

The following resolutions were referred to the Resolutions Committee

25-62

25

WHEREAS, The origin of the nation’s postal service and system of post offices were established by the U.S. Constitution, and

WHEREAS, The Postal Service is *not* taxpayer-funded; by law, the Postal Service is self-funded and has operated that way since 1970, and

WHEREAS, The Postal Service is one of our most trusted and important government agencies, and

WHEREAS, The Postal Service has offices in every city in the country and,

WHEREAS, In order to do business and operate in the most efficient and economical way possible, the USPS needs assistance from Congress to pass bills that will help the Postal Service and its employees, and

WHEREAS, There currently are five bills before Congress that could give the Postal Service some of the help needed, therefore be it

RESOLVED, That NAPS supports the following bills:

1. H.R. 756, “Postal Service Reform Act of 2017.” This bill is the primary House vehicle of postal reform. The legislation seeks to restore the financial solvency and improve the governance of the Postal Service to ensure the efficient and affordable nationwide delivery of mail.

2. H.R. 760, “Postal Service Financial Improvement Act of 2017.” This bill would authorize the investment of Postal Service Retirement Health Benefit Fund assets in index funds. This would modernize how these funds are invested and bring these investment practices in line with private-sector business and investment practices.

3. H.R. 942, “Postal Employee Appeal Rights Amendments Act.” The bill would confer to approximately 7,500 non-supervisory managerial postal employees the right to appeal significant personnel actions to the Merit Systems Protection Board. Non-supervisory postal personnel currently may only appeal such actions through an internal USPS process that lacks impartial third-party review. Postal supervisory personnel and nearly all federal civil service employees already enjoy MSPB appeal rights.

4. H.R. 3617, “Providing Opportunities for Savings, Transactions, and Lending Act of 2017 or the POSTAL Act of 2017.” The bill seeks to expand the specific powers of the Postal Service to include the provision of basic financial services, including: (1) small-dollar loans; (2) checking accounts, interest-bearing savings accounts and services relating to international money transfers, each of which may be provided by the USPS alone or in partnership with depository institutions and credit unions; (3) other basic financial services as appropriate in the public interest; and (4) the creation of a postal card that would allow users to engage in such financial services.

5. H.R. 4024, “United States Postal Service Shipping Equity Act.” This bill would end the Prohibition-era ban that prevents the Postal Service from shipping alcoholic beverages to consumers. It would allow the USPS to ship alcoholic beverages directly from licensed producers and retailers to consumers over the age of 21, in accordance with state shipping regulations. Consumers and manufacturers currently are prohibited from using the Postal Service to ship or deliver alcoholic beverages. These needless restrictions hurt Postal Service market share and revenues; private shippers, such as UPS and FedEx, are exempt from such rules.

California State Branch 905

26

WHEREAS, Postal Service employees cannot run for bipartisan political office under the Hatch Act, and

WHEREAS, Local civil service employees employed by the state and city governments (e.g., teachers) can run and be elected to mayor, council, state assembly or other bipartisan political positions, and

WHEREAS, State employees can run for political bipartisan office, and

WHEREAS, Postal Service employees cannot run for bipartisan political office, therefore be it

RESOLVED, That NAPS places this unfair law on its legislative agenda with the purpose of amending the law to allow postal employees to hold city, state and federal bipartisan offices.

New Jersey Branch 287

27

WHEREAS, Throughout the country, newly promoted EAS employees are put into their positions without official training, and

WHEREAS, At the time of their promotions, they are not informed about the postal management organizations, and

WHEREAS, Newly promoted EAS employees are not scheduled for official training for, sometimes, months after their promotions, and

WHEREAS, Newly promoted EAS employees cannot withdraw from craft unions for more than 30 days after being promoted and have to continue paying dues to craft unions, and

WHEREAS, If newly promoted EAS employees do not submit a *Form 1188* before 30 days, they may not be permitted to withdraw from a craft union until their next anniversary date at substantial cost to the newly promoted EAS employee, and

WHEREAS, Newly promoted EAS employees can become members of NAPS any time after being promoted, and

WHEREAS, Newly promoted EAS employees must be members of NAPS for 90 days in order to be eligible for the NAPS Disciplinary Defense Fund, and

WHEREAS, Newly promoted EAS employees are unaware of this requirement and may get in trouble or need assistance for other issues, therefore be it

RESOLVED, That the USPS must give newly promoted EAS employees information about the management organizations when their *Form 50* is cut, and be it further

RESOLVED, That *Forms 1188* and *1187* be given to newly promoted EAS employees at the time of their promotion.

