



California State Branch

National Association of Postal Supervisors

February 23, 2019

California State Spring Meeting

The meeting was called to order at 12:11 pm. Welcome was given by President Marilyn Jones to all attendees.

She also welcomed our National Officers, Ivan Butts, VP; Marilyn Walton, Western Region Vice President and our new Pacific Area Vice President Chuck Lum. This was followed by the Roll call of officers:

Marilyn Jones, President -- present
John Wong, Vice President -- excused
Bridget Evans, Secretary -- present
Sally Simpao, Treasurer -- present
Mariel Murillo, Area Vice-President – present
Charles Patterson, Area Vice-President – on the way
Vontina Swygert, Area Vice-President -- present
Tom Wong, Area Vice-President – deceased
Marsha Danzy, Legislative Consultant -- present

Greetings from our National Officers:

Ivan Butts, Vice President: thank you all for the invitation. I appreciate being here with you all. I have been very busy with NAPS business especially pay talks. I'm looking forward to a great meeting!

Marilyn Walton, Western Region Vice President: Good afternoon and Good evening. I brought you all some good reading materials. We had a great week in Washington DC. I have numerous handouts for you all. If you need copies just let me know.

Chuck Lum, Pacific Area Vice President: Aloha! Thank you all for the invitation. It's a great honor to be here representing Hawaii and California. I am the freshman on the board but I feel good. I am very excited; we had a great week and great training. I came home really seeing how amazing NAPS is an organization. I will be reaching out to all the California branches and I promised to be more involved.

Reading of the minutes: There was a motion made by Mariel Murillo, AVP, to accept the minutes as printed and handed out. Motion was 2nd by Vontina Swygert, AVP. Motion passed.

OFFICERS REPORTS: Motion to accept officers' reports as printed and available on the table by Mariel Murillo, AVP; 2nd by John Wong, VP. Motion passed.

FINANCIAL REPORT – Financial report was read by Sally Simpao, Treasurer. Motion made by Marsha Danzy to accept financial report as read. Motion was 2nd by Mariel Murillo, AVP. Motion passed.

Unfinished Business: 2019 California/Hawaii Bi-State Convention – Chuck Lum reported we are 60 days out until the convention. The convention will be hosted by NAPS Branches California 905 and Hawaii 214 in Honolulu, Hawaii at the Ala Moana Hotel. Our 2nd Bi-State Convention is scheduled for April 23-26, 2019 at the Ala Moana Hotel. The room block will be from 04/20/19 through 04/23/2019, 3 days before and 3 days after the convention. Rooms will be in the Kona Tower which has 1 queen bed with rate of \$159.00 plus tax; The Waikiki Tower has either 1 king bed or 2 double beds for \$177.00 plus tax. There are 1-bedroom suites for \$277.00 per night. Contact Chuck directly to reserve a suite. Check in will be 3:00 pm. Checkout is 11:00 am. Chuck will make a flyer regarding all of this information. For the scooter rentals, please **CALL IN ADVANCE**. There are no free shuttles from hotel. You can get shuttle from airport to hotel. You will need to make shuttle reservations either in advance or upon your arrival to get to the hotel from the airport. We are still working on the bowling. We had a hiccup with trying to get the event at the new Lucky Strike bowling alley. They want to charge us \$50 per person. So we will be going back to the old bowling venue and I will let Bridget know as soon as it is finalized so she can send that out to you.

I also requested Rachael Ivory, Engagement Ambassador and PhD, to be our main speaker for positive motivation. I would like to have her speak daily starting on day 1.

Sally Simpao asked if there would be reduced parking fee at the hotel. Chuck says that has not been finalized yet. \$25 per day is the current quote.

Marilyn Jones reminded everyone to get their information on the Committee recommendations in as soon as possible. And branch presidents let the people know they have been selected so they know to show up for their committee.

Sally Simpao announced that her audit committee has already met so that they would have their reports turned in timely. The committee was Jackie Rominger, Branch 77; Linda Donnelly, Branch 497 and Stephanie Ann Blythe Branch 127.

There was some question about how people are selected for Audit committee for National. Ivan Butts responded that the National President selects the Audit Committee.

Marilyn Walton asked Sally how you selected your committee. Did you select anyone from your branch? Sally said no.

Marilyn Jones asked if there were any other questions on the Bi-State Convention. No other questions were asked. She reminded everyone to check on the fares for flights to Hawaii. If anyone finds any good fares text to me so I can share.

