

Consultative Meeting

Bruce Nicholson, Phong Quang and Janet Peterson represented USPS. The consultative agenda was previously submitted to the Board.

October Consultative Meeting Agenda w/ NAPS Executive Board

- 0917-01. NAPS is requesting answers to the following questions involving the Sales unit.
1. NAPS would like to know who is the group Accenture? (*Addressed by VP Sales Cliff Rucker during his presentation to the Board indicating Sales uses Accenture for a variety of functions*)
 2. NAPS would also like to know what is their role in the Postal Service as it pertains to Sales. (*Same as question #1*)
 3. NAPS would like to know where the group Accenture falls in the Leadership structure of the USPS?
 4. NAPS would like to know who is Kevin Helmer and what is his employment status with the USPS? (*Per Mr. Rucker, Kevin Helmer works within the Business Customer Intelligence group*)
 5. NAPS would also like to know what his role is as an HR Labor Liaison?
 6. NAPS is requesting a copy of the Standard Position Description for the job title HR Labor Liaison, Sales.
 7. NAPS would also like a copy of the internal job posting for this position. NAPS would like a description of Mr. Helmer's role in Sales? (*Not provided*)
 8. NAPS would also like to know why Mr. Helmers communicates from outside of the USPS firewall from an AOL email address? (*It is permitted as a contractor for him to communicate from an AOL email address*)
 9. NAPS has received correspondence from Mr. Helmer that states;
"My name is Kevin Helmer, and I work as an HR liaison for field sales and HQ in the sales arena. I wanted to let you know our Labor Manager, Mr. Sgro is out of the office and will return the end of this week. "
 10. NAPS is requesting a copy of the Standard Position Description for the job title Labor Manager, Sales. NAPS would also like a copy of the internal job posting for this position. NAPS would like to know why does Mr. Sgro or Mr. Helmer sit in on most if not all PDI's or I&I's for Sales employees? (*Per Mr. Rucker this practice will cease immediately*)

Response: Normally, an investigative interview of employees covered under the provisions of ELM 650 should occur between the employee and that employee's immediate supervisor or manager. There may be occasional situations where it would be inappropriate for an employee's supervisor or manager to conduct the investigative interview. The employee may request representation during these

investigative interviews if the employee has a reasonable belief disciplinary action may ensue. NY Area VP J Warden inquired whether this policy would pertain outside of Sales in all functions, the response was yes. Warden then asked if during an OIG investigation should someone other than the OIG be sitting in taking notes. Specifically, H.R. or someone from Labor Relations? The response from USPS representatives was “why would anyone want to sit in” and he doesn't believe the OIG would allow it.

0917-02 NAPS has received concerns from the Northwest Area in districts such as Portland, Seattle, and Montana of POOM restructuring. NAPS would like to be consulted on Organizational Changes that are impacting EAS employees in these area's

Response: HQ Organizational Design team is unaware of a Manager Post Office Operations restructuring and this should be directed to the Western Area.

A decision letter was provided to NAPS on October 5 advising of the Postal Service's decision to upgrade the MPOO EAS-22 position to an EAS-23. Revisions were also made to the position descriptions of the MPOO EAS-23 and 25 to ensure that they reflect the roles and responsibilities of the positions. This upgrade in level may result in realignment by Districts of post offices assigned to some MPOO positions.

0917-03 NAPS received correspondence dated August 15, 2017, from Alan Moore concerning revisions to the position of Postal Police Officer. NAPS would like to know who will be assuming the duties and responsibility of the following requirements;

NAPS does not find the provided summary of changes to be in line with the changes made. NAPS also contends that explanation of some changes are not listed at all.

1. Performs a variety of duties pertaining to the security of postal buildings, personnel, property, mail and mail in transit in support of the postal security program.
2. Performs a variety of duties pertaining to the security of postal buildings, personal property, mail, and mail in transit.
3. ...exercises standard care required by the Inspection Service on firearms and... Maintains assigned firearms in good condition.
4. No requirement to maintain a daily log of orders and basic information for the security force.
5. No requirement to answer the office telephone and responds to reports and inquiries.

6. No requirement to maintain order and safeguard the facility, property, and personnel, ensures the application of security measures in mail handling areas.
7. No requirement to force personnel, responds to emergencies and other conditions, including burglaries and hold-ups, requiring immediate attention.
8. No requirement to control access to ... building at an assigned post... Requiring identification.
9. No requirement to testify in court on law violation within assigned authority...
10. Supervised by Security Supervisor, Security Supervisor in Charge, or Security Officer-in-Charge.
11. No requirement for the extensive training course which includes qualification in the use of firearms.
12. No requirement to be minimum physically able to effectively perform the duties of the position.
13. Applicants no longer need to possess a valid driver's license issued in the state in which they reside.
14. No Requirements for a security clearance.
15. No Requirements to be fingerprinted.
16. No minimum age.
17. Applicants need not be US Citizen.
18. Applicants need not pass drug screening test.

