

October 2012: NAPS/USPS Discussion

Regarding ongoing RIF Avoidance Process

NAPS Question 1: Will non-impacted EAS be considered for non-competitive lateral movements until the November postings when only impacted can bid? In addition, if all eCareer postings are open to all EAS, why not laterals? (with an AMS exception) If such non-impacted laterals can be approved now, this information needs to be shared with all USPS Area and Districts.

USPS Response: Yes, non-impacted EAS employees can be considered for noncompetitive laterals and downgrades until the November postings. This information was communicated to all Areas. Only a very few critical vacancies approved by exception for posting are posted now. As we shared with you during the consultations, the position of Product Information Quality Analyst, EAS-17, posted from 9/25 to 10/2, was limited to impacted AMS Specialists only. The mid-October postings for Level 19 and above will be open to both impacted and non-impacted employees, so noncompetitive consideration will likewise be open to both impacted and non-impacted employees.

Remaining vacancies posted in November and beyond will be posted with a limited area of consideration. The competitive process in November will open to impacted employees only, so noncompetitive consideration will likewise be limited to impacted employees.

This information was shared in telecoms with field Area offices in September.

NAPS Question 2: In regards to postings on eCareer for all EAS employees – what about impacted supervisors getting preference?

USPS Response: Initially the RIF avoidance timeline allowed for the noncompetitive placement of impacted employees from August 25 to September 22, but this was expanded to allow impacted employees the ability to submit requests for noncompetitive placement at the same or lower grade now and continuously through March 1, 2013. Impacted supervisors are eligible to apply for all posted vacancies and they can submit requests for noncompetitive consideration, as well. Further, the eligibility statements for the vacancies posted November 20 and beyond will state "...Eligibility is also extended to all formerly impacted employees assigned within the district of the vacancy who were successful in obtaining a noncompetitive placement between September 8 and the date of this posting."

NAPS Question 3: Why are there still no vacancies posted in the Northeast Area?

USPS Response: The Northeast Area has been identifying vacancies in preparing for the October 16th posting period. In addition, they have been accepting noncompetitive requests prior to the upcoming postings and will continue to do so.

NAPS Question 4: They are still making SWC moves are still being made despite the fact that the workgroup is very close to completing work on the new SWC. Can we defer any further movement until we have completed our work on the new SWC?

USPS Response: We recommend discussion of this item during the SWC meeting we are working to schedule

NAPS Question 5: NAPS has a couple of questions regarding the vacancy posting process:

NAPS Question A: Are all vacancies being posted?

USPS Response: No, as we discussed, we will post jobs geared toward placing impacted employees (primarily operational jobs). All vacancies will not be posted in order to preserve stability during these transitions. Areas were instructed to plan to post an appropriate number of vacancies at Level 19 and above to create movement sufficient to placing impacted employees competitively and noncompetitively.

NAPS Question B: What is the methodology being used to determined which vacancies are to be posted? Who is making this determination?

USPS Response: Area and District HR Managers are evaluating the vacancies by function and level and comparing them to the qualifications of the positions that the impacted employees currently hold. This evaluation will assist the managers in determining which vacancies to post in order to place impacted employees.

NAPS Question 6: For those impacted employees whose offices are closing, will there be any opportunities for cross-training? So far, any attempts by this particular impacted group have been rebuffed by their managers.

USPS Response: Employees facing future impacts are eligible to apply for vacancies to be posted in mid-October.

NAPS Question 7: NAPS is requesting that a retirement incentive, one that is in line with ones that have been previously offered to EAS employees, be offered to impacted AMS EAS employees.

USPS Response: As we discussed during consultations, no incentives will be offered for EAS employees.