



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

NAPS/USPS Consultative Meeting Minutes

July 16, 2015 @ 10 AM - USPS HQ

In attendance

US Postal Service HQ

John Cavallo, Labor Relations
Phong Quang, Labor Relations
Gordon McGraw, Pay Program Mgr.
Carol Ruszala, Mgr. Payroll (telecom)
Kris Tackett, Mgr. TACS Help Desk (telecom)
Joe Healey, Accountant (telecom)

National Association of Postal Supervisors

Louis M. Atkins President
Ivan D. Butts, Exec. Vice President
Larry Ewing, Chairman (telecom)

Agenda Items

1. NAPS has received a concern surrounding the memo on involuntary reassignment from the Western Area. This issue was properly moved up the chain and the Area response is attached. NAPS is deeply concerned when the agency creates EAS job posting with scheduled work hours and days off which are necessary to establish the time that the agency wants and needs the applicant to committed to fulfilling the duties and responsibilities of the position.

NAPS presumes that the expectation of the Agency is that the successful applicant(s) schedule his/her personal life events around those work hours and non-scheduled days off to be available during the work hours listed on job posting. NAPS contention is that when EAS are involuntarily reassigned for any reason, that the agency is not only negatively impacted the EAS employee work life, but impacting personal life events.

In the response from the Western Area to this issue it is stated that the agencies actions “do not fall under the criteria outlined within the letters.” NAPS notes that criteria identified in the memorandum states;

Again, there is a difference between temporary involuntary reassignments made in order to meet operating, training, or developmental needs, and involuntary reassignments made for punitive or arbitrary reasons. The latter are inappropriate. If management perceives that action is needed in order to address unsatisfactory performance then corrective action should be taken in a manner compliant with applicable rules and regulations.

NAPS believes that the memorandum issued by the Agency (Western Area) concerning this matter does contain the necessary due diligence requirements that should be maintained by managers if a temporary involuntary reassignment is necessary. NAPS requests that any involuntary reassignments not made in accordance with the memorandum issued be ruled as inappropriate and be immediately terminated.

USPS Response: Dave Williams, Chief Operating Officer (COO), looked at previous memos. Mr. Williams has drafted an updated memo and it is under final review. Once finalized the memo on involuntary reassignments will be presented to NAPS.



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2. NAPS has received a concern surrounding the excessive telecoms in the Arizona district. This issue has been previously voiced and addressed by HQ.

USPS Response: USPS contacted the USPS Western Area and found the issue had been resolved after the Western Area HR department talked to the NAPS President. USPS stated a WEA team investigated the issue and it had been resolved.

NAPS stated it was resolved temporarily by the USPS Area office, but the postmaster involved started the excessive teleconferences up again, shortly after they were spoken to by the Area. President Atkins stated he will speak to the Western Area office again.

3. NAPS is requesting procedural guidelines (SOP) for submitting, processing and verifying of submissions to the TACS Help Desk. NAPS is not questioning the USPS policy but only wants a copy of the policy. NAPS stated members have indicated they are getting challenged on the next day before the resolution deadline of 24 hours has been met.

USPS Response: This is specifically regarding timeline for resolution of issues. USPS says TACS has a 24 hour turnaround time goal. USPS believes the issue involves changes requiring a PS Form 1723 and PS Form 3189, which should be submitted prior to the effective date. It is believed that these changes are being jackpotted and sent together for convenience rather than doing it in advance and timely. There are quick reference guides on the TACS home page to instruct the field on how to address this issue. USPS agreed to message TACS in updating the quick reference to include advance submission regarding these items. That USPS has agreed to provide NAPS HQ with TACS quick reference guides.

4. NAPS is requesting to discuss changes to ELM 412.1 for the policy on Career Appointments. NAPS does not believe that the current SDA is properly reflected in the supervisors' salaries when taking in to consideration the contractual COLA increases as defined in the 2011-2015 CBA for the craft employees.

USPS Response: Each time a COLA, general increase, or contractual increase is due, USPS HQ is notified and the SDA charts are updated and HQ works with payroll and finance using the same effective date. NAPS asked when does an SDA update show up in the ELM. USPS responded that it has not been updated because there are other changes that are needed as well; in addition there has been a history of lag time in updating the ELM. The goal of USPS HQ is to have updates to the ELM implemented by October as it is published twice a year.



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5. NAPS would like an explanation on what the pay differences are for employee(s) on detail and how this is calculated.

USPS Response: This is the same for all. It is 5% above current level or to the minimum of the grade. SDA does not apply to this. SDA is only for permanent positions.

6. NAPS has received a concern from the Alaska district surrounding the issue of Special Exempt EAS not receiving their authorized TCOLA for work hours beyond 8 hours.

USPS Response: ELM 439 says it is not included for hours over 8/40. TCOLA is established by Office of Personnel Management (OPM). Current TCOLA is 24.69%. It is also dependent on distance from certain metros designated by OPM.

7. 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 statements by the Agency were;

- a. **MAY 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.
- b. **JUNE 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.

NAPS asked about back pay for these positions. NAPS further stated that a pay differential should exist between ALL management and craft.

USPS Response: USPS HQ has developed a job description for qualifying jobs and a copy will be forwarded to NAPS, within the next week. Once approved and distributed to the field, if a person is an EAS-19 and they meet these criteria then they will be placed in the new OC and paid appropriately. USPS stated back pay should be handled locally. However, NAPS can take the back pay issue to the Vice President of Labor Relations for further discussion. USPS commented that a review of a 1979 court decision, it clearly indicates that consultation regarding an overall differential was the only obligation USPS had with NAPS and there is no legal obligation to set a specific differential percentage.



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8. NAPS asked when the USPS was going to address pay talks.

USPS responded by repeating the rules that apply. When the APWU (APWU because that was the largest union when our last Pay Package was consulted on) pay package is complete, Title 39 requires the USPS to look at circumstances upon agreement with craft unions.

The USPS is required to look at the largest union (though right now it is the NALC, a recent arbitration may boost APWU ranks to that position). If it is the APWU then the USPS sends a proposal within 45 days from the signing date, thereby opening pay talks. If the NALC is the largest union, then it's 45 days from the settlement for that union. Final agreement from the consultations (pay package) will last as long as the appropriate union's contract.