

From The Desk of The President

A Message to the PMG

During the last NAPS national convention, we the delegates were graced with the opportunity to hear from the current postmaster general Louis DeJoy. During his presentation he did something that I believe was unprecedented in the twenty plus years I have been attending national conventions and LTS gatherings. Mr. DeJoy acknowledged that upon his arrival at the Postal Service, the agency was mired down with ineffective systems and faulty processes, resulting in an inability to efficiently accomplish its stated mission. Perhaps this is why DeJoy is on record as stating the Postal Service had never met the established service targets it had set for itself.



Personally, I had the opportunity to address the PMG, and I thanked him for his candor. I found it quite refreshing to hear the PMG come before us and offer an honest assessment of his findings and how he hoped to correct those deficiencies going forward. However, despite his candor and honesty, I thought it was necessary to remind the PMG that EAS employees' compensation was tied to those ineffective systems and faulty processes. Therefore, how do we correct that deficiency as we correct the operational deficiencies?

Unfortunately, the PMG was not as forthcoming with his response to my question as he was with his assessment of postal operations. He reverted to the standard fallback of "I can't go back and fix what happened in the past." While some in the convention hall may have found that response as adequate or acceptable, I, for one, found it severely lacking. Just as one can adjust to fix operational deficiencies, corrections can also be made to address the compensatory injustices resulting from those institutional operational failures.

One of the pillars of DeJoy's 10-Year Plan is "workforce stability and investment strategies that empower, equip, and engage each employee and put them in the best possible position to succeed." To achieve this objective for EAS employees, the issue of adequate compensation for all EAS must be addressed fully. Since the implementation of the latest postal restructuring, we have witnessed the exodus of some of our most talented individuals. If not completely from the Postal

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Service, then to positions where their talents are vastly underutilized. Therefore, the moral of too many EAS is at an all time low. And, when one's moral has bottomed out it's quite difficult to be engaged and ready to perform at your very best.

There are some in the NAPS organization that believe the current PMG is doing a good job compared to his recent predecessors. While it may look good to some that positions have been eliminated, senior leadership totally revamped, and the agency completely restructured in an effort to bring it to financial sustainability, I suggest the jury is still. I am challenged to see how a business model designed to slow down your services and charge more for it, survives in an environment where your competitors are speeding up their services at more competitive prices. There are many who believe the current 10-year plan is not for the Postal Service's future sustainability, but in fact a diagram for a future that results in the partial, if not full privatization. Your thoughts!

What Level is Your Office

While all managers are routinely reminded of the SWCs for their office for determining the supervisory staffing, it has been brought to my attention that managers are not being informed of the process relative to the determination of the level of their respective offices. Workload Service Credits (PS Form 150) is the document that determines the level of your Post Office. You should complete the form annually, or when an operational change occurs that may affect your office's evaluation, such as substantial growth occurred in recent years. The automated Form150 is available on the USPS Blue page. Administrative Post Offices (APO) should pay particular attention that the Form 150 gives appropriate credit for their RMPOs. Workload Service Credit is given for each RMPO for delivery and revenue. Of equal importance each non-delivery RMPO will add 2 exception credits. The combination of WSCs and Exceptions are used to determine the correct Post Office level. Managers do not need the permission or concurrence of their superiors to get their office upgraded if it is warranted.

Ken Bunch, President