

# TREASURE STATE POSTMASTER

## *Spring Is In the Air*

***Clarajean Merrill, President  
Postmaster, Hobson, MT 59452***



Spring is in the air. It is a time that reminds of new beginnings! The trees and flowers that had been dormant are beginning to produce buds. Spring gives me inspiration, hope and a new outlook on things to come. We have some very exciting things happening in the next months. Having just returned from Leadership Conference in DC I have a new hope and a new outlook on the future for us. Leadership this year was a great time to get acquainted with other postmasters and connect with each other on the issues that we all face each and everyday. Of course the focus this year was on the upcoming consolidation of NAPUS and League to UPMA (United Postmasters and Managers of America). Think of it this way: League members and NAPUS members are virtually the same. We are all Postmasters, managers, and retirees of the Postal Service. We all share the same goals. NAPUS and League members have been diligently working together to draft the UPMA bylaws and Fiscal Policy when we make our transition on November 1 2016. In the presidents meeting we were given a checklist of things that we needed to do along with a timeline to help make our transitions within our states run as smooth as possible. I came away from those

meetings with hope, excitement and anticipation of the new UPMA and the things that we will be able to accomplish together. Having said that, it will take all of us to get involved and become captains of our own ship. Let's all be on board!

I am also very excited about our upcoming convention in June. It will be June 9, 10 and 11 at the Calvert Hotel in Lewistown. We will be making history since this will be the very last NAPUS convention and what better place to hold this convention than in an old Historic Hotel! I want to

give you a little history about the Calvert Hotel. As the county seat, Lewistown was responsible for providing educational facilities for its residents. Schools were built and teachers were hired as required by law. -However, Fergus County encompasses a tremendous area and it was impossible to bring all students into Lewistown daily for their required education. Adequate housing was at a premium because of this rapid expansion and boarding houses were few and very expensive. In 1915 the school administrator recommended that a dormitory be built. On February 1, 1917 the dormitory opened. It was a fine structure, made of native brick rising two and one half stories above ground level, with 27 rooms adequate for about 50 students. The young gentlemen's rooms were on the main floor, with a parlor and rooms for young ladies on the top floor. This is the main structure that you see today. Please see the registration form



*The boards of NAPUS and League discuss the bylaws of UPMA, which will unite us in November*

in this issue and get registered for this historic event. We have some great training planned, Dan Heins, National Secretary-Treasurer will be at our convention to give us more information and answer any questions you might have about the transition. Please see our agenda and keep in mind it is only a rough draft. Friday night we are going out to Tall Boys Tavern in Hobson for our banquet and entertainment. We are inviting all members, past and present and their families to join us for this. It will be a time to remember the great times we had as NAPUS, and pivot to the future with UPMA. Tall Boys, whose tag line is "Fancy, but not fancy" serves great food (check out their website at <http://tallboystavern.com>). It should be a fun evening for everyone. Let me know if you plan to attend by June 6th, so I can make sure no one goes hungry!

Please invest in yourself and your career by planning to attend the state and national conventions this year. It is our last year as NAPUS, so we want to make it a special year-a special time for memories and spur on some excitement of joining with League as one organization, one voice stronger and better, as UPMA on November 1<sup>st</sup> 2016. Come help us celebrate "Auld Lang Syne" -out with old, in with the new, June 9-11<sup>th</sup> in Lewistown, Montana.



## Ch-ch-ch-Changes!

by Kae McCloy

*MT NAPUS Past President, PAC Chair*

*Postmaster, Pompey's Pillar, OIC Worden, MT.*



One of the constants of life is change - be it good or bad, change comes. As NAPUS begins to combine with League, our Leadership Conference in Washington, D.C. has come to an end. In the three years I've attended our Leadership conference, I saw first hand how valuable it is to meet with our Members of Congress. And this year, with the expiration of the exigent pricing, our work in D.C. was and still is urgent. We desperately need Congress to help the Postal Service. They need to know the full extent of the precarious position we are in financially. Did you know that the 4.3% exigent rate increase compensated USPS for recession-related revenue loss, and is due to expire in April. The mail volume loss due to recession has yet to return, and without extending the exigent rate increase, USPS will lose \$750 million in FY 2016 and \$2 billion in FY 2017. Neither did our Members of Congress. Without that revenue, USPS is bound to slash service, which is untenable in Montana.

