

USPS Still Serves
Our Military



2014 CALIFORNIA LEAGUE OF POSTMASTERS NEWS EDITION



113th State Convention

Top Ten Reasons to Join Us!

44th LEAGUE FORUM

Joined the League, Now What?



State President's Message

2014 Budget CSV /SOV Earned?

Adverse Action

National
President's
Message

Saving Rural
Post Offices



Too many matters affecting Postmasters today?

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National League of Postmasters - California Branch

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STATE CONVENTION

No reason to miss out on the fun and every reason to build your Network with fellow Postmasters

Plan now to attend our State Convention! You will feel recharged, motivated, and inspired. Need More Reasons?

1. You will meet people with similar interests and experiences that will help you expand your network and circle of influence.
2. Your mind will be open to new opportunities and will be challenged to consider new ideas and theories.
3. Your heart will be inspired and encouraged.
4. You may have an opportunity to build potential partnerships and relationships that will help you personally or professionally.
5. You may receive answers to difficult or challenging questions that you have been considering.
6. You will realize how completely amazing your life is and be grateful for the mentors who wish to support you in your journey ahead.
7. You will get Away from your computer and the daily chores. It is a break from the norm and has benefits.
8. Speakers from across the state are here to share the latest changes and prepare you for what may be coming ahead.
9. You will learn how our business is conducted in other parts of the country or State. There are formal and informal opportunities to discuss business and what people are doing to make it work in their area.
10. You don't have to make the bed! Maid service in the hotel! Room service too if you like! On-Demand movies in bed. Woo Hoo.

NATIONAL LEAGUE
OF POSTMASTERS
113TH CALIFORNIA STATE CONVENTION
April 27-29, 2014 Black Oak Casino
19398 Tuolumne Road North, Tuolumne CA 95379-Phone 209-928-9300
Room rates are \$89.00 limited number of rooms available-reserve your room today.

REGISTRATION FOR THE CONVENTION IS \$30.00

POSTMASTER-\$30.00 RETIRED POSTMASTER- \$30.00

AUXILIARY -\$30.00 GUEST- \$30.00

HOME MAILING ADDRESS _____
CITY _____ STATE _____ ZIP _____

POSTMASTER/OIC OFFICE (CITY) _____ ZIP _____

Post Office Mailing Address _____

Home Email address _____

Check if First Timer _____

We all need to take a break from routine in order to stay at the top of our game. There is also tremendous value in using our State Convention as a break from the day-to-day operations. A change of scenery, especially one that is rich with educational and networking opportunities, can help you spark your creativity, develop new ideas and think in innovative ways.

If you invest the time and money to attend our State Convention that offers value for your small or large post office, you can almost guarantee that you will return home with new tools, valuable contacts and a renewed approach that will help you manage your office better than before. So Get Out of the Office Who doesn't want to get out of the office from time to time? Living only in a digital cave has no perks, but getting out of the office can be good for you, your coworkers, loved ones, and yes, your post office!

Good, better, best. It is good to connect over email, it is better to connect on the phone, but the best way to connect is face to face, and always will be. Finally: Being Around Like-Minded People is Inspirational We all need inspiration from time to time.



Make a copy and mail or you can download the form on the Events Page www.californiapostmasters.org

Here is a taste of the Proposed Training:
SOV-CSV -- EDDM growing our business --
staffing requests -eCareers --Automated Form 150 - SOX ----- Adverse
Action ----- Legislative Review

Presentation of the Postmaster of the Year
and the Auxiliary Martha Diaz Award
Mail your nominations to:

PO Box 1 ,
Groveland CA 95321-0001 or email npowell55@sbcglobal.net

MAIL YOUR REGISTRATION TO:
CA NLPM State Convention Registration,
PO Box 1 , Groveland CA 95321-0001



Norma Powell

President

Postmaster Groveland CA 95321

Walking the Hill and bringing home the Message

Walking the hill and bringing the legislative message to Congress each year, keeps us connected to those elected officials who dictate our future in the USPS. If you weren't able to attend Forum, don't worry you have a second chance to have your voice heard. While getting away from your office for several days may be a challenge, talking to your Representative by phone or at their local office is easy. If you think someone else will make this happen for you- **THINK AGAIN.** The action to get the right type



of legislative reform will only happen when every postmaster, associate, Auxiliary and retiree member contacts their representatives and senators. Feel nervous? Relax. All League members have access to useful information located at www.postmasters.org. The message we take to every elected official is to give the USPS relief from the current pre-funding obligation. No private or public business or government agency could survive a burden of pre-funding 75 years worth of future retiree health benefits, let alone do it in 10 years.

