

Dinner Dance 2019

February 24, 2019 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

NAPS SPAN



Membership Meetings

Jim Puccio

Branch 100 is here to help you. And the branch does help many people throughout the year, whether it be for disciplinary action, retirement, transfers, information, etc. The vast majority of the time we are contacted via phone or email, and then we react from that. While this is perfectly acceptable method, there are numerous times when we are asked a question and it is something that has been covered at the previous membership meeting. Whenever we have a meeting we discuss current postal events, we update the members on district events, we usually have a guest speaker discussing a specific subject that is "On everyone's minds". **But you got to be there...**

I know it is tough. Working a lot of hours and trying to balance your home life into a 24-hour day or 168-hour week is difficult. However, this is your career, and I hope that you understand that. There are 3 meetings a year, dates are advertised way in advance and you should try to adjust your schedule to attend. It will be time well spent.

Informed Delivery

Tom Hughes

With all of the "phishing" going on these days, knowing what is coming in the mail is extremely important and one of the most interesting services that the USPS offers is Informed Delivery. Here is a quick synopsis from the USPS: Informed Delivery is a free and optional notification service that gives residential consumers the ability to digitally preview their letter-sized mailpieces and manage their packages scheduled to arrive soon. Informed Delivery makes mail more convenient by allowing users to view what is coming to their mailbox whenever, wherever – even while traveling – on a computer, tablet or mobile device. To automate the sortation and delivery of mail, the United States Postal Service® (USPS) digitally images the front of letter-sized mail pieces that run through automation equipment. USPS is now using those images to provide digital notifications to users in advance of the delivery of physical mail. Informed Delivery benefits the entire household, ensuring that everyone has visibility into mail and package delivery each day. Informed Delivery allows users to take action before important items reach their mailbox, while offering mailers an unprecedented opportunity to engage users through synchronized direct mail and digital marketing campaigns.

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Board Members

- President Tom Hughes
- VP Stations Jim Puccio
- VP Morgan Juan Pastor
- Secretary/Treasurer Tu M Tu
- Sgt at Arms Vincent Hall
- Communications Director Jeff Wilensky

BRANCH 100

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Be Involved

Are You Involved

James Puccio

Are You Interested?

Branch 100 is looking for good people, people who want to join the executive board. There are some requirements You must care about your fellow supervisors and the Postal Service. Have to be a little dedicated.

You must attend meetings as they are scheduled (Don't worry they are scheduled in advance) to discuss branch business

You get to be part of the solution. Your feedback and opinion will count in any matter we bring to the district.

If you are interested, please contact the branch via email (napsbranch100@Hotmail.com) , or send a written request to the branch at:

NAPS Branch 100
380 West 33rd Street Room 4016
New York, New York 10199-1907
Hope to hear from you !

“Remember much can be accomplished by remaining level headed, steadfast and true to purpose”

CIVILITY

IT starts
with you.

If not you,
then

WHO?

Civility

Vincent L Hall

The premise for a successful relationship is rooted in civility. Even more importantly in the work place where dignity and respect should prevail for any organization to succeed. The lack thereof dooms that organization to chaos and ineffectiveness.

Management has the obligation to provide the tools, create an atmosphere that enables its employees to safely and efficiently accomplish its tasks. Labor also has the responsibility to work diligently, demonstrate a willing behavior, and working according to standardize goals. Both should conduct themselves in a manner that is courteous and respectful.

As managers and supervisors, we must ensure our approach to giving direction is clear, timely, and courteous. When dealing with peers, subordinates and employees it is important to remain calm, be honest, concise, and direct but also understanding. Even in stressful situation we as leaders must serve as examples of stability, correctness and civility.

Losing one's temper or humanity serves no one and accomplishes little. When all around you are buying into the chaos then you must become the "rock" to stabilize the situation. Remember much can be accomplished by remaining level-headed, steadfast and true to purpose.

Also "A little sugar catches more flies than a jar of vinegar."

Therefore, be the beacon and the light through the fog of chaos.



Capital Building

Postal Reform - VOTE!!

Kenneth R Stanley

Mid Term Elections - Your Vote Counts!

This could be the most important Mid-Term election in years; especially at the State and Local level when it comes to Postal Reform. I attended the Legislative Training Seminar in Washington, DC, Postal Reform was the main topic. There was a lot of emphasis on Bill HR 756 (Postal Service Reform) and HR 942 (Postal Employee Appeal Right Amendment Act). The present Congress and Senate Leaders would not bring this Bill to the floor for a discussion or a vote on Postal Reform.

On Capitol Hill I met with the Legislative Assistant of all four Congresspersons from NY:

Valeria Carranza, Assistant to Adriano Espaillat stated that Congressman Espaillat is aware of the issue with the mail service. He constantly receives text messages from his constituents about the long lines and delivery issues. I explained to her that most of these issues are from the reduction in workforce (do more with less). He is a strong Advocate for Postal Reform.

Jacob Hochberg, Leg. Asst. to Nydia Velazquez, Rebecca Tulloch, Leg. Asst. to Carolyn Maloney and Leg. Asst. to Jerrold Nadler all stated that they are very supportive of Postal Reform HR 756 and HR 942.

Remember you and your family members votes are very important. Please vote on November 6, 2018.

Do We Have Your e-mail?

Branch 100 sends out very valuable information through e-mail. We send out about 2 to 3 e-mails a week. There is information in the e-mails that can assist you in your career, and personal life. It is an additional method of communicating with the membership and keeping you abreast of all of the latest information available to us. We send some items that you do not receive from the USPS.

