

ELM 47 - Updated version of ELM just release – All EAS when referencing the Employee & Labor Relations Manual (ELM) please note the new version is 47. The ELM can be accessed on the Blue page, Light Blue page for working EAS. Retirees can reference all Postal Manuals via google.

Pacific Area EAS Engagement - At the Pacific Area Year End Meeting Larry Munoz responded to a series of interviews conducted off the record with EAS by Area Engagement coordinators in various workplaces in the Pacific Area! It was found that feedback indicated some EAS were experiencing stress, fear of retaliation, intimidation, health issues due to workplace conditions dealing with their boss(s). Mr. Munoz response was he is committed to checking in on his direct reports to see how they are doing and have a positive conversation. He has challenged his direct reports to commit to engaging with their direct reports to see how they are doing! The thought process is that it will reduce fear of interacting with the boss

USPS Mediations and Postal attorneys– At the September 2019 National NAPS Consultative NAPS notes that USPS attorneys are attending ELM 650 mediation hearings with their computer. NAPS further contention is that USPS attorneys are generating numerous pages of legal language instead of the standard documentation that the mediator uses. NAPS inquiry, why are USPS Attorneys being assigned and allowed to take part in the ELM 650 mediation process against EAS? Is the USPS attorney participation a new USPS policy? ***USPS response: The guidelines for medication are developed and administered by the Federal Mediation and Conciliation Service (FMCS). Participation by postal attorneys in administrative proceedings is not a new USPS policy.***

NAPS Membership- Currently the National Association of Postal Supervisors; has approximately 27,000 members nationwide. However, there are about 9,000 non-members nationwide who are not members. Any EAS can become a member of NAPS by filling out a form 1187. There are New Supervisor classes scheduled in Districts, NAPS officers be sure to request and opportunity to speak to the class and introduce new supervisors to NAPS! Any member that signs up a new member will receive a check from NAPS HQ once the new members application is processed. If you have members that are retiring be sure to remind them to sign up on a form 1187-A to become an associate member so they can continue to support the organization. NAPS is committed to supporting working and retired NAPS members. We support legislation that benefits all NAPS members. The NAPS Disciplinary Defense Fund (DDF) is available to all working members in good standing.

United States to Remain in the Universal Postal Union -On September 25, the Universal Postal Union (UPU) approved a compromise proposal addressing the primary United States complaint about the current treaty that establishes postage for international in-bound parcels. The UPU is a 145-year-old 190-country postal association that sets the policies for the carriage of international mail.

As a result of the compromise, the United States representative to the UPU, U.S. State Department Director of the Office of Trade and Manufacturing Policy Peter Navarro, announced the U.S. would not leave the postal association. Such a departure would have disrupted international commerce and complicated the carriage of international mail. Last year, President Trump warned that the U.S. would quit the UPU if the organization did not revise its process for setting "terminal dues"; that is, the portion of postage a destination country may charge for processing and delivery of mail. The current international agreement limited the destination country's ability to set that charge.

PUBLICATION 553 EMPLOYEE GUIDE TO UNDETAIDNG PREVENTING & REPORTING HARASSMENT - The United States Postal Service® wants you to know that harassment and other inappropriate conduct based on race, color, religion, sex (including gender identity and gender stereotypes), national origin, age (40+), mental or physical disability, genetic information, past, present, or future uniformed (military) service, or in retaliation for previous Equal Employment Opportunity (EEO) or Uniformed Services Employment and Reemployment Rights Act (USERRA) activity will not be tolerated in the workplace. Publication 553 provides information about workplace harassment and inappropriate conduct. This is important because the only way to achieve a workplace free of harassment and inappropriate behavior is to make sure everyone knows what it is, what to do if it happens, and how to prevent it. You, as an employee, must do your part. Read and become familiar with this guide and report improper behavior to a supervisor or manager; the manager of Human Resources; or a special agent of the Office of the Inspector General. Help is available, but you must do your part by reporting it. Know your rights. Take responsibility.