Pittsburgh Branch 20

28

WHEREAS, The USPS is continuing to increase the number of required programs and duties to manage Customer Service Operations, and

WHEREAS, The USPS has continued to reduce Support and Human Resources functions and incorporate programs and duties formerly performed by eliminated positions into management of Retail, Delivery and Collection Operations, and

WHEREAS, There is no current process that accurately accounts for the actual time needed to effectively manage and supervise Customer Service Operations, therefore be it

RESOLVED, That each time a new program or task is assigned to Customer Service Operations, the USPS will provide NAPS with an outline of how much time is required to effectively perform each new program or task added, and be it further

RESOLVED, That each time a new program or task is assigned to Customer Service Operations, the USPS will provide NAPS with an outline of how each new program or task is to be integrated into the existing workload and prioritized with current duties.

Oregon State Branch 940

29

WHEREAS, The staffing level of EAS employees is inadequate to meet operational needs, and

WHEREAS, EAS postings identify the amount of time for lunch periods, but EAS employees often are required to extend their lunch periods to provide oversight for operational needs, and

WHEREAS, Excessively long workdays are harmful to EAS employees—longer workdays create health issues and hinder EAS employees from being fully able to *engage* with personal and family concerns, therefore be it

RESOLVED, That NAPS consults with the USPS to institute a policy where no EAS employee would be required to extend their lunch period to more than a maximum of two hours encompassing both the scheduled lunch and the extended lunch.

Oregon State Branch 940

30

WHEREAS, From time to time, the work environment for groups of EAS employees becomes unacceptable—even toxic, and

WHEREAS, In most situations, the USPS does not respond to EAS work environment “hot spots” in a reasonable manner or time frame, and

WHEREAS, The USPS will not respond to EAS work environment “hot spots” unless EAS employees provide names, dates, times and places, as well as who is causing the “hot spot,” and

WHEREAS, The majority of EAS employees are unwilling to step forward and expose themselves to retribution for reporting workplace environment issues, and

WHEREAS, Anonymous online surveys are useful tools to measure and document negative issues within groups of people being surveyed, therefore be it

RESOLVED, That NAPS Headquarters uses an online survey service to create online surveys to be used to quickly identify workplace issues in the field and respond appropriately once the results have been reviewed, and be it further

RESOLVED, That once a NAPS area vice president determines that a significant workplace issue may exist in an area they represent, NAPS Headquarters will have 14 days to implement an online survey in the identified “hot spot.”

Oregon State Branch 940

31

WHEREAS, The Retail Customer Experience Program gives us a snapshot of how we are servicing our customers, and

WHEREAS, The goal of the Retail Customer Experience Program is to ensure quality customer service, and

WHEREAS, The Retail Customer Experience Program is to ensure the safety of the mail, and

WHEREAS, Failure to “pass” a Retail Customer Experience is used as a threat to EAS supervisors, and

WHEREAS, SSAs have been trained to ask all the questions per the requirements of customer service at the window, and

WHEREAS, The SSA supervisor is held solely responsible for a Retail Customer Experience Program failure, with discipline to follow, and

WHEREAS, EAS employees should be able to supervise without fear of intimidation or reprisal to ensure that all the work is performed without a failure, and

WHEREAS, The discipline being issued for a Retail Customer Experience failure is creating a hostile work environment for EAS employees—managers and supervisors—and

WHEREAS, NAPS is concerned regarding the lack of upper-management support for supervisors and managers, therefore be it

RESOLVED, That the investigation not be punitive in nature and include assurance that all EAS employees will be given due process before disciplinary action is issued.

California State Branch 905

32

WHEREAS, The Postal Service states that EAS front-line supervisors are extremely valuable, and

WHEREAS, EAS supervisors have the toughest jobs in the Postal Service, and

WHEREAS, The equivalent positions in private industry would be compared to high-level managers who are treated with respect, and

WHEREAS, EAS supervisors deal with craft employees on a daily basis, making decisions on a moment's notice for which they will be held accountable, and

WHEREAS, EAS supervisors are not being treated as valued managers and supervisors, and

WHEREAS, EAS supervisors constantly are being threatened for not being in compliance, and

WHEREAS, EAS supervisors are being held to higher standards than their managers, and

WHEREAS, Investigative Interviews for EAS employees are used as tools to intimidate and scare EAS employees, threatening them with removal, and

WHEREAS, EAS supervisors are held accountable for not fewer than 20 reports—all required to be input, signed or attested to on time, therefore be it

RESOLVED, That EAS employees be treated as human beings with skills and knowledge they give of themselves on a daily basis to ensure the success of their units, and be it further

RESOLVED, That EAS employees be treated with dignity and respect and be positively *engaged* for the good of the service.

