



# First Class Leader

Portland District Branch # 66

[WWW.NAPS66.ORG](http://WWW.NAPS66.ORG)

National Organization Webpage - [WWW.NAPS.ORG](http://WWW.NAPS.ORG)

Volume 09 - 2008

## President

*Dee Ann DeSimini*

*(503) 294-5713*

## Executive V.P.

*Dan O'Donnell*

## Secretary

*Sara Link*

## Treasurer

*Michele Grigorioff*

## Vice Presidents

*Doug Stevens (A.O's)*

*Reece Steelman (Op.1)*

*Jeremy Blow (Op. 2)*

*Sgt. At Arms*

*Nancy McVicker*

*Newsletter Editor*

*Perry Weinberger*

## Message from your President

On April 1<sup>st</sup> a small group of NAPS officers visited the offices of all of Oregon's Representatives and Senators to present 4 bills that directly affect most if not all Postal employees. This was my first time participating in this process and I found it fascinating how this political process works. We made an appointment to visit with each Congressman and Senator had a presentation to present the bills in question to the official or their aide. We were asking them to support and cosponsor the bills we presented.

### VOTE BY MAIL

There are three different bills addressing the universal vote by mail issue. It was very exciting to watch a video that was produced in our hometown by Multnomah County Elections which showed the whole process, from the entry into the Postal System all the way to the part where they actually verify each and every signature. All of us were very proud to come from the state that is the frontrunner in this process. There were a lot of questions posed about the security and safety of voting by mail by NAPS officers from different states.

### HR 281 THE UNIVERSAL RIGHT TO VOTE BY MAIL ACT

Guarantees the right of eligible voters to vote by mail in a federal election. This would require 22 states that do not currently permit non excuse absentee voting in a federal election.

### HR 1667 THE VOTE BY MAIL ACT

Authorizes federal grants to implement vote by mail

### HR 1646 THE MAIL IN BALLOT TRACKING ACT

Requires states to implement procedures for tracking ballot transmitted by mail

## Attention:

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

**The meeting will be held at the:**

**La Carreta Mexican Restaurant**

**4534 SE McLoughlin**

**Dinner will be provided at the cost of \$5.00 per member with the branch picking up the rest of the tab.**

**May 13th, 2008**

**06:30 to 09:00**

**Any one wanting to attend the National Convention in Louisville, KY in September 2008 Please submit your request in writing to Naps, PO Box 3511, Portland, OR 97208 by May 1, 2008**

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**Next General Membership Meeting—  
May 13, 2008**

**NATIONAL ASSOCIATION OF POSTAL SUPERVISORS**

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There were three more issues below that are bills effecting Postal Employees:

**HR 5573 LEGISLATION THAT WOULD PROVIDE A LUMP SUM PAYMENT TO FEDERAL EMPLOYEES COVERED BY FERS**

Will serve as an incentive to discourage the use of sick leave during the period leading up to retirement.

**S 773/ HR 1110 LEGISLATION THAT ALLOWS FEDERAL RETIREES TO PARTICIPATE IN "PREMIUM CONVERSION" THROUGH PAYMENT OF THEIR HEALTH CARE PREMIUMS WITH PRE-TAX EARNINGS**

**HR 728 VETERANS REASSIGNMENT PROTECTION ACT**

It prohibits government agencies in downsizing actions from involuntary reassigning veteran employees to locations outside their geographic area.

Dee Ann De Simini

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**Meeting Minutes of March 11, 2008**

Meeting called to order at 6:47 pm

Prior meeting minutes, agenda, and constitution passed out.

Roll call of officers: Reece Steelman and Jeremy Blow absent, Nancy McVicker excused.

Motion, seconded, and carried to accept minutes as printed.

Treasures report by Michele Grigoriouff

Motion, seconded, and carried to accept treasures report

Ben Clapp spoke on the NW Area convention in Boise. Salem and Eugene will be putting on the area convention next year. Ben stressed the importance of Portland Branch attendees. The event will include some officers training. There is a golf tournament scheduled for Thursday. Registration begins Friday at noon. Saturday night there will be an Arena Football tailgate instead of a dinner. The coach of the team will be giving a speech. De Ann will be putting on a presentation. We will put together resolutions for the National Convention in groups by state. On Saturday there will be a 4 hr Advocacy workshop with more interactive training.

