



## NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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January 5, 2024

### **Board Memo 001-2024: 2023 October NAPS USPS Consultative Meeting Minutes**

**Executive Board,**

Attached are the NAPS USPS Consultative Meeting Minutes for October 2023.

Please share this information with your membership.

Thank you, and be safe.

NAPS Headquarters



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## NAPS/USPS October 2023 Consultative Meeting

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**1017-01** NAPS is inquiring why local NAPS is the last to know about closings of the STC's and other various consolidations? For example, messaging via NAPS HQ that Southern California STC was closing mid-October and EAS were being notified of a RIF. Local NAPS had no idea who was impacted. The impacted 3 were two EAS -17 Network Specialists and 1 EAS - 22 manager. Ultimately local NAPS found out the facility was located in Long Beach. NAPS California State president Marilyn Jones contacted the HR Manager and he was the only one who knew the correct information. NAPS HQ is requesting that local NAPS leaders be included along with the unions when these types of facility closings, consolidations, or impacts are announced.

**RESPONSE:** The contractor that owns the STC Building in Southern CA notified the Postal Service on September 14 that the facility would be closed within 60 days. NAPS's national office was notified immediately by phone and followed with a formal notification the following day. NAPS headquarters is notified of closings of these closures and possible employee impacts resulting from it.

**1017-02** How is it determined when a DSS & POSS employee must fly to a location or drive to the location, what is the criteria for flying and driving? Is it 50 miles?

**RESPONSE:** The determination of the method of transportation used by an employee is addressed in Handbook F-15, *Travel and Relocation*, Chapter 5. The employee must use the method of transportation most advantageous to the Postal Service taking the most direct route and using the least expensive services available that still meets the employee's needs. All travel must be requested and approved by the employee's Supervisor in a timely manner and in accordance with Handbook F-15, Chapter 4. As a rule of thumb, employees assigned to these positions are not sent more than two hours from their duty station without hotel and flight consideration based on the F-15. Fifty miles is not the determining factor for flying. Also, each case is different and depends on the circumstances and there is a multitude of determining factors. For example, from where is the employee leaving/ going? Is there an airport nearby? Will there be a vehicle available upon arrival? What is the total travel time or productive time lost?



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**1017-03** It has been brought to NAPS HQ that local EASs are being interviewed by the unions, and the union perception is that the EAS are not cooperating with them. The union representatives conducting the interviews then informs the EAS of Subsection 665.3 of the ELM, where they must cooperate in their investigation. This is mentioned not once but, in some cases, multiple times if the union representative challenges the EAS response. What is the USPS HQ policy on local EAS responding to local union requests for information and interviews?

**Response:** Union officials may interview supervisors in processing a grievance or to determine whether a grievance exists in accordance with Article 17 of the collective bargaining agreements. Supervisors requiring guidance in preparation for such interviews should contact their District Labor Relations.

**1017-04** NAPS HQ is requesting that USPS HQ provide NAPS HQ, and every EAS, access on a yearly basis before the mitigation process opens up, the Triangulation report website link to access the accumulated Triangulation report yearly performance scores for every office at the end of the FY.

**Response:** A mitigating factor is a significant occurrence beyond an Offices' control that triggers a measurable impact not only on the NPA composite summary, but on the Pay for Performance overall performance rating as well. To qualify for consideration, there must be a significant change in an office indicator(s) that it will cause a downward change in the NPA composite summary resulting in the PFP Overall Performance Rating to be lowered by at least one cell. Certain unique situations might constitute mitigating factors. For example, a retail office consumed by fire, an AMF destroyed by flood, or an act of terrorism that shuts down a transportation network or plant. The following is considered for mitigations: how the occurrence had a profound impact on the office indicator, did this occurrence cause a downward change in the NPA composite summary, and what efforts did the unit make to offset the occurrence.

The NPA site includes data on every scorecard and every indicator. Each indicator definition includes a source for where the data was gathered and instructions to employees on how to gather the data and calculate. We do not see the relevance between the triangulation report and unit-level mitigation. There has been an analytical approach with the intent of aligning the line-of-sight indicators with the NPA.



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**1017-05** The CRDO team is obligating Postmasters to prepare a Triangulation report by 8:30 AM on a daily basis. NAPS is requesting a better deadline time frame for Postmasters, who often arrive by 8 AM. Those Postmasters are checking their operation and morning emails. The research that is required to drill down to Last Mile failures or any other type of annotated red alert on the Triangulation report often takes longer than the allotted deadline given to send this report daily to their MPOO. NAPS is requesting a 10 AM deadline in order to properly prepare the responses back to the MPOO daily.

**Response:** The Job Aid indicates [reviewing the triangulation report by 0830AM](#). The SWI was provided. Any requirement of submitting this report by 8:30 is likely a local requirement at the district level.

