

Marilyn's July Blog 2022

NAPS representation by local and state officers/advocates is voluntary we do not pass judgement on our members and the types of actions we are asked to assist. We are available to represent, all we ask from our members is truthfulness and candor as we attempt to lend our support. NAPS advocates are here to help our members navigate the corrective or adverse action process!

NAPS California Statewide workplace climate survey is receiving a robust response. The 12 questions address feedback on EAS current workplace climate! All surveys must be returned in the stamped self-address envelope by July 15th All local NAPS branch officers are requested to meet with local USPS district managers and review and discuss the results. In a recent conversation Ralph Petty, President Sacramento Branch 77 informed Ed Ruiz VP Retail and Delivery of the survey. Mr Ruiz expectation is each district manager should meet and discuss the survey results with local NAPS prior to forwarding information to the area office.

In a recent decision, Miranda rights have been changed by the Supreme Court "One can no longer sue the police if they fail to read you your maranta rights!" While NAPS representatives do not deal with criminal cases, if a member is facing this type of situation the suggested advice should be: If you are detained by local, state, federal law enforcement in a potential criminal situation ask are you free to go if not immediately ask for a lawyer!

The Supreme Court has ended its session June 2022 with some controversial decisions ruling on laws that reduce rights rather than confirm individual rights. Justices have opined on additional challenges to legal rights most excepted as settle law and the norm but were overturned based on the court determining certain laws were not protected by the constitution! November 2022 is an important Mid-Term election whether you agree with these controversial court decisions, which addressed voting rights, civil rights, and individual liberties it will be important that everyone eligible takes the opportunity to vote in November! Most importantly vote your interest and research and support those, local and state candidates that support employment, labor, working families, and fairness for all!

NAPS Representation - Local NAPS Representatives assist members on Corrective or Adverse Actions. A Corrective Action is Letter of Warning, Letter in Lieu of seven- or fourteen-day (paper) suspensions. Adverse Actions are proposed Removals, downgrades, actions that affect pay and grade. All propose actions presented to an EAS in writing should be responded to with the assistance of your representative and in writing. Reminder EAS are not guaranteed an investigative interview, I & I, or PDI (pre discipline meeting with a manager) prior to receiving a proposed action from the Agency. If you received a job-related action and have had no prior discussion, call your NAPS Rep ASAP! Additional reference to EAS rights is in the Employee and Labor Relation Manual (ELM) Chapter 650.

Civics 101 - Voter Suppression. What is it?

Over the last 20 years states have put barriers in front of the ballot box imposing strict voter ID laws, cutting voting times, restricting registration, and purging voter rolls. These efforts, which received a boost when the Supreme Court weaken the Voting Rights Act in 2013 have kept significant numbers of eligible voters from the polls, hitting all Americans, but placing special burdens on racial minorities, poor people, young and older voters (*ref: Southern poverty law center. For additional examples of voter suppression*)

SPAC 2nd Annual Mid-summer raffle is winding down deadline July 7th. This is the time to bid on some great items and contribute to SPAC. We have called on all California State NAPS members to donate \$100 to SPAC in honor of the 100th anniversary of California State Branch 905! Contributing to the 2nd annual SPAC raffle will help you reach that \$100 goal. Log on naps.org and check out gift items listed and then check the number of tickets you purchase and then put them toward a preferred gift item. If you don't want to bid on the items, you can just contribute to SPAC! Also consider our "**Drive for Five**" by signing up for payroll deductions or through OPM if you are retired.

The Western Region NAPS team is hosting a lunch at the National NAPS Convention on Thursday August 11th. The luncheon is \$30.00 per person (**this fee is not included in the convention registration**)

Western Region delegates to NOLA please make plans to attend! We welcome all national candidates running for office to attend and speak at this event. Deadline is July 28th! Send checks, money orders to Myrna Pashinski, 21593 E. Layton Drive, Aurora, CO 80015-6781. All delegates and guest eating lunch must have a ticket! No refunds after Deadline date.

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