Kathi Clapp spoke next on upcoming Oregon State officer elections. President, Vice President and Secretary- Treasurer will be elected this year. Recommended that the resolutions committee meet and finalize resolutions. Kathi asked that she be

notified if the membership knows of any vacant positions that were not posted in the last vacancy announcement.

Next order of business was voting on the proposed changes to the constitution.

De Ann asked if any officers had received any calls about the changes. Dan O'Donnell said he received 1 call about the quorum.

**Article IV section 3**

It was discussed that section 3 should read, at least 2 of which shall be.

Motion made to accept the changes to article IV section 3, seconded and passed.

**Article V section 3**

Discussion held. Ben Clapp gave some history on this article.

Motion made to accept the changes to article V section 3, seconded and passed.

**Article V section 7**

Discussion on all state officers or state president to change to Or state Branch 940 officers.

Motion made to accept the changes to article V section 7, seconded and passed.

**Article VI section 3**

Discussion that this is an addition to the constitution.

Motion made to accept the addition, seconded and passed.

**Article VIII section 1**

Discussion that this is an addition to the constitution.

Motion made to accept the addition, seconded and passed.

**Article VIII section 4**

Discussion that this is a requirement to obtain non-profit status.

Motion made to accept the changes to article VIII section 4, seconded and passed.

**Article IX section 2**

Discussion held on absent, excused, exempt.

Motion made to accept changes as written, seconded and failed.

Motion made to change wording to "Executive Board shall have authority to", seconded and failed.

Motion to rewrite Article IX section 2 seconded and passed.

Motion to not make any changes to Article IX section 2 seconded and failed.

Discussion to write several versions to be proposed to the membership.

**NATIONAL ASSOCIATION OF POSTAL SUPERVISORS**

Deviated to Elect Vice President of Associate Offices.  
 Dave Ellis nominated by Kathi Clapp, seconded by Perry Weinberger  
 Doug Stevens nominated by Dan O'Donnell, seconded by RaNae Wittenburg  
 Aleks Navarro and Bill Wittenburg assigned to ballot committee.  
 Doug Stevens elected 13 to 4  
 Doug Stevens was installed by Ben Clapp.  
 Motion made to shred Ballots, seconded and passed.

Dan O'Donnell spoke on 4 topics.  
 Sick Leave Bill before congress to provide compensation for unused sick leave at retirement. Renew Government Pension Offset. OPM survey had a 66% response rate, Respect mirrored the USPS pertains to VOE survey. Frontline management surveys should roll up to next level of management. SPAC Fund-raiser; we need to sell 50 tickets at \$20.00 each. Prizes are 1250, 750, and 250. Drawing supposed to be held at LTS though may wait till all tickets are sold.

Motion made to dispense with voting on changes to the constitution, seconded and passed.

De Ann asked who would like to attend the NW Area Convention. Those attending will be Dan O'Donnell, Jeff White, Sarah Link, Michele Grigorioff, De Ann DeSimini, Bill Wittenburg, RaNae Wittenburg, Anthony Spina-Denson, Bob Warden, Dave Ellis, Aleks Navarro, and Perry Weinberger.

Motion to adjourn, seconded and passed.  
 Meeting ended at 8:17pm.

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General Membership Meeting 4/8/2008

Meeting called to order at 7:40 pm.

Minutes read. Motion to approve minutes as written, seconded and passed.

Treasurer's Report. Lori Hayes-Kotter account has been closed.  
 Motion to accept treasurer's report, seconded and passed.

Ben Clapp spoke on the following issues:

Believes our branch to be in outstanding shape.

Two major decisions were made at LTS this year. The first being that there is to be no campaigning at LTS. The second that raffle tickets or fundraisers are not to be sold at LTS.

Ben is pleased that there are going to be so many in attendance from our branch at the NW Area Convention, 15 attendees from our branch. Thursday 5/1 is the golf event dress is business casual. Friday 5/2 dress is business casual during the day and casual in the evening for the tailgate party. Saturday 5/3 dress is casual. National President Ted Keating is coming to the NW Area Convention.

Ben would like to see pictures of the officers on the website. Send them to webmaster at naps.nw.org. Ben advised looking at Branch 275's page for ideas.

