



NAPS Branch 61 NEWS

with Branch 31



Volume XV Issue I

“How many a man has thrown up his hands at a time when a little more effort, a little more patience would have achieved success.”

Elbert Green Hubbard (June 19, 1856 - May 7, 1915)

January 2015

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President's Corner

The latest round of “Network Rationalization” is here. The closure of another 82 plants is part of

Headquarters current plans for 2015 to “right-size” the Postal Service. This plan will only be possible with the revision of service standards as we know them today. In fact these service standards have been under attack for the past two years with previous plant closures. Uh oh did I say plant closure? Why yes I did because no matter how the Postal Service would like to label these actions, “Plant Consolidations”, they are truly Plant closures. Impacted facilities in the state of Washington include the East DDC in Redmond, Tacoma P&DC and Wenatchee CSMPC.

In order to accomplish these closures the Postal Service will revise service standards. Megan Brennan our current Chief Operating Officer and next Postmaster General herself advised the National Postal Customer Council in early September that, consolidations will make overnight delivery unavailable to at least one-third of current First-Class mail. Overnight service will remain available, Brennan said, but only for commercial mail that is “properly prepared, containerized and entered by critical entry time.” **This change will eliminate overnight mail service for virtually all Americans, except business customers who prepare and deliver their mail to the processing facility 11 hours earlier than currently required. Wh Wha What?**

Aren't you going to be happy when the general public finally figures out the letter they mailed to the address a mile away took two or more days to arrive rather than the day it now typically takes? The additional time it will take to respond to phone calls or eCC cases are compliments of our Headquarters "brain trust". I'm sure we will all receive additional time in our unit workloads to compensate for this additional chore... no probably not! I hate to hear the Postal Service



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Ship Smart To Avoid DIM Weight - by Drew Aliperto, VP Western Area Ops

Like any business, the Postal Service has a number of competitors eager to win the hearts and wallets of our customers. Providing great value is how we distinguish ourselves from these competing organizations. A recent move to expand Dimensional (DIM) Weight Pricing by UPS and FedEx helps make the difference between our competing services even clearer.

Dimensional Weight Pricing isn't new. It's been a common practice to evaluate both the amount of space a package occupies and its weight for packages shipped by air and for ground packages greater than three cubic feet. Shipping cost is then determined by the greater of the two. Beginning this year, UPS and FedEx charge DIM pricing for all packages.

This bold move has the potential to increase shipping costs dramatically for businesses. Fortunately for them, there is one company they can turn to for a better deal.

The Postal Service has many affordable alternatives to our competition, particularly with their recent changes. While this is an easy selling point for our services, some potential customers may not be aware of them. That's where you come in.

Whenever you have the opportunity to tout the benefits of USPS shipping solutions to potential customers, I encourage you to do so. You are our greatest brand ambassadors, and when you inform others about the substantial benefits of choosing our service over our competitor's, you not only improve the growth of our package business, you also have the potential to offer tremendous savings to those you help educate.



President's Corner - cont.

referred to as "Snail Mail" yet as a business we are embodying this term more and more as we move forward with Network Rationalization.

I've been made aware that one of the tools the Postal Service uses to measure our service standards the EXFC will be going away. While I have not seen that currently I have noticed a trend of fewer next-day failures... because of course, we don't have next-day service.

Have you noticed the Postal Service financials that have been reported for fiscal year 2014? The summary of their reports is the Postal Service had a net loss of \$5.5 billion dollars. Any idea of what had the greatest impact on this final figure? How about a \$5.7 billion prefunding requirement of the Postal Service Retirement Health Benefit Fund and an additional \$1.2 billion in non-cash workers' compensation expense? These items are outside of management's control yet when was the last time the Postal Service made a payment to the prefunding requirement? The Postal Service defaulted on their obligation for 2014. Where did the money go?

