



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

NAPS/USPS Consultative Meeting Minutes

May 13, 2015 @ 10 AM - USPS HQ

**In attendance**

**US Postal Service**

John Cavallo, Labor Relations  
Phong Quang, Labor Relations

**National Association of Postal Supervisors**

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

**NAPS Consultative Agenda Items**

1. NAPS is requesting information on whether there will be a work hour budget adjustments to those offices/units that are performing Sunday delivery? If so, when will this occur?

***USPS Response: USPS HQ Manager, Delivery and Planning, confirmed that there will be a budget adjustment for Sunday delivery work hours, which will be returned to the district budgets at the end of each postal quarter. USPS HQ is working to determine the proper work hour adjustment that is required for each district.***

2. NAPS is requesting on a bi-weekly basis that HRSSC provide to NAPS with a copy of the Hiring/Accessions bulletin broken down per Area for the purpose of providing local NAPS Presidents a tool that could be used to reach out the newly promoted EAS to advised them of their right to participate in NAPS within the 30 day time limit.

***USPS Response: HRSSC does not generate the Hiring/Accessions Report. This particular report is generated by the USPS HQ Manager of Field Complement. The current report is broken down by District not Area. USPS will review the report to determine if it can generate the data by area. However, USPS must first confirm that the data content of the report is not confidential. If the data is not confidential, there is a high probability that NAPS can be provided the information.***

3. The NPA scorecard has not been updated since December 2014. EAS are unable to have constructive mid-year discussions without updated NPA corporate/unit information. NAPS is requesting an update on when the NPA scorecard with be updated to reflect current performance data.



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***USPS Response: USPS and NAPS HQ are in consultation regarding a change the USPS was proposing to NAPS regarding a modification to the NPA Controllable Income indicator goal. Therefore, NPA Scorecards have not been updated since December 2014. USPS stated NAPS can expect a final decision on this consultative issue later today.***

4. NAPS is requesting a follow-up on the SDA issue that was brought up at its Spring Executive Board consultative meeting. One of the Executive Board members followed up with a question at the consultative last month and was told it was advanced to Jenny Utterback. The request was concerning a specific OCC code (form 50 attached). This is an MDO position with no supervisors making \$8,000 less than the people he supervises. The current SDA qualified jobs do not include this OCC code. We asked that this OCC code be added to the list based on the Title 39 (below). We are still waiting on a ruling.
  - a. It shall be the policy of the Postal Service to provide compensation, working conditions, and career opportunities that will assure the attraction and retention of qualified and capable supervisory and other managerial personnel; to provide adequate and reasonable differentials in rates of pay between employees in the clerk and carrier grades in the line work force and supervisory and other managerial personnel; to establish and maintain continuously a program for all such personnel that reflects the essential importance of a well-trained and well-motivated force to improve the effectiveness of postal operations; and to promote the leadership status of such personnel with respect to rank-and-file employees, recognizing that the role of such personnel in primary level management is particularly vital to the process of converting general postal policies into successful postal operations.

***USPS Response: Within Human Resources some functions and responsibilities changed. SDA is a pay policy issue handled by compensation. However, the issue as to who qualifies for SDA is handled by Organizational Effectiveness (OE). The EAS position in question is still being evaluated by OE. USPS will provide NAPS a final response in the near future on the position.***

***If NAPS wants to discuss changing SDA outside of pay talks, the USPS along with the two other management associations (NAPUS and League) must all agree to discuss this particular pay issue. However, if all parties do not agree, then the issue on SDA must be discussed during official pay talks.***



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5. As reported at our April 8, 2015 NAPS/USPS Consultative meeting, there is a low rate of newly promoted EAS being scheduled in a timely manner for the first two weeks of the NSP training. NAPS is requesting that the USPS consider, at a minimum, the use of both the Bolger Academy and NCED training facilities to help in support NSP and ensure district compliance to the training schedule.

***USPS Response: USPS HQ is not seeing any current delays in getting newly promoted EAS into NSP training. USPS is requesting that NAPS identify and let the USPS know if there are employees who were promoted to an EAS supervisory position months ago and have yet to start their NSP training.***

6. There have been two recent instances when NAPS members have died when on the job. These locations were in the Central PA and Puerto Rico districts.
  - a. NAPS would like to know why NAPS HQ was not notified of these tragedies as part of the agencies notification process.
  - b. NAPS is requesting to be notified at the NAPS HQ level of any accident/incident that results in the injury/death of an EAS employee on postal premises.