**We desperately  
need Congress  
to help the  
Postal Service**

Just the changes you and I will have to make internally to drop the prices - re-setting meters, re-valuing stamps, re-printing rate charts, re-calculating just everything - is a staggering financial obligation. Congress has to authorize the extension, and it won't unless it hears about the effect it will have on constituents. I want to encourage everyone to contribute to PAC. The work Bob Levi does, along with all the Legislative Chairs of NAPUS (and soon UPMA) chapters across the nation is vital.

I also want to encourage you all to come to convention and bring an item for the PAC auction. We must keep visible on Capitol Hill or we will be the losers, big time, not only financially, but in terms of service to our customers and communities. Montana's congressional delegation understands and supports rural America's dependence on mail delivery - letters not just packages - but that is not true of all. Some Members of Congress, even in rural states, support privatizing the Postal Service. Do you? As we become UPMA we need to have a strong voice. We must continue to do together what we cannot do alone.

### Signature Federal Credit Union

Join the nearly 30,000 NAPUS Postmasters and family members who already are enjoying the convenience of cost-saving accounts and services offered by Signature Federal Credit Union. Membership in the Credit Union, which was established by Postmasters in 1970, is open to all NAPUS members and their families.

## Don Knight

*Secretary/Treasurer  
Postmaster, East Helena, MT 59635*



I just returned from the last ever NAPUS Leadership Conference, which ran from March 12-16. It has always been a great experience and takes me a few days to get back to the daily routine. With the consolidation of NAPUS and the League of Postmasters, the chapter officer and committee chair training sessions were full of information relative to the legal policies and guidelines that must be met dependent on each state's legal requirements, to facilitate a smooth transition to the new organization; United Postmasters and Managers of America on November 1, 2016. There are many legal requirements to establish the new National organization, but the process has been moving forward under the leadership of both Presidents, Tony Leonardi and Sean Accord. President Tony briefed the membership on the process to date. The Secretary-Treasurer's training session was conducted by Dan Heins, National Secretary-Treasurer and, Becky Burback, League National Secretary-Treasurer. Kudos to Teri Thomas, Secretary-Treasurer of the Kentucky Chapter who assisted in developing a S-T Handbook with checklists and guidelines which will make for a smooth transition for each state. With time passing so quickly, November 1, is just around the corner.

While in DC, the weather was pleasant, although we were a bit early to experience spring and the beautiful Cherry Blossoms that make DC an experience that will never be forgotten. Our trip to Capitol Hill to meet with Montana's congressional members and their staffs were positive. These meetings will be covered in more detail as you read through the TSPM. DC really knows how to celebrate St Patrick's Day, and luckily the Metro waited to shut down on the day we all had to return home.

With only a few months remaining of our NAPUS organization, make it a priority to attend our Montana State Convention in Lewistown, June 9-11. This will be the last state meeting of our Montana NAPUS family and there's no better place to meet than at the center of Big Sky Country. Clarajean is working on an agenda which

includes remarks from our District Management, MPOO's and valuable training important to everyone's office. Dan Heins, National Secretary Treasurer will be joining us from the National Office. All this and also plans for a little fun and a barbecue as a last celebration together. As in the past, there is no convention registration fee for active

Montana NAPUS members and retirees, and only a small registration fee for any guests accompanying an active member or retiree in attendance. There will be a charge for retirees, members (past or present) and their guests for the Friday evening barbecue. Because this is our last meeting, we hope that anyone wanting to renew friendships and acquaintances come join the family. More barbecue details will be mailed out late in April.

It isn't too early to start planning to attend. Be sure you submit your 3971 for the time off, complete and mail the registration which is included in this issue, and contact the convention hotel for reservations. Also, don't forget the educational scholarships that are available to family members of our active NAPUS members.

Lastly, remember the 112th National NAPUS Convention in New Orleans, August 27 thru September 1, 2016. This will be our last National Convention and is shaping up to be one that will always be remembered. This convention will be a joint convention with the League of Postmasters as we move to the United Postmasters and Managers of America. Be sure and send in your registration before May 31<sup>st</sup> to avoid an increase in the cost. If you never have been in New Orleans, it is an experience that you will never forget. So, what are you waiting for?

In closing, if you have any suggestions or concerns that you want addressed at the state convention, contact Clarajean Merrill or anyone on the Executive Board so that they can be addressed at the convention with those in attendance that can provide the information that you may be seeking. If you have some time to help with the convention, please contact Clarajean: any assistance is appreciated. See you in Lewistown!



