



## NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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October 16, 2023

### **Board Memo 125-2023: 2023 September NAPS USPS Consultative Meeting Minutes**

**Executive Board,**

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

Please share this information with your membership.

Thank you, and be safe.

NAPS Headquarters



# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

## NAPS/USPS September 7, 2023 Consultative Meeting

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**0707-01** NAPS has been made aware that new supervisor orientations are now being held via Zoom calls. NAPS is not being invited to attend these. Previously, NAPS had been allowed to always attend and speak to new EAS when these were held in person. As NAPS is the representative organization for EAS supervisors, NAPS is requesting to be invited to attend these types of orientation meetings.

**Response:** Supervisor training classes have been held by ZOOM for several years. NAPS made this same request previously and a response was provided October 2, 2022. The response informed the course curriculum is a rigorous program, currently on ZOOM and with the prior traditional in-person setting, and there is no time to allow for additional events such as allow NAPS time to address members as part of the course. In prior years, consideration was given by District Human Resources to requests from local NAPS officials to address course participants. Local NAPS officials were often approved to meet those participants before or after that class on a certain day. District Human Resources still has this discretion.

**0707-02** NAPS continues to be made aware of District Managers, Area managers, and MPOO's having EAS managers, supervisors and Postmasters getting on meetings in the evening, often as late as 6 PM, to discuss previous day's information hours after these EAS have left their facility for the day. They should be able to have a home life with their families. NAPS continues to bring the issue of EAS treatment to the Postal Service, generally with weak or inadequate response from USPS senior leadership. This relationship with field EAS is reflected in the ongoing poor Gallup engagement scores. When will, and what will it take for, senior USPS leadership to finally address this issue?

**Response:** Delivery Operations confirmed that headquarters does not conduct meetings with Executive and Administrative Schedule employees outside of the employee's normal workhours nor does headquarters require the field to hold these meetings. The meetings referenced do not appear to be conducted daily by every senior manager in every district. Therefore, it should be addressed locally by NAPS officials with the individuals that scheduled the meeting and inquire of the purpose and value of the meetings.

**0707-03** NAPS is requesting the number of EAS that have requested and/or submitted PS Form 2574, leaving the USPS either by resignation or transfer for the past 5 years. The requested information should include;

Name  
Position Title  
Grade  
Effective Date  
Reason



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**Response:** The Postal Service is unable to provide this requested data for postal employees who are not members of the National Association of Postal Supervisors due to significant privacy concerns. If NAPS can provide us with a list of members for whom you would like this information, we will work internally to determine whether and how the requested data can be provided pursuant to applicable privacy laws and regulations.

**0707-04** NAPS is requesting a copy of the rules and application for the Centralized Funding for Development Scholarship program

**Response:** The policy on the Centralized Funding for Development (CFD) can be found in Employee and Labor Relations Manual (ELM) 740 - External Training Policies. A copy of the ELM policy and a copy of the CFD application with instructions is provided.

**0707-05** NAPS has been notified that the CRDO group is publishing a report that is titled "Nefarious Scanning". NAPS takes issues with the use of this and any other defamatory word(s) by the USPS. The use of words such as these are further reasons why USPS continues to reside year after year in the bottom quartile in the Postal Pulse survey. The word nefarious is defined and associated with: wicked, evil, bad, morally wrong, odious.

USPS suggesting that EAS employees of an office on this report are wicked, evil, and/or bad is reprehensible and continues to demonstrate the poorest of leadership at the highest of levels of this agency. NAPS is requesting the discontinuance of the use of derogatory language as the title of USPS reports.

**Response:** While there is no report titled "Nefarious Scanning", the headquarters Scanning Team does send a daily email to the field titled "Red Line to No Where – Most Nefarious." This email displays questionable scans made outside of the delivery's geofence, displaying a lack of integrity or 'nefarious' scan. This daily email has been renamed "Red Lines to Nowhere- Undelivered," removing reference to "nefarious."

