



First Class Leader

Portland District Branch # 66

WWW.NAPSNW.ORG

National Organization Webpage - WWW.NAPS.ORG

Volume 03 - 2008

President

Dee Ann DeSimini

(503) 294-5716

Executive V.P.

Dan O 'Donnell

Secretary

Sara Link

Treasurer

Michele Grigorioff

Vice Presidents

Bob Warden Plant

Vacant (A.O 's)

Reece Steelman

(Op.1)

Jeremy Blow (Op. 2)

Inside this issue:

Message from President	1
Mystery Shopper	1
Message from State	2
Salem/Eucene News	4
Gen Membership Min	5
Constitution/Bylaws	7
Next General Mem- bership Meeting—Mar 11, 2008 at Beaverton Izzys	

Message from your President

I would like to introduce myself to the NAPS membership. My name is Dee Ann DeSimini and I am the new president of NAPS Branch 66. I have been the branch secretary for over two years. I have so many years in the Postal Service I hate to mention it for fear you think I ' m much too old for this job. (37 yrs) I started out as a clerk years ago, then a carrier and finance supervisor. I have filled in as an OIC in various Postmaster and Manager positions, and now most recently I am Manager of Retail for the District. I am excited about this position and will do the very best for you. I feel that our role as NAPS officers is to share information, and provide representation and support for all branch members. Please feel free to contact any of the board members with questions, suggestions or issues that mean something to you and your work life. I look forward to working with you.

Dee Ann DeSimini

MYSTERY SHOPPER

I would like to share some observations that I have made in the last few months in my new job as the Manager of Retail that might give you a different insight into why some things are done that don ' t seem relevant to your operation and daily duties. I spent years in operations more recently as a finance supervisor and I was on the receiving end of the calls about our APC running out of supplies or a less than stellar Mystery shop score. I fought with the window clerks for years to ask the questions and offer the right services and there have been changes to keep up with over the years also.

One of the focuses this year has been the wait time in line issue. When customers have been polled, the time they have to wait in line is an important and critical issue to them. Their time is valuable to them as is ours, and this is one of the issues at the top of their list. We are being asked more frequently these days to do more with less so staffing is a large issue for all of us. So to get customers out of our lines and direct them to an alternate access is crucial. With stamps by mail not available any more in this area for the

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

most part, and stamp vending machines being removed this year, two of our alternate ways of purchasing stamps are gone. This makes it especially challenging to address our long lines. Keeping the APC running and stocked at all times is crucial. To do this most effectively there needs to be employees on different shifts who have access and know how to service the APC. They should also have the pager available to them. It doesn't do any good for the pager to sit on an empty desk. When you draw customers to the APC, train them how to use it, then those customers will use it exclusively for most if not all of their mailings and they aren't in your line anymore.

In this district it has been mandated that the window crew is to offer express AND priority even though the actual Mystery Shop only requires one or the other to pass.

If you look at the product performance report there is a direct correlation between the offering of Express, then priority mail which results in a boost in revenue. This report is sent to all POS offices monthly and if you share the percentage of sales between Express, priority and parcel post, this can be a great tool to encourage competition and buy-in from your window clerks.

It is also very important that the clerk's record every non-revenue transactions because the number of POS units and your staffing depends on the amount of transactions processed based on the WOS staffing report. Machines have been taken away based on this report.

Hopefully this has been helpful and you see how all of this is connected and works together. If these tasks are put in place it will in the long run make your life much easier.

DeeAnn DeSimini

MESSAGE FROM THE STATE PRESIDENT

Greetings. Welcome to the second quarterly NAPS Oregon State Newsletter. Inside you will find news about your local NAPS branches and information you can use in your worklife. If you wish to receive this newsletter electronically, please contact the editor, Perry Weinberger at woodworker16@verizon.net.

Good news for EAS working in the Customer Service area. The SWC's (Supervisor Workload Credit) which determines the number of supervisors per customer service office, has finally been reviewed and approved by Western Area. What does that mean to you? Portland District GAINED nine new Supervisor, Customer Service positions and will now be able to post all the vacant positions plus the nine new ones in the March 11th posting. If



you have been working with 204B's long term, or been waiting to apply for a specific job, the end is almost here. Make sure and look at the job postings on March 11th

January NPA Charts are now available for review for your units. Take a moment and look at the chart for your office. There are significant changes this year, particularly if you work in a DCU. The Postal Service has experi-

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

SALEM NEWS

experienced record declines in volume and revenue. This has a direct impact on your Pay for Performance. It is our responsibility to find ways to manage the decline in workload and increase revenue. Think outside of the box. If you have a great idea to increase sales, let someone know!!! Maybe it is an idea we can all share. What are you doing in your unit to capture work-hours or respond to the reduction in workload? Help out your peers and share your ideas. With the onset of Flat Sequencing in our future, all of us need to be thinking about operational improvements. We not only will be expected to reduce the route structure and carrier staffing, but HUGE decreases will be expected in Function 4, Function 1 and the mailhandler operations. Portland is not expected to have flat sorters in the near future, but now is the time to start looking at your operation to find ways to improve. The NAPS National Board is scheduled to visit the FSS test site in Virginia during their Spring Board Meeting. I am very interested to hear the feedback on their visit. I am hoping to "sneak" a ride with the board so I can see the operation for myself. I remember the implementation of DPS and the carriers who told me it would never work. Guess what, they were wrong.

