



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

NAPS/USPS VP Employee Resource Management Meeting

November 7, 2013 @ 10 AM - USPS HQ

Executive Board,

Resident Officers met with Rosemarie Fernandez, Vice President, Employee Resource Management and Jennifer Utterback from Organizational Effectiveness at USPS HQ to discuss the recent cancellation of approximately 189 EAS eCareer postings. The cancellations of these EAS postings were to avoid placing current EAS in harms-way in the event there is legislation that would change the delivery standards of mail delivery that could expedite the closing of many P&DCs in early 2014. USPS apologized for the miscommunication that occurred by not notifying NAPS in advance.

NAPS asked if the postings that were not cancelled during the time of the 189, could be extended for those affected by the cancelled EAS postings. Ms. Fernandez stated that would not be possible, but advised NAPS that those still impacted should be applying for other EAS postings and requesting non-competitive laterals or downgrades.

Ms. Fernandez did state that any EAS employee, potentially impacted or not, at any time, not just during a RIF may request a non-competitive lateral even if the vacant EAS position has not been posted. However, the decision to accept a non-competitive lateral remains with the selecting official.

It was reiterated that the December 3 eCareer postings will be for potentially impacted EAS only. Ms. Fernandez stressed the need for impacted EAS to apply for the postings or request non-competitive laterals or downgrades. She restated that those EAS in P&DCs targeted for closing in 2014 may also request non-competitive laterals at any time.

However, NAPS stated that if a non-impacted EAS wanted to take a voluntary downgrade during this time, they would not receive the saved pay/saved grade provision that impacted EAS receive. The USPS concurred with NAPS' assessment.

NAPS did ask if EAS in P&DCs that are targeted for closing in 2014, but who are not considered potentially impacted at this time, could apply for the December 3 impacted only eCareer postings. Ms. Fernandez will consider NAPS requests. However, the concern is that there may not be enough landing spots for impacted EAS by the April 18 RIF deadline. Therefore, if the USPS allowed those in the 2014 targeted P&DC facilities to also apply for the December 3 postings there may be an issue of an impacted EAS not receiving a position and end up being RIF'd.

The uncertainty of whether delivery standards will be changed by legislation has the USPS at a standstill regarding what action it will take, if or when the USPS decides to close targeted P&DCs in 2014. Ms. Fernandez did state that NAPS was welcome to call and meet with her anytime it has issues that impact its members.