WTIL failures driven by unrealistic staffing models?

We addressed many issues with the PMG during Forum. President Mark and the PMG had a fireside chat and answered questions posed from the group. A major issue in level 20 and below is the non-window PSE replacements for PTF's. We asked the question "How effective would you be, if your secretary could answer the phone and review emails but not provide the information to you?" That's what a non-window PSE does in a level 20 and below office.

The PMG stated "We need to be flexible in getting the right staffing to meet the needs of the offices; we are hiring more carriers and clerks". When have you heard of a District fighting for career staffing? Non-window PSE's continue to be issued to offices with less than 3 career clerks. If you must take action to use non-window PSE's in order to provide service, let your MPOO know immediately. APO's must staff their RMPO's and that requires window training. Train your clerks properly and let your MPOO know that you are training to provide back up for your RMPO's. I spoke to a postmaster this past week who had to use a non-window PSE. Their office was shopped and they scored 100%. Quality training provided a quality product. This was an example of not just trying to "LOOK GOOD but actually BE GOOD".

The District direction is requiring a full-time, 6-day-a-week EAS supervisor to stand in the lobby and make sure all of our processes are in place, to avoid WTIL failures. This could be resolved with a proper staffing model review. It is obvious that the controlled environment that drove the parameters for the model performance level is not realistic for all offices. A model is useful as a tool, but it must be adapted for each operation. Those who don't work in the field should keep this in mind and get input from Postmasters before trying to implement such a program. Perhaps we could take all the District positions and

post their desks in the lobbies of the larger AO's. This would allow for EAS observation at all times. There is no reason they could not perform their job in the lobby. When customer lines become long they could stop their work and perform lobby assistance.

Daily it's a roll of the dice; do I move my limited staff from the window to get the carriers out, or delay carriers just in case of a shop? This dilemma usually occurs when the plant hasn't lived up to the MAP and our offices are forced into recovery mode. Email your MPOO and Marketing Manager daily if necessary and include the issues in your MAQ. When our facility failures are outside of our control, those at the root cause should be involved in the WTIL persecution.

Next is the Manpower report that requires a review every 30 minutes and for the data to be input in the computer. We need to ask ourselves, "what is the benefit of this activity?" While I question the usefulness of this report, there may be a way to provide the data more efficiently. Perhaps we need to implement the MSP scans on the window. Why not take your lead clerk position, provide an alert on the POS screen, affix a barcode to the monitor, scan and input the number of customers every 30 minutes. The data could roll up email alerts from the POS to the ~zip code accounts in ACE. That means each supervisor; manager and postmaster would know exactly the number in line allowing a better review of resources. We have to get away from the old inefficient way of doing things. What use is another manual report that has to be input into the computer? Redundancy is the largest waste of time and labor in the USPS today. The PMG stated he wanted to know who is adding these wasteful, redundant reports and we are providing this information to President Mark.

AVP returns to manual forms for 90 days;

Let's address the new requirement for level 20+ offices; the return to the manual forms for a period of 90 days. Many have asked why we are going back to this requirement, especially when we are already challenged by staffing shortages and stretching our management resources beyond their capabilities. The AVP believes our management staff has already forgotten what they are clicking on when completing reports. This action is referred to as AM and PM reporting. The offices below had zero bundles. While no one wants to have a zero bundle, it would have been better to require the manual forms application from those who failed to comply, not those who met the requirement.

2 Zero Bundles San Jose
1 Zero Bundle Santa Ana
1 Zero Bundle San Diego
1 Zero Bundle San Francisco

2 Zero Bundles Oakland
2 Zero Bundles Los Angeles
1 Zero Bundle San Bernardino
1 Zero Bundle Honolulu

Our AVP stated the PAOI would be scaled back and a revised version disseminated. The first view yesterday failed to reflect that commitment in my opinion. Mr. Granholm addressed our concern with more reports without needless work being reduced. He reiterated, "90 days and this process will sunset". He also stated this was not to be used as a disciplinary process but as an educational.

This past week a lot of concern has been expressed that the southern California EAS are being told to sign a document that states they will not have any failures or corrective action will follow. I would caution anyone being asked to sign a form under threat of corrective action, DON'T. Call HR and your League leaders immediately. We are provided working conditions free of intimidation and harassment. This is often forgotten when upper management communicates with postmasters. Remember this guarantee when talking and addressing this requirement with your staff.

