

Treasure State Postmaster

mtnapus.wordpress.com -Doing together what we could not do alone.

may 2014

Volume 5 Issue 2

Don't Miss Out

Don Knight, Postmaster East Helena,
President MT Napus Chapter 1
Area 20 Vice President



It looks like spring has finally arrived in Montana, although we can still count on the periods of lingering snow and cold. And like the weather we all expect in Montana, it looks like change in the postal service is what we should expect and not be surprised.

In March, Jasmine Krotkov, Kae McCloy, Clarajean Merrill and I attended the National Leadership Conference in Washington DC, and arrived in time for the nasty weather, which was not bad by our standards, but seemed to cause problems in metro DC. The breakouts provided informative officer training and were well planned and valuable to Postmasters and NAPUS state chapter leadership. Even though Congress was in recess, we were able to visit with the aides of both Senators Tester and Walsh and Congressman Daines regarding NAPUS's positions and concerns regarding H.R. 2748 and S. 1486. Speakers during the general sessions emphasized the need to develop new and current products and services which are important in the continued success of the Postal Service. Innovation is and will be the key to our success as we move forward.

As you read through this TSPM I hope you see and understand how important YOU are to the NAPUS organization. Postmasters, both active and retired have contributions to make which are important to you as a Postmaster and to the NAPUS organization. Any idea or

opinion regarding the direction that our state chapter is taking is welcomed and worth sharing. Because membership is so important to our organization, I urge every Postmaster to contact other, active or retired Postmasters and PMRs, and let them know that NAPUS welcomes them and needs their ideas to make our organization stronger.

With convention coming so quickly, June 11-14th at the Wingate in Helena, this issue of the TSPM will provide you the information about the where and the when. Don't wait until the last minute to make sure you have coverage in your office: do it now, send in your 3971 and make your plans. As you look over the agenda, we are working to provide something for everyone. Don't miss out, bring the family and check out the capital city.

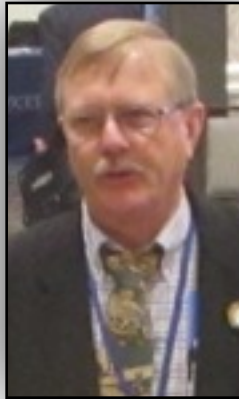
As the Postal Service moves toward the culmination of POSTPlan on September 30, 2014, there still remain many unanswered questions. Add to this, news of a pending arbitration resulting from a class action grievance by the APWU regarding the staffing of level 2, 4, and 6 hour post offices. Both of these will significantly impact our NAPUS organization both at the national and state levels. As we continue with our daily duties and responsibilities National President Tony Leonardi continues to meet with Postal Headquarters management regarding these issues and schedules telecons to keep the Executive Board and state NAPUS leadership advised. During the last State President's telecom, President Tony presented by-law and constitutional changes to be voted on in Atlantic City which will strengthen the NAPUS organization at both the state and national levels. These will be fully covered in the next published Postmaster Gazette. This will allow membership in each state chapter to discuss the changes and decide their position and support for voting at the national convention.

Montana Postmasters, and PMRS you are or should be an important member of the NAPUS family. NAPUS has many issues and concerns that must be addressed immediately, and will be relying on you for your input and support. Let us do together, what we cannot do alone. ▲

Hello Montana!

By Curt Artery
Wyoming NAPUS President

It was nice to see your members at the Leadership convention. You are well represented and lucky. Don Knight is a great asset as an Area 21 VP, you should be very proud of him. The topic I wish to discuss with you is the new Area VP's that will represent you. Next year we will have 4 quadrants in NAPUS and have less Area VP's to assist us. This was necessary because our membership nationwide is decreasing thus our dollars are shrinking. And if we keep trending as we are it will decrease even more.



With less membership many state have less votes.

Quadrant 1 is made of 13 states: Alaska 9 votes, Idaho 8 votes, Illinois 44 votes, Iowa 36 votes, Minnesota 33 votes, Missouri 33 votes, Montana 11 votes, North Dakota 11 votes, Oregon 17 votes, South Dakota 11 votes, Washington 21 votes, Wisconsin 27 votes and Wyoming 6 votes. This a grand total of 265 votes as of Feb. 28th 2014. A state gets 1 vote for every ten members. We will be electing 2 new Area VP'S for quadrant 1 at National convention. We have 3 members seeking the 2 positions.

I know that this was necessary and something that had to be done because of financial difficulties we are facing. But as many of you know, I and the Wyoming NAPUS voted against part of these new constitution changes. We as a few other states were leery that the larger states with more membership could control the votes thus control the VP's. I was assured that this would never happen and states would not do this. I will let you be the judge! Two states that have high voting numbers did get together and are running candidates. They both decided to endorse each other's candidates also they had early state conventions and under their constitutions this cannot be changed. At the time of this article another large voting state has endorsed one of these candidates. I want it clearly understood that I do not blame either of these candidates or the states. It was our own fault for voting the way we did. I may have done the same if I was one of those states. But as you can see the third candidate is way behind in votes for the race.

