



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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August 15, 2022

To All NAPS EAS:

I hope this letter finds you well. I have received complaints from around the country of concerns that leadership is continuing to mandate that EAS violate the Collected Bargaining Agreement (CBA) by performing craft work. This issue was taken directly to USPS HQ during a consultative held in November 22, 2021. The minutes of this consultative were published in the April 2022 edition of the Postal Supervisor. Also, this communication has been sent out in a subsequent email by the NAPS Executive Vice President as well as the other Management Association.

NAPS is in agreement with the position taken by USPS HQ Labor Relations and commits to work with our Executive Board members in the escalation process if these craft contractual violations continue to be mandated by local leaders. Below is the consultative agenda item and USPS HQ Labor Relations response on this subject of Article 8 violation being instructed carried out by local leaders.

From November 22, 2021 Consultative Agenda Item #14

NAPS Inquiry:

NAPS said that as the Resident Officers and Executive Board members attend NAPS-sponsored events, such as branch meetings, training seminars and conventions, they consistently are hearing from NAPS members across the country that supervisors, managers, MPOOs, postmasters and other EAS employees are being forced to case and/or deliver mail. In fact, they often are ordered to case and deliver routes by senior district leadership. This is in violation of all craft collective-bargaining agreements, not to mention how these EAS employees who are being forced to deliver mail can get their own work done and certainly will be held accountable for office failures. These demands also will generate grievance activity that managers will be forced to pay, further hurting TOE and other NPA indicators. NAPS requested USPS Headquarters to issue directives that EAS employees may not be forced, coerced or otherwise required to case routes or deliver mail, as that is a function of the craft.

USPS Response:

Non-bargaining employees only may be permitted to perform bargaining-unit work in emergency situations. (The exception is for Level-18 post offices and part-time post offices where 15 hours of bargaining-unit work can be performed.) Those emergency situations must be just that—an emergency. The circumstance or circumstances must be unforeseen. If a facility, installation or district is planning to schedule a non-bargaining employee to perform bargaining-unit work and because planning is not an unforeseen circumstance and not an emergency, it should be reported to District Labor Relations or Human Resources immediately and escalated.

Representing supervisors, managers and postmasters in the United States Postal Service

I encourage you to use this official USPS HQ position in addressing this issue with your local leadership and engage with your NAPS Executive Board member representing your area if escalation to NAPS HQ is needed to address any and all unresolved issues. Please feel free to call me on (703) 836-9660 at any time. I can also be reached at my email – naps.ib@naps.org.

Sincerely and in Solidarity,

A handwritten signature in cursive script that reads "Ivan D. Butts".

Ivan D. Butts
NAPS National President

cc: Thomas Blum, Vice President, Labor Relations
Bruce Nicholson, Labor Relations Policy Administration