

**National Association of Postal Supervisors  
Maintenance Consultative Telecon & Meeting Minutes  
May 2, 2011 at 10:00 AM @ USPS HQ**

For NAPS: Louis M. Atkins, President - via phone  
James F. Killackey III, Executive Vice President  
Brian J. Wagner, Secretary/Treasurer  
Kevin Trayer, Michiana Area Vice President - via phone  
Charlie Goldstein, Branch 463 - via phone

For USPS: Mike Rodgers, John Cavallo, Lee Olohan, Gary Oliver

NAPS and its Maintenance Workgroup met with USPS HQ at NAPS HQ and via telecon to discuss the agenda items below.

1. Our members have been questioning NAPS on the use of “seepage” audits that are expected to be performed to determine craft work that may currently be being performed by EAS employees. NAPS would like to know how these audits are expected to be conducted.

***USPS Response: The USPS has no news at this time on a plan for the audits of maintenance. USPS will brief NAPS on the APWU contract when ratified and the effects the contract will have on NAPS.***

NAPS stated that the APWU had published an article about referencing the EAS maintenance work that is going to be audit and should result in jobs for the APWU.

***USPS Response: USPS can't respond to articles the APWU publishes in their national magazine. USPS will have to wait until the APWU contract is ratified before it can brief NAPS.***

2. What happens with the FMO positions in Districts that went away during this current restructuring? Since each lead Plant in each District was staffed for a lead FMO and now if the District no longer exists will the FMO position still exist in the future?

***USPS Response: There is one Lead FMO for each Lead Plant per district. USPS will evaluate the workload of the closing districts with those of the gaining districts and determine if an additional SMO position will be authorized for the Lead FMO. USPS is rewriting the duties for SMO duties to fit more with FMO duties. USPS will complete a relook at Plants on how they are impacted by the recent restructured and their grade level.***

#### STAFFING ISSUE

3. If the FMO position does still exist, what methodologies will be used to determine how is the territory going to be split up, especially when the District that was split was split between two or more other districts? This would be an issue with finances in the districts as far as allocation of budget and costs associated with the role Maintenance plays in servicing field issues.

***USPS Response: There will be a review and analysis of maintenance work by USPS HQ. All work for AO's is to be entered into the FSSP system and not eMARS. All AO's were instructed over the past two years to call the FSSP to have data entered into the system to determine maintenance staffing. AO's are not to enter data into eMARS. Only Plant maintenance that handle plant and station & branch maintenance work is to be entered data into eMARS.***

4. The new MMES positions that were created in each lead plant. Will these positions remain once the restructuring is completed? Will they be downgraded to the MES position? If they do remain, do they still report to the Maintenance Manager in that Plant?

***USPS Response: There will be a review and analysis of maintenance work by USPS HQ.***

5. The new MMES positions that were created in each lead plant. Will these positions remain? Will they be downgraded to the MES position? If they do remain, do they still report to the Maintenance Manager in that Plant?

***USPS Response: There will be a review and analysis of maintenance work by USPS HQ.***

6. Are there any plans to implement another Maintenance restructuring?

***USPS Response: No. There is no wholesale maintenance restructure. USPS will look at operations when there is an AMP, but that is on a case-by-case basis.***

7. There is still a problem in certain Districts as to the lines of responsibility of the FMO. This problem has to do with the responsibility of servicing Post Offices and City Stations. We would like HQ Maintenance to provide guidance on how the work for these two separate entities should be managed?

***USPS Response: FSSP handles all Associate Office maintenance. Plant handles all Plant and station & branches.***

8. In cases where a District was eliminated, will the gaining District experience any increases in their EAS staffing and craft positions to adjust for the extra workload?

***USPS Response: There will be a review and analysis of maintenance work by USPS HQ.***

9. NAPS had previously requested and has not received the reporting matrix for Lead Plants, MMES, LEAD FMO Managers and their respective roles in managing Maintenance Operations.

***USPS Response: There is a conceptual chart for the maintenance organization. USPS will provide a chart. Each Maintenance Manager reports to the Plant Manager. Lead Maintenance Managers report to the Lead Plant Manager. Lead Plant Manager provides functional guidance to other plants.***

10. There are issues with management of domiciled AMT's in the field and who should be responsible for managing these employees. In order to resolve the conflicts that are occurring in the field, we would like USPS HQ Maintenance to provide us with their expectation of the reporting structure for AMT's in the field.

***USPS Response: Field AMT's report to FMOs.***

11. During our prior meetings we discussed the establishment of FMO staffing requirements for both craft and management positions in the FMO. We would like to discuss this situation so that a determination can be made as to how to address this issue.

***USPS Response: USPS is drafting a new EAS staffing manual which it hopes to have available at the end of May and will provide a draft to NAPS.***

NAPS thanked USPS Maintenance for working with NAPS and listening to our ideas to make the maintenance restructure run as smooth as possible.

NAPS Headquarters