Lesson learned: from now on we must carefully look at what actually want the changes to accomplish. And above all we must increase membership so we can have more voting power.

As you can probably read between the lines I am the 3rd candidate that is running for Quadrant 1 Area VP. I am behind in votes and would like the Great state of Montana's 11 votes. Hopefully I will see you at your state convention and that the news from Postal HQ will be a lot more on the positive side. Thanks.▲

Mentoring is Good

By Jasmine Krotkov, Editor

Mentoring is good. It helps the mentee, the mentor and the organization as a whole. What's not to like about it? The Postal Service, while sending out stand up talks (check out talk #8 in your "12 Steps to Success" file) about mentoring and lauding itself for all sorts of 'leadership' activities, responded disdainfully to the USPS "Brain Drain" report which calls for mentoring, knowledge maps, exit interviews and other efforts to retain the wealth of experience and knowledge that retiring employees have gathered over the years. The Postal Service rejected the IG's recommendations, asserting that establishing a knowledge management process and appointing someone to oversee the program will not provide any value. It would impose additional costs while distracting from ongoing strategic initiatives that already incorporated knowledge management, according to some postal mouthpiece or another.

In the 2013 Annual Report to Congress, the postal service said:

As the business environment of the Postal Service continues to change and retirement eligibility continues to be a significant risk, there is an urgent need to strengthen the leadership pipeline of the organization " and, it said, "To prepare employees for career advancement, learning opportunities are available for managers, executives, senior executives and officers. In addition to structured programs, there are virtual learning opportunities, and toolkits to help newly-appointed executives improve their negotiations, communications and organization skills. In 2013, the Postal Service also developed and piloted a customized Senior Executive Assessment and Development Center which will be used to prepare high potential executives for officer and Executive Leadership Team roles".



They go on to say that 843 people participated in their leadership programs. Eight hundred and forty three? That's one leader per every 743 employees (according to the information on the PS "about" page), give or take. So in the Dakotas District, that means we have... how

many of these new leaders? Plenty enough for me. Especially when you consider that not all of those participants passed the course.

Of course the PS knows that the need for new leadership is dire, as they write:

"With the changing demographic of our workforce, we experienced an increased number of entrants to the Postal workforce, and many individuals who transitioned to new supervisory and managerial roles. The urgent need to prepare

these individuals for their new roles was a challenge that required the use of industry best practice learning technology and training approaches.

“Several of our training courses for critical employee groups were redesigned in 2013, using a “blended learning” curriculum approach of classroom instructor led, e-learning, virtual instructor led, and action learning content. Training courses for new hires, City Carrier skills, Sales and Services Associates, and New Supervisors were among the programs redesigned and deployed in 2013. All of these redesigned training programs made training more accessible, more efficient and more interactive to meet the needs of these employee groups.”

That may well be so, but I personally know more than one PMR or newly appointed Postmaster who hasn't been given the knowledge or resources to do their jobs. “Blended Learning curricula” or no, my postal service is not able to provide adequate services to my customers, and doesn't support its employees nearly as well as it thinks it does. I don't think I want to wait around for Headquarters to do something about it.

Searching LMS comes up with a course or two on how to create and manage a mentoring program (search for “mentor” and they'll come up in LMS under LEAD programs). I signed up for those courses, and took them. I learned that designing a mentoring program and establishing a mentoring process are not hard. Formal mentoring programs tend to be more successful than informal ones, especially in situations like ours, where the mentor, mentee and program coordinators can not often meet face-to-face. Formal programs offer training for the mentors, mentor to mentee matching, ongoing support, and ongoing assessment.

Our new and veteran Postmasters and PMRs, as well as the Postal Service and the public we serve all deserve the best. We in NAPUS are in a position to deliver that, so let's do it! Those of us interested in participating in a mentoring program as mentors, mentees and/or coordinators will be getting together at the state convention in June to talk about how to get this program rolling. Join us! If you can't make it to the convention, contact me, Jasmine at 406-236-5480 or buffalogirlfarms@hotmail.com, or Kris Hill, Postmaster of Stanford at klhill725@yahoo.com or 566-2287, Iris Kill Eagle, Postmaster of Malta at 654-1424, 399-0447 or killeagle45@yahoo.com or Mona Troy, Postmaster of Pablo, 531-1734 or monijeans@yahoo.com. Let us do together what we can not do alone.▲

Retiree Rambling

Janice Erfle, Postmaster Retired/ Rapelje
Secretary-Treasurer, PM Retired MT NAPUS
406-671-5499 cell

Legislative activity on the home front: Since I did not go to Washington, DC, I tried to help out from home. I got a copy of the NAPUS Position Papers from Bob Levi's online postings and went to each of the Billings offices of our Congressional Delegation and asked that the PP be sent to the Aide meeting with the Postmasters on March 18th. Being a frequent visitor to these offices and knowing most of the staff by name helps to get it done.

