

Dinner Dance 2020



NAPS SPAN

*Seasons Greetings and Happy Holidays
Have a Happy and Healthy New Year
2020*

February 23, 2020 is the date for Branch 100's Annual Dinner Dance. Mark your calendars now, so you don't forget. In the coming months we will be sending out information on tickets, raffles, journal ads and scholarships.

The Dinner Dance is a great day for not only having a good time but for enjoying some really good food, dancing and networking. In addition we will be presenting scholarships and honoring some of our young adults who will be furthering their studies. More information will follow but make sure you keep that date open

Observation

Tom Hughes

There has been a lot of reports of violence in the workplace recently. However, the proper procedures for placing an employee in an emergent placement have either not been properly implemented or it is not being done immediately. Once someone violates the violence in the workplace memorandum, you must act immediately. The National Association of Postal Supervisors is a cosigner of the memorandum as well as all eight of the other organizations in the USPS. Remember, the statement is not just for violence. The memorandum is, The Joint Statement on Violence and Behavior in the Workplace. A copy of the memorandum is on page three of this newsletter.

This matter has been brought to the leadership of the NY District. We have offered to work closely with them in order to have this rectified. The district doesn't like los-

ing cases any more then you do. It is not only costly but a loss of valuable time.

Also, far too many cases are being lost either at the DRT level or prior to arbitration due to the case not being prepared properly. Labor Relations will not take a case to arbitration if they feel the case is basically, a loser. Managers and Supervisors are constantly citing that settlements are not in their control. A good solid case will win.

So, you must ensure that all of the information in the case is accurate. Prepare a case properly and you will win. Also, after you prepare a case sit down and read the case as if you were the shop steward and see what errors, if any, you can find. If you need help with a case contact Labor Relations or even call on us at the NAPS office. We want you to be successful.

Inside this issue

Legislative Actions.....	2
Expectations	2
Joint Statement on Violence	3
Scholarship Application.....	4
Health Insurance.....	5
Dinner Dance	5
Holiday Pay	6
Websites and Apps.....	6

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Legislative Actions

The Trump Postal Reform Proposal was announced on 3/11/19. It was met with criticism from Law-makers and the USPS management. Here are some of the Proposals.

- A. Reduce delivery days to five
- B. Implement more cluster box delivery
- C. Base the Federal retirement on the high five instead of the high three

- D. Eliminate the FERS pension
- E. Slash Retiree COLA by 1%
- F. Increase Employees FEHB Premium contribution
- G. Eliminate Annuity Supplement
- H. Federal Employee pay freeze

The report did not recommend privatization of the USPS which is a great thing! Congressman Gerald Connolly (D-VA) who is a very good friend and supporter of the USPS employees

Kenneth R Stanley

spoke about Postal Reform. He is the Sponsor of Bill HR 597 (Postal Employee Appeal Rights Amendment Act) and HR 54 (Resolution to Maintain Six Day Mail Delivery).

The NAPS national website has more information on this matter at www.NAPS.org.

This is a good reason for us all to stay in touch with our Congressional Representatives.

Expectations

When 2019 morphs into 2020, I will be retired from the Postal Service for six years. While sometimes it seems just like yesterday, I realize that the district I was part of is vastly different than the district of today. It truly has become a 24 hour a day, 7 day a week workplace. What happened to that failed priority piece, I need an answer! Telecoms have replaced visits from your superiors, emails and texts have replaced phone calls. There is so much information (data) passed around that everyone is being strangled with the overload. Everyone wants an answer to their question, and they want it right away. And to be frank, a lot of management uses the phone to speak aggressively to people that they wouldn't do if they were face to face. It's a tough world out here for sure. Everyone thinks they are your boss, and that is at every level. But everyone isn't your boss. You report to two people, your immediate supervisor and yourself. While you can't just dismiss everyone else, the fact is that if

you satisfy the needs of those two, you will be better off. How do you accomplish that? Set and receive expectations. From your manager, you should answer their emails first. When dinosaurs roamed the earth and I was a manager I always printed emails from my area manager and put them in a pile next to my computer. That way I knew what had to be answered. And I answered them. If he called and said, "I need you to take care of this," that was what I did. I made sure that I did it right away, or I took care of it as soon as possible. (I can't use an example for being a supervisor answering to my manager because when I first became a supervisor there weren't any computers.) (But you should get my drift.) It's not as hard as it seems. One of the complaints I hear is that everyone gets so many duplicate messages from everyone. So, answer your boss. I know what you're thinking. "My boss, she/he wants everything, immediately!" Yes, but that's where you set expectations. Know

what you can provide and let them know what when you can give them what they expect. There is a big difference between "I can't, or I haven't" versus "I don't have it now, but I will have it by...". And make sure you do it. For your expectations, be honest with yourself. If you don't delegate, then understand that you own everything. If you don't give your employees expectations, then you shouldn't expect them to do what you expect. It's an unfortunate part of the work environment today; if you don't tell employees what to do there is an excellent chance that they won't do anything. Don't think everyone understands your intentions or can read your mind. Set standards, and don't accept excuses any more than your superior accepts them from you. It isn't easy, that's for sure. However, through the years thousands of us have taken on this job of being a supervisor because we wanted to make some sort of difference for the better of the organization. We still can do that. Expect it.

