



California State Branch

National Association of Postal Supervisors

May 1, 2014

California State Board Meeting

Meeting called to order at 4:15 pm

Welcome from Damon Leopold to the Spring Board meeting for California Board and all branches.

Roll call of officers:

Damon Leopold, President – present

Debbie Baker, Vice President – present

Bridget Evans, Secretary – present

Sally Simpao, Treasurer – present

***Solomon Harris, Area VP – resigned as of 04/26/14 due to move to Macon, Georgia where he has accepted an EAS position. President Damon Leopold has appointed Marilyn Jones as Solomon Harris' replacement for AVP.*

*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 November 16, 2013 California state board meeting in Culver City CA: Minutes were read by Bridget Evans, secretary. Motion made by Tom Wong AVP to accept the minutes as read. Motion 2nd, by Charles Patterson Area VP. Motion carried.

Officers Reports – motion made by Tom Wong to accept officers' reports as printed in the State convention books; 2nd by Charles Patterson. Motion carried.

Financial report – financial reports have been provided and printed in the California State convention books by Treasurer Sally Simpao. Motion made by Charles Patterson Area VP to accept Financial Report as printed in the State convention books. Motion 2nd, by Tom Wong, Area VP. Motion carried.

UNFINISHED BUSINESS – Legislation – Marsha is promoting donations to SPAC. Remember retirees can contribute monthly. She is also accepting gift cards for the SPAC table.

Update on 2014 California State convention. Branch 39 along with Br 266 is ready for the delegates for the 2014 State Convention at the Double-Tree by Hilton Los Angeles Westside, 6161 West Centinela Ave., Culver City, CA 90230. Telephone Direct: 1-310-649-1776; 1-800-222-TREE (8733).

The room rates will be \$129.00. The hotel is still updating/renovating the rooms/suites with a host of amenities. Westfield Mall across the street has also gone through a multitude of renovations. Parking will be \$5.00. The hotel is under new management and will have limited shuttle service – a plain white van with a sign that says NAPS. Patricia Cobb is the contact person/go-to-person if you have any concerns, needs, questions, etc.

2014 NAPS National Convention – San Diego Branch 159 is also working diligently on convention planning. The Town & Country has been renovated and updated throughout. This includes sleeping rooms, restaurants and spa. Branch 159 is looking forward to showing you a great time in our city. Reminder – dates are August 25-29, 2014; hotel rate is \$119 for single through quad occupancy. Make your reservations online at <https://resweb.passkey.com/go/NAPS2014>. We look forward to seeing you and showing you a great time in San Diego in 2014!!

2015 Bi-Annual California/Hawaii State convention – Chuck will be available on Saturday to meet with us to discuss/provide update on the 2015 convention. Flyers with all pertinent hotel information for the Ala Moana Hotel in Honolulu and a link with information on how to register at the hotel are available.

NEW BUSINESS – We learned that past Pacific Area Vice President and past California State Board member Mary Belton lost her husband, Herbert, last month. The following is her address for anyone that would like to send condolences.

Mary Belton
1109 Enclave Way
Hutto TX 78634-5334

WELCOME FROM NATIONAL OFFICERS

Brian Wagner, NAPS National Secretary/Treasurer – Thank you all for the invitation to attend your state convention. The hospitality is wonderful. I will address any delegate concerns. I would also like to take the time to commend NAPS San Diego Branch 159 for the job they're doing with the National Convention. We already have 410 delegates registered. I also want to let you know that we have revised the confidential form on the website so that all associate members will have EIN numbers so won't have to use their Social Security Numbers. Membership is dear to my heart. Make sure you look at your DCO to verify that all your members are included. Associate membership is not automatic. We need you to reach out to your retirees and sign them up as associate members. We need all the support we can get. We have dropped 660 members due to RIFs, retirements and movements. We need all of you to work locally with your branches to push membership for non-members and retirees. NAPS budget is based on 24,000 active members and 1300 associate members. We now have approximately 23,600 active members. NAPS doesn't exactly know what the USPS will do if Congress doesn't act soon. The PMG will probably decide to make more consolidations. If there is anything that you want to discuss I will be here until Sunday. And I'll let you know the ice cream flavor of the day...

