

April Showers bring May Flowers!

Pacific Area Meeting - Earlier this month I attended the Pacific Area Mid-Year Leadership meeting in Long Beach, attending with me was Hayes Cherry, Pacific Area VP and Bridget Evans, California State Secretary. Larry Munoz, USPS Pacific Area Vice President of Operations stated that managers must ensure they are treating people respectfully. "The *tone of an instruction is just as important as the message*"! Mr. Munoz stated he did not want to hear of any shouting, bullying or threatening of any employee by management! This opening message set the tone for the entire day and half meetings.

All attendees had Ethics training from the USPS HQ Ethics office. We were informed that many EAS make mistakes when dealing with potential ethics violations, however if there is any doubt contact the Ethics office at Ethics.help@usps.gov. They will get back to you within 24 hours. Don't jeopardize your employment over a prohibited gift or inappropriate decision! There was some great info on expanding technology that will eventually help EAS track their employees and update data with additional computer technology. There were extensive amounts of communication shared at this meeting, I recently shared my notes with my e-mail list. If you would like a copy, contact me at my email.

Mid-Term Election 2018- In the current Partisan Political environment the USPS has been placed in the middle of media news. There will be extra scrutiny during the mid - term primaries and the general elections in November. Some Politicians are so concern about the progress of their mailings that they are asking to visit the processing plants. Political visits can be arranged but must be cleared through the District Manager and the USPS Public Relations Office. There are rules for Political visits to a mail facility including a commitment from the candidate that there will be no political presentation during the visit once it has been cleared by the District Manager.

The Marketing Department is suggesting that the plant coordinated closely with the BMEU and mailers to ensure that ALL Political mailings are tracked through the system timely!

NAPS/USPS Quarterly Meetings - Each Pacific Area District is committed to meeting with NAPS and UPMA representatives. The Branch representatives for the District should be included in these meetings. When possible, a telecom number should be provided to ensure all representatives can phone in if unavailable to travel to the meeting. NAPS officers should submit agenda items. Along with the items stating the issue or concern, there should be a brief suggestion of what action should occur to correct or alleviate the problem. All managers are very busy these day if your District has not scheduled a meeting contact Human Resources and Labor Relations and remind them it is time to schedule a meeting. Also, be sure to take good notes so you can remember what topics were address and if any issues were resolved.

The Performance Evaluation System (PES) is open for FY 2018 Mid-Year processing activities. All Mid-Year activities must be completed, with discussion dates documented in **PES by Friday, May 4, 2018.**

Before entering your Mid-Year accomplishments, review your FY 2018 profile to assure that it is accurate. Pay special attention to the Finance Number, Performance Program, NPA Unit, Position Type, and Evaluator. Also ensure that your profile reflects any detail assignments. If you need assistance, contact your local PFP coordinator. To log into PES, please click here: <https://performance.usps.gov>.

Amateur U-Tube Journalist – At the Pacific Area Mid-year meeting the Law Department Representative provided and overview of the many amateur Journalist traveling around video taping local Post offices, the facades of the building, moving inside the building filming the PO Boxes and lobby and even moving into the Retail unit filming. According to the law department this is legal! The person doing the video taping seems to be attempting to provoke postal employees and supervisors in a confrontation. A citizen while able to video tape does not have the right to film people if they request not to be taped (that includes customers and employees and their transactions). This is where the situation escalates, the person with the camera will site rights that do not necessarily apply to the US Postal Service! The Law Department advice, try not to get into an argument with the person filming individuals. The Supervisors should politely ask the person to stop filming individuals. Remember you are being filmed and the "journalist" is attempting to make you look conformational. If the person becomes difficult management has the right to call local police to assist in moving them from the building. Do not confront a person filming from a distance on the side walk!

Every month is SPAC time as NAPS members get ready for state conventions and the National NAPS Convention at the Mohegan Sun Resort. Let's continue to support SPAC fundraisers and ensure our National Legislative committee has funding to take us through the 2018 Mid-Term elections!

In Solidarity marilynwalton@comcast.ent