



*NATIONAL ASSOCIATION OF POSTAL SUPERVISORS*  
**NAPS/USPS Consultative Meeting Minutes**  
***in Conjunction with the 2016 NAPS Fall Executive Board Meeting***  
***October 17, 2016 @ 1 PM - NAPS HQ***

**US Postal Service Headquarters**

Bruce Nicholson, USPS Labor Relations  
Phong Quang, USPS Labor Relations  
Seth Lennon, USPS Labor Relations

**National Association of Postal Supervisors**

NAPS Executive Board

- 1016-01. NAPS has received an inquiry regarding the aging vehicle fleet and the minimal relief in sight for mail delivery vehicles.

The rationale for vehicles versus techs has always been a driving factor for Techs and EAS scope of responsibility. Technicians are required to perform scheduled and unscheduled vehicles repairs. If a fleet of 2000 vehicles are in the line of sight for a VMF, how is the complement for LDC 32 (auto technicians) determined? This in turn gives us a supervisor ratio per employee ratio.

NAPS is requesting to know what is USPS HQ Fleet Management constituting as vehicle per technician ratio and how is the rate being determined?

**Response – The Manager and supervisor level were previously changed, and there is not a vehicle per technician ratio.**

- 1016-02. NAPS is requesting an update to agenda item #1 from the July 2016 consultative;

1. NAPS received correspondence from NAPS Central Gulf Area Vice President regarding USPS leadership in Region 2 instructing non-exempt EAS employees to schedule travel for EEO Counselor Training in Dallas TX from June 6-10, 2016 outside their regular schedule in an attempt to avoid compensation of the individual EAS.

The attached email, written by Dwight Plybon, has instructions for non-exempt EAS to fly outside their regular tour of duty. The reason given by Mr. Plybon was clearly stated; "So we can keep reasonable tabs on compensable time associated with this training."

USPS instructions by leadership in Region 2 are in conflict with the current travel policies and procedures as found in Handbook F-21. The provision for Travel Away From Home Overnight found in F-21 261.164.d states;



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d. Scheduling of Travel.

Travel away from home overnight is to be scheduled by management on a reasonable basis ***without a purpose either to avoid compensation for the travel time or to make the travel time compensable (Emphasis added).***

The respective EAS employees scheduled for EEO Counselor Training were also instructed not to claim the complimentary breakfast that was provided by the hotel during this week of training. NAPS notes that this is also a clear violation of the Policies and Procedures as stated in F-21;

7-4.2.1.2

When Traveling Between Average- and High-Cost Areas

Reminder: Be sure to reduce the per diem rate for any meals that you received at no cost or at a nominal fee. ***Complimentary breakfast provided by hotels are not claimed as a meal deduction. (Emphasis added).*** On eTravel system under expense type "Per Diem," click in the field labeled "# of Breakfast Provided," and enter number. Do the same in fields labeled "# of Lunches Provided" and "# of Dinners Provided."

NAPS is requesting that the EAS employees scheduled for EEO Counselor Training the week of June 6-10, 2016, receive compensation for all travel time they would have received if traveling within their established hours of service. In addition, NAPS is requesting the EAS in question receive reimbursement for the lost per diem as a result of Region 2 Leadership's instructions not to claim the complimentary hotel breakfast.

USPS Response: This agenda item is still under review and a response will be provided to NAPS.

The NAPS organization contends that the issue is the Postal Service's non-adherence to and manipulation of the USPS travel policies and procedures to deliberately avoid paying EAS for travel.

**Response - Issue discussed at length with the Executive Board at the consultative during the NAPS national convention. This is not a consultative issue, however the Postal Service is willing to discuss outside of the process. USPS says the Manager is required maintain reasonable costs for travel.**

- 1016-03. NAPS has been made aware of recent "Structural integrity checks" of the Kennedy ISC facility. NAPS would like to be briefed on the scope and intent of these checks and how this could impact EAS at this facility.



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**Response – The structural checks were related to the structure of the building, which was found to be strong, but repairs are necessary for a retaining wall outside of facility.**

1016-04. NAPS has been briefed on this agenda item. However, we have some additional questions. NAPS was recently given External Publication for Job Posting 10045875. This is a temporary position for peak season available to non-bargaining Postal Service annuitants only. This is an EAS-17 temporary position with a current pay rate established at \$28.67 per hour.