Jim Puccio

Joint Statement on Violence and Behavior in the Workplace



JOINT STATEMENT ON VIOLENCE AND BEHAVIOR IN THE WORK-PLACE

We all grieve for the Royal Oak .and we sympathize with their families, as we have grieved and sympathized all too often before in similar horrifying circumstances. But grief and sympathy are not enough. Neither are ritualistic expressions of grave concern or the initiation of investigations, studies, or research projects.

The United States Postal Service as an institution and all of us who serve that institution must firmly and unequivocally commit to do everything within our power to prevent further incidents of work-related violence.

This is a time for a candid appraisal of our flaws and not a time for scapegoating, finger-pointing, or procrastination. It is a time for reaffirming the basic right of all employees to a safe and humane working environment. It is also the time to take action to show that we mean what we say.

We openly acknowledge that in some places or units there is an unacceptable level of stress in the workplace; that there is no excuse for and will be no tolerance of violence or any threats of violence by anyone at any level of the Postal Service; and that there is no excuse for and will be no tolerance of harassment, intimidation, threats, or bullying by anyone.

We also affirm that every employee at every level of the Postal Service should be treated at all times with dignity, respect, and fairness. The need for the USPS to serve the public efficiently and productively, and the need for all employees to be committed to giving a fair day's work for a fair days pay, does not justify actions that are abusive or intolerant. "Making the numbers" is not an excuse for the abuse of anyone. Those who do not treat others with dignity and respect will not be rewarded or promoted. Those whose unacceptable behavior continues will be removed from their positions.

We obviously cannot ensure that however seriously intentioned our words may be, they will not be treated with winks and nods, or skepticism, by some of our over 700,000 employees. But let there be no mistake that we mean what we say and we will enforce our commitment to a workplace where dignity, respect, and fairness are basic human rights, and where those who do not respect those rights are not tolerated.

Our intention is to make the workroom floor a safer, more harmonious, as well as a more productive workplace. We pledge our efforts to these objectives.

2020 Scholarship Application

APPLICANT _____ DATE _____
(Name)

ADDRESS _____
(Street)

(City, State, Zip +4)

SCHOOL ATTENDING _____

DATE OF GRADUATION _____ HOME PHONE () _____

NAME OF NAPS MEMBER _____ RELATIONSHIP _____

OFFICE ASSIGNED _____ OFFICE PHONE _____

QUALIFICATIONS

1. Member must be in good standing with Branch 100 NAPS. A member's widow / widower may apply for an eligible child if member is deceased within scholarship year.
2. Applicant must be the son or daughter of the member.
3. Applicants must graduate from High School by June 2020.
4. All applications must be on file with the Branch by Thursday, January 31, 2020.
5. All applicants must provide his / her SAT scores, certified by Princeton, NJ.
6. Scholarship winners meeting all requirements will be notified by Branch 100 by February 7, 2020

Scholarship awards will be presented to the winners at the Branch 100, NAPS Annual Dinner Dance on Sunday, February 23, 2020.

SEND COMPLETED APPLICATION AND SAT SCORES TO:

SCHOLARSHIP COMMITTEE
BRANCH 100, NAPS
380 W 33rd ST – ROOM 4016
NEW YORK, NY 10199-1907

Employees who are not regular in attendance have a direct effect on all parts of your operation—and your ability to earn a raise

Health Insurance

Vincent L Hall

The Health Insurance Open Season just closed. Keep in mind that next year you should review your benefits and make whatever adjustments you need to keep yourself and family covered properly. Health care is a right deserved by every American citizen and a necessity of life itself.

Whether you are retired or considering retirement it is so important that your health insurance coverage

is sufficient for your family over an extended period, even a lifetime. Consideration should be given to dental, possible extended hospital stays, traumatic injuries and rehab.

Much is made of longevity and believe you me there is nothing better than living a full enjoyable existence. However the longer you remain on this side of the grass the more you learn about the health of you and your family. You'll discover

bones, joints, and muscles you didn't know existed until the twilight of your journey through life.