California State Branch 905

33

WHEREAS, All EAS employees are required to complete quarterly training via the intranet using LMS online, and

WHEREAS, This training is mandatory, and

WHEREAS, Blanket Investigative Interviews are given to EAS supervisors and managers who are unable to complete the training in a timely manner due to the needs of the business, and

WHEREAS, EAS supervisors and managers continue to have more on their plates than they can humanly accomplish in an eight-hour day, and

WHEREAS, There are training rooms throughout the Postal Service not used all the time, and

WHEREAS, There is no “quiet” or “down” time in a post office or station when EAS supervisors or managers can complete this training in one block at their office, therefore be it

RESOLVED, That EAS employees be allowed training time to go to a training room equipped with computers so they may be afforded uninterrupted time to complete all required training.

California State Branch 905

34

WHEREAS, The Postal Service is a trusted service and brand, and

WHEREAS, The Postal Service has been operating for over 200 years, and

WHEREAS, The Postal Service owns many of the “brick-and-mortar” buildings in which it operates, and

WHEREAS, Many of these brick-and-mortar buildings are valuable and considered historic, and

WHEREAS, Postal Headquarters has decided to close 57 percent of these historic buildings, and

WHEREAS, The Postal Service no longer *says* it is “closing” these post offices; rather, it is “relocating” these post offices, and

WHEREAS, The “relocation” procedure has minimal requirements for notification and public comments and appeals, rather than a lengthy legal procedure, and

WHEREAS, Fewer than 8 percent of these closures are protested, and

WHEREAS, All the brick-and-mortar buildings belong to the citizens of the United States, therefore be it

RESOLVED, That NAPS becomes fully engaged in these proposed closures and relocations by actively asking where the profits of the sales are going, and be it further

RESOLVED, That NAPS follows up with the current OIG investigation and supports the people of the United States in their fight to save historic, brick-and-mortar buildings for the good of the service and the people.

California State Branch 905

35

WHEREAS, A tort claim coordinator is an assigned duty—not a position, and

WHEREAS, A tort claim coordinator is contacted by supervisors, managers and postmasters after all accidents and incidents and obtains original investigative documents, and

WHEREAS, A tort claim coordinator performs many functions and is an integral part of the investigation—handling the processing, adjudication and deadlines of tort claims, and

WHEREAS, A tort claim coordinator's responsibility is to open a file by entering the information into a database, making sure the claim is timely; a person who claims damages and/or injuries has two years from the date of the incident to file an administrative claim, and

WHEREAS, A tort claim coordinator must further investigate all information by obtaining weather reports, police reports, disciplinary action records, police citation information, statements from non-postal witnesses, facility leases, postal vehicle repair and maintenance records, point of reference photographs and any other information that will help provide a defense for the Postal Service in the event a claim is filed and

WHEREAS, When a claim is filed, a tort claim coordinator becomes the district's point of contact for the claimant, and

WHEREAS, A tort claim coordinator must review all the submitted information to make sure it has all the elements of a valid claim, and

WHEREAS, When a tort claim coordinator determines a claim is not valid, they must write a summary of the matter and submit it to the Postal Service Law Department National Tort Center, requesting the claim be denied, and

WHEREAS, A tort claim coordinator must review a file to determine if the Postal Service has any legal responsibility for the incident; if yes, the tort claim coordinator has the authority to settle claims directly, for up to \$5,000, and

WHEREAS, If claims are in excess of \$5,000, the claim is forwarded to the National Tort Center, at which point a tort claim coordinator plays a pivotal role in the case, answering discovery requests, helping coordinate depositions, attending mediations and court proceedings, including trials as necessary to defend the Postal Service, therefore be it

RESOLVED, That a tort claim coordinator position be created as a Level EAS-18 or higher due to the heightened responsibility and coordination of claims required by the position, as well as adhering to all deadlines required by each district, for the good of the service.