Overall, I hope this newsletter finds you healthy. This is the time for you to get involved with your local NAPS Branch. If you have any concerns that cannot be addressed within your local group, please let your officers know so that I can elevate your concerns to the district level for discussion and resolution. I meet with DM, Dallas Keck, on a monthly basis and am always willing to discuss issues that need to be reviewed.

Let us know if you have any information you would like to see in the next newsletter, or better yet, if you are willing to write an article.

Kathi

Greeting NAPS members, in about a month we will be attending the 2008 Legislative Training Seminar (LTS). The agenda this year will be to continue working on the four issues from last year which include:

Expanding the use of voting by mail in federal elections.

There are currently 3 House Bills supporting this issue. H. R. 281 "Universal Right to Vote by Mail Act". H. R. 1667 "Vote by Mail Act" and H.R. 1647 "Mail-In Ballot Tracking Act".

Expanding health care access through favorable tax treatment of health insurance premiums for postal and other retirees.

There is currently 1 Senate and 1 House Bill supporting this issue S. 773 and H. R. 1110 "Premium Conversion Acts".

Protecting the federal employee rights of military veterans.

There is currently 1 House Bill supporting this H. R. 728 "Veterans Reassignment Protection Act".

FERS sick leave credit.

We hope by the time of LTS that there will be a Senate and/or a House Bill (s) supporting this issue.

Issues:

1. Postal Headquarters has set a guideline ratio of 1 supervisor to 22 employees.

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

Eugene news

The Western area continuously refuses to abide by this guideline. In other parts of the country the supervisor to employee ratio is far less than the mandated 1 to 22 ratio. Make sure you know who you are responsible to supervise by asking your manager for a list of employees under your supervision. This is extremely necessary in plants where supervisors are responsible for the supervision of 40 to 60 employees. Contact your NAPS representative when you are being forced to exceed the 1 to 22 ratio.

Welcome again to a newsletter that allows you to see what we are and where we are going. As your State Legislative Chair I am privileged to say that I will lead 8 representatives to the halls of congress and the senate to bring your issues to bear. We will be bringing the topics named below and are proud to represent our state on this venture.

2. If you are working off the clock... STOP! Get paid for the time you work. Do not work off the clock and take a lunch. If you are not getting paid for your hours, notify your NAPS representative.

2008 NAPS Legislative Agenda: Issues We'll Take to Capitol Hill. NAPS delegates to the LT'S will address the following issues during their meetings with their House Members and Senators and staff:

3. Are you using your own vehicle for Postal business? NAPS does not recommend that you use your own vehicle for Postal business, and the Postal Service cannot make you use it. The Postal Service has sent out several directives stating not to transport mail in personal vehicles. Did you know that if you are involved in an accident the Postal Service will not repair your vehicle? Are you aware that if you are using your personal vehicle for postal business that you are required to inform your insurance company and pay additional premiums to be covered in the event of an accident? Do not place yourself in this position, use a postal vehicle or have the postal service pay for a cab. Immediately notify your NAPS representative if your manager is pressuring on you to use your personal vehicle or is treating you with corrective action for not doing your job because you do not want to use your own vehicle.

- a) Expand the Use of Voting by Mail in Federal Elections
 - b) Expand Health Care Access through Favorable Tax Treatment of Health Insurance Premiums for Postal/Federal Retirees
 - c) Protect the Employment Rights of Military Veterans, including those employed by the Postal Service
 - d) Deter Sick Leave Abuse by Crediting Accumulated Sick Leave for FERS-Covered Employees
- More information on these issues and others in the NAPS Legislative Agenda will be coming in separate LTS updates.

Richard Ainsworth
Capitol Branch 275
Sec/Treas.

We will be meeting with all of the Representatives of Congress on Tuesday and the Senate on Wednesday. I do ask that you let me know any additional postal issues that you would like to be brought forth and as a group we will address each concern or issue that you bring forth. My email is MailLah2@yahoo.com and I would

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

love to hear from you what is happening in your office and what your concerns are that I can bring to our nations leaders.

written.

