June 29, 2012

NAPS Statement on USPS Final Decision on FY 2011-2015 Pay Package

On June 29, 2012, the United States Postal Service rendered their final decision following NAPS invoking the Fact Finding provisions of Title 39. At the conclusion of these proceedings, our members were provided with NAPS pre-hearing brief that was filed before the Fact Finding panel during the period of June 4-6, 2012. The brief was also published in the current, July 2012 edition of our publication *The Postal Supervisor*.

Our positions on pay and benefits were presented by our Resident Officers, our legal counsel and consultants during the hearings. We believe that our positions on the issues were sound, valid and truly considered the current financial position of the Postal Service while presenting the need to increase compensation and maintain benefit levels for our members.

We continued our objections through Fact Finding on the Pay for Performance Program mandated by our members through resolutions at the 2010 National Convention. The Postal Service has determined that they will continue with a Pay for Performance program beginning in 2012 unless there is a continued freeze in federal pay as announced by the President of the United States.

The Performance Evaluation System (PES) that was used to evaluate and score PFP ratings, due to the objections of NAPS, has been eliminated and the Postal Service has requested that NAPS enter into consultations to replace the PES system.

Bereavement Leave, which was available to EAS employees under the provisions of the prior pay agreement, will be restored and the future governance of this leave type will be provided in the Employee and Labor Relations Manual.

The Postal Service has determined that their percentage of employer contributions to the Federal Employee Health Benefits Plan will be reduced by 3% per year for the next three years to bring the contributions of the Postal Service more in line with other federal agencies.

There will be changes in the accrual of Annual Leave and Sick Leave for newly hired EAS employees who enter the Postal Service on or After October 1, 2012. No current EAS employees or craft employees who are promoted to EAS positions and are on the rolls prior to October 1, 2012 will be affected by this leave accrual change.
The Postal Service has agreed to work with NAPS to identify and fill vacant EAS Positions. We are expecting that at least 2,500 current EAS vacancies will be identified and posted for application once the positions are identified, review and approved for posting.

The Postal Service has agreed to work with NAPS in the Consultative process to review NAPS’ proposals for a new SWC process to better staff Customer Service operations. NAPS has been developing new proposals for SWC and will be presenting the proposals to the Postal Service the week of July 2, 2012.

The Postal Service has agreed to a request from NAPS to apply existing criteria to determine the correct EAS grade level for the following positions:

- Supervisor, Maintenance Operations;
- Supervisor, Maintenance;
- Supervisor of Transportation;
- Managers of Transportation;
- Mail Flow Coordinator;
- Supervisor, Vehicle Maintenance;
- Manager, Vehicle Maintenance;
- Operations Support Specialist;

The Resident Officers will be reviewing the decisions more thoroughly in the next several days and will provide additional comments on this decision. We were disappointed that the Postal Service did not see fit to provide our members with some guarantees of salary increases similar to the levels of increases that were granted to the APWU in 2011.

The Postal Service’s response to our concerns during pay talks was that the agreement reached with the APWU placed a two-tier pay system in place with newly hired employees represented by the APWU receiving significantly lower pay and benefits than current APWU represented employees. Also, APWU represented employees are currently experiencing the same pay freezes that are being applied to EAS Employees.

The Resident Officers will now proceed to achieve some of the positive outcomes that were derived from the pay talks, including: The filling of EAS vacancies, an improved SWC process for Customer Service and staffing changes for EAS positions in our NDC network. We will also seek to expedite the evaluations of the positions identified above to ensure that these positions are properly graded.

We would like to thank the membership for their continued support as we proceeded through the Title 39 process. We will continue our efforts to ensure that you, our members, receive compensation for the work that you perform in accordance with the decision that was provided by the Postal Service on June 29, 2012.

NAPS Resident Officers