

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

NAPS/USPS July 2022 Consultative Meeting

In Attendance NAPS: Ivan Butts, Chuck Mulidore, Jimmy Warden
USPS: Bruce Nicholson, James Timmons

0706-01 NAPS is requesting an explanation why level 18b Postmasters are not considered special exempt by the USPS, considering the following ELM language:

432.112 Nonbargaining Unit Employees

Nonbargaining unit employees are categorized as follows:

- a. ***Full-time salaried – one of the following categories of salaried employees employed according to procedures established by the Postal Service:***
 1. *Exempt salaried – career employees who are exempt from the FLSA provisions, are not limited to working a specified number of hours in a service week, and are expected to work or have excused leave for at least 40 hours per week fulfilling the responsibilities of their positions.*
 2. ***Special Exempt – career employees who are exempt from the Fair Labor Standards Act (FLSA) provisions, whose permanent assignments are to Executive and Administrative Schedule (EAS)-15 through -18 positions, and who directly supervise two or more equivalent bargaining unit employees in production operations.***
 3. *Nonexempt salaried – career employees who are not exempt from (i.e., are covered by) FLSA provisions and are assigned to work schedules consisting of five 8-hour days in a service week.*
- a. *Part-time salaried – career hourly rate employees assigned to regular work schedules of less than 40 hours in a service week.*

USPS responded to an earlier NAPS inquiry on this issue as follows:

That Policy provision doesn't automatically make every exempt position in levels 15-18 that supervises bargaining unit employees eligible for additional pay. Even if it did, 18B is its own grade which is one level higher than a level 18 and wouldn't be eligible.

NAPS continues to question that response as level 18b Postmasters supervise craft employees and based upon ELM 432.112.2 should be classified as special exempt.

Response: An explanation was already provided to NAPS outside the consultation process on eligibility for special exempt status and additional pay which is subject to the pay consultation process. The explanation also included the following but was not included with this item:

“Level 18 and 18B Exempt Postmasters are not recognized as Special Exempt. I included the list of job titles that are designated as Special Exempt and eligible for additional pay. When Special Exempt status was established as part of the 1996 pay decision, this designation was primarily provided to front line supervisors and several other job titles. In addition, please



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see the ELM provision below that references FLSA-exempt employees eligible for additional pay.”

434.134 FLSA Exempt EAS Additional Pay

FLSA-exempt EAS additional pay is compensation **directed by Postal Service regulations** to be paid to **eligible FLSA-exempt employees** and is calculated by dividing the annual salary by 2080 and applying this rate to each eligible hour worked.

0706-02 NAPS is requesting the results of the most recent Postal Pulse survey, administered prior to the one that began June 14, 2022. Further, NAPS is requesting that the results of the Postal Pulse survey being administered from June 14 to July 15, 2022 be released to NAPS as well when available.

Response: The Postal Service sent NAPS a notification dated February 28, 2022, of the FY2021 Postal Pulse Survey Results that included the results as an enclosure. NAPS posted this information on their website.

0706-03 NAPS has heard from EAS in the BSN that they were to be upgraded to level 19 in February, 2022 which would involve the 4% upgrade in pay. What is the status of this level increase?

Response: A request for a job evaluation review in accordance with ELM 222 was submitted earlier this year of the Business Service Network Representative, EAS-16. NAPS was notified of this change on July 5. The evaluation results and decision is that the job will be upgraded to EAS-17. Salary increases resulting from this change will be made in accordance with ELM 413.3

“ELM 413.3 Position Upgrade When an employee’s position is upgraded through the Workload Credit or job evaluation process, a 4 percent basic salary increase is provided. The increase is adjusted higher if necessary to bring the salary to the minimum of the new grade or the minimum salary for certain supervisory positions as described in Exhibit 412.12b. The increase is adjusted lower if necessary, to keep the salary from exceeding the maximum of the higher grade.”

0706-04 NAPS previously raised the issue of an RSS unit being removed from Rapid City, SD last year. The response from USPS was that it was being relocated, due to lack of use. That RSS remains in Rapid City. It has not been relocated, just taken away as a tool to service customers. What is the rationale for this action?



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Response: The Rapid City, SD office was scheduled to have 1 RSS terminal removed from the office due to being underutilized. Underutilized terminals are calculated via the STEM report. It reviews, walk-in revenue, # transactions and WOS earned staffing hours. The office was provided boxes and return labels last year to send the unit back. New labels will be re-ordered and shipped to the office.

0706-05 NAPS is requesting a briefing on the new Route Inspection process that has been agreed to with the NALC, as this directly affects EAS supervisors, managers and Postmasters in delivery units.

