

Montana NAPUS Chapter 1

TREASURE STATE POSTMASTER

July 2013

Volume 4 Issue 3

mtnapus.org

NAPUS:
MONTANA CHAPTER 1
doing together what we can not
do alone

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A Mystery, Wrapped in an Enigma, Served on a Bed of Lettuce

By Jasmine Krotkov, Editor

I've just come back from our state convention, where I and my fellow Montana Postmasters got to find out from the people who at least should be in-the-know, what is going to happen to us. As the mysteriously capitalized POSTPlan gets implemented in its haphazard way, with procedures and "solutions" sprouting in the dark like mushrooms, the fear and stress shimmers palpably. Both the managers who had come to answer our questions and the Postmasters, who had come to share and learn could feel it. Not many questions got answered (see the break out on page 8). At least it is pretty clear they aren't keeping any information from us: the POSTPlan process seems to be equally mysterious to everyone.

That doesn't make it any less irritating. Once something irritates us, it becomes easier to justify behavior that we might otherwise find unacceptable in ourselves, like "stirring the pot" amongst our fellows, competing with those we should be cooperating with, spreading rumors, staking territory, abandoning friendships and being manipulative. Not that I would know about any of that. Ahem. I meant *theoretically*. It could happen. And it does.

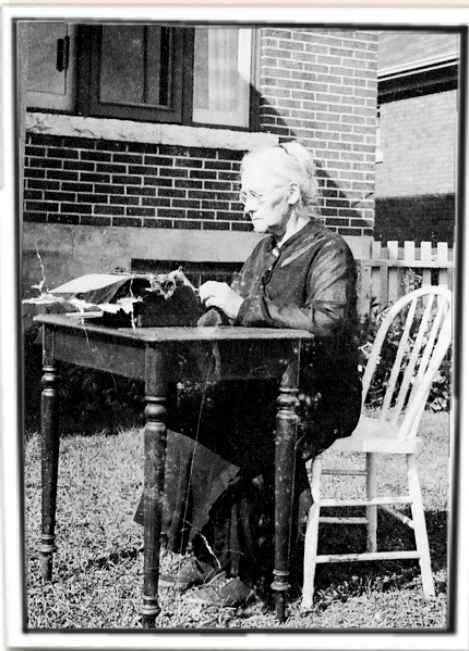
I know this because behavioral economists Ayelet Gneezy and Dan Ariely conducted an experiment in coffee shops to find out if people are more likely to engage in immoral behavior when they are irritated. They hired an actor, Daniel, to approach strangers and offer them to participate in a five-minute task for \$5. When they agreed, Daniel handed them a sheet of paper covered with random letters and asked them to find as many paired letters as they could, and circle them. After five minutes, he came back, handed them a small stack of bills, and told them "Here is your \$5. Please count the money, sign the receipt and leave it on the table. I'll be back for it later." The key was that he gave them \$9 instead of \$5, and the question was how many of the participants would return the extra cash.

For some of the participants that was all there was to it. For others though, Daniel received a phone call while he was explaining the task to them. He pretended to talk to a friend about ordering a pizza later. He didn't say anything to the customers, but just continued explaining the task after he hung up the phone. The whole fake conversation took about 12 seconds. The experimenters wanted to see if the customers who had been rudely ignored by Daniel would keep the extra money as an act of revenge against him. They did. In the no-annoyance condition, 45 percent of the people returned the extra money (not a shining example of honesty, when you think about it), but only 14 percent of those who were annoyed did.

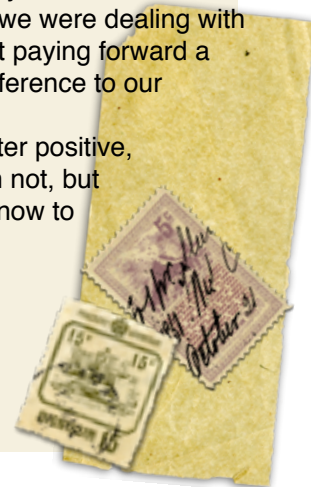
As Postmasters and postal customers, we have plenty of reason to be annoyed with the postal service right now. On the whole, I'd say that about 1% of us would feel inclined to give back the \$4 if it was postal officials we were dealing with

instead of Daniel. And those 1% would probably only do so as a hedge against the probability that, without paying forward a little Karma, they'd face being reincarnated as a gnat. Disgusted was a term I heard more than once, in reference to our employer's behavior. Nevertheless, we can't control their behavior. We can only control our own.

