



# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

## NAPS/USPS Consultative Meeting

### Agenda for September 12, 2018

0918-01      At our 66<sup>th</sup> National Convention, PMG Brennan was asked why EAS awards are denied nationally yet craft awards are not. Ms. Brennan denied any knowledge of the blanket denial of EAS awards. NAPS consulted with the USPS on this subject during the May 2018 Consultative.

0518-05      NAPS HQ has been made aware that EAS awards are currently not available. NAPS is concerned that this unilateral action to exclude EAS from receiving Team Awards (See exhibit 491.1 below) is a violation of ELM 490.2 which states in part;

...All levels of management are responsible for ensuring that all employees are treated fairly and equitably and for providing a workplace environment characterized by recognition and celebration of business success.

NAPS contends that the actions of the USPS to exclude EAS from any part of the Award and Recognition Policies and Procedures of the USPS demonstrates the continued unwillingness of the USPS to create and maintain processes designed to attract and retain EAS employees following the provision of Title 39 which states in part;

39 U.S. Code § 1004 (a) It shall be the policy of the Postal Service to provide compensation, working conditions, and career opportunities that will assure the attraction and retention of qualified and capable supervisory and other managerial personnel; to provide adequate and reasonable differentials in rates of pay between employees in the clerk and carrier grades in the line workforce and supervisory and other managerial personnel; to establish and maintain continuously a program for all such personnel that reflects the essential importance of a well-trained and well-motivated force to improve the effectiveness of postal operations; and to promote the leadership status of such personnel with respect to rank-and-file employees, recognizing that the role of such personnel in primary level management is particularly vital to the process of converting general postal policies into successful postal operations.

Exhibit 491.1  
Service Recognition and Incentive Awards

Category		ELM Reference	Employees Eligible	Others Eligible	Description
Certificate of Appreciation		<a href="#">492</a>	All	Contractors and customers	Noncash recognition.
Service Awards	Service Award Pin	<a href="#">493.2</a>	Career	None	Noncash recognition.
	Service Award Certificates for Retirement and Posthumous Service Recognition	<a href="#">493.3</a>	Career	None	Noncash recognition.



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Informal Award		<a href="#">494</a>	All	Contractors	Noncash tangible item, less than \$75 in value.
Formal Awards	Spot Award	<a href="#">495.2</a>	Non-Inspection Service, career employees	None	Cash, cash equivalent, gift certificate, or noncash tangible item, up to \$3,000 in value.*
	Noncareer Gift Certificate	<a href="#">495.3</a>	Noncareer	None	Gift certificate valued from \$1 to \$100.
	Quality Step Increase	<a href="#">495.4</a>	Career bargaining unit on step schedule	None	Change in base pay.
Special Awards	Team Award	<a href="#">496.2</a>	Nonbargaining, Non-Inspection Service career employees	None	Cash, cash equivalent, or noncash tangible item, from \$50 to \$2,000 in value.
	Vice President Award	<a href="#">496.3</a>	Career	None	Cash, up to \$5,000 per award.
	Postmaster General Award	<a href="#">496.4</a>	Career	None	Cash, up to \$12,500 per award.
	ELT Award	<a href="#">496.5</a>	Career	None	Cash, up to \$10,000 per award.
	Benjamin Franklin Award	<a href="#">496.6</a>	Designated by the Postmaster General	None	Noncash recognition.
Other Awards	Contest Award	<a href="#">497.2</a>	All	None	Noncash items, up to \$500 in value (see <a href="#">497.23</a> and <a href="#">626.1</a> ).
	Safety Award	<a href="#">497.3</a>	Career	None	Noncash items, up to \$500 in value (see <a href="#">843</a> ).
Inspection Service Awards	Informal Award	<a href="#">498.2</a>	Career Inspection Service	None	Cash equivalent, gift certificate, or noncash tangible item, up to \$3,000 in value.
	Nonexecutive Award	<a href="#">498.3</a>	Career Inspection Service	None	Cash award up to \$5,000.
*See 491.3 for descriptions of cash equivalent, gift certificate, and noncash tangible awards.					

Also, attached is a screenshot from eAwards documenting EAS awards are not authorized at this time and will be denied.

USPS funded eAwards for EAS in FY2018, Quarter 1, but no further funding has been allocated for EAS. NAPS is requesting a response on whether or not the USPS plans to fund eAwards for EAS for the remainder of FY2018, if not, why not?

0918-02 NAPS has received a work climate issue within the Sale department of the USPS that remains unaddressed despite a workplace environment assessment completed filed on September 18, 2015.

This agenda item pertains to the Illinois Sales team; however, NAPS has been attempting to address multiple issues in multiple locations within this function for months to no avail. NAPS would like to know what steps the USPS is taking to address the numerous leadership issues that have been and are still be cited by NAPS.

0918-03 NAPS is bringing back to the table the unresolved issue on staffing.



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July 2016-06. NAPS is requesting an update to a still pending agenda item where it was consulted;

6. NAPS is requesting an update to agenda item #5 from the March 2016 consultative where NAPS requested, and the USPS responded;

5. During the May 2015 consultative NAPS presented an agenda item regarding the EAS staffing of the Local Operation Center (LOC). At that time the USPS responded;

***USPS Response: USPS HQ Manager, Delivery and Planning, is working with Organizational Effectiveness (OE) to consider and determine what EAS staffing is needed for LOC's to ensure it works effectively and efficiently. Once USPS HQ has a decision, NAPS will be notified.***

NAPS contends that the lack of a funded EAS staff for these work units is reducing supervisory oversight in the field by:

- Taking Customer Service EAS 17's away from the offices they are assigned.
- Having EAS work seven days a week with the mandate that the EAS assigned to the LOC on any given day must stay until the last carrier returns to the office.
- Taking EAS support personnel from their assigned duties to oversee the LOC.

NAPS is requesting that the USPS create a dedicated, funded staffing model for properly managing the LOC's.

***USPS Response: HQ Delivery Operations and Organization Effectiveness (OE) have met with field managers from across the country through telecons and focus groups regarding District staffing. The Postal Service has preliminary review of the results pending with each of the Area Vice Presidents. LOC staffing will be addressed at that time, and once we have something definitive, it will be provided to NAPS.***

*In the meantime, LOC's should not be staffed with field personnel as stated to NAPS resident officers from Mr. Ed Phelan during a meeting on June 23, 2015. LOC's should be staffed with existing staff at the district.*

The USPS has more than demonstrated the need for the creation of Management position in LOC's. NAPS is requesting that a permanent Form 50 LOC managerial position be created and such a position be properly funded.