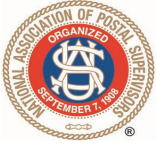


# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS



## NAPS/USPS October 2022 Consultative Meeting

### In Conjunction with the 2022 NAPS Fall EB Meeting

**10-18-01** Scanning upload issue - currently carrier scan data is not showing delivered when tracked it on [usps.com](https://usps.com). or on the USPS internal tracking site. The information only shows being delivered in RIMS. As you can see from the images attached, this needs to be addressed as it affects scanning clearance rate and NPA. This is from RIMS (**See scanning attachment**)

**Response:** The Postal Service has investigated this and has not found any transmission issues between Regional Intelligent Mail Servers (RIMS) and Product Tracking & Reporting (PTR). The example that NAPS provided did not receive a Stop the Clock (STC) scan in RIMS as stated by NAPS. Both RIMS and PTR have an Arrival at Unit scan on the correct date. Neither RIMS nor PTR have a STC scan, which indicates that the piece was not scanned. \*NAPS did not provide a RIMS scanning attachment.

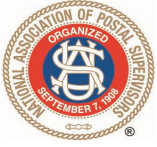
**10-18-02** Logistics Job Analysis Surveys were distributed on January 24 to 859 employees. The survey deadline was Friday, February 4. NAPS understands this was part of a “team process” reviewing the accuracy of EAS levels of specific logistic positions. NAPS is requesting an update on this, survey results, and any relevant information on the accuracy of EAS levels discovered in this process.

**Response:** The focus groups and interviews were utilized to only establish the new job descriptions for Logistics. The proposal for updating the Logistics staffing model and jobs is under development and will be provided to NAPS. This will include proposed job levels.

**10-18-03** NAPS is requesting a Network Transformation briefing on the “NDC unwind” that Jim Herrmann briefed Westpac on recently. This “unwind” is underway in Chicago and all NDC’s will be following suit.

**Response:**  
The NDC unwind initiative is to explore changes in processing at the NDC such as elimination of  
originating processing of marketing/periodicals and retail ground processing while continuing to provide excellent service. Every NDC will need an individual plan. The plan is to modify and possibly eliminate the NDC to NDC network. A briefing will be provided on this initiative.

# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS



## NAPS/USPS October 2022 Consultative Meeting

### In Conjunction with the 2022 NAPS Fall EB Meeting

**10-18-04** Attached is a list of S&DC spoke offices (downloaded from a group on Facebook) with the offices affected in the near future highlighted. (Yellow is scheduled in Feb 1, 2023, GOLD is the 1<sup>st</sup> ones in Athens GA, supposed to have been 9-24-22 now later in October and Green is the 2<sup>nd</sup> set to be adjusted later this year). (See attachment) With the S&DC process being implemented, NAPS continues to seek information and regular briefings from the Postal Service. EAS supervisors, Postmasters, and Managers are concerned about their jobs, with few specifics from Postal leadership. When can NAPS expect to receive from USPS leadership the plan to address EAS staffing not only at the gaining S&DC's, but also those offices that have carriers and clerks moved to the gaining S&DC? Also, who will be the facility head of these S&DC's?

**Response:** Briefings have been provided to NAPS on the S&DCs since July 2022. Bi-weekly touchpoints are provided to the employee organizations, including NAPS to inform of developments and to respond to questions and solicit feedback. The Athens installation is staffed by a Postmaster who will oversee all operations of the S&DC. This is the only site scheduled to be implemented in 2022. Non-bargaining staffing for any of the sites in calendar year 2023 is undetermined.

**10-18-05** Currently, offices are being given flex time to set up their DPS, however, the 10.18 seconds per route is not reflective of the actual time needed to perform this task, especially when the office has many routes. Could this measurement be revisited?

**Response:** The assumption of the 10.18 seconds/route calculation for DPS set-up is inaccurate. Offices were given 10.18 seconds PER TRAY. This is reflective of the time needed to perform the task. The following statement was consistently provided to each office who requested Flextime for DPS, and the calculation used:

DPS BREAKDOWN: Breakdown of brick stacked DPS on bread racks. Based on FY21 daily average of DPS / avg # of trays per route (21" tray)\*10.18 sec per tray"

Breakdown and spreading of Delivery Point Sequence mail (DPS) was factored into the newly adjusted time allowances for Labor Distribution Code (LDC) 4300 allied during the CSV time study completed in FY2022. The study was conducted at randomly selected sites based on the number of routes to align workload to work methods within the Variance programs. The offices studied ranged from sites with zero routes up to the sites with the largest number of routes in the nation. The newly implemented CSV time factors for FY 2023 now include breakdown and spreading of DPS mail.

