

California NAPS members attended celebrations of life, to mourn the loss of two dedicated NAPS members. Tom Wong, California State Area Vice President and Mary Alice Burkhard, President NAPS Sierra Coastal (Van Nuys CA) Branch 244.

The NAPS Family while sadden and dismay were glad to offer support, prayers and acknowledgments to Tom and Mary's personal family and friends. Both Tom and Mary were long time postal managers and committed active NAPS officers. They left us too soon and will be missed.

A Day of Mourning in Honor of President George HW Bush 41st President. Wednesday December 5, 2018 was decimated as an official Day of Mourning for the passing of the 41st president. There were reduced mail services, there was parcel delivery. Post Offices were closed and no regular mail delivery. Plants and support units were staffed normally. Those employees that were required to work will be able to take an ADMID day within the next six months by filing out a 3971 to request a day of leave.

USPS/NAPS meetings: NAPS Officers were invited to attend the Pacific and Western Area Year End meetings. The year-end area meetings provide an opportunity for the Vice President Area Operations to get their staffs together to do a brief look back at FY 18 and begin the focus on FY 19. It was also an opportunity to recognize outstanding Districts and individuals that contributed to the successes within individual Districts. FY 19 is looking to be another challenging year. EAS should avail themselves of all available training, mentoring and team building offered. There are new programs, techniques and expanded responsibilities. One tip I got from the meetings is EAS should focus on what they can control within their units. There are cost that are a part of doing business that are not within your ability to control. Successful Districts work together as a team and they focus on training and ensuring that everyone knows what is expected and provides the tools and training that help their EAS be successful.

Last Chance agreements: NAPS reps have recently reviewed settlement offers that include verbiage that the settlement agreement will result in removal if there is another occurrence.

NAPS is generally not in favor of last chance agreements; however, it is always the decision of the member to accept or reject an offer. If a last chance agreement is presented, we recommend you request advice from our NAPS DDF provider. There may be wording in the agreement that needs to be changed, added or removed prior to your member signing off on the agreement.

USPS Job Postings: It is the employees' responsibility to check the on-line postings which are updated each Tuesday. In the past hard copies or e-mails have been sent out. Don't wait on someone sharing job postings look them up yourself. It is also recommended that you continuously update your training, skills and detail information to ensure you are given fair consideration when applying for positions the most common feedback to non-selected EAS is not demonstrating recent updated skills and training information!

Presidents USPS Task Force Review was released **Wednesday December 4, 2018**, go on line or check the NAPS. org Web page to review the report!

Western Region Training Seminar: our Western Region NAPS team is working to confirm plans for 2019. So far, we have the city, Las Vegas. We are looking at properties for the first or second week in August. We want to get the best hotel amenities package for our members please be patience we have an outstanding event planner and should confirmed the Western Region Training Seminar booking information soon!

SPAC - December is the Final month to boost your 2018 contribution to SPAC. The Mid-Term Elections resulted in Postal friendly Representatives chairing committees that may benefit the Postal Service. One such legislator is Elijah Cummings (D-MD) who will chair the committee that has oversight over Postal/Federal issues. Representative Cummings has been a friend to Postal Workers! Our SPAC fund supports those legislators regardless of party that support Postal/Federal issues and legislation!

***As we close out 2018, "Don't Count the Days make the Days Count!
Happy Holidays and a Happy New Year***