

Treasure State Postmaster

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volume 5 issue 3

A Word From President Don Knight.

How are you all doing? Hard to believe the summer is almost over. This summer seems to have been hotter than normal. The busy holiday season is just around the corner and the end of another year. Time is passing so fast, and we see changes occurring around us daily. POSTPlan continues, still many Postmasters wait to see what the final outcome will be. For some, the past months have brought good news, for others frustration and a point in their life and career that they must make major decisions, which will impact their career with the postal service, their life, and their family.

In June, we met in Helena MT for the Montana State Convention, and if you were not there, you were missed, and you did miss a good meeting of fellow postmasters and guests. My thanks to the postmasters, retirees, their guests and the many postal and non-postal speakers who joined us for our State Convention. With the convention in Helena, there were many places to visit and activities to participate in. The convention opened with comments from Darrell Stoke, Dakotas District Manager, and was followed with additional comments from the Montana MPOO's. During the general sessions we heard valuable presentations from the Postal Inspection Service, EAP, Gift of Life, FedHub, NARFE, and we do not want to forget our retirees. Curt Artery, Postmaster of Gurnsey, WY provided postmasters with up-to-date information on the SOV, CSV, and the Form 150 programs, which continue to be an important daily component of your post office's operations and staffing (work load and work



hours) and how important these programs are to your operation in the years to come.

Chapter business conducted included the endorsement of Curt Artery and Edmund Carley, candidates for National Vice President, representing Area 1. With the change in Executive Board Areas beginning in 2015, two candidates will be elected at the National Convention in Atlantic City. The chapter also endorsed Daniel Heins, candidate for National Secretary-Treasurer 2015-2017. The chapter voted the authority to the delegates attending the National Convention to vote as they mutually agree on the proposed 2014 National Constitutional Changes for the Montana NAPUS Chapter. Congratulations to the new Montana Executive Board Members who will be leading our chapter in 2015. They are Kae McCloy, President, Clarajeane Merrill, 1st Vice President, Iris Kill Eagle, 2nd Vice President, and Robert Stokes, 3rd Vice President, Jamie Valgamore, Sec/Treas, Dawn Moore, Editor, and Earline Oset, Retiree President. I welcome each of you to your position on the executive board and know that you will do a

tremendous job for all NAPUS Postmasters and members. My thanks to Rhonda Gallagher, Past-President, and Jasmine Krotkov, Editor, for their leadership, contributions and commitments as they retire from the board at the end of the year.

Of the many topics discussed during the convention, developing a mentoring program for new postmasters and PMR's and seeing NAPUS become more involved in Postmaster training were proposed as a commitment of the Montana NAPUS Chapter membership to "pay forward" to foster and develop confident and successful Postmasters to serve our customers and communities. Commitments to these areas will help in developing postmasters to reduce the stress and frustrations felt by these postmasters. Jasmine Krotkov has taken the initiative to coordinate the mentoring program, so please contact Jasmine if you have any ideas or want to be a part of this program. The Executive Board is looking into scheduling a training session to be held after the beginning of the new fiscal year. Scheduling the training, location and topics to be covered in a weekend session remains in the planning stages. This training will be on our own time, and is expected to be contingent on enough participation to make it worthwhile. Again, both of these programs will rely on the participation of postmasters, so their success is in our hands. If you can provide any assistance, do not hesitate to call any member of the executive board.

Finally, as President Tony Leonardi has stated, POSTPlan has not changed and will continue to go forward. In Montana, we were fortunate to see a few offices which previously had been identified to be reduced in level actually will be upgraded effective the first pay period in October 2014. This was a result of use of FY2013 data which

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Hello Montana NAPUS!

From Dawn Bishop-Moore,
your newly elected Editor.

