

Quarterly NAPUS/USPS Consultative Meeting
December 10, 2009

On December 10th, NAPUS and the USPS held their quarterly consultative meeting at the NAPUS Headquarters office. In attendance for NAPUS: President Dale Goff; Secretary/Treasurer Wayne Orshak; Executive Director Ken Engstrom; incoming National President Bob Rapoza. In attendance for Postal Service: Manager Bill Jones, Labor Relations; John Cavallo, Labor Specialist; Lee Ann Olohan, Labor Specialist. Bob Rapoza was introduced as our next NAPUS President and John Cavallo was introduced as replacing Bill Jones who is retiring. The national leadership officers from the League and NAPS joined NAPUS after the consultative meeting was concluded. The management teams will continue to work together on our joint issues. The topics discussed at the consultative meeting included:

1. Short-term supervisor selection & placement process: NAPUS has received inquiries from the “field” on this new section process and when it will be fully explained nationally. The Postal Service response: the Area and District HR Managers will be trained on this process this week as the first postings are due in eCareer on December 29th. After the training is concluded, the Postmasters will be informed. The selecting official (Postmaster) needs to be certified in the selection process. If you are not certified make sure you take the online course. This new process will shorten the time for selection of a new supervisor. More information will soon be coming out from Postal Headquarters. Note: There is no longer an ASP program.
2. FLSA Law Violations: NAPUS has received many concerns on why Postmasters are still being mandated to work over (40) hours a week and to not use any craft hours over (8). The Postal Service response: requested areas where this issue has occurred and examples. NAPUS is in the process of providing this information. Other issues regarding the FLSA issue with the Postal Service is being handled in another venue.
3. Vacant Postmaster EAS-16 and Below: When will the vacant EAS-16 and below Postmaster positions be posted on eCareer per DPMG Pat Donahoe’s instructions? Postal Service response: The vacant Postmaster offices are posted using the exception process nation-wide. NAPUS did present to the Postal Service areas where the Districts stated the Areas or Postal Headquarters were to cause of the non-postings. The Postal Service will get back to NAPUS on these cases. NAPUS did also bring up that it was the understanding that laterals and downgrades can now be processed. The Postal Service response: That issue was now open to process the requests.
4. Mitigating Factor FY09: The League and NAPUS wrote a joint letter to Tony Vegliante, Executive Vice President and Chief Human Resources Officer Postal Service requesting mitigating Factor for ALL Postmasters for the FY09 year. Please read his reason for denial response in the “breaking news” icon.
5. DUR Process: In some areas of the nation this process was not being followed with the input of both NAPUS and the League. Postal Service response: The

- area's in questioned have been addressed and are now following the process set down.
6. Emergency Suspensions: NAPUS asked the Postal Service if it is directing the Districts to put the EPM (53 & 55) up for closure when that Postmaster retires? The Postal Service response: No. All Districts should be following the compliance laws with regards to closure of a Post Office. The PRC is very involved in this issue. The areas in question have been notified.
 7. Postmasters have raised their concerns on why they are not notified when their employees retire? With the VERA's, Postmasters are being left out of the process and are caught short in their staff. Shared Services will not let them know when they are called. Postal Service response: There is a process in place. Postal Headquarters informs the Areas and Districts but that is where the information process seems to have stopped. The Postal Service will send out instructions to the Districts to process that information down to the Postmaster level.
 8. Early closing Procedures on Holidays: Some Districts as in the past are instructing their Postmasters to close early the day before holidays. They are also instructed to use their own leave for the rest of that day or to go to a larger Post Office and work there to finish out their (8) hours. The Postal Service response: The Postal Service can't mandate the Postmaster to use their leave on a mandated directive by the Postal Service to close early. The Postmaster can volunteer to work in another Post Office close to them but is not required to do so. The Postmaster if they do not want to take leave can work in their own Post Office to finish out their work day.
 9. Logs & Reports: NAPUS asked for an update on the committee DPMG Pat Donahoe was heading with the League and NAPUS on duplication of logs and reports nation-wide? Postal Service response: That committee is now headed by Dean Granholm of the Postal Service. The Postal Service will be getting NAPUS an update.
 10. Negative Work Environment Tactics: There have been many concerns coming into the NAPUS office regarding the use of harassment tactics by MPOO's and Districts on Postmasters. (i.e. Missing one scan; carrier not in by 1700; box mail not up on schedule;) This leads to an automatic trip to the District office for a PDI and corrective actions. The Postal Service response: Requested the Areas where this process is occurring. The NAPUS office has been taking steps in the Areas where this is brought to our attention.

Ken Engstrom
Executive Director