My next goal was to meet with members at home because they were on recess. Senator Jon Tester was in Helena at a Small Business Opportunity Workshop, and Senator John Walsh had an Open House at his Billings Office. I missed Congressman Steve Daines at the Lincoln Day Dinner because my kids/grandkids (6) from the North Country were down and we had a birthday party, all weekend. Sorry Steve!



Come to Helena in June for a Legislative update.

Personally: My van got rear-ended at the intersection in front of the Alberta Bair Theater about 10:20am on Monday. Of course, my friend and I suffered whiplash. We did about everything wrong. We should have called 911. We were a block from the Police station. We should not have moved the vehicles. We were blocking the intersection, so we moved around the corner and exchanged information. We did not go to the hospital right away, but within the hour, we knew we were hurting. The initial shock finally wore off and we headed to the hospital ER. We were separated. The hospital has a Claims Agent that instantly appeared after I was undressed and on a gurney. He got all my insurance info and the info that I had gotten from the guy that hit us. He did not go to my friend and her nurse tried to process her insurance information. I called the Claims Agent to intercept that process. My friend and I both had CT Scans of our necks. My knee hit the dash because my foot was on the brake at the stop light. My knee and hip were x-rayed. That very afternoon the other guy's insurance company called me and my friend. The agent said that her insured admitted fault. I pointed out that he had a walking cast on his right foot and that he should not have been driving. The next day she called to see how we were doing and then offered me a cash settlement. You have 3 years to settle. She was being a bit aggressive. I told her that I was going to my Massage Therapist for an after care assessment and that I would report back to her, which I did, but had to leave a message. She has not called back.

Come to Convention in Helena for the rest of the story!
FedHub has geared up to help those who are affected by POST Plan, especially those losing their offices on September 30. My colleague Jeff Jewett is planning on a return trip to Montana in June. I will be making his appointments for one-on-ones during the NAPUS Convention. We had three very successful sessions at the Billings Plant on January 21, 2014, MLK Birthday. The next two days were filled with one-on-ones. We assisted many of those people all the way through their retirement process and continue to follow-up. We give them a “glimpse of their future”. On April 24 and 25, Jeff and I will be presenting FedHub and doing one-on-ones at the League Convention in Butte. On April 26, 27, and 28, Jeff will be back in Billings doing one-on-ones. Then, we will attend the MT NARFE Federation Convention in Kalispell. On May 1, Jeff heads back to Bend, OR and turns around to drive to Boise, ID

for a NAPS 5 State Convention and I head to Jackson, WY for a NAPUS Convention.

To see how we survived the Convention circuit, come to Helena in June. ▲

Why Does the Postal Week Begin on Saturday?

By Steve Kochersperger
Postal Historian



This is one of those questions we have all pondered, but over time we gradually stopped questioning and just accepted that in the Postal Service we work Saturday through Friday.

The Department of Labor defines a workweek as “a *fixed* and regularly recurring period of 168 hours, or seven consecutive 24-hour periods. The workweek does not have to coincide with the calendar week, but instead it may begin on any day of the week and

at any hour of the day.” So there is no legal reason preventing the Postal Service from arbitrarily deciding to begin our workweek with Friday Happy Hours. But as with most things in the Postal Service, our policies are driven by our operational needs.

The *ELM* defines the postal workweek as follows: “A service week is the calendar week beginning at 12:01 a.m. Saturday and ending at 12:00 midnight the following Friday. This service week remains fixed regardless of the schedule of hours worked by individual employees.”¹ This was not always the case.

In 1943, Postmaster General Frank Walker issued Order No. 19833², which stated “the workweek starts at 12:01 a.m. on Sundays and ends at 12 midnight Saturdays.” A defined workweek was required in order to comply with the overtime provisions of Senate Joint Resolution 170, Executive Order 9289, and decisions of the Comptroller General. In the Western world, Sunday had generally been considered the “first day” since biblical times.

Two decades later, the Sunday-through-Saturday workweek was replaced by what was called a “service week.” *The Postal Bulletin*³ announced, “A service week of Saturday through Friday is established effective November 6, 1965. The service week will begin at 12:01 a.m. on Saturday and end at 12 midnight on Friday.”

Public Law 89-301, better known as *The Federal Employees Salary Act of 1965*, precipitated substantial changes in postal policies, practices and procedures as they related to duty schedules, workweek, compensatory time, overtime, duty performed on Sundays, and duty performed on holidays. This was particularly true for those operations and functions which were normally performed on a six or seven days-per week basis, such as window service, mail handling, delivery, maintenance, etc.

Specific rationale for the Saturday-through-Friday service week was not provided. *The Postal Bulletin* announcement said the changes were needed “in order to comply with the new provisions of the Salary Act and to assure that the work force is managed efficiently without working any undue hardships upon the employees or incurring any unnecessary costs.”

Reading between the lines, it appears that it simply came down to money. The published decisions of the Comptroller General from that time are replete with cases of postal employees who were awarded overtime pay related to the Sunday-through-Saturday workweek. Without an in-depth analysis I cannot explain all of the situations that would have triggered overtime under the old workweek.

