**Consultative Response**

We continue to receive reports from the field that supervisors, managers, and postmasters are being required to case and deliver mail, in some cases actually scheduled to deliver mail from some level of senior leadership. NAPS HQ asked for and received the response below from USPS HQ as part of the November 2021 consultative process:

1123-14  As the NAPS Resident Officers and Executive Board members attend NAPS sponsored events, such as branch meetings, training seminars, and conventions, we are consistently hearing from our members across the country that supervisors, managers, MPOO’s, postmasters and other EAS are being forced to case and/or deliver mail, in fact often ordered to case and deliver routes by senior district leadership. This is in violation of all craft collective bargaining agreements, not to mention how can these EAS who are being forced to deliver mail get their own work done and will certainly be held accountable for office failures. This will also generate grievance activity that managers will be forced to pay, further hurting TOE, and other NPA indicators. NAPS is requesting that USPS HQ issue directives that EAS may not be forced, coerced, or otherwise be required to case routes or deliver mail, as that is a function of the craft.

Response: Non-bargaining employees may only be permitted to perform bargaining unit work in emergency situations (The exception is for level 18 post offices and Part-Time post offices where 15 hours of bargaining unit work can be performed). Those emergency situations must be just that, an emergency.  The circumstance or circumstances must be unforeseen. If a facility, installation, or district is planning to schedule non-bargaining employee to perform bargaining unit work, and since planning is not an unforeseen circumstance and not an emergency, it should be reported to District Labor Relations or Human Resources immediately and escalated.

This is official USPS policy, and should be cited by local NAPS leaders across the country, AND reported as such to district LR or HR, then escalated as necessary … You may copy NAPS HQ on your use of this official postal policy to STOP the practice of utilizing EAS to deliver mail in violation of every postal craft contract.