I recommend you be smart about health insurance. Review your coverage to ensure that you and your family have the proper benefits that are not only cost efficient but thoroughly covers your family for every eventuality.

Stay well and be covered,

**102nd ANNIVERSARY
DINNER DANCE**

AT

**THE MARINA DEL REY
ONE MARINA DRIVE
BRONX, N.Y. 10465**

**SUNDAY, FEBRUARY 23, 2020 12:00 NOON TO
5:00PM**

**SMORGASBORD SUPREME
&
COCKTAIL HOUR
NOON - 1:00PM**

**OPEN BARS
NOON - 5:00pm**

**CHOICE OF FIVE ENTREES
PRIME RIB
BAKED FILLET OF SALMON
CHICKEN FRANCESE
SHRIMP SCAMPI
VEGETARIAN CHOICE**

FANTASTIC VIENESE TABLES

Sell those raffles, come to the Dinner Dance

Sunday February 23, 2020 Branch 100 will be holding its Annual Dinner Dance at the fabulous Marina Del Rey in Throggs Neck. If you have had the pleasure of attending previously, then I don't have to tell you what a great day it is. If you haven't been fortunate to attend the best description that I have heard is that it's like attending a wedding reception without having a bride and groom. We encourage everyone who can to attend.

It is a good day to network, catch up

with friends you may not have seen in a while or to meet up with new ones.

The Branch sells raffles to subsidize the scholarship program for members. If one of your children is a high school senior, they can receive \$1000 for their college education. Everyone knows college isn't cheap, and this can help offset the costs of books, transportation etc.

Raffles are \$10 a ticket. That may seem like a lot of money for one ticket, but the prizes make it all worthwhile

First Prize- \$3000.00 & seller gets \$300.00. Second Prize- \$1000.00 &

seller gets \$100.00, Third and Fourth Prizes—\$500.00 & seller gets \$50.00.

And here's the kicker. You sell fifteen (15) raffles and you have earned a ticket to the Dinner Dance!

Sell thirty (30) you and your significant other can attend! And you get a chance to cash in on the winning raffles either as a purchaser of the ticket or a seller!

If you are interested in selling raffles, contact the Branch Office at 330-2249. We will be coming out to the stations and Morgan and we hope you participate. It is such a great day we hope you can be there!

NAPS Branch 100

Article 2 of the Branch 100 Constitution and By Laws, Object of the Association:

The object of this Association shall be to promote the welfare of the Postal Field Supervisors through activities and programs which this association shall deem necessary and advisable. Cooperation shall be rendered the United States Postal Service to improve service and raise the standard of efficiency, as well as, to widen the field of opportunity for supervisory employees who make the United States Postal Service their life work.

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Pay During Holiday Period

Jim Warden

With the Holidays rapidly approaching, the question of EAS pay is always brought up. Below are dates of the 2019 Christmas period that FLSA Exempt employees may be eligible for additional pay in accordance with ELM 434.143.

FLSA Exempt employees at NDCs (formerly BMCs) eligible for additional pay

* Beginning November 16, 2019 - PP 24-2019, Week 2, Day 8

* Ending January 03, 2019 - PP 01-2020, Week 2, Day 14

FLSA Exempt employees at other facilities eligible for additional pay

* Beginning November 30, 2019 - PP 25-2019, Week 2, Day 8

* Ending December 20, 2019 - PP 26-2019, Week 2, Day 14

434.143 Eligible for FLSA-Exempt EAS Additional Pay

FLSA special exempt employees in EAS-18 positions and below are eligible for EAS additional pay if authorized to work over 8.5 hours on a scheduled day or any hours on a non-scheduled day, even while on a temporary assignment such as to an OIC position. When authorized work exceeds 8.5 hours on a scheduled day, EAS additional pay is received for the first half hour as well as for the authorized work over 8.5 hours. Regular FLSA-exempt employees in EAS-23 positions and below positions except postmasters and officers-in-charge are eligible during the designated Christmas period provided they are authorized to work over 8.5 hours on a scheduled day or any hours on a nonscheduled day and the additional hours are spent directly supervising bargaining unit employees in mail processing or delivery functions.

Websites and/or apps that are important to Postal Workers

To see how people in Congress are voting, go to this website <https://www.govtrack.us>

To see how your representative is voting - "Countable" is an app for your phone. It is available in the play store or app store

The TSP monthly rate charts https://www.tspdatacenter.com/monthly_rates

The findings of the Postal Task Force
https://home.treasury.gov/system/files/136/USPS_A_Sustainable_Path_Forward_report_12-04-2018.pdf

NAPS National Headquarters website—<https://naps.org>