Let's stop the madness of additional reports and find solid solutions!



League Forum



Sen. Heitkamp said in her remarks that "the biggest obstacle in Congress is denial ..." correcting that will take many rounds of visits to individual legislators giving them the full facts and reminding them of the importance of mail starting at the birth of our country.

44th League Forum



Barbara Baak PM Keyes CA

This year California had two first timers in our group. While I was not a first timer, it had been almost ten years since my last Forum, so I felt like one. I traveled this year with our newly appointed editor, John Paul Cabral. Sunday was our first day of participation. We started off with Legislative 101, which gave us an insight of what to expect to visit our representatives. The afternoon continued with an open legislative session. More detailed information was provided on our positions that we would be addressing Tuesday up on Capitol Hill. Workshops were also available to expand our knowledge base. This year the Forum covered the ECareer profile, Preparing for the interview, APO/RMPO management, and Federal Benefits regarding growing and protecting your retirement benefits.

Monday was the general session with a visit from Postmaster Patrick Donahoe. He also participated in a Q&A session with us and our National President Mark Strong. The afternoon portion brought Senator Heide Heitkamp, ND, to the table. The senator sits on the committee that just passed S1486. We also heard from our League attorney, John DiFalco, always entertaining as well as enlightening. Deputy PMG Ron Stroman spoke with us and also participated in a Q&A with Mark Strong. Congressman Elijah E. Cummings, MD, was our final guest speaker. Both the Senator and Congressman both assured us that we have their support on legislation to help us remain viable.

Monday evening brought the Grand Banquet. Time to get all gussied up.... I was even able to meet the PMG face

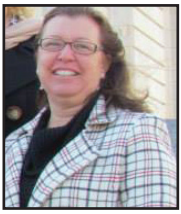
to face and shake his hand. You need an early night here because the final day is run, run, run.

Tuesday morning we were off to Capitol Hill as a group. California has 53 congressman and 2 senators. There were 7 California Postmasters to divide the visits up amongst. JP and I took our stack of folders and headed off to visit 11 offices. We were able to visit with the aides that handle Postal related issues. While heading to the next office, we were absolutely delighted when a text came from Congressman Huffman's office asking if we were able to return. While sharing our position papers as well other concerns, we found out that the congressman had recently sponsored, along with Gerald Connolly, a new bill, H.R. 3963. The Postal Fleet Act. Restoring Pride in the Postal Services Vehicle Fleet. The newly written bill recognizes the need to replace our aging fleet, rather than continue to throw money (750 million annually) into repairs. With a few hours before our flight out, we were able to go to the Senate Chamber and visit the gallery. Sorry, no pics allowed. To sit and reflect on what has been transacted in that room through history was very awe inspiring. I'd like to take this opportunity to invite you to next years Forum. Every Postmaster should experience it, if at least only once. While the issues change, we are always there to insure the future of the United States Postal Service.

If you can't make it to Forum, please take the time to visit, call, email, or write your Congressman or Senator. It doesn't hurt to remind them that we are here and that we need their support.



At the end of the general session for the 44th LEAGUE Forum February 9-11, closing speaker Rep. Elijah E. Cummings (D-MD) could not have done more to motivate the 200 in attendance to take our message to the Hill than bellowing a reminder that "this is our watch ... let it not be said that we allowed [the Postal Service to lose its importance to the American people] while we stood by ..."



Margi Fields
Vice President
California Branch NLPM
Postmaster San Andreas CA 95249

The League – the Best Investment for Your Future

Joining The League costs just a few coins a day. No investment can beat this benefit. You have 24-hour access to The League website at www.postmasters.org, and the CA website at www.californiapostmasters.org which provides you with mini-training workshops to keep us educated and all the latest of what's happening on Capitol Hill. With all the changes that have occurred... and the many more which are on the horizon... The League is always there to help keep us stay informed and aware. We may not like all the changes that occur, but that's not going to stop them from happening. It is better to have support then face all of this alone. You will also have the benefit of the network of all local League Members to help you deal with issues. I have had the honor of experiencing Forum with the League this year in Washington DC. The League hosted workshops such as Legislative 101 which was very educational and prepares you for to the Hill. The other workshops were APO/RMPO, eCarrer and many more. We had intense information in a short amount of time. Everyone was absorbing all the information we could get. We were also very lucky to be the first group to see the new Stamp Ordering Program that is scheduled to come out this June. Looks fantastic and we were able to give feed back as well. A very upbeat session! We had the opportunity to have exceptional speakers, such as League National President Mark Strong, Pat Donahoe, PMG, and several Senators as well. The main message being that Postal Reform is needed now and the Post Office is an important part of our Nation.

