

***The month of May is when we welcome Spring and take time out to remember our Mothers on Mother's Day and close out the month remembering to honor veterans and others that have made their transition on Memorial Day.***

**The Western Area Midyear meeting** was held in Westminster CO hosted by Greg Graves USPS Western Area VP Operations. Myrna Pashinski, Cindy McCracken and I joined fellow NAPS Executive board members Craig Johnson and Dan Moony at this meeting. There were panel discussions and serious focus on Safety, Scanning, The 24-hour Clock, Customer Service and Employee Availability.

Vice President Graves provided motivational team building videos challenging each Districts Team throughout the Western Area to bring everyone along, so success will be shared by all Western Area EAS! There was Safety and Ethics training, Information sharing on Team building for Focus on Results (FOR) meetings. Dave Williams, USPS COO, was the Keynote speaker It was a dynamite day and a half devoted to Postal information, training and updates on new Postal Technology. The NAPS Western and Central Region teams appreciate the partnership and hospitality enjoyed Networking with Western Area VP Greg Graves and his staff!

**California State 2018 Convention** Was held this year in San Rafael CA, in the heart of the Sonoma Valley Wine Country. One hundred delegates, Auxiliary, guests and Chuck Mulidore, NAPS National Secretary Treasure enjoyed informative training. The delegates also completed important convention business by reviewing and concurring with or non-concurring against over 32 Resolutions regarding Legislation, Constitution and Bi-Laws, Working Conditions, Compensation, Postmasters and Formal Resolutions.

The State officers and members welcomed back Sierra Costal Branch 244, Mary Burkhard, President to the state! Larry Munoz, USPS Pacific Area VP Operations, was not able to attend but he sent key members of the Pacific Area Staff. Larry Belair, Pacific Area Manager Operation, Support, Shawn West, Pacific Area Manager, In Plant Support, Bridget Carroll, Pacific Area Manager Marketing and Sean Andrews, Manager of the LA NDC. The information was very informative and appreciated by all. The motivational speech by Sean Andrews was inspiring. We also had a lively Engagement presentation by Ramona Franco; Pacific Area Engagement Ambassador. NAPS appreciates our partnership with the Postal Service and welcomes important information that is shared with our membership! The California State Board, Marilyn Jones, President and the Host Branch North Coast Branch 497, John Wong, President, did an outstanding job hosting the 2018 convention. The California State Auxiliary, Patricia Jackson-Kelley President, conducted their meetings and joined in with a fun greetings presentation. Marsha Danzy, California State Legislative Consultant and the Auxiliary raised \$5, 200.00 dollars for SPAC.

Next year California will join with Hawaii in Honolulu for the 2019 By-State Convention!

**Attendance Control Officer (ACO)** Tips to aide Supervisors/Managers - The Attendance Control Officer reports to the District Manager and coordinates their activities with Human Resources, Health Resource Managers and Labor Relations. The focus is to help EAS avoid I & I's, regarding *failures to follow up on Availability /Attendance Control Return to work/welcome back meetings on all unscheduled absences. Advises EAS to clear Dashboard/Supervisor attendance review messages, conduct quarterly attendance reviews, LWOP CODE 059/060-0=zero. LWOP 060-4 Other Retirement/Resignation 060-08 pending termination. AWOL MUST HAVE AN ACTION STATUS.* The attendance officer is tasked with training Supervisors/Managers and provide guidance and perform unit audits to ensure compliance. The Postal Service goal is to improved Employee Availability, and the ACO position was created to work with and support EAS. In achieving this goal.

### **651.2 Representation - The question periodically comes up who can represent EAS?**

Subject to prohibitions regarding Executive and Administrative Schedule (EAS)/Craft representation, employees have free choice of representation. Representatives designated by employees, if postal employees and if otherwise in a duty status, are granted a reasonable amount of official time to respond to notices of proposed disciplinary action, to prepare for and represent the employee at a hearing held in accordance with [652.24](#), and/or to represent an employee who has appealed a letter of warning or emergency placement in a nonduty status in accordance with [652.4](#). Employees covered under these provisions may request representation during investigative questioning if the employee has a reasonable belief disciplinary action may ensue.

**Mid-Term Primary Elections: California Mid-Term elections are Tuesday June 5, 2018.**

**Be sure to look for your absentee ballot and vote by mail. Don't forget to sign your ballot and place a stamp on the return envelope! If you are not sure about ballot issues or candidates use your Smart Phone App to research ballot initiatives and candidates, also be sure to read the non-partisan bulletin sent out by the state. Be informed and support candidates that support Labor/ Postal/Federal issues.**

**Supervisor Political Action Committee (SPAC) NAPS members are encouraged to support SPAC. The contributions received by NAPS are not a part of the organizations operating budget. This is an independent fund that is monitor under elections law regulations. Please consider supporting SPAC!**