



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

**In attendance**

**US Postal Service**

John Cavallo, Labor Relations  
Phong Quang, Labor Relations  
Rachel Otis, Org Classification Specialist  
Phil Knoll, Manager of Fleet Management  
Kirby Cothren, Fleet Operations Specialist, Sr.  
Joseph Bruce, Mgr., Organizational Effectiveness (A)

**National Association of Postal Supervisors**

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

**Agenda Items**

1. NAPS would like an update to the agenda item from the last consultative pertaining to receiving the Personnel Change Notifications Report.

***USPS Response:*** NAPS will start receiving Personnel Change Notifications Report, electronically, the 15th of each month, starting in June.

2. NAPS is requesting an update to the follow-up agenda item from the May consultative on the SDA issue that was brought up at its Spring Executive Board consultative meeting. The last statement by the Agency was;

***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.

***USPS Response:*** USPS is working to modifying some USPS Occ. Codes that fit the criteria for receiving an SDA, but currently are not. These identified EAS positions will have their respective Occ. Codes modified to automatically receive the SDA. USPS HQ will notify NAPS when the final modification has been completed.



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3. This is a follow up request from the October 2014 consultative concerning the new “phased retirement option”. At this consultative the agency responded;

***USPS Response: The Postal Service has not made a determination on implementation of phased retirement. USPS is still in the research and analyzing phase to determine whether phased retirement is a viable option. The feasibility and cost of reprogramming are among considerations. The phased retirement option will not be available to USPS employees on November 8, 2014. USPS may consider the option in the future.***

*USPS Response: USPS has decided not to implement a phased retirement. The concept of a phased retirement does not fit with the Postal Service’s operating needs and efficiencies.*

4. NAPS is receiving reports from the field that craft unions are being/have been notified that consolidations are being put on hold. NAPS is requesting an update on the consolidations by Area for the remaining operations left at those sites. NAPS also would like to be consulted on all consolidation decisions that impact its members in impacted facilities.

*USPS Response: Prior to the consultative meeting, this agenda item was resolved as the USPS did provide NAPS with notification that the plant consolidations were on hold.*

5. NAPS would like a briefing from the Organizational Effectiveness Manager as to what criteria was used and went into the decision for the staffing levels of the Dakota’s district. NAPS would also like, included in that briefing, the formulas used to determine staffing levels. This request is based on the response from the Dakota’s district leadership that;

***Western Area had sent a request to Organizational Effectiveness (OE) at Headquarters to review the Dakotas District EAS HR Staffing. OE had responded that there would be no changes to the District staff at this time.***

*USPS Response: Because Organizational Effectiveness (OE) at Headquarters is planning to review EAS staffing in all the districts in the near future, there are no plans to change the Dakota District staffing. USPS does not have a mathematical formula for district staffing. Currently, each district workload is evaluated by OE to establish EAS staffing and levels to meet workload needs.*



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6. NAPS is receiving concerns on a lack of engagement from Postal HQ to the impacted VMF EAS employees at districts across the country. The impacted VMF EAS at the Suburban GMF did not receive a briefing until Thursday, May 21, 2015. This date is six calendar days past the LAC posting for positions these impacted VMF EAS were to put in for. This is also in addition to the five days that the SAP/HCES system would be shutdown which affects all impacted VMF EAS.

During the consultation process, Postal HQ has not identified any assistance measures for the impacted VMF EAS by way of eCareer seminars, knowing that many of these impacted EAS have no working knowledge of the eCareer program. Also, Postal HQ has not offered any cross training opportunities to the impacted VMF EAS to assist them in gaining the minimum training experience to pursue position outside of what was their career track.

NAPS has also learned that the current VMF Manager in Suburban MD is currently overseeing three VMF's and is being impacted due to the Agency changing the finance number of what is the lead VMF location. The VMF Manager level is being downgraded and the VMF Manager duty location is being changed to what is currently an auxiliary location which is retaining its current finance number. The current VMF Manager is not being moved although the position is moving, because the Postal Service has selectively changed the finance numbers. NAPS would like to be briefed on the business reason for this methodology of consolidation.

NAPS has serious concerns that the steps being taken by the agency in this restructure is not in the spirit of OPM guidance to "Minimizing the need for Reduction-in-Force (RIF) as a result of reshaping." The above mention issues are examples of mounting issues that question the Postal Services preparedness to implement this RIF.

NAPS is requesting that this VMF restructuring RIF be terminated, until such time that USPS HQ can develop and brief NAPS on a plan that identifies how the USPS is going to engage and assist the impacted VMF EAS in the process.

**USPS Response:** *USPS HQ stated it will not terminate the VMF RIF as it has already been rolled out. As for VMF EAS in MD being briefed a couple weeks after the VMF restructuring was announced, the USPS stated it will communicate to the field about how the VMF RIF was handled. In addition, USPS will look at the emails sent to VMF EAS for WebEx meeting notifications regarding the VMF restructuring. USPS will be able to determine who was notified of the May 7 WebEx VMF restructuring meetings. If a VMF EAS as notified about the May 7 VMF meeting, those EAS may have chosen not to participate in the WebEx meetings. USPS informed NAPS that they will continue to investigate VMF restructuring issues if or when they arise.*



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#### **Agenda Item 6 Continued:**

*USPS Response: As for the two VMF facilities in MD, they are on the same property. USPS identified which building would have the new finance number. However, this issue was resolved as a VMF EAS employee involved was awarded a voluntary downgrade.*

NAPS also asked why no credit was given for the number of craft VMF employees? *USPS stated it was giving credit for the total VMF workload as workload is based on vehicles. It did not base VMF EAS staffing only on the number of craft employees in VMF.*

NAPS inquired about USPS VMF finance numbers being switched causing issues in the field. *USPS stated that it added finance numbers to facilities that did not currently have their own finance number. The issues affected USPS service vehicles, such as a USPS tow truck. It is still in the process of handling the issues related to the transfer USPS service vehicles. It did not impact LLV's. There is some latitude in the amount of time that VMF's will be allowed to complete this transfer of service vehicles.*

NAPS inquired about a VMF job in Albany, NY where it was not posted during the first round. *USPS stated that there was a request for a non-competitive lateral and the person was granted the request. Therefore, it was not necessary to post the position during the first round since it was assigned via the non-competitive process.*

NAPS inquired why a selecting official for a Level 20 VMF position was not accepting non-competitive laterals to the position.

*USPS stated selecting officials have a right to take non-competitive laterals or require EAS to apply competitively. In this case, the selecting official was only accepting applications competitively through eCareer. The USPS understands that when an employee receives a RIF letter it can be very emotional for that person. The goal is for that impacted EAS to look for a new EAS position during the RIF process.*

NAPS stated that some VMF EAS were expecting to retire in their positions and therefore did not learn how to do an eCareer profile. *USPS further stated that some EAS are not taking any action in applying for other EAS positions during the VMF RIF. The USPS reiterated that impacted VMF EAS need to take action in applying for positions to avoid being RIF'd.*



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7. NAPS is requesting the YTD NPA Rankings for FY 2015 by week. NAPS is requesting this information for scores on the following product lines as reported in weekly NPA ranking reports;

- Priority Air/Surface Composite Trend
- Single Piece (EXFC) and Presort First Class Commercial
- Priority Composite NPA Ranking
- 1st Class NPA Ranking

*USPS Response: The NPA Office does not generate a weekly trend report. The trend report is monthly, which is the NPA Scorecard.*