

DDF case preparation

National NAPS maintains a Disciplinary Defense Fund (DDF) for NAPS members in good standing who meet eligibility requirements. The DDF covers Adverse Action cases, Downgrades and Removal actions. The appeal to the DDF provider does not start until a final decision on the job action is given to the member in a decision letter from the agency.

A member has 30 days to appeal the decision. The appeal to DDF must address the **adverse job action only** and have a signed DDF form by a branch officer and the member. There **must not be any allegations regarding EEO issues**. NAPS represent job actions only! EEO cases are **NOT** represented by NAPS. EEO allegations in a job action result in the court determining a Mixed case. If a member opts to file EEO's then they will need to seek assistance from a Postal/Federal EEO attorney. When filing an MSPB appeal form you "must" name the DDF provider as the representative of record!

Debt Determination Letter

EAS who receive letters of Indebtedness from the Postal Service can appeal the debt under procedures covered in Chapter 450 of the Employee Labor Relations Manual (ELM) **1)** The first step member receives a Letter of Debt Determination **2)** Member should respond in writing (timely) that this is not their debt and why **(with any supporting documentation)** **3)** USPS will review the appeal and notifies the member that they will clear the debt or the agency will file an Involuntary Offset letter alerting the member that money will be taken from their check. The only way to stop an Involuntary Offset is to appeal within 15 days of receiving the offset letter. For the Involuntary Offset appeal the member can use the DDF provider as long as they are within the **15-day** time frame! This is a very strict time frame, no exceptions or extensions!

Survey Says – During the recent Western Region Training Seminar we passed out a survey to get feedback from attendees the results are: 120 Surveys were returned. Regarding the USPS Area VP's visits a majority agreed that their visit was Good or Excellent. Postal guests were rated Good or Excellent, USPS HQ Speakers were rated Good to Excellent, Legislative Information was also rated Good to Excellent. OIG and Western Area Law Office speakers were rated Good to Excellent. The Engagement speakers were rated as mostly Good a few Excellent! A review of the Denver Hotel was mostly good and some excellent! Food and beverage was mostly Good some Excellent. The Q&A was rated more excellent some goods. The third rating was fair, and the most fairs were received on the Engagement Training! The purpose of the surveys is to help us prepare for future Regional Training.

The NAPS National Executive Board recently completed the annual Fall Board meeting. All Board members were present and answered the roll call. There was an extensive agenda to complete over the 4 days. We met with Dave Williams, COO, Cliff Rucker, USPS HQ Mgr. Sales, Jeff Williamson, USPS Human Resource Manager, Doug Tulino USPS HQ Manager Labor Relations, and Megan Brennan, Postmaster General. All USPS Officers thanked the board and our membership for our efforts in partnering with the Postal Service. A wide range of topics were discussed. The entire board participated in the regular USPS Consultative. Be sure to check out the meeting minutes and NAPS publications to stay updated on National NAPS business and the State of the NAPS Organization!

Legislation Update- As Chairperson of the National NAPS Legislative committee I am pleased to report we have a new 2018 "Drive for Five" Lapel pin, that was designed by Ivan Butts. This pin is given to members that become continuous SPAC contributors through payroll deduction or OPM deduction. NAPS HQ has also designed a retractable NAPS sign for state and local branches to use at their meetings, training or Postal booths at USPS events. During our meeting the Legislative committee's consensus was that all NAPS members are most effective out in our communities attending Town Hall meetings, representative's fundraisers and visits to the Legislators local office. Postal Reform has been pushed back because of the focus on Tax Reform and other Congressional priorities. As concerned Postal workers and retirees we need to stay alert and hope that proposed national legislative changes do not negatively impact our pay and benefits. The current Budget Bill does not include Postal/Federal workers, retirement, but we have to be ready to lobby your legislator if any new negative legislation comes up! Bruce Moyer sends out updates be sure to read his information and the Postal Supervisor magazine and respond to any e-mail alerts to keep updated

It is now November you still have time to write that final SPAC check, NAPS need your support 2018 is a very important mid-term election year. Help us support those legislative Candidates that will support Postal/Federal workers and retirees!