

Marilyn's June Blog 2018

June welcomes in the first days of summer, more outdoor time looking forward to vacation, family reunions and quality "me" time. Take care of your Health, family and stay focus on being the best you can be!

Vacancies - USPS is filling supervisor vacancies. Reminder when a new supervisor is promoted they are officially an EAS. on day one. NAPS Officers/ representatives should attend the New Supervisor classes and welcome the new supervisors and ask them to join NAPS, be sure to bring form 1187 so the new supervisor can sign up on the spot. Newly promoted supervisors must sign up for NAPS membership within 60 days of their promotion to be eligible for NAPS DDF representation on an Adverse Action during their first year as a new supervisor.

Representation - NAPS members are entitled to a representative of their choosing. However, they must request the rep prior to a discussion meeting beginning, that could result in a Corrective or Adverse Action. If a NAPS rep is not available request a postponement until the member can locate a NAPS Rep!

Exempt EAS are employees who are salary based. Accountability is important for Exempt employees to ensure that they adhere to assigned work hours and any changes or leave request be documented so there are no questions regarding actual work hours. Calendar diaries, computer logs, copies of 3971's or any other documentation confirming work hours and assignments including any deviations from regular duties and why should be documented. Postal employees are dedicated and focused on achieving the task at hand, protect your job integrity and leave no doubt that you are providing an eight-hour days work for eight hours of pay!

Lack of Candor is a "broad and flexible concept whose contours and elements depend on the particular context and conduct involved." *Ludlum v. Department of Justice*, 278 F.3d 1280, 1284 (Fed. Cir. 2002). Such a charge does not require proof of intent, but rather "involve[s] a failure to disclose something that, in the circumstances, should have been disclosed in order to make the given statement accurate and complete." *Id. Chavez v. SBA*, 2014 M.S.P.B. 37, 6 (M.S.P.B. May 28, 2014). Advocates need to assert the response to the questions were accurate and not misleading when responding to such a charge.

All NAPS Representatives - NAPS provides ongoing representative training throughout the entire country. If you are a NAPS officers or designated as NAPS representative it is the expectation of NAPS local, state and national NAPS that you will commit to providing timely representation to your members. We also hope that you are taking advantage of the great NAPS representative training being provided in the areas/regions. The NAPS Rep is expected to verify an EAS is a NAPS member. If working or otherwise occupied when contacted to help, take the members contact information and call them back or email them ASAP! We are receiving request for support from members and on occasion we receive complaints of slow response. When this happens, I or other national officers get calls from concern members. As experience NAPS Reps we don't get upset about a member needing help on corrective action. However, we must remember any kind of job action can cause high anxiety of our members. If you take the Oath to represent, please be timely when responding to your member. Use personal email to document your interactions. if you are unable, uncomfortable or unwilling to represent, consider another way to be supportive of your local or state NAPS branch. There are a lot of tasks that branch members can volunteer to do. Don't jeopardize our membership by failing to respond timely when requested to represent a member!

NAPS National Convention is August 6-10, 2018 at the Mohegan Sun Resort in CT. The Western Region is planning a Regional luncheon at the hotel. We will publish the day, time and cost of the event as soon as we confirmed the event. The Western Region lunch allows the entire Western Region delegates an opportunity to meet in a pleasant setting. We take this time to welcome candidates running for NAPS National Elective office. We also use this time to Network and enjoy a meal with our members from the Western Region.

There will be a SPAC auction at the National Convention. A great fundraiser is gifts baskets, specialty items unique to your state/area. We are asking for ALL Western Region branches to consider donating items. Favorite sports team items, any other gifts that will help our challenge to supersede the amount raise at this year's LTS Send or bring these items to the convention we all need to support our SPAC fundraisers!

Supervisor Political Action Committee (SPAC) NAPS members are encouraged to support SPAC. June is the half way point for 2018 contributions if you can't donate items for the auction consider writing a check or paying with a credit card. Looking forward to seeing everyone at the Mohegan Sun Resort!

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