



# FIRST CLASS LEADER

Volume 8 Issue 10

Branch 66

September 20, 2006

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## MESSAGE FROM YOUR PRESIDENT

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### EXECUTIVE BOARD

President- Jim Stewart  
V President-OPs1-Jermey Blow  
V President-OPs2- Jeff White  
V President-AO-Cindy Baker  
V President-Plant-Ruth Rusk  
Secretary-Nancy Mcvicker  
Treasurer-Nancy Mcvicker  
V. President-Legislative-Dan O'Donnell  
Editor-Perry Weinberger  
Sgt-of-Arms-Lynn Yut

### Legislative Training

April , 2007 in Wash DC

### Five State Convention

June 8, 9 & 10, 2007

### National Convention

2008

### NOMINATIONS FOR NEW OFFICERS

All NAPS members are encouraged to attend the next NAPS meeting October 12 at the Clackamas Denney's. We will be nominating new officers to serve the Branch for the next two year term starting in January, 2007. Ballots will be mailed to all members to cast their vote in November. Nominations will be taken for the following positions:

President  
Executive Vice President, Legislative Affairs  
Vice President, City Operations 1  
Vice President, City Operations 2  
Vice President, Plant Operations  
Vice President, Associate Offices  
Secretary  
Treasurer  
Editor  
Sergeant at Arms

### IMPORTANT DATES

General Membership meetings  
October 17, 2006  
November 14, 2006  
December 12, 2006

If you are looking for a way to be more involved with NAPS, please consider running for one of these positions. This is a great opportunity for you to be active and make a difference. If you are unable to attend but would like to be considered for one of these positions, please contact Jim Stewart or Kathi Clapp to ensure your nomination is made at the meeting.

Hope to see you all at this next important meeting.

Jim Stewart

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### NAPS National Convention

It was a pleasure and an honor to represent the State of Oregon at the NAPS 60<sup>th</sup> National Convention in Las Vegas. This convention was one of the most eventful that I have ever attended. Oregon was well represented by our resolutions that passed committee and were adopted by the membership. While all our resolutions were not adopted, those that were will make the Postal Service a better place to work for our members. You will receive a special edition of the national "Postal Supervisor" which has the transcript of the convention as well as all of the resolutions.

I was a member of the audit committee and participated in reviewing the records pertaining to vendors, bank statements and the records of NAPS property. The committee reported "Documentation of income and expenses of the organization was in order and **has improved**

**over the previous year.** “ This is good news for our organization that not only does it continue to be a financially sound organization, it continues to improve.

While I enjoyed the daily convention activities, I was greatly disappointed in the election results. Our fellow NW area NAPS Branch from Seattle, bid for the 2010 national convention. The other city bidding for the convention was Orlando, Florida. Bidding for a national convention is expensive and time consuming. Both of these branches put in a lot of work and expense to convince the delegates to vote for their city. Seattle delegates did an amazing job of putting together a quality presentation for the delegates. Seattle hosted a hospitality room for delegates and had an informational table at the registration area. Unfortunately, the room rates are higher in Seattle during August than they are in Orlando. Despite the outstanding effort by Seattle delegates, the vote was for Orlando in 2010.

The biggest upset of the convention was the vote for national Secretary/Treasurer. The rules of the convention allow 15 minutes for each branch to pick up their votes and return them to the ballot box. The convention chair (Louis Atkins) announces time during the 15 minutes so that everyone is aware of when the balloting closes. No ballots are to be accepted after the announcement that the balloting is closed. Each branch votes based upon one vote for every 10 members. Unfortunately, a branch from North Carolina was allowed to submit their vote's late (17 votes). The Parliamentarian conferred with the vice chairman of the balloting committee and was told that the 17 votes did not make a difference in any election. Armed with that information, the parliamentarian addressed the convention and relayed the information that while the votes were accepted late, no election was changed. He then asked for vote by the delegates whether they wanted to have the votes taken again. The body of the convention voted not to vote again since they believed it did not change anything. After the vote, the election results were announced. John Aceves lost the national secretary/treasurer election by **8 votes**. The delegation went wild. There was a motion to change the original vote to not recast the ballots. This motion would require 2/3<sup>rd</sup>'s to pass. With the election results now know, the motion did not pass. The election results were final. The membership then heard from Alaska that they had not put their ballots in on time as well as San Antonio. Both branches requested their ballots be counted also, but it was ruled by the parliamentarian ruled that those votes could not be counted and Jay Killacky was declared the new national secretary/treasurer. I am going to miss the mentoring, leadership, representation and friendship that John Aceves has given our members over the years. We have been blessed to have a special relationship with John and he has done an outstanding job of representing all NAPS members in the United States. It is a loss to the NAPS organization that he will no longer be a resident officer. Having said that, I look forward to working with Jay Killacky. He has held national office as the New England Area VP and brings a great deal of knowledge to the position. Hopefully, Jay will visit one of our functions in Oregon this next year.