NAPS has concerns that this initiative will allow these supplemental EAS who have no vested interest in PFP goals, target, and indicators to manage and impact NPA scores during the highest volume period of the FY. NAPS accepts the USPS acknowledgment and welcomes the effort to address managerial staffing shortfalls in the USPS. However, the USPS must also have Leaders to guide and direct these supplemental EAS to ensure that the goals of the USPS are achieved.

NAPS is requesting that NPA exclusions periods be put in place to account for periods where non career temporary EAS are used.

**Response – These positions are only to be used to support EAS staff, thus will minimize PFP disruption. No exclusion period will be granted. These supplemental EAS positions may not be used to independently manage a facility, and cannot be placed in a higher-level position. These instructions have been sent to the Area offices. (Additional information received at NAPS HQ from the Postal Service on October 31, 2016 indicates there is no specific target for bringing on annuitants during peak season. Each district determines the number of annuitants desired and sends a request to the area for approval. The district will determine how onboarding will be conducted for the annuitants. These positions were established to provide support to managers and supervisors and not intended to be utilized in lieu of those supervisors or managers).**

1016-05. In conjunction with agenda item 1016-04, NAPS wants to include those MCSs, MDOs, and MPDs being authorized to work and be granted the additional pay. It has been reported to NAPS that many of these career Form 50 Managers have been dedicated and worked without getting the pay in the past in violation of the USPS Handbook F-401. Also, these Managers have been driving the performance successes of the USPS.

NAPS is requesting for the USPS HQ to acknowledge and remind the Areas and Districts on adherence to the policy in Chapter 8 of Handbook F-401 about FLSA Exempt Employees pay during the designated Christmas period. NAPS also requests that career Leadership with a vested interest in the achievement of USPS goals are also compensated as they provide leadership oversight for the success of the USPS Performance process.



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Response – in accordance with ELM 434.143, those who are eligible to receive the additional compensation, and work, will be paid.

1016-06. On September 9, 2016, NAPS received correspondence from Rickey Dean concerning planned mail processing activities at the Lancaster P&DC and the facilities repurposing. NAPS would like to be briefed on how this repurposing will impact EAS at this P&DC to include the following:

- Will the P&DC be re-evaluated in level if new equipment is brought in?
- What are the expected craft staffing increases?
- What will be the impacts to the EAS positions with the P&DC?

Response – No changes to complement at this location. Equipment changes and complement changes are a wash.

1016-07 NAPS is requesting the list of EAS discipline that is currently on file. This information is being sought by discipline type broken down by Area/District.

Response - USPS does not keep a tracking mechanism of this ... NAPS pushed back that the request is to provide the discipline, not if there is a tracking list. USPS will go back to see if that information can be provided. (Additional follow up by USPS received at NAPS HQ on Oct 31, 2016 indicates that this information is not available at the national level by the Postal Service nor is there a program that stores this information locally for districts).

1016-08. NAPS is requesting an updated response to agenda item #7 from the May 2016 NAPS/USPS consultative where NAPS consulted and received the following reply;

2. NAPS is requesting an updated response to agenda item #7 from the May 2016 NAPS/USPS consultative where NAPS consulted and received the following response;

7. NAPS HQ has received a request for an update to the Salt Lake City District request for an EAS-17 Product Information Quality Analyst (PIQA) position that was submitted through the Western Area. Western Area leadership states that the request is pending review by HQ Organizational Effectiveness. NAPS is requesting a status update on this review.

Response: Organization Design (OD) returned the request for a Product Information Quality Analyst position back to the Western Area for additional information and review. Once that is completed, the Western Area will send it back to OD for final determination.



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USPS Response: USPS responded during the May 2016 consultative meeting that the position request from the Salt Lake City District was returned to the Western Area for additional information and review from HQ. Local NAPS representatives should contact the Western Area to confirm the status of this matter.

NAPS has been in contact with the Western Area and received the below response;

Hi Myrna,

I did share with John prior to him leaving office the below info. HQ LR is also aware of current status.

The Western Area requested authorization for this position through normal channels once received from SLC. This would have been a new authorization. We have been informed by the COO's office this position is on hold until such time it is discussed further with the CHRO.

Thanks,  
Simon.

