



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

NAPS/USPS Consultative Meeting Minutes

February 11, 2015 @ 10 AM - USPS HQ

In attendance

US Postal Service

Jenny Utterback, Organizational Effectiveness

Bruce Nicholson, Labor Relations

Phong Quang, Labor Relations

National Association of Postal Supervisors

Louis M. Atkins, President (telecom)

Ivan D. Butts, Exec. Vice President

Larry Ewing, Chairman (telecom)

NAPS Consultative Agenda Items

1. NAPS has received concerns surrounding the goals of Business Development Specialist for PFP year FY 15. This position is going to be tasked with a revenue goal to generate 2.5 million dollars. The training that has been scheduling to assist in the achievement of this goal is being completed in February 2015. NAPS would like to know what mitigation will be put in place to address the 5 months that have pass between the issuance of goals and training to achieve those goals.

USPS Response: 2015 PFP indicators, targets, and goals were all part of consultation with NAPS. Mitigation requests, as NAPS knows, may be initiated after performance outcomes are reported. Whether mitigation is requested, whether it will be granted, and, if it is requested and granted, what it might be are matters to be determined in accordance with the rules developed through consultation with NAPS.

2. NAPS is requesting the updating of Standard Position Descriptions for EAS-17 Supervisor, Customer Services and EAS-17 Supervisor, Distribution Operations. This is needed (sic) to properly reflect the duties and responsibilities that are attributed to this work in today's Postal environment.

USPS Response: If NAPS believes the above Standard Position Descriptions should be updated, NAPS may submit its specific recommendations with supportive substantiation/reasoning for consideration.

3. NAPS is requesting a briefing on plans for the modification of Priority mail business rules.

USPS Response: NAPS needs to provide further information to identify what USPS functional leader could address this issue. USPS will schedule a separate Telecom once the appropriate function has been identified by NAPS for the Priority Mail standard changes.

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4. NAPS is requesting a briefing on the progress of OWC and its impact on Postal Operations, such as EXFC scoring for individual product lines tracked by the process as well as financial data such as out of schedule premium and transportation cost that are being paid since the implementation of the OWC.

USPS Response: Network Operations was already scheduled for a meeting on this day. A briefing with NAPS and Network Operations will be scheduled.

5. NAPS is requesting a HQ position on the AS-353 and PUB 550 as it pertains to request for information made by NAPS.

USPS Response: The answer, based on what NAPS has provided, is that Handbook AS-353 and Publication 550 apply to information requests from NAPS as provided in those materials. If NAPS has any specific questions, we will facilitate the effort to respond.

6. NAPS is requesting information on the upcoming plant consolidations. The latest list posted on the RIBBS website (listed below as of 01/29/2015) has consolidations scheduled for as early as March 14, 2015 through April 18, 2015. When will the EAS employees there be notified officially of the impending consolidation, and be given opportunities to apply for positions, and notified of their RIF rights?

Kokomo IN P&DF	Paducah P&DF	Industry P&DC
Redding CSMPC	Athens GA P&DF	Pocatello ID CSMPC
Lafayette IN P&DF	Salina KS P&DF	Central Mass P&DC
Kalamazoo P&DC	Duluth P&DF	Cape Girardeau P&DF
Asheville P&DF	Fayetteville P&DC	Minot CSMPC
Grand Island P&DF	Norfolk NE P&DF	Elko CSMPC
Mid-Hudson P&DC	Akron P&DC	Toledo P&DF
Bend CSMPC	Pendleton CSMPC	Erie P&DF
Erie P&DF	Lancaster P&DF	Florence P&DF
Beaumont P&DF	Houston P&DC	La Crosse P&DF
Wausau P&DF	Rock Springs CSMPC	

USPS Response: USPS HQ stated the situation was not yet stable enough to provide any specific notification. They intend to wait until closer to the actual dates. USPS did state it will continue with the RIF avoidance process. After RIF avoidance, the USPS will follow the RIF Rules.

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

7. **Resolution #69** – Local issue from the field have (sic) revealed attempts by the agency to extend EAS lunches as long as 4 hours in an attempt to address staffing shortfalls. NAPS is requesting that the Postal Headquarters provide clear language stating all EAS employees' lunch schedules can be no more than one hour.

USPS Response: Determinations concerning individual work schedules are made locally based on local operating/business needs/requirements. NAPS has made this inquiry previously and the Postal Service has responded similarly. The Postal Service does not intend to establish the new rule NAPS requests in this item.

8. **Resolution #77** – EAS employees have to bid on jobs through eCareer. The information maintained by the system and reviewed by the Selecting Official is above and beyond information needed when selecting candidate for jobs. NAPS is requesting that when going through the selection process in eCareer, selecting officials only be able to view pertinent information and not the history of jobs bid on or withdrawn.

USPS Response: The hyperlink that enables review committee and selecting officials to view the applicant's application history has been deactivated. This modification to eCareer was updated in June 2014.