

Marilyn's August Blog 2021

Just as we had turned the corner on COVID -19. We are hit with a virus mutation called the Delta Virus referred to as COVID on steroids! Pay attention even if you have been vaccinated you can be infected. Use common sense Wear a mask when indoors or in a crowd. Protect yourself, friends and family.

Annual Leave Carryover - As a result of the continued impacts of the COVID-19 PANDEMIC, an exception will be made for the 2022 leave year. PCES executives and Career Non-Bargaining employees will be permitted to carryover an additional 80 hours into the 2022 leave year, increasing the carryover maximum to 640 hours. An exception will also be made for the annual leave exchange program for 2022. PCES executives and Career Non-Bargaining employees will be able to exchange an additional 40 hours of annual leave against their 2022 advance leave accruals, to a maximum of 168 hours.

Representation - NAPS members are entitled to a representative of their choosing. However, they must request the rep prior to a discussion meeting beginning, that could result in a Corrective or Adverse Action. If a NAPS rep is not available request a postponement until the member can locate a NAPS Rep!

Administrative Leave- We have noticed many EAS facing proposed adverse action are being placed on Admid leave or reassign from their current work unit. Being out of harm's way may be a good thing. But you should also consider appealing emergency placements off duty if you are the manager in charge and the agency failed to allow you to investigate the discrepancy in your unit. That is the basis for your appeal no opportunity to investigate, review and correct the issue, problem or cause of action. If you are moved to another area during any investigation do your job, keep your head up, act with integrity and show the agency you are the type of EAS the agency needs to clear and return to their regular duty assignment. ASAP!

Mediation. Pros & Cons - Mediation is offered in most adverse action cases unless (according to the agency) the charge is so egregious. i.e., drugs, theft, assault. My opinion if offered mediation go attend with your representative there might be an opportunity to have the charges reduced on rescinded. At least if you listen carefully to the conversation exchange you can get an idea of how strong the pending case may be that is proposed by the agency.

EEO/REDRESS Employment discrimination or reprisal for engaging in an Equal Employment Opportunity (EEO)-protected activity is prohibited. Employees may request pre-complaint counseling through the online Postal Service EEO efile application at <https://efile.usps.com> or in writing by providing their name, Social Security or employee identification number, address and telephone number to: National EEO Investigative Services Office—EEO Contact Center, Post Office Box 21979, Tampa, FL 33622-1979. In addition, bargaining unit employees may seek relief through the relevant grievance-arbitration procedures, and if applicable, non-bargaining unit employees may use the grievance procedures described in Section 652.4, Employee and Labor Relations Manual.

Unfortunately, NAPS does not represent members in their EEO's or at REDRESS meetings.

NAPS members dealing with Adverse Actions requesting NAPS representation to appeal to MSPB are advised not to file an EEO. Filing an EEO while appealing a job action (downgrade, removal) causes your case to become a MIXED CASED. NAPS does NOT represent MIXED CASES. If you have any questions regarding this matter contact, your NAPS Area or Regional VP.

Mid-Summer Virtual SPAC Raffle The NAPS Mid-summer nights SPAC raffle is ongoing now through August 23rd. This virtual fundraiser is our national promotion. NAPS is not able to conduct SPAC raffles during the upcoming convention, so this is our main event to raise SPAC funds. For this quarter. Log on to naps.org and review the array of great gifts to bid on once you purchase your tickets on line! There are several ways to donate to SPAC, Payroll deduction, OPM deduction if retired or write a check out to SPAC! Be sure to tune in each week for the NAPS Podcast to get up to date Legislation information.

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