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NAPS Talking Points

Timeline of Dispute Regarding 2016-2019 EAS Pay Package, Lawsuit Against USPS, and D.C. District Court's Decision

As of July 23, 2020

- September 2017: USPS/NAPS begin EAS pay consultation for FY2016-2019.
- December 2017: USPS/NAPS extend pay consultation process.
- June 2018: NAPS receives final EAS USPS FY2016-2019 Pay Decision.
- July 2018: Per unanimous vote of Executive Board, NAPS files for factfinding with Federal Mediation and Conciliation Service (FMCS).
- July 2018: NAPS receives modified USPS Pay Decision but continues to pursue FMCS factfinding.
- December 2018: Factfinding panel holds 2-day hearing, with testimony from NAPS and USPS witnesses.
- April 2019: NAPS receives favorable FMCS Factfinding Report from unanimous panel. The factfinding panel unanimously found that EAS compensation was not comparable to private sector compensation, the pay-for-performance system is “seriously flawed,” and the current Supervisory Differential Adjustment is unreasonably calculated and inadequate, resulting in thousands of postal supervisors and postmasters being paid less than the clerks and carriers they supervise.
- May 2019: NAPS receives final USPS FY2016-2019 EAS Pay Decision. USPS rejects most recommendations of the factfinding panel.
- July 2019: Per unanimous vote of Executive Board, NAPS files lawsuit in federal district court in Washington, D.C., seeking declaratory and injunctive relief from USPS for failure to pay supervisors, managers, postmasters, and other professional and administrative employees in accordance with federal law. Lawsuit also seeks to overturn USPS’s refusal to recognize the right of postmasters and headquarters and area personnel to be represented by NAPS.
- July 2020: NAPS receives ruling from U.S. District Court for the District of Columbia granting USPS and UPMA motions to dismiss NAPS’s lawsuit over pay and representation. Notably, the judge did not rule on the merits of NAPS’s case against the USPS. The judge ruled that, despite the court’s original jurisdiction over lawsuits against the Postal Service, Title 39 does not authorize NAPS to sue USPS for violations of the law’s mandates on supervisory compensation and representation. The court pointed to potential Congressional action that would modify Title 39 to assure NAPS a path to relief.
- NAPS resident officers and executive board are weighing all options going forward, including appeal of the court’s decision to the U.S. Court of Appeals for the District of Columbia.

Representing supervisors, managers and postmasters in the United States Postal Service