



# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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## August Consultative Meeting Agenda via ZOOM August 26, 2020

### US Postal Service Headquarters

Bruce Nicholson, USPS Labor Relations  
James Timmins, USPS Labor Relations  
Robert Neal, Mgr Delivery OPS  
Dr. Gun Udomsawat, Mgr P&DC OPS  
Earl Randel, OPS Specialist

### National Association of Postal Supervisors

Brian Wagner, NAPS President  
Ivan Butts, NAPS Executive VP  
Tim Ford, NAPS Chairman of the Board

### **0820-01**

NAPS Executive Board members have made NAPS HQ aware that the USPS is currently removing mail processing machines and equipment from postal facilities or operations. Some machines/equipment are being physically removed from postal facilities as others are being tarped within a facility to ensure non-use. Does the USPS expect a reduction of EAS positions as a result of the reduction of postal machines/equipment in postal facilities? If yes:

- Will the USPS initiate a Reduction-In-Force (RIF) as a result of the reduction in postal machines and equipment?
- When does the USPS expect the impacts to occur?
- How many EAS positions will be impacted by:
  - EAS job title?
    - By postal facility?
    - By District office?
    - By Area Office?

*USPS Response: Supervisory positions are not predicated on the number of machines, but on the number of bargaining unit employees within a facility through staffing ratios. There are no planned excessing events outside of the section due to the machine reductions/relocations and therefore no intent to reduce EAS positions. There may be situations where bargaining unit positions increase/decrease on different tours in the facility which may trigger reassignment of a supervisor to another tour within a facility, but this wouldn't trigger a Reduction in Force (RIF).*

*USPS elaborated that USPS makes annual adjustments to relocate, remove, take out of service (tarp) or add postal equipment throughout the USPS operations due mail volume changes. Equipment utilization is based on letter, flat and package volume workload. As a result of COVID-19, mail volume decreased by approximately 20%. NAPS followed up as to why the USPS scrapped postal equipment, like DBCS and BCS machines, rather than sell it potential mailing houses or workshare companies. USPS said the respective operation equipment had been fully depreciated and had no value.*

## 0820-02

Due to the COVID-19 pandemic, many EAS are unable to use annual leave due to staffing shortages, being COVID-19 quarantined. While EAS being off work due to contracting COVID-19, other EAS are having their annual leave canceled due to being an essential worker, or unable to travel for vacation due to COVID-19 travel restrictions, etc. Based on the impact COVID-19 is having on employees taking annual leave, NAPS HQ has received inquiries from members with concerns that due to being unable to take annual leave in 2020, that they will accumulate leave above the maximum USPS carryover amount. Therefore, without modification in the USPS annual leave carryover policy, many EAS will lose earned annual leave at the end of the year. To protect EAS from losing earned annual leave, because of circumstances outside their control, NAPS is requesting the Postal Service implementing the two modifications to the USPS annual leave policy for the calendar year 2020 only.

1. Increase the annual leave carryover maximum amount by an additional 200 hours.
2. Allow EAS to sell-back up to an additional 128 hours or a total of 256 annual leave hours before the end of 2020
3. If options 1 or 2 above does not satisfy the employee's situation from forfeiting earned annual leave in 2020, allow the employee to sell back earned annual in 2020 and also carry over annual leave above the new temporary maximum.

*USPS Response: This item was provided to the Vice President, Labor Relations for consideration outside of the pay consultation process. Changes to the Annual Leave Exchange and the Annual Leave Carryover were modified on September 3.*

## 0820-03

AMS EAS in the field are concerned with the speed of the SER process to convert over 200,000 city routes to 1 six shelf case by Oct 2, 2020. NAPS would like to be briefed on the lack of OIE's to design the CAD drawings for the various offices. Many of these positions have been vacant for over a year. Also, NAPS would like to be briefed on what steps have taken place to address the lack of notification to field maintenance units that have to modify cases to accommodate this change, AMS EAS are not supposed to perform maintenance in the AMS database, that is craft function, and since carrier input is part of the process, COVID and liberal leave policies may make this difficult to achieve in short a short time frame, as well as COVID and liberal leave policies among the craft employees in AMS offices. Also, NAPS would like to know if this applies to rural routes as well? Are units required to send edit books to AMS with these changes, which would overwhelm most AMS offices at district offices in this short time frame?

*USPS Response: The Sortation Equipment Reconciliation (SER) is only a component of a greater initiative, Delivery Unit Network Optimization. This component has been placed on hold with an indefinite date that it will resume. The ultimate result of this initiative is space saving which helps*

*minimize challenges that were created by increases in parcel volumes. CAD or hand drawings of the floor layout is acceptable. This initiative currently applies to city routes.*

*As additional NAPS information, due to mail volume declines the intent of SER is to reduce a city carrier casing equipment into one (1) piece of equipment with six shelves. USPS is estimating 75-80% of city delivery routes can be reduced to one piece of casing equipment, as it may not be capable to have all city routes converted down to one piece of casing equipment. USPS does not see an issue of AMS being able to accommodate the workload to convert city carrier cases equipment labels to one piece of equipment with six shelves.*

#### **0820-04**

NAPS has been notified that the Office of Personnel Management last week issued an interim rule that would allow some federal employees to carry more than 30 days of annual leave into 2021. NAPS is requesting that this rule be applied to USPS employees that have been impacted by COVID-19 as essential personnel.

*USPS Response: This item was provided to the Vice President, Labor Relations for consideration outside of the pay consultation process. Changes to the Annual Leave Exchange and the Annual Leave Carryover were modified on September 3.*