



# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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## March Consultative Meeting Agenda 3/14/2019 Held at NAPS HQ

### In Conjunction with the Spring 2019 Executive Board Meeting

#### US Postal Service Headquarters

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

#### National Association of Postal Supervisors

NAPS National Executive Board

0319-01

NAPS is bringing back to the table Agenda item 0818-06

0818-06

Supervisory Differential Adjustment for the Position of Supervisor, Business Mail Entry is provided under the category of "All Other Eligible EAS-15 to EAS-19" on the SDA scale found in ELM Exhibit 412.12b below.

Exhibit 412.12b Position Groups Eligible for Supervisory Differential Adjustment Rate

<u>Position Group</u>	<u>Minimum Salary is 5 Percent Above:</u>
Plant Maintenance	PS-10, step P
Vehicle Services	PS-8, step O
Postal Police	RSC Y, step 23
All Other Eligible EAS-15 to EAS-19	PS-6, step O

NAPS has been made aware that this EAS position and Occ/Code does not supervise any PS-6 craft employees. NAPS contends that this EAS position is not being paid a proper SDA per the employees being managed.

NAPS is requesting an ELM change to adequately reflect the SDA for the position of SUPV BUS MAIL ENTRY. This SDA category should be at the craft position of PS-7, step O.

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.

Response: The position is appropriately classified under "All Other Eligible" on the SDA List and is consistent with SDA policy.

This ELM change request is a matter that should be addressed in Pay Talks which addresses "changes in pay policies and schedules and fringe benefit programs for members of the supervisors' organization".

NAPS is bringing this back to the table in disagreement with the USPS determination. During the August 2018 consultative the USPS allege that this position did supervisor PS-6 employees, which supported the USPS SDA determination.

NAPS has confirmed that the Supervisor, Business Mail Entry position does not supervise any PS-6 or lower level craft employees. Attached, please find the listing of all employees assigned to Supervisor, Business Mail Entry. NAPS notes that all of these craft employees are a level PS-7.

Response: The Postal Service advised in August 2018 that this requested change to SDA policy is a matter that should be addressed in Pay Talks. This is the proper forum to address “changes in pay policies and schedules and fringe benefit programs for members of the supervisors’ organization.”

Labor Relations received a correspondence from NAPS requesting to discuss several items outside of the pay consultation process with the Postal Service including the SDA for the position of Supervisor, Business Mail Entry. A meeting was scheduled for February 20, 2019. Unfortunately, due to unforeseen circumstances, the meeting was cancelled. We have requested NAPS availability to reschedule.

0319-02 NAPS is requesting that the USPS create a HERO process that would facilitate a 204B’s acquiring access to everything that a regular supervisor is authorized with the successful completion of the required training.

NAPS contends that this type of educational process might help when 204B’s become supervisors that they will need less training.

Response: Local Management is empowered to determine the programs acting supervisors should have access and there is a process in place to request access to those programs. The Postal Service is open to discussing any specific programs that NAPS believes acting supervisors should have access.

0319-03 Our Nation recently observed a National Day of Mourning for the funeral of President George HW Bush. The funeral on Wednesday December 5, 2018.

NAPS is inquiring as to what specifically was done to mitigate all the affected NPA indicators (including but not limited to: multiple service score indicators, work hours, scanning etc. at the National, Area, District, MPOO, Lead Finance number & Unit Finance number levels) that were impacted because of this National Day of Mourning?

Response: The Postal Service applied the existing business rules used for Federal Holidays in the same manner as the National Day of Mourning. If the scheduled delivery date, or expected delivery date was on this day based on service standards, it was shifted to the next applicable delivery day. The Postal Service did not identify any negative impacts to the NPA indicators as a result of this National Day of Mourning.

0319-04 NAPS is inquiring about the impacts of the extreme polar vortex, NAPS notes that the USPS did not delivery mail in many Districts on Wednesday January 30th. On Thursday January 31st some districts did not deliver mail for the second consecutive day, and some Districts did not deliver mail for their first day.

The impact of these two non-delivery days affected Areas and Districts differently, because of various volumes of originating and destinating locations within and outside of the impacted non-delivery days.