*Montana Postmasters meet with  
Senator Jon Tester in  
Washington.*

# Dwayne Tedrick

*3rd Vice President, Membership Chair  
Postmaster, St. Ignatius, MT*



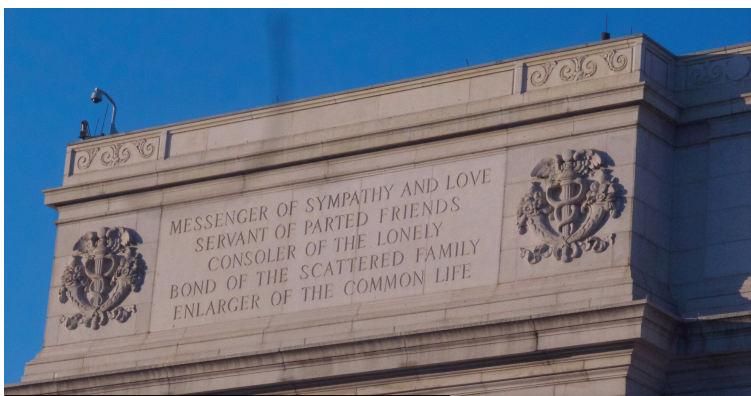
My first Leadership Conference in Washington D.C. It was informative, interesting, and most importantly fun. As your Third VP and Membership Chair, I had the chance to learn lots of new things. Did you know that we get legal representation from NAPUS's legal team after as little as 6 months of paying dues? Did you know that dues are going to start coming out of our checks twice a month instead of once a month? This will make understanding your pay stub easier. The question had been posed to me; 'when will dual members be paying only one dues instead of two', and I found out that it will happen in November 2016.

One of the best things that I took away from the conference was being able to network with postmasters from around the country, and with our national representatives. As a fairly new postmaster sometimes I feel like I'm the only one with this problem or that problem. I was able to talk with other postmasters who are going through the same things that I deal with on a daily basis. One of the things I learned about is SOV and how to understand the data in it better. I learned about work-hour budgets and how most of us only kind-of sort-of get them. Some of the things I thought I already understood, I learned more about.

All in all the advice that I would pass on to my fellow postmasters is that if you get a chance to come to our state convention in June please come. You never know what gold nugget you will find that you can take back to your office and pass on to someone else and enrich them. I also would like to thank the Postmasters and retired Postmasters who went to Washington D.C. with me. It was a lot of fun and a good learning experience. Thanks Janice, Jasmine, Kae, Clarajejan, and Don.



Congressman Ryan Zinke's office in DC sports a hotline, a wide variety of knives, a map of Iraq and quite a few plaques and awards, from an illustrious career.



Dwayne visited the National Postal Museum while in DC, and was struck by the words etched into the facade of the building:

“Messenger of sympathy and love servant of parted friends consoler of the lonely bond of the scattered family enlarger of the common life.”



Don Knight, Janice Erfle, Kae McCloy, Senator Steve Daines, Dwayne Tedrick, Clarajejan Merrill and Jasmine Krotkov rubbing shoulders in DC.

## Montana NAPUS Board of Directors

Clarajeane Merrill, President  
 Postmaster, Hobson, MT 59452  
[clarajeane.merrill@gmail.com](mailto:clarajeane.merrill@gmail.com)  
 406-423-5202- w 406-366-5490 Mobile

Kae McCloy, Past President  
 OIC, Worden, MT 59088  
[kaemccloy@yahoo.com](mailto:kaemccloy@yahoo.com)  
 406-967-3589- w 406-855-9811 Mobile

Don Knight, Secretary/Treasurer  
 Postmaster, East Helena, MT 59635  
[ldcknight@bresnan.net](mailto:ldcknight@bresnan.net)  
 406-227-5325 -W 406-431-0491 Mobile

Iris Kill Eagle, 1st Vice President  
 Postmaster Malta, MT 59538  
[killeagle45@yahoo.com](mailto:killeagle45@yahoo.com)  
 406-654-1424 w 399-0447 mobile

Gary Tenda, 2nd Vice President  
 Postmaster, Dillon, MT 59725  
 406-683-2841-w 596-5744 mobile