We can shrug off the things we don't understand, and focus instead on behaving in ways that foster positive, inclusive, productive, honest results. A Mystery, in Christian theology is what God knows and humans can not, but must **believe**. Secrecy is what is known, but not to everyone. Privacy is what allows us to keep what we know to ourselves. Some things begin as a Mystery, then become Secret and after that, Private Matters. Like conception. Like POSTPlan. What we feel about the current postal situation is a private matter. Sometimes even we don't know what we think or feel about it, and we're not allowed to say, at least in public. But finding out what we really think and feel, which is something a lot of us did at convention, about the prospect of a completely changed career trajectory allows us to connect with others on a basis of respect rather than fear, and to link with those who feel differently. When we know where we are starting from, we can control what is in our control, implement what we can implement and leave the rest to higher powers.



The author's great grandmother was a writer. That explains something, don't you think?





A new slate of MT Chapter 1 officers is sworn in by Area VP Darlene Winterer



Darla's Corner

Red Lodge was a wonderful relaxing convention in a beautiful spot with some wonderful education and information presented from our speakers. There were six of us gals who stayed in a condo on the creek which was absolutely beautiful. It was like having a slumber party. It was relaxing to listen to the creek at night before going to sleep and the scenery was really beautiful. I walked to convention first morning and the yards were beautiful and the exercise didn't kill me – thought it would, but I made it.

Our first day was full – Roy Reynolds, District Manager, Mike Slater, MPOO, and Dominic Demartino MPOO spoke to us about postal issues. The surprising information came from Bob Clarkson regarding implementation of the DAS award regarding level 18's not working more than 15 hours of bargaining unit work in their office. Wow! It was good timing for mine as my new pse just finished window training so I'm able to spend time with her when she has questions, and oh yes, she does the cleaning, too. I may get used to this – customers wonder what's going on when they don't see me at the window. I'm waiting for the other shoe to drop cuz I just don't see how we can afford to pay for workload hours for 2 people when 1 person was sufficient.

Our NAPUS National President, Bob Rapoza, was there to speak to us as well as our National Area VP, Darlene Winterer. Our SOV expert, Curt Artery, was not able to attend so Darlene did an excellent job filling in for him. There were some happy people who attended convention as they found out they aren't looking too bad year to date for SOV and POSTPlan.

We don't know what happened to Sandy Case, EAP, but Jasmine Krotkov did a great job filling in for her, too. It was about coaching and what EAP had to offer us in this time of uncertainty. Kathy Sommer, Gift of Life, had a family emergency so was not able to attend either.

We did some necessary constitutional changes to improve our chapters business and were able to adjourn on Saturday morning. Have a great summer – take care of yourselves and you really should think about going to national convention in Washington. I'll be in the golf tourney if they have one – don't know why as I'm a hacker, but it's still fun.

-Darla Day
Postmaster, Huntley MT 59037
Constitutional and Bylaws Chair

IT'S ALL SYSTEMS "GO" FOR CONVENTION TREASURE STATE POSTMASTER

VOL. 20, No. 6 MILES CITY, MT MAY-JUNE, 1976

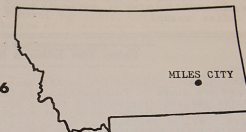
IT'S THAT TIME AGAIN!

What? - Postmasters Convention

Who? - NAPUS-League

When? - June 7 - 11, 1976

Where? - MILES CITY



Dignitaries from USPS and NAPUS to Attend State Convention

With two additional reservations, received just this past week, it now appears that we will have good representation from the Region, the District and the National Association of Postmasters.

Representing Regional Postmaster General Wm. Sullivan will be Joe Ryan of San Francisco. Ryan is Director, Sales Division, Customer Services Group.

Our old friend Mark Fuller, former Postmaster at Great Falls and now District Manager, will represent the Billings District. With him will be Ray McKay, District Director of Mail Processing. Ray will be the banquet speaker Thursday night.

From Ward Cove, Alaska, 600 miles north of Seattle, will come Alice Brusich. Alice is our NAPUS Vice President representing the five states of the Seattle Region. Alice has attended a number of Montana conventions and is probably better acquainted with more Montana Postmasters than most of our newer Postmasters are.