Treasurer ' s Report

The last newsletter I asked that you wait for the news from your local branch of our SPAC activities and I am certain that by now you are aware of the raffle that is taking place across the Northwest Area. For only \$20 you can have a 1 in 500 chance of winning one of three prizes. They are \$1250, \$500, or \$250. These are better odds than you can receive at your local casino or by far better odds than you can receive in the lottery. If you have not been approached and would like to not only have your chance at the money, but also support our SPCA, let me know by e-mail with your name and phone number. I will ensure that you have the opportunity to participate and have your chance to win. The tickets are limited to the first 500 folks from the Northwest Area and once they are gone you have lost your chance.

Michele reported on our bank accounts (on file) She reported the cost of the brunch. Brunch cost: \$1548.95 Gifts/ auction items: \$300 The cost of the brunch ended up \$1700 under budget There was \$2000 added to this year ' s budget for campaign expenses. The board approved a donation to John Aceves campaign for Natl. Secretary/ Treasurer position. A check will be sent to purchase campaign material.

Report NW Area Presidents ' meeting Ben Clapp

There was a meeting of all the NW area NAPs presidents in November of 2007. It was held in the convention city which is Boise this year. The NW area Convention will be May 2 thru 4 2008. This was a goal setting meeting. Resolutions need to be worked on and will be brought to the convention to combine them with others to be taken to the Natl. Convention in Sept. They cannot contain issues such as upgrades or work conditions. The committee consists of Dan, DeeAnn, Dave Ellis and Alex Navarro. The resolution committee needs to get together for a meeting soon.

Thank you for your support and I look forward to representing you again this year on Capitol Hill.

Joe Lahmann
State Vice President
State Legislative Chair

NAPS GENERAL MEMBERSHIP MEETING
February 12 2008

Dan called the meeting to order and there was a roll call of officers. All officers were present. Dan expressed his thanks to Nancy for all the hard work she had done on the Brunch in January, and thanked the board for supporting her. The attendance sign up sheet is on file.

The convention details are on the NW Area website. Our membership in Branch 66 is one of the best percentages at 75.84%. This is better than the national average of 73%. Ben has made a commitment to raise the membership to a goal of 80%.

Minutes

SWCs and the job posting were discussed. It shouldn' t be too much longer till the identified jobs are posted. The delay happened because the jobs have been check

There was a vote, and seconded, to accept the minutes as

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

thoroughly. We gained 9 new positions.

There was a lengthy discussion on NPA and the way it is handled in this district. It appears that it is done differently even within this District. There have been no end of year discussions, some of the goals given are not measurable, and goals

were changed midyear without discussion. Members expressed a wish to get these issues pushed up to a higher

level. Ben explained that each separate issue needs to start at the bottom with a formal complaint and move up the chain that

way. Specifics need to be offered up not generalities. And also people need to come forward and take a stand to complain

and use their specific issue as an example. There needs to be conversation on your goal setting, the goals need to be in your

line of site, you should be able to talk to your manager and if needed put your objections as a notation on your goal setting

forms. There should be notes all the way along the process. Operations' has only 15 selections to choose goals from.

There were 9 complaints in this area and only 1 person would stand up to fight it.

Constitution and Bylaws update

The proposed changes were read and there was discussion.

Section 5 changed to ...unless excused by the executive

board. There was discussion on how many members constitutes a quorum. The # was decided on 10 members.

There were nominations for officer positions.

VICE PRESIDENT –PLANT

Kathi nominated Bob Warden Bob was voted in as the VP for plant

PRESIDENT

Nancy nominated DeeAnn

Ranae seconded the nomination. DeeAnn was voted in as

President

SECRETARY

Bob nominated Sara Link. Sara was voted in as Secretary

DeeAnn was approved by vote to go to LTS in DC at the end of March due to her new position as president. Michele, Perry and Dan will also be attending.

Roberts ' Rule Of order

There was a clarification that new business is always in order; it does not require a specific place on the agenda.

We will be purchasing this book to use as a reference.

There will be an officer training session on Sunday march 9th at 4: pm at Denney Restaurant in Clackamas. Bob

Warden will help with getting the non profit status for this organization. We had it at one time in the past

Ranae Wittenberg reported on the Natl. process of Integrity (SOX) which will be in place by 2010. This program

specifically calls for us to follow the rules that are in place, and that we need to follow them, and be in compli-

ance with those rules. This is not a gotcha but also looks at why we do some processes and are they the right

thing to do. This includes till counts, total cash retained

and issues of this nature.

Next meeting March 11th 2008 6:30 pm

Beaverton Izzys ' Restaurant

11900 SW Broadway located at the western corner of

the Fred Meyer shopping center

Beaverton, or 97005

Meeting adjourned: 9:00 pm

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

Below are the sections that were proposed to be changed to the Constitution and By-laws for Branch 66. If you disagree with any of these changes, please contact any Executive Board member prior to the next meeting, or plan on attending the next meeting and bring up why you don't agree with the changes, as we will be voting on the changes at this meeting. Changes are underlined.

