



First Class Leader

Portland District Branch # 66

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Message from your President

I was very fortunate to attend the National NAPS convention this past month which was held in Louisville, Kentucky. It was the 100 year anniversary of the National Association of Postal Supervisors whose first get together was held in a hotel that is still in existence today and has been beautifully maintained. We have come a long way since then but we are still dealing with some of the same issues such as the quality of our work life and unrealistic expectations to get the job done with fewer resources. It was a wonderful opportunity to network with management peers from all over the country and we all have much more in common than we are different. The differing attitudes were seen in the resolutions that were put forth for review and acceptance. In this newsletter we have covered the resolutions that Branch 66 and the Oregon State Branch submitted for adoption. These resolutions will be presented throughout the coming two years when NAPS consults with Postal headquarters.

I am writing this on the first day of our new Fiscal Year which should prove to be extremely challenging for us all.

Dee DeSimini

Attention:

There will be a change in location for the October Branch meeting.

The meeting will be held at the:

Our next NAPS meeting will be Thursday Oct. 23rd 6:30 pm at Izzys Gateway.

1307 NE102nd Portland, Or. 97220 At 102nd and Halsey I scheduled this meeting the third week of Oct. because of the Columbus Day Holiday.

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Next General Membership Meeting—
October 23, 2008

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

NAPS celebrated its 100th anniversary on September 7, 2008. For this National Convention, the festivities were held in the birthplace of the organization, Louisville KY.

With a passion for adventure and new experiences, I was excited to be attending the convention as a first-time delegate. A believer in always being prepared, I asked many questions of the local veterans from previous conventions to better prepare myself for the experience. I think it safe to say; nothing could have totally prepared us for the adventure that awaited me and my fellow first-time delegates.

There was much to learn for those who attended the convention. For me, the most astonishing was the level of politics within the organization. Let's just say, this country's presidential race has nothing on the internal campaigns for office the delegation witnessed in Louisville.

Aside from the politics, the convention was also a great place to learn about and feel emotions many of us find uncomfortable. Humility, appreciation and gratitude come to mind as I reflect on the conversations and testimony presented during the general sessions. Let me elaborate; while there are certainly things I would like to see changed in our work environment; I will be the first to testify of my gratitude for working in the Portland District. We are fortunate to work in a District that values the relationships between all EAS employees. This is demonstrated by the respect shown to us as individuals and employees, regardless of position. This is a great motivator to keep giving our best effort daily while completing our duties. Unfortunately, our good fortune is not shared by others as this does not seem to be the case in many Districts across the nation.

The National Convention was attended by approximately 1500 delegates. With such a pool of people to choose from, it was startling that as a first-time delegate, I was called to serve on the ballot committee. This committee is charged with ensuring the administration of the ballots for the contested offices within the organization. Service on this committee provided valuable insight into the importance of the election process and the adherence to the rules outlined in the constitution and by-laws of the organization.

As delegates representing the Branch 66 membership at the Convention, we were presented with a wonderful opportunity to meet new people, network and plant the seeds of change that the Postal Service is in such need of. As we all know, The Postal Service is facing a climate that requires drastic change for the company to survive. Attendance to this convention, which brought together various levels of management from across the nation,

provided a forum for the exchange of ideas. To borrow from a popular politician: "Become an agent of change". Get involved and help orchestrate the history making change the Postal Service is about to embark upon.

Michele Grigorioff
Treasurer
Branch 66

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Postmaster General, Jack Potter met today with the leadership of the three management associations and craft unions representing all craft employees and EAS employees of the Postal Service.

The meeting was scheduled to brief the leadership of the employee organizations on the current situation in the Postal Service and to request the cooperation from all of the representative organizations in working together to get through this difficult period.

While the members of all our organizations are well aware of the lack of mail in the system, we were briefed on the dynamics of the revenue losses and the impact that it is having on our ability to operate. PMG Potter advised the association and union leadership that the financial condition of the Postal Service was poor with revenue falling considerably short of our objectives due to the overall poor U.S. economy.

Potter added that the Postal Service would need the help of the unions and associations in working with the Congress as the Postal Service attempts to develop solutions to our problems that will involve discussions and Congressional approval. Specific plans were not discussed at the meeting.

Potter advised that there are meetings this week with the Board of Governors of the USPS followed by a meeting with the Postal Service Area Vice Presidents. Potter added that it was his intention to increase the frequency of meetings with the association and union leadership to keep everyone informed of future plans.

NAPS will keep our members updated on information that is received from the Postal Service.

NAPS Headquarters

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

2008 NAPS National Convention Resolutions Report

by Dan O'Donnell
Branch 66 Executive Vice President

The 2008 National Convention was a very exciting undertaking. Supervisors from all across the country were thrust together to set the direction of NAPS for the future. This process was tempered by the fact that the Postal Service is going through tough economic times.

One of the most important tasks of the National Convention is to adopt Resolutions that NAPS Headquarters can take to monthly consultations with Postal Headquarters. Title 39 gives NAPS the exclusive right to consult with Postal Headquarters on issues that are relative to EAS employees. Passing resolutions to bring forward the Postal Service is a very effective tool to be used to get our collective voices heard.