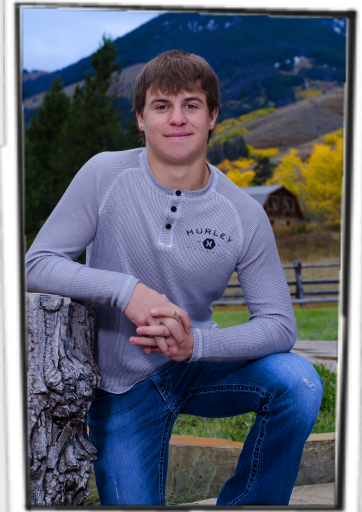
My name is Dawn Bishop-Moore. I am the Hays Postmaster and have just been elected Montana Napus Chapter 1 Editor for 2015. I was elected at the 2014 State Convention in Helena. But, as the Postal World rapidly changes, I will be the official Editor after September of this year; much sooner than I expected. I want you all to know that I took this position on Jasmine's *word* that she would guide me; she will obviously be a "hard act to follow." We have had great NAPUS leadership in my opinion. I always admired our leaders, but knew that as a mother I had a responsibility to raise my children before committing to our association.

I am a Native American woman, therefore, I will tell you that my parents are Jessie James-Hawley and the late Donald Bishop. I have an Indian name which translates to "when the sun comes up." I am an enrolled member of the Gros Ventre Tribe of Fort Belknap in Northcentral MT. My Bishop grandparents were from Canada: Little Shell Chippewa. My maternal grandmother, Cecilia Ereaux-Lankford, is our eldest living Gros Ventre Tribal member at 100 years of age. She raised fourteen children and always gave me a sense of pride that I worked for the USPS.

I began my postal career in Chinook, in 1992, as a PTF clerk. I was hired for ten hours per pay period. In November of 1993 I was selected as the Hays Postmaster. Mine was an 'impacted office' in POSTPlan. I prepared for the worst, hoped -and WORKED - for the best, and got my Reservation community's support. In late May I received a call from the POSTPlan Coordinator, telling me that my office was no longer being downgraded, but *upgraded* to a level 18! The day I left for the NAPUS convention the Wall Street Journal stopped in my office to interview me!

Because I was a mother at age 14 and raised six children, I've always considered my job with the USPS to be a blessing. I did

not graduate from high school, yet I promised myself that when my sixth child graduated from high school (which happened this past May), I would then become involved in NAPUS. I can honestly say that I did not pay my children's full expenses for college. Two of them have graduated with Bachelors Business degrees in 2012, but because I had a "good" job with the Postal Service, I was able to assist them financially. I know that many of our NAPUS members have a story to tell. I have always known that I had a NAPUS family, and we have come this far together.... I am really looking forward to my term as Editor.



Hello: My name is Chase Hill and I am a graduate of Geyser High School. I live on a ranch in Geyser, MT with my parents and my little brother Clay. My mom, Kristi Hill is the Postmaster in Stanford. I would like to thank The Montana NAPUS for awarding me with a scholarship. I am enrolled at MSU Northern in Havre and plan on taking classes toward a degree in Ag Business and am also exploring an electricians or welding certificate. I would like to return to the family ranch after I receive my education.

Overheard in the line at the Post Office:

Customer 1: "Gee, I don't know why they have to ask all those questions and offer all those services when you go to mail a package anymore..."

Customer 2: "Why's that? I can never keep up with all the different options they have."

Customer 1: "Well it's easy, now; they have **Shipping, Handling, Insurance and Tracking.** I bet there's even an acronym for it..."



Thank You, Montana Napus! ...from a MT Napus daughter.

Dear NAPUS scholarship committee,

I would like to take this opportunity to thank you for your generosity in awarding me your scholarship. I am honored to be a recipient of this award.

My name is Deserae Kill Eagle and I am an enrolled Gros Ventre of the Fort Belknap Indian Reservation in Montana. I grew up in a family of six and at 28-years-old I am the second youngest of four children. We lived on a small ranch on the reservation but attended a school that is located a few miles off of the reservation. I am a single mother of two beautiful girls ages six and eight. I have taught in Dodson for five years, have been the assistant coach of the high school girls' basketball team for six years, and have served on the Town Council for four years.

