

## 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



*The Officers of Branch 100*

*Wish you and your families a Very  
Happy Holiday Season and a*

*Happy and Healthy  
New Year*



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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
- Legislative Chairperson Kenneth R Stanley
- Advocate Dave Conover

## BRANCH 100

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Be Involved

## HUMANENESS

We are not  
God, but  
flawed  
humans  
and tend to  
make  
mistakes

## Are You Interested?

Branch 100 is looking for good 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

James Puccio

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 33<sup>rd</sup> Street Room 4016  
New York, New York 10199-1907  
Hope to hear from you!

## Humaneness

Vincent L Hall

In life we are bound to meet people that are different from ourselves with polar opposite views and perspectives. The way we react to these differences will determine how we are perceived and the temperament of the relationship. We as EAS can influence whether these relationships become contemptuous or work for the greater good.

First, as human beings, we should be accepting not just tolerant that we all are one race. The human race (Homo Sapiens). No matter our physical appearance; we bleed red, breathe air, have one brain, two eyes, two ears, one mouth, two arms, and two legs. Collectively, we are mortal subject to one birth and a certain death. How well we swim in the sea of life is determined how we handle relationships we encounter in our life time.

Second, we must recognize that all humans are individually different and approach situations from diverse viewpoints. Sometimes those views and actions will conflict with our own and/or established acceptable norms. However differences don't necessarily lead to conflict or ill feelings. Recognizing those differences, giving them honest compassionate consideration and proceeding with tolerance and benevolence will lead to a right course of action.

Third, remember we are not God but flawed humans and tend to make mistakes in our judgements and actions. So constantly evaluate those actions and decisions to ensure that we have not negatively impacted someone or the greater good.

# Did you VOTE!!

Kenneth R Stanley—Legislative Chairperson

On October 28, 2018; Jim Warden sponsored a Legislative Training Seminar and a President Meeting at the Westchester Marriott in Tarrytown, NY. Tom Hughes, Branch President and myself attended. It was very informative and well attended. Below are some of the items that were discussed.

### Legislative and Political Affairs Department

The Legislative and Political Affairs Dept is our liaison on Capitol Hill informing and lobbying our lawmakers on issues and legislation of vital importance to NAPS and the Postal Service.

The purpose of the LPAD is to build relationships between NAPS and members of the United States Senate and House of Representatives. These relationships are built through regular ongoing dialogues between department staff, lawmakers and their staff and through rigorous and targeted financial support courtesy of the Supervisor's Political Action Committee (SPAC).

These relationships will translate into ensuring that our members interests are always well represented on Capitol Hill. The ultimate goal of the department is to enhance NAPS profile on Capitol Hill, protect the benefits and livelihoods of EAS employees and defend the integrity of America's Universal Postal Delivery System.

The NAPS Headquarter Executive Vice President directs all legislative activity.

The Supervisor Political Action Committee (SPAC) is the legislative fundraising arm of the organization. SPAC has raised hundreds of thousands of dollars to aid political candidates who support the organization's issues. NAPS member can donate online (naps.org) through payroll deductions or by sending a check or money order to NAPS Headquarters (do not send cash).

Every NAPS Branch has a Legislative Chairperson and I am the Legislative Chairperson for NAPS Branch 100. The Branch Legislative Chairperson is responsible for maintaining a personal dialogue with the Senators and House of Representative in the state of residence and reporting the finding to the Branch and NAPS Headquarters. Every Spring, NAPS Legislative members meet in Washington, DC for a three days of the Legislative Training Seminar (LTS). On the second day, all Legislative Chairpersons meet with the Senate and the House of Representative or their staff member on Capitol Hill from the State the Branch resides in.

Therefore, myself and other Branch members normally meet with Senator Kirsten Gillibrand, Chuck Schumer and Congressperson Nydia Velazquez, Carolyn

Maloney, Jerrold Nadler and Adriano Espaillat or their staff. We

lobby their vote on Postal Reform Bill (**HR 6076**): which seeks to restore the financial solvency and improve governance of the USPS

in order to ensure the efficient and affordable nationwide delivery of mail. **Bill HR 942** Postal Employee Appeal Rights Amendment Act: This bill confers to approximately 7,500 non-supervisory managerial postal employees the right to appeal significant personal action to the Merit System Protection Board (MSPB).

**Bill HR 993** Sense of the House and the Senate that Congress ensure that the USPS remain an Independent establishment of the Federal Government and is not subject to Privatization (**very important Bill**).

The Trump Administration did a study on the USPS and it was finalized in August. However, it was not released until after the midterm elections. There is a link on the back page of this newsletter so you can read the entire report.