In the simplest of terms, Saturday is a workday in most Post Offices, but the majority of full-time employees work Monday through Friday. This implies that Saturday staffing consist mostly of part-time employees. Managing overtime becomes a simpler task when Saturday (the day when part-time employees are most needed) falls at the beginning of the workweek. Under the old workweek, part-time employees who reached 40 hours by Friday were then entitled to overtime for all of their Saturday work.

Total overtime cost the Post Office \$236 million in the 1966 fiscal year but dropped to \$210 million the following year⁴. Despite a four percent increase in mail volume, overtime actually decreased by 12 percent.

¹ ELM 432.42 Service Week

² Postal Bulletin No. 18546, 1-25-1943

³ Postal Bulletin 20501, 11-4-1965, Page 6 ▲

Royal Flight

An Interview with Sara Martin, USPS Corporate
Communications Writer Editor at the NAPUS Legislative
Conference, March 2014.

Many of us are thinking about our futures right now. Is there going to be a deal with the APWU which will trigger another early out for Postmasters? Will my office continue at its current level? Maybe one of us will win the lottery, and share!

Given that your chances of winning the lottery are about the same whether or not you buy a ticket, perhaps it would be a good idea to come up with a better plan. Just ask Sara Martin, former Editor of the Illinois Chapter publication, the Illinois Postmaster News, and former Postmaster of Royal Illinois. After eight years in her office, she found that her office was scheduled for discontinuance. She may or may have not been tempted to buy a lottery ticket to hedge against that possibility, but reason took over, guiding her flight from Royal.

Over the course of just one week she applied for fifty-six positions in the Postal Service, all over the country. The discontinuance notice came on July 26th, 2011, and a huge backlog of jobs had just been posted to eCareer, most of which closed on August 1st. That frenzied application process involved keeping reams of paperwork documenting which positions she applied for, in which categories, and what sort of documentation she supplied. The return on that investment was five interviews

including two for writer/editor positions in Corporate Communications. She was offered two jobs, and chose the one nearer to her heart and home, domiciled at the Eastern Area Office in Pittsburgh.

Sara keeps coming back to NAPUS Legislative conferences because she still learns there, and because "NAPUS is like family". There are other conferences she gets invited to, but not, she says, like the NAPUS ones. Its a wonder that current Postmasters won't take annual leave in order to attend this conference, while someone from Corporate will. "Once a Postmaster, always a Postmaster", says Sara, and her new co-workers understand that. They will ask her to re-organize speeches, so that they represent Postmaster concerns more aptly. When it comes to the points of view of Postmasters and Retail in Corporate, it seems, there is a vacuum.

Right now there will also be something of a vacuum in Headquarters and Area offices, as higher level managers retire or move to other positions. Often those jobs are filled by people coming out of Delivery and Operations. Why shouldn't those jobs be filled by Postmasters? "Getting Postmasters into higher level positions is another way to get Postmasters' voices heard.", she says.

Detail opportunities abound, but they won't be offered to anyone on a silver platter or through buying a lottery ticket. It takes work. The way to get a detail position, she asserts, is through networking. Meeting the people who know about detail positions doesn't come from sitting in your offices. It comes from attending NAPUS conventions. There Postmasters can meet Corporate, Area and District officers, and become known to them on a personal basis.

Sara reports that the interview for her current job was "just flat" at first, lacking any meaningful interchange between herself and her interviewer. That changed when she mentioned her association with Steve Kochersperger, who, aside from being a stellar employee, accomplished writer and exemplary Editor in his own right, was also known as such to the interviewer. His interest lit up, and "the interview turned 180. He knew that if I was connected with Steve and NAPUS, I was a seriously committed employee." said Sara.

Sara is obviously well-qualified for her job, but having qualifications is not necessarily the most important factor in moving a postal career forward. "Every member of NAPUS has an opportunity to meet the people who have the detail assignments and jobs to offer. Postmasters don't realize what a valuable asset that is."

Her NAPUS associations reflected remarkably well on her. Would she have her current job had she never been in NAPUS, become an editor, and attended conventions? Possibly, but don't bet on it.



Photography by Lorri Frandsen, Postmaster Woodruff UT, Beehive Editor

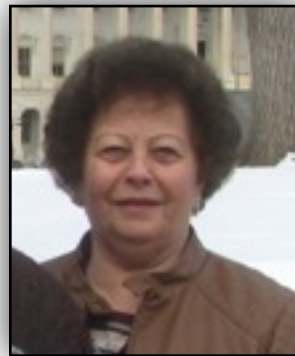
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So Much to Be Gained

By Kae McCloy

Postmaster, Worden , MT,

1st Vice President co-chair Membership & Service Rep



Throughout my day, the NAPUS catchphrase always comes to mind; we can do together what we can't do alone. To be able to network with other postmasters who have the same concerns, goals and questions is a valuable tool, making it so much easier to reach our goals. On a day-to-day basis I find myself wondering if there are any definitive answers to our postal problems to be had.

