

## Marilyn's March Blog 2022

*March comes in like a lion and goes out like a lamb!*

### **NEWS ALERT!!!NAPS WINS ON ALL POINTS BEFORE FEDERAL APPEALS COURT IN CHALLENGE OVER PAY, BENEFITS AND REPRESENTATION**

In a landmark decision issued on February 22, 2022, the United States Court of Appeals for the District of Columbia recognized the National Association of Postal Supervisors as entitled to represent **ALL** United States Postal Service supervisors, managerial personnel, and postmasters in consultation with the Postal Service regarding compensation and pay policies. The court held that NAPS's representation extends to virtually all supervisory and managerial personnel, regardless of whether the Postal Service classifies them as Field, Area, or Headquarters employees

#### Civic 101- Filibuster?

The filibuster is a tactic used to defeat bills and motions by prolonging debate indefinitely. A filibuster may entail long speeches, dilatory motions, and an extensive series of proposed amendments. The Senate may end a filibuster by invoking **cloture**. In most cases, cloture requires the support of three-fifths of the Senate; however, if the matter before the Senate involves changing the rules of the body – this includes amending provisions regarding the filibuster – a two-thirds majority is required. In current practice, the threat of filibuster is more important than its use; almost any motion that does not have the support of three-fifths of the Senate effectively fails. This means that 41 senators can make a filibuster happen. Historically, cloture has rarely been invoked because bipartisan support is usually necessary to obtain the required supermajority, so a bill that already has bipartisan support is rarely subject to threats of filibuster. However, motions for cloture have increased significantly in recent years.

**\*NAPS LEGISLATIVE CALL TO ACTION – Now that HR 3076 has passed the house, the companion Senate Bill 1720 needs to pass call, text, or log on naps.org and send a message to your Senators asking for their vote!**

**1723 Out of Scheduled Premium Pay** – Questions have been sent to us regarding out of scheduled premium pay for supervisors. When a supervisor is notified to change their schedule without being given 4 days' notice. There is reference in 434.6 ELM or refer to the form 1723 there is a notation that indicates Nonbargaining Employee -Provide 4 days' notice on a schedule change. If not given that notice they are eligible to request out of schedule pay!

**In Response to EAS complaints** from the field of being directed to case or carry mail. NAPS requested USPS position/policy during the November 2021 consultative meeting on when non-bargaining employees may only be permitted to perform bargaining unit work? The response was: in emergency situations (The exception is for level 18 post offices and Part-Time post offices where 15 hours of bargaining unit work can be performed). Those emergency situations must be just that, an emergency. The circumstance or circumstances must be unforeseen. If a facility, installation, or district is planning to schedule non-bargaining employee to perform bargaining unit work, and since planning is not an unforeseen circumstance and not an emergency, it should be reported to District Labor Relations or Human Resources immediately and escalated. **This is official USPS policy, and should be cited by local NAPS leaders across the country, AND reported as such to district LR or HR, then escalated as necessary.** You may copy NAPS HQ on your use of this official postal policy to **STOP** the practice of utilizing EAS to deliver mail in violation of every postal craft contract. Thank you **USPSHQ**.

**NAPS Legislative Training Seminar (LTS)** - is still on as schedule for March 27-29, 2022. Chuck Mulidore says it will be business as usual based on CDC guidelines. There may be in person congressional visits and computers set up for Zoom visits at the hotel. All LTS registration is online. Hotel room block expires on March 2, 2022. LTS registration closes on March 13, 2022. Log on to naps.org for information on the NAPS LTS!

***Special dedication ceremony is scheduled for March 30<sup>th</sup> Wednesday morning 10:00a.m at NAPS HQ commemorating the naming of the NAPS headquarters Executive Board Room in honor of Margarete A Grant. California delegates please try to attend the ceremony scheduled for one hour, so make you return home flights after 1:00p.m. that day if possible.***

**NAPS California State Convention** – is being hosted by the Mary Burkhard NAPS Branch 244 at Hotel Corque, Solvang CA. April 20-24, 2022. Registration is \$225.00 per person. Hotel rate \$118.00 + tax Wed-Thurs nights, \$238.00 Fri-Sat nights. The deadline for regular registration is March 5<sup>th</sup>. Refer to the Cal State Convention Call. This will be California State NAPS 100<sup>th</sup> anniversary. Special activities are being planned. Hope to see you in Solvang.

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