Knowledge is power. All you have to do is send us an e-mail from your personal email account and ask to be put on our electronic mailing list

Our e-mail is:

napsbranch100@hotmail.com

SUMMER TIME

Summer is here. The time of year to enjoy the outdoors with family and friends. Above all stay safe out there. Enjoy the Summer and try to make our next meeting in the Fall. Notices will be sent out

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Be Involved

“ How to Access your PFP

- Step 1- Go to the “ Blue Page”
- Step 2- Click on My Work Tab
- Step 3- Find the PES link on left side (Performance Evaluation System), click on it
- Step 4- Enter the application, Log in with your ID and Password
- Step 5- In PES system, read statement and hit “Agree”
- Step 6- Select Fiscal Year (2018)

Step 7- You are now in the Performance Evaluation System. You have various options, but if you wish to see where you stand as far as what box you are in, Click on the Link to Your NPA Scorecard, which is in Red.

There is an on line course you can take which explains PFP
Course number 10025880

Shown below is a copy of the NPA Link page

Every EAS should be checking their NPA scores on a regular basis throughout the year, otherwise you don't know what progress you are or are not making toward getting a raise

Log Out | Calendar | Change Fiscal Year

Welcome to the Performance Evaluation System

Calendar of Required Actions

[Link to Your NPA Scorecard](#)

EOY Accomplishments & Discussions Activity begins on 10/02/2018 and ends on 10/31/2018.

Reminder - All PFP Eligible employees have a mandatory training requirement to complete LMS Course Number: 10025880 - Understanding NPA, PES, and PFP
[Link to LMS Login](#)

- ▶ **Manage Your Profile**
Change your information.
- ▶ **Objective Setting Process or Record Discussion**
Perform tasks in the objective setting process.
- ▶ **Accomplishments/End-of-Position Process**
Perform tasks in the end-of-position process.
- ▶ **Mid-Year Process**
Perform tasks in the mid-year review process.
- ▶ **Reports**
Print out reports

June 2018						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Are You Planning Properly

Jeff Wilensky

While many can argue the fairness of Pay for Performance as a means for adjusting compensation, a major benefit earned by Federal employees is their retirement system. Whether you fall under the CSRS or a FERS pension plan, there is a mechanism in place to ensure that you have funds well into your golden years thanks to contributions you have made to your plan as well as federal retirement compensation. Pensions are a benefit that is slowly dwindling in private industry. More often these days, employees are expected to save for the future on their own and fail to do so adequately.

To ensure you are adequately prepared financially for the major step of retirement, the Thrift Savings Plan (TSP) allows you to save using pre-taxed dollars which postpones the tax liability until you start

withdrawing funds in retirement. Because most of the funds are influenced by the stock market, there is risk in making an investment, especially now since the market has been so volatile. However, history has shown that over the course of time, investment has been beneficial.

Contributions to the TSP can be altered and monies can be transferred between funds at any time while you are still employed by the USPS. Once retired you can no longer contribute to any fund, but transfers between funds can take place at any time and at no cost. For more complete information visit: <https://www.tsp.gov>



Performance over the six previous years have shown the annual rate of returns as follows

As of 6/27/2018

	L Income	L 2050	L 2040	L 2030	L 2020	G	F	C	S	I
2012	4.77	15.85	14.27	12.61	10.42	1.47	4.29	16.07	18.57	18.62
2013	6.97	26.20	23.23	20.16	16.03	1.89	(1.58)	32.45	38.35	22.13
2014	3.77	6.37	6.22	5.74	5.06	2.31	6.73	13.78	7.80	(5.27)
2015	1.85	0.45	0.73	1.04	1.35	2.04	0.91	1.46	(2.92)	(0.51)
2016	3.58	8.65	7.90	7.07	5.47	1.82	2.91	12.01	16.35	2.10
2017	6.19	18.81	16.77	14.54	9.86	2.33	3.82	21.82	18.22	25.42
2018 YTD	1.30	1.63	1.56	1.50	1.34	1.34	(1.78)	2.78	7.19	(2.81)

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.

Commonly Asked Questions during an Interview

What can you for for us that other candidates can't?

What are your key strengths and weaknesses?

Tell me about yourself?

What do you think the main challenges will be?

What do you know about our company?

What do you think our company is aiming to achieve?

What do you know about our products and services?

Why do you want to work for this company?

Why do you think this job is right for you?

What motivates you?

How would you describe your work style?

How would you describe yourself?

How would you co-workers describe you?

What makes you a good team member?

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NATIONAL CONVENTION

Tom Hughes

The NAPS National Convention will be held in August this year at Mohegan Sun in Connecticut. We are hoping that the national officers will have information on the status of a pay package for EAS. Any information which we receive at the convention will be sent out to the membership as soon as possible.

Currently there are two candidates for National President: The incumbent Brian Wagner and Ms Toni Coleman-Scruggs out of Indiana, Ivan Butts Executive Vice President and Chuck Mulidore Secretary/Treasurer are running unopposed .

Thomas Roma Northeast Regional Vice President and James Warden New York Area Vice President are also both running unopposed. This is because both of these gentlemen have done a great job for the area and for our branch. They are always there for the members weather it is for corrective actions or staffing or a myriad of other issues.

As with all conventions there are always last minute items which come to the floor and candidates for office could change as well. You just never know. I have seen a lot of strange things happen when it comes to voting from the floor or discussing issues which affect all NAPS members from all parts of the country.

Branch 100 will keep you posted on the events that transpire.