There has been word coming out that headquarters would be changing the policy regarding an EAS using their Privately Owned Vehicle (POV). What this policy change entails I am not currently aware of yet it seems there will be some type of coverage of individuals who use their vehicles to perform work duties and responsibilities. Keep on the lookout for this new policy so you can be aware of its impacts. Once this policy is made available a closer look can be made and proper clarification can be given to all impacted EAS.

It seems there is a desire to interview our members. The reasons for these interviews are varied and numerous. The point I make now, have made in the past and will make in the future is this... you must be given

The Next Branch Meeting

will be held on *Tuesday*,
January 27, 2015
at The Eagles
8201 Lake City Way NE
Seattle WA at 7:00 p.m.

the opportunity to representation of your choosing. This representation must be allowed for you prior to any cooperation in an interview. You are under no obligation to cooperate until you can acquire representation. You might be intimidated into an interview by your superior but you can ask the simple question of if any part of that interview could result in discipline, if the answer is yes politely decline to answer any further questions without first acquiring representation. Lastly, document any conversations, emails or phone calls related to these types of issues.

I hope to see you at our meeting on January 27th.

A New Congress, A New Beginning? - by Ivan Butts, NAPS Executive Vice President

On Tuesday, January 6th the 114th Congress was sworn in. It was an excellent opportunity to reach out to our congressional allies that our SPAC dollars helped to get elected. While the temperature was frigid and the DC metro area received four inches of snow, the NAPS legislative team made its way to the House and Senate.

This day marked the beginning of the process of solidifying relationships with the legislators who will support our initiatives in the 114th Congress. In my opinion, Tuesday was a great start. There was universal support amongst our allies for preserving the Postal Service through commonsense legislation.

We hope that our efforts laid the groundwork for when our advocates take to the Hill in March during our LTS.

Keeping in mind the positive feedback from our friends in Congress, we can and should be encouraged to continue to run this race for the sustainability of our agency for years to come. This is just the beginning of our work. Soon, I/we will be calling on you to help us raise this banner for the preservation of America's Postal Service through your continued support of SPAC and our grassroots lobbying efforts before, during and after our LTS.

So, what now? We wait to see who will be on the committees that have jurisdiction over the United States Postal Service. Once the committees are set, the legislative team will once again be on the Hill meeting and engaging these legislators on our issues and solicit their support for the reform legislation that the USPS desperately needs.



My Federal Benefits - by Sam Marks, Chartered Federal Benefits Consultant

Have you ever thought to yourself, "What is that number at the bottom right hand corner of my paycheck?" Or wondered, "How much should I contribute to my TSP? How does the amount I contribute change my life now and later?" If not those, I *know* you've wondered the most basic of questions like, "When can I retire? How much will my pension be upon retirement? And will the IRS tax all of my retirement income, part of it, or none of it?" For some, buying back military time is also a big issue.

If you're like most Postal Supervisors and their employees, you've wondered about one or more of these things at some point in your career, but haven't known where to go for answers. I'm guessing you put "explore postal benefits," and "prepare for retirement" on a "to do" list at some point. Then, this thing called life happened! ... And here we all are in the same boat, 2015 with our postal benefits being underutilized. All of this changes now! Sam Marx, a Chartered Federal Benefits Consultant, who has worked with thousands of postal employees, union members, and supervisors is offering Federal Benefits Consultations to Postal Supervisors and their employees during the upcoming quarter.

In Sam's own words:

"You probably know as a USPS Federal employee, you have a comprehensive benefits and retirement package with many options that require close attention and planning. This is one of the pros of working for the government and you work way too hard to let those benefits go to waste. We all know, the younger we start preparing, the better off we will be, but regardless of your age a benefits analysis will leave you feeling more in control of your future. If you are nearing retirement, the time really is now.