Dwayne Tedrick, 3rd Vice President  
 Postmaster, St. Ignatius, MT  
[jtedrick@gmail.com](mailto:jtedrick@gmail.com)  
 406-745-4438 w 249-5543 mobile

Dawn Moore - Editor  
 Postmaster, Hays MT 59527  
[dawn\\_hayspm@yahoo.com](mailto:dawn_hayspm@yahoo.com)  
 406-673-3432- w 390-1950 mobile

Jasmine Krotkov, Editor  
[buffalogirlfarms@hotmail.com](mailto:buffalogirlfarms@hotmail.com)  
 Postmaster Retired, Neihart, MT 59465  
 406-236-5480 – H

Janice Erfle, Retiree President  
[erfle46@yahoo.com](mailto:erfle46@yahoo.com)  
 406-671-5499

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.



Banquet night at the conference in Washington



Three Country Mouse Postmasters in the Corridors of Power!

## Like a Rock

**Jasmine Krotkov**  
**Editor Emeritus, Postmaster Retired**  
**Neihart MT 59465**



Every time I go to a National Convention or the Legislative Conference, I get a chance to listen to the muckety-mucks tell us how it is. The speeches, when I first started attending, seemed about as tedious as a 1040. But as I began to understand more about how the Postal Service works (or doesn't), I began to have opinions about what we were being told, and that makes things ever so much more interesting.

This time, listening to Dave Williams, Chief Operating Officer of USPS speak to Postmasters filled me with wonder. I wondered which rock I had been under during the last year and a half. When I left the Postal Service, I was under the impression that it was:

***"...an independent establishment of the Executive Branch of the Government of the United States and operates in a business-like way. Its mission statement can be found in Section 101(a) of Title 39 of the U.S. Code, also known as the Postal Reorganization Act:***

***The Postal Service shall have as its basic function the obligation to provide postal services to bind the Nation together through the personal, educational, literary, and business correspondence of the people. It shall provide prompt, reliable, and efficient services to patrons in all areas and shall render postal services to all communities."***

But perhaps it has changed since I left. According to the COO, "Our customers are the only reason we exist." He said this at least three times during his speech. To my ear, his interpretation of the USPS metier is profoundly different from the one quoted above, which can be found on [usps.com](http://usps.com). It says that the reason that USPS exists is because the Government wants it to. UPS and Fed Ex exist for their shareholders. USPS exists not for shareholders or even stakeholders, but for binding us together.

Mr. Williams emphasizes customers - which is nice, because I'm one of them - but I don't think he means me. He means Big Mailers. He means the customers who Pay All Our Salaries. He means the customers who care not so much about "binding the nation together" unless that binding means profit for them. He stresses the "business-like way" part of the

postal mission, whereas the rock I've been under led me to believe that the civic polity part of it was more important. Of course, both are important.

Obviously, USPS has had trouble breaking even lately. It lost \$57 billion in the recent past, but 86% of that loss is attributable to the \$5.5 billion per year Congress has required it to put into pre-funding the retiree health fund. And USPS is due to lose \$2 billion in 2017, because Congress is about to let the exigent rate increase expire. Big Mailers, of course, are the ones who are lobbying for allowing the exigent rate increase to expire, since it means they'll be paying less than it actually costs to send their advertisements efficiently to "patrons in all areas ...and to all communities." Talk about biting the hand that feeds 'em.

Still, I have to admire Mr. Williams. He said he's never had a day when he didn't want to come to work. Wow! I had lots and lots of those when I worked for the USPS! He noted that a district's Postal Pulse score correlates positively to NPA scores. If he were a Postmaster in the Dakotas District, do you think he'd be able to maintain his happy attitude and earn a

whopping NPA score? I know he'd have a lot to learn. In his speech he also mentioned that a customer's perception of postal lobbies should be that they are "neat and clean, like when you walk into a Nordstroms or an Amazon store." Again, my rock has prevented me for ever entering an Amazon store. The things I miss out on by living way out here in the sticks, under my rock! All joking aside, it really is nice to hear such positivity from our leaders. It really is nice to know that they love their jobs and want to go to work every day. I only hope that they have the objectivity to recognize that a privatized postal service is not in the best interests of their customers, big or small.