I was very proud to be selected to sit on the National Resolutions Committee again. The Northwest Area of NAPS, was also very well represented on this committee. Besides me, the Northwest Area was represented by Kathi Clapp the State President from Oregon and Cindy McCracken Branch 61 President from Seattle.

The State of Oregon was very effective at this Convention in getting our Resolutions adopted at the 2008 Convention. All eleven Resolutions presented to NAPS Headquarters by the State of Oregon were accepted and placed into the Convention record for consideration. Ten of eleven of our Resolutions were concurred to by the Convention body.

Listed below you will see a description of the Oregon Resolutions that were successfully adopted by the NAPS 2008 Convention:

Resolution # 57-Dealing with the waiting period for higher level pay.

Be it resolved;

That the current waiting period for Higher Level compensation be eliminated.

Be it further resolved;

That a new Higher Level compensation procedure be created that would serve to immediately acknowledge and compensate EAS employees when they are required to perform Higher Level duties.

Resolution # 69-Dealing with the penalty for having 2 Health Benefits for Postal families where both spouses work for the Postal Service.

Be it resolved;

That the Postal service reimburses the full cash value to the Postal Employee who controls the unused Health Benefit.

Resolution # 70-Dealing with EAS Postings

Be it resolved;

That all EAS Field positions must be posted within 30 days of a vacancy.

And be it further resolved;

That all Field EAS positions must be awarded within 75 days of a vacancy.

Resolution # 71-Dealing with EAS postings

Be it resolved;

That all EAS Field employees be placed into an awarded position within 60 days of the award.

Be it further resolved;

That a Form 50 be processed, placing the EAS employee in the correct position and salary for the awarded position within 60 days.

And be it finally resolved;

That if either of these conditions is not met within 60 days, the affected employee will be compensated at the 150% rate of the correct salary until these conditions are corrected.

Resolution # 72-Dealing with relocation

Be it resolved;

That the Postal Service be required to offer relocation benefits for all newly created or vacant EAS positions where a move of more than 50 miles is required.

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

Resolution # 73-Dealing with Supervisor lunch periods

Be it resolved;

That no EAS 17 SCS be required to take lunch period of over one hour.

Resolution # 74-Dealing with educational reimbursement

Be it resolved;

That the Postal Service institutes a reimbursement program to make educational opportunities available to EAS employees seeking higher level opportunities.

And be it further resolved;

That this program reimburses employees at a minimum 50% rate for education resources identified for higher level advancement, to be paid upon successful completion of these classes.

Resolution # 75-Dealing with equitable budget allocations for Supervisor positions

Be it resolved;

That Supervisor Customer Service EAS positions be budgeted to effectively complete the duties and responsibilities assigned to these positions.

And be it further Resolved;

That the duties and responsibilities assigned be eliminated or reduced to correspond with the budgeted hours allotted for these Supervisor Customer Service positions.

Resolution # 76-Dealing with SWC's

Be it resolved;

That NAPS enter into consultations with the Postal Service to negotiate an equitable SWC's formula and implementation of staffing models that reflect the true workload expected of EAS Supervisors.

Resolution # 77-Dealing with Postal Vehicles for Street Supervision

Be it resolved;

That the Postal Service makes available vehicles suitable for Street Management or Customer contact to all Customer Service offices and above where Street Management and Customer Contact are required.

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

PATRICK R. DONAHOE
DEPUTY POSTMASTER GENERAL & COO



August 18, 2008

VICE PRESIDENTS, AREA OPERATIONS

SUBJECT: Field Non-Bargaining Job Postings

The July financial results were as follows: Volume was 5.4 percent under plan, revenue was 3.5 percent under plan, and expenses were 2.8 percent under plan, resulting in a net loss of \$216 million. Year-to-date, volume is 3.5 percent under plan, revenue is 3.5 percent under plan, and expenses are 1.4 percent under plan, resulting in a net year-to-date loss of \$1.4 billion.

The net income loss and decreasing workload require a thorough review of all administrative positions. Headquarters is working with Area representatives to determine the appropriate field administrative staffing. As a result, effective immediately, all field non-bargaining position postings are frozen. Any exceptions must be approved by the Area Vice President.



Patrick R. Donahoe

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I would like at this time to thank all of you for the pleasure of being you Editor for the past years. I will miss some of you, as I believe that I can say that I have made many friends since I joined NAPS. I may show up for some of your meeting in the future, even though I will not be a member, but the changing times within the Postal Service is hard to keep up with since I retired almost 6 years ago. I know that there are many younger employees that are involved in the day to day operations of the Postal Service, and will step up the "PLATE" to help all EAS Employees in coping with the changes that are coming within the Postal Service and NAPS.

This is my last newsletter that I will be publishing as I am turning it over to Ranae Wittenburg. Please send her your articles in the future to NAPSNews@Comcast.net

Perry F. Weinberger
Editor