On Tuesday morning we all went to the Hill to meet with as many of our Representatives that time would allow. We spoke with some Senators, Aides to the Senators, and sometimes just left material for them. But every visit was important for sharing our concerns for the Post Office and how important Postal Reform is for our business.

I hope Bill 1486 gets passed this year and we can all be a

part of positive Postal Reform.

Another speaker was our adverse action Lawyer... which leads into another important reason to join the League if you are not already a member.

The League has legal support available in many different ways. One type of legal action is Adverse Action Support. Let's hope none of us need this support, but if we do, The League is there for you.

Networking can happen on a local, State and even national level, anything from learning about current League events as well as support on daily issues.

You will also receive in the mail The Postmasters Advocate newsletter, providing us with educational material that helps us stay current with current financial requirements, as well as many tips to help us in our office. An annual calendar which has a Task Checklist can be very helpful on a daily, weekly, quarterly basis.

Being a member of The League has educated me in many ways, allowing me to do my job better and giving me information I need to improve the operation of my Post Office. It has also helped me to make educated career decisions. Membership enables me to provide our customers with the best service possible. I am proud to know the members in our State board who dedicate endless hours helping others and keeping The League going strong.

See the attached 1187 application to give to a nonmember... and have them sign up to receive all the benefits we enjoy daily!

Margi Fields

Postmaster San Andreas



***Thank You
for being part
of our TEAM***



Jeff Perry
Vice President
Postmaster Delhi CA

CSV/SOV



Looking forward into 2014, budgets have been based on CSV/SOV earned. I have heard rumors that Headquarters is giving back the 10% that they took the last few years. What does that mean to most offices? Well actually it is good news. The way that CSV and SOV window credit is earned is by taking the value of each earned transaction which feeds the earned value. What many people don't understand is that in addition to the WOS earned time being put back to 'normal' is that the office earns additional time for placing mail into proper containers for dispatch. Let me show you a quick example: last year an office would earn 100 hours in WOS, their window or LDC 45 credit that was fed into CSV was 90 hours (as they took 10%) multiplied by .33 for dispatch. The office would earn 119.7 hours for LDC 45. Now those 100 hours earn 133 and that is a difference of 13.3 hours. That is huge! Many of us have been fighting for this so that we can appropriately staff our windows or our lobby directors. Over the course of this year this will affect next year's budget by 160 hours. (Using the example above. Maybe this will help us be a little more successful or just take a little bit of stress off and give us the freedom to manage.



Dee Dee Pedergraft
Vice President
Postmaster Red Bluff, CA

**We understand
your frustration!**

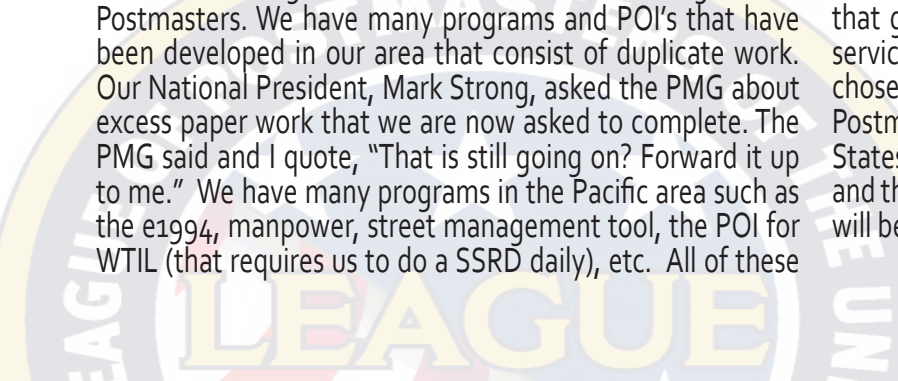


What a rush going to Capitol Hill as a first timer. As I listened to the Postmaster General speaking I was thinking to myself, "we work for a great large organization and if we thought running our offices was tough, the PMG is working for every Postal employees job and the survival of the United States Postal Service." Think about the millions of employees and families that PMG is fighting for. We are the only standalone agency that is governed by Congress. I was in the Halls of Congress bringing our concerns and issues to California's Congress members, while in Washington DC for the first time. I was ever was thrilled and would gladly do it again. We all as postmasters need to write our Congress members and Senators to keep our issues in front of them.