Obtaining a degree in higher education is imperative to me as I seek to become an example of what a single Native American mother can accomplish. Like many young, single mothers, I have had many difficulties to overcome in order to get where I am today. My main ambition is to contribute to the future of children living on or near an Indian reservation. I became a teacher in anticipation of meeting this objective; however, I feel there is more I need to do before the cycle of school drop outs, drug and alcohol abusers, and unemployment on the reservations can be broken.

I will be attending school at the University of Montana to pursue my Master's of Public Administration. I have enrolled as a full-time grad student taking 9 credits. The MPA Program, I believe, will give me the skills and knowledge I need to properly administrate courses that will allow the youth to get on the right path for a higher degree of success beyond the reservation.

My need for financial aide is significant at this time because I will not have

a steady income, as I have had for the past five years. Also, on top of my schedule I will need to make my girls' schooling a priority as well, so making time for a job is going to be a difficult task. This scholarship is helping to pay some of my school and living expenses—for that I am greatly appreciative.

I have chosen Missoula as my place of study because I want to give my own children the opportunities and experiences that are unavailable in my hometown, and that I seek for other native youth. I feel that Missoula will provide ample options for my girls to explore many of their talents and to develop confidence to be successful.

I am excited to see what the future in Missoula has in store for us. Thank you for considering me as a recipient for this scholarship and I appreciate the assistance you have made available for me.

Sincerely,
Deserae Kill Eagle



Greetings Montana Napus!...from a MT Napus Mother.



I would like to take this opportunity to introduce myself to those who may not know me. I have been in the Postal Service for 28 years starting as a casual clerk in the Malta Post Office. Thankfully I was made a PTF nine months later. In 1999 I became Postmaster of Dodson, my home town. Last June, 2013, I was able to fulfill my career goal of becoming Postmaster of Malta. My husband Wes and I have been married 35 years and have four children and six grandchildren.



Goodness Gracious! Where did I put my time card? Or my Mastadon? I can't seem to find either of them anywhere....

In my 28 years I have never seen as much change in a short amount of time as I have the last few years. I know it was necessary for the Postal Service to make some big changes to be able to stay above water financially but it is still sad to see how drastic the changes had to be. I am saddened to learn that there are even more Postmasters retiring at the end of September.

I have enjoyed getting to meet over the years a number of people in the Postal Service. During NAPUS meetings, Postmaster meetings and other gatherings I have felt like we were part of one big family. I want to wish all well that are ending their Postal Careers and hope they take with them fond memories of their careers. I still take great pride in working for the Postal Service even with all the changes that have taken place.

With so many people of great knowledge leaving us I think it is more important than ever for the new people to have someone to turn to when they have questions. The mentoring program that Jasmine has initiated could be the perfect place for newcomers to come to. I am hoping that the NAPUS organization can stay strong and grow in order to insure that the Postmasters are well represented with the continuing changes.

I am asking all NAPUS Members to stay actively involved to make sure we have a voice and to help increase our membership with new Postmasters coming on board. The Postal Service is still a great organization and I feel we need to stay positive and encouraging to all Postal Employees to keep this a great organization. I will keep my first correspondence short and want to wish you all a great rest of this short summer and look forward to keeping in touch and meeting new Postmasters. Until next time...

Iris Kill Eagle, Postmaster, Malta, MT Chapter 1 1st Vice President Elect.



Retirements

By Janice Erfle, Postmaster Retired, Rapelje, MT

District Manager. The reason I got involved with NAPUS was the access you have to the Managers at least once a year. There were years when we did not have a Postmaster meeting, but we could depend on NAPUS every year to Network. Your current State President Don Knight is also your NAPUS National Vice President. He had the latest information to share from President Tony.

The National Convention will be in Atlantic City in September. Hope to see some of you there.

Any questions about retiring, give me or Jeff a call.

