NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

July 7, 2018

NAPS Contests USPS Pay Decision, Officially Files for Factfinding

On July 6, 2018, the National Association of Postal Supervisors initiated the factfinding process and filed, under the auspices of the Federal Mediation and Conciliation Service (FMCS), its challenge of the Postal Service's pay decision for Executive and Administrative Schedule (EAS) employees for the period from 2016 through 2019.

In its filing, NAPS requested FMCS assistance in the appointment of a panel of three experts in supervisory and managerial pay policies to review the USPS pay decision and its conformance with statutory requirements. In NAPS's view, the USPS pay decision will not provide for sufficient catch-up increases for 2016 - 2018 and will likely not result in pay increases in 2019 for the majority of approximately 45,000 Postal Service supervisors, managers, postmasters, technical specialists, and others covered by the Executive and Administrative Schedule.

In authorizing the pursuit of factfinding, the NAPS National Executive Board on July 1 concluded that the Postal Service's pay decision does not adequately address important EAS pay issues and is likely to further impact already poor morale within the EAS. Furthermore, the USPS pay decision fails to meet the statutory requirements that the Postal Service: (1) provide compensation that is comparable to that in the private sector; (2) assure that the compensation is sufficient to attract and retain qualified and well-motivated supervisors and managers; and (3) provide for reasonable pay differentials between supervisors and the clerks and carriers they supervise.

NAPS's decision to enter into factfinding represents the second time that the association has pursued such a challenge since it became available in 1980. NAPS will provide further information to the membership about developments in the factfinding process as they become available.

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