



# First Class Leader

Portland District Branch # 66

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

Volume 10 - 2008

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*Reece Steelman (Op.1)*

*Jeremy Blow (Op. 2)*

*Sgt. At Arms*

*Nancy McVicker*

*Newsletter Editor*

*Perry Weinberger*

## Message from your President

### FROM YOUR PRESIDENT

Dear fellow NAPS members, the first week of May I was privileged to attend the NW Area convention in Boise along with 17 other members from Oregon. We participated in some valuable advocacy training. We were able to take a representative case from the beginning to the end of the process which was extremely helpful especially for us who are new as advocates.

As you all know these are hard times for most businesses including the Postal Service. With the economy in such bad shape, the cost of gas skyrocketing, and the decline in mail volume we are all being asked to do more with less: less staffing, less hours and less resources. There is a lot of pressure on all of us to successfully run our offices under these conditions. Do not succumb to this pressure and do anything that you know is wrong. Most of us have an internal moral compass that tells us what is right and what is wrong. Listen to it! We all want the Postal Service to continue as a fiscally viable organization and I think we, as supervisors and managers work very hard toward this goal.

Have a great summer. Spend time with your family and friends, they are at the top of your priorities as they should be, and take care of yourself also.

DeeAnn DeSimini

## Attention:

**The location of the June meeting will be at the La Carreta Mexican Restaurant  
4534 SE McLoughlin  
Dinner will be provided at the cost of \$7.00 per member with the branch picking up the rest of the tab.  
June 10th, 2008  
06:30 to 09:00**

Due to the state of the economy some of the food banks, especially the smaller churches and organizations are struggling to feed those needy that they normally serve such as the homeless. Would you be generous and bring some canned or boxed food items to the next general membership meeting. They are also in need of paper products, drink mixes, and basic kitchen staples. Your generosity will go a long way to help out .

Thank You

DeeAnn DeSimini

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**Next General Membership Meeting—  
June 10th, 2008**

## NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

## Message from your State President

The state NAPS presidents and national officers in the Western Area met with Vice President Black and his senior staff on April 23<sup>rd</sup>. Below are the highlights of that meeting.

**Kathi Clapp**  
Oregon State President

### April 23 meeting Western Area Office

Attendees: Western Region NAPS representatives

Welcome and greetings Sylvester Black Western Area Vice President & Valerie Martin Western Area Manager HR & Staff members

#### S. Black state of the Postal Service

- 600 to 800 million reductions this is in addition to other cuts.
- Problem - the volume and revenue is just not there
- Due to legislation we are tied into the current rate of inflation.
- The economy has a huge impact on the overall business of the Postal Service
- Might take a full year after the end of the recession for the Postal Service to recover from the significant downturn.
- USPS needs to reduce staffing by 60,000 employees
- Clusters & Districts must increase efficiency do more with less
- Need to protect the current hired employees
- We must serve the customer and meet their expectation.
- For the last five years the Postal Service has been rated the most trusted government service.
- Greatest resources is our people

Micro-managing will be the way it is done, because Potter promised the Board of Governors (BOG) that he would take 5 billion dollars out of the budget. That money would fund Postal retiree's pensions. That means everyone in the chain of command will be looking over each others shoulders

#### Variance program – question what is it how does it work?

Variance is a standardization process that is used throughout the business world and is used to stream line the cost of doing business in an effort to save the industry

The Postal Service's history is when we are challenged we meet it head on we are the best organization to handle crisis.

#### Variance Process Review:

Variance is made up of models, and answers the question how do we determine right sizing?

All operations are involved in variance

Variance is on the Blue page –there are several screens that can be reviewed to gather data.

Work load picture – Protects the business

Communicating –have to communicate the business challenge can no longer operate on business as usual.

We have to get out of the position mode! What is the work load challenge?

Productivity operations – need to focus on productivities, not what one is getting credit for We need to learn to be change agents.

Resources for Variance – District MOPS shop, District Compliment committee- check web page training from MOPS shop-talk through changes

Don't get in the way of your own creativity!

