



## NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

### NAPS/USPS Consultative Meeting Minutes

September 22, 2015 @ 10 AM - USPS HQ

#### In attendance

##### US Postal Service

John Cavallo, Labor Relations  
Phong Quang, Labor Relations  
Rachel Otis, Org Classification Specialist  
Jenny Utterback, Mgr. Organizational Effectiveness  
Dominick Bratta, Mgr. Maintenance and Planning  
Debby Judy, Mgr. Enterprise Customer Care Centers  
Terry LeFevre, LR Specialist Contract Admin (APWU)

##### National Association of Postal Supervisors

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

#### Agenda Items

1. NAPS is submitting this prior agenda item based on the request for a specific answer to the specific issues of this agenda item and subsequent to the August 13, 2015, NAPS meeting with Dave Williams, COO where Doug Tulino, Sr. VP Labor affirmed that this issue would be addressed with his team.

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 (070815 ALB Involuntary20150619 17140376.pdf). 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 applicate(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.



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS  
NAPS/USPS Consultative Meeting Minutes  
September 22, 2015 @ 10 AM - USPS HQ

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 is request that any involuntary reassignments not made in accordance with the memorandum issued be ruled as inappropriate and be immediately terminated.

*USPS Response: USPS is not setting policy with the Involuntary Reassignment (IR) letter, but providing a guideline. USPS expects management in the field to follow the guidelines that are issued from USPS HQ. USPS will review the information provided by NAPS regarding the Albuquerque, NM IR case and provide NAPS with a final decision.*

2. NAPS is submitting this prior agenda item for further discussion in to the EAS staffing needs to ensure the proper execution of the MS-47 TL-5 MOU.

NAPS would like to be briefed on the impacts of the attached agreement (MS-47 TL-5 MOU.pdf) between the APWU and the Postal Service on a new custodian manual. This program (group cleaning) has already been implemented in some larger plants. We are being told that it required a dedicated supervisor to oversee this program. In the large plants EAS are struggling to have a supervisor dedicated to the program. When this process is implemented in the medium and smaller plants it will hamper operations in maintaining maintenance standard.

NAPS is requesting the creation of EAS positions to ensure the contractual obligation of the MS-47 TL-5 MOU are maintained to avoid unnecessary grievance settlement for non-compliance, that all OSHA rules and regulations are properly complied with and the agency continues to provide working conditions that will assure the attraction and retention of qualified and capable supervisory and other managerial personnel.

*USPS Response: NAPS was shown a PowerPoint Presentation on MS-47 changes and was provided a copy. At this time 70 sites have implemented the changes with more coming online. USPS stated there is a 2-day training class that local management and custodians and support people have or will attend. USPS stated observations are completed on custodial employees that take less than 20 minutes per employee. The goal is to provide 10 observations a day at 20 minutes each. USPS stated there is less work for supervisors as the daily observations will address time wasting practices by the custodian. Therefore, the amount of time it takes to manage the custodians and operations due to increased efficiency will be reduced.*

**The MS-47 PowerPoint presentation is at the end of the consultative minutes.**



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

NAPS/USPS Consultative Meeting Minutes

September 22, 2015 @ 10 AM - USPS HQ

3. Organizational Effectiveness has completed the FY 2014 Postmaster Fair Labor Standards Act (FLSA) review, and have identified EAS -18 Postmaster positions that require a change in the exemption status in compliance with federal regulations. NAPS is requesting a copy of the list of impacted positions.

*USPS Response: USPS honored NAPS' request and provided the list of the impacted positions.*

**The exempt/non-exempt list referenced above is at the end of the consultative minutes.**

4. NAPS is requesting a briefing on the operational structure of the Customer Care Centers (CCC) and what steps the agency has taken to look at the moral of the EAS employees working in this function, in light of the multiple eRecourse appeals that were filed for the FY 2014 NPA and the subsequent proposed FY 2015 NPA goals change.

During the consultative meeting NAPS brought up the issue that it was not written in the USPS HQ PFP Administrative Rules explaining how USPS HQ employees' PFP ratings are determined. It was this lack of information and changes in FY 2015 NPA goals that has impacted the moral of EAS in the Customer Care Centers.

