

Marilyn's July Blog

Happy fourth of July, hope you have a safe relaxing day with family and friends!

Commentary I recently attended a State Convention, and a conversation focused on scanning failure reports. The topic was of significant concern regarding the required reporting of scans. Scanning is particularly important to the customers because they can track their packages. It is also important for the Postal Services to track how we are serving our customers. The concern for many EAS was a USPS report that is named Nefarious and Integrity failure Scan daily report!

Apparently if an EAS is listed on this report based on the name the person must have committed some "Nefarious" act (which all felt was the person having committed some dastardly deed!) Or if showing up on the "integrity" report one must have lacked integrity to show on this list! Several EAS including many retirees expressed their concern that naming a report.

Nefarious or Integrity report is insulting, short sighted and whomever named the report should rethink a more appropriate less decisive name for a simple report!

Communication: Managers, Supervisors should work on daily communication skills. I often hear from supervisors that are instructed to get a task or project done. The instruction is get it done! No example no guidelines "**just get it done**". This type of communication mandate only frustrates the supervisor and many just withdraw and suffer in silence and become unengaged. The results of poor communication can result in supervisors making errors that could result in corrective or adverse actions.

Make sure your supervisors and managers understand what is expected and the appropriate training and mentoring is provided to ensure there is an understanding of what is expected in the workplace!

NAPS Membership Reporting - Each month branches receive a Change Report, a Non- Members report and a Dues Checkoff List (DCO). The branch officers should review these reports carefully. USPS finance numbers assigned to your area may not be correct. If errors are found contact your Area VP. Members assigned to the wrong finance number could also be assigned to another branch. To correct these errors a form with the corrected information must be submitted by the Area VP. If the change is not corrected in the system, it will continue to default back to the wrong finance number!

Relief Supervisor positions have been authorized for delivery units with five (5) supervisors. These positions were determined to cover supervisors in their assigned unit. Some positions have already been posted so stay alert for postings of these relief positions. There may be some staffing reassignments to ensure the goal of complete coverage is achieved. Local NAPS officers should be involved in assisting if reassignment issues/concerns arise because of these relief positions.

FLSA Protections to Pump at Work -On December 29, 2022, President Biden signed the Consolidated Appropriations Act, 2023 into law. The law includes the PUMP for Nursing Mothers Act ("PUMP Act"), which extends to more nursing employees the right to receive break time to pump and a private place to pump at work and may impact some of the other information provided below. The Fair Labor Standards Act (FLSA) requires employers to provide reasonable break time for an employee to express breast milk for their nursing child for one year after the child's birth each time such employee has need to express the milk. Employees are entitled to a place to pump at work, other than a bathroom, which is shielded from view and free from intrusion from coworkers and the public.

Western Region Training Seminar- Is approaching fast we are looking forward to seeing attendees in Honolulu for our Bi-annual event. We plan a jammed pack training and information sharing event. Our event is being held at the Ala Moana Hotel in Honolulu HI and as an extra treat we have planned a **Luau which will include a Polynesian show and Dinner Buffet Thursday night in the Hotel Grand Ballroom. This event is not included in the registration packet. The cost for this special event is \$75.00 per person.** If planning to attend make your reservation in **advance send checks to NAPS Branch 214, PO Box 30214, Honolulu HI 96820-0214** cutoff date is for this event is **August 1, 2023.**

The Western Region Team is looking forward to welcoming NAPS Auxiliary. We have reserved a meeting room and activities to encourage your spouse, significant other or family member over sixteen to come and join in the NAPS Auxiliary activities in Hawaii.

Reminder: Fridays in Hawaii are "Aloha Fridays" Another opportunity to wear your Hawaiian shirts, blouses, and dress wear. The Seminar attire is business casual.

SPAC Fundraiser in Paradise - The Western Region Team is planning a SPAC fundraiser in Hawaii, so branches or Individuals that want to donate IN Kind donated items, gift cards please bring your items to Hawaii. We want to have a great fundraiser as well as partake in a great training and information session. We will have a table to collect your SPAC contributions.

marilynwalton@comcast.net