Ivan Butts, Vice President: -- Thank you all for the invitation to your meeting. I bring you greetings from NAPS National Headquarters and the resident officers. We are working on the plans for Legislative Training Seminar (LTS) in March. We are also still working on Pay Talks. There is a lot going on in Washington DC, yet WE Are Moving Forward – that is our theme for the year. It is good to see Ms. Dorothea and all of you. I have a couple things to remind everyone of – registration for LTS is now closed and the room block at the Marriott is closed. We will still try to address any last minute situations. Right now we have 475 delegates registered. WE will all have to educate the new members of Congress on what we do and who we are. There is a lot of work to be done. The Legislative Brief was posted yesterday on the website, www.naps.org. The only challenge that we will have this year is that we won't have the military band or color guard. We are still looking for another band and color guard. Ralph Petty, branch 77 suggested to try the VFW and to call Patricia Jackson-Kelley. Ivan Says if worst come to worst we can have John Geter on the saxophone and me on the flute.

But getting back to business, we will have a very productive day of training. Bob Levi brings a wealth of knowledge to NAPS. We have started having podcasts every Friday. Marsha Danzy and Marilyn Walton have participated in the podcasts.

Our SPAC efforts have increased – we are twice as strong with the increases. Thank you to all who participate and contribute to SPAC. The SPAC programs have been tremendous over the years with your help. We have continuous growth which helps us to do the things we need to do.

PAY TALKS – our president Brain Wagner put out a memo to the board. It was a lot of data to digest for us all. We are looking at new ways to handle the PFP program. We have received some positive recommendations. Now we wait. USPS only accepted one recommendation form last time and there was not much follow through. NAPS put on a very good Fact Finding presentation. We will have to wait and see what the outcome will be. Our legal team is very tenacious. They get it when it comes to our needs and wants. They are very articulate in presenting our issues. WE will determine our next steps after we hear back from USPS. We could get into starting current pay talks before we have our current one completed.

I am truly humbled by the tasks of doing this job. I appreciate all you guys and I will do whatever I can to help you.

John Wong asked what is the policy for EAS leave? Ivan says that would be a consultative action item. If you want us to create a policy to present to USPS let us know. If you have any thoughts on this, send them to us at NAPS Headquarters. I know that we would need to present this as a policy not just a request.

Marilyn Walton responded that we have brought this up before. We have been told that this is a “Local issue” (local policy). Right now it is handled by the District. Keep in mind that if you let the USPS get into your business you will not have any control. WE have had success in Oakland and Sacramento. We were able to settle the concerns and the administration of the policy. The Western Region has also received concerns on leave policy. One of things is that there is such back on not getting incremental leave. This wasn’t a problem before. Long Beach was told that they have to take a full week vs. a few days in the week. You all need to talk about this with your local leadership at your quarterly meetings. Talk about all your concerns and take notes.

Marilyn Jones said that they used to handle this locally office by office. The MPOO and MSCO want to micromanage the process. The discussion continued on the anomalies in different offices, plants etc., which was pretty much the same in all comments – too much micromanagement of process.

Dorothea Bradley – Changes in policy continue to keep taking place. It has to be in writing for it to take effect. You should ask, please advise us of the reason for this change in policy – is it a business reason? If not then what is the reason for the change? You can handle it by putting it in writing. The leadership can make a decision on anything yet it has to be in writing. This is how you build a good case. The leave policy has not changed. The question is will it cost overtime to give me the leave? There are ways of dealing with these things. They have to have a good business reason.

Joseph Stallworth, Branch 127 – most of the policies are disregarded by management. We have to show management that they don’t follow their own policies. Seniority is used for leave policy.

Marilyn Jones – the annual leave calendar presented to us has all the holidays blocked out in LA. The craft can take off at any time but not the managers and/or supervisors. They want to micromanage the offices regarding leave. You have to find a way to cover EAS time off in the stations.

Vontina Swygert – I asked, when did they change the policy? Let me see the new policy. You can submit a 3971 for 1, 2, or 3 days. Ask for the written policy -- Past practice is not policy.

Ralph Petty – the Local Memorandum of Understanding (LMOU) changes from year to year. Make them put the changes in writing.

Dorothea Bradley – any decision made is incumbent upon the USPS to put in place. It has to be posted to all employees so that everyone knows.

Chuck Lum – this seems to be a Pacific Area problem. We have the same issue back home in Hawaii. It does make it difficult when the leadership wants to make changes. I can have discussions with Larry Munoz. The difficult part is that managers like to interpret policies for their benefit.