I really love my job. My sole focus is to provide free Federal Benefits Consultations to USPS employees and their families. After helping thousands of postal employees in my home state of Washington, I am now a supervisor myself, of Federal Benefits Advisors all over the United States. Even after thousands of consultations, the best part of my job is still helping postal employees through every individual consultation I provide. People end up better off for the rest of their lives, even after only meeting with me for an hour. I've also made some great friends along the way. I'm just a regular guy with two young kids, a family to support, and a future to prepare for myself. I understand how important all this stuff is to you."

Individual USPS consultations are completely free of charge and beneficial to all employees regardless of age, craft, or years of service. Consultations are custom tailored to your situation, but always cover deciphering codes on your pay check stubs, your minimum retirement age, the amount of their FERS/CSRS pension upon retirement, the rising costs and diminishing benefits of their Federal Employee Group Life Insurance (FEGLI) coverage, your Thrift Savings Plan (TSP) matching and fund options, TSP options upon retirement, and the important tax consequences of retirement funds. By the time your consultation is complete, you will have a deeper understanding of crucial benefits and retirement issues. This understanding will allow you to take charge of their benefits both during and after their careers. This will make 2015 the year of securing your future and that is something to feel good about. Here is how you can contact Sam to set up a benefits and retirement consultation: 425.213.7360 or at smarx@mfbhelp.com.

Editor's Note: Mr. Marks spoke at our meeting in September. He is a wealth of knowledge. He is highly recommended!

Boeing Wins First Chicago – San Francisco Air Mail Route on January 28, 1927 - from historylink.org

On January 28, 1927, Boeing wins a federal air mail contract for Chicago-San Francisco route. This leads to the development of a new generation of passenger aircraft and later to the establishment of United Air Lines.

Regular U.S. Air Mail service was inaugurated on May 15, 1919, and government-owned aircraft transported the mail. Following the passage of the Kelly Act in 1925, the U.S. Post Office began contracting with private companies to carry mail on designated routes. Growing numbers of passengers went along for the ride. These coveted franchises created the basis for the airline industry in much the same way that land grants and mail contracts had built the nation's railway system.

When bids were requested for the Chicago-San Francisco route ("CAM-18") on November 25, 1926, veteran mail pilot Eddie Hubbard (1889-1928) recognized that Boeing had the perfect aircraft for the job, the Model 40 high-speed biplane. He persuaded a skeptical William E. Boeing (1881-1956) to bid on the route. The company won with the bargain rate of \$1.50 per pound of mail.

The new Boeing Air Transport Corporation (also called Boeing System) inaugurated service with two-dozen Model 40As on July 1, 1927. Soon after, Boeing acquired Vern Gorst's Pacific Air Transport and began to form United Air Lines. Boeing introduced larger Model 80 tri-motor airplanes, the first stewardesses" (originally registered nurses), and the revolutionary Model 247 airliner over the next seven years. Under pressure from Congress and anti-trust regulators, Boeing was forced to spin off United Air Lines and other holdings in 1934. An embittered William E. Boeing sold his stock and left the aviation industry that he had helped to create.



NAPS Branch 31

January 2015

Branch 31 President's Message - by Dexter Baldwin, President, Branch 31

Happy New Year to all of you! I hope that everyone's holiday was safe and wonderful. As the re-elected Branch 31 President, I would like to thank all of the members who had the confidence in me to re-elect me to this position. Our current secretary, Georgia Taylor, also thanks you for your confidence in re-electing her to the secretary position. As usual, we will do our best to represent our branch in the same outstanding manner that you have been accustomed to.



The past year has been a successful one for our branch. We have represented many of our members who had received action with outstanding results. Many of the actions were reduced to a "hand-slap" with others were completely withdrawn. Remember, if your manager wants to hold an investigative interview you, request NAPS representation and call your NAPS representative. We will have an advocate available to represent you during the investigate interview. It is your right to have representation, so use it.