And on a bright note, my favorite national officer, Ben Clapp, was reelected to the position of N.W. Area Vice President. Ben has done an outstanding job of representing NW Area NAPS members since 2000 and we look forward to the next two years  
Marilyn Walton won her bid for election to Western Area Vice President. Marilyn has served in this position for the past 1 ½ years and I look forward to continuing working with her.

I hope to see you all at the Portland NAPS general membership meeting in October  
Kathi Clapp  
Oregon State President

National Performance Assessment  
(A.K.A. Your Merit)

N.P.A. is the yardstick by which your year end Merit is measured in the Pay For Performance system. On an individual basis, the Pay For Performance process of Core Requirements is one of the most important aspects of our jobs. The negotiation of core requirements with your manager directly affects your ability to maximize the potential for yourself and the Postal Service.

The PFP system is designed to foster communication between you and your manager. All too often, supervisor and managers will do nothing more than accept without comment the cores sent down from higher level. Cores that may not even be in their "Line Of Sight". Unfortunately there have been instances where the Pay For Performance system was misunderstood and entire work units given identical core requirements without consideration to individual line of sight contributions. Even instances where cores from different functional areas were assigned improperly. This type of PFP administration is contrary to the systems intended purpose of motivating employees at all levels within the system.

Properly set cores allow the individual to help both themselves and the Postal Service by focusing the efforts in areas that will benefit the Service overall, the work unit and the individual EAS. The success of the individual is also a corporate success. There are appropriate administrative appeals built into the system that your NAPS representatives can assist you with. But first we should discuss how the system is designed to work.

As we stated before, this system is designed to foster communication. You should have an open dialog with your evaluator/manager on the cores that you feel will assist the work unit as a whole in meeting our overall service goals. Remember that picking the core and the target levels are not the only important aspects of the discussion. How the targets in your goals are determined is at least as important as the goals themselves. Remember that you want to insure that your efforts have a maximum effect on your goals. As an example a Plant Supervisor might have BPI as a core requirement. You and your manager may discuss the issue and decide that you may have the greatest impact with BPI on your tour therefore your BPI target is not the plant but your tour or perhaps the operation that you supervise. By zeroing in on the areas that are in your "Line Of Sight" you determine your success in the system.

Your individual core requirements can improve your overall rating by two full cells. This alone might mean that your outstanding efforts resulted in 2.25% increase in your pay over what you would have received. Factoring this in over the rest of your career means significant money in your pocket, especially if you have several years before retirement.

Ideally this system should work smoothly and does most of the time. However, should you disagree with the cores and targets suggested by your manager and are directed to input specific cores that you disagree with, there are steps that you should follow. First and foremost, always comply with instructions from higher level management unless the instruction is either illegal or unsafe. When you input your cores in the PES system annotate that you were directed to input these cores and briefly state why you have issues (i.e. not line of sight, not functional area, etc...). Document your reasons on a separate piece of paper, list the reasons logically and supply any relevant documentation and ask for a review by higher level management (keep copies of everything submitted). At your midyear review, if no change in cores is made, document your objections just as you did at the objective setting process. Finally assuming that you're now at the end of the evaluation period and still stuck with inappropriate cores, document your reasons for objection a last time and start the final appeals process. Should you start an appeal of your final rating, you must be able to document strong mitigating circumstances to be successful. Simply being unhappy with your final rating with no objections made along the way will make a very tough hill to climb. Remember, discussion with your manager is the key to this whole process.

Robert Atkinson

## ONE WRONG E-MAIL

A work place survey finds that employees are being fired for violating email policies. Employers often key on people sending porn and people wasting time. Don't put anything in an email that you wouldn't want the world to know. In other words, it is very hard to deny something in writing. So take two breaths before hitting "**SEND**"

Editor

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There was a motion and a second to change the title of the "**vice president of legislative**" The new title would be "**Executive Vice President of Legislative Affairs**" To do this we have notify the membership of this change in the Constitution and by-laws of Branch 66. This change will be effective at the next meeting, if we do not have any objections from the membership. The purpose of this change is to have a succession, in the executive board, in the event that the President could not attend a meeting or resigned.

Editor

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### Northwest Area Conference

The 2007 conference committee met June 13, 2006 and the following assignments were appointed to members, members will need assistance, all NAPS members are welcome to contact any of the following committee members to help with the conference:

Jim Stewart.....Golf tournament  
Jeff White.....Donations from businesses, hospitality room  
Dan O'Donnell.....SPAC, training sections, video equipment  
Lynn Yut.....Registration  
Jeanine Lerten.....Catering, lunch/dinner menu, snacks  
Nancy McVicker.....Contract and monies  
DeeAnn DeSimini....Decorations and entertainment  
Paula Clack.....Registration and activities  
John Bowman.....Safety and housekeeping  
Ruth Rusk.....Business donations and vendors  
Cindy Baker.....Hospitality and vendors

Committee members are also requesting assistance from NAPS members for the following events:

Stand for Colors....military color guard  
Pledge of Allegiance  
Star Spangled Banner (singer)  
Invocation

Members who are picked for the above will also be invited to attend the conference and dinner. These events will be for Friday, June 8, 2007. Volunteers may contact Lynn Yut at (503) 294-2513.

