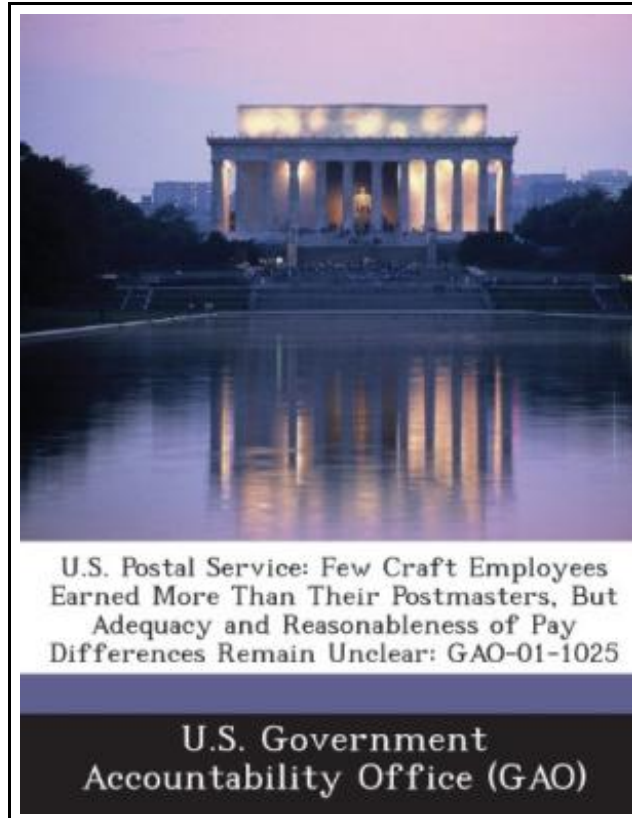


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U.S. POSTAL SERVICE: FEW CRAFT EMPLOYEES EARNED MORE THAN THEIR POSTMASTERS, BUT ADEQUACY AND REASONABLENESS OF PAY DIFFERENCES REMAIN UNCL (PAPERBACK)



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Bibliogov, United States, 2013. Paperback. Book Condition: New. 246 x 189 mm. Language: English . Brand New Book ***** Print on Demand *****.The Postal Reorganization Act of 1970 requires the Postal Service to pay wages comparable to those of the private sector. It also requires the Service to provide adequate and reasonable pay differences between clerks and carriers and their supervisors, such as postmasters, although the act does not specify what constitutes adequate and reasonable differences. Furthermore, the act requires the Service to consult with supervisor and postmaster organizations when planning and developing pay policies and other programs affecting their members. Since the mid-1970s, two postmaster organizations have voiced concerns that adequate and reasonable pay differences do not exist between postmasters and the clerks and carriers they supervise. Recently, the organizations took their concerns to Congress. The resulting Postmasters Fairness and Rights Act would make substantive changes in the way postmasters pay is determined. Most postmasters are now paid under the Service s Executive and Administrative Schedule (EAS), which is the salary schedule that applies to nearly all supervisory and management employees. Generally, postmaster pay consists of basic pay; pay-for-performance; lump-sum merit awards; and supplemental pay, such as overtime. In 1996, the Service lowered the minimum basic pay of the 26 EAS grades. This resulted in the minimum basic pay of EAS-15 and EAS-16 supervisors being less than the maximum basic pay of a grade 5 clerk, which was the most populated grade and pay level of the largest bargaining unit. Because of this and the 1970 Act s requirement that an adequate and reasonable pay difference be maintained, the Service established a Supervisory Differential Adjustment (SDA) policy for EAS-15 and above supervisors who are not eligible to receive overtime pay. This policy provides that these supervisors will be paid...

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