**USPS exists not for shareholders, but to bind the nation together.**

### A THOUGHT FOR TODAY:

Don't be seduced into thinking that that which does not make a profit is without value. -Arthur Miller, playwright and essayist (1915-2005)

## Managing Work-Life Transitions

Many of us can remember Mr. Rogers' routine as he returned home from work. While listening to him sing "Won't You Be My Neighbor," we watched him change his shoes, replace his jacket for a cardigan, and gradually shift from his "work life" to "home life." Making an appropriate transition from work to home and vice versa can help you enjoy all aspects of your life more fully. Too often, we begin our day at work thinking about tasks waiting for us at home, or bring work issues home with us at night. This tip sheet offers some simple suggestions for better managing the daily transitions between work and home.

### From Home to Work:

- *Plan ahead.* Many people find it helpful to plan the next day's activities the evening before. If you have children, you may consider setting out clothes, packing lunches, etc. the night before to help avoid the last minute crises that can often erupt when we are rushed. If you have materials that you need to bring with you to work the next day, make sure that you lay those out in advance, too.
- *Establish goodbye rituals.* Whether it is saying goodbye to your pets or your family members, it can help to establish a consistent pattern for your farewells. If you have children, you may want to consider associating goodbyes with a positive activity, such as reading a story, playing a game or simply giving them a kiss goodbye. With other family members, you may want to take this opportunity to discuss your evening plans and when you hope to return home later in the day.
- *Have back-up plans.* Even the most organized person will be hit with surprises from time to time. It is important that you and your family members establish back-up plans for these unexpected occurrences.

### From Work to Home:

- *Leave work issues "at the office."* If you have had a bad day at work, the last thing you want to do is bring those issues and feelings home with you. Your family members will sense your mood. Instead, try to mentally remove yourself from work before returning home. Take the last few minutes of your work day to jot down notes of what you hope to achieve the next day, important meetings that you might have and issues that are unresolved from your current day's activities. Make sure to keep this list realistic. Setting unrealistic expectations for the day ahead will only increase your anxiety as you return home.
- *Establish returning home rituals.* Just as important as it is to establish rituals for leaving home in the morning, it is equally important to establish consistent patterns for returning home after your work day. Many people find the simple act of changing their clothes to be one of the easiest ways to shift from their "work self" to their "home self." Others enjoy exercising as a way to navigate the transition. Experiment and find out what is most successful for you.

### Resources Are Available

Call us for more information, help and support. Counselors are available 24 hours a day, seven days a week to provide confidential assistance. Additional information, self-help tools and other resources are available online at [www.MagellanAssist.com](http://www.MagellanAssist.com).

## Make the Call!

USPS Employee Assistance Program

**1-800-327-4968**

(1-800-EAP-4-YOU) TTY: 1-877-492-7341

[www.EAP4YOU.com](http://www.EAP4YOU.com)

### DATES TO REMEMBER

1. MONTANA NAPUS STATE CONVENTION, (LAST ONE!) LEWISTOWN, 9-11 JUNE
2. NAPUS NOSTALGIA NIGHT JUNE 10TH, TALL BOYS TAVERN, HOBSON, MT
3. JOINT LEAGUE/NAPUS/UPMA NATIONAL CONVENTION, NEW ORLEANS, LA AUG 27-SEP 1

If you hire only those people you understand, the company will never get people better than you are. Always remember that you often find outstanding people among those you don't particularly like. -Soichiro Honda, industrialist (17 Nov 1906-1991)

## ***Protecting and Enhancing Our National Postal System*** ***By Bob Levi, NAPUS Director of Governmental Affairs***



Almost 10 years ago, the U.S Postal Service became the only entity – public or private – required to prefund its retiree health benefits. (U.S. military retiree health benefits are appropriated.) This unique obligation has devastated the operations and finances of the U.S. Postal Service, the security and morale of its employees and services provided to millions of Americans who rely on a quality universal postal system. Combined with this financial burden, the agency and its employees have attempted to emerge from the corrosive economic recession and mail migration to digital formats. Absent the debilitating \$5.5 billion per year requirement, the Postal Service would have realized a net operating surplus for the past two years. In part, this surplus is due to growth in the small parcel market. It is also attributable to workforce reductions and service standards changes that have impacted service to the American public. The lack of measurable fiscal breathing space impairs the Postal Service’s ability to modernize operations, invest in capital, energize its workforce and be more innovative in its products

and services.