California State Branch 905

36

WHEREAS, The Postal Service is not well served when vacant EAS positions are not filled in a timely manner, and

WHEREAS, The Postal Service oftentimes manipulates EAS postings to avoid the timely filling of these positions, therefore be it

RESOLVED, That the USPS consults with local NAPS representatives prior to vacant EAS positions being held for longer than 75 days.

Oregon State Branch 940

37

WHEREAS, The USPS constantly is changing and adding new programs that require staffing by postal employees, and

WHEREAS, The Postal Service is not always equitable and fair when staffing new programs before full-time positions are approved, and

WHEREAS, Current EAS employees often are overlooked when staffing NTE details, resulting in these opportunities being given to less-qualified craft employees, therefore be it

RESOLVED, That NAPS consults with the Postal Service to implement a policy where no NTE details will be granted to craft employees before EAS employees are made aware of and given the opportunity and availability to apply.

Oregon State Branch 940

38

WHEREAS, The business model for the USPS has changed with the implementation of parcel deliveries on Sundays in Customer Service Operations, and

WHEREAS, The Postal Service has assigned duties to Customer Service Operations that formerly were performed by Distribution Operations affected by plant consolidations, and

WHEREAS, With all the new responsibilities added to Customer Service Operations, the Postal Service has not adjusted EAS staffing to a level needed to ensure that Customer Service Operations are effectively managed to ensure excellent customer service and employee and customer safety, therefore be it

RESOLVED, That the USPS ceases using craft employees to oversee Sunday delivery operations and rightfully assign these duties to EAS supervisors, and be it further

RESOLVED, That the NAPS National SWCs Committee be directed to formulate a SWCs model that takes into consideration the following elements:

- Hours of operation
- Days of operation
- Complexity of operations
- All evaluated workload
- Authorized earned complement where all employees are counted
- The inclusion of the workload associated with any test delivery program that exceeds one year in a staffing model
- The inclusion of relief supervisors in a staffing model, and be it finally

RESOLVED, That NAPS enters into consultation with the USPS to immediately update the SWCs process.

Oregon State Branch 940

39

WHEREAS, There is no current supervisor staffing workload evaluation process for mail processing, and

WHEREAS, There is no current process to evaluate the current SDO duties encompassed, therefore be it

RESOLVED, That NAPS enters into consultations with the USPS to develop and implement a supervisor staffing workload model for mail processing facilities, and be it further

RESOLVED, That the supervisor staffing workload evaluation process encompasses all duties, employees, machinery and responsibilities of SDO positions.

Oregon State Branch 940

40

WHEREAS, The USPS has not filled supervisor positions expeditiously as they become vacant, and

WHEREAS, The USPS is a viable delivery service—seven days a week, up to 365 days a year, and

WHEREAS, EAS personnel often are required to work seven days in a row and more than 12 consecutive hours—including lunches and breaks—in a service day in violation of *ELM* 432.32, and

WHEREAS, EAS employees are awarded positions with set hours and days off, as is recorded in TACS as their base hours, and

WHEREAS, Some managers tell their subordinate EAS employees they need to “call into the unit” on their non-scheduled days to see if they are needed, particularly on Sundays, and

WHEREAS, EAS personnel are required to enter accidents into the Accident Reporting System, even on Sundays, therefore be it

RESOLVED, That NAPS re-negotiates the formulas for SWCs to include seven-day operational needs and ensure supervisors are available to oversee all days of operations, for the good of the service.

California State Branch 905

41

WHEREAS, EAS employees are required to be available to USPS customers, be it at the window or on the phone, and

WHEREAS, EAS employees are required to contact customers and close out ECCs every night, regardless of their due date, and

WHEREAS, EAS employees are required to answer the phone within three rings and resolve issues placed before them, and

WHEREAS, The issues presented by customers at the counter or on the phone can take anywhere from three to seven minutes or more, depending on the complexity of the issue, and

WHEREAS, EAS employees are required to complete reports and street supervision for a minimum of two hours every day, and

WHEREAS, EAS employees are expected to accomplish all these tasks within their eight-hour days, therefore be it

RESOLVED, That the Postal Service be required to ensure the workload for every EAS employee is no more than eight hours of work in an eight-hour day to ensure harmony, stress reduction, success and a sense of accomplishment at the end of the day for every EAS employee, for the good of the service.