**NAPS GENERAL MEMBERSHIP MEETING**  
**September 12, 2006**

Meeting held at the Clackamas Denny's Restaurant in the banquet room.

Meeting called to order at 6:30 PM. Roll call of officers present: Jim Stewart, Dan O'Donnell, Cindy Baker, Jeff White, Nancy McVicker, Perry Weinberger, Ben Clapp, and Lynn Yut

Minutes read from June 2006 meeting by Nancy McVicker, motion made to accept minutes as read by Kathi Clapp and second by Dan O'Donnell. Motion passed.

TREASURY REPORT: Budget for National Convention was \$8000.00 actual spent: \$12,888.70 overage of \$4888.70.

Type 00 Account = \$3135.00  
Type 54 Account = \$11671.55  
Type 55 Account = \$12345.69  
Checking Account = \$10651.92  
\$37804.16

Kathi Clapp made a motion to accept treasury report and second by Dan O'Donnell. Motion passed.

MEMBERSHIP COMMITTEE: Jeanine Lerten will submit a draft letter to be sent to all non members. Lou, Jeanine, Dee Ann Kathi, Jeff, Lynn and Cindy will finalize the non member letter. All will meet Monday September 22, 2006 6:30 PM at Wichita Pub to put the mailing together, this will include finalizing the letter. A letter will be sent with a newsletter and 1187 by the end of the month.

LEGISLATIVE REPORT: Dan O'Donnell has written to three legislators to attend the NW Area Convention 2007, he has received no response from Blaumenhouer, Woo is a maybe and Hooley is only available in the morning.

NW AREA CONVENTION COMMITTEE: Dee Ann has located entertainment that is available on the date we need. It is a husband and wife that sing, DJ and do Karaoke for the entire evening. Cost will be \$200.00. Dee Ann will find out where they are playing so members can see them. We will make a final decision at future meetings.

Committee members will meet at the Doubletree Hotel Thursday September 21, at 6:00 PM.

**OLD BUSINESS:** The National Convention was held successfully in Las Vegas August 2006. Dan O'Donnell was a member of the Resolutions Committee. Two of the Branch 66 resolutions were not accepted:

1. The resolution regarding duplicate insurance.
2. The resolution regarding the restructure of the National Officers. We will rewrite these two resolutions for the next national convention in 2008.

Kathi Clapp was on the audit committee and was able to voice her opinion and represent the Northwest Area.

We must continue to have members represent the Northwest in future conventions and work on committees representing our interests.

John Aceves was not successful in his reelection run for national office. He lost the position by 8 votes. This was a huge controversy due to several errors during the voting process.

The picnic was cancelled and the entire deposit was refunded by The Oaks Park. Dee Ann contacted Costco regarding donations for food. Costco will only supply muffins with the provision they are allowed to set up a table to canvass for new members. The picnic may be rescheduled.

Lou Gomez suggested at a prior meeting to change the officer's positions. Motion made by Kathi Clapp to retain all officers "as is" and not eliminate the Vice Presidents, but that the Legislative Vice President reside in the absence of the President. Second by Dan O'Donnell. Motion passed.

Ben Clapp recommends the Legislative Vice President's title be changed to First Vice President in Charge of Legislation. This would require a change in the constitution and by laws which could happen in the future.

Lynn Yut made a motion to change the name of the Legislative Vice President to Executive Vice President in Charge of Legislation. Second by Ben Clapp. Motion passed. This will be published in the next news letter for the membership.

Kathi Clapp is in favor of combining the position of Secretary/Treasurer, Lou Gomez disagrees that there is too much that the position requires and they should be kept separate. Dan O'Donnell agrees with Lou Gomez.

Motion made by Kathi Clapp to combine Secretary/Treasurer to one position. Motion not passed.

The September newsletter was to start including Salem and Eugene articles and also be sent to their members. Salem and Eugene have not responded with articles and have not paid for printing and postage for the newsletter. We will prepare and send Branch 66 newsletter separate for all future newsletters.

**NEW BUSINESS:** Kathi discussed the draft for the Supervisor budget for 2007; the plan is for zero replacement for five weeks of vacation and SDO per EAS employee at any time. This has been addressed with Dallas Keck and will be elevated to Ben Clapp to discuss with Sylvester Black.

It is time again for NPA goals, some EAS are not given a choice or a chance to negotiate goals or benchmarks with their superiors, Ranae Wittenburg would like a general help guide on narrative input. Robert Atkinson will write an article for the newsletter on proper procedures.

One item to be discussed this week with the District Manager will be the district granting a non competitive lateral to a Postmaster for a Manager position. Also the shared services program for transfers based on protocol, if the non competitive candidate is willing to pay relocation the EAS employee should get consideration prior to a universal ASP candidate.

Lou Gomez made a motion to audit the finance books of Branch 66. Second by all. This audit is to be done Tuesday September 19, 2006.

Motion made to adjourn by Dan O'Donnell at 9:00 second by all.