Article 1, Section 3 Ten members, two of which shall be of the general membership, shall constitute a quorum for the transaction of business at any regular or special meeting of the general membership.

Article 5, Section 3: The Executive Vice-President of Legislative Affairs shall serve in the absence of the President. He/she shall serve as Chairman of the Executive Committee and shall perform such other duties as may be assigned to him/her by the President. All vice presidents shall perform such duties as may be assigned to him/her by the President. For their services the dues of the Vice-Presidents shall be remitted.

Article 5, Section 7: Any Branch 66 member serving as a National Officer or as Oregon State President, shall have their Branch 66 dues remitted for his/her services to Branch 66 and the NAPS organization.

Article 6, Section 3: The Executive Committee shall annually prepare an operating budget for the coming year. Said budget will be presented and voted upon by the general membership.

Article 8, Section 1: Dues in this Branch shall be set by a two-thirds majority of those in attendance as a regular or special meeting. All dues and per capita shall be paid by payroll withholding on Standard Form 1187, for all actively employed members. Associate members will make payments annually or semi annually directly to the

to the Treasurer, Branch 66, and shall be considered delinquent if their dues are not paid within 2 months after becoming due (January and July). The Executive Committee shall review the status of all delinquent members prior to any action. An active/employed member may be suspended from membership if dues are unpaid or no longer paid by automatic deduction for a period in excess of two months. Any such suspension must have the concurrence of the Executive Board.

Article 8, Section 4: No part of the revenue of the branch shall inure to the benefit of or be distributable to its members, trustees, officers or other private persons, except that the branch shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purpose of Article II. Upon dissolution of the branch, assets shall be distributed for one or more exempt purposes within the meaning of Internal Revenue Code section 901.

Article 9, Section 2: Any member of this Branch in good standing may be certified as a delegate to a convention held by the National Association of Postal Supervisors at which Branch 66 is entitled to vote, except that in order to be eligible to be certified as a delegate to a National Convention of the National Association of Postal supervisors, a member in good standing must have attended at least one-half of the combined total number of regular meetings held in the two years preceding the date of the National convention, unless excused by the President and/or Executive Board. Delegates will be elected by the general membership at a general membership meeting.

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS**NAPS Northwest Web Page**

For information on your appeal rights under the Debt Collection Act go to napsnw.org under "Library". Know

The NAPS Northwest website has been rejuvenated thanks to your rights!

the Northwest area branches efforts. The links have been

reorganized and now include news from NAPS headquarters Bob Mann

as well as memos from the USPS to NAPS. You 'll also find President Eugene

letter templates and references. If you ever wondered what

the Douglas Factors are and how that pertains to disciplinary

action or when you can be given an involuntary assignment

then check out the Library page. The latest news about the

upcoming national convention or our 5-State Convention in

May can be found on the Convention Information page.

Branch officers and contacts have been updated. Many in-

clude newsletters and minutes of meetings. If you 're won-

dering when something is happening then check out the

events calendar. Both the Southern Oregon and Salem

branches have included membership lists. Try it out, be in-

formed!

Debt Collection Procedures

Non-bargaining procedures for Debt Collection are found in Chapter 450 of the ELM. Debt Collection Act covers any debt owed the Postal Service by a current postal non-bargaining employee i.e.:

Payroll related debts

Recovery of amounts due under federal benefits programs

Federal court ordered judgment of salary offset

Improper or disallowed payment on a travel voucher

Shortage in main stamp stock of stamp credit, or

Improper salary payment

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS
PORTLAND BRANCH # 66

P.O. Box 3511
Portland, OR 97208-3511

Return Service Requested



Portland Branch # 66

We 're on the Web!
WWW.NAPSNW.ORG



Article 9, Section 3: *The expenses of said delegates in Article 9, must be approved by the membership of this branch by a majority vote at a regular meeting. Every delegate must complete a " Funds Accountability Statement " upon completion of the trip and submission of expenses. Reimbursement shall be in accordance with travel payment procedures specified and amended by Postal Service regulations and this section.*

Article 9, Section 5: *A delegate, to be eligible for reimbursement or advance for expenses for attending conventions, seminars, training and other authorized functions, must attend all normally scheduled functions at that event, unless excused by the Executive Committee.*

Delegates will prepare a report of activities to be read at the next general membership meeting and/or submission of a written article of activities for placement in the Branch 66 Newsletter. The Executive Board may approve, at its discretion, advanced payment for planned travel expenses.

Article 4, By-Laws Amended __ November 14, 2006 (Jim Stewart, Pres.; Nancy McVicker, Secretary)
