



November Consultative Meeting Agenda 11/14/2018 Held at USPS HQ

US Postal Service Headquarters

Bruce Nicholson, USPS Labor Relations
Phong Quang, USPS Labor Relations
Henry Bear, USPS Labor Relations

National Association of Postal Supervisors

Brian Wagner, NAPS President
Ivan Butts, NAPS Executive VP
Chuck Mulidore NAPS Sec-Treasurer
Tim Ford, NAPS Chairman of the Board (via telecon)

1118-01 NAPS is requesting a briefing on the SWCS criteria for having an SCF in a Station/Branch/Post Office. NAPS is also requesting this briefing for a better understanding of how F4 staffing is calculated on an SCF for Level 1 and Level 2 SCF sites.

Response: SWCs is the measurement to be used in post offices, to include post offices categorized as Sectional Center Facility (SCF) to determine supervisory staffing.

Follow-up to clarification from NAPS during the meeting:

Mail processing and hub/dock operations workload at a SCF is accounted for in the tools (Variance Program) used to calculate earned bargaining unit staffing. This bargaining unit staffing is accounted for in the SWC model to determine earned supervisory staffing.

Questions regarding any discrepancies within the variance model should be directed to the district Function-4 coordinator.

1118-02 NAPS is requesting an update to the below-listed agenda item.

0818-09NAPS has been made aware that members in the position of EAS-17, Safety Specialist (TL), Occ Code 0018-0031 is not receiving pay for the SDA level of the employees that are being supervised.

The craft employees who work in the position of Driving Safety Instructors, P-08 report directly to the Safety Specialist (TL).

NAPS is requesting that the Occ Code for the position of Safety Specialist (TL) be added to the SDA Position Group Vehicle Services and the pay of all EAS within this Occ Code be paid accordantly.

NAPS is also requesting that the USPS consult with NAPS on providing compensation for monies not paid to these impacted employees due to not being correctly categorized for SDA purposes.

Original Response: The position was created in 2006, we will need to review current job requirements to determine if the position is a supervisor position and update job description accordingly.

Current Response: The Safety Specialist (TL) position should have oversight over activities of subordinates but not in a supervisory capacity. The Postal Service will provide NAPS with a proposal in accordance with Title 39 § 1004 to revise the Position Description to give clarity among that position description.

RES-28 Delegates at the 2018 National Convention expressed by resolution, the following issue for discussion;

The USPS is continuing to increase the number of required Programs and Duties to manage Customer Service Operations.

Also, the USPS has continued to reduce Support and Human Resource functions and incorporating Programs and Duties that were formerly performed by eliminated positions into Management of Retail, Delivery and Collection Operations.

In addition, no Current Process accurately accounts for the actual time needed to effectively Manage and Supervise Customer Service Operations, therefore be it.

NAPS is requesting that each time a new Program or Task is assigned to Customer Service Operations, that the USPS provide NAPS with an outline of how much time is required to perform each new Program or Task that is added effectively.

NAPS is also requesting that each time a new Program or Task is assigned to Customer Service Operations, the USPS will provide NAPS with an outline of how each new Program or Task is to be integrated into the existing workload and how each new Program or Task is to be prioritized with current duties.

Response: This resolution is not adopted. Title 39 § 1004 provides a program for consultation between the Postal Service and NAPS. In addition, NAPS is provided courtesy notification when there is an intent to implement a new program, task, etc. During consultation or notification, the Postal Service honors requests for a briefing to address questions or concerns from NAPS.

RES-33 Delegates at the 2018 National Convention expressed by resolution, the following issue for discussion;

All EAS employees are required to complete mandatory training via the intranet. In addition, blanket Investigative Interviews (II's) are given to EAS Supervisors and Managers who are unable to complete the training promptly due to the needs of the business,

EAS Supervisors and Managers continue to have more on their plate than they can humanly accomplish in an eight-hour day.

Also, there are training rooms throughout the Postal Service that are not being used all the time, while there is also no “quiet” or “down” time in a Post Office or Station when EAS Supervisors or Managers can complete this training in one block, at their office.

NAPS is requesting that the USPS allow training time for each EAS to go to the training room, which is equipped with computers so that they may be afforded the uninterrupted time to complete all required training.

