

NEWSBREAK April 1, 2019 Factfinding Report Deadline Extended Again, Report Due April 12 Stay Tune

USPS Pacific Area Mid-Year 2019 Meeting - We just returned from the Pacific Area FY 2019 Mid-Year Meeting held in Long Beach California. The highlights of the meeting were Ethics Training. For all attendees. USPS is focus on proper use of government vehicles; if charged with misuse of a Postal vehicle could result in a mandatory unpaid 30-day suspension! USPS HQ has determined there is no "work from home" for field employees the only exception currently is USPS HQ employees! Face Book – **DO NOT USE POSTAL TITLES** when responding on FB. (Social Media is being monitored by USPS). Spouses in the workplace are not allowed to report to one another! These are some of topics discussed. When in doubt about potential Ethics questions contact the USPS Ethics office. Larry Munoz, Pacific Area Vice President stated the number one issue is safety and sharing Best Practices to help improve all Districts Safety Scores. There is a focus on maintaining the right compliment to workload in all operations There is an Area goal of reducing the time it takes to fill EAS vacancies. There are too many 204 B's being used! Work on reducing Overtime and reviewing "Employee Availability" "The Pacific Area needs to continue to focus on Safety, Service, Efficiencies and developing our people" Keynote speakers were Simon Storey, USPS VP Employee Resource Management and Gail Hendrix USPS HQ Learning & Development office. Their presentation shared goal of reducing turn around time for filling EAS vacancies. A New Supervisor program will be rolled out to the field this month. A HERO program will replace Corporate session (CSP) and Leadership Development program (ELD). More information will be shared with the field in the coming months.

NAPS and UPMA representatives were allowed time to provide feedback to managers. Our asks were to review local leave policies and blocking out all holidays on EAS leave schedules, EAS should be able to plan a holiday related vacation it is a morale issue. Representative request for documents when representing EAS; Districts please respond yes or no and why instead of ignoring the request! Need help with and EAS, prior to discipline utilize local, state officers, we might be able to help the EAS and the manager! *Final ask go easy on the Acronyms, retaining new employees are hard enough but they need to understand what you are talking about, if you use an acronym, say what it means!*

Area meetings are informative and assist the Management Associations in understanding the business reasons for Postal operation changes

FY 2019 Pay-for-Performance Mid-Year Process Period is Open!

The Performance Evaluation System (PES) is open for FY 2019 Mid-Year processing activities. All Mid-Year activities must be completed, with discussion dates documented in PES by May 4, 2019

Before entering your Mid-Year accomplishments, review your FY 2019 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>.

During the Mid-Year period, you will enter and submit accomplishments on the position you held on March 30, 2019. If you are an evaluator, you will review submitted accomplishments and schedule individual meetings with your employees to discuss progress and provide feedback.

Legislative Training Seminar (LTS) Capitol Hill visits feedback has been tallied, I would like to thank all the Western Region delegates for attending the 2019 LTS. The Western Region had 104 attendees and were charged with visiting over 115 representatives or their congressional aides. Delegates made appointments prior to traveling to DC. The feedback on their visits are very important. Any delegate that was disappointed in not being able to meet with their representative? Take the time to meet with the representative back home in their district. Be sure to share your experience with your local branch.

Supervisors Political Action Committee (SPAC) The 2019 LTS raised significant funds for SPAC. However, you still have time to donate or join our "Drive for Five" and become a continuous contributor through Pay Roll deduction if working or through OPM if retirement. We need your support!

Western Region Training Seminar is scheduled for August 1-4, 2019, Sunset Station Casino, Henderson NV (20 minutes from the Las Vegas Airport). Seminar Registration. \$175.00 Hotel rates are \$49.00 Thursday + tax @ resort fee \$89.00 Friday/Saturday night+ tax@ resort fee. Training will include updated postal information and representative training.