



California State Branch

National Association of Postal Supervisors

November 16, 2013

California State Board Meeting

Meeting called to order at 3:11 pm

Welcome from Damon Leopold

Roll call of officers:

Damon Leopold, President – present
Debbie Baker, Vice President – excused
Bridget Evans, Secretary – present
Sally Simpao, Treasurer – present
Solomon Harris, 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 April 24, 2013 California state board meeting in Sacramento CA:

Minutes were read by Bridget Evans, secretary. Correction made on correct spelling for SWCs as opposed to SWX. Motion made by Tom Wong AVP to accept the minutes as read and corrected. Motion 2nd, by Charles Patterson Area VP. Motion carried.

Officers Reports – motion made by Tom Wong to accept officers reports as printed; 2nd by Solomon Harris. Motion carried.

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

UNFINISHED BUSINESS – Legislation – Marsha is promoting donations to SPAC. Remember retirees can contribute monthly. Only a few days left in the year for Congress – no changes and they haven't accomplished anything regarding USPS issues. In the Senate Carper who heads Homeland security has SB486. In the House, Issa & Cummings have their own version of Postal Reform bill but it is on the back burner. Expansion of MSPB rights for all EAS is being covered with bills House 1431 and SB 688. LTS will be held March 9 – 12, 2014 in Arlington VA at the Marriot Gateway hotel – rooms are \$249.00.

Update on 2014 California State convention. Branch 39 along with Br 266 will host the 2014 State Convention at the DoubleTree 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 not have shuttle service. That is being worked out with the hotel and NAPS. We will let you know the final outcome. Registration fee has not been finalized as of yet. The dates have been changed to **May 1 – 3,**

2014 (the former dates were during Easter weekend – thanks to Carl Brown, Br 94 for verifying the dates).

2014 NAPS National Convention – San Diego Branch 159 is also working 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>. Margaret Kennedy, Sales Manager has returned and so this really helped since its like working with family. She knows not only the property but the NAPS National Convention needs and wants. We look forward to seeing you and showing you a great time in San Diego in 2014!!

NEW BUSINESS – WELCOME FROM NATIONAL OFFICERS

Hayes Cherry, Pacific Area VP – Good afternoon everyone. It is an honor and a privilege to be here today. I served on the state board at as an officer during previous convention here. I encourage all the state officers to stay engaged, be available and respond to constituents timely. If it gets to me, you may not like the answer that I give. But please remember as a courtesy before you elevate an issue, give a courtesy call to your bosses so they won't be blindsided. Make sure you don't send the wrong message. Also, if you have an issue in your local branch and have members who don't want to be represented by the current officers, ask them who they would like to represent them in your branch. This can be resolved. Thank you for the opportunity to speak to you today.

Marilyn Walton, Western Region Vice President welcomed everyone – the executive board meeting in October was very informative. I met with Debbie Washington and Judy regarding the call center. It was a very good and important meeting. I hope you all read the great article in the Postal Supervisor magazine. Remember folks we are a management association and we have agreements. The main issues they are having are dealing with the 4 day/10 hour per day workweek. Also some issues with taking leave since you have to take leave in 10 hour increments. Also dealing with the EAS-25 position being open to anyone off the street – we have people who can do this job. The criteria include 3 years income tax experience along with educational requirements. We have to push back.

Rosemarie Fernandez, HR. Hdqtrs., met with NAPS and will meet again with us at our spring board meeting. You have to let people know that you want a job. At higher levels – details are required sometimes traveling outside of your home base.

Ginny Utterback gave presentation on Organizational Effectiveness. They are re-ranking and reclassifying jobs. Discussed timelines for upcoming RIF in January – we are in RIF Avoidance right now. Remember if there are 5 people in jobs and only four positions all of you are "Potentially Impacted". If you are a 5/10/15 point vet you have to ensure your form 50 shows this to get your credit. EAS will be notified January 20, 2014. By March 2014 everyone must have a job to avoid being RIFFed. Preference eligible veterans are the only protected vets.

David Colin in Training talked about the new supervisor training program. It will be a 52 week program. It's going to be hard for newly promoted folks to get training during the holidays especially Christmas. You have to find a way to ensure your people get trained. Start training your replacements. If you need training make a request in writing. Put everything in writing – if you request a lateral do it in writing.

People are still upset that the craft got a raise and we got nothing. USPS Headquarters says finances are still too bad. NAPS will continue asking for a raise for EAS. The COLA is gone and not coming back. But you all need to stop working off the clock. Exempt managers are working way more than 40 hours a week. Remember you should be paid for all time you work – use a

1260 if they take your time card. If they remove your time out of the system this is FALSIFICATION! Remember the time you lock up your building shows. FLSA violations are being reviewed by NAPS lawyers. National NAPS is tracking the complaints. Doug Tulino discussed the USPS Healthcare PROPOSAL. Remember this has to go through the Legislative process. At this time the information is just being shared with the management associations and unions. To date, no one is endorsing the proposal.

Megan Brennan expressed her thanks to everyone for “doing a great job!” The big push coming from headquarters is SCANNING! Need everyone to get their folks to scan. The plant consolidations can't continue until the Service Standard changes are completed.

MEMBERSHIP CONCERNS – open discussion

- Top 3 concerns are
- Amazon
- DOIS
- FLSA violations

Meeting is in recess now 2:00 pm until 3:00 pm when Sales manager is available.

Resumed at 3:00 pm for walkthrough – Doubletree Hotel is undergoing \$10 million renovations; they are 95% completed. All rooms will have 37” TV, coffeemaker, refrigerator, safes, new carpet/drapes, “Sweet Dreams” beds and free Wi-Fi. You can bring liquor only into your rooms – not in open spaces or rooms. Presidents Reception will be held in the Culvers Club on May 1, 2014. The ballroom is on the 3rd floor. The Share restaurant is open for breakfast/lunch/dinner. Starbucks coffee onsite. You may print your boarding passes in the lobby free of charge. They have 24-hr. fitness center, outdoor pool. Parking will be \$5.00 per day with in/out privileges. David Arriola is the Sales manager and will be working with NAPS.

Hotel is under new management and the shuttle is not available at this time. We will work on this with NAPS.

Good of the association – Debbie Baker, VP: “just wanted to let you know I saw Bob last week he looked great, he is getting married Dec 1st; so all is well with him -- his health is much better!

NAPS Branch 39 will host a luncheon meeting at The Reef in Long Beach on Saturday, January 25, 2014. Tickets are \$40.00.

NAPS Branch 127 will be hosting a brunch meeting at His Lordships restaurant in Berkley on Sunday, February 23, 2014. Tickets are \$35.00.

Motion was made to adjourn by Charles Patterson; 2nd by Solomon Harris. Meeting adjourned at 4:24 pm.

Bridget Evans
NAPS California State Secretary