Then I go to a convention, or the Legislative Conference, and hear new ideas and new ways to attack old problems. I feel inspired and invigorated, seeing that when we all help each other, answers can be found whether you are at the beginning, middle or end of your career.

It was an honor to be able to hear our Postmaster General speak and meet him in person. You don't have to agree with everything he says or does to appreciate him and his position. It was also an honor to meet with our Congressional representatives and their staffs. They really do listen to our concerns, and take note even of the details, like the reintroduction of Form 150, SOV, PSE\PTF, arbitration and all the rest. We learned so much at Leadership about how the Postal Service is being run, and how we can affect change. Who would have ever thought that we would be here today and maybe more importantly, who knew how imperative it has become that we participate in making the decisions that will take us to our destination?



Please get involved! Come to convention this June 11-14 in Helena. There you will have more opportunities to learn from District representatives and other Postmasters. It is such a valuable experience.▲



MEMBERSHIP CONTEST

January 1, 2014 until August 31, 2014

Do you know a recently retired Postmaster who has not completed their 1187R?

Would you like to spend a week in Florida January 2, 2015 OR receive free registration for 2015 National Convention in Mobile AL?

- There will be two (hats) for the drawing! One for sponsors (this could be YOU) No limit on number of entries. The more you sign up, the more times you get your name in the hat.
- The second hat is for the new member names. They can be a winner also.

There will be two prizes and the lucky sponsor gets first choice.

1. Seven day stay at Oyster Point Resort in Sebastian FL, which fronts the Intercoastal waterway/Indian River. The unit sleeps six and has a complete kitchen. Many attractions within an hour's drive including Disney.



OR 2. – Free registration to beautiful Mobile, Alabama for 2015 NAPUS National Convention.

After you choose, we will then draw a member winner and they will get the remaining prize.

If you have any questions, please contact Glenda Rountree, NAPUS National Membership Chairman Phone: 502-417-8702 email: routreeglenda@gmail.com

NAPUS Supplemental Retirement Program

Since 1982, the Supplemental Retirement Plan has offered IRAs and nonqualified deferred annuities to meet your investment needs and prepare you for your hard-earned retirement. Fixed account rates are guaranteed for specific time periods; there are mutual fund options available for IRAs, too.

There are no administrative or transaction fees. Interest is tax deferred until withdrawal; there are no minimum contribution amounts.

Withdrawal options are flexible. For full details and current interest rates, call IPC, the NAPUS Supplemental Retirement Plan Administrator.

1-800-368-3515

plan.support@ipc-va.com



Way to Go Montana NAPUS!

By Clarajeane Merrill
3rd Vice President, Legislative and PAC Chair

First of all, let me thank all of our PAC contributors who generously gave to PAC in 2013. Our contributions were up from 2012, for which we won a plaque for second place in the nation of all the chapters with 1-300 members. Way to go guys!!! But I don't want to stop there, I want #1 so that can bring home the eagle award for 2014!!!

There are four ways to contribute and at least one should work for everyone!!! You can take care of this right now, or visit me at the PAC table at the state convention from 11-14 June in Helena.

- 1. Personal Check:** you make it out to NAPUS PAC and mail to me and I will take it from there.
- 2. Postal Ease Allotment:** you go to liteblue.usps.gov and sign up.
- 3. Credit Card Authorization** again there is space on the contribution form to fill in your credit card info, mail to me and I will do the rest.
- 4. NAPUS FCU automatic transfer**-if you have a credit union account you

can authorize them to make automatic transfer to NAPUS PAC. For the adventurous ones you could challenge yourself to try each one!!!

I was able to attend the National Leadership Conference held in Washington DC along with some great people. I want to thank them each personally (they know who they are) for being such a great example to me of leadership, friendship and love and devotion for their jobs, country and families. Thank you! While at this conference I got to meet people who are passionate about their jobs in helping us as NAPUS members. One of those people I got to personally meet and shake hands with was Bob Levi the Director of Government Relations. He spoke on how important it is for us as NAPUS members to give to PAC and how and where the PAC money goes. I strongly believe in him and what he is doing for us on Capitol Hill, he certainly goes into battle for us each and every day. I feel very confident to know that we are in good hands with him as our leader.

I love every aspect about the game of basketball. Now that the NBA playoffs are on, I find myself glued to the TV to watch in awe at the talent and abilities of those playing. Professional athletes create a game plan for success before they compete. They visualize the next several steps in a process to give them a greater chance at succeeding. I want to apply this to the one thing I learned at conference. In order to compete and succeed I need to be prepared for the contest. I realized I need to step outside of myself and really visualize the steps I need to take to help make "us" as NAPUS members and fellow postmasters as prepared as I can so that we may succeed in anything that we undertake. It will take all of us to succeed, but together we shall!!!! Contributing to PAC is one of those important steps. I'm looking forward to seeing all of you at the convention in June. Please bring something to the foot or a pound auction, and any other ideas that you have would be appreciated. Go PAC!!! Please mail me your contributions or should you have any questions please contact me at:

Clarajeane Merrill
503 East Dry Creek Rd
Buffalo MT. 59418
406-366-5490



Montana Wins PAC Award - Second Place for Total Contributions in 2013, for Chapters with 1-300 members. Keep on PAC-king!

