

A Disappointing Conclusion - After lengthy Pay Talks consultative with USPS that NAPS could not reach an agreement. NAPS concluded that we would go to Fact Finding this involved another extensive series of talks lead by a group of career professional pay consultants, hired by NAPS to lead the Fact-Finding Talks with USPS on our behalf.

The Fact-Finding Panel is a three-member panel (non-postal) NAPS and USPS present witnesses, evidence to support each other's testimony and submissions.

The panel findings appeared to side with NAPS presentations and responded favorably to NAPS. After a fifteen-day review of the Fact-Finding Panel recommendations, USPS rejected all favorable recommendations except one. They agreed to a work study group between USPS/NAPS and returned to their original Pay offer as a final decision!

That is the short version however take time to read the Fact-Finding Panel findings and the USPS final decision on the NAPS Web Site!

Attendance, Employee Availability is a serious concern and a main focus of USPS. Many units are struggling with staff shortages it is the unit managers responsibility to hold employees accountable to be regular in attendance.

There are ERMS and TACS activity reports found in the HR Compliment section- attendance control. All managers have access to this report. Managers and Supervisors needing additional assistance or support on following proper procedures on tracking employee attendance contact your Districts Attendance Control Officer.

OIG Investigations - If notified that you are to attend a Postal Service Investigation and you are the subject of the meeting you have a right to have a NAPS Rep with you, OIG 's will work with you to provide reasonable time for you to get a NAPS Rep. It is advised to attend **all** investigations with a representative, advocate or witness! Once you have attended an investigative interview there is nothing you can do except wait for the report and any follow up investigation with local management. Never interfere with an ongoing investigation that is an additional chargeable offense!

Legislation Update: Even with all the daily breaking news turmoil and debate in Washington DC, Postal/Federal Legislation moves slowly along.

All the unions, management associations and other stake holders continue to push forward along with our legislative champions. We are still waiting on a Postal Reform Bill. However, we are following Rep. Gerry Connolly HR 597 MSPB Bill, H. Res. 54 continue 6 Day Delivery, Rep Susan Davis H. Res 23 ensure door to door delivery! HR 2517 Rep Jackie Speier provide the USPS with the authority to mail alcoholic beverages. The information listed is just a snapshot of Postal legislation that is important to all! Take time to tune in to the weekly NAPS Pod cast and check the Legislative web page and naps.org. Take the opportunity to contact your congressional representative while at home, attend a Town Hall meeting or other event. Find out if your representative supports the Postal Service?

SPAC – Next year 2020 is going to be a big year for Political Campaigning NAPS SPAC funds are collected separately from our operating funds and are closely maintain in conjunction with federal elections laws. NAPS maintain a list of Legislators that receive money from SPAC. NAPS provide funds to representatives that support legislation that favors Postal/Federal issues. Join our Drive for Five campaign and become a continuous contributor through payroll deduction or OPM if retired. Proposed legislation impacts working and retired Postal/Federal employees. **STAY WOKE AND INFORMED!**

Western Region Training Seminar is scheduled for August 1-4, 2019 at the Sunset Station Hotel & Casino, Henderson NV.

Registration and State Board meetings are scheduled for Thursday afternoon. Opening Ceremony and training begins Friday and Saturday There will be a combination of Postal and NAPS Adverse Action Training, Legislation and general information.