstances regardless of location.*

2. NAPS is requesting an explanation as to how the LDC's that make up the business rule for Deliveries Per Hour (DPH) actually impact DPH. The LDC's in question are 21, 23, 24, 26, 27, 28, 29 and 92.

***USPS Response:** The LDCs NAPS cited cover activities related directly to mail delivery and measuring efficiency in the deliveries-per-hour indicator. This indicator does not measure the numbers of deliveries each letter carrier makes per hour on the street. It measures delivery efficiency of the Customer Services function. That is why the hours used in the activities covered by the LDCs NAPS listed are included.*

The USPS gave NAPS information and a chart defining and showing what factors make up DPH. This includes total cumulative city possible deliveries (CUM City DPS) and all related Function 2 LDC's and Training LDC 92 work hours to determine TEI City DPH. (see below).

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Description

City Deliveries Per Hour (DPH) measures efficiency in the city delivery operation. The calculation for DPH is the number of weighted deliveries (possible deliveries multiplied by the number of delivery days in the period) divided by the number of workhours in all F2 with the exception of LDCs 20 and 25. A higher number is indicative of an overall more efficient delivery operation. The calculation for DPH is identical to the calculation used for the Total Efficiency Indicator (TEI).

Measurement Period

This Indicator is measured each month.

Data Source and Calculation

- Source** – Eflash (UDSF, EDW)
- Indicator Value** – The YTD DPH as a percent to SPLY
- Business Rule** – ((Cumulative City Deliveries (PDs * Delivery Days) / City Delivery Hours (LDC 21,22,23,24,26,27,28,29,92) / SPLY) -1) *100
*Units with no city carriers will not be measured - weight will be distributed evenly to remaining indicators.
- Decimal Precision** – Two Decimal

Data Validation

Indicators/WK Rates • TEI - CITY DEL PER HOUR •

Report Line will have a link to display/hide a longer description if available

Report Line	Description	Variable	Source
CUPD	CUM CITY PDS	V1	
21	OFFICE	V2	PAYROLL
22	STREET	V2	PAYROLL
23	OTHER	V2	PAYROLL
24	SPECIAL DELV	V2	PAYROLL
26	CC CUS SUPPORT	V2	PAYROLL
27	COLLECTIONS	V2	PAYROLL
28	CC TERTIARY	V2	PAYROLL
29	ROUTERS	V2	PAYROLL
92	OPNS D/S TNG HRS	V2	PAYROLL

NAPS stated technically DPH should only include street hours, not the other LDC hours. The USPS position is that DPH is more of an efficiency indicator that takes into consideration various customer service operations, including training, to provide an end product – delivery of the mail. Since there is DPH on the Corporate Scorecard, USPS changed this indicator to TEI-City Del Per Hour to distinguish between a Corporate and Unit DPH.

3. NAPS would like an update on the issue that has been ongoing concerning Pay for Non-Bargaining Employees changed from FLSA Exempt to FLSA Non-Exempt (LRPA 2015-008).

USPS Response: Labor Relations was advised that the two individuals who inquired about the reasoning applied to determine payments the individuals received following correction of their FLSA status from exempt to nonexempt will each receive a correspondence outlining the reasoning and the method used to calculate such payments in accordance with Department of Labor regulations. Labor Relations has requested copies of these materials and will provide them to Louis Atkins when received.

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4. **Resolution #61** – NAPS is requesting that all vacant EAS positions be posted within 30 days unless jointly agreed upon by Postal leadership and Local NAPS Leadership. NAPS is also requesting that all EAS field positions be awarded within 75 days of a vacancy, if qualified applicants exist.

USPS Response: USPS does not support undue delays in posting positions. USPS stated no one benefits when there are undue delays in making a decision to post a vacant position or release an employee to a new office after the employee has been selected. However, due to operational needs of the respective offices involved, the USPS is not going to prescribe the deadline suggested by NAPS. Operating circumstances vary. Some employees might be released sooner or later than others depending on such circumstances. Setting deadlines as NAPS recommended would result in unnecessary conflict. The principle outlined in HBK EL-312, 744.1 guides gaining and losing organizations to coordinate effective dates that ensure appropriate coverage. This cooperation should not result in undue delays in setting effective dates.

USPS stated that if there are local circumstances that is not getting resolved regarding this agenda item, then NAPS representatives should address the issue at the local, District and Area levels seeking a resolution before sending it to NAPS HQ to have it addressed at the USPS HQ consultative level. In addition, if USPS HQ is going to address the issue after it has been properly vetted, the Postal Service will need specific detail information as to who talked to whom and when and what the decision was of those USPS officials before USPS HQ can address it. USPS is in agreement that undue delays should not occur, but is not going to issue a specific number of days that the field must follow in posting and awarding positions, since there can be business or other reasonable factors that could impact a posting or selection.

5. **Resolution #62** – NAPS is requesting that Postal Headquarters set a time limit of 14 days from an alleged offense for the issuance of any type of disciplinary/adverse action.

USPS Response: The Postal Service expects that decisions concerning whether disciplinary action will be imposed are to be made without undue delay. Such decisions should be made based on consideration of relevant factors and should comport, where applicable, with regulations delineating elements that should be considered in making these decisions. Time needed to make decisions depends on situational circumstances. Some may take less or more time than others. Investigatory and other elements that might be required in certain situations might take more or less time than in other situations. Whether an individual believes he or she can demonstrate that he or she was denied due process because of the time it took the Postal Service to decide whether to impose action in a certain case is a matter the individual and/or his/her representative may choose to raise/argue in responding to notice of such an action. The Postal Service will not establish the time limit NAPS recommends in this item.

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6. **Resolution #68** – NAPS is requesting that the agency provide the tools (vehicles) necessary for EAS employee to perform postal duties.

As an alternative to this, NAPS members who were in attendance at the 2014 NAPUS national convention report that Megan Brennan spoke of the agency exploring the procurement of rider insurance policies for employees who may use their POV for the completion of work activities in violation of personal automobile insurance policies. NAPS would like to be briefed on this exploration.

USPS Response: The Postal Service is discussing, internally, development of a proposal concerning voluntary nonbargaining use of POVs for Postal Service work. When a proposal is developed, the Postal Service will notify NAPS and the other management associations so the matter can be addressed through the consultative process.

Additional Discussion during Consultative Meeting

NAPS asked what the definition of a “Unit” is as it relates to PFP. NAPS requested an explanation. USPS stated a unit could be identified by an OCC Code and a USPS Finance # that has an NPA scorecard. If an employee goes into the NPA system and has a scorecard they can consider that their Unit. Basically, an EAS employee’s Unit is assigned via their OCC Code and Finance #. It is imperative that each EAS has the correct profile entered into the PFP system and that it is approved by their manager to ensure they are in the correct PFP Unit.