***USPS Response: When USPS Labor Relations receives notifications of employee incidents, most of the notifications have stated that local NAPS officers have been notified. Labor Relations was under the impression that when local NAPS officers were informed, they informed the national NAPS office. Effective immediately, whenever USPS HQ Labor Relations is informed of an incident, they will automatically notify NAPS HQ, even if the local NAPS officers have been informed.***

7. NAPS would like to know if there is a training module in LMS that pertains to “Dignity & Respect?”
  - a. If yes, what is the name of the training?
    - i. ***USPS responded that there is training and provided NAPS with a list of the classes. (See chart of LMS courses below)***
  - b. Is there a USPS mandate that all EAS-17 and above take this training once a year?
    - i. ***USPS Response: There is no yearly mandate. The only mandate is that all EAS employees take the training on the “No Fear Act”, which is required once every two years.***



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LMS Classes related to “Dignity & Respect”

Title	Course #	Delivery Method	Hours	Summary
Working Together with Dignity and Respect	820127	Classroom	1 hour	employees are treated with dignity and respect by management and co-workers
Administrative Professionals: Putting Your Best Foot Forward	3621946	Web-based	1 hour	Project positive image, respect others
Compliance Impact: Respectful Workplace: One Bad Apple	10023462	Web-based	.10 hour	All employees deserve to be treated with respect and dignity
Respect & Protect: Our Privacy Mission	1520171	Classroom	2 hours	basic info on USPS privacy
Respect & Protect - Privacy Training	15Q0124	Web-based	no time listed	confidentiality of information
Respect in the Workplace	1820136	Classroom	70 minutes	anti-discrimination laws
No Fear Act	10023337	Web-based	.50 minutes	Antidiscrimination laws and Whistleblower Protection Laws

8. The Postal Service has started to pull EAS postings in various locations due to Phase II of the Network Optimization. As such, when will NAPS receive a Phase II RIF timeline by facility for those impacted EAS?

**USPS Response:** *There is no new information on this issue. The USPS stated that EAS in Phase II facilities, at this time, are not yet considered impacted. USPS HQ will follow the RIF process and rules to notify EAS when the USPS has determined they are impacted by Phase II of Network Optimization.*

9. Is the Postal Service considering, in the near future, changing city delivery to evaluated routes?

**USPS Response:** *Anything related to pay for city carriers is related to bargaining with the NALC. The USPS has no further comment on this issue.*



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10. NAPS is requesting an electronic copy of the slide decks for the 3 LMS lessons on Workplace Violence.

***USPS Response: USPS does not have electronic copies of the slide decks from the 3 LMS lessons on Workplace Violence. LMS courses are to operate on the LMS platform. The courses are proprietary for learning. The USPS does not want employees printing out training answers to provide to others. The intent of the training is to learn at the time the training is given.***

11. The agency has created Local Operation Centers (LOC's) across the country. The agency views these LOC's as critical to operations moving forward. Currently there is no standardized process for districts to manage the process. NAPS is requesting that EAS positions within the OPS shop be created for the management of the district LOC for it to truly be useful.

***USPS Response: USPS HQ Manager, Delivery and Planning, is working with Organizational Effectiveness (OE) to consider and determine what EAS staffing is needed for LOC's to ensure it works effectively and efficiently. Once USPS HQ has a decision, NAPS will be notified.***

12. NAPS is requesting that eCareer job postings have a "service wide" category included with the states? Presently you have to open each job to see where the area of consideration is.

***USPS Response: It would be very costly to reprogram the SAP software that supports eCareer to show "Service Wide" categories. It is not cost effective at this time to provide this change.***

13. NAPS would like to know if there are any plans for permanent EAS coverage for Amazon once we are out of the trial phase. Is the USPS still in the trial phase of Sunday Amazon delivery.

***USPS Response: The USPS HQ Manager, Delivery and Planning, is working on an effective and efficient way consider EAS staffing for Sunday Amazon delivery. At this time, no final plan has been developed. Yes, the USPS is still in the trial phase of Sunday Amazon delivery.***