As the New Year has rolled in, we are having many of the same issues as last year to deal with. **ETHICS!** We are constantly talking about ethics and doing the right thing. It seems like a majority of our cases have some type of ethical issue surrounding them. The main issue still seems to be falsification of time. Changing clock rings to make you look good and meet commitments is not acceptable. **DO NOT** change clock rings without the proper documentation and a valid reason for doing so. Have your employees fill out the 1260's for their missed rings or have them do the changes themselves. So what's on tap for our branch? Our annual Installation Dinner is January 24 at 6:00 p.m. at the Emerald Queen Conference Center in Fife. We will also be sending delegates to the Legislative Training Seminar in Washington DC from March 8-11. In July, we will be having our annual Brunch, date and location to be determined. This year's Western Region Training Seminar will be held in Seattle sometime in August. Stay tuned for more information on that. Remember, to attend some of these events, you need to have attended at least six meetings within the last year. Check with Georgia for more information.

Many of you work with EAS employees who are not members of NAPS. Many offices have new EAS employees. Talk to these non-member co-workers about joining NAPS. If you are not comfortable talking to them, let us know. We will get with them to let them know about our NAPS organization. NAPS cannot represent them if they are not a member. If they do not belong to NAPS, private attorney representation could cost them thousands of dollars. NAPS has the law firm of Scialla and Associates on retainer to use when needed. We have seen their results and are very confident we are getting the best legal representation we can have. Welcome packets and applications are available from me or from any of our officers. You can also go to www.naps.org to learn more.

Let's talk about SPAC. **SPAC** - You've heard of it. What is it? What does it do? SPAC stands for Supervisors Political Action Committee. It is a type of fund that pools campaign contributions from members and donates those funds to federal candidate campaign, ballot initiatives or legislation NAPS supports. NAPS donates thousands of dollars to Congressional and Senatorial candidates who support NAPS issues/legislation. It is important to have Members of Congress and Senators supporting our causes as they are our voice and of course, they have the power. Every NAPS member has the opportunity to donate to SPAC. The Postal Supervisor magazine has contribution forms and directions on payroll deduction for SPAC. NAPS needs SPAC to be heard. Thanks if you are already con-

NAPS Branch 31

Branch 31 President's Message - (continued)

tributing to SPAC and if you are not, please consider donating to SPAC.

Don't forget that our Monthly Meetings are always the 2nd Thursday of each month with a few exceptions. Watch for fliers and emails on our meetings. Come to them and get involved.

We'd like to get your non-postal email address so we can send you important news about NAPS and USPS interactions. Your email will be safeguarded and never be sold. You'll receive only news pertinent to NAPS or the USPS. Send your email address to branch61@comcast. It is Rich Wilson's email address as he is our database administrator

From all of your NAPS Tacoma Branch 31 Officers, Dexter Baldwin-President, Michael Gillett-Vice President, Georgia Taylor-Secretary and Dawn Boivin-Treasurer, we wish you a Happy New Year and hope you have a great 2015.

What Is In Store For 2015 - by Louis Atkins, NAPS National President

First off, a Happy and Healthy 2015 to the entire NAPS family! I hope you were able to welcome the New Year with those who are most dear to you. While the holiday season was a time to spend with our families and celebrate our blessings, the dawn of a new year means that it is time for us to collectively get back to work for we have much on our plates.



2014 was a solid year when it came to revenue generation for the Postal Service. We began to take on a greater portion of the parcel and package business and become a real force in that particular business area. This year has the promise to be even better, but that promise cannot be fulfilled without an EAS workforce that is the backbone of the USPS. That very backbone is currently under attack on a multitude of fronts, whether it is a disjointed pay structure or a lack of necessary resources to get the job done.

One of our first initiatives will be to address the problems with the Supervisory Differential Adjustment (SDA). Like I discussed earlier, there are too many cases of supervisors being paid less than the craft employees they are responsible for managing. Not only is this fundamentally unfair but it removes any real motivation for looking to advance your career in the Postal Service and denying the EAS ranks the opportunity to get the best and the brightest. We will also be taking a look at EAS seniority, looking to ensure that process is calibrated properly.