From Utah we are pleased to be re-visited by Frank Petty of Cedar City. Frank attended our convention in Dillon two years ago in his capacity as Vice President representing the Denver Region. He is now on our NAPUS Advisory Board representing Medium City Delivery Offices, Levels 20-22.

A non-Postal speaker who will be on the program is Frank Cowan of Bozeman. He will be representing the Montana National Association of Retired Federal Employees and should have an interesting, but let's hope not a too apropos, message for us.

Education Committee Co-Chairmen Art Hamilton and Rex Guthrie have put together some most informative training seminars. Ample time has also been given separate NAPUS and NLP business sessions.

Montana NAPUS is looking for a historian. Do you know a lot of our history? Are you interested in tracking down historical objects? If so, contact Retiree President Earline Oset at 406-222-0500

Missed Opportunities *by Janice Erfle Area 15 Retiree Rep*

Postmasters who did not attend, for whatever reason, the state convention in Red Lodge missed chatting with your District Manager, Roy Reynolds, your District Human Resources Manager, Robert Clarkson, and an MPOO Dominic DeMartino. If you had any questions, there was the forum to get them answered. (Being retired, I got to tease Roy and get a hug from Dominic. I am not shy!)

Bob Rapoza, NAPUS National President was there for a whole day. It was a perfect opportunity for Postmasters to visit with him and get the 411 from the man on the National scene fighting for the best interests of Postmasters. (Jeff and I sat with Bob and his wife Sharon at the banquet.)

What else did you miss?

- The opportunity to voice your opinion and elect new officers to run the Chapter.
- The opportunity to run for an office.
- Conduct business of the Chapter.
- National VP Area 20, Darlene Winterer, and Bob Rapoza going over the Constitutional changes to be voted on at National Convention.
- Darlene presenting the importance of the SOV to where your office will be in Sep. 2014. (She took Curt Artery's spot.)
- Jasmine Krotkov presenting the EAP Coaching program. (It could save your sanity.)
- The interaction and sharing with each other; PMs and PMs Retired.
- I did the NARFE presentation that segued into the Retirement presentation.
- Jeff Jewett with FedHub, Federal Retirement Educators, covered the problems that the MT Retirees ran into when they retired. (We met earlier with the Retirees.)
- VELMA and Mike Kirschenmann made a guest appearance. VELMA had some retirement tips.
- Retirement Panel enlisted retirees present: Kerry Bouchard, Janice Erfle, Becky Gard, Earline Oset, Marjorie Stoick, Norm Tjeltveit, Phyllis Ulrickson and as facilitators, "Jeff and Janice"
- Mike and Dorrie Mangen and Deb Fry made guest appearances.
- Flag Day recognition and Memorial Service.
- Auction, door prizes, 50/50 raffles, and a banquet with musical and comedy entertainment.
- Retiree lunch and PAC lunch were put on by Retirees.
- Retirees met with the Area 15 Rep (me) and conducted their yearly business meeting.
- *Love and laughter, close moments too numerous to mention.*

Next year, I hope nothing keeps you from your NAPUS family. We need each other more than ever. Our strength is in numbers. We need you to help make the Chapter stronger.



Name Those Postmasters! On the right is Senator Max Baucus, at the beginning of his career, alongside our own Janice Erfle, at the beginning of hers!



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Retirement and POSTPlan Separation

By Jeff Jewett

For the past 6 years I have had the good fortune to teach classes across the country to Postmasters and other federal employees. This year, was our second time of working with NAPUS in Montana. We continued to share thoughts and ideas at this year's state convention for all those who are in preparation for retirement and/or those affected by the POSTPlan. Our approach was a little different this year. We structured our program in two parts. First, was a question and answer period where we provided technical guidance on how to retire and addressed specific issues of benefits and retirement. Second, we included the retirees on a panel to share their story with the rest of the attendees. Our focus this year was Retired Feds helping Feds Retire.



Our technical instructions revolved around the following critical elements: How much do you need? And how do you not outlive your retirement? From here, we discussed all of the options with TSP withdrawals: how to maximize income, structure health insurance, taxes and spousal benefits. This gave us the foundation to jump in to the personal stories which really help with understanding this tricky subject. While all the thoughts and personal stories from the retirees were outstanding, a few notable comments were brought up that anyone contemplating retirement or separation should hear.