**When looking at vacancies – Need to protect current compliment**

**Need to adjust bid assignments and start times prior to adding positions.**

Complement process – Get emotions out –what drives the business – must focus on the business

Need to watch compliment very closely look forward aggressively for compliment – retirements, promotion – get ahead of compliment changes

Make sure the data lines up with the request keep on rolls as clean as possible

There is a national variance/Area Variance – move hiring forward

Western Variance bench mark the last 12 weeks of employees on the rolls.

**When hiring you must consider the salary & benefits for a life time that is why USPS is reluctant to hire.**

#### Question about SWC's will the positions be filled even if they are not funded?

Response - SWC's changes will occur that is not involved in the variance. Area expectation fill the positions don't worry about funding of the positions. "Don't sweat the small stuff?"

#### Question Reporting Structure Spokane MIPS and Industrial Engineers all level EAS 21's

- Who should the new IE's report to?

Area Response: The IE's are reporting to the Plant Manager.

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**NATIONAL ASSOCIATION OF POSTAL SUPERVISORS**

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VOE – need to get more participation of non bargaining employees also need to understand because of the challenges the scores may not be good. However we don't want to buy VOE scores.

- Communication will drive VOE scores
- Western Area is pushing communication

A request was made to USPS hq to take VOE off as a compensable item and just let it count as a response item. So far HQ does not want to do this.

**Explain Western Area Work hour adjustment:**

- 160 million losses generated based on review of inefficiencies of Clusters. Western area gave the Clusters a cut and tied it to plant & customer services bottom line which drive the cuts. During a crisis Western Area does not talk budget we talk service i.e. during the recent snow storms in the Western Area the focus was on service. Once the emergency was over then we focused on the budget and how we would recover.

**What is the rationale for not using TE's?**

- 30 hour week in Central Plains is based on letter volume being down 19%, Flat volume down 5%, total case volume down 12%. DPS down 2.7% total dynamic all volume is down does not justify using TE's in the office.
- Other impacts, flat volume down 40% and this will be an impact to the planned deployment of FSS machines.
- We will have to cut the slack out of the organization.
- Need to be flexible – be able to adapt
- Our people will get it done!
- The Postal Service cost cannot exceed the cost of inflation.
- Planning for the future by making the hard decisions today.

How do we message to the craft – Be consistent with the message.

**Message from the Eugene Branch**

Representation for 204b's

There has been questions locally about NAPS representing 204b's when accusations arise of the 204b creating a hostile work environment or other charges. Also, the talk in the field is the union's can discourage individuals from participating as 204b's by bringing charges against them. Unfortunately NAPS cannot represent them but that doesn't mean that the 204b is stuck in limbo between craft and management.

Whether or not the charges brought against a 204b are true the 204b is still a craft employee and guaranteed the right to representation by their craft union. Refusal on the unions part to represent the 204b would invite further action by the accused 204b.

Bob Mann

**NATIONAL ASSOCIATION OF POSTAL SUPERVISORS**

NAPS Minutes  
May 13, 2008

Meeting called to order at 6:45 pm

All officers in attendance except Blow and Warden each excused.

Motion to accept the minutes as printed seconded and carried.

Treasurer's Report:

No Final report yet for LTS and NW Area Convention, will have in June.

A CD has matured. Choices are 11 month at 3.50, 22 month at 3.75, or 33 month at 4.00

Motion for 11 month 3.50 seconded and carried.

Ben Clapp Stated that he was very pleased with the good involvement from Branch 66.

NAPS Branch 66 will be getting a VISA for the branch to use.

Recognized Kathi Clapp for her contributions in recruiting for our membership.

Kathi Clapp spoke on the following

The need to make reservations for those attending the national convention as the Hotels are 75% and 60% reserved already.

No disrespect to Mr. Keck was meant in the examples used at the NW Area Convention Training.

Would like feedback on last training and ideas for future training.

National Convention Received 4 application's to attend. Jeff White rescinded his application. Budgeted \$1484.00 for 9 people Sharing Rooms total of \$13356.00.

