

Marilyn's February Blog 2021

January and February of the New Year in normal times are the months when many NAPS branches throughout the country honor and recognize newly retired NAPS members who have retired during the previous year. Due to COVID -19 meeting restrictions we send our best wishes virtually. NAPS acknowledge, congratulates and extend, a thank you for your years of service to the Postal Service and wish all new retirees a long, happy, prosperous and safe retirement. Please consider continuing your membership with NAPS, by signing a for 1187-A and directly paying your dues to your local branch.

Chain of Command - NAPS officers have received feedback from USPS Labor Relations regarding our members or their representative not following the appropriate appeal process chain of command. Any member is entitled to filing an appeal for a corrective or adverse action and is required to follow the guidelines outlined as referenced in Chapter 650 Employee and Labor Relation Manual (ELM 650). Appeals should start at the local level; the action should include instructions on how to appeal the action. Do not skip steps and attempt to go to the Area or Headquarters before the local appeals are exhausted! Contact your local Labor Relation or HR professionals or your NAPS officer with your questions regarding a case.

Family Medical Leave (FMLA) - If an employee has approved FMLA for multiple conditions or situations, they still only receive 480 hours or 12 weeks of FMLA protected leave annually. After the employee exhaust the 480 hours or 12 weeks there is no longer any entitlement and protection under the FMLA guidelines. Any leave beyond that time most likely will be recorded as regular unscheduled leave by management especially if the leave is taken intermittently!

COVID -19 Back to work Policy - NAPS recently sent out Board Memo 010-2021 dated January 28, 2021. This communication provides a visual chart & standard work instruction for supervisors/managers to use in communicating with employees requesting to return to work or employees that were out for at least 14 days (quarantine). If you did not receive this memo at work check out naps.org board memos. This chart will help you protect employee's privacy and avoid HIPAA law violation issues.

Schedule. F Executive Order from Trump overturned by executive order from Biden. The executive order signed by Trump in November 2020 was designed to pull certain confidential policy determine, policymaking, or policy-advocating positions out of the traditional competitive hiring process and making it such that employees in those positions can be fired without cause. With Biden rescinding this order it will restores these Federal employees civil service protections. While the schedule F order did not impact Postal employees, there was concerned it might impact the postal service employees in the future!

NAPS notification of EAS involvement in workplace incidents - USPS local HR/Labor Relation should notify the local branch President when EAS have been impacted by workplace incidents I.e., threats or assaults to and EAS. Serious medical emergency in the workplace. Feedback from local NAPS officers stated that serious incidents have occurred in their district and they were not made aware but heard about serious workplace incidents from gossip! USPS HQ notifies NAPS HQ regarding EAS deaths only. All other EAS incidents must be communicated to NAPS locally.

Civics 101 - Definition of Civics- A social science with the rights and duties of citizens.

In this New Year let's get legislatively smart!

How many chambers comprise the US Congress?

The US Congress consists of two bodies, called chambers or houses- the Senate and the House of Representatives

How many members of the Senate and House are there in Congress?

There are 100 Senate members, two per from each of the 50 states. There are 435 House members with a varying number of members per state based on the state's population. More Q & A on Civics in upcoming Blogs.

Due to COVID-19 impacts the NAPS annual Legislative Training Seminar (LTS) has been cancelled. However, this is a good time to contact your Congressional Representative and both Senators. By letter to the local office, email, their Facebook page or a Zoom meeting!

marilynwalton@comcast.net