**0707-06** Currently, the Delivery Support Specialist and Postal Support Specialists are traveling many hours to an office to perform various GEMBAS. Then, they are required to submit a report afterward often encompassing a more than eight-hour day and often times working ten plus hours. When these EAS travel to and from an office via motor vehicle, private or otherwise, they are on the clock to and from as a part of their day, and should not be required to work beyond their established hours of work.

**Response:** Delivery Operations responded that Delivery Support Specialists are required to travel to offices daily and are on the clock during this travel time. The distance travelled varies every day which means that the time the DSS is available to perform GEMBAS at the office and other work duties varies. The expectation for



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each DSS is to manage their time and work an 8-hour day. The standard process would be for a DSS to communicate with their Team Lead if there are issues or concerns that would potentially require more than an 8-hour day and the Team Lead would decide whether to authorize overtime or reduce the tasks for the day. Delivery Support Specialists are non-exempt employees and eligible for overtime.

**0707-07** How many Postmasters positions does the USPS have nationally? Also, NAPS is requesting that USPS provide NAPS with the amount of Postmaster positions for each level.

**Response:**

Title	Level	Position Count
Postmaster (RMPO)	56	56
Postmaster (PTPO)	56	400
Postmaster	18	3991
Postmaster	18B	4589
Postmaster	20	2625
Postmaster	21	1190
Postmaster	22	865
Postmaster (F)	24	273
Postmaster (G)	26	66
PCES Postmaster (1)	1	17
PCES Postmaster (2)	2	30

**0707-08** Currently, SPM is a hot item for the CRDO team. EAS are told not to question the data as presented. However, the SPM program keeps sending requests for houses that are on hold. They are coming out in the verified holdouts in the 999 mail. The scanner will continue to ask the carrier if this is a delivery on their route but doesn't acknowledge the hold mail. The carrier can't scan it "NO" pieces to scan because the system shows there are pieces to scan. This needs to be fixed because it affects the scores in the triangulation report, and the CRDO team wants corrective action taken for every failed SPM scan.

**Response:** The Service Performance Measurement (SPM) system logic that creates work orders for sampling does account for holds for delivery points to determine eligibility for sampling. We use the Vacation Hold data from WebEES <https://www.usps.com/manage/hold-mail.htm>. If the address is listed in WebEES for Hold, the sampling work orders are not sent for that address for the date range listed for Hold. We also utilize info from AMS as well, the Saturday Hold or other day specific holds – this mostly applies to business delivery points.



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Additionally, it is very rare that on a given there will be a sample request while there simultaneously is a hold for the address. If this occurs, the carrier should have DPS available with them on the street and can scan those mail pieces. For the Triangulation Report, those scans do not appear on the report. If NAPS can provide examples, it can be analyzed.

**0707-09** NAPS is questioning the basis of the dates selected for the 2023 Christmas period, see attached. The ELM citation of 434.143 does not mention any specific dates, so how are those dates chosen by the Postal Service? (The designated Christmas period runs from December 2, 2023 through December 22, 2023). Although December 23 and 24 are weekend dates, many FLSA Exempt Employees eligible for additional pay under ELM 434.143 will be in fact be working those days without the additional compensation. NAPS is requesting the end date of the Christmas period be extended through December 29, 2023.

**Response:** This is a request to modify the Christmas period and pay consultations is the appropriate forum for this request. The Christmas period is a three week period that typically starts on the first week in December.

**RES 32** That USPS management pay the EAS employee's requested leave at the time of the call per their submitted 3971.

**Response:** This resolution is a request to modify leave policies. Leave is a component of our benefits programs and pay consultations is the appropriate forum for recommendations to pay and benefits. Additionally, this request is to modify leave provisions and essentially remove AWOL as a leave charge by allowing the employee to request leave and it must be honored in every circumstance. This would include approval of requests for annual and sick leave when the employee has a zero balance.