Emphasized the importance of SPAC and raising money for SPAC. We need to give money to SPAC so that when we want a delegate to attend a Political event and are asking for funds that they will be more likely to grant our request for funding. Our branch is underrepresented in our contributions to SPAC. The fundraiser is 500 tickets are sold at a cost of \$20.00 each. Prizes are 1250, 500, and 250. The tickets should be sold her in the Oregon area.

Kathi Clapp spoke on the following 3 items:

There is a directive from Dallas Keck that outlines the steps that management must go through prior to conducting an Investigative Interview or issuing Corrective Action on any EAS employee, copy provided. Please talk with your representative before or after an Investigative Interview.

Shared the VOE improvement plan.

Revenue is down all top Oregon State Presidents and Managers for the various organizations were invited to discuss with Dallas Keck. The presentation is available if you would like to see it.

NW Area Convention:

Discussion on the need to bring a gift for the NW Area Convention.

Discussion on Delegates having own rooms or sharing them. We would be under the amount budgeted if we did not share rooms. Decision to share or not was left up to those going.

National Convention:

Board Members credentials are in.

Committee requests have been submitted.

When registering reserve a room at the Marriott or Hiatt Regency.

Discussion on constitutional rules for attending the convention.  
 Motion to Suspend Local By Laws for National Convention this year, seconded and passed.

**NATIONAL ASSOCIATION OF POSTAL SUPERVISORS**

Cont. from page 3

Suggested to include an item in the newsletter for those who would like to be a delegate to the national convention, with a cutoff date and directions for how to express interest.

Dan O'Donnell spoke on the following issues:

LTS went smooth. All visits were in 1 day. Was embarrassing that the delegates did not know about the deal with the City of Portland to study moving the Post Office out of the downtown location.

Would like to see more support from Upper levels when there is a death of an employee or former employee of the Post Office.

Motion to table the discussion on the By Laws, seconded and passed.

Resolutions committee to meet 4/23/08 at Clackamas DCU at 6pm.

Career Awareness Conference in Salem May 18<sup>th</sup> 8-5

Ben and Kathi Clapp will be in attendance at a NAPS meeting with Sylvester Black on 4/23/08.

Motion to adjourn, seconded and passed.

Meeting adjourned at 8:40 pm

## APRIL IS EAP AWARE- NESS MONTH

*By Steven M. Phillipson*

The National Joint Committee has announced that April 2008 is designated as "EAP Awareness Month" for the Postal Service. To bring more awareness to the EAP process, the Portland District DAC is reminding employees to take a look at the EAP4YOU.com web site.

The EAP4YOU web site provides employees with opportunities to enhance their health and well being and is part of the U.S. Postal Service Employee Assistance Program. The web site provides specific information on EAP services available to you including valuable health and wellness information, self-help tools and financial planning information. As member of the EAP District Advisory Committee (DAC) I have found the web site to be very helpful and entertaining. I was amazed by the diverse array of topics and personal development exercises. Did you know that the site has 45 different types of financial calculators to assist you in computing your financial concerns on the subject of investing, buying a home, credit, debt, mortgage issues and more?

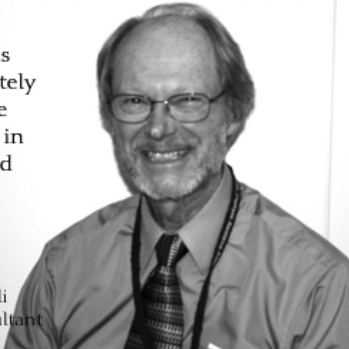
You may enter the web site without having to register by clicking on the enter icon instead of the signup icon. Check it out at [www.eap4you.com](http://www.eap4you.com) or you can call the service center 24 hours a day, seven days a week, at 800-EAP-4-YOU (800-327-4968) or TTY 877-492-7341 for confidential help with work, family and personal matters.

Below is a sample of some of the information and exercises available on the web site:

### DID YOU KNOW?

The EAP has approximately 400 affiliate counselors in the Portland District

Don Manghelli  
District Consultant



### Assessments

**Communication:** Skillful Listening, Calming the Jitters of Public Speaking, Building Conversation Skills, and What's Your Conversation Style?