Janice Erfle, Postmaster Retired
406-671-5499

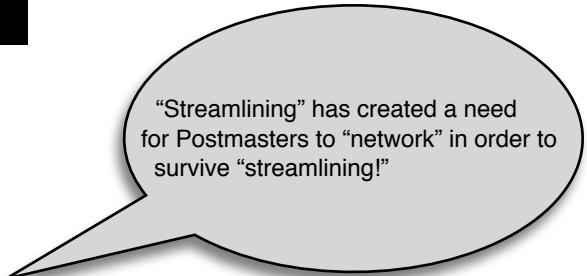
Jeff Jewett, FedHub 541-480-0235

net·work·ing noun

1: the exchange of information or services among individuals, groups, or institutions; specifically: the cultivation of productive relationships for employment or business
2: the establishment or use of a computer network

Streamlining the USPS has created a very different organization from the one many of us worked for a few years ago. Like all change, streamlining has created opportunity for postal employees at the same time it has negatively impacted the careers of other postal employees.

Today's Postal Service is still evolving and faces continual change. Our "go to" people



Fed Hub is on the move. As Jeff Jewett and I help more and more Federal employees to retire, we continue to expand to other agencies and states. We are currently helping Impacted Postmasters with their VERA/optional retirements. Postal Clerks, carriers and maintenance are also considering retirement. We have continued to expand to the Dakotas, WY and UT. We continue to help more and more people. FedHub and the Billings Federal Credit Union will co-sponsor a Federal Retirement Education Workshop in Billings on October 15 and 16, 5:30 – 7:30 PM, at the Crowne Plaza. If interested, call me to register.

It is hard for me to hear all the horror stories that the Postal Service is creating. The mis-information that is floating around, it curdles my blood. Human Resources did nothing to help supply a Postmaster who lost a spouse with Health Benefit information or beneficiary change forms. In this trying time, it is all a person can do to put one foot in front of the other. It has cost the Postmaster \$600 so far. The HR advice given was to wait and submit the information to change Health Benefits with Retirement papers. That will cost the Postmaster another \$500 to retirement and who knows when the change will catch up for OPM to make the change.

Helena was a great convention. Too bad more Postmasters chose not to go, or couldn't get help. Curt Artery had some great training. Even the MPOOs (Denise and Ronda) were quizzing him. Curt is the Postmaster of Gurnsey, WY. His knowledge and experience in WY is well respected all the way to NAPUS National Office. The MPOOs had current information to share. Sitting in your offices reading email is not the same as the interaction. You also missed your new



Networking in a Streamlined World

By Robert Stokes, Postmaster, Conrad and 3rd Vice President elect

In the past few years the USPS has attempted to solve the problem of financially supporting a massive nationwide infrastructure by streamlining. The USPS is attempting to improve efficiency by making better use of space, equipment, transportation, and people.

have disappeared as our Big Sky District "streamlined" into the Dakotas District. Many of our new "go to" people in the Dakotas District are "streamlining" into Area or even National sections of the USPS. The USPS is indeed a leaner machine and the "go to" people that many of have used for help in the past are simply not as accessible as they used to be. Simply, we can no longer call Billings for help with a process and be walked through the steps.

Networking is an extremely valuable tool for today's Postmasters. Whether your position is new to you or you have been in the same Post Office for twenty years, networking can be invaluable. The USPS is continually changing and a good network of fellow Postmasters can help with the "how to" questions that we can't get answered in our new "streamlined" environment. So the next time you are faced with a difficult new problem or process, communicate with your fellow Postmasters. I would bet that they are have encountered the same problems and by "networking" an answer can be found.

streamline

transitive verb : to design or make (something, such as a boat or car) with a smooth shape which makes motion through water or air easier : to make (something) simpler, more effective, or more productive

1 : to design or construct with a streamline

2 : to bring up to date : **MODERNIZE**

3 a : to put in order : **ORGANIZE** b : to make simpler or more efficient <a system that streamlines the process>



Membership is Everyone's Responsibility

By Earline Oset, PM Retired, Townsend, MT, Retiree Pres.

Hats off to President Don Knight for putting together a terrific convention! We may not have had big numbers of participants, but we sure had quality! The meetings were well managed, the speakers very informative, dinner at Lucky's superb and the fellowship was second to none.