California State Branch 905

42

WHEREAS, In cases where a Postal Service employee is married to a spouse who also is a Postal Service employee, both employees earn health benefits, and

WHEREAS, Current FEHB regulations stipulate that if one spouse has selected a family coverage option, the remaining spouse is required to be covered under the family plan and does not receive their earned health benefits, and

WHEREAS, The Postal Service, through postal reform legislation, intends to manage the health benefits of all postal employees, currently employed and retired, therefore be it

RESOLVED, That NAPS consults with the USPS to reimburse the full cash value to the postal employee who controls the unused benefit (lost benefit).

Oregon State Branch 940

43

WHEREAS, The compensation for EAS employees has not kept pace with the cost of living, and

WHEREAS, An equitable salary is necessary to attract and keep the most qualified employees in EAS positions, therefore be it

RESOLVED, That NAPS consults with the USPS to implement a COLA adjustment process for the EAS pay package.

Oregon State Branch 940

44

WHEREAS, Exempt employees routinely are required to work a sixth day of a week, and

WHEREAS, The *ELM* 519.733 reads, “When an exempt employee is directed to work a full day on a holiday or other full day in addition to normal workdays, the supervisor may grant a full day of personal absence without charging it to official leave,” and

WHEREAS, A supervisor rarely approves a full day of personal absence, and

WHEREAS, The exempt employee is not compensated for working a sixth day, therefore be it

RESOLVED, That NAPS consults with the Postal Service to change the language in the *ELM 519.733* to read, “When an exempt employee is directed to work a full day on a holiday or other full day in addition to normal workdays, the supervisor will grant a full day of personal absence without charging it to official leave, of the employee’s choosing.”

Oregon State Branch 940

45

WHEREAS, The USPS business model has changed to allow delivery of parcels on Sunday, and

WHEREAS, The Postal Service needs the revenue from this process to survive financially, and

WHEREAS, The Postal Service has not adjusted EAS schedules to compensate for delivery processes encompassing seven days, and

WHEREAS, It is a hardship for EAS postmasters, managers and supervisors to work six and seven days in a week, therefore be it

RESOLVED, That the Postal Service compensates all special-exempt and non-exempt EAS employees who work a sixth day in a service week at a rate of 150 percent of their calculated base hourly rate for all hours worked on a sixth day, and be it further

RESOLVED, That the Postal Service compensates all special-exempt and non-exempt EAS employees who work a seventh day in a service week at a rate of 200 percent of their calculated base hourly rate for all hours worked on a seventh day.

Oregon State Branch 940

46

WHEREAS, Pay equity between managers and postmasters and the subordinate EAS employees they supervise has deteriorated, and

WHEREAS, This inequity was caused by an EAS pay freeze and the lack of an EAS pay package, and

WHEREAS, When an EAS employee competes and is awarded a manager or postmaster promotion, added responsibilities are expected by the USPS, and

WHEREAS, With additional responsibilities comes respect, and

WHEREAS, Respect for an employee is equitable compensation from their employer commensurate with their responsibilities, therefore be it

RESOLVED, That no EAS supervisor shall earn less than 5 percent more than the top of the pay scale of any craft employee they supervise, and be it further

RESOLVED, That no manager or postmaster shall earn less than 5 percent more than the top of the pay scale of any employee they supervise, including subordinate EAS employees.

Oregon State Branch 940

47

WHEREAS, With the current Postal Service higher-level rules, many EAS employees are required to perform higher-level duties in addition to their normal duties on a routine and recurring basis without appropriate compensation or recognition, and

WHEREAS, These EAS employees still are held accountable for the decisions they make performing higher-level duties, and

WHEREAS, The Postal Service could not effectively operate without EAS employees being placed in important decision-making positions on a daily basis, and

WHEREAS, It is not ethical or financially responsible to expect EAS employees to be placed in higher-level, decision-making positions on a daily basis, therefore be it

RESOLVED, That the current waiting period for higher-level compensation for EAS employees be abolished, and be it further

RESOLVED, That a new, higher-level compensation procedure be created that will acknowledge and compensate EAS employees immediately when they are required to perform higher-level duties in shift durations.

Oregon State Branch 940

48

WHEREAS, EAS managers and postmasters are scheduled to work on their non-scheduled days for route inspections and any other needs of the service, and

WHEREAS, EAS managers and postmasters are not given a choice, and

WHEREAS, EAS managers and postmasters are not paid overtime or even straight time for these extra hours, and

WHEREAS, EAS manager and postmaster positions are supposed to be 40 hours a week on their scheduled days, and

WHEREAS, They now are being required to work on their non-scheduled days, therefore be it

RESOLVED, That the Postal Service be required to pay either straight time or overtime and Sunday differential to every EAS postmaster and manager who is requested or required to work above and beyond their normal five-days-a-week schedule, for the good of the service.