were developed in the Pacific Area. Maybe the reason was to get someone a green belt in the lean six sigma program? As you are aware, the SSRD tool was developed to find the root cause of a WTIL failure and not to review daily with our SSA's. So who is now running our offices? We were all hired and promoted on our abilities to manage our units. The newest outrage is the Zero Bundle program that has been brought back for 90 days because our area has experienced a few zero bundles. At the expense of our time, while we could be assisting customers, we have to do more paper work to prove to the Area VP that we are doing our jobs. The AM/PM all clear program was to take care of this needless work. How many Postmasters want the service to fail???? NONE! We all want our customers to get the service they deserve, but we can only do what is in our control while still managing a life outside of the Post office.

Now I will move to some future League battles. As members you should really get involved. I know your offices are busy and that you have families, but we are here to assist you all. Come to the Conventions where you can learn a lot from fellow postmasters and build your network together. My Frustration probably echoes yours: At Forum I realized that It is amazing how our Pacific area micro manages us as Postmasters. We have many programs and POI's that have been developed in our area that consist of duplicate work. Our National President, Mark Strong, asked the PMG about excess paper work that we are now asked to complete. The PMG said and I quote, "That is still going on? Forward it up to me." We have many programs in the Pacific area such as the e1994, manpower, street management tool, the POI for WTIL (that requires us to do a SSRD daily), etc. All of these

With rural counts, city counts and normal daily phone calls, I know that you must be working many extra hours that you do not get paid for. In a level 21 with a 204B, because my supervisor went on a detail for his development, I work 10-11 hours a day. I know that you are all experiencing the same things because we work for the same company and because we all care about our units. Sometimes it seems that getting on a few bad lists is more important than the service our customers expect from the Postal Service. We all chose our positions and we are all proud to be United States Postmasters as we all work for the citizens of the United States of America. Please do not miss our State Convention and there is no excuse to miss the National Convention which will be held in our back yard, Reno Nevada!!!





John Paul Cabral
Editor - Webmaster
California Branch NLPM
Postmaster Salida 95368



Save our Rural Post Offices

Many on Capitol Hill are suggesting that the answer to the Postal Service's financial difficulties is to close thousands of post offices. There have been and are various bills in Congress that have provisions to facilitate the closing of thousands of rural post offices. All of these bills are introduced by urban congressmen and senators with no concern about rural community interests. I personally understand their level of thinking and can relate to their position. After serving in the US Marines, I worked in the city of San Jose as a carrier and then as EAS supervising in 15 different city offices. I was then promoted to the city of Santa Clara for a year until I transferred to Tracy where I managed 35 city routes for seven years. I then went to Operations Programs Support in Sacramento and then went to work for PMG J Potter, Deputy PM Donahoe, and P Knoll as a team leader for the HQ National Route Inspection Team. My Team and I evaluated and adjusted city routes all over these United States in every metropolitan city. After two years, I was a leader in the "Mending the Mail Mess" in the city of 8 million in Chicago, where my team and I counted and evaluated over 5,000 city routes, which took six months to complete. As the "City" Route Evaluation and Adjustment Team Leader for the Sacramento District, overseeing 2,538 city routes for seven years, including IRAP, MIRAP, JRAP, I had zero thoughts or concerns for "Rural Routes and Rural Communities". What Happened?, I then became the Postmaster of the city of Newman. DUO: Within a matter of weeks, we moved the routes from the towns of Gustine and Santa Nella into my post office. Sadly, I now have experience in explaining to customers why travel is necessary to pick up mail and what happens to optimized post offices that communities come to rely on. I am now the Postmaster of my rural home town where I have lived since 1999. Like you, I am very involved with my rural community; speaking monthly at the

Municipal Advisory Council meetings, sharing our newest products, and giving the latest information out available. I listen to various concerns about what is happening to our company and the changes in hours to their beloved post office. We are doing everything we can to survive. We closed a mail processing facility 20 miles away, and now receiving our mail from 90 miles away taking two hours later all due to very poor postal legislation.

Why did I return to Capitol Hill for the second year? Answer: Salida and the other small rural post offices throughout our state. You would think that these city leaders would understand by now that closing the smallest 10,000 post offices would save the Postal Service only 7/10th of one percent of its budget while at the same time create significant social and financial disruption in rural America. As I entered into each congressional office, it was clear to see that those that had rural communities in their district were more in favor of our positions than those that were mostly city delivery. We need to understand the city minded congressmen. They do not understand the dynamics of rural towns. We need to meet with them in our districts here at home and explain it to them from our perspective.