**Self Improvement:** How assertive are you? Emotional Intelligence Test, Goal Setting Exercise, Basic Memory Improvement Skills, Overcoming Procrastination, Breaking Bad Habits, Set Your Goals and Dealing With Difficult People.

**Planning:** Designing Your Life Plan, Personal Planning

**Self Esteem:** Self Esteem Test

**Career Development:** Career Motivation Test

**Health and Wellness:** Resiliency Assessment

**Financial Planning:** Do you have a retirement game plan?

### Tools and Calculators

Investment Analysis calculator, Body Mass Index Calculator, Spending Calculator.

### Top Topics

**Work-Life Balance:** Making Time for Yourself

**NATIONAL ASSOCIATION OF POSTAL SUPERVISORS**

## **Finally, there is something in it for me!**

### **Dan O'Donnell Executive VP Branch 66**

After nearly 15 years of lobbying on behalf of NAPS and Postal Issues, I have become involved in supporting legislation that really affects me. Current legislation in the US House of Representatives known as "HR 5573- FERS Sick Leave Lump Sum Payment Bill" could if adopted put real money in my pocket when I retire.

This Bill authored by James P Moran from Virginia is intended to provide a financial incentive for Federal Employees covered by FERS at retirement who have been good stewards of their Leave. It would also serve to stem the tide of increased Sick Leave use by FERS employees as the FERS retirement system nears 25 years of existence. Government sponsored studies show that FERS employees nearing retirement age use as much as 35 percent more Sick Leave than their CSRS counterparts.

As Postal Managers we have seen this trend increase as time has gone by. With the Postal Service downsizing, it is even more important to have a stable and reliable workforce. If many of our senior employees chose to ride out the ends of the careers on Sick Leave, the Postal Service could suffer catastrophic staffing and service issues until they would be eligible to be replaced after retirement.

As FERS Postal Employees we are forced with a use it or lose it dilemma concerning our accrued Sick Leave balances. Many of us with large Leave balances have a lot to lose.

Congressman Moran and his supporters are fighting to give FERS employees a financial incentive to bank our Sick Leave. His current legislative proposal would give the potential of receiving a \$10,000 lump sum bonus at retirement. Basically on average it would give FERS employees a 15% buy back on their accrued Sick Leave balances.

At this point in time, this bill has been marked up in committee and is being readied for a floor vote in the House of Representatives. During our recent lobbying effort in Washington DC, none of the Oregon House members have co-sponsored this Bill.

Please encourage your Oregon House Member to support HR 5573 – FERS Sick Leave Lump Sum Payment Bill. This may be the only time we FERS covered employees ever see an opportunity like this.

## **Delivering the Last Mile**

### **Dan O'Donnell – Executive VP Branch 66**

During a speech by Postmaster General Jack Potter at the recent 2008 NAPS Legislative Training Seminar, the concept of "Delivering the Last Mile" finally hit home with me.

I have heard about this concept and have seen this initiative outlined in the 2008 Retail Generation training, but I did not understand the potential financial impact of this concept.

The concept is simple; partner with a shipping company and contract to deliver their product to the final delivery point. The delivery function of the Postal Service goes to every delivery point in the United States 6 days a week. We as an organization can deliver these pieces (mostly parcels) more effectively and efficiently than anyone else in the world.

Most of the 700,000 plus employees of the Postal Service do our best to try and conduct business requiring package service using the USPS as the carrier of choice. Of course we do, the work of the Postal Service is our livelihood. But we all know that choosing to use the USPS as our primary source of parcel delivery is not always possible. The "Delivering the Last Mile" initiatives give us more choices to involve the Postal Service in the delivery of parcels for our families, friends, employees and customers when regular Postal Services are not offered. In times of reduced mail volumes and revenues the "Delivering the Last Mile" partnerships will help to generate new revenue.

Currently Airborne Express, Fed EX and UPS have partnered with the Postal Service.

In most cases the shipping partner consolidates and drops parcels at individual Postal facilities for delivery to the final delivery point by Postal Box Clerks and Carriers.

The service offered by Airborne Express is known as – Airborne at Home.

The service offered by Fed Ex is known as – Airborne at Home

The service offered by UPS is known as – UPS Basic

NATIONAL ASSOCIATION OF POSTAL  
SUPERVISORS  
PORTLAND BRANCH # 66

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

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*Portland Branch # 66*

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