



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

National Headquarters
1727 KING STREET, SUITE 400
ALEXANDRIA, VA 22314-2753
(703) 836-9660

June Consultative Meeting Agenda via ZOOM June 23, 2020

US Postal Service Headquarters

Bruce Nicholson, 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
Tim Ford, NAPS Chairman of the Board

0620-01

NAPS has received the following concern in regards to OHNA's working in the field during COVID-19. There is an escalated workload that this position is experiencing due to the COVID-19 pandemic. This workload is mandating OHNA's to work longer hours and workweeks in support of continued USPS operations. NAPS understands that in operations, there are shortages related to employee availability. This has required OHNA's to increase their workloads with mandated employee and physician contacts to create and process the return to work paperwork necessary to address employee availability. Currently, there are no provisions to accommodate OHNA's with any additional pay. NAPS is requesting that OHNA's be included in the previously approved list of additional positions eligible for additional pay in the May 20, 2020 letter sign by Doug Tulino (attached).

Response: The pay provision was temporarily modified to allow for additional pay for Field EAS Managers after consideration of a request from NAPS. This provision shouldn't be modified as part of a monthly consultative meeting.

The pay policy changes essentially recognized the pandemic similar to how additional pay is provided during the Christmas period. Additional pay is provided in situations where the supervisor is absent and the manager is authorized additional hours directly supervising bargaining unit employees in mail processing or delivery functions.

The following actions were taken in response to an increase in Workload of the OHNA departments during the pandemic.

All postal employees were solicited in March to self-identify as licensed medical professionals and detail assignments were authorized. OHNA annuitants were contacted and rehired.

Districts stood up local COVID-19 response teams and workload was shared when appropriate.

OHNA's are assigned to District staff and like all other District staff, are not eligible for additional pay during the Christmas period and thus not recognized in Mr. Tulino's May 20 correspondence.

0620-02

NAPS is requesting the modification of the May 20, 2020 letter signed by Doug

Tulino in regards to the implementation date of additional pay authorization period.

NAPS is requesting that the implementation date be retroactive to the March 11, 2020 date in which COVID-19 was declared a pandemic by the World Health Organization (WHO).

At the minimum, NAPS is requesting retroactive implementation to the date of April 8, 2020, when the NAPS request was made to the USPS.

Response: The pay provision was temporarily modified to allow for additional pay for Field EAS Managers after consideration of a request from NAPS. This provision shouldn't be modified as part of a monthly consultative meeting.

The pay modification was prospective for the following reasons:

The modified pay rule was not in effect at the time.

A decision to apply a pay change after the hours worked, pay provided, etc. would be problematic. Any individual that did not keep daily records of hours, to include the work performed on that day such as directly supervising employees could not request additional pay.

0620-03

NAPS has been made aware of the resumption of completing 3999s and 1838s. NAPS is being told this is at the direction of USPS HQ.

NAPS has concerns that with package volume above that of peak season volume it is extremely difficult if not near impossible to be running an operation with all of this volume and ensuring it gets processed and delivered while at the same time watching a carrier all morning performing an 1838 or being in the street all afternoon performing a 3999.

NAPS contents that the USPS has taken this action without answering some critical operational questions, such as:

1. At what point in time does Management abort a route walk when the carrier is running late due to the number of their parcels?
2. When asked to perform a 1838C's when an office is below their complement levels and are pivoting 12 routes or 35% of their office, with multiple carriers who are sorting mail on other routes which they are not accustomed to, how are 1838s and 3999s going to get done?
3. Do Managers use multiple 1838's for each route carriers are sorting on, or do they place them on line 22 until they return to their routes?
4. Do Managers hold carriers accountable and issue corrective action for not casing to minimum standards on routes they are not accustomed to doing?
5. When the carrier reports in and checks their LLV and then swipes to LDC 23 other time, for AM parcels, they will see a considerable gap in time, is this acceptable to USPS HQ now?

Also, many offices are receiving drop-shipments from Amazon and UPS throughout the day. NAPS would also like to note that in addition to receiving package volume above and beyond that of peak season, offices and stations do not have any flexibility of the holiday season temporary staffing help. Also, although offices are also now in peak annual leave season.

Performing 1838C's and 3999s at this time does not give an accurate picture of a route with this parcel volume above the norm. The Postal Service does not perform route inspections during peak season because of the volume fluctuations. With this being a fact, why perform 3999s and 1838C's during present fluctuations?

NAPS does not see this action as being a cost-effective measure. We will be spending additional money by having the supervisor performing these duties, and this information could be irrelevant due to elevated parcel volumes.

NAPS is requesting that 1838C's and 3999s not be conducted for the remainder of the fiscal year 2020. The data would only be skewed due to the impact of COVID-19.

Response: Headquarters suspended all route inspection activities, which included 3999's and 1838c's in March 2020. The Field was notified on June 6 that these activities could resume. Scheduling of 1838C's and 3999s is at district/local office discretion.

If a carrier is casing multiple routes in the morning while an 1838C is conducted, the appropriate line item to be used is Line 22 until that carrier returns to the scheduled route and notated on the form.

Supervisors should identify any time-wasting practices, specifically if it's determined that a carrier is not meeting minimal acceptable performance standards rather than just issuing corrective action based solely on not meeting those standards. District Labor Relations should be contacted for advice in these circumstances.

Performance of 3999's is a one-day observation based on current volume. Street and office observations are core functions to a successful delivery operation and can be performed throughout the year. 3999s must be performed annually, at a minimum. The current average (March 21- June 12) increase of packages per route/per day is 13 parcels compared to SPLY. This equates to approximately 13 minutes. This increase doesn't warrant cancelling an inspection and, if there is an increase in parcels on the route, the 3999 data gives a fair representation of the route.

Although the use of LDC 23 isn't inappropriate in the referenced situation, and is not the most efficient method in delivering parcels to customers.

The 1838C and the 3999 is a tool that can be used to identify timewasting practices and address performance. HQ City Delivery does not adopt this recommendation to suspend this activity. These activities are needed to address efficiency opportunities.