Response: This resolution is not adopted. Mandatory training is assigned on an employee’s “To Do” list on the HERO system dashboard well in advance of completion due dates. Employees should work with their Manager to ensure those completion dates are met. Utilization of a designated training location should be addressed between the employee and his/her manager. Training rooms are not available in all facilities. To assist, courses on Time Management are available through the HERO Search Feature.

RES-34

Delegates at the 2018 National Convention expressed by resolution, the following issue for discussion;

NAPS recognizes the following points

- The United States Postal Service is a trusted service and brand, and
- The United States Postal Service has been operating for over two hundred years, and
- The United States Postal Service owns many of the "brick and mortar" buildings that are used for operations.

Although many of these “brick and mortar” buildings are valuable and considered historical, the USPS has decided to close 57% of these historic buildings while no longer uses the term "closing," instead it is "relocating" these Post Offices.

The Postal Service is using this "relocation" procedure, which has minimal requirements for notification, public comments, and appeals, instead of a lengthy legal process.

NAPS contends that all of the “brick and mortar” buildings belong to the citizens of the United States.

NAPS is requesting to be fully engaged in these proposed closures and relocations.

NAPS is requesting access to actively ask questions as to where the profits of the sales are going and follow up with OIG investigation in support the people of the United States in their fight to save the historic brick and mortar buildings for the good of the service and the people.

Response: The consultative process, as defined by Title 39 § 1004 (b), is not the appropriate forum for NAPS’s request.

RES-37

Delegates at the 2018 National Convention expressed by resolution, the following issue for discussion;

NAPS in recognition that the USPS is continually changing. The USPS is continually adding new programs that require staffing by Postal Employees.

NAPS contents that the Postal service is not always equitable and fair when staffing for new programs before full-time positions are approved. Also, NAPS contents that current EAS employees are often overlooked when staffing NTE Details and that at times these opportunities are given to less qualified Craft employees.

NAPS is requesting to work with a USPS workgroup to develop and implement a policy were no NTE details will be granted to craft employees before EAS employees are made aware of the opportunity and are given the opportunity and availability to apply.

Response: This resolution is not adopted. Staffing NTE positions and or details are opportunities usually of a developmental nature and are temporary. The best qualified or suitable individual should be selected.

1118-03

NAPS has been made aware of a national issue with the on-boarding process for RCA's. This processing failure is causing EAS-18 Postmasters being mandated to go out to carry because of this inefficient turn around for RCA's.

USPS leadership is providing no operational assistance to the field EAS. This leaves the Field EAS to find an RCA on their own or be forced to carry the route.

It is being reported that this mostly happens on Saturdays.

There is also an issue in the city that comes with random threats surrounding getting carriers off the street by a particular time. Also, offices are still not being allowed to properly staff operation by bringing in SDO carriers under mandates that prior authorization is needed from the DM.

NAPS contents that these staffing issues are a contributing factor to the continuous financial losses being reported by the USPS leadership and are a direct result of USPS leadership decisions. This is not a practice we need to start or allow to continue as this impacts USPS operation being completed and is a negative impact on the engagement of USPS EAS.

NAPS is requesting that USPS leadership allow EAS accountable for delivery operations in their respective Unit/Station/Branches and Association Officers be allowed to staff according to the boots on ground Leadership that is being provided by Field EAS.

NAPS further requests that USPS leadership develop an RCA onboarding process that is not detrimental to the completion of USPS field operations.

Response: This resolution is not adopted. Supervisors establish work schedules and allocate work hours to meet service requirements. Supervisors should follow the chain of command if the local manager instructs supervisors to request approval for additional staffing or workhours.

The current onboarding process for RCAs includes extensive and effective training. Once the new employee reports to their delivery unit it is critical that management provides on-the-job instruction. In some areas of the country the available employment pool is limited and therefore more difficult to hire. There are contract provisions for creating a formula office whereby regular rural carrier days off are permanently changed allowing one RCA to carry more than one route in the week. Work closely with the respective district rural delivery specialist to invoke the formula and possibly create a PTF if there are more than two "K" routes in the office.