(Calculation: DPS volume divided by 398 pieces per 21" tray times 10.18 seconds per tray)

# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS



## NAPS/USPS October 2022 Consultative Meeting

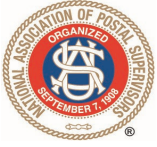
### In Conjunction with the 2022 NAPS Fall EB Meeting

**10-18-06** On Wednesday, September 28, 2022, while Hurricane Ian was impacting Florida including, but not limited to Southwest Florida, the United States Postal Service informed EAS employees in the Orlando and Tampa areas to report to work the next day, putting lives and property in danger. Safety concerns were raised as federal and local authorities provided instruction to stay home. Following is a statement from an EAS forced to report to work on September 29, even as then Tropical Storm Ian was spinning directly over Orlando:

*“Due to the negligence, lack of care for employees and personal property, and wrongdoing by the United States Post Service on my way to work in Orange Blossom Trail Orlando, FL 32804 (near my workplace) my car got stuck in a flooding area. I was not able to see due to the poor visibility due to the weather conditions (heavy rain and wind combined with road condition). At 6:50 AM (approx.) Orlando Police and fire department had to rescue me and assisted removing my personal car (Fiat 500L) and myself from the danger area. After I was rescued by local authorities, they questioned me why I was not in a safe location after all the federal and government officials instructed to stay home. Finally, the United States Postal Service decided to change the instructions after 7:30 AM on Thursday, September 29, 2022 after they were informed of all the accidents ... and more than 300 employees that called to report that they would not go to work due to unsafe conditions. Situation created stress and fear for my life. In addition, to the stress created to my family and friends In top of all the negligence, lack of care and disregard for the life and property of the employees the United States Postal Service offer not solution or assistance to help me during the accident created by them. At the time, that I am writing the statement on September 30, 2022 my personal property still in the location of the accident and no management official or leadership contacted me to ask me if I am ok, need something or concern for my safety, wellbeing or personal property affected.”* There are others who have recited similar stories, including a Station Manager in Tampa ordered to report to work on September 29, but due to flooded streets and downed power lines could not get to the office. Another EAS employee in the Orlando area traveling to work in the early hours of September 29 had a tree fall on his car, injuring his eye. ([See Hurricane Ian attachments](#))

NAPS is wondering what Postal official(s) made this potentially disastrous decision to open operations on the day following a hurricane, despite local, state, and federal authorities advising Floridians to stay home, and why this decision was made? What process will the USPS institute to ensure that in future catastrophic events, Postal employees will not be forced to report for work in the face of overwhelming federal, state, and local guidance to the contrary?

# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS



## NAPS/USPS October 2022 Consultative Meeting

### In Conjunction with the 2022 NAPS Fall EB Meeting

Will USPS provide tort claim reimbursement for property and/or bodily loss and damage to employees who were mandated to report work during a natural disaster by Postal Authority?

**Response:** Employees are not forced against their will to report to work. Mail processing operations were halted prior to the storm and hurricane preparedness measures were followed.

The Postal Service touches every delivery point nationwide and disasters can affect every part of the country. As with other events, hurricanes can affect communities differently and, at times, these types of events can be unpredictable.

The Postal Service is currently evaluating its preparedness and responsiveness to this hurricane. As with any disaster, we should evaluate our preparedness and responsiveness to determine whether any of our actions can be improved. The policy for employee claims is included, however travelling to and from work is not part of the employee's workday.

*ELM, 640 Employee Claims*

*641 Non-bargaining Unit Employees*

*641.1 Policy*

*It is Postal Service policy to reimburse non-bargaining unit employees for loss or damage to their personal property when suffered in connection with, or incident to, their employment while on duty or while on postal property.*

**10-18-07** USPS is stopping processing of FSS flats in many parts of the country. How will USPS account for changes/impacts on city or rural routes? When and how will routes be adjusted? Until the routes are adjusted supervisors, Managers & Postmasters will be expected to hold those routes to their evaluations, and held accountable for those workhours.

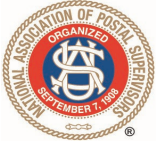
**Response:** Cased volume will continue to be counted to determine the necessary office time. Route adjustments will continue to be made in accordance with Handbooks M-39, M-41 & PO-603.

Rural routes, specifically, will be adjusted in accordance with PO-603,541.45.

**Handbook PO-603, Rural Carrier Duties and Responsibilities  
541.45 Adjustments**

If, for any reason, management removes a route from the DPS flats sort scheme and the route will no longer receive DPS flats, Form 4003, *Official Rural Route Description*, will be prepared to appropriately adjust time allowances and processed to be effective on the first day of the pay period in which the automated processing is discontinued.

# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS



## NAPS/USPS October 2022 Consultative Meeting

### In Conjunction with the 2022 NAPS Fall EB Meeting

Rural District Support Specialists (DSS) will make the appropriate calculation to determine the amount of time to be added to the base hour of the route. The DSS would notify the unit of the changes to route classification or evaluation. The local manager would adjust the schedules for any routes where evaluations changed.

**10-18-08** Would the USPS allow NAPS to use the postal internet to email employees to join our Association like UMPA was able to do in the Virginia District on 9/23/22?

