

Marilyn's March Blog 2023

March is Woman's History month.: ***"Women belong in all places where decisions are being mad. It shouldn't be that women are the exception."*** Ruth Bader Ginsburg

CRDO Symposiums. The last two Supervisors Symposiums are being held in Nashville TN. Looking forward to hearing feedback from NAPS Western Region attendees. USPS is investing a lot of money hosting these sessions. Let NAPS know the Pros and Cons of this training and what additional information is needed once the attendee returns home!

Bullying in the Workplace - We continue to receive feedback that supervisors/ managers continue to be yelled at threaten talked down to on zoom or at in person meetings. Experience shows that if an individual suffers in silence the abuse will continue. If the workplace is perceived as toxic deal with it quickly. One on one conversation with the abusive manager is recommended. If the manager refuses to meet alone request a NAPS rep and suggest the manager get a labor rep. The only way to stop workplace bullying is to face it head on!

Supervisors Time Card Administration OIG Audit conducted April 1, 2021, and March 31, 2022, Supervisors are generally categorized as special exempt employees according to the Fair Labor Standards Act. Special exempt employees do not receive overtime but are eligible for extra straight time pay for extra hours worked. OIG Auditors objective was to determine whether supervisors' workhours were accurately recorded and to determine whether supervisors performed timekeeping duties in accordance with policy The audit sites included 10 Facilities and interviewed 72 supervisors. In summary opportunities exist for the Postal Service to improve the accuracy of supervisors' recorded workhours. We (auditors) found issues with incomplete documentation for timecard adjustments and supervisors who worked extra time that was not recorded in TACS. Specifically, managers did not always properly document adjustments made to supervisor timecards. Also, while most supervisors stated they had recorded all their hours, 43 percent of the supervisors we interviewed stated that they worked extra time that they had not recorded. Recommendations from OIG's, management reiterate proper timekeeping procedures to management and emphasize the requirement for all supervisors to adhere to their work schedules and record all hours including extra hours worked! ***(Entire report is available on the naps.org website).***

NAPS On-Line New Applications process -Unfortunately, NAPS cannot process a photo of an application. Please send a dark, legible scanned copy as a full 8.5x11" page (no excess margins or border) or mail in the original hard copy to our office (best practice). You also have the option to fax it to our office at: (703) 836-9665.

When emailing a scanned submission to join@naps.org, please include the **full name of the applicant** in the subject line & email body for tracking on our end, as well as your name and branch number.

SPAC Virtual Raffle - Just a few days left to bid on some great prizes. Tickets are \$5.00 each. This is a good time to add to your annual SPAC donation. **Delegates to this year's LTS in DC should contribute a minimum of \$100 dollars to SPAC.** There are many additional levels of donations as signified by recognition SPAC pins. However, if attendees are traveling to DC to lobby on behalf of NAPS you should be a contributor to SPAC! ([naps.org/legislative center link](https://naps.org/legislative-center))

Legislative Training Seminar (LTS) March 26-29, 2023, Time is running out to book your hotel, seminar registration and travel. Most important make all appointments for your congressional Capitol Hill visits now. Options to contact Legislators, is call the DC office and ask for the scheduler, use the Congress persons Facebook page or log on the link on the NAPS Legislative page. (naps.org) Any additional information needed contact your NAPS local, state legislative chairperson or Area Vice President. All LTS delegates be prepared before you go.

California State Convention- May 3-7, 2023 at the Sonesta Hotel, 555 Shellmound St, Emeryville CA, room rate \$154.00 +Tax The host branch is Margaret A Grant Branch 127. They are requesting all NAPS members planning to attend book their rooms now. Early registration ends March. 30, 2023. Convention Registration is \$250.00 per person.

Western Region Training Seminar (WRTS) August 9-12, 2023, Ala Moana Hotel, Atkinson Dr, Honolulu HI. The Hotel Website is up, book your room now. <https://book.passkey.com/e/50488985> Reservations Toll Free: 800-367-6025 Reservations Local Phone: 808-955-4811 Seminar Registration is \$275. Per Person. \$400. If not staying at the host hotel

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