NAPS is requesting that the duties of the position of Postal Police Officer be delineated between PPO – EAS and PPO – Craft. NAPS further ask that the duties and responsibilities found in Standard Position Description for POSTAL POLICE OFFICER Y-06, OCCUPATION CODE: 2335-24XX, continue to be maintained as the SPD for PPO – EAS employees.

Response: Janet Peterson, LR Specialist Policy and Programs who also administers the contract with the Postal Police Officers Association (PPOA) addressed the Board on this issue. USPS stated that only changes were made to the bargaining unit position, Postal Police Officer, not the Supervisor, Postal Police.

1017-01

USPS HQ has continuously requested and required NAPS advocates to engage issues at the USPS local level to seek resolve. NAPS advocates have attempted for months to engage the Leadership in Northlands and Dakotas district on an issue with Sunday Amazon operations. As you see from the attached email string that leadership has stopped communicating with NAPS on this very serious issue.

Engaged communications must be a two-way street if the USPS is going to reflect itself in a more positive manner against other companies that it is rated within the Postal Pulse survey that is conducted by Gallup.

NAPS is requesting engagement retraining be scheduled for Northlands and Dakotas district leadership.

Response: We don't recognize this request to be consistent within the meaning of Title 39 1004. This should be directed to the Western Area. In addition, after reviewing the email string provided, we noted several messages showing communication between local management and local NAPS representative.

1017-02

Phased Retirement is a human resources tool that allows full-time employees to work part-time schedules while beginning to draw retirement benefits. This tool allows managers to better provide unique mentoring opportunities for employees while increasing access to the decades of institutional knowledge and experience that retirees can provide.

NAPS views this initiative as a forward-thinking policy that would allow the USPS to continue its efforts to deliver service that is effective, efficient, and supportive of USPS growth.

NAPS would like to know if there is some active consideration of applying this program to the USPS? If not, what are the reasons for not considering it?

Response: The Postal Service examined this program closely and determined that it would not implement the program at that time due to the complexity of our operation. Our employee organizations were notified of this decision in June 2015 followed by an announcement in Postal Bulletin 22419 (7-9-2-15).

OPM had indicated that it would continue to evaluate the phased-retirement program and that it may revise the phased-retirement regulations in the future. Should OPM revise the regulations, the Postal Service will carefully consider those revisions and will reevaluate whether to implement the program.

1017-03

With the devastation of back to back hurricanes that caused wreckage to Postal operations in the East, South, and Caribbean, NAPS would like to know what level of remediation will be provided for the negative impacts these natural disasters had on the service of the USPS? This is to include facilities that had to take on operations from impacted area.

Response: The following is standard language found in the Field Unit Mitigation Reference Guide outlining qualifications for Unit Level Mitigation consideration.

The Installation head may request unit mitigation when the mitigating factor is a significant occurrence beyond a unit's control.

The initial request for consideration must describe the situation that caused an adverse impact on the unit indicator(s) and resulted in a lower overall performance rating as well as the efforts made to offset the occurrence.

The criteria for determining whether an event qualifies as a mitigating factor are listed below:

- a. The occurrence caused a negative result in one or more of the unit indicators
- b. It was not already mitigated in NPA
- c. It negatively affected the NPA composite summary by at least one cell.
- d. The occurrence was beyond the unit's control
- e. That the unit made efforts to offset the occurrence that impacted the unit indicator, and what those efforts were

The downward change in the NPA composite summary result in a lower PFP overall performance rating

1017-04 NAPS received the CFS Master Site List that identifies EAS that will be impacted by the CFS and PARS organization change.

NAPS is requesting to know the RIF avoidance timeline for this Organizational Change? NAPS would like to know what cross-training opportunities are being afforded to the potentially impacted EAS? NAPS is requesting current EAS vacancies within a 50-mile radius of the impacted facility.

Response: The Postal Service provided a briefing to NAPS on August 31 regarding the Mechanized Forwarding System (MFS) pilot.

The MFS initiative is still being tested, therefore implementation of this system is undetermined. Upon completion of the pilot, if it is determined that MFS will be implemented, and if that implementation may result in impacts to non-bargaining employees in CFS, then we will discuss those impacts with NAPS.

1017-05 NAPS is requesting to know the following as it applies to NPA 2017;

1. How many EAS are not "in the money" for NPA 2017?
2. Has the reserve bank been spread to those impacted NPA groups?
3. What is the make up the reserve bank (money, work hours...)?

Response:

1. As of August 2017, there is an estimated 6,242 EAS employees that are projected in less than Box 3.

2. Yes, all funds set aside in the HQ Field Service wide account for FY2017 have been issued to the field
3. The HQ Field Service wide account contains dollars for both Salaries & Benefits, and Non-Personnel expense items.

1017-06

NAPS has been informed that EAS employees in the Western Area were mandated to complete an eIDP if the employee was not in a cell block 6. NAPS would like to know what mitigation will be given to EAS would do not reach cell block six due to not getting the support from their managers required by the eIDP?

Response: NAPS should direct this question to the applicable installation or District that allegedly issued this mandate and escalate to the Western Area, if necessary.