We will also be looking to examine how SWCs are calculated in order to relieve some of the pressure on the current standing workforce and maintain service standards.

Speaking of service standards, the Postal Service will begin the process to close several of its mail processing facilities throughout the country. We have been driving the point home with our lawmakers that protecting service standards must be a national priority. Despite the fact that the USPS was allowed to begin consolidations, we still believe that there is an opportunity to draw the line and protect our ability to deliver the mail and serve our customers. Considering the growth potential that the Postal Service is exhibiting, we shouldn't be the ones responsible for stopping our forward progress.

The next year will be filled with challenges, both the ones we see in front of us right now and ones that have yet to rise. As long as we work together towards a common goal, we can turn some of these challenges into triumphs.

Branch 31 Financial Report December 2014		Branch 61 Financial Report - November—December 2014	
Beginning Balance:	\$ 8,724.20	Beginning Checkbook Bal.	\$ 37,980.24
Income:	2,149.50	Income	
Expenses:	176.89	Member Dues	\$ 6,476.00
Ending Balance:	\$ 10,696.81	Interest	3.31
Income over Expenses:	\$ 1,972.61	Total Income	\$ 6,479.31
Respectfully Submitted:		Expenses	
Dawn Boivin		Door Prize	50.00
Branch 31 Treasurer		Office Supplies	60.15
		Postage	307.86
		Meeting Expenses	134.35
		Total Expenses	\$ 1,140.99
		Income over Expenses	\$ 5,338.32
		Ending Checkbook Balance	\$ 43,318.56
		Respectfully Submitted:	
		Anne B. Kush	
		Branch 61 Former Treasurer	
<p>President's Note: Our new Branch 61 officers are listed on Page 1 of this newsletter. They all were voted in by acclamation, because there was just one candidate running for each of the ten offices. There are four fewer officers this cycle due to the bylaws revision past in October. I would like to personally thank Anne Kush for her long-time service as our Branch 61 Treasurer.</p>			

FIRST-CLASS MAIL

Return Service Requested

<p>Editors Note:</p> <p>I would like to obtain your current, non-USPS email address. I assure you it will be kept privately by me and inaccessible to anyone. The purpose of my request is that I would like to keep you informed of fast-developing situations relative to your NAPS membership and how NAPS HQ sees things. I will never overwhelm you with emails and I'll send you only USPS or NAPS business related information. I would appreciate you sending your non-postal email address to me at: branch61@comcast.net.</p> <p>Your privacy is respected and assured!</p>	<p>Contacting your Member of Congress or Senator is relatively easy to accomplish. Go to http://www.house.gov/ for Members of Congress and http://www.senate.gov/ for Senators. At each site, you can subscribe to your Member of Congress's or Senator's eNewsletter. It's great way to be in contact with your elected officials. At each site you will be able to express your concerns about any pending legislation.</p>	<p>Dave Reichert, 8th District 22605 SE 56th St Ste 130 Issaquah WA 98029-5297 425.677.7414 office</p> <p>Adam Smith, 9th District 3600 Port of Tacoma Rd Ste 106 Tacoma WA 98424-1040 253.896.3775 office</p> <p>Senator Maria Cantwell 915 2nd Ave Ste 3206 Seattle WA 98174-1011 206.220.6400 office</p> <p>Senator Patty Murray 915 2nd Ave Ste 2988 Seattle WA 98174-1080 206.553.5545 office</p>
	<p>Susan DelBene 1st District - 22121 17th Ave SE Ste 220 Bldg E Bothell WA 98021/7404</p> <p>Rick Larsen, 2nd District 2930 Wetmore Ave Ste 9F Everett WA 98201-4070 425.252.3188 office</p> <p>Jim McDermott, 7th District 1809 7th Ave Ste 1212 Seattle WA 98101-1399 206.553.7170 office</p>	