The retirees were fortunate to have Deanne Nelson and her husband, Don join us. Deanne retired from Seward, Ak and I'm sure we could have all spent a lot more time listening to her stories about her career, if time had allowed. They were a joy to have at our convention.

Congratulations to this year's scholarship winners, Chase Hill, son of Kris Hill and Deserae Kill Eagle, daughter of Iris Kill Eagle. Both winners were very deserving. Good luck with their educational goals.

Once again the retirees group at convention served up lunch for everyone one day of the convention and the next day we assisted PAC Chairman Clara Jean with the PAC luncheon. Both luncheons were quite successful and we thank all the attendees for taking part, as both of these lunches are fundraisers. Thank you to all the hard working retirees and our spouses who help with these lunches and anything else asked of them.

On a sad note, NAPUS membership continues to drop as does participation. This is such a distressing trend and I hope it can be turned around. I will soon be sending out letters to non-members and to past retiree members who are not or are no longer a member of our NAPUS family, in hopes I can

order for NAPUS to remain strong and be able to be there for our postmasters, we must have membership. NAPUS needs members and postmasters need NAPUS. Membership is everyone's responsibility. Please stop and see a neighboring postmaster and tell them of the many benefits of membership and let them know they are needed and wanted in our organization. The same with retired postmasters. If you know of a retiree who is not in our NAPUS family, invite them to join or re-join. If you need information or an 1187, please contact one of us to help you.

For those who knew Lawrence was about to have surgery right after convention, he is finally doing very well, but it took three trips to the hospital and two procedures to get him fixed up. He has lost 30+ pounds and has his blood sugar about under control and has been able to drop one diabetes pill already. Thank you for all the well wishes he received during that time.

I hope this finds you enjoying your summer and to those of you traveling to Atlantic City, have a great time. I wish we could go with you, but it is not possible. Maybe one of these years we'll make it again.



Small Chapter With a Big Heart

By Jasmine Krotkov, Editor

One of the lines in the Bonnie Raitt song Longing in Their Hearts is about a couple living in a "small house under a big sky". We all know that **Big Sky Country** is Montana, as is **The Treasure State**, and **The Last Best Place**. We Montanans are plenty proud of our Big Sky, the Treasures we have not just in our "**Oro Y Plata**" but in our Postmasters, and of being the Best Place, first and last! Still, we have some longing in our hearts.

Montana Postmasters are, by and large, longing for a little stability, common sense and the chance to do good work rather than jousting with the incorrigibly fractious demands put on us by the District, Area and

Headquarters. Montana's NAPUS members have also expressed a longing to get back to basics; to focus on helping each other, and doing together what we can not do alone - and certainly not with our Postal managerial partners. We stood together with Bob Rapoza and other National NAPUS representatives when they thwarted HQ plans to re-label our offices as stations and sack level 15 and under Postmasters with nary a landing place, incentive, lateral move opportunity or any of the other concessions that were wrested from HQ due to our unified diligence. Most of that was stuff that had to be done on the national level, and most of us felt pretty removed from it. Now MT NAPUS Chapter 1 is headed off in a new direction, which is great news for those of us who want to be included. Not that our old direction was so bad... but we're moving new people and new ideas into leadership positions, and giving them the opportunity to grow. Now its time for us to focus on our own spheres of influence, to take care of what we have control over, like our offices, our integrity, and our relationships with each other.

How are your relationships with your neighboring Postmasters? Do you call each other up to offer or ask for help? Do you compare notes when you get one of those bizarre and confusing emails from somebody in some office far, far away... you know, the emails that are written in Corporate-ese and leave you wondering just what it is you are expected to do (or were expected to do yesterday)? If you don't, why not start today? It isn't "gossiping", it isn't "being lame", and it isn't wasting time: it is networking.