Therefore, **NAPUS supports legislation to:**

- Encourage postal product and service innovation
- Promote postal pricing that more accurately reflects the true costs of mail acceptance, processing and delivery
- Enhance a universal, accessible and affordable governmental postal system
- Alleviate the harmful impact the retiree health benefit prefunding requirement has on postal solvency and operations
- Protect earned Postmaster and retired Postmaster benefits

In July 2015, Sen. Heidi Heitkamp introduced S. 1742, the “Rural Postal Act.” The bill would make critical improvements and safeguards to postal operations. The measure highlights the integration and importance of a nationwide postal network, and would ensure the security of rural mail service. Additionally, S. 1742 includes a number of provisions important to Postmasters and managers of all postal retail units including: a limited moratorium on future reductions in post office hours, clarification of the current law relating to managerial pay consultations to make clear that the results of periodic pay talks can only be modified with the consent of the recognized managerial representatives, provide that the managerial differential apply to pay and benefits, and assure that certain managerial employees enjoy the right to an appeal before the Merit Systems Protection Board.

In September 2015, Sen. Tom Carper introduced S. 2051, the “Improving Postal Operations, Service, and Transparency Act” (iPost). This bipartisan bill represents a meaningful and praiseworthy effort to provide the Postal Service a multi-faceted means to remain viable, expand its product line, and assure accountability. **The Carper bill includes the key NAPUS-supported provisions of S. 1742.** In sum, S. 2051 would:

- Ensure an equitable calculation of the Postal Service’s retiree health and pension liabilities by applying postal specific demographic data
- Offer relief from the debilitating retiree health liability by coordinating postal retiree Medicare benefits with the Federal Employees Health Benefits Program (FEHBP) and by creating a postal-only component within the FEHBP
- Enhance opportunities for revenue growth by enabling the Postal Service to offer innovative products
- Provide the Postal Service with needed rate stability and flexibility by extending the current postage baseline and utilizing a more rational index for calculating future postage adjustments
- Safeguarding quality mail service by implementing a moratorium on further post office hour reductions or reclassifications of post offices that serve small and rural communities, and providing a moratorium on further plant closings
- Clarify that the results of periodic managerial pay consultations can only be modified by mutual consent and that the managerial differential include both pay and benefits
- Provides MSPB appeal rights for certain EAS level employees.

**NAPUS supports S. 2051**

### ***Equitable Treatment of Postmaster Benefits***

Since 2011, postal and federal employees have sacrificed more than \$113 billion for deficit reduction, which includes increased pension contributions for postal employees hired in 2013. Moreover, the absence of constructive postal relief legislation and operational decisions made by the Postal Service has resulted in early retirements and relocation of many



Postmasters, with reductions in pay and security. Therefore, Postmasters would oppose legislation that includes any of the following provisions:

- Elimination of the current weighted-average-premium contribution FEHBP formula and replacing it with a fixed-dollar contribution indexed to the CPI (i.e., not medical inflation)
- Restriction of Postmaster and retired Postmasters choice of FEHBP plans
- Replacement of the formula for calculating the retirement cost-of-living-adjustment with the so-called chained CPI
- Increase to employee retirement contributions
- Change to the federal pension computation formula from the current high three-year average to a five-year average
- Elimination of the Federal Employees Retirement System (FERS)
- Reduction of the interest rate used to compute the earnings of the Thrift Saving Plan's G-Fund
- Elimination or reduction of the employer match to the Thrift Savings Plan

### ***Fair Treatment of Civil Service Retirement System Annuitants***

Over 30 years ago, two provisions were enacted that unfairly penalized CSRS annuitants: the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO). The WEP is a one-size-fits-all mechanism that reduces the Social Security benefits of workers who also participate in pension plans from employment not covered by Social Security, such as the CSRS. In February 2015, Rep. Kevin Brady (now chairman of the House Ways and Means Committee), introduced H.R. 711, the "Equal Treatment of Public Servants Act." The bill would repeal the WEP and replace it with a fairer formula that treats CSRS participants similar to other American retirees.

#### **NAPUS supports H.R. 711.**

The GPO reduces a CSRS retiree's Social Security spousal or survivor benefits by an amount equal to about two-thirds of the CSRS annuity. In February 2015, Rep. Rodney Davis introduced H.R. 973 and Sen. Sherrod Brown introduced S. 1651. They are both known as the "Social Security Fairness Act." The bills would repeal both the WEP and the GPO.

#### **NAPUS supports H.R. 973 and S. 1651**

## **RESOLUTION LOG PROCESS**

### **It's Simple!!**

This is a nationally recognized process between the Postal Service and NAPUS. If you (the Postmaster) have an issue in your Post Office that is not being resolved, the issue may be submitted to the Chapter President to determine whether a Resolution Log is necessary.

**Step 1** If the chapter president determines that a resolution log is necessary, he/she will start a Resolution Log form. (form located on the NAPUS website) The Chapter President will contact the District Manager or their designee to try to resolve the issue. If the issue cannot be resolved at the District level, the Chapter President should document the District response (Who you met with, what they said, and date of meeting.) The Chapter President should then send the form and documentation to the NAPUS National V.P. who will take the issue to the Area office

**Step 2** The NAPUS National V. P. will contact the USPS Area V.P. or their designee and present the issue. If the issue cannot be resolved at the Area level, the NAPUS National V.P. should document the AVP or designee's response. The NAPUS National VP should then send the completed form and documentation to the NAPUS National Office, attn. Executive Director.

The NAPUS National President or Executive Director will write a cover letter summarizing all of the relevant facts concerning the issue and submit the letter along with the necessary documentation to the Labor Relations office at USPS Headquarters. The Executive Director will work with the Postal Service on the issue with the results relayed to all parties when completed.

#### **Some important things to remember**

- The meetings with the District Manager/AVP, should not be seen as confrontational or personal, but should be viewed as constructive and trying to resolve the issue at hand.
- Stay focused on the issue that's being presented and not be sidetracked by unrelated matters.
- Depending on the severity of the problem being presented, it is reasonable to expect a response from the District Manager/designee or AVP/designee within 30 days. It is important that the chapter president/NAPUS VP be persistent in requesting a response, by contacting the appropriate USPS official by email and/or telephone. A response is needed at each level.

## 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 2016.
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 2016 Montana NAPUS scholarship will be awarded to the selected candidate(s) upon completion of their first quarter or semester of the 2016/2017 term. At that time, recipient must send proof of attendance to the NAPUS Secretary/Treasurer.
7. Submit Application and personal statement to:

**Kae McCloy**  
**2394 Fly Creek Road**  
**Pompeys Pillar MT 59064**

8. Applications must be postmarked no later than June 1, 2016. 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\_\_\_\_\_ Gender\_\_\_\_\_

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\_\_\_\_\_

# REGISTRATION MONTANA NAPUS CONVENTION 2016

CALVERT HOTEL, LEWISTOWN, MT

JUNE 9-11 2016

216 7th Avenue South ~(406) 535-5411 ~ (877) 371-5411

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Title: \_\_\_\_\_ Office: \_\_\_\_\_

Daytime Phone : \_\_\_\_\_ Home Phone: \_\_\_\_\_ Mobile

Phone \_\_\_\_\_

Is this your first Montana NAPUS convention? Y N

Fees: Indicate all that apply

Montana NAPUS Member \_\_\_\_\_(no fee) Guest \_\_\_\_\_(\$20) Guest's Name \_\_\_\_\_

Montana NAPUS Retiree/PMR/OIC/Associate member \_\_\_\_\_(no fee)

Guest \_\_\_\_\_(\$20) Guest's Name \_\_\_\_\_

Registration fee includes refreshments during convention and banquet. Retiree and PAC-sponsored lunches are a low-cost way for you to have lunch and support NAPUS!

Please bring a door prize, and/or an foot-or-a-pound gift to be auctioned in support of PAC. Thank you.

TOTAL REGISTRATION FEES ENCLOSED: \$ \_\_\_\_\_

**Register before May 1st** and be entered to win one of two \$100 grand prizes!

Prizes also given: \$75 to the Postmaster who travels the farthest to get here.

\$75 to the Postmaster with the most career years of service.

\$75 to the Postmaster with the fewest career years of service

**MAIL REGISTRATION TO:**

Janice Erfle  
12 Willow Bend DR  
Billings, MT 59102-7319





MONTANA NAPUS  
 CHAPTER 1  
 PO BOX 1  
 NEIHART, MT 59465

***To Our NAPUS Friend:***

# Napus Nostalgia Night

*This will be our last EVER Napus-only convention, so we want all of you to join us for the banquet this year. Come share your memories of conventions past, see your old friends, make new ones and have a good time!*

Friday, June 10, 2016  
 6 pm

Tall Boys Tavern  
 110 Central Ave,  
 Hobson, MT

RSVP Clarajan