Leave policies are found in Chapter 5 of the Employee and Labor Relations Manual which includes the requirement of employees to request leave consistent with the ELM as well as postal officials to administer the leave program. An additional provision in the ELM concerning AWOL is 665.42 and is provided below.

### 665.42 Absence Without Permission

Employees who fail to report for duty on scheduled days, including Saturdays, Sundays, and holidays, are considered absent without leave except in cases where actual emergencies prevent them from obtaining permission in advance. In emergencies, the supervisor or proper official must be notified of the inability to report as soon as possible. Satisfactory evidence of the emergency must be furnished later. An employee who is absent without permission or who fails to provide satisfactory evidence that an actual emergency existed will be placed in a nonpay status for the period of such absence. The absence may be the basis for disciplinary action.



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However, once the employee provides management with notice of the need for leave in accordance with Family Medical Leave Act (FMLA)-required time frames, and the absence is determined to be FMLA protected, the employer must change the AWOL to approved FMLA-LWOP, and delete the AWOL status from the record.

**RES 35** That NAPS consults with the Postal Service to implement a policy where no NTE details will be granted to craft employees before EAS employees are made aware of the opportunity and given the first opportunity for the detail.

**Response:** This resolution is not adopted. Staffing NTE positions and or details are opportunities usually of a developmental nature and are temporary. The best qualified or suitable individual should be selected.

Those employees interested in career advancement should notify their manager. HERO is a great tool for those interested in career advancement. Employees should ensure that their HERO profile is completed and up to date. Career conversations can be requested through HERO and development plans can be established with one's manager.

**RES 38** That the USPS consults with local NAPS representatives prior to vacant EAS positions being held longer than 75 days.

**Response:** This resolution is not adopted. Handbook EL-312, *Employment and Placement*, encourages temporary vacancies to be posted and filled within 120 days including timelines for review committees and Selecting Officials. Human Resources monitors EAS vacancies to ensure positions are posted and filled in a timely manner. If a local NAPS official has a question concerning a job vacancy, the manager over the vacancy should be contacted.

**RES 39** That NAPS consults with the USPS to reimburse the full cash value to the postal employee who controls the unused benefit (lost benefit).

**Response:** This is a request to modify fringe benefit programs and the appropriate forum for consideration is pay consultations, Title 39 1004(e). As information, career employees are eligible to enroll in the Federal Employees Health Benefits (FEHB) Program. The employee and the Postal Service pays different percentages of the premium. If the employee chooses not to participate in FEHB, it isn't a "lost benefit" and the employee is not required to pay any premium.

**RES 40** That each time a new program or task is assigned to any EAS employee, the USPS will provide NAPS with an outline of how much time is required to effectively perform each new program or task that is added, and further that each



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time a new program or task is assigned to any EAS employee, the USPS will provide NAPS with an outline of how each new program or task is to be integrated into the existing workload and be prioritized with current duties.

**Response:** This resolution is not adopted. In keeping with our commitment to continuous improvement, the Postal Service consistently evaluates our processes with the goal of improving processes and tasks for better utilization. When implementing new programs, the intent is to be more efficient and make the job easier, for example, interfacing OT Admin with TACS. It reduced the time in entering authorizations of overtime.

A task could be anything that any manager assigns within the office/district/department. Consulting on each assigned task at the national level that was inputted locally is not in the best interest of time for neither the Postal Service nor NAPS. If NAPS at the local level determines that a new task in a facility doesn't add value, that should be discussed with the local manager. If NAPS at the national-level believes that a specific task adds no value, then NAPS is encouraged to provide that to headquarters for review and consideration.

**RES 46** That the Postal Service compensate all special-exempt and non-exempt EAS employees who work a non-scheduled day in a service week at a rate of 150% of their calculated base hourly rate for all hours worked on a non-scheduled day.

**Response:** This is a request to modify pay policy and should be provided during pay consultations, Title 39 1004(e). Additionally, FLSA non-exempt employees are eligible for overtime at time and one half, 150% as recommended by NAPS.



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