



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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April Consultative Meeting Agenda 4/10/2019 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 Secretary Treasurer

0419-01 NAPS has received questions from the field in regards to Maintenance Manager position that were scheduled for an upgrade but has been put on hold based on the attached memo from Simon Storey, VP, ERM.

NAPS has not received any correspondence concerning the hold on MM position upgrades.

NAPS is requesting a briefing on the status of MM upgrades, and the "a project is underway that may result in changes to plant facility types and levels, as well as to the criteria for staffing authorized within plant facilities."

Response: Correspondence was sent to NAPS's national office prior to the announcement of Mr. Storey's July 20, 2018 memo. This project is still in the evaluation stage. If it is determined that changes are required to the established staffing criteria, it will be proposed to NAPS in accordance with the consultation process in Title 39 § 1004 (d) 1004NAPS will be contacted in advance of any changes to this staffing criteria.

0419-02 NAPS is bringing back to the table for an update agenda item 0418-05 where the USPS responded;

0418-05 NAPS HQ has been made aware of recent settlement on the National Reassessment Program (NRP) in which monetary award have/will be made that could directly impact total operating expenses (TOE).

NAPS is requesting a response to the following question;

Response: Roger Collado, Mgr Injury Compensation & Medical Services (A) attended and addressed this item. There was no settlement, this was a Class Action Decision by the EEOC. Notifications have been sent to the class members. The Postal Service is currently in litigation.

- What is the current financial impact on USPS?
Financial impacts have not been determined as we are currently in litigation.
- What are the impact implementations to NPA?
NPA impacts have not been determined as we are currently in litigation.
- What are the future financial impacts from the implementation of this program?
This program was sunset in July 2011.

- How will settlements be paid?
Settlements are yet to be determined as we are currently in litigation.
- What has happened to the program?
The Program was sunset July 2011.
- Are EAS impacted?
A small group of EAS are class members.

Response: The Postal Service is still in litigation.

0419-03 NAPS is requesting the Standard Position Description (SPD) for the recently created Supervisory EAS-19 positions in the Sales Retention Team units.

Response: Position description provided during meeting.

0419-04 NAPS would like to bring back to the table items that were finalized as consultative item 0818-02 in which it states;

0818-02 This is a follow up to agenda item #1 from April where NAPS requested;

0418-01. NAPS is bringing back to the table for an update consultative agenda item 0218-01.

Agenda Item #1

NAPS requested an OCC code review for consideration of the Supervisor Differential Adjustment (SDA) for the following EAS positions assigned to the Stamp Fulfillment Services Center (SFSC):

- OCC Code 2355-0011, EAS-17 Supervisor, Maintenance Operations Support (SFS). Currently, this SFSC EAS employee supervises five PS-10 ETs, 10 PS-4 Labor/custodians, and one PS-7 MOS clerk.
- OCC Code 2375-0015, EAS-17 Supervisor, Order Processing (SFS). Currently, this SFSC EAS employee supervises one PS-7 Customer Service clerk, one PS-6 general clerk, and 17 PS-6 Stamp Fulfillment Services clerks.

NAPS requested the salaries for the EAS positions with OCC-codes 2355-0011 and 2375-0015 be corrected and updated in ELM 412.12b. NAPS also asked whether the USPS authorizes the SDA for work that has been and is being performed by these two EAS positions.

USPS Response – These positions are being reviewed by USPS Headquarters Compensation. NAPS will be informed of the Postal Service’s decision.

NAPS is requesting an update on this request.

Response: The Postal Service provided the following response to the 0418-01 item: The Supervisor, Maintenance Operations Support (SFS) and Supervisor, Order Processing (SFS) will be included within the Position Group “All other Eligible” of the Supervisor Differential Adjustment (SDA), effective May 12, 2018. Retroactive pay adjustments are not applicable when positions are added to or removed from the SDA chart.

Response: As indicated in our response during the April consultative meeting, both jobs were added as Supervisor Differential Adjustment (SDA) eligible within the Position Group "All other Eligible". Salary adjustments for employees in the two Occupation Codes were made effective on May 12, 2018 with no retroactive pay.

NAPS contents that OCC Code 2355-0011, based on the staffing noted in the original SDA update request, clearly reflects an EAS OCC Code that should be in the Plant Maintenance Position Group for SDA.

NAPS is requesting that OCC Code 2355-0011 be placed in the correct position group of Plant Maintenance and pay adjusted from the USPS effective date of May 12, 2018.

Response: Headquarters Compensation conducted a review of this position, commencing in January 2018. As we have in the past and as a courtesy to NAPS, we will ask Compensation to review this headquarters position and advise whether it is consistent with the Supervisory Differential Adjustment pay policy.

Follow-up response from USPS: The Postal Service has made a determination to add this position, Supv, Maintenance Operations Support (SFS) (Occupation Code 2355-0031) under the Position Group: Plant Maintenance of the Supervisor Differential Adjustment (SDA) chart.

0419-05

On March 24, 2019, NAPS HQ received calls and inquiries into the Emergency Closure of the Pittsburgh NDC due to hazardous material spill (Mercury) at that facility that occurred on March 23, 2019. This call came from employees of the facility due to no emergency actions taking place.

Potentially exposed employees were sent home, Spill Team did not arrive at facility until Sunday. No response from area leadership was seen until Sunday.

NAPS only received notification of this hazardous situation after we complained to the USPS on the lack of notification. NAPS still has received no official briefing of the incident that potentially exposed our members to harmful levels of mercury.

NAPS is requesting a briefing on the hazardous spill at the Pittsburgh NDC. NAPS is also requesting a copy of the COOP, POC or other current emergency response plan that is in use by the USPS.

Response: Local NAPS representatives were informed of the mercury event as well as planning and recovery events. National level representatives of the management associations were informed of the mercury spill once it was received by Labor Relations. However, the Inspection Service is investigating this matter. Once the investigation is complete, a briefing can be provided to advise of additional findings.

0419-06

NAPS has received from field EAS the following information that impact its members;

Eastern Area – Pittsburgh Plant Reopening – Pittsburgh District

Pittsburgh District

Regular operations will resume Friday, April 5, 2019 at 5 a.m. ET for the **Pittsburgh NDC**, 300 Brush Creek Rd, Warrendale, PA 15095.

We appreciate your patience during this unexpected closure.

NAPS HQ is very disheartened that the leadership of the USPS has failed to engage NAPS on issues that impact the health and welfare of our membership.

However, now that this facility that is a major hub for all classes of mail is being reopened after a thirteen-day closure, NAPS is requesting a briefing on the mitigating factors for the PFP process due to this closure which has impacted NPA scores on a national, Area, District, MPOO Area, Lead Finance Number & Unit Finance Number. The shutdown of this facility has negative impacts on various NPA scores. These impacts apply across the nation in various NPA indicators not just service indicators.

Response:

The Postal Service disagrees with NAPS's allegation that the Postal Service fail to engage NAPS on issues that impact the health and welfare of their membership. In this instance, local NAPS leaders were advised of the event and ongoing communication was provided.

The Postal Service follows the consultation process when proposing changes to programs and policies affecting supervisory and managerial employees, invites and encourages NAPS to participate in development of and changes to those programs and policies. The Postal Service also notifies NAPS, often daily, of new initiatives and other postal matters deemed relevant to postal employees that are members of NAPS. Headquarters leadership encourages its Areas to engage NAPS on local initiatives.

Mail Processing operations were shifted to other facilities not ceased. It is too soon to determine whether there were any impacts to NPA indicators resulting from the closure of the Pittsburgh NDC.