Cultivating productive relationships amongst ourselves is the only way we're going to learn much in the current, downsized environment. Have you been on one of those telecoms lately? I joined one just yesterday to learn about some new process that has been put in place - seemingly to confuse things, make them more difficult and less efficient - and there were something like 200 people on the telecom. At least half of them had no idea how to mute their phones, so it was a cacophony of background noise, and what I heard of the presentation was about as useful as what I had read in the powerpoint that had already been sent out. Surely there's a better way.

There must be a better way, but if we wait for the district, area or HQ to implement it, well, I'm afraid we might just be waiting quite some time. In the meantime, we can help each other out. That's the idea behind NAPUS. It's always been the idea, so let's get to it. What you can do today is resolve to call a fellow Postmaster and ask for or offer help. How about that newly minted Level 18 PM down the road? Do you suppose she might like to know one of the

shortcuts you've learned along the way? What about your latest cluster-fuddle on e1412? Instead of muddling through it or waiting on hold for the Help(less) Desk, just call up another PM and ask if they've found an answer to your problem. Maybe they have, and maybe they haven't, but then the avenues of communication are open.

Another thing you can do today is call up Iris Kill Eagle in Malta, or Kris Hill in Stanford, and volunteer to help out with our new mentoring program. You could volunteer to be a mentor, a mentee, or to serve on the committee that will establish the rules that will govern the program. Reaching out to help someone else is a sure-fire way to still the longing in your heart for a better work environment. Try it today.



The Alpha-Numeric Soup of Clerks, Explained.

By Kae McCloy, Postmaster, Worden, 1st Vice President

As a Postmaster of a Level 6 office, but OIC in a Level 18, I am getting a little experience - not necessarily knowledge, but experience - with the different clerk positions. Earlier this year, on a Thursday, I received an email telling me that *the very next day* one of my PSE 818s would have to be let go and the other would become a PTF. Since the one leaving had been a PMR for eleven years, and then (when the office became a Level 18) a PSE 818 clerk for one year, it left us all reeling that the change would not only happen, but happen with no notice. Or, to be exact, *one day's* notice.

Before I go any further, let me explain what I know about "clerk numbers":

A **PSE 818** is qualified to handle the mail and work the window.

A **PSE 813** is qualified to handle the mail but cannot work the window.

A **PTF** is a career position and can work anywhere.

A **PSE 818** is not allowed to work in an office that has a **PTF**, but a **PSE 813** can.

If a Postmaster is going to be gone and if there is a PTF within fifty miles, they must be offered the available work before a PSE 818. And if there is a PSE 818 within fifty miles you absolutely must not work a PMR.

It is my understanding that a Level 18 Postmaster cannot work more than 15 bargaining hours per week - which means either handling the mail or working the window. Therefore, a PTF or PSE 818 must work 25 hours. There are many other rules; this is just what I've encountered in my office.

The contract between the APWU and the USPS extends until 2016. However, some parts of the contract are still in arbitration - or at least I haven't heard the final results. I think more PSEs are going to be converted to PTF. There are certainly more changes to come. All I know with absolute certainty is that change comes every day!

Here are some questions posed to Gary Phillippe, President of the Montana Postal Workers Union. He worked as a clerk in Great Falls, for many moons, and continues to serve in his union post after retirement.

What flavor PSE can I use in my level 18 office when I'm out of the office? In the office?

When you are out of office, a PSE 813 can work, but cannot work the window. All level 18's should have a PTF. When you are in the office you can use an 813 but they can only box or sort mail, not work the window. If you have three career, bargaining-unit employees in your office, or a career clerk with window duties, you can have an 814 and they can perform all functions.

How many hours can I work the window in my level 18 office? PM's are allowed 15 hours a week of any work that is clerk work - not necessarily window work. The biggest mistake I see is not counting Saturday in those hours.

What does "working alongside" mean? I am not sure of the context of this question. A PTF should be worked all hours up to 40 before a

PSE is used. If both employees are working alongside each other that is permissible, but you can't work a PSE if the PTF isn't getting 40 hours.