This mind-set goes beyond post offices: What ? Entire Towns?

Case and Point: A city mayor right now is trying to annex my rural town from Salida 95368 to Modesto 95368.

Today's headlines: *Salida Municipal Advisory Council voted 4-0 against the idea of annexation. Salida residents in the rural community of 13,700 have been passionately opposed of city mayor Marsh's attempt to annex their town. Stanislaus County Supervisor Terry Withrow announced Friday that he will oppose Modesto Mayor Garrad Marsh's proposal for the city to annex Salida.*

If more postmasters get involved in the political process and take the time to meet with their representatives, they could make a tremendous difference for their employees and communities. Every postmaster, at least once in their career, should take the chance to attend the Postmaster's Forum. If postmasters do not share their views with their representatives, then their views will not be considered by their state representatives when they vote on issues that affect the Postal Service. Today, you as a postmaster can still make a difference by simply writing, calling, meeting, or faxing your representative!



Shari Hetzler

Adverse Action Counselor
California Branch
Postmaster Jackson CA



The new Postal Service has begun. Last year at convention we had a huge migration of postmasters to the next phase of their lives. Some small postmasters have decided to stay in their offices until September 30, 2014 when the office will be dropped to a 2 or 4 hour office. They will be the last postmaster of that office. Some postmasters are still hoping that their office will be saved even though it does not meet 5.75 hours per day. It is a tough decision.

There are many of you who have been turned into an APO and now have an RMPO assigned to your office. (New acronyms are also a part of the new Postal Service.) APO is an Administrative Post Office. RMPO is a Remotely Managed Post Office. Each APO is getting over 80 hours of training to manage the RMPO. I know that many are finding this difficult—finding the hours in a day to take the training. Many of these APO's are not POS (Point of Sale) offices. They are manual offices and get to do their 1412 on eMoves.

So last year on August 1, we saw many huge smiles of the new retirees. Many of them came back this year and were still smiling. This year's convention had some great training for those who are running those smaller offices or are the APO for a smaller office, you would have received some really good things to take back home with you. I got some great starts for training as well. It will take until next spring or so for me to get it out there. Watch for it!!

Do you feel that you are doing the best you can, but need something more? 2014 convention will be held in Reno at the Grand Sierra Resort right after Hot August Nights. They are holding a block of rooms for us. You will want to reserve your room early and make the commitment to attend. Train your replacement now. Don't wait until the last minute and not have one. I like having two possibilities. See you there!!

Here's a few tidbits for you to ponder....

Much of what I will share with you comes from Pub 552. Each of us has or should have taken at least one training about harassment or sexual harassment. If you have not received Pub 552 or gone to Learning Management to have any training, it is time for you to do so. Any type of harassment is neither to be taken lightly nor to be dismissed. Taking right from Pub 552, "You must know about sexual harassment so you can:

- Understand the types of behavior that could constitute sexual harassment and the potential costs of those inappropriate behaviors.
- Avoid behavior that could be interpreted as sexual harassment, because you should lead constitute sexual harassment.
- Identify and stop workplace behavior that could constitute sexual harassment.
- Respond promptly and appropriately to those who come forward with complaints of sexually harassing conduct."

There are two types of sexual harassment. The first is Quid Pro Quo which is basically giving something to get something. Giving a day off in exchange for something else is an example. Actions in exchange for another action can also be described Quid Pro Quo. So it doesn't just have to deal with sex. The second type is the Hostile Work Environment. This one is the kicker because it is not necessarily the two people who are having a consensual relationship; it can be someone who is NOT receiving the special treatment. That person can feel left out. All of this boils down to how people feel. If Joe was dating me then I would be able to have the best days off. So I become the harassed person.

Sacramento District has a policy that if an EAS person is having a relationship with another employee; it should be reported to the MPOO. I would think that most districts have a similar requirement. The Postal Service is not interfering in the relationship, but one of the employees should be reassigned to another unit to eliminate the possibility of harassment along the line. Let your MPOO have the opportunity to protect you before the Adverse Action Counselor is called. Pull out your Pub 552.

Please contact me if you have any questions!

