



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

NAPS/USPS February 2023 Consultative Meeting

0217-01 NAPS is requesting the Postal Service policy on family members working in the same office, specifically EAS. A supervisor in Boise, Idaho was reassigned from her supervisor position when her father was promoted to Manager of that office. This was known to Postal leadership in that district at the time of the promotion, since the supervisor had been at that office for a relatively long period of time. NAPS Northwest Area VP John Valuet appealed the involuntary reassignment to Jim Davey whose response is below. While NAPS understands there is a potential for impropriety in such a situation, why was that not taken into consideration at the time of the promotion to Manager? What specific postal policy or regulation governs this type of decision to involuntarily move the EAS supervisor to another office?

Good morning Jim,

I am requesting your review and reconsideration of the involuntary reassignment of [REDACTED] from the Boise Main Office to the Five Mile Station in Boise, ID. I have spoken with both ... the Postmaster and MPOO with no resolution... Prior to the involuntary reassignment letter being issued to [REDACTED], I had discussed this at length with Michelle Grigoroff. At that time, I told her that if there was a policy that drove this decision, I would be more than happy to inform her myself. She said at that time that there was no policy that drove the decision. I also informed Michelle that if there was some kind of investigation that made this reassignment necessary, I would again inform [REDACTED] myself. Again, she said there had not been. The issued letter stated this action was being taken to "protect you and the Service from potential issues."

..... The OIG investigated and found [REDACTED] worked for her dad. That was known when he was promoted since his daughter was already a supervisor there for some time. She does not state in any way that they found any impropriety. She only states that he would have the ability to engage in some impropriety.... Outside of the simple fact that they did involuntarily reassign her, I find it at best, disappointing they didn't make an issue of this prior to his promotion. If they had, they could have made the decision individually whether he would accept the promotion knowing she would have to move or decline the promotion so she did not have to move.

John Valuet



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From: Davey, James A - Denver, CO

Date: Fri, Jan 20, 2023 at 2:34 PM

Subject: RE: [EXTERNAL] [REDACTED] Involuntary Reassignment

Good Evening John,

Per your request, I have reviewed this matter. It is my determination that local HR acted reasonably and within their capacity. Per the letter you provided, it does appear the Office of Inspector General received this issue and referred it to us for review. Typically, the way the OIG becomes aware, is through an employee concern. They do not randomly review reporting relationships looking for nepotism concerns. Reporting relationship issues come to us in many different ways but typically, like in this case, someone raises a concern and it is incumbent upon local HR to review. It does not matter whether the OIG interviewed personnel or not - or whether they already found specific violations. Even if a particular reporting relationship is not prohibited under the ethics regulations, it could still cause workplace concerns. It is ultimately up to the appropriate HR office to determine whether a particular reporting relationship is problematic, even if it does not automatically violate an ethics regulation. Local HR will review and take appropriate proactive actions to prevent future complaints, litigation, and possible corrective action where needed. In this case, given the way the issue was presented to us, it is safe to assume someone locally already has concerns and reached out to the OIG. To leave the reporting relationship intact, is to place both employees in a situation where actions are constantly under scrutiny, subject to personal interpretation, and where it is likely at some point we will have continuing complaints from the workforce. Even the smallest of ethics violations, intentional or not, could put either or both employees in a position to be disciplined or removed. Therefore, I believe the action taken was reasonable in this case. Our decision stands as outlined in Amy Bennett's letter to you. Should [REDACTED] father move, or other jobs become available, we can certainly re-evaluate down the road.

0217-02

NAPS is inquiring about IT technology upgrades? The USPS has advertised this \$2 billion investment, and based upon the concerns listed below, this investment is needed immediately.

1. Offices continue to disconnect scanner cradles several times a day to make sure that the PASS cart will route packages,
2. Several times a week scanned item pictures from PASS cart cannot be pulled.



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3. Almost daily there are issues to upload scanned items, unless the scanner is on the cradle,
4. When all RSS counters in offices use the network speed drops down to dial up level
5. Using Apps like DMS, RIMS, US Bank Voyager and others get more difficult due to a speed of the network.

The IT help desk response often is to not create ticket# as the postal network is slow and not much they can do about it. Offices need the internet running, need RSS's and SSK's running without placard "Internet issues", scanners need to connect with their base, PASS cart needs to route and much more. Offices are often on accountability telecoms yet their IT equipment is slow and outdated. When will this technology upgrade begin to show results?

