

## **Marilyn's February 2018 Blog**

### **Pacific Area Leadership meeting:**

Hayes Cherry, Bridget Evans, California State Secretary and I, recently attended the Pacific Area Leadership meeting hosted by Larry Munoz, the newly promoted Pacific Area VP Operations. And his leadership team. Most notable was a presentation on "Line in the Sand" a new phrase which addresses how the District, and Areas respond to day to day operational missteps. ***The business intent is "we" need to own any operational mistakes and have the integrity to correctly report all situations so that the operation can be improved and avoid extra time and efforts to recover!*** To insure planned mail processes are achieved!

**There was a very important panel discussion on Zero Tolerance of Violence in the Workplace and when there is a threat to call the hot line 1-877-876-2455 and 911! The Postal Service experienced a tragic event late last year in Ohio and more recently a serious threat in Southern California. Make sure all threats are addressed ASAP, call for support and advice if you are not sure what to do!**

**There was an important panel discussion on Nepotism. ALL EAS must disclose if they are working in a unit with a relative, spouse, significant other or partner. The Law Department/ Human Resources will determine how the disclosure is handled regarding reporting structure. If any party is moved it is the higher-level manager if it is a relationship EAS to Craft!**

**A lot of Best Practices were shared with peers at this meeting to ensure that Districts are not re-inventing the wheel when it comes to dealing with processing challenges that cover all phases of mail processing, transportation and delivery! There will continued to be a focus on WTL, Scanning, Carriers back by 1800 and Employee Availability!**

**NAPS and UPMA were given time to share our concerns, which we did but we were surprised that the Area Vice President asked us what the Area and District Managers can do for us to create a more engaging environment. The Management Associations Reps shared that we would like to see the vacancies filled faster! Our feedback that Involuntary Reassignments of short term start, and end times daily changes due to staff shortages are bad for morale. EAS want more stable work schedules. Clear instructions and more training! They want to feel comfortable in the work place and feel less pressure!**

Stay tune 2018 Goals and Challenges are going to be ambitious!

**FAMILY MEDIAL LEAVE – ELM 513** While attending the Pacific Area Meeting a discussion on FMLA covered leave was addressed by the Law Department. If an employee has covered FMLA, in order, to receive pay the employee must also comply with 513.364 of ELM

**513.364 Medical Documentation or Other Acceptable Evidence** When employees are required to submit medical documentation, such documentation should be furnished by the employee's attending physician or other attending practitioner who is performing within the scope of his or her practice. The documentation should provide an explanation of the nature of the employee's illness or injury sufficient to indicate to management that the employee was (or will be) unable to perform his or her normal duties for the period of absence. Normally, medical statements such as "under my care" or "received treatment" are not acceptable evidence of incapacitation to perform duties. Supervisors may accept substantiation other than medical documentation if they believe it supports approval of the sick leave

request. **513.365 Failure to Furnish Required Documentation** If acceptable substantiation of incapacitation is not furnished, the absence may be charged to annual leave, LWOP, or AWOL

**Personal email access prohibited** - The Corporate Information Security Office reminds employees not to use Postal Service computers or mobile devices to access personal email accounts. ***Checking personal email accounts (Gmail, Hotmail, Yahoo, AOL, Excite, MSN or other webmail programs) violates Postal Service policy.*** Management at USPS facilities may permit employees to make limited personal use of USPS information technology, if it has minimal impact on Service resources. However, sending or receiving email through a personal email account is not permitted on USPS equipment or Networks. The policy **Reference: information Security AS-805 and select Chapter 5.**

**\*\*BRANCH NAME CHANGE:** East Bay Branch 127 (Oakland) has officially changed their name to: the ***"Margarete A Grant Branch 127"*** An official ceremony will be held on Sunday February 25, 2018 at HS Lordships Restaurant Berkeley CA in conjunction with the branches annual Installation and Referee Luncheon. Chuck Mulidore, NAPS National Secretary/Treasurer will be attending on behalf of the NAPS Resident officers. For more information Contact Vontina Swygert visam23@yahoo.com

**2018 LTS** – March is coming soon it is time to start making appointments for this year's LTS for your branch delegates attending LTS. if you need help contact you local or state Legislative Consultative. We are counting on all delegates contributing to SPAC we hope you will donate \$100.00 or more. Also, we are looking forward to donations of products unique to your areas to auction off for SPAC!

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