Thank you for returning this form with your contribution.

I'll do my share! Enclosed is: \$25 \$50 \$100 \$200 Other: \$ _____ Date: ____/____/____

Name (please PRINT) _____ Social Security Number _____

Home Address: _____ Street Address/PO Box _____ City _____ State _____ ZIP Code _____

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.

NAPUS PAC for Postmasters

Member Voluntary Contribution

AGENDA

NAPUS MONTANA CHAPTER 1

JUNE 11-14, 2014

WINGATE INN HELENA MT 59601

WEDNESDAY, JUNE 11, 2014

- 5:00–7:00 Registration
- 7:30 Executive Board Meeting

THURSDAY, JUNE 12, 2014

- 7:00–8:30 Registration
- 8:00 No Host Coffee-Meeting Room
- 8:45 Call to Order
 - Invocation
 - Presentation of Colors/Pledge of Allegiance
 - Roll Call of Executive Board/Minutes of Previous

Meeting

- 9:00 Postmaster Welcome
- 9:15 Guest Welcome
- 9:30 Darrell Stoke, District Manager (A)
- 10:15 Break
- 10:30 District MPOO's
- 11:30 Announcements
 - Resolutions-First Reading
- 11:45 Sponsored Lunch
- 1:00 Introduction of First Timers
- 1:15 Sandy Case-EAP
- 2:00 Jasmine Krotkov— Postmaster Mentoring Program
- 2:30 Jeff Jewett-FedHub
- 3:00 National Officer Candidates
- 3:15 Break
- 3:30 Gift of Life-Kathy Sommer
- 4:00 Montana Chapter Committee Reports
 - Leadership
 - Legislative/PAC
 - Membership/Service Rep
 - PM Representation
- 4:45 Adjourn

Montana Chapter Dinner and Social Evening-Will Be Announced

FRIDAY, JUNE 13, 2014

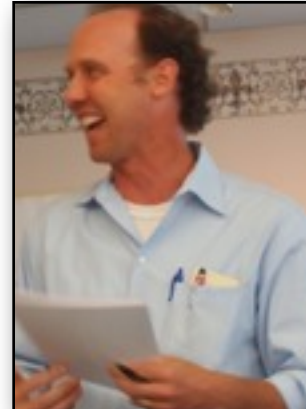
- 8:00 No Host Coffee-Meeting Room
- 8:30 Call to Order
 - Flag Day Remembrance-Janice Erfle
- 8:45 NARFE
- 9:00 Inspector Walt Tubbs-USPIS
- 9:30 Curt Artery
 - CSV, SOV, FORM 150
- 10:30 Resolutions-Second Reading
- 10:45 Break
- 11:00 Greg Fjerestad-Dakotas District

- District Small Business Programs
- 12:00 Announcements
- 12:15 Sponsored Lunch
- 1:30 Memorial Service
- 2:00 General Session
 - Chapter Officer Nominations
 - Membership
- 2:30 Break
- 2:45 Nominated Officer Introductions
- 3:00 Membership Q & A Forum
 - PAC Sponsored Activity
 - Adjourn

Remainder of afternoon and dinner on your own.

SATURDAY, JUNE 14

- 8:00 Morning Coffee-Meeting Room
- 8:30 Call to Order
 - Announcements
 - Resolutions/Final Reading
- 8:45 General Session
 - Voting on Candidates
 - Voting on Resolutions
 - Secretary/Treasurer Report
 - Committee Reports
 - Audit
 - PAC
 - Membership
 - Service Rep
 - Scholarship
- 9:30 Break
- 9:45 Continue General Session
 - Time and Place Montana State Convention 2015
 - National Convention in Atlantic City
 - Unfinished Business
 - Oath of Office to 2015 State Officers



The FedHub Janice and Jeff Show will be available for one-on-one meetings on retirement planning. Even if you're unsure when you'll retire, these two can help you to make smart financial decisions now! Call Janice to schedule your appointment: 406-671-5499

MONTANA CHAPTER #1 NAPUS Scholarship Application and Rules

Applicant must be the child or grandchild of a Montana Postmaster, Postmaster Relief or Postmaster Retired member in good standing of the Montana Chapter #1 of the National Association of Postmasters of the United States.

