

NAPS/USPS Consultative Meeting Minutes
USPS Headquarters
September 19, 2012 at 9AM

USPS Headquarters

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NAPS Headquarters

Louis Atkins, President
James Killackey, Executive Vice President
Brian Wagner, Secretary/Treasurer

Agenda Items

1. With the deployment of PSE clerks in Customer Services, NAPS would like the field to be advised where PSE's would be placed in the SWC formula dependent on their work status as either window/distribution. Also PSE's are also being utilized as custodians and NAPS would like the field to be advised what PSE custodians would be credited for in SWC.

USPS Response: PSE's get credit based on their designation. If a PSE is designated as a window clerk and works 20 hours a week on window, they get the window SWCs credit. As for maintenance, they get .5 when designated as a Maintenance PSE.

2. NAPS has learned that Salt Lake District was not authorized a Product Information Quality Analyst EAS-17 position. NAPS would like to know why this position was not authorized for the Salt Lake District.

USPS Response: Salt Lake District did not meet the criteria for the workload to earn a Product Information Quality Analyst EAS-17 position. That criterion is based on the total number of records handled by the District Office. Some Districts, based on the established criteria, have two of the EAS-17 positions, where some Districts have none.

3. NAPS would like to receive an update on the progress of the NDC realignment.

USPS Response: The NDC implementation started on August 25, 2012. USPS HQ provided presentations to the Area Manager of Operations Support (MOS). NDC's are now in RIF Avoidance. All upgrade positions that are being established in the NDCs are new and therefore are not encumbered.

4. NAPS would like to receive an update on the progress of the Plant consolidations and closings including a list of the facilities impacted and the timeline for changes that will take place.

USPS Response: USPS is still in the RIF Avoidance process. The USPS is continuing its review of Plants as to which ones will be consolidated or closed. That list has not yet been finalized since USPS is looking at some modifications to their original list. As for notifying EAS employees as to whether or not they are an impacted employee; Area and District HR offices are responsible for messaging this to those EAS employees.

5. NAPS is receiving reports from the field on difficulties experienced in quantifying certain types of accidents/incidents that involve non-career postal contractors and other anomalies that the EHS system does not have a question/block/response for them to be identified.

NAPS would like to meet with the sponsors of the EHS program to discuss some of the problems and concerns that our members are experiencing in reporting accidents/injuries through the EHS system. We would also like to receive a briefing on how the system is working to reduce the time it takes to develop and report accidents. Prior to the meeting NAPS will provide a summary of the anomalies that our members have found and recommendations to remedy the situation.

USPS Response: The USPS Lean Six Sigma program is in place to review EHS. A Form PS 1711 is a worksheet to assist in completing the investigation. The use of the PS 1711 is not a requirement, only a tool to assist in information gathering before entering data into EHS. PS 1711 form is being updated to address clarification on some of the form's questions. Form PS 1711 is on USPS Blue page under Forms. There is updated FAQ's on Blue Page that addresses questions to help in the completion of the accident/incident in EHS. The FAQs will provide information on how to handle contractor accidents/incidents. The new PS 1711 will be manually completed and that information will be used to enter into EHS.

Note: NAPS provided the USPS with some suggestions on what would make the process of completing the EHS program easier and to address some of the anomalies in the EHS program that has created difficulty in completing an EHS accident/incident. USPS took NAPS suggestions under advisement.

6. PSE employees are being used on higher level around the country. They are non-career employees and cannot be paid higher level. NAPS position is that they should not be used as acting supervisors (204b's). NAPS requests the USPS' position on the use of PSE employees as acting supervisors.

USPS Response: It is not a violation of any postal regulation to use PSE's on higher-level, for example as Supervisors, Customer Services. However, USPS HQ does not recommend it. The decision to use a PSE as a 204-B is at the discretion of local management; and should be based on needs of service and circumstances. If no career bargaining employee wants to be elevated to an acting supervisor position, then local management can decide to use a PSE.

Agenda Item 6 continued:

NAPS concern is that PSE's are being used instead of bringing in a willing titled EAS supervisor to work on their non-scheduled day (NSD). NAPS advised USPS HQ that any supervisor wanting to work on their NSD, but local management is using PSE's instead; NAPS will have the issue moved up through the USPS chain-of-command by local NAPS officers to first get the issue resolved. If the issue does not get resolved at the lower level, NAPS HQ will make it an agenda item at the next available NAPS/USPS Consultative.

7. NAPS requested the job description and job requirements for the new Product Information Quality Analyst job. The documents were referenced in one of the letters on the recent Board Mail email that was recently sent out.

USPS Response: NAPS did receive a draft of the Product Information Quality Analyst EAS-17 position. NAPS acknowledged the receipt of the "draft" but wanted to know when a final version of the position was going to be sent. USPS will send a final version of Product Information Quality Analyst position to NAPS.

8. NAPS had an inquiry to as to why some offices were moving EAS supervisors from LDC 20 to LDC 40. What would be the reason for this change and how would it impact an office?

USPS Response: USPS HQ is unaware that some supervisors LDC operations are being changed from LDC 20 to LDC 40. Such a change would not have an impact on supervisor staffing, as that is determined by SWCs. Changing an employee's LDC would have no impact on an operation, only how the office receives work hour allocation for budgeting purposes.