

## Marilyn's December Blog 2017

December is a busy time for all Postal Employees however this year! unfortunately many Southern Californians are facing life altering destruction due to six roaring Wild fires. For the second time in two months Postal Managers have had to take on hourly, daily, tracking the welfare of Postal Employees, the mail product and the Property of the Postal Service. This is an ongoing monumental task with major highway closures, severe Air Quality concerns due to smoke and loss of personal property. Employees can't get to work because of road closures and fear of leaving loved ones back at home that may have to evacuate and run for their lives. For those in the Postal Family unaffected by these terrible fires, we should send our thoughts and prayers to our fellow coworkers. Also, we can also give to the Employee Relief Fund. I as well as many of you cannot imagine losing all of our possessions in an instance! I salute the Postal Employees in Northern and Southern California who had to push on despite losses to continue to work to provide a service to the public!

**Annual Leave Sign up Time** – December is the beginning of Annual Leave sign up for EAS. As a reminder Annual Leave sign up is a local issue. The local NAPS branch should include sign up concerns on the local consultative agenda. It seems every year there are issues with vacation sign ups. Customer Service EAS complain that some have to sign up on city wide rosters! Push back is this takes the control of staffing from the Station Managers or Postmasters. If a manager has unit control over who is scheduled, then adjustments can be made in the unit and this will give back control to the unit manager. The Plant employees are usually concerned about what is considered seniority when selecting leave. Is it time in service or time in unit? Again, this is a local issue. What is the problem? If you worked on tour for several years and a supervisor's bids on your tour with more time in service, who is the junior person? This is an ongoing debate and must be resolved with feedback from local members. Now is the time to work out all the concerns about annual leave sign up not next spring or summer when peak leave periods begin. NO EAS should lose Annual leave because of denial of leave due to the needs of the service!

**Compliance Letters?** - It was brought to my attention while attending a local NAPS meeting in Southern California. A member stated to me that he and his fellow EAS were "required" to sign a Compliance Letter" dealing with attendance! I was surprised because my understanding is employee unscheduled leave reduction is included in the NPA goals. USPS HQ, Areas and Districts are laser focused on improving all employee's attendances and ensuring all employees availability to perform productive work. I requested additional information on this compliance letter so far, I had not received additional information. However, if your NPA/PFP goal is to reduce unscheduled leave I don't see the need for an additional individual compliance letter signed by each supervisor on a tour! Please share a copy of the letter with NAPS and we will request the District, Area and USPS HQ provide feedback on the business need for this type of EAS additional commitment.

**Can They Do That?** - NAPS officers get this question all the time. I recently received an e-mail that all Customer Service Supervisors "will" have **ZERO 1900'S DURING PEAK**, this seems like a great goal when we all know that during the holiday season the mail has peaks and valleys and a lot of unplanned situations. The message also stated, "**USE YOUR WORK FORCE EFFICIENTLY**" My advice is to follow the instructions as directed ensure EAS are engaging with their carriers and they understand the directive to be back by 1900! Once the carriers return the supervisor must report all irregularities including returned mail and report back to the manager that sent the directive. Remember the goal is collect, process, transport and deliver the mail. It will be up to senior management to change, extend or modify the directive. Do not omit any curtailed or delayed mail, report it, ask for additional help in writing (e-mail) to ensure you get the staffing needed to deliver all the mail! Also remember more and more customers are signing up for informed delivery and can see what is supposed to be delivered to the mail box each day! Also, it is a violation of the contract for EAS to deliver mail!

**Emergency Placement in Off Duty Status is outlined in ELM 651.4** – Emergency Placement in Off-Duty Status – An employee may be placed in an off duty nonpay status immediately, **but remains on the rolls when he or she** a. Exhibits characteristics of impairment due to drugs, or other intoxicants; b. Fails to observe safety rules; c. Fails to obey a direct order; d. Provides reason to be deemed potentially injurious to self or others; or e. Disrupts day-to-day postal operations in any other way. NAPS rep should check members pay status once placed on Administrative leave to ensure they are getting paid (**the emergency situation should be over quickly once the EAS is removed out of the workplace**) If a supervisor is placed in a non-pay status and MSBP can be filed through the NAPS DDF if the non-pay status **exceeds 14 pay days**. **Local branch officers when notified of a member on emergency placement check to see if your member is in a pay status. If not notify Postal Management (HR or Labor Relations).**

**UPCOMING EVENTS:** The 2018 California Postal Legislative Coalition Annual event is scheduled for Sunday February 11, 2018 in Sacramento CA at the Laborers Local 145 Office 1320 W National Drive. Sacramento CA. Donation \$10.00 per person. Sponsors, Postal/Federal Unions, Management Associations, NAFE, Conglomerate to Save Historic Postal Facilities. Contact Mary DiGioia at [MsdiGioia55@aol.com](mailto:MsdiGioia55@aol.com). To sign up!

National NAPS LTS registration Web site is up and running go to [naps.org](http://naps.org) to register for the 2018 Legislative Training Seminar

Merry Christmas and Happy New Year!

In Solidarity [marilynwalton@comcast.net](mailto:marilynwalton@comcast.net)