1. Applicant must be a high school graduate, planning to attend an accredited college or academic institution. Applicant may already be attending college.
2. Scholarships will be based on high school or college and outside activities, the applicants personal statement and financial need.
3. The winner(s) will be selected at the Montana NAPUS convention in June 2014.
4. If you wish confirmation of receipt of your application, please mail it certified, return receipt.
5. Attach a copy of your high school transcript and SAT or ACT scores or college transcripts.
6. The 2014 Montana NAPUS scholarship will be awarded to the selected candidate(s) upon completion of their first quarter or semester of the 2014/2015 term. At that time, recipient must send proof of attendance to the NAPUS Secretary/Treasurer.
7. Submit Application and personal statement to:

Earline Oset
40 Goose Bay Ln
Townsend, MT 59644-9661

8. Applications must be postmarked no later than June 6, 2014.

Incomplete applications will be rejected.

Personal Statement:

In a narrative, please tell us about you, i.e.: your goals, what you've achieved, what your values are, what your role in your family is, what roll you have played in your community, and anything more you want us to know about you.

(Please type or print only) Name _____ Mailing
address _____

City _____ State _____ Zip _____ Phone _____

Date of Birth _____ Sex _____

Social Security # _____ - _____ - _____

Name and address of High School you graduated from:

Name of Principal or Superintendent: _____

College you expect to enter: _____

Planned course of study: _____

Have you applied for financial aid? _____ Been approved? _____ For how much? _____

Scholarships you will receive?* _____

Extra curricular activities you have participated in* _____

Employment (include time frame)* _____

Parent(s) name(s): _____

Number of siblings _____ At Home _____ In college _____ Name of Montana NAPUS member in good standing & your relationship to him/ her: _____

Applicant's Signature _____ Date _____

*Attachments allowed if additional space is required.

Non-members Always Ask: What Has NAPUS Done for Me?

National Secretary Treasurer Mike Quinn
provides some answers

The biggest challenge that I see our organization facing in the future is our membership. Sure, our numbers have declined due to POSTPlan and will decline some more when POSTPlan is fully implemented in September of this year. The full impact that this has had on many of our Postmasters will be debated for years to come. But what are we as active and retired Postmasters going to do in the future to increase our membership? This will become a national initiative in the near future and will be discussed at great length. Plans will be put into place to drive our numbers in a positive way. But the question that I hear the most from non-members is this; what has NAPUS done for me?

Much of what NAPUS does for Postmasters is not readily visible. Much of the good work is subtle, out of sight, and not easily measurable. Yes, there is the camaraderie and the excellent training that NAPUS offers at state and national events. But there is more than meets the eye. Do non-members think that the 1% raise we all received this past January came out of the clear blue, or were there discussions behind the scenes about all the relentless hard work and leadership of Postmasters in post offices, managing with less and achieving more? The behind-the-scenes discussions were pivotal in gaining that raise.

When there are issues in the field that Postmasters feel powerless to control, isn't it NAPUS that seeks to resolve those issues and offers support and ideas to affect positive change? When a Postmaster makes a mistake and finds him or herself at the POOM's office, isn't it a NAPUS member who

is there to help and support and if need be, defend that Postmaster?

Bills that are developed in Congress often times have some outstanding language that benefits Postmasters in a very positive way. Did a congressional aide insert that language because they understood the value of Postmasters? Or did our legislative efforts- or more specifically, our Director of Government Relations Bob Levi- influence the decision making process?

POSTPlan has affected our organization more than any other program released by Postal headquarters. In many cases, Postmasters have been affected personally and many have had to make hard, tough decisions. But there has never been a RIF of postal employees that allowed more than 2 years before the action took place. That much time was provided to allow Postmasters the ability to reach out for those higher level positions and get the experience needed for their future career. To allow a program of this magnitude to take over 2 years to play out would be unthinkable in the private sector and has never happened in the history of the Postal Service. NAPUS was able to negotiate this time frame with the Postal Service to the benefit of all Postmasters. It certainly made the best of a bad situation.

Now is the time to enlist a new member into NAPUS. Hopefully, I have provided you a host of answers for when you are asked the question; what has NAPUS done for me? I challenge the Montana Postmasters to show the rest of the Nation what a little hard work and knowledge can do for membership.



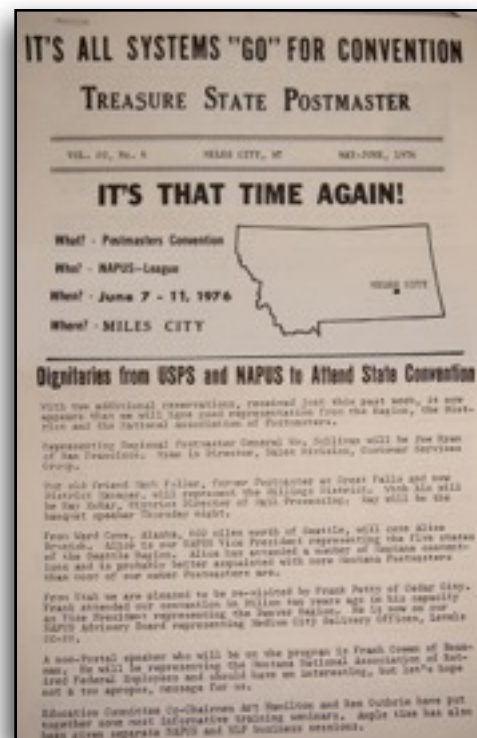
Legal Defense Fund/Plan

NAPUS LEGAL DEFENSE FUND/PLAN

Adopted Sept. 1, 1992, and revised Feb. 27, 1996; Feb. 15, 2001; Feb. 14, 2002, Sept. 13, 2002 Nov., 2011, and May 1, 2014.

