

**March roars in like a lion and ends in April like a lamb!**

***This month I would like to honor all working women but particularly our sisters in the Postal/Federal Workforce! Women's History Month, a national observance, is held every March.***

"Women play a critical role in America's workforce," said Postmaster General Megan J. Brennan. "This is especially true in the Postal Service, where women have been a part of postal operations from the beginning. We are proud to celebrate the historic role of women in our organization, and we look forward to their continued contributions in the future."

Throughout the Postal Service's history, women have led advancements in all areas — including mail processing and delivery, transportation, management and other functions. Today, the USPS workforce includes about 289,500 women, or more than 45 percent of employees."

The [Postal History usps.com page](#)

*One Phenomenal Postal Woman I would like to remember is the one we in California Call the Official First Lady of NAPS Margarete A Grant, who began her career in Oakland CA, and served NAPS in local, state and then served on the National NAPS Board as the first female Resident Officer from 1986-1998. She was National NAPS Secretary/Treasurer and National Executive Vice President. Margarete was memorialized and honored by National NAPS HQ with the re-charter of the East Bay Branch 127 (Oakland CA) renaming the branch in her honor! Over the years there have been many firsts, women as Postmasters, Letter Carriers Truck and Semi-Truck drivers, Maintenance Mechanics and many other jobs that were not traditional for women. All are trail blazers and we honor their service this month.*

**The Douglas Factors?** *The Merit Systems Protection Board (MSPB) in its landmark decision, Douglas vs. Veterans Administrations, 5 M.S.P.R. 280 (198), established criteria that supervisors, must consider in determining an appropriate penalty to impose for an act of employee misconduct.*

The twelve Douglas Factors should be reviewed and related to one or more charges that are outlined in any propose charge letter that is given to an employee. Representatives should obtain a copy of the factors and they can be reviewed online on the MSPB web site.

**MIXED Case?** Employees facing charges related to an Adverse Action, case (Downgrade, Removals), eligible to appeal to MSPB or if not in a postal supervisory position appeal through the 650 Adverse Process should file with the agency (Postal Service) first and appeal the Job Action using NAPS Disciplinary Defense Fund (DDF) representation. Many members want to file an EEO along with their Adverse Appeal. That is the members decision however, they will no longer be eligible to use the NAPS DDF representation on the job action. In other word the filing of an Adverse Action appeal and an EEO at the same time is determined to be a **Mix Case by MSPB!**

**ALWAYS APPEAL THE JOB ACTION FIRST!**

**NAPS LEGISLATIVE TRAINING SEMINAR (LTS)** - NAPS delegates are dusting off our walking shoes and getting ready to visit Capitol Hill this month. Before we go up to the Hill we meet for a one-day training session to prepare us with talking points, tips, and techniques for presenting the information as we attend appointments at our Legislators offices. 2018 is a mid-term election year and amid all the distractions and debates occurring in DC we have to focus on cutting through the noise and rhetoric and use our 15 minutes (time usually allowed for legislator's visits) to stay on point and make sure we strengthen NAPS's presence in Washington. This year NAPS will focus on the White House, the Congress and the Postal Regulatory commission. Each of these institutions could bear important impact on USPS and postal policy in the coming months. In recent years Politics have become contentious and partisan. If you can't step away from the political divide and focus on NAPS to secure our employer, the US Postal Service future, then we will not have achieved our LTS goal!

***I recently attended and event at which a postal retiree who retired in 1991 and now lives in an assisted care facility but has maintained her membership and support of NAPS looked directly at us National NAPS officers and stated "Please do not let those Politicians in Washington cut my benefits, I worked hard for those earned benefits and they are not entitlements it is what I need to live out the remaining years of my life!"***

Let's use our collective voices on the Hill at this years LTS to speak for those who can no longer walk or travel to Washington.

Finally, every year at LTS we have a SPAC Challenge. This money helps to give our National NAPS team access to Political insiders. We need to meet and exceed last year's challenge. It is my hope every branch attending brings donations for the Auxiliary SPAC auction and then bring your own personal SPAC donation we are suggesting \$100.00 per delegate. **We will take payments pledge at the LTS and pay over the remainder of 2018!**