What about janitorial work? Who can do it? If your office has a contract and it is less than two hours a day when the contract expires, it will come back to the craft: either an 866 (Maintenance only) PSE or a PTF. In smaller offices below level 15, an 818 PSE can do the work also. This work is in addition to (Level 18) the clerk work already being done. For example: in a Level 18 office, there is ten hours of cleaning. The PM is working 15 hours and the clerk is working 16 hours plus Saturday.....The clerk would now work 26 hours plus Saturday and the PM would continue to work 15. If the PM decides to clean, then any of those hours would go against the 15 he/she is allowed.

If I have to borrow an employee from another office, how do I know which type - PSE/flavor/PTF/PMR I can borrow? Once again that office staffing would play a part. No PMR can work in a level 15 or higher office; no exceptions. A PTF can work in any size office, period. A PSE 813 can work in any office but can only process mail; no windows. In Level 18's there must be at least one career employee (PTF, FTR). A PSE 814 can do the same work as a PSE 813 but can only work the windows in an office that has three career bargaining unit employees with windows on the duty assignments.

Are there different "flavors" of PTF, as there are PSE... 818,813, etc? No the only difference would be in training. Say, windows-trained or not.

What if there are no employees of that type available within 50 miles? The ELM controls that language not the Union.

If I borrow an employee, do I pay them mileage? Work hours plus mileage?

It depends on the circumstances. Whether a part-time flexible clerk who is required to work outside his/her home office is entitled to compensable travel time or mileage is determined by applying the applicable provisions of Section 438 of the Employee and Labor Relations Manual (ELM) and Chapter 7 of Handbook F-15.

If I am supposed to borrow a PSE, but I really can't find one who is available, but I can find a PMR, can I do that? In level 15 and above offices PMR's can not work...See the Global Settlement in the 2010-2015 CBA

What is the most common trouble PMs get into vis-a-vis the APWU? Working past the 15 hours and not administering AL correctly.

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Wow! We had some real WINNERS in the Foot-or-a-Pound Auction!





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The Tiny Tilden Post Office has been quietly going about its business in the hills above Berkeley [Calif.] since we installed it back in December. The little establishment is tucked into a knothole in an old tree on the Curran Trail in Tilden Park. For the past six months, countless hikers and dog walkers have enjoyed this unexpected world of postal tiny-ness.

The care and respect that strangers have given this knothole delight is heart warming. We had no idea what would happen when we set it up. Not only are most of the original Tiny Tilden Post Office components still there, but new artifacts and letters keep showing up. There's plenty of creativity and kindness on display, and nary a speck of teeny tiny graffiti!

- See more at: <http://www.postal-reporter.com/blog/photo-a-tiny-treehouse-post-office-in-the-woods/#sthash.5tAxc7ne.dpuf>

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demonstrates the importance in verifying the data in your offices SOV. Through the continued commitment of our National Office, Postal Headquarters has extended the RIF date to January 10, 2015, for impacted Postmasters. As an impacted Postmaster, take every opportunity to review and analyze your options. It is the intention of Postal Headquarters to find every impacted Postmaster a landing spot if they want to continue their careers in the Postal Service. Be diligent; it is your career and future. Continue to monitor eCareer. Contact Bob Clarkson, Manager of Human Resources, and get answers to any and all of your questions. Lastly, as of the date of this article, the APWU grievance relative to 2, 4, and 6 hour offices has not been settled. The National NAPUS Office will post any news on napus.org, so check it daily.

Should anyone have any questions, please contact me. NAPUS is doing together, what we cannot do alone.

Gary Phillippe, continued from page 6

What is one thing (or more) you really wish PMs would do better or more often? Call me when they have a question.

How can we get the information we need to avoid grievances? This is easy: read article 37 of the CBA and the JCIM. I download them in Adobe and use their search function to answer all sorts of questions. It can be done with any manual or handbook, all of which can be found here: <http://www.apwu.org/resources>

What causes the most confusion amongst clerks? What do you find yourself educating them about? Every office is different. I think the biggest thing is believing what the PM tells them. In most cases where there is wrong information it is because the PM has not done any homework and just gave them an off-the-cuff answer.