*USPS Response: USPS HQ stated that CCC EAS employees are under the USPS HQ PFP program. USPS further stated that no action had yet been taken by USPS HQ to address the moral of EAS at the Customer Care Centers. However, during FY 2016 NPA discussions, USPS did agree that it would explain to Customer Care Center EAS how the USPS HQ PFP process works.*

5. **Resolution #78** - The USPS currently offers EAS details in district offices in various administrative functions. These positions are being offered to craft employee, prior to offering them to current EAS as a means of career development and potentially upward mobility in administration functional areas for Form 50 EAS. When craft employees are given EAS detail assignments over Form 50 EAS they gain the KSA's to be awarded the position over current EAS when positions are posted. This concept does not provide for career opportunities that will assure the attraction and retention of qualified and capable supervisory and other managerial personnel. NAPS is requesting that EAS employees be offered skill-set broadening details to such positions as stated above prior to them being offered to the craft.



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS  
NAPS/USPS Consultative Meeting Minutes  
September 22, 2015 @ 10 AM - USPS HQ

*USPS Response: USPS detail policy is referenced in EL-312 Section 716. USPS is not going to change the policy. USPS encourages EAS to reach out in advance to selecting officials who are offering detail assignments. The USPS won't provide an exclusive first right of EAS to be given details over craft employees. Detail assignments under EL 312, Section 716 is based on*

*qualifications of the person for the detail. USPS requested that if NAPS wants the USPS to consider a change in EL 312 in how details assignments are handled that NAPS provide a formal proposal to USPS HQ for consideration. USPS clarified that consideration is not the same as implementation, but the USPS would review a NAPS proposal.*

- 6. Resolution #79** - USPS promotional selections often are based on applicant familiarity, and these selections, in many instances, have not produced the quality of leadership the Postal Service needs, due to Selecting Officials having control of the selection process by selecting the review committee members. NAPS is requesting that review committees for all EAS-18 and above positions be established in a Postal Area other than that of the posted position, and that applications for all EAS-18 and above position be submitted to the review committee without names, but with identifying numbers established by Shared Service. Each Postal Area would be required to establish these review committees for this specific purpose.

*USPS Response: USPS does not agree that there is an issue of undue influence over review committees by the selecting official. USPS HR stated such a change would hinder the review committee to select the best applicant, because some selecting committees do phone interviews with the applicants, so there would not be anonymity. There is no indication of any significant degree of impropriety by selecting officials or review committees requiring a change in the current policy. The USPS is not ready to adopt NAPS' proposal.*

- 7. Resolution #87** – Revenue drives the staffing of post offices. These offices complete multiple prepaid acceptance scans. The revenue generated by prepaid acceptance scans is based on the address the customer has associated with their account and the number of prepaid acceptance scans is too numerous to be processed through the POS system alone. NAPS is requesting that all revenue associated with prepaid acceptance scans be credited to the receiving/processing office and that all prepaid acceptance scans generated from IMD scans be credited to the POS/EDW transaction credits for the offices making the scans and that POS Transaction credits be applied to all prepaid acceptance scans from whatever input source for the offices making the scans.



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS  
NAPS/USPS Consultative Meeting Minutes  
September 22, 2015 @ 10 AM - USPS HQ

*USPS Response: Al Valdivia, Mgr. Customer Service Operations (A) - POS/EDW credit for Pre-Paid acceptance scans will be added as a topic for discussion at the CSV/SOV review in early 2016. The subject of revenue being credited to the office that performs the acceptance scan will require further discussion with the appropriate stakeholders and a response will be forthcoming.*

**Pending Consultative Item from August 2015**

- NAPS has been made aware of an issue surrounding the recovery of 2.1 million dollars of revenue that was defrauded from the agency by a mailer. See attached (LID Mail Fraud.pdf) and/or link below; <http://postalnews.com/blog/2015/06/30/long-island-bulk-mailer-pleads-guilty-to-multi-million-dollar-mail-fraud-scheme/>. NAPS is requesting that this money be credited to the Long Island District's Tot Rev FPR % Plan for the year that the money is restored to the agency based on the recovery by the OIG.

*USPS Follow-up Response: USPS HQ contacted Corporate Accounting which stated the USPS does not have a policy to distribute the recovered revenues back to the district when it cannot determine locations to apply funds. The money will go to the service-wide miscellaneous income. As a general rule, if the USPS can determine what classes of mail the recovered revenues belong to, the accounting department will assign the recovered revenues to those classes of mail.*

*After consideration, USPS does not intend to allocate recoveries to the district account(s) or even further the distributions to finance unit(s). In many cases recoveries are national in nature. In those cases, USPS credits service-wide because the costs of determining which offices to credit would exceed the benefits.*