0217-03

The reason ALL Level 18-22 became SPECIAL exempt is because of the new initiative with NAPS and USPS regarding Postmasters and Managers being compensated when required to deliver mail. As a result, Postmasters and Managers are being required to clock their hours with a timecard, and not be on auto rings. NAPS has been told that some districts are requiring POOMs to track the hours when a Manager or Postmaster may be working 12-14 hours in a day to cover vacant EAS assignments, open and close their offices, spend some part of the day delivering mail, and other necessary required assignments that force the Manager or Postmaster to work beyond 8 hours. If it is determined they did NOT carry mail for that entire time frame they may be required "to pay the money back." NAPS HQ is asking for clarification of this clocking process so that Managers and Postmasters can accurately record their workhours.

0217-04

NAPS has been made aware of a safety issue that affects employees, including EAS, at the Tallahassee P&DC. Currently carriers are housed in a trailer behind the Tallahassee P&DC in an office called the Tallahassee GMF. Currently the trailer houses fourteen routes. There are plans to add another route. This trailer is located behind the platform of the Tallahassee P&DC. After the carrier's case their routes, they must go down wooden ramps, with mail, to exit the trailer.

Also, the clerks sort parcels outside in the parking lot. They do this in all kinds of weather. In January 2023, the low temperatures were in the mid 30's. They used to have kerosene heaters, but Patricia Becker, Plant Manager, Tallahassee P&DC eliminated them as a safety hazard.



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In addition, Plant Manager Becker does not let Amazon back up to the platform. The Amazon driver uses a liftgate on the truck to lower pallets of mail. At times the pallets fall off the liftgate.

This whole operation is unnecessary as this unit could be moved into the plant, making it safer for all employees and abating OSHA violations. NAPS is requesting this operation in the trailer be moved into the Tallassee P&DC.

0217-05 A retaliation case was filed against a South Dakota plant manager in June 2022. There was an allegation of harassment resulting from a situation that occurred between a bargaining unit employee (VOMA) and the plant manager. There was a multitude of documents submitted resulting from this reported incident; all these documents were given to the IMIP fact-finders (at the Area level) for review and consideration in their fact-finding mission. The case required the Central Area to do an IMIP and it keeps dragging out while those that feel harmed are left with no answers. What is the status? The results were in weeks ago and nothing was said about more investigation was needed, just a review. LR Manager, Jinni Ramirez, has not provided responses to NAPS North Central Area VP Dan Mooney after repeated efforts. This issue of non-responsive Managers in the Central Area has been brought to the attention of Postal HQ previously.

0217-06 NAPS is bringing back to the table the issue of ELM 519.733 language:
519.733 Directed to Work

When an exempt employee is directed to work a full day on a holiday or other full day in addition to normal workdays, the supervisor may grant a full day of personal absence without charging it to official leave.

NAPS has requested that the word “may” be changed to “must”, as all too often higher level managers are not granting this full day of personal absence to EAS working a holiday, or day other than a normal workday.

0217-07 NAPS HQ has become aware that the NALC is operating their Dispute Resolution Teams (DRT) under the old 67 district format due to the Collective Bargaining Agreement. The EAS DRT positions have been reduced to the new district alignment of 50 districts and USPS is using details for the rest. NAPS is requesting that those details be converted to full time positions again, barring a change in the collective bargaining agreement.



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- 0217-08** Typically the NPA payout is rolled into the first pay period of the year; however, in FY 2023, because the first day of the new pay period was in December of the calendar year 2022, this caused everyone's NPA to be delayed another two weeks, meaning the NPA didn't enter in the employee's checks until January 28th, 2023. Members feel they are being made short a salary raise by two weeks. NAPS is requesting that NPA be released in the exact first week of the new calendar year, regardless of when the last day of December is, and if any EAS pay was lost as a result of this issue at the end of December 2022, all affected EAS be made whole.
- 0217-09** In FY 2022, the F-4 parcels per hour were 270. Now in FY 2023, that has been raised to 300. Can the USPS explain what historical data was used to support this increase in productivity considering the APWU doesn't recognize any distribution standards? Are the measurement formulas used to determine 300 parcels sorting per hour in F-4 based on a theory or a proven method?
- 0217-10** With regards to the S&DC, how will each NALC local agreement be handled? Will local negotiations take place for one agreement in the SDC, or will each current local agreement continued to be honored?
- 0217-11** NAPS is requesting an update on the F4 Back Office Play? Members continue to voice concerns over the requirement to staff this detailed position. NAPS was told in briefings on this pilot that it was through peak season, which obviously has ended. Many of the offices required to staff this position don't have the authorized complement to run the play and therefore most are covering the position with either their supervisor working 6 days or using an available 204b While there may be value having a supervisor start at the same time as the first scheduled clerk, EAS are overworked or simply cannot find and schedule an adequately skilled 204b to effectively run the play as designed. NAPS is requesting that if in fact Headquarters is going to continue the requirement to staff this unauthorized supervisory position that these positions be created as permanent positions as posted as such.