Therefore, as Jimmy Warden, AVP always says Vote Postal Blue (which means vote for those who support the USPS).

**I HOPED YOU DID!**

Thanks

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Be Involved

## Your PFP - How to Access It

James Puccio

“ 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

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*Your PS Form 50 is the main documentation for proving where you are assigned. When you receive one you should always keep it in a safe place for future reference*

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## Temporary Involuntary Reassignments

Tom Hughes

There have been a number of inquiries lately concerning temporary involuntary reassignments. Included with this newsletter is a copy of the official statement from Mr. David E. Williams, Chief Operating Officer and Executive Vice President for the USPS dated August 31, 2015. This is the latest letter concerning this subject and is still in affect.

In addition there is a letter from Mr. William Schnaars former

District Manager of the New York District dated May 23, 2012 which includes instructions to follow in the event that a temporary reassignment is necessary. This is the latest NY District policy which is available.

You can be moved from your assignment, temporarily, as long as the requirements stated in the letters attached are followed.

The importance of having HR be made aware of the movement is in the event of a RIF, you are still assigned to your original duty station and where your PS Form 50 is cut for. If EAS are just moved around with no documentation then the entire system has ripple effects especially when the Supervisor Workload Credits is considered.



## Being Held Accountable

In today's Postal world, you never have enough vehicles, especially for your window of operation.

Be it parcel delivery, relays, MVS trips, shuttles everyone is always using everything they have and you are always looking for additional vehicles.

So, what would you think if the I told you the Area wants to take over 200 vehicles from the district? That's Insane! This is preposterous! These people haven't got a clue!

Actually, they do have a clue. We have met the enemy and it is us.

The area wants to take the vehicles away based on non-usage, or not enough usage. How do they come up with this? They look at the vehicle mileage through AVUS. It is plain and simple, cold and calculating.

From the Employee Labor Manual (ELM)

Regular FLSA -exempt employees in EAS-23 positions and below are eligible during the Christmas PPeriod

AVUS (Automated Vehicle Utilization System) allows managers (supervisors) to monitor vehicle usage by mileage. Every vehicle should have a base mileage assigned to it, and that should be based on the last time that vehicle was tested (via PS Form 3999).

Now the base mileage may or may not be accurate (That is something for the Office of Delivery Programs to answer, what is the base mileage), but the actual mileage should be accurate. Every day.

Your drivers should be inputting this information at the end of every day without fail. Hold them accountable.

You should know how many vehicles you have assigned to your office, their MVS numbers and whether or not they are in your AVUS system. Verify it, compare it to what it is in the AVUS system

### FLSA Exempt- EAS Additional Pay

provided they are authorized to work over 8.5 hours on a scheduled day or any hours on a non-scheduled day and the additional hours are spent directly supervising bargaining unit employees in mail

## Jim Puccio

and if it is not accurate, notify Delivery Programs immediately. Hold them accountable to assist you to fix this, especially if you have vehicles in the data base that aren't yours.

Track your vehicles if they go in for inspection or repair. Keep in touch with VMF for updates and status reports on when you are getting that vehicle back (or a replacement) Hold them accountable.

You get a "loaner" or give another station a vehicle for a period of time? Monitor it! Hold them accountable

Today's Post Office is all about data and what it says. If the data says you are using vehicles for 40 miles a day while you are actually using them for 60 what do you think is going to happen?

processing or delivery functions You need to get approval from your immediate supervisor. You need to swipe your badge. You need to be supervising employees

## 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 For Performance

Tom Hughes

USPS and NAPS have entered into the Fact Finding process which will postpone any type of salary increase, if any, until the results are in.

We in NAPS are not very optimistic in the process however, it will give us documentation which we could use to go to Congress in order to initiate changes to US Title 39 which dictates how EAS in the USPS negotiate increases in salary.

It is vital that all USPS employees are in contact with their local elected officials. These are the people who hold your future in their hands. Let them know how you feel. Let them know that you VOTE.

Ken Stanley's article on page 3 of this newsletter is filled with information that everyone should be aware of.

It can not be expressed enough, SPAC (Supervisor Political Action Committee) needs donations in order to push NAPS agenda in Washington DC.

Pay For Performance is not just about pay. It is more complicated than that.

Stay informed

Stay active

We are already well into FY 2019 and the goals still are not available. This has become a typical ploy of the USPS. Which is another reason that we need to have Title 39 changed.

As you are all aware, the USPS never seems to know exactly how to plan ahead.

## 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](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](https://home.treasury.gov/system/files/136/USPS_A_Sustainable_Path_Forward_report_12-04-2018.pdf)

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