Shari

Complete Form 1187 and fax to (703) 329-0466 or mail to the LEAGUE. Upon receipt, you will receive your membership card and your state branch will be notified of your membership. Your monthly dues will be deducted from your pay and remitted to the LEAGUE by the Postal Service. *Updated January 2011*

1187

Check One: PM OIC PMR Assoc. Mem Home Telephone (____) _____
 Date of Birth _____ Sex F M P. O. Telephone (____) _____

Standard Form No. 1187
 Revised August 2000
 U.S. Civil Service Commission
 FPM Chapter 550
 1187-202

REQUEST AND AUTHORIZATION FOR VOLUNTARY ALLOTMENT OF COMPENSATION FOR PAYMENT OF EMPLOYEE ORGANIZATION DUES

NAME OF EMPLOYEE (<i>Print - Last Name, First, Middle</i>) _____			
HOME ADDRESS (<i>Street and Number</i>) _____	City and State _____	(Zip+4) _____	USPS Employee I.D # _____
OFFICE ADDRESS Home P.O. Finance No. _____ Mail To: <input type="checkbox"/> Home <input type="checkbox"/> Office Personal Email _____			
Post Office _____			
Level of Office: _____ <input type="checkbox"/> Exempt <input type="checkbox"/> Non-Exempt			
STREET ADDRESS _____			
CITY _____	STATE _____	ZIP+4 _____	

SECTION A - FOR USE BY EMPLOYEE ORGANIZATION		<i>(For Office Use Only)</i>
NAME OF EMPLOYEE ORGANIZATION (Include local, branch, lodge or other appropriate identification) <div style="font-size: 2em; font-weight: bold; margin-left: 10px;">N</div> <div style="text-align: center; margin-left: 10px;"> NATIONAL LEAGUE OF POSTMASTERS 5904 Richmond Highway, Suite 500 Alexandria, Virginia 22303-1864 </div>		
I hereby certify that the regular dues of this organization for the above named member are currently established at \$ _____ per calendar month.		
SIGNATURE AND TITLE OF AUTHORIZED OFFICIAL _____	DATE _____	

SECTION B - AUTHORIZATION BY EMPLOYEE	
<p>I hereby authorize the above named agency to deduct from my pay each period, or the first full pay period of each month, the amount certified above as the regular dues of the National League of Postmasters (<i>Name of Employee Organization</i>) and to remit such amounts to that employee organization in accordance with its arrangements with my employing agency. I further authorize any change in the amount to be deducted which is certified by the above named employee as a uniform change in its dues structure. I understand that this authorization will become effective the first pay period following its receipt in the Human Resources Shared Services Center (HRSSC), PO Box 970400, Greensboro, NC 27497-0400.</p> <p>I further understand that my dues may <i>only</i> be canceled either by separation from the USPS or by using USPS Standard Form No. 1188, Revocation of Voluntary Authorization for Allotment of Compensation for Payment of Employee Organization Dues, and that I may revoke this authorization at any time by filing the original of such a revocation form with the USPS HRSSC, PO Box 970400, Greensboro, NC 27497-0400. SF 1188 is available on the USPS Intranet on the Forms page. Such revocation will not be effective however until the first full pay period following March 1st or September 1st of any calendar year, whichever date first occurs after the SF 1188 is received in the HRSSC, (See ELM Section 925 for full explanation of Cancellation of Dues Withholding guidelines.) Additional information may be obtained by calling HRSSC at 1-877-477-3273.</p>	
SIGNATURE OF EMPLOYEE _____	DATE _____

RECRUITER NAME _____ <small>PLEASE PRINT</small>	
First _____	Last _____
City _____	State _____ Zip _____
WORK PHONE: _____	HOME PHONE: _____ DATE _____

TAKING THIS TIME to “THANK YOU FOR JOINING THE LEAGUE”

In the ever changing world of the Postal Service, it is more important than ever that Postmasters belong to an organization that recognizes the effect that those changes have on their careers and their futures. It is even more important now to be a part of an organization that supports Postmasters and understands their needs. The National League of Postmasters is that organization! This League has been in existence for more than 100 years and understands the problems that Postmasters face each day.

Thank You for joining a great organization! Now What? Please continue to join your fellow Postmasters and to build your local home network at state, National Conventions, and at our annual Forum. Do not miss anymore opportunities to learn and to get trained from fellow postmasters at these functions by the experiences they have endured and are willing to share with you.

The Postmasters Advocate: Make sure you and your fellow League Postmasters are receiving the Advocate.

Our News Bulletin where you can share with others your own trials and errors and you can receive information on the latest news happening around the nation and in your state. Take the opportunity to submit items for consultative sessions with Postal Headquarters about issues that concern you and your job.