Open for Discussion.

Member felt that we would be financially healthy to send all that applied to attend.

Member felt that we should allow those that want to go to go.

Motion to send 13 to the National Convention, seconded.

Discussion:

President Stated that All Board members sent emails expressing desire to attend the National Convention.

Desire to see more people attend NW Area Convention in Bend next year.

Idea to Budget for the National Convention in the off years.

Interest in attending the National Convention has not been as high in the past.

Ideas to cut costs were discussed such as sharing rooms, taking a percentage of the Per Diem, and taking no Per Diem.

Section 2 Article 9 of Bylaws read.

Reminder of motion on the floor. Voted on motion and it failed.

Motion to Send 9 people as budgeted seconded, and passed.

Public Vote on those to attend the National Convention.

Those elected to attend are:

Perry Weinberger

Dee Ann DeSimini

Michelle Grigoroff

Dan O'Donnell

Nancy McVicker

Sarah Link

Lynn Yut

Reece Steelman

Doug Stephens

Motion to not back fill for those who with draw from attending the Convention, seconded and passed.

Lynn Yut brought up the idea that we should free up money for those that we are supporting for campaigning.

Motion to increase campaign budget by \$800.00, seconded and passed.

Motion to table discussion on bylaws and constitution changes, seconded and passed.

Motion to adjourn, seconded and passed.

Meeting adjourned at 9:13 pm

## NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

## Message from Salem

So here we are already into June 2008. We had a successful training session this May in Boise, Idaho. I want to take this time to thank all the Boise folks for putting on a great training session this year and I am looking forward to next years NAPS Northwest 5 State training session in Bend, Oregon.

I ran across this article by Dr. Tony Alessandra, and I thought this article was something we could learn a little from. The question is what motivates our employees. Take a look at yourself and see how you can motivate your employees and get the results you want.

I hope you all have a good safe summer and remember to wear lots of sun screen and protect your skin. Also remember to stay well hydrated from those hot summer days. Take time to get out and enjoy all Oregon has to offer.

### Motivating Employees

What motivates you and your employees? Many employers believe that money is the most effective motivator. The problem is that this method gets expensive and doesn't work as well as positive, non-monetary motivators. There are other positive motivators that excite many employees even more than money: recognition, prestige, achievement, sincere appreciation, pride in a job well done, a voice in how the business is run, responsibility, advancement, and other participative methods that foster a sense of camaraderie and teamwork.

The other side of the motivational coin is negative motivators that rely on instilling fear or insecurity in the employee. Destructively criticizing, belittling, threatening, embarrassing, and baiting the employee all constitute negative motivators. They may "move" the employee to action in the short run, but often have dire intermediate and long-term results on employee attitude, motivation, competence and retention.

Our position is that positive motivation leads to a more effective group effort and will increase productivity by building that "can do" team feeling. Motivational experts such as Herzberg, Maslow, Vroom and Hersey agree that employees are motivated more effectively for long-term periods when management uses positive versus negative motivators, non-monetary versus monetary motivators and personal managerial power versus position power. appropriate implementation of positive, non-monetary motivators in the workplace.

Andrew Carnegie was once asked, "Which element was most important for the success of a business: labor, capital or brains?" His reply was a question, "Which leg of a three legged stool is most important?" The three legs of our stool for positively motivated team of employees are:

1. Hire the best people.
2. Train, train, train.
3. Communicate constantly.

These three managerial components set the stage for the appropriate implementation of positive, non-monetary motivators in the workplace.

NATIONAL ASSOCIATION OF POSTAL  
SUPERVISORS  
PORTLAND BRANCH # 66

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*Portland Branch # 66*

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

## **Attention:**

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

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

**La Carreta Mexican Restaurant  
4534 SE McLoughlin**

**Dinner will be provided at the cost of  
\$7.00 per member with the branch picking  
up the rest of the tab.**

**JUNE 10th, 2008**

**06:30 to 09:00**

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