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## NAPS HQ position regarding Non-Career employee details to EAS positions-2015

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Hi Mary

We do have some national guide lines for details/ laterals but the locals have some leeway in determining details and laterals. NAPS is very interested in these issues and will keep an eye on many of our members concerns. Too often we hear that a CCA is on detail because no one else is interested. That is another issue (work place and salary)NAPS s undertaking.

Louis Atkins

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Louis, Ivan and Brian,

For 2 years I have shared EAS concerns regarding CCA, PSE, and MHA details into EAS 17 supervisory positions. This is increasingly becoming the preferred employee over career letter carriers, mail handlers and clerks for a multitude of reasons, most importantly due to the low compensation these employees receive because they cannot be paid higher level like career employees must be paid and have extremely limited benefits.

The situation being created by non-career employees having supervisory experience over the career is resulting in a lack of applicants for posted vacancies and then the positions are posted to non-career. This could hurt NAPS in the long run because we end up with EAS employees that have very limited Postal experience and are not a part of the culture, not even understanding basic rights and regulations, let alone caring about them. These are many of the employees that work extra hours for free, do craft work throughout the day when needed, use their personal vehicles without mileage compensation, and do many other things that make our long standing members "look bad" for following the established rules and regulations. Even if they join NAPS, will they stay? Will they just dilute the few rights EAS currently have? This is also an effective way of lowering average EAS wages and may affect pay talks in the future.

My intent is not to blame these hard working employees, but to again point out that when districts must compete to lower costs, and there are no policies in place, then they will go to the cheapest labor, and that is the non-career employees. They have to do that to effectively compete in the arena of cost if other districts are allowed to do it without even a cap. In Pacific Area the vast majority of EAS vacancies are covered by non-career employees, I have even recently seen a EAS 21 HQ position with a CCA detailed into it.

I have many EAS ask about laterals and detailing in other offices and they don't want to feel that they are "competing" with non-career \$15/hr. employees. They want to have a "rule or policy" to guide the offices in the matter of EAS details/laterals. Do we have any NAPS policy in place or being planned? Is this something we as an organization for EAS care about or should care about? Do we have any position?

Thanks,

Mary