Take the opportunity to submit items of concern to your state editor.

Use the California website. I have added a page called “Legislation”.

<http://californiapostmasters.org/legislation.html>.

You can find all links to your representatives and all of our positions on this site to use with your representatives.

On the Contact Us page, use the link to Blog with fellow Postmasters. Go to Norma’s Page and rap with the President. Come to the Editor’s page and voice your concerns about anything that affects you. We will address it and contact you by email.

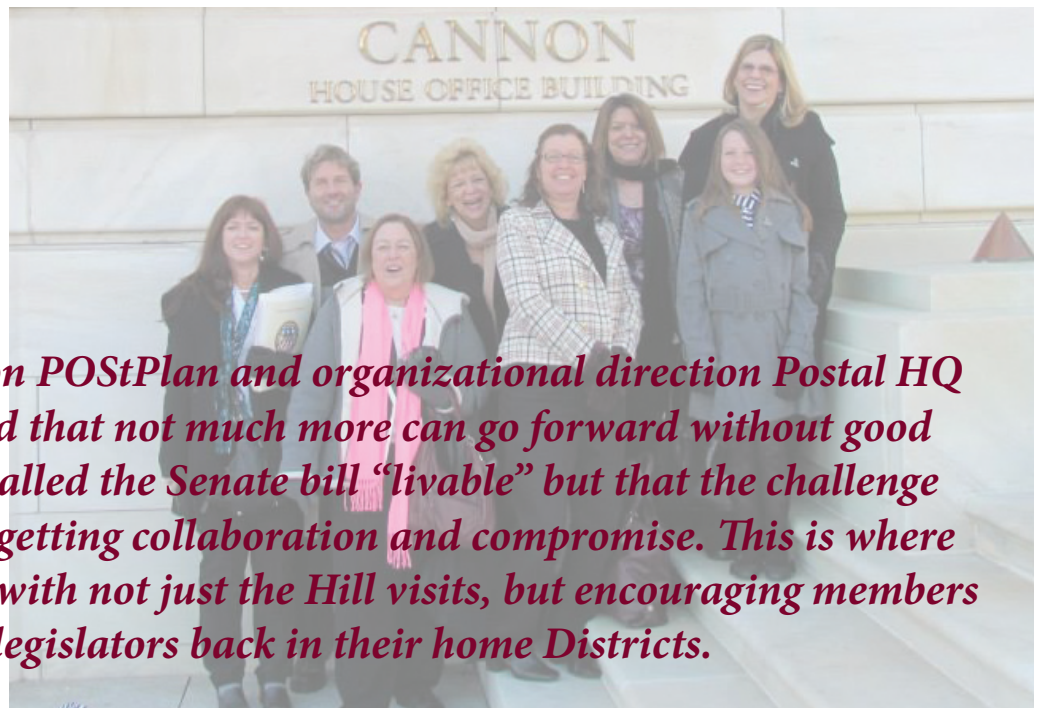
You, fellow postmasters, are now provided with an entire network of contacts that will help make your job easier. You now have the opportunity to expand your knowledge, both personally and professionally, and you are assisted with the many fast-paced changes in the Postal Service.

You are now a part of the larger picture when it comes to job security.

Now that you are part of the LEAGUE, you have the opportunity to take important issues to your representatives on Capitol Hill where your voice will be heard.

Our LEAGUE helps Postmasters, OICs, PMRs and EAS employees build relationships from the ground up that can help you should a problem ever arise.

You now have a sense of pride in knowing that you belong to an organization that truly cares and goes above and beyond to improve the lives of its members.



Of the many updates on POSTPlan and organizational direction Postal HQ is taking, it was stressed that not much more can go forward without good legislation. The PMG called the Senate bill “livable” but that the challenge was with the House in getting collaboration and compromise. This is where the LEAGUE comes in with not just the Hill visits, but encouraging members to go one-on-one with legislators back in their home Districts.

In 2013, 8.6 million pounds of mail was delivered from the U.S.P.S. to military installations around the world.



There are 215 land-based Post Offices and 160 post offices on ships. There are nearly 1,000 delivery ZIP Codes for military mail around the world.



Senators, Congressmen, Leaders of Our States: --

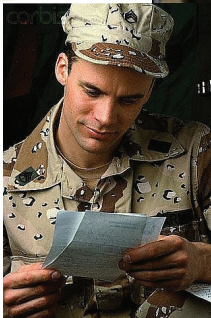
