



# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

*National Headquarters*  
1727 KING STREET, SUITE 400  
ALEXANDRIA, VA 22314-2753  
Phone (703) 836-9660

May 31, 2019

The Honorable Megan Brennan  
Postmaster General  
United States Postal Service  
475 L'Enfant Plaza, S.W.  
Washington, D.C. 20260-4000

## **Re: Creation of a Joint USPS-NAPS Workgroup**

Dear Postmaster General Brennan:

On May 15<sup>th</sup>, the National Association of Postal Supervisors received the Postal Service's final decision concerning changes to pay policies, schedules, and fringe benefits for Field Executive and Administrative Schedule (EAS) employees.

NAPS regrets that the Postal Service disagreed with and rejected many of the findings and recommendations of the three-member factfinding panel in its unanimous April 30 report concerning changes in EAS pay policies and schedules necessary to assure statutory compliance and provide for an engaged supervisory workforce. We believe, as you have stated many times, that NAPS is part of the Postal Service leadership team. However, the Postal Service's May 15<sup>th</sup> decision does not fully bear this out.

NAPS is in receipt of the May 24<sup>th</sup> letter from Vice President Labor Relations Doug Tulino regarding the joint workgroup process. We appreciate the Postal Service's willingness to engage in a joint workgroup to address the serious issues that the factfinding panel identified regarding the compensation of EAS employees. However, we are disappointed that, despite that the factfinding panel "strongly recommend[ed] that the joint work group engage the services of a mutually selected mediator" and that a neutral compensation expert (selected either by the parties jointly or by the mediator) be hired to aid the process, the Postal Service has rejected the retention of either a mediator or a compensation expert.

We call upon you to (a) reconsider the Postal Service's insistence on an unaided workgroup and (b) work collaboratively with NAPS in identifying a facilitator and a neutral compensation expert to assist in workgroup planning and discussions of the subjects unanimously identified by the factfinding panel. As a member of the USPS leadership team, NAPS is ready to participate as an equal partner on the team. I look forward to your response.

Best regards,

A handwritten signature in blue ink, reading "Brian J. Wagner".

Brian J. Wagner  
President