California State Branch 905

49

WHEREAS, Regarding pay, EAS supervisors are poorly compensated, especially when compared to the responsibilities of like positions in the private sector, and

WHEREAS, Some craft employees are making more than their supervisors, and

WHEREAS, The craft continue to get raises and COLAs and supervisors do not, and

WHEREAS, This lower supervisory pay creates a hostile, resentful and poor environment, making it more difficult to supervise and manage these higher-paid employees, and

WHEREAS, In many cases, there is no incentive or reason to become a supervisor, which creates longer work hours and responsibilities for current EAS employees, and

WHEREAS, Responsibilities and accountability continue to increase, and

WHEREAS, The pressure of the work and the lack of monetary reward are very disappointing, therefore be it

RESOLVED, That the Postal Service adequately compensates all supervisors with an increase every year equal to or above craft increases.

California State Branch 905

50

WHEREAS, EAS supervisor complement ratio to craft employees has diminished and the workload continues to increase, and

WHEREAS, EAS employees have been instructed to take an extended lunch in order to keep under 10 hours, and

WHEREAS, EAS employees have been pressured into working only eight hours each day, regardless of extenuating circumstances, and

WHEREAS, Units that have one EAS employee to open and close on Saturdays are directed, instructed or told they will be paid only 10 hours for the day—just don't clock, and

WHEREAS, EAS employees are being instructed not to clock on Saturdays, that they will be paid 10 hours and comp time will be allowed during the same week, and

WHEREAS, Many EAS supervisors have been clocking out and ending their tours just short of 10 hours to stay in compliance, yet they stay and continue to work to finish their required daily duties to avoid reprisal of punitive action, therefore be it

RESOLVED, That the Postal Service allow EAS employees to work the hours required to get their jobs done without fear of reprisal or, alternatively, EAS staffing be added as necessary to ensure the success of their units and for the good of the service.

California State Branch 905

51

WHEREAS, EAS, non-exempt employees work overtime and are not getting paid for hours worked, and

WHEREAS, Documentation is not forthcoming and not available to prove hours worked, therefore be it

RESOLVED, That instructions from Postal Headquarters be sent to all area and district managers that stipulate EAS non-exempt employees must be issued timecards.

California State Branch 905

52

WHEREAS, EAS supervisors or managers step into the roles of their managers or postmasters whenever they are out of the unit on AL, SL or training, and

WHEREAS, EAS supervisors or managers take over all duties and responsibilities of the higher-level positions, and

WHEREAS, EAS supervisors or managers take ownership of the units and direct all other EAS employees, and

WHEREAS, EAS supervisors are not placed in “higher-level” pay status until the second week, and

WHEREAS, EAS employees in acting positions as managers or postmasters are not paid at higher levels when the time they are “acting” is not during consecutive weeks, therefore be it

RESOLVED, That EAS supervisors or managers be paid at higher levels once the EAS supervisor or manager is detailed to this position, and be it further

RESOLVED, That EAS supervisors or managers be paid for performing higher-level work.

California State Branch 905

53

WHEREAS, The Postal Service continues to add remotely managed post offices (RMPOs) to larger administrative post offices (APOs), and

WHEREAS, The gaining offices now have additional responsibilities and duties, therefore be it

RESOLVED, That proper credit be given to APOs for the workload involved in managing RMPOs, and be it further

RESOLVED, That APOs receive additional credit to reflect the workload.

Michigan State Board

54

WHEREAS, Level-18 postmasters with multiple remotely managed post offices (RMPOs) are required to often visit these smaller post offices, and

WHEREAS, Level-18 postmasters must visit these RMPOs using their personal vehicles, and

WHEREAS, Visiting RMPOs on a regular basis adds mileage and puts wear and tear on the postmasters' personal vehicles, and

WHEREAS, Level-18 postmasters must perform all requirements at each RMPO, including safety observations, assigned to their post offices, therefore be it

RESOLVED, That Level-18 post offices be assigned a staff car to be use by postmasters to complete all the duties assigned to them regarding RMPOs, for the good of the service.