Jeff Jewett is a Financial Counselor with FedHub, Janice Erfle is an Educational Director with FedHub providing workshops and classes to federal employees to help them maximize their retirement packages. FedHub specializes in providing federal retirement education through a team of retired federal employees and specially approved educators from the private sector. For additional guidance call 541.480.0235

“Get your head on straight and figure out what you are going to do with your retirement. Find a new passion or organization to get involved with.” (Earline Oset)

“Your taxes will most likely change upon retirement. This may result in needing less income to maintain the same lifestyle.” (Norm Tjeltveit)

“Don't forget to understand and factor in the Special Supplement (FERS) as a source of income for those who are eligible.” (Kerry Bouchard)

Darlene Winterer **Area 20 Vice President**

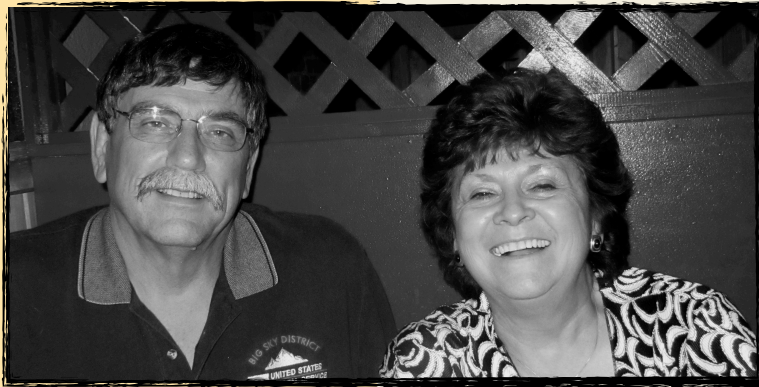
I recently had the pleasure of attending the Montana State Convention which was held in Red Lodge. I enjoyed reconnecting with postmasters I had met at previous events, and the opportunity to establish new relationships. The training and networking with fellow postmasters is invaluable. Now is the time to take the initiative to protect your job.

We were fortunate to have the NAPUS National President Bob Rapoza attend the convention. He presented valuable information about the upcoming changes to the constitution so informed voting can occur. We need to be able to have the ability to make modifications for the future of the organization. Another

important change that needs to be addressed is reducing the number of National VPs. We need to look at saving money because as our membership goes down, revenue from our dues also goes down.

Do you know what your SOV is? Do you know how to find your SOV? These and many other important items were discussed at the convention. The numbers reflected in this evaluation system affect what level your office is going to be rated at. You need to know your numbers. Most offices can't change their level, but if you are close to upgrading by increasing revenue, you need to be aware of that. There may something you can do in your community to increase revenue and/or work service credits. For those of you on POS did you know you receive more credit by accepting prepaid mail pieces on the POS machine? This is some of the information that was presented at this year's convention.

I realize that with convention leave being taken away put an undue burden on postmasters to use their own annual leave. I totally understand that, but convention leave is never coming back. Like most state conventions, reducing the days has, in turn, allowed a reduction in the amount of annual leave one needs to take to attend such events. I also realize that another problem is finding coverage for your office in order to attend conventions. Conventions are usually in place several months in advance in order to facilitate your plans to attend. I would strongly urge you to make every effort to attend your state convention. The work and the planning that go into a state convention should be experienced by as many postmasters as possible. The Postal Service doesn't offer any training. Therefore, some of the only training and firsthand information you will receive is at your state convention.



Darlene's term as Area 20 VP runs until Dec 31, 2013 and if elected, Don's will start Jan 1, 2014

Don Knight

1st Vice President and PM REP

Because of the changes occurring in the Postal Service, Postmasters/OIC's need to keep informed, and one of the best means to this is attending conventions. The Montana Chapter convention in Red Lodge was one of these opportunities. SO MANY QUESTIONS-SO LITTLE TIME.

Our convention began with Dakotas District Manager Roy Reynolds and District Human Resources Manager Robert Clarkson. Both Mr Reynolds and Mr Clarkson directed their remarks to the current issues and conditions confronting both the Dakotas District and the United States Postal Service. Because their time was

limited, the primary areas of discussion included implementation and compliance of the APWU Arbitration Award, the impacts to postmasters and their office work hours, and office staffing utilizing PSE's based on their classification and the best utilization of these employees. When all was said and done, postmasters must observe the work hour limitation to comply with the 3/29/2013 APWU Arbitration Award, and

offices staff accordingly to accomplish work hour compliance. Regarding the utilization of the PSE's based on their classification and, Mr Clarkson will provide any assistance to Postmasters to meet contractual guidelines.

