

Marilyn's June Blog 2022

Primary Elections - are being conducted in states throughout the country California's primary is June 7th, all eligible California voters can Vote by Mail and return the ballot in a postage paid envelope! Don't forget to vote local, county and state elected offices are as important as national elections. Local electors impact you directly!

NAPS Membership Drive is ongoing - USPS is promoting new line supervisors and mid-level management including Postmasters. Be sure to reach out and congratulate all newly promoted EAS and invite them to join NAPS by giving them a form 1187 (new membership application). If they are members thank them for their continued membership, including Postmasters. Due to a recent Federal court ruling NAPS represents ALL EAS!

EAS performing craft work - *USPS Response: Non-bargaining employees may only be permitted to perform bargaining unit work in emergency situations (The exception is for level 18 post offices and Part-Time post offices where 15 hours of bargaining unit work can be performed). Those emergency situations must be just that, an emergency. The circumstance or circumstances must be unforeseen. If a facility, installation, or district is planning to schedule non-bargaining employee to perform bargaining unit work, and since planning is not an unforeseen circumstance and not an emergency, it should be reported to District Labor Relations or Human Resources immediately and escalated. Reference November 2021 NAPS/USPS Consultive.*

Also, it has been reported that EAS level 17's are being coerced not to clock hours pass eight hours of work. This is also a violation of FLSA (suffer and permit) and should be reported. It has been communicated to NAPS some 17's working on their day off have had their time deleted and told to take another day off! This type of decision should be confirmed prior to working a full NS Day. No one should be deleting actual work hours!

Question from the field? - **Is** an Investigative Interview required in order to issue discipline to an EAS?

NAPS Response: NAPS is not aware, like craft employees, of any USPS policy that PDIs are required prior to issuing EAS discipline. An opinion article issue in 2003 by the then DDF provider states "I am of the opinion that attending a PDI will do a member more harm than good. USPS will and has used an EAS's comments during a PDI to enhance their case against the EAS (NAPS member). I have referenced this article many times during my ELM 650 Appeals training at conventions and training seminars." Remarks Reference from Brian Wagner, NAPS Immediate Past President, brian4naps@aol.com

NAPS California State EAS workplace Climate Survey - is being sent to all California/Hawaii branch members. The survey will be conducted by mail during June. The survey is anonymous and ask EAS TO RESPOND TO TWELVE questions (with room to make any comments). Please take this opportunity to let your NAPS officers know how you feel about current working conditions! Return the self-addressed postage paid envelope with completed survey ASAP!

Civic 101 – What is Gerrymandering - **Gerrymandering is deeply undemocratic.** Every 10 years, states redraw their legislative and congressional district lines following the census. Because communities change, redistricting is critical to our democracy: maps must be redrawn to ensure that districts are equally populated, comply with laws such as the **Voting Rights Act**, and are otherwise representative of a state's population. Done right, redistricting is a chance to create maps that, in the words of John Adams, are an "exact portrait, a miniature" of the people as a whole.

But sometimes the process is used to draw maps that put a thumb on the scale to manufacture election outcomes that are detached from the preferences of voters. Rather than voters choosing their representatives, gerrymandering empowers politicians to choose their voters. This tends to occur especially when linedrawing is left to legislatures and one political party controls the process, as has become increasingly common. When that happens, partisan concerns almost invariably take precedence over all else. That produces maps where electoral results are virtually guaranteed even in years where the party drawing maps has a bad year.

A Midsummer Night's SPAC Raffle 2.0 NAPS second annual virtual SPAC fundraiser. There is an array of gift cards, gift and craft items to review and bid on, displayed on the web site: **HOW TO ENTER: Select the number of raffle tickets you would like to purchase and enter payment information. Then scroll down to "Raffle Ticket Selection" to choose which prizes you would like to enter those raffle tickets in!** Select a prize for each ticket from the drop-down menu. You may purchase up to 100 raffle tickets in one transaction. If you would like to purchase more than 100 tickets, you will need to make separate transactions.

You may also give a one-time contribution if you do not wish to purchase raffle tickets but want to contribute toward your SPAC pins total! For more information about SPAC and full prize information, visit: <https://naps.org/Legislative-Center-SPAC>.

GET YOUR TICKETS NOW: Raffle ends on Sunday, July 10.

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