**1017-06** Fleet Maintenance had a restructuring in May 2015. In the presentation sent to the field there was a Workload Credit Methodology regarding the VMF Manager Level Matrix and the correct amount of supervisors' staffing. In previous discussions with the Postal Service, NAPS has been told that when all vehicles are deployed, USPS Fleet Maintenance would revisit EAS levels and staffing. The vehicles are coming to VMF now. Why wait for full deployment? Other functional areas have mechanisms for upgrades. When can NAPS expect upgrades for fleet managers? What is the deployment schedule for NGDV and COS vehicles? What is the status of getting VMF technicians trained in new vehicles and technologies?

**Response:** We are currently not ready to make changes to the formula that establishes VMF Managers and Supervisors. Once we are we will include NAPS in the development of any changes.

**1017-07** NAPS HQ has repeatedly been informed that the relief supervisors are not covering rest days. Districts are not utilizing relief supervisors as intended based upon the description of the positions as provided to NAPS HQ from the Postal Service. The intent of the position was to cover non-scheduled days to reduce T-time and 204-B usage. The relief supervisors are to be assigned a specific schedule but are in many cases being used as "pool and relief" supervisors. NAPS HQ is requesting that USPS honor its intention to use the newly created EAS relief positions properly, and to instruct the field on the proper use of these positions.

**Response:** The Relief Supervisor jobs should be created and scheduled in accordance with the Doug Tulino Memorandum dated June 28, 2023, *Establishment of Relief Supervisor Jobs*. Specific allegations of establishing jobs that are inconsistent with the Tulino memo should be reported through the appropriate channels to be investigated.



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**1017-08** In the beginning of FY 23, the HQ Sales group was given a new NPA performance scorecard that is based on HERO. In the training given, EAS were told to have 3-5 goals posted at all times and further, these would be developed with the individual sales rep and their manager. This would be used as a way to reward hard work and it would done to benefit every level of the Sales group. In mid-January the goals were scrapped and Postal Sales HQ came out with new goals. NAPS HQ in a briefing on the HERO program, was told that goals would be developed mutually, and changed only with mutual discussions as conditions may warrant. Why has Sales taken it upon itself to unilaterally change agreed upon goals, and replace them with often unrealistic mandates from the Sales HQ group?

Response: We are not aware of goals being “scrapped” across the Sales Organizations. Goals can be modified for different reasons such as a goal is tied to a specific project and that project was placed on hold or eliminated. Employees and their managers can replace goals and discussions should be held regarding the matter.

**1017-09** NAPS HQ is inquiring whether DOIS can be programmed to recognize pivot/split route assignments so when a package is scanned it is identified as such?

Response: The DOIS program may not be capable of accommodating this request. However, headquarters is exploring whether future programming of the MDD-TR could include this ability for a carrier to quickly scan the parcels and separate them for the other carriers. This will be added to MDD-TR change requests for consideration of a future enhancement.

**1017-10** NAPS HQ has been made aware that as a result of the recent rural route mail count, many rural route carrier evaluations have exceeded \$85,000 per year, resulting in the unit supervisors making less than the rural carriers they supervise. NAPS HQ is requesting that a separate SDA be created for Supervisors of Customer Services that supervise rural carriers, with pay set at 5% above the highest paid rural carrier based upon Title 39 of the US Code Section 1004(a) “It shall be the policy of the Postal Service to provide compensation, working conditions, and career opportunities that will assure the attraction and retention of qualified and capable supervisory and other managerial personnel; to provide adequate and reasonable differentials in rates of pay between employees in the clerk and carrier grades in the line work force and supervisory and other managerial personnel;”



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**Response:** The request to modify the Supervisory Differential Adjustment policy is appropriate for discussions in pay consultation and should be presented in that forum.

The rural carrier function has several types of schedules for pay such as a Rural Carrier Mileage Schedule and an Evaluated Schedule. An evaluated schedule can be significantly greater than a 40-hour work schedule.

### 1017-11

At the Akron, Oh Post Office, the Manager job at the North Hill branch was posted recently with Wed and Thurs off. Some background to this is approximately 2 years ago Akron lost the MCSO position. The MCSO did not work weekends. The supervisor at North Hill works on Saturday and Sunday. Why would a manager work on Saturday and Sunday at a delivery unit? Most likely in this case it is a way to cover the lost MCSO position duties. When this issue was brought to the Postmaster of Akron he indicated that jobs were posted in the plant in this manner so why not in a delivery unit? Local HR indicated that if the Postmaster wanted to post a Manager job this way there was nothing to prohibit it. It is NAPS contention that a Customer Services Manager position is to oversee delivery operations at a unit, work with customers as necessary, and to support the supervisor at that office in the overall performance of their duties. Manager jobs should be posted with Saturday and Sunday as non-scheduled days. In this instance, the supervisor at North Hill will face increased workhours on Wednesday and Thursday since the Manager will not be there to close the unit. NAPS is requesting that this Manager posting be rescinded, and posted with Sat/Sun as NS days.

**Response:** While investigating this matter, Central Area HR and the District Manager decided that the position would be reposted with (NS) days of Sat/Sun.

NAPS Headquarters has reported the position has not been reposted with Saturday and Sundays as non-scheduled days.



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