Montana NAPUS Postmasters extend our appreciation to Robert Rapoza, NAPUS President, and Sharon Rapoza, Postmaster Retired, and Darlene Winterer, Postmaster of Coalville UT and Area 20 Vice-President for joining us in Red Lodge. Both Bob and Darlene spoke of current issues and concerns facing Postmasters and the need to address the proposed constitutional changes to the structure of the NAPUS organization which will be voted on in Bellevue WA in August at our National convention. Thank you Bob for the outstanding job you have done as our NAPUS National President.

Special KUDOS to Darlene for the training segment presented on SOV. The information along with the SOV program Darlene presented will be an invaluable tool to Postmasters as they continue through the POSTPlan process and beyond. The program provided by Darlene assists Postmasters with the continual ability to monitor their offices work hours at any time to stay informed within the evaluation process.



Four Friends

by Bill Ditmer, Chaplain

Once upon a time there was a girl who had four friends. She loved the fourth friend the most and adorned him with rich robes and treated him to the finest of delicacies. She gave him nothing but the best. She also loved the third friend very much and was always showing him off to neighboring kingdoms. However, she feared that one day he would leave her for another. She also loved her second friend. He was her confidant and was always kind, considerate and patient with her. Whenever this girl faced a problem, she could confide in him, and he would help her get through the difficult times. The girl's first friend was a very loyal partner and had made great contributions in maintaining her wealth and kingdom. However, she did not love the first friend, although he loved her deeply, she hardly took notice of him.

One day the girl fell ill and she knew her time was short. She thought of her luxurious life and wondered: 'I now have four friends with me, but when I die, I will be alone?' Thus, she asked the fourth friend: "I loved you the most, endowed you with the finest clothing and showered great care over you. Now that I'm dying, will you follow me

and keep me company?" "No way!" replied the fourth friend, and he walked away without another word.

His answer cut like a sharp knife right into her heart. The sad girl then asked the third friend: "I loved you all my life. Now that I'm dying will you follow me and keep me company?" "No!" replied the third friend, "Life is too good! When you die, I'm going to marry someone else!" Her heart sank and turned cold.

She then asked the second friend: "I have always turned to for help and you've always been there for me. When I die, will you follow me and keep me company?" The second friend replied: "I'm sorry, I can't help you out this time! At the very most, I can only walk with you to your grave." His answer struck her like a bolt of lightning, and the girl was devastated.

Then a voice called out: "I'll go with you. I'll follow you no matter where you go." The girl looked up and there was her first friend. He was very skinny as he suffered from malnutrition and neglect. Greatly grieved, the girl said: "I should have taken much better care of you when I had the chance!"

In truth, you have four friends in your lives: Your fourth friend is your body. No matter how much time and effort you lavish in making it look good, it will leave you when you die. Your third friend is your possessions, status and wealth. When you die, it will all go to others. Your second friend is your family and friends. No matter how much they have been there for you, the furthest they can stay by you is up to the grave. And your first friend is your spirit. Often neglected in pursuit of wealth, power and pleasures of the world, your spirit is the only thing that will follow you wherever you go.

Cultivate, strengthen and cherish it now, for it is the only part of you that will follow you to the throne of God and continue with you throughout Eternity. Thought for the day: When the world pushes you to your knees, you're in the perfect position to pray.

**NAPUS
PAC for
Postmasters**

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My contribution is by (check one): Check Money Order NAPUS FCU Visa Credit Card

Please charge my contribution to the following 16-digit NAPUS FCU Visa Account Number:

Exp. Date: _____

Signature (required for credit card charges) _____

Office use: ___ Pin Received ___ Active Postmaster ___ Retired ___ Associate State to credit ___

PAC for Postmasters will neither favor nor disadvantage anyone based on the amount of a contribution or the failure to make a voluntary contribution to this non-partisan political action fund.