California State Branch 905

55

WHEREAS, Current EAS Level-18 post offices that are CSV offices and report their CSAWs, and

WHEREAS, These offices have their weekly F4 earned hours reduced by 15 hours the postmaster “can” work, therefore be it

RESOLVED, That Level-18 post offices’ earned hours be reduced only by the actual hours worked by the postmaster, for the good of the service.

California State Branch 905

56

WHEREAS, NAPS provides each national officer funds for travel, per diem and other expenses related to official NAPS business and substitution pay when requested, and

WHEREAS, Many officers earn airline and hotel rewards when using NAPS funds for official NAPS business, therefore be it

RESOLVED, That all hotel and airline rewards earned by NAPS national officers on or for official NAPS business shall be used for official NAPS business, and be it further

RESOLVED, That hotel and airline rewards earned by NAPS national officers on or for official NAPS business may be used to allow one personal guest to travel with the officer when they are attending official NAPS Business.

Oregon State Branch 940

57

WHEREAS, the national mailing list is in total disarray, and

WHEREAS, In the past, mailings sent from NAPS Headquarters have had an error rate of 100 percent and the second mailing still had over 50 returns, therefore be it

RESOLVED, That the resident officers appoint, with approval of the National Executive Board, a task force to work with the USPS in getting our mailing list up to date.

Texas State

58

WHEREAS, There is a need for professionals to represent NAPS members in discipline matters, and

WHEREAS, The USPS uses attorneys in helping with discipline cases, and

WHEREAS, There is a need for attorneys who fully understand the appeals for NAPS members, therefore be it

RESOLVED, That NAPS ends its contract with Labor Relations Admin Group, LLC, and accept proposals from attorneys to represent NAPS members.

Missouri State Branch 928

59

WHEREAS, The NAPS Executive Board has awarded a contract to Dillard Financial Solutions to be the exclusive national retirement provider of financial services to NAPS members for three years, and

WHEREAS, NAPS Headquarters has received financial compensation from Dillard Financial Solutions for this exclusive contract, and

WHEREAS, Other non-financial vendors still may openly acquire booth space at national conventions and Legislative Training Seminars and pay NAPS significant money for booth space, and

WHEREAS, Because of this exclusive contract, other financial retirement vendors are prevented from being able to acquire booth space at national conventions and LTS for three years, causing lost revenue for NAPS membership, therefore be it

RESOLVED, That NAPS members oppose this exclusive contract, and be it further

RESOLVED, That NAPS members ask the contract to be terminated as soon as legally possible.

South Dakota Branch 946

60

WHEREAS, Investigative interview (II) and Fact Finding (FF) scheduling is getting excessive in some areas, and

WHEREAS, Some offices schedule three or four IIs and FFs a week, and

WHEREAS, Many of the NAPS representatives assisting members are working and on the clock, and

WHEREAS, The offices in which these qualified requested representatives are working are losing productive workhours and are concerned regarding budget restrictions at losing these hours, therefore be it

RESOLVED, That the hours NAPS representatives are away from their home offices, including driving time, be charged to the office requesting the II/FF.

Al Navarro Quad County Branch 373, California

61

WHEREAS, Investigative, corrective and disciplinary actions by the Postal Service are not timely and have been issued as long as two years after incidents involving procedural, instructional, financial, conduct and behavioral actions against NAPS members, and

WHEREAS, There are no such deadlines/timelines that pertain to the same procedures being adhered to when corrective or disciplinary actions are brought against NAPS members, therefore be it

RESOLVED, That the NAPS national officers request the Postal Service to define timelines/deadlines that afford NAPS members due process in a more capsulated timeframe, and be it further

RESOLVED, That those same actions be progressive in corrective and disciplinary proceedings (that is, discussions, letters of warning, suspensions, last chance agreements and terminations), and be it further

RESOLVED, That these timelines be no more than 30 days from the first Investigative Interview or no more than 60 days from the date of incident, whichever comes first.

Al Navarro Quad County Branch 373, California

62

WHEREAS, The USPS has changed delivery standards for mail, and

WHEREAS, Mail currently is not under the same time standards and networks as in the past, and

WHEREAS, There are only 10 days to file an *ELM* 650 appeal for LOWs and mediations, therefore be it

RESOLVED, That the *ELM* 650 time limit to request an appeal, records or mediation be changed to 30 days, and be it further

RESOLVED, That *ELM* 650 be revised to reflect the new time limit.

Al Navarro Quad County Branch 373, California