NAPS is inquiring as to what specially was done to mitigate all the affected NPA indicators (including but not limited to: multiple service score indicators, work hours, scanning etc. at the National, Area, District, MPOO, Lead Finance number & Unit Finance number levels) that were impacted by these non-delivery days?

[Response: The Postal Service conducted an initial analysis to determine the impacts of the polar vortex resulting in non-deliveries on January 30 and 31 in some districts. Results did not show a significant impact to year-to-date NPA scores and therefore, no mitigation was done. The Postal Service plans to review the data again later in the fiscal year to make final determinations.](#)

RES-55 Delegates at the 2018 National Convention expressed by resolution, the following issue for discussion;

Current EAS Level 18 Post Offices that are CSV offices and report their CSAW have their weekly F4 earned hours that the Postmaster “can” work reduced by 15 hours.

NAPS is requesting that the CSAW program in Level-18 offices be changed to not automatically deduct the 15 hours the Postmaster could work as allotted by the contract, but only deduct the actual hours worked by the Postmaster.

[Response: This resolution is not adopted. The expectation is for a non-bargaining employee in Level-18 offices to work the fifteen \(15\) hours of bargaining unit work per week.](#)

RES-61 Delegates at the 2018 National Convention expressed by resolution, the following issue for discussion;

Investigative, corrective and disciplinary action by Postal Service are not timely. Some actions in response to allegations have been issued as long as two years after the incidents. Some of these issues involve alleged procedural, instruction, financial, conduct, and behavior of NAPS members.

NAPS contends that there are no such deadlines/timelines that pertain to the these procedures that are being adhered to at times by USPS leadership when bring about corrective or disciplinary actions against NAPS member,

NAPS is requesting that the Postal Service define timelines/deadlines that afford our members due process in a more capsulated timeframe, and those same actions, be progressive in corrective and disciplinary proceedings, (i.e., discussion, letter of warning, suspension, last chance agreement, termination)

In addition, NAPS further requests the defined timelines be no more than 30 days from the first Investigative Interview or no more than 60 days from the date of incident, whichever is first.

[Response: Actions such as Nondisciplinary Corrective Measures, Letters of Warning, Letters of Warning in Lieu of Time-Off Suspensions, and Adverse Actions are different corrective measures that may be imposed on nonbargaining employees and should be on a progressive basis depending on the seriousness of the offense.](#)

The Postal Service expects that decisions concerning whether disciplinary action will be imposed are to be made without undue delay. Such decisions should be made based on consideration of relevant factors and should comport, where applicable, with regulations delineating elements that should be considered. Some circumstances may allow for such decisions in less or more time than others. Some circumstances may call for investigatory, consideration, evaluation, and other situation-specific elements that could require more time than is needed in other circumstances. The Postal Service will not establish the time limit NAPS recommends in this item.

RES-62

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

The USPS has changed the processing of delivery standards of mail.

NAPS notes that currently mail is not under the same time standards and networks as it was in the past.

In concert with this, NAPS advocates have only ten (10) day to file a 652.231 appeal for LOW's and mediations.

NAPS is requesting that 652.231 of the ELM in reference to time limits to request an appeal, records or mediation be changed to 30 days and that the ELM be revised in 652.231 to reflect the new time limits.

**Response:** This resolution is not adopted. Below is the response provided during the January 2017 consultative meeting to the same agenda item/resolution:

**Response:** ELM 652 provides an opportunity for employees who receive a notice of discipline, including adverse actions, an opportunity to be heard prior to and after a final decision is issued by the management officials involved. The change in the mail delivery standards does not affect an employee's time limits when they are issued or receive a proposed notice of discipline or decision. The time limits begin upon their receipt of discipline.

If the employee is eligible for mediation, then 10 days is a reasonable amount of time from receipt of a proposed notice of discipline to request mediation. Mediation is a means of Alternative Dispute Resolution and an attempt to resolve disputes by controlling cost, producing quicker and more lasting results, and preserving the resources needed to carry out the Postal Service's mission. Extending the time limit to 30 days to request mediation would not be an effective and efficient use of this process.

NAPS notes that this marks the end of resolutions that delegates at the 2018 National Convention passed with the expressed desire for inclusion in the monthly consultative process as defined by 39 U.S. Code § 1004(c)(1).