Response: Bob Soutar, City Delivery Specialist III, provided a briefing on this process. The Postal Service and NALC have agreed on exploring new and innovative methods for maintaining routes in proper adjustment throughout the year in an efficient and effective manner.

The Post Office and NALC jointly agreed upon *Technology Integrated Alternate Route Evaluation and Adjustment Process 2022 – 2023 (TIAREAP)* which is intended to reduce disputes and is more effective and less intrusive. The parties have agreed to this process that includes evaluating and adjusting city delivery routes with information made available using Digital Street Review (DSR) technology as the primary means. The parties will appoint joint USPS/NALC route evaluation teams in each district who will be used to implement the methodology.

0706-06 Currently, the DOIS parcel volume sorted on Saturday afternoon shows up on Sunday non-Hub DOIS offices. However, the Sunday parcel volume doesn't roll in automatically to Monday's parcel volumes. The field has been instructed not to add these Sunday parcel volumes manually into Monday. Currently, the Monday DOIS parcel volume is not accurate. What can be done to have this fixed to reflect accurate parcel volumes on Mondays?

Response: Bob Soutar, City Delivery Specialist III, provided a briefing. The DOIS team is aware of the problem and is currently working on a solution. In the meantime the missing volume should continue to be entered manually.

0706-07 Currently, local NAPS officials are not being made aware of new supervisor classes in order to be given an opportunity to speak to these individuals who may want to join NAPS. Often times local NAPS officials are alerted by NAPS members who know someone in a class. Several years ago, prior to COVID, USPS provided NAPS HQ a list of all supervisor training classes across the country. NAPS is requesting that this list be made available to NAPS HQ, and local NAPS officials be granted access to these classes to explain NAPS membership to these newly promoted EAS.

Response: This department is not aware of any request for this list and as far back as 10 years. NAPS did make a request of headquarters, in August 2014, for local NAPS officials to be permitted to participate in the initiation of programs within each district, such as new supervisor



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Training. The response was that our practice has been to allow the districts the discretion in making those decisions and we will continue with that practice. Local NAPS representatives should contact Local HR with these requests.

0706-08 NAPS HQ has repeatedly been made aware by EAS in the field of telecons and/or ZOOM meetings where district, Area and at times, HQ leadership has treated EAS with disrespect, threats, and harassing behaviors. NAPS has repeatedly over the years brought these concerns to Postal HQ yet this type of behavior continues to be tolerated, possibly encouraged, by senior postal leaders. What will it take for this behavior to no longer be tolerated?

Response: The Postal Service has established policies on understanding, reporting, investigating, and preventing harassment:

- [HR-07-01-2021-2 - Postal Service Policy on Workplace Harassment](#)
- [Publication 553: Employee's Guide to Understanding, Preventing, and Reporting Harassment](#)
- [The Joint Statement on Violence in the Workplace \(JSOV\)](#)

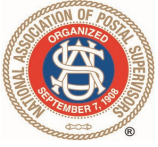
Specific allegations should be reported through the appropriate channels to be investigated.

0706-09 NAPS HQ has heard from HQ EAS personnel in the field of an inability to use staff vehicles. These EAS are told that the vehicles belong to the district, and are unable to be used by HQ persons assigned to the field, many of whom work in those district facilities. These vehicles are necessary to the performance of these HQ EAS duties to perform audits, attend meetings, and oversee those operations under their control. Does USPS HQ have a plan to assign vehicles to these HQ EAS in the field?

Response: As discussed with NAPS in the May Consultative meeting, Fleet Management is working on an Administrative Vehicle Initiative. Once the initiative is put into action there will no longer be vehicles assigned to people, nor will vehicles be assigned to a particular district. Vehicles will be assigned to select positions and as the holders of those positions change the vehicle will remain in place. The pools of vehicles staged at large Postal facilities (primarily P&DCs) will be available for all Postal employees regardless of District or HQ assignment, who have a work related, time to time, need for a vehicle. Additionally Fleet Management will regularly review utilization data to identify situations where it may be prudent to assign a position a vehicle. Conversely this same review could identify positions where an assigned vehicle may not be prudent.

A District should not be putting HQ employees in a position where they're not able to complete their missions. Fleet Management did not move vehicles as a result of the re-org, If a District had ample vehicles before the re-org there should be ample vehicles still in the District to accommodate both District and HQ employees.

This initiative is still in the planning stages but is expected to be finalized soon. Additional information will be provided to NAPS as it becomes available.



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