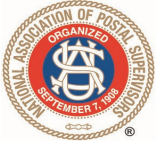
**Response:** This inquiry was sent to Tom Blum, Acting VP, Labor Relations for response prior to submission of this agenda item. A response will be provided.

**10-18-09** Could the USPS provide NAPS with a completed Gemba to show overstaffed offices with all regulars above earned hours in F-4 what steps they need to take in order to attain the CSV goal of 92%? Is it possible to reach the F-4 92% goal in CSV with an over-earned complement of all regular employees?

**Response:** GEMBA's are not intended to focus on staffing or CSV achievement. Rather, GEMBA's are to ensure the correct processes are in place for the unit to succeed, adequately service our customers and represent the brand.

Function-4 review is the platform used to analyze staffing and performance. Once a need for change or improvement is identified, it is the responsibility of local management to adjust staffing accordingly. Whether that is posting bids where vacancies exist, reverting vacancies or excessing where overstaffing has been identified. If these steps are taken and GEMBA's are completed to identify process efficiencies, yes, 92% CSV can be achieved.

**10-18-10** On October 4<sup>th</sup>, NAPS was informed by various members who work under Postal HQ of a change to be made in PFP for HQ employees for FY 2023. This presentation was made within HERO, changing how EAS employees under Postal HQ would earn yearly PFP increases. Why was NAPS not consulted about this new pay process? 39 U.S.C. § 1004 Section 1004(b) references "organizations of supervisory and other managerial personnel who are not subject to collective-bargaining agreements," and Congress indicated its intent that all non-executive employees of the Postal Service would be represented either by a craft union under a collective bargaining agreement or by a supervisors' organization or postmasters' organization. In its opinion earlier this year, the D.C. Circuit agreed with NAPS on this point, holding that, "[S]ection 1004(b) indicates that employees are either entitled to representation by a union for the purposes of collective bargaining under chapter 12 of the Act, or permitted representation by a 'program for consultation with recognized organizations of supervisory and other managerial personnel.'" *NAPS v. USPS*, 26 F.4<sup>th</sup> 960, 976 (D.C. Cir. 2022). "Executive and Administrative



## NAPS/USPS October 2022 Consultative Meeting

### In Conjunction with the 2022 NAPS Fall EB Meeting

Service” (which is not a term in the statute) is the term that the Postal Service has chosen to refer to middle management, which is what the statute refers to as “supervisory and other managerial personnel.” As the Court of Appeals observed, all Postal Service employees, including all employees classified as “Headquarters” or “Area” employees, are entitled to representation, either by the supervisor’s organization or by a union.

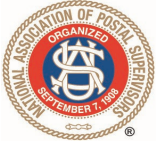
Why has USPS denied NAPS’ right to be consulted on this pay process in accordance with the law?

**Response:** This complaint was sent to headquarters by NAPS’s national president and I response will be provided.

**10-18-11** On the attached PS form 50 which is reflective of the 3% increase granted to EAS employees effective September 24, 2022, why does line 68 (Special Salary Code) indicate S-Saved Rate? Also, for EAS employees in this category who receive a PFP increase as a result reflecting FY 2022, upon what salary will that PFP increase be based? For example, on the attached Form 50, after the 3% pay increase the EAS salary increased to \$108,830, while the top salary in that pay range is \$105,660. Upon which of those salaries will the FY 2022 PFP increase be based, or will this particular EAS receive a lump sum payout with no increase in base salary? Finally, how this this impact an EAS employee’s high 3 retirement calculations?

**Response:** The saved rate allows for an individual’s salary to exceed any range maximum. The FY22 PFP award in will based on the individual’s salary of record as of September 30, 2022. As for the example, the PFP award would be based on \$108,830. The 3% PFP award will likely be maintained following annual increases in salary ranges just prior to implementation of the PFP awards. These salary ranges will be provided to NAPS in advance for review and comment as it is done every year.

# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS



## NAPS/USPS October 2022 Consultative Meeting

### In Conjunction with the 2022 NAPS Fall EB Meeting

**10-18-12** The attached “Integrity Scans” PowerPoint was sent to the field by Tyrone Williams from the CRDO department at Postal HQ. Why was this document sent to the field? This document can be considered threatening and harassing, as it seems to alter the process outlined in ELM 651, and replace it with a table of penalties, specifically citing a 14 Day Suspension as the punishment for a 1<sup>st</sup> offense, and Removal for the 2<sup>nd</sup> offense. The issue of incorporating a “table of penalties” for the USPS has come up in the past and been rejected by the USPS. However, this attachment is embracing the “table of penalties” process. If the USPS is considering implementing a Table of Penalties for EAS, then NAPS must be consulted on this process under the law. If the USPS is not considering a Table of Penalties process, then NAPS asks that this message be withdrawn by Tyrone Williams in a message to the field.

**Response:** This was provided to Tom Blum, Acting VP, Labor Relations by NAPS’s national president prior to its submission prior to submission of this item. A response will be provided.