Questions and Answers (sort of) From Convention 2013

Will six-hour Postmasters get to take Saturdays off? Not sure. Will there be another buyout? Maybe, maybe not. Will there be layoffs? Bob Rapoza has the words of Megan Brennan and Pat Donahoe that there will not. Will pay talks between NAPUS and HQ be re-opened? Doubtful. Will we get postal reform out of Congress this summer? Probably not. Should we be using personal vehicles to deliver trays of mail or go visit RMPOs? If you choose to do it, be consistent. If you choose not to, be consistent. Don't use your vehicle when you're happy with the assignment, and refuse when you don't like it. Do eMoves offices need to certify their 1412s at the end of every day, or can they do it the next day? No one can say for sure. What are the options for postmasters who want to return to craft? Let Bob Clarkson know. Craft employees get first crack at craft jobs. If our offices get re-evaluated in the future to a four or a two-hour office, how much time will we have to scramble for a different job? Six months. Do postmasters in six hour offices have to take a lunch break? Maybe, maybe not. When is it that we have to use a clerk at the window? If your window is open 8 hours, your clerk has to work at least 5 hours. Can a PSE Custodian do some clerk work, like boxing mail? Yes. Can clerks or PSEs refuse to go to a neighboring office when needed? If it is under 50 miles; no.

Darlene Winterer, continued from Page 6

In conclusion, I would like to take this time to extend my sincere thanks and appreciation to all the postmasters in Montana who have shown their support and hospitality during my tenure as Area 20 National VP. Don Knight will be the incoming Area 20 vice president. I wish him and all of you a successful future in your positions and careers with the Postal Service. It has sincerely been my pleasure to serve you in this capacity. You have my continued support and assistance wherever needed. Again, thank you for the opportunity to have been able to represent you in this position.

If questioned by an OIG Inspector about your conduct, even if you believe you are not guilty of any wrong doing, it is suggested you do the following:

1. Remain calm.
2. Correctly identify yourself if asked to do so.
3. Do not physically resist an arrest or a search of your person or property.
4. Read aloud to the OIG Inspector(s) the statement below.
5. Remain silent until you have consulted with your NAPUS representative or an attorney .

BE YOUR OWN PROTECTOR – TAKE NO LIE DETECTOR.
DO NOT SIGN – GET ON THE PHONE LINE

Statement to be read to the Inspector:

I request the presence of my NAPUS representative. If I am suspect in a criminal matter, please do advise me. If so, I wish to contact my representative.

His/Her name is: _____

Telephone Number: _____

If I am under arrest, I request you to so advise me and to inform me of the reason or reasons. I will not resist an arrest.

I do not consent to a search of my person or property. However, I will not physically resist or obstruct such a search. If you have a search warrant, I request to see it at this time.

I will cooperate with you fully, but I do not waive any of my rights, including my right to remain silent. I will not sign a waiver-of-rights form, not admit or deny any allegations, nor make any written or oral statements unless my attorney and/or a NAPUS representative are personally present and so advise me.

Don Knight, continued from Page 6

Thanks to the Montana Chapter for their support by resolution for me as candidate for the Area 20 Vice President to the National Executive Board representing Montana, Utah and Wyoming for the term 2014-2015. If elected at the National Convention, I will follow Darlene as the Area 20 representative on the National Executive Board and will have big shoes to fill from the accomplishments Darlene has made to the NAPUS organization.

Finally, I extend a thank you to Rhonda Gallagher for the successful convention in Red Lodge and her contributions to the Montana State Chapter No 1 of NAPUS for 2013. Additionally, many thanks to those in attendance at the convention especially the retirees and guests who handled so many of the details and duties needed during the convention. The Montana Chapter has a valuable asset in our retirees and your continued support does not go unnoticed.

Montana State Convention 2014

The Montana Chapter NAPUS State convention has been scheduled for June 12, 13, and 14, 2014. The site of the convention has not yet been determined, but will be at a location somewhere within the 596 SCF. As incoming 2014 Montana State NAPUS President, I am requesting any comments or suggestions regarding what you would like to see on the convention relative to training, speakers, or programs you believe will benefit you as a postmaster in Montana. Please mail me these suggestions to 3480 Blackhawk St Helena MT 59602.

Security Matters

By Mike Moravec, Homeland Security Coordinator

As I get out to visit offices one security issue seems to be growing rapidly. As more offices get new PSE's, OIC's and go in to POSTPlan operations with offices having reduced hours, we are overlooking some basics. Bait Money Order programs are becoming a problem. As we began managing new employees in window operations we need to ensure they have been properly prepared. These employees must be issued bait money orders for their drawers; they must sign for those money orders and bait money order logs must be updated to reflect current status of the office. The current Bait Money Order Management Instruction (MI) IS-523-2012-1 in part states:

*Each retail associate (RA) or CPU contractor, including relief and backup employees with a window credit, is issued three bait money orders.