Marilyn Walton, Western Region Vice President welcomed everyone – I want to let you know that April 18, 2014 was the RIF date for anyone without a job. We worked hard and everyone that wanted a job got a job. We had a very good response from the USPS and NAPS. RIFs are very challenging. The USPS used to really help folks to get a job – now you're on your own to find a position and get it. Check out the eCAREER information for job information. The AMAZON pilot program is causing some EAS not to get their days off. We are doing things now that have never been done before especially in Customer Service. We also had EAS scheduled 7 days a week in the plant but this is new for Customer Services. We need to speak up for ourselves and be serious. Use the USPS instead of going to STAPLES. The message we have been getting is very clear – if volume doesn't go up, USPS will continue to cut positions, close plants, post offices, etc. So far AMAZON has been successful. This will help the USPS. I hope you all get to enjoy your retirement because retirement is very good. USPS has gone to this two-tier pay system using PSE's and CSA's. I've worked just about every job in the Postal Service and I know that this job is hard. We're going to have to do a presentation on USPS 101 to help you figure out how to get through this period – this too shall pass. Remember, we do have a job

and a steady paycheck. There are people on the outside with no job and no unemployment benefits. I know this sounds like “tough love” but we need to keep our jobs. (*Marilyn answered Damon Leopold's question regarding “AMAZON Sunday HUBs being run with CCA's instead of EAS?” with the following: “ we have to use 204Bs and/or CCAs so EAS can get some days off.”*

Hayes Cherry, Pacific Area VP – Good afternoon, everyone. Marilyn my dear friend is always talking about retirement. Don't announce your retirement – if people are asking just say “I haven't made up my mind...”

One of the things I want to talk about are the negative comments made about the Town & Country. I was very upset by the comments. I want everyone to know that we had over 2000 delegates in 1990. Everything will be under one roof. This is one of the locations vying that I pushed for to have the convention. I think everyone will be happy. I will be monitoring any negative comments.

Keep in mind with all the changes in the USPS we are all going to have to adjust to the aggressive changes going on. If you're having trouble with the current situation, don't forget to use EAP. If you're stressed and file a stress claim make sure you submit your time off through FMLA. Don't take LWOP – make sure you get paid. If for some reason your case doesn't get approved then you will not get paid. Let's work together, to help each other out. One important thing I learned from Dorothea Bradley, who was sometimes like a mother hen, is that you have to let someone stand on your shoulders to help them rise up. Sometimes we may have to use tough love if the person you're coaching is not delivering. But always keep in mind that we don't do this alone. I thank you all again for allowing me to grow by serving on the California state board and as your Pacific Area Vice President. And thank you all for being here.

MEMBERSHIP CONCERNS – open discussion:

Hayes -- All California members – if you have issues or problems, your branch officers should be there to help you. We still have branches who don't want to be part of the California State Branch but they don't represent their members properly. If that situation occurs I will be directing these members to President Damon Leopold. I plan to let these members know that they can leave the branch and become Members-at-large (MAL) of Branch 905 to get information and representation. If a branch president chooses not to represent their members because they might lose their relationship with the District manager, M:HR, Senior Plant Manager, Postmaster, etc., that is not a good situation for members. Make a request for an Exception due to lack of representation.

Question: Can a member file grievance against the branch if not properly represented? Yes and you can sue the Branch. Clarification from Dorothea Bradley, Parliamentarian for Branch 905 – “...current members cannot become MAL. However, they can sue the branch. It has been done successfully.”

Clarification from Charles Patterson, AVP on previous subject – FMLA is for LWOP. A member has to request paid leave.

BR 127 – NALC is going against the USPS to take action against EAS. We have the Royal Oaks memo but it's being used to move EAS out of their positions. The union is going against any EAS that issues correction action on craft employees. Labor Relations and District Manager are not protecting the supervisor/EAS. Labor Relations is taking action against EAS without properly investigating. There is no input accepted from the manager/supervisor. WE need to get a copy of the letter from Pacific Area Vice President Drew Aliperto on no decision on STEP 1 and the result. The current situation hinders supervisors' ability to do their jobs. The DIRT team has always tried to make decision to take action against EAS.

Debbie – 905 VP – Supervisors do become targets for taking actions against your carriers and this is happening nationwide.

Sexual Harassment allegations are starting to creep up again. It's obvious that something has happened but what facts do you have to address the situation?? This is very serious and must have some facts to properly address.

Good of the association – 2014 National Convention --while in San Diego, we will have information for a baseball game at PETCO PARK between the Milwaukee Brewers and the San Diego Padres on Wednesday, August 27, 2014, our free day. The game will be at 6:10 pm. We will try and get a block of tickets and/or information on individual tickets. Tickets range from \$16.30 and \$60.00 online. We will also provide the August baseball schedule for Petco Park.

Debbie Baker will be the campaign manager for Marilyn Walton, Western Region Area Vice President and Hayes Cherry, Pacific Area Vice President for 2014.

Motion was made to adjourn the meeting by Charles Patterson, AVP; 2nd by John Wong, AVP. Meeting adjourned at 6:00 pm.

Bridget Evans
NAPS California State Secretary