Purpose ~ The National Association of Postmasters of the United States (NAPUS) is committed to representing the membership in all areas, including adverse actions. The Mel Hettenhausen Legal Defense Fund (MHLDF) and Legal Defense Plan (LDP), two of many representation activities, was established by the membership, for the membership, to provide representation to active NAPUS members in appealing adverse actions taken against them. Postmasters receiving notice of an adverse action (defined in ELM Section 651.71) should immediately contact a NAPUS national Postmaster representative. The Postmaster will sign a **NAPUS Designation of Representation form** and transmit it to the NAPUS National Postmaster representative. The Postmaster representative will assist the Postmaster in making a verbal reply to the charges, pursuant to ELM 651.74, and will begin coordination of the defense with the NAPUS Legal Defense attorney. Generally, the NAPUS legal defense attorney does not become actively involved until a decision letter is issued pursuant to ELM 651.75.

Eligibility ~ To be eligible for the MHLDF and LDF benefits, a Postmaster or OIC must be a member of NAPUS for six months prior to the date the alleged conduct or performance deficiency occurred. The six month period is waived if the Postmaster or OIC becomes a member within 15 days of his or her appointment and the event



Montana NAPUS Chapter 1

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406-222-0500

Individual Accountabilities vs. Main Stock

Some of you will remember back in 2009 we discovered that in the Big Sky District, many offices were still working out of Main Stock rather than having individual accountabilities. It was pointed out to us that this was a definite no-no in the eyes of the OIG. Curt Artery, the world-renowned SOV expert and erstwhile Area 20 VP also worked on switching offices in the Wyoming District from Main Stock to individual accountabilities so he wrote the following cheat sheet for us. Now that many Main Stock offices are being converted to e1412, they will HAVE to establish separate drawers for each employee. Here is a reprint of Curt's excellent instructions:

- 1) First you will need to measure your office space and door width to see what size of safe or locked compartments your office can accommodate. To obtain these you first contact your district about excess equipment. If they do not you will need to request these items from your POOM.
- 2) While waiting for the requests you need to go into forms and print out the following forms then review them. These forms are: 3295 for each denomination of stamp and a master, 3294 stamp stock consignment for each employee, cash reserve and main stock, 3369 stamp can cash credit consignment for each employee, cash reserve and main stock filled out in duplicate, 3368 credit exam., 3877 and 3902 key accountability, 1412 for each employee and consolidated, 3958 daily recap of stamp stock stock transactions, and 17 stamp stock requisition.
- 3) After you have obtained the proper security containers each employee will need their own locked containers or till that has a least 2 keys and can be secured.
- 4) Each employee will request stamps on a form 17.
- 5) Each office will need to asses the amount of stamps and cash the employee will need to operate daily.
- 6) The office then will need accumulated extra cash and put in AIC 753 to start monies for each credit.
- 7) To get this cash into individual credits the Postmaster will put cash in AIC 647 on the consolidated 1412 and reduce AIC 753 by that amount. The cash for each credit can not exceed \$100.99
- 8) The individual will then put that amount in AIC 247 on their individual 1412. This will then become part of the employees total accountability in AIC 853.
- 9) The result will be that each employee will be liable for their own accountability. The Postmaster will be responsible for the main stock and cash reserve and their own accountability. The office accountability, AIC 853, will be the employees AIC 853. This will include the employees stamps and cash, and the office main stamp stock.

Cripes. This stuff just makes my head hurt.

Auguste Rodin
French, b. Paris, 1840-1917
The Burghers of Calais
1884-89, cast 1903-09
Bronze
Gift of Joseph H. Hirshhorn, 1966
(66.4340)



MONTANA CHAPTER #1 NAPUS STATE CONVENTION

HELENA, MONTANA JUNE 11-14, 2014 REGISTRATION FORM

Complete this simple form and send it right now.

Registration is FREE

We do charge guests \$30.

Name _____ PM PMR OIC Retiree Guest

Office _____ Office Zip Code _____

Mailing address _____

City _____ ST _____ ZIP _____

Phone _____ Email address _____

Send your completed form to: **Don Knight**
3480 Blackhawk St
Helena MT 59602

Reserve your room at the Wingate before June 1:

When you call, mention the block of rooms being held for Montana NAPUS to get the the \$88.00 room rate (each room will have two queen beds). Everyone needs to call the Wingate directly and their phone number is [406-449-3000](tel:406-449-3000)



Montana NAPUS Chapter 1
 po box 1
 Neihart MT 59465