*Postmasters, officers-in-charge, station managers, supervisors, or designees assigned to closeout are issued three bait money orders. The bait money orders are contained in a clear vinyl deposit bag and placed in the Post Office overnight.

*The office orders and retains a 10-percent surplus of bait money orders (in multiples of 3, with a minimum of 3).

*The office uses a BMO Control Log to keep a record of bait money order serial numbers received at each Post Office, retail unit, or CPU.

*The office follows the placement procedures for robberies and Burglaries. For copies of the BMO Control Log, go to: http://blue.usps.gov/purchase/pdf/ops_am_bait_mo_log.pdf The control log is also found on the last page of the MI.

Employees are responsible for bait money orders assigned to them. Bait money orders will not increase the value of employees' stamp or cash credit accountability, although they are maintained with their stamp or cash credit accountability. Employees must verify bait money orders by serial number during each stamp or cash credit count.

When issuing bait money orders they should never all be the same denomination. They should always be placed under the large bills in the cash drawer and never separated by any sort of divider like cardboard. Each office should have a copy of the current Bait Money Order Management Instruction on hand.

Remember security in the Post Office is every employee's responsibility. We must act to lessen our vulnerability to crime and must practice good security habits to help prevent crimes in Postal facilities. In return you have a safer environment to work in, and the Post Office retains its assets.

Mike Moravec
Homeland Security Coordinator
US Postal Inspection Service

Seattle Division/ Spokane Domicile
509-363-6036
Cell # 509-979-2249



Treasurer's Report

Legislative	\$160.17
General	4842.62
Scholarship	322.35
Assessment	15933.37
Savings	7341.07

A copy of the 2013 State Convention General Session Minutes are available upon request.

Jamie Fry
Secretary/Treasurer
Montana Chapter #1



Board Meeting Minutes

Secretary Treasurer Jamie Fry

BOARD MEETING – 7:30 PM - JUNE 12, 2013 – LUPINE INN – RED LODGE, MT

Executive Board present: Rhonda Gallagher, Mona Troy, Clarajean Merrill, Jasmine Krotkov, Kae McCloy, Jamie Fry, Don Knight and Earline Oset. Members/Guests present: Darla Day, Janice Erfle, Margie Stoick and Darlene Winterer.



Old Business: Minutes from February 25, 2013 tele-com board meeting were read. Earline motioned the minutes be approved, Don seconded the motion and it passed. President Rhonda went over the finalized agenda for State Convention. We went over the constitution changes made at the 2012 State Convention in Choteau.

New Business: We were unable to locate a version of the new Constitution reflecting the changes made in 2012. We will get a copy drawn up, Don will take it to National Convention for input and advise from National Board members as the National Constitution will be changing as well. Suggestions were discussed for further state constitutional changes to drop our executive board from 5 Vice Presidents to 3 Vice Presidents and for PMR's to be able to be elected on the executive board once they become an active voting member. Rhonda will be address these suggestions during general session with the members.

Pay for the Secretary Treasurer and Editor was brought up, as it was tabled from the last meeting. Due to having to file a 1099 for Misc. Wages of \$600 or more, we discussed options of alleviating the burden of paying taxes and/or putting us in a higher tax bracket. Our Constitution states the monies are an allowance, is that different than a wage and does a 1099 need to be filed for an allowance? Jamie will check with an accountant and Charlie Moser, Executive Director on the term of allowance vs. salary or wage. We will table this dilemma further.

Jamie gave a treasurer report of account balances. Rhonda tasked Mona Troy as Audit Chair to have the books audited before the end of State Convention.

Earline reported Retirees are 138 members strong. Our chapter submitted a check to the retirees for \$966 reimbursing them their allotment out of dues monies per member.

Kae made a motion the meeting be adjourned and Rhonda seconded it.

BOARD MEETING – POST STATE CONVENTION – JUNE 15, 2013 – RED LODGE, MT

Executive Board present: Rhonda Gallagher, Mona Troy, Clarajean Merrill, Jasmine Krotkov, Kae McCloy, Jamie Fry, Don Knight and Earline Oset. Members/Guest present: Darla Day and Janice Erfle.

Old Business: Push to increase membership. Jamie handed out 1187's, stamped envelopes, and address labels. Board members are to encourage new members to use the envelopes and labels to mail applications directly to NAPUS in DC to simplify the signing up process. Some people just don't take the initiative to go online and sign up.

