

March 29, 2012

## **NAPS & PM Quarterly INFO Mtg Agenda SF P&DC Room 310 – 0800 hours**

**Attendees: USPS:** Rosemarie Fernandez, DM, David Stowe, Senior Plant Mgr, Raj Sanghera, Host PM, Michelle Tucker A/MPOO A, Lito Sajonas, MPOO B, Harriet White, Mgr HR, Eddie Masangcay Mgr. Finance, Jeff Gaskill, A/Mgr Marketing, Martha Orozco/Boldware, A/Mgr OPS.

**NAPS/NAPUS/LEAGUE:** Carolyn Thompson, President Branch 88, John Wong, President Branch 497, On Telecom: Tony Governale, President Area 2 NAPUS, Steve Tomlins, CA State Branch President, League of PM's, Marilyn Walton, NAPS Western Region VP and Linda Donnelley, Branch 497

### **Agenda Item # 1** North Bay P&DC closure & impact on EAS positions

Harriet White, Mgr HR- There is no final information available regarding Incoming Closure (total closure). This will be based on approval of Service Standard Changes. We are going forward with the AMP changes (processing outgoing mail).

NorthBay has lost a significant number of EAS because of the propose closure. Because of the number of EAS bidding out we will be forced to monitor future EAS bids out of North Bay. We will allow the bids; however hold EAS until we are sure the closure will be approved. We currently have managers/supervisors leaving the facility. North Bay craft are not bidding out or retiring they may be waiting on a possible incentive.

If the closure is finally approved 949 and 954 zip code processing will be transferred to Bay Valley (Oakland). Eureka CA will be moved to Portland District.

What will happen to San Francisco? As of now there will be no changes other then the movement of the three zip codes to Bay Valley and Portland.

### **Agenda Item # 2** – San Francisco Financial Report –

- Total revenue San Francisco is rank # 2 as of February 87% to plan 5% better than a year ago.
- Retail Revenue San Fran District 19.26% better than last year San Fran is #3
- Over Time (OT) 7.6%
- Overall Salary & Benefits 80% TOE #2 in Pacific Area
- San Fran has reduced expenditures by 2 million over the last year

San Francisco Safety concerns – San Fran is doing poorly on Safety and currently 63<sup>rd</sup> in the nation. District has met with the APWU/NALC. We will also be holding managers accountable for failure to completely investigate and review accidents.

We have a five questions that focus on the Pacific Area Foundation ( PAFS) audit addressing street observations which should be done daily. Unit managers must assign supervisors to do street observations (at least one a day). During Accident Review boards it was found that Supervisors were sometime using poor judgment (according to management's assessment) in some assignments which resulted in accidents. District opinion managers/supervisors should ensure that they do not inadvertently put a craft employee in danger.

Additional discussion involved overall paperwork that must be completed daily regarding Investigations, Limited Duty and other related HR paperwork that must be completed fully on a daily basis. There will be more focus by the District to hold supervisors/managers accountable to complete this paper work completely and timely.

The District has committed to ensure that supervisors have the information and tools they need to complete the tasks required. **The District is committing Administrative Vehicles to the delivery units so that supervisors will not have to use their private vehicles. The District is sensitive to supervisors concerns of using their cars and the price of gasoline.**

The vehicles released to the delivery offices will be monitored for mileage usage to ensure that supervisors are using them daily to do the required street observations.

Question: How will this new focus of holding supervisors accountable for accident investigations and street audits going to be communicated to the field?

Response: We will be having meetings with the supervisors. In the past we relied on Managers to convey the information. We found that 50% of time the direct message did not get to the supervisors. Since we will be holding supervisors accountable we will ensure that the message is clearly communicated the supervisors.

NAPUS: requested additional training due to the fact that MOPS sends back messages to the Postmasters that forms are not completely filled out. We want direct communication on exactly what needs to be corrected. We are often unable to determine what is wrong based on the e-mail sent back to the unit.

District Manager: We are focusing on PAF audits and more accountability because Service has declined and accidents are up. We are willing to provide any tools that managers/supervisors feel they need to be successful.

**Agenda Item #3** – NAPS – Can you provide the current vacancies?

District Response- We have vacancies and have requested approval to post some of them in San Francisco. However we are unable to post Postmaster vacancies 18 and lower.

We are unable to give an exact number because the changes are fluid. We are basing numbers on possible closures, retirements and EAS bidding out because of possible closures. We can provide a list but it may not be completely accurate.

Final comments: District manager stated once the changes/closures/consolidations occur we are sure that it will follow the RIF Avoidance process.

All districts are proceeding with caution we do not want to post an EAS position that might end up placing the EAS in a RIF situation.

Meeting ended at 8:40a.m.

Marilyn Walton