Marilyn Walton – you have got to be specific when you bring up an issue. Remember to include the Where?; Who?; etc. You can't address bullying if you won't say anything and give names, especially in this "Me Too" generation. Remember if you have common issues, start **LOCALLY** first, and then send it up. On another remember when you to your congressional visits, if you don't have a local representative find someone that **LIVES** in that district to get an appointment. Then when you go to the appointment you just say that "John Doe' couldn't make it, so I'm here in his place.

Marsha Danzy – Branch 244 has no one going to LTS. Marilyn suggested that maybe Cathy Sutton might help.

Marilyn Walton, Western Region VP: Good afternoon everyone. The Western Region Training will be held at the Sunset Station Casino in Henderson Nevada, August 1 – 4, 2019. We will have 2 USPS guest speakers – Tracie Sandifer-Hill, Las Vegas District Manager and someone from Finance. WE chose to go to Henderson vs. Las Vegas to keep the costs down. Registration will open at 2 p.m. on Thursday. We have a room reserved so that the California State Board can hold a meeting for all members on Thursday. The \$175.00 registration cost includes continental breakfast and two lunches. Early registration closes **July 12, 2019**. You can register for the hotel online. There will be free parking, shopping areas and lots to do and see. Please stay at the Sunset Hotel – we need the room nights.

I also attended an event where the Richmond Post Office was saved and renamed in honor of late Postmaster Harold D. McCraw Sr. This is only the 2nd post office to be named after an African American. He was well-known in the community and helped many fellow postal workers achieve upward mobility. McCraw was an adviser, mentor and very active in the Richmond community.

Chuck Lum, Pacific Area Vice President – These last two months I have seen big changes. I have also had lots of phone calls from members. I don't know all of the branch leadership yet but we have had some great conversations. I have been able to resolve most of these issues and concerns. I look forward to getting to know everyone personally. I have met with Branch 373 and branch 244. My mission is to reunite all California branches. I want to earn everyone's trust. I want you to know who I am and understand my vision. I have had dialogue with the leadership throughout the Pacific Area. I look forward to the next Area Leadership meeting. I have noticed that certain areas have specific issues unique to them. I understand everyone's concern on getting to know my style. There are always going to be headaches but we can still have fun. I believe we should all "Learn and Grow". I will get better at learning and growing; and knowing you all.

OPEN DISCUSSION – Branch Concerns:

Sally Simpao – we have not received dues from Branch 244 for this year. They only paid ½ the dues from last year. They are now in arrears. And branch 210, Lisa Hicks, treasurer is also in arrears. I have not been able to get in contact with her.

Marilyn Jones says I am planning on having our first meeting with Branch 244 next week. I am planning on having all of Branch 905 to attend.

I am suggesting that Branch 905 put together a scholarship fund in Tom's Wong name to award to students of NAPS members. We would have to plan the amount of scholarships to be awarded and the amounts. Motion made by Bridget Evans to start Tom Wong Scholarship fund. Motion was 2nd by Marsha Danzy. Motion passed.

Dorothea Bradley – the purpose of the California State Board is to conduct training. Training is the main function of this board. That includes training and developing the branches. We used to hold meetings in areas of the state where we needed to boost the membership.

Every branch in California should have a current Constitution & Bylaws document. The branches should be operating under Roberts Rules of Order when holding their meetings. You need to ensure that the functions of each officer in the branch are known by the officers. You need to contact the new officers to assist them.

I know that the California branch has gotten away from conducting treks due to the costs associated with the treks. Treks are very important so that you visit all the branches and let them know who you are.

ANNOUNCEMENTS!

- ✓ 2020 California State convention – will be hosted by NAPS Branch 88 San Francisco. The convention will be held at the Embassy Suites, 250 Gateway, South San Francisco CA. Details will follow.
- ✓ The NAPS podcasts conducted were very good. You should try to listen/participate.
- ✓ Chuck Lum is planning a Pacific Area Event for all Branch Presidents at the LTS in Pentagon City. More details to follow.
- ✓ Marilyn Walton requests that all branches donate \$100 gift cards/certificates to SPAC at the LTS. You can also donate an “In-Kind gift”.

MOTION to adjourn was made by Marsha Danzy, Legislative Consultant. 2nd made by Vontina Swygert, AVP. Motion passed. Meeting adjourned at 2:30 pm

Bridget Evans
NAPS California State Secretary