**Response - This matter is still under consideration at HQ.**

1016-09. NAPS HQ received correspondence from Alan Moore concerning the administration of the Postal Pulse Survey. In this letter, it is stated;

Please note that there is a limited exception to the confidentiality rule. Although there is no space on the current Postal Pulse survey for written comments, should an employee include a statement indicating that he/she or another employee may be injurious to self or others, Gallup will provide the response and the employee's identity to the Executive Director of Employee Engagement. Reporting this information is consistent with requirements under law. Should the employee's comments raise a legitimate safety concern, Headquarters Workplace Environment Improvement will forward that information to the appropriate Human Resources Manager.

NAPS would like to know what the action plan of the USPS Executive Director of Employee Engagement will be if such an issue is reported.

**Response – Law Department will be made aware as necessary.**

1016-10. NAPS had been advised from the field of an issue surrounding USPS changing the way retail revenue is measured for NPA in the middle of the year. NAPS contends that this change has negatively impacted FY16 NPA indicator of Retail Revenue % to plan.



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NAPS also argues that the fact that HQ has not released any information to the filed on the adjustment that they implemented is not being transparent about the process. NAPS also notes that the USPS committed to transparency following the failings of last year's NPA process.

NAPS notes some offices have been lowered from CELL 15 to as low as CELL 5.

NAPS would like an explanation as to the factors that have lower this NPA indicator in March 2016. NAPS requests that the NPA measuring established and approved for FY16 be honored for FY16 and that any changes be reflected for FY17. As an alternative NAPS would request that all NPA scorecards for FY16 be finalized from the beginning of FY16 up to the time of the changing of this indicator.

**Response – Answered by Mr. Williams, COO at Executive Board meeting prior to the consultative ... PC postage not under control of local office.**

1016-11. NAPS has received notification from the Suncoast District, confirmed by Sylvia Morris, A/Labor Manager, Southern Area that Request For Information (RFI) being submitted in accordance with the Freedom of Information Act (FOIA) for copies of all materials relied on to support allegations in proposed adverse action taken against NAPS members would be denied until the case went before the Merit Systems Protection Board. Copies of this information are requested to develop an affirmative defense for NAPS appellants.

NAPS contends that the USPS position is in direct conflict with FOIA. The FOIA provides that any person may ask any federal agency for record(s), and that agency must provide the record(s) unless an exemption applies or the records are excluded from the coverage of the Act. The requester does not have to give a reason for requesting the records and the identity of the requester is considered irrelevant to a request (except for determining fees to be charged).

The agency must respond in writing within twenty working days, give a reason if it has decided it will not release all or part of the requested records, and tell the requester how to appeal any complete or partial denial decision.

Under certain circumstances delineated in 39 C.F.R. Part 265, the agency can take a onetime extension of ten working days to respond.

NAPS request that a Management Instruction (MI) be created to address the timely fulfillment of NAPS RFI's made in accordance with the FOIA.

**Response – Mr. Tulino indicated to the Executive Board, prior to the consultative meeting, that these types of requests will be honored.**

1016-12 NAPS has been advised from the field of a budget adjustment made in July in which LDC 48 PLAN was cut for many offices based on "Hdqtr Earned Hour Adjustment based on



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FDB". The result of this adjustment has lowered NPA scores for these offices that have been monitored for achievement of NPA since the approval of weights, targets and goals for FY16 NPA. Workhours to PLAN accounts for 40% of the unit score.

NAPS requests that the NPA budget established and approved for FY16 be honored for FY16 and that any changes be reflected for FY17. NAPS contents that the actions of the USPS show a manipulation of NPA numbers that the USPS contents cannot happen.

**Response – There is no NPA Unit score for Budget. Adjustments are made in accordance with conditions.**

1016-13 Traditionally during low volume periods in Postal quarters 3 & 4 workhours are reduced by “selling leave” to employees. This type of workhour reduction includes the approval of scheduled LWOP to employees.

NAPS would like to know how this type of leave usage is taken out of the Available for Duty calculations. NAPS contents that EAS should not be punished by negative impacts to NPA indicators for working to reduce workhours during low volume periods through the use of scheduled LWOP.

NAPS is requesting an exclusion period for Availability for Duty to account for low volume periods during Postal quarters 3 & 4.

**Response – this not correct, and USPS will not provide an exclusion period.**

1016-14 NAPS is requesting a report on the number of EAS job vacancies per district as of the last posted bid cycle.

**Response – Provided to NAPS. 3295 total EAS vacancies.**