Monies paid to Secretary/Treasurer and Editor discussion continued after being tabled from pre convention board meeting. In an effort to avoid paying taxes and/or placing someone in a higher tax bracket, several possibilities were brought out:

- *Research changing the language in the by laws.
- *Label money as reimbursement for expenses to avoid issue of 1099.
- *Sec/Treas and Editor would bill NAPUS for expenses to be reimbursed, not wages.

It was decided upon the following:

- *Editor will refuse Qtr 4 paycheck which will bring Editor pay down to \$450.

Earline Oset
President, Postmasters Retired

Thank you Montana NAPUS members & officers for another wonderful convention at Red Lodge. And thank you to the new retirees that joined us this year. It was wonderful to have more of us there! Please stay involved and active and tell the other retirees how we need & want them too!



Postmasters, if you were not there, you need to talk to your neighbor who was there and find out what all you missed. We were so fortunate to have folks with us who had terrific & helpful information to share. It is a shame that every postmaster in Montana could not have been in attendance. After all, you don't get training & help from any other sources any more.

It was wonderful to visit with National President Bob Rapoza and his lovely wife Sharon once again. Bob has worked so very hard for all of us. We have been truly lucky to have him as our leader during these trying times.

I got a lot out of the convention, even though I have been retired almost 12 years already. I even sat through almost all the speakers, which says a lot for them. But for a change, they held my interest, maybe because these are such trying times for our USPS. But unfortunately, I didn't always know just what they were talking about, so I guess the best thing I learned, was that I sure do appreciate my retirement!

However, postmasters, keep in touch with each other and stay on top of what is happening the best you can. If you have questions or concerns, contact a fellow postmaster or one of your NAPUS leaders. We retirees are always happy to help if we can, also. Just don't ever think you are out there all alone!

“Postmasters, keep in touch with each other and stay on top of what is happening the best you can. If you have questions or concerns, contact a fellow postmaster or one of your NAPUS leaders.”

Kae McCloy
Fourth Vice President and Service Rep

As I reflect back on my convention experience in Red Lodge, I take time to be thankful - for the postmasters that are so helpful and willing to network; for Bob and Sharon Rapoza for the time they have given and hard work. The speakers give such valuable information. We are all lucky to be in an organization like NAPUS and to have Rhonda leading our state chapter.

As we celebrate our nation and the post office's birthday in my opinion I think we should reflect long and hard on how much our forefathers sacrificed...of the 56 who signed the Declaration of Independence 9 died of wounds or hardship of war; 5 captured with brutal treatment; 12 had their homes burned; 17 lost everything they owned. One lost all 13 children. Fast forward to today and the lessons learned need to be revisited. The old saying of watch your pennies and the dollars will be there better come back in to play real soon. We have never needed each other and NAPUS more



“We have never needed each other and NAPUS more”



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"America has never been an especially capitalist country. The postal system, the land grand provision for public education, the national park system, the Homestead Act, the graduated income tax, the Social Security system, the G.I. Bill - all of these were and are massive distributions or redistributions of wealth meant to benefit the population at large."

*-Marilynne Robinson,
American Novelist and Essayist, 1943-*

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*1099 doesn't have to be issued if pay is less than \$600.

*Editor will submit a bill to NAPUS to compensate her for out of pocket expenses.

*Sec/Treas. Jamie will continue to receive \$800 and is okay with getting the 1099.

New Business: Constitution/By Laws changes which passed in General Session. Don and Jamie will work on a clean copy for Don to take to National

for suggestions. The following are changes that were passed:

*under "Quorum" paragraph, change to, "A simple majority of those members present at the Annual State Convention to constitute a quorum for the transaction of business."

*change executive board from 5 Vice Presidents to 3 Vice Presidents.

National Convention in Bellevue, Washington is in August. As per our constitution, any member going will be reimbursed the lowest registration fee. President Rhonda and

Editor Jasmine will receive \$500 each per our constitution to attend. Sec/Treas. Jamie will not attend. Earline motioned that Don and Kae split the monies that would have gone to the Sec/Treas, Jasmine seconded the motion and it passed. 1st VP Don and 4th VP Kae will each receive \$250. Darla will attend as well, but is reimbursed by NAPUS HQ for Teller duties.

Jasmine made a motion that the meeting be adjourned, Rhonda seconded the motion and it passed.