



*NATIONAL ASSOCIATION OF POSTAL SUPERVISORS*  
**NAPS/USPS Consultative Meeting Minutes**  
January 14, 2015 @ 10 AM - USPS HQ

**In attendance**

**US Postal Service**

John Cavallo, Labor Relations  
Bruce Nicholson, Labor Relations  
Phong Quang, Labor Relations

**National Association of Postal Supervisors**

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

**Agenda Items**

1. NAPS would like to have an updated briefing and receive any new information regarding the 82 plant facilities targeted for closing or consolidation. Specifically, are there plans to adjust the number of closings?

*USPS Response: No new information is available at this time. Current information is what USPS COO Megan Brennan presented to the NAPS Executive Board at its 2014 Fall Executive Board meeting. NAPS will be briefed if there are any future changes.*

2. NAPS received concerns from members at Call Centers that EAS have not been informed of their NPA EOY ratings. NAPS is requesting documentation on what is the final PFP rating and payout for EAS groups in Call Centers in the country.

*USPS Response: Evaluators were to discuss with EAS employees their ratings the week of Jan. 5-9, 2015. Effective Jan. 12, 2015 all final PES ratings are available on the USPS Blue Page for an EAS employee to review their respective final PFP rating. As for Call Centers, they are USPS HQ employees subject to the pay rules and process of USPS HQ. USPS HQ employees have individual Core Goals and eRecourse. During the last NAPS pay consultation process, field EAS employees no longer have individual Core Goals or an eRecourse process.*

3. NAPS would like to know if the FY 2015 NPA Scorecard is currently available for EAS to access on the NPA website and if current Corporate and Unit goals have been posted?

*USPS Response: USPS HQ has confirmed that scorecards for FY 2015 are available on the NPA website. An EAS employee must drill down to their respective unit to view their respective FY 2015 scorecard.*

NAPS requested a written step-by-step process showing how EAS may access their respective scorecards on the USPS NAPS website section. NAPS would like to share this information with its membership. USPS stated it would see if that information is available and if so provided it to NAPS.

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The following agenda items were approved convention resolutions at the 2014 NAPS National Convention in San Diego, CA this past August.

4. **Resolution # 64** – NAPS is requesting to be consulted by the agency, prior to any changes that are proposed to be made to the WTIL program. Also, prior to any changes, a complete program evaluation be conducted and findings be documented to justify a change in WTIL transaction times.

*USPS Response:* The Postal Service will continue to consult NAPS regarding matters that are within the meaning of the consultation process delineated in Title 39 USC § 1004. The Postal Service does not plan to establish a separate or exceptional process for any specific topic.

5. **Resolution # 85** – NAPS is requesting that the Postal Service take no disciplinary action or accept any union grievance settlement that specifically prohibits EAS employees from supervision in a unit, district or area. Also, that management conducts a comprehensive investigation into union grievances that include or suggest allegation of violence in the workplace, preferably in coordination with NAPS officials to grant due process to potentially impacted EAS employees.

*USPS Response:* This issue involves arbitrator settlements. The Joint Statement on Violence and Behavior in the Workplace was signed not only by USPS HQ, but postal unions and management associations, including NAPS. Arbitrator Snow ruled in a 1996 arbitration case that the Joint Statement was a binding contract agreed to by all parties. As such, the USPS and its employees along with all the unions and management associations can be held responsible for violating the Joint Statement. All parties have a right to see relief, through grievances or administrative action, if one or more of the other parties violate the Joint Statement. There are consequences for violating the Joint Statement. As stated in the Joint Statement, one of the consequences is that an employee may be removed from their position.

NAPS is concerned that the Joint Statement is a one sided document for the sole benefit of the unions to use against EAS in grievances. NAPS believes the Joint Statement is not being used for its original intent to hold all parties accountable for their unacceptable actions and behavior in the workplace, this includes the unions.

6. **Resolution # 86** – NAPS is requesting that the Ready Post process be modified to allow a local Retail unit to order stock or cancel automatic stock orders for obvious shortages after a required audit.

*USPS Response:* ReadyPost supplies are automatically distributed to Point of Service (POS) offices through the Solutions for Enterprise Asset Management (SEAM) system. The system uses actual sales data and audit (“count”) data transmitted daily through the POS One system to create replenishment orders. In order to maintain accurate inventory levels and eliminate overstock or shortages, it is imperative that all Spot Audits and Cycle Count requests are completed.

**Resolution # 86 continue**

*POS offices are also allowed to have manual orders placed under certain circumstances such as:*

- **Special Order Requests:** *Special orders available to offices for customers requesting the purchase of ReadyPost packaging products in bulk.*
- **Special Events & Promotions:** *Program Office approval given on individual event/promotion request.*

*NAPS's request to add a function to cancel automatic stock orders for obvious shortages is a contradiction and an unnecessary process if retail units are properly conducting Spot Audits and Cycle Counts.*

7. **Resolution # 96** – NAPS is requesting that within 10 days from selection, the required Form 50 paperwork be submitted to local services for processing with an effective date of the pay period following the date of selection.

*USPS Response: NAPS submitted resolutions for our November and December, 2014 consultative meetings regarding the establishment of time limits for placement of non-bargaining employees selected for new jobs. The Postal Service is not willing to prescribe deadline dates because circumstances vary. There could be operating circumstances under which it could take less or more time to complete the process. As NAPS knows, Handbook EL-312, Section 744.1 addresses the placement concern regarding implementation of selections. This section provides:*

**744.1 Effective Dates**

*The gaining and losing organizations must coordinate effective dates to ensure appropriate coverage.*

*The principle that decision-making authorities should coordinate effective dates to ensure business interests are covered is relevant in responding to the instant item from NAPS. If NAPS perceives locally that determinations concerning whether a vacancy selection decision appears to be delayed unduly, NAPS in the field should contact management through local Human Resources (the district then, if necessary, area manager of Human Resources) to discuss its concerns.*