



California State Branch

National Association of Postal Supervisors

November 8, 2014

California State Board Meeting

Meeting called to order at 10:10 am

Welcome was given from President Damon Leopold to the California State Fall Board meeting and to all branches and guests.

Roll call of officers:

Damon Leopold, President – present
Debbie Baker, Vice President – present
Bridget Evans, Secretary – present
Sally Simpao, Treasurer – present
Marilyn Jones, Area VP – present
Charles Patterson, Area VP – present
John Wong, Area VP – present
Tom Wong, Area VP – present
Marsha Danzy, Legislative Consultant – present

Reading of minutes from May 1, 2014 California state board meeting in Culver City CA: Minutes were read by Bridget Evans, secretary. Corrections were made to the minutes. Motion was made by Tom Wong AVP to accept the minutes as amended. The motion was 2nd, by John Wong Area VP. Motion carried. Copies of the minutes were available for all attendees. The corrected minutes will be sent to all branches.

Officers Reports – Copies of the officers' reports were made available to attendees. A motion was made by Tom Wong, Area VP to accept officers' reports as printed; 2nd by Debbie Baker, VP. Motion carried.

Financial report – financial reports were read by Treasurer Sally Simpao. Motion made by Tom Wong, Area VP to accept Financial Report as read. The motion was 2nd, by Charles Patterson Area VP. Motion carried.

UNFINISHED BUSINESS – Legislation – Marsha Danzy (our Legislative Consultant) is promoting donations to SPAC. Remember retirees can contribute monthly.

Update on 2015 California-Hawaii Bi-State convention. Damon Leopold, President and Debbie Baker, Vice President attended the walk-through at the Ala Moana Hotel in Hawaii. Debbie reports that the hotel is older – somewhat similar to the Town & Country however it is a very nice hotel, beautiful lobby, and tremendously friendly people. The rooms are very nice but small. Each room has a refrigerator, microwave and free Wi-Fi. Room rates are \$155.00 with one bed (small so more so for a single or couple) and there is no view. Rooms for \$177 have 2 beds, a balcony and ocean view. (Marilyn Walton suggests that you get the \$177 rooms). The Suites for \$277.00 are much smaller than the suites we are used to having. You can comfortably have 3 to 4 people in the suite. When it comes to hospitality, folks will have to mingle and keep it moving.

There is a bridge that connects the hotel to the mall where there is a very nice food court. There are restaurants on the 2nd and 3rd floors of the mall. The Ala Moana has a restaurant that is open

from 7:00 am to 11:00 am and also a Starbucks, a nightclub called RUMORS and a Steak House. There is no room service.

Self-Parking will be available at the hotel for \$20.00 per day. Waikiki is about a 15-20 minute walk from the hotel. The island has excellent bus service that will take you anywhere you want to go so you don't necessarily need a car; however it is your choice to have one. Marilyn suggested that you might want to share a car especially if just going to Walmart to stock up on snacks, supplies, etc. The island has a very popular Swap meet/Flea market on the weekends (they have good prices). Walmart is your best bet for souvenirs as opposed to gift shops and the mall.

The Hawaii branch is planning on having golf and bowling. Theme night will be a 1980's party at club RUMORS on Thursday night. RUMORS has a dress code so no jeans or flip flops. The formal night will be a wonderful Luau. Bridget Evans will get more information from Chuck Lum, Br 218 Hawaii on the particulars for all events. Chuck would like to have aloha shirts for all branches – more information to come.

The hotel does not have scooters so you will have to rent one and have it delivered. We will get more information from Chuck on securing scooters. This is another reason to have snacks on hand in your rooms if you are unable to get around.

The convention week will be the same as our usual format:

- Wednesday– Golf, bowling, registration, California State Board meeting.
- Thursday – Registration; Opening Session/Business Sessions; Theme night
- Friday -- Registration; Business meeting; auxiliary luncheon; free night
- Saturday – Business meeting; Banquet, which will be a Luau: business casual to formal (your choice but no t-shirts, shorts, beachwear, etc.

NEW BUSINESS – Peak Season will be very trying for all this season. All plants are already overcapacity in mail on-hand. Several Districts are trucking mail to adjacent plants for assistance.

A retention team has been established in the Pacific Area per AVP Dean Granholm to find out why we cannot retain our CCAs. The team is receiving a lot of feedback from CCAs that they don't like the work, their supervisors are rude to them and they don't feel wanted.

WELCOME FROM NATIONAL OFFICERS

Louis Atkins, NAPS National President – It's always a pleasure to be with family. That's what makes NAPS different from other organizations. Getting together is always like being with family. Bonita and I appreciate all your support from California. I want to thank the Branch 159 San Diego team again for a great convention.

There's a lot going on now. There are still folks in Congress that want to privatize the Postal Service. We need backers to stand up for us and our needs. EAS are suffering all over the country. We will call on Congress to fight for our EAS and the postal service's needs. We need you all to attend LTS this year. The fee will be \$125.00 for early registrations to see if we can increase attendance. We will have training this year for all Branch secretaries and treasurers. We want to insure everyone has information on what they must do in these positions, especially for filing taxes. NAPS Headquarters will sponsor 100 rooms for the first 100 secretary treasurers registered.

We need to truly work together on our issues. We even need to get the MPOOs and Postmasters at our meetings to understand that we must fight together on postal issues. Everything and anything we get, we do by working together. We have to stop beating up on each other. We can

use tough love where necessary; agree to disagree but the bottom line is we must work together on all issues. We've had some dissension in the past but people always pushed to keep NAPS members together. We have to ensure more members are involved in NAPS. WE lost a lot of members due to retirements but we are back up to 25,000+ members, which include our associate members.

There are a lot of plans in place to increase volumes in the Postal Service. April 15, 2014 will be the earliest time of plants consolidations. USPS is still trying to get OND changed to 2-Day service. That will be interesting for places like Utah and Wyoming where they are more than 50 miles from the nearest plant. We have 4000 EAS jobs that still need to be posted. We have been briefed on places like San Francisco delivered groceries to customers and 7-day delivery for packages. Megan wanted post offices to be self-managed with CCAs however that is not working out like they thought it would. You have to have a balance in life between work and home. Everyone needs a free day to rest and relax. We need our days off.

-- (Marsha Danzy asked if we will get NPA this year? Louie says that there are 33 Districts that will not get NPA for FY2014.)

-- (Carl Brown Br 94 says that telecoms are still heavy in San Jose. Louie asked for him to let him know where they are specifically so he can squash them. One of the leaders in San Jose's answer to less telecoms is to make all the attendees drive into San Jose to come to a meeting).

-- (Louis also reminded everyone that should be having quarterly meetings with the District leadership. NAPS Headquarters wants to know if you are not having quarterly meetings. Marilyn says to be sure to attend or send a representative and take notes.)

So let's all work together and don't forget to vote! Thanks again for everything!

Marilyn Walton, Western Region Vice President welcomed everyone. She reminded everyone to do the recourse for FY2014 especially those areas that have severe weather conditions which could be a mitigating factor in not making all your goals. NAPS just completed their Fall Board meeting – it was a very good meeting. The resident officers are working on many projects together. We have been divided up into teams for a number of subjects. John Aceves will be the lead for Training. You can contact us to let us know what your training needs are. If you need raining in your jobs in the Pacific Area let me know and I will contact Dean Granholm. Pacific Area is involved in Engagement Meetings with NAPS. Cindy McCracken, Northwest AVP has been selected to go to the training facility in Oklahoma to review the Supervisors Training program. She will be the lead for the SWC Committee. Remember it is up to each one of us to train our new supervisors. They will do anything you ask if you train them. And if you train them the way you do it you will have them clearing everything that needs to be done.

I will be the Legislative Committee lead. I will be working with Ivan Butts (our new National VP) and our Legislative representatives on issues to take to congress. The Republican leadership wants to privatize the Postal Service. They think we have too many benefits, make too much money and have too much paid healthcare benefits. It is imperative that you contact your local people. You need to have a personal relationship with your congress person locally. There is going to be a protest in Concord and Redding on 11/14/14 to slow down the consolidations of plants and post offices. The USPS is starting to make money and Congress wants that money. Adam Schiff is the lead for the Appropriations Committee. Four republicans signed on for the moratorium on plant consolidations/closures. These consolidations affect our veterans. Certain veterans don't have appeal rights with these consolidations. Military retirees forfeit their MSP rights.

You should also be questioning why EAS vacancies are not being filled in your areas; especially with sites with AMAZON delivery on the weekends. They have HUBS setup but some people can't get to those HUBS so they have to have Sunday delivery. There are currently 36 impacted postmasters in Sacramento that are being used as relief EAS to help with Sunday delivery.

I have a BLOG and I will be summarizing this information on my blog.

Remember what Louie was saying about the Secretary/Treasurer training at LTS for 32015. NAPS branches are usually in a non-profit status so you need to file your paperwork on time and correctly to maintain that status.

When it comes to your membership needs please don't call Brian – call Hayes your Pacific Area VP. He has more knowledge of the Pacific Area branches and where people should be. I'd like to let you know that Hayes Cherry will be the lead for the Constitution and Bylaws committee.

Also when you have issues please articulate exactly what that issues are to me. I need to know if you are having too many telecoms. Telecoms for training are fine. It's the redundant telecoms that are no good. We need to partner with NAPUS and the League. When you attend your quarterly and/or monthly meetings please send me your minutes.

Plans are underway for the Western Region Training Seminar (WRTS) which will be held in Seattle WA. Cindy McCracken, Northwest AVP will be the host for the WRTS in August 2015. She is working on getting a hotel for either the 2nd or 3rd week of August. More details to follow.

The California Coalition event will be in Sacramento on February 8, 2015. Ivan loves our passion in the Coalition and requests that we all donate \$5.00 or more whenever we get together to NAPS. I have brought forms for you all to complete along with your \$5.00 or more donations. You can give all of your forms and money to Marsha Danzy to collect and report. We want you all to vote for the person that supports Postal issues regardless of party. This year we will have a special dinner for members (active and retired) that donate \$400.00 to SPAC by December 2014.

Hayes Cherry, Pacific Area VP – Good afternoon everyone. Well Marilyn and Louie have covered just about everything there is. Branch 198 has merged into Branch 266. They have 64 members and 41 members signed the petition to merge. You need to review your DCOs monthly to ensure accuracy.

Marilyn told you that I am the lead for the Constitution and Bylaws committee. I want to ensure that we do what's best for the organization and all its members. I am also working on getting more members into NAPS. We need to be open-minded and flexible. This is how we will grow and continue as an organization. We have some members that move from branch to branch. We even have some branches that syphon off members from a branch into another branch. This is not good for the organization or for the members. We need to accept defeat and move on. Some people are still carrying vendettas for events that happened over a decade ago. I ran for resident officer and Louie beat me. I wanted to win but I'm glad he did and I stayed involved with the organization. Please don't stop what's good for the organization. WE must communicate with one another.

MEMBERSHIP CONCERNS – open discussion:

Bess Lewis Br 127 – will there be more NDBCUs installed? My carrier currently has to walk up to my mailbox to deliver. I cannot walk down the hill if they move my box to get my mail due to my condition. My carrier says that this will probably change and we may have to pay for house-to-house delivery. And all future developments will have NDBCUs.

Marilyn responded by saying that is a possibility since it involves income/revenue for the USPS.

Vontina Br 127 – Audit Teams coming in are not helping us. They write us up for reporting mail as delayed instead of curtailed; then write us up for following their direction in reporting how they instructed us to report??

Hayes answered by telling her that the teams are looking at offices that are not performing well to find out why because they impact the District. You need to understand the difference between DELAYED and CURTAILED so that you can respond as to why you do it that way. Also document

what you are told to do. Due to the issues brought up in Bay Valley, Hayes and Marilyn committed to meet with leadership and NAPS as soon as they can get a meeting set-up.

The majority of the attendees had concerns over the CCAs being hired. Many say they are not performing; they don't have a good work ethic. National officers reminded everyone that they need proper training and coaching. This is a hard job and is not for everyone.

But what about not being able to fire a CCA that truly is not performing, doesn't really want to be there and is not treating the customers right?? Just because we need people is no reason to have two different sets of rules – one, you make the carrier do everything right and he stays; then 2, you have a carrier that does everything wrong and you keep him too?!?!

That is why the Pacific Area Retention Team was created to find out how to balance this out.

Hayes mentioned that those plants that removed Tour 2 have to reestablish Tour 2 hours to clear the mail. Bridget mentioned that San Diego will reopen Midway P&DF (that was consolidated last year) for Peak Season processing of parcels/packages due to lack of space at MLS P&DC.

Good of the association – the following events will be held in 2015:

January 24, 2015: Branch 39 will host their annual Installation of Officers with a Dinner/Dance at the Doubletree by Hilton Los Angeles Westside, 6161 West Centinela Ave., Culver City, CA 90230 at 6:00 pm. Telephone Direct: 1-310-649-1776; 1-800-222-TREE (8733).

Tickets are \$60.00. They will also have raffle tickets for purchase of \$1.00 with 1st prize of \$250.00. See Marilyn Jones for more information.

February 8, 2015: California Postal Coalition will hold their annual Legislative event at the Residence Inn Sacramento Airport Natomas. Address: 2410 W El Camino Ave, Sacramento, CA 95833. Phone: (916) 649-1300. Contact Marilyn Walton for more information.

February 22, 2015: NAPS Branch 127 will host their annual Installation of Officers and Retiree Branch at Hs Lordships Restaurant, 199 Seawall Dr., Berkeley, CA at 11:00 am. Cost is \$35.00. Closest hotel is the Hilton Garden Inn. Contact Tom Wong for more information.

March 8 11, 2015: LTS 2015 -- "For our tomorrow we take action today" LTS will be at Crystal Gateway Marriott, Arlington, VA. Room rates are \$249 per night plus tax. Registration is \$125 prior to February 13, 2015. February 13 -23, 2015, costs will be \$225.00. There will be no registration after February 23rd and no on-site registration.

November 7, 2015: NAPS Branch 88 will host their annual Retiree Dinner/Dance at the Hilton Hotel Burlingame CA. Contact Sally Simpao for more information.

A list of the Branch Officers for 2014-2016 of NAPS Branch 94 was provided to all attendees. Congratulations to all the officers.

Copies of the NAPS Branch 905 non-member report as well as the Branch 905 change report was provided to all attendees. Let's sign up all of our non-members.

A big thank you to Marilyn and Hayes for providing lunch for the meeting today.

Motion was made to adjourn the meeting by Charles Patterson, AVP; 2nd by Marilyn Jones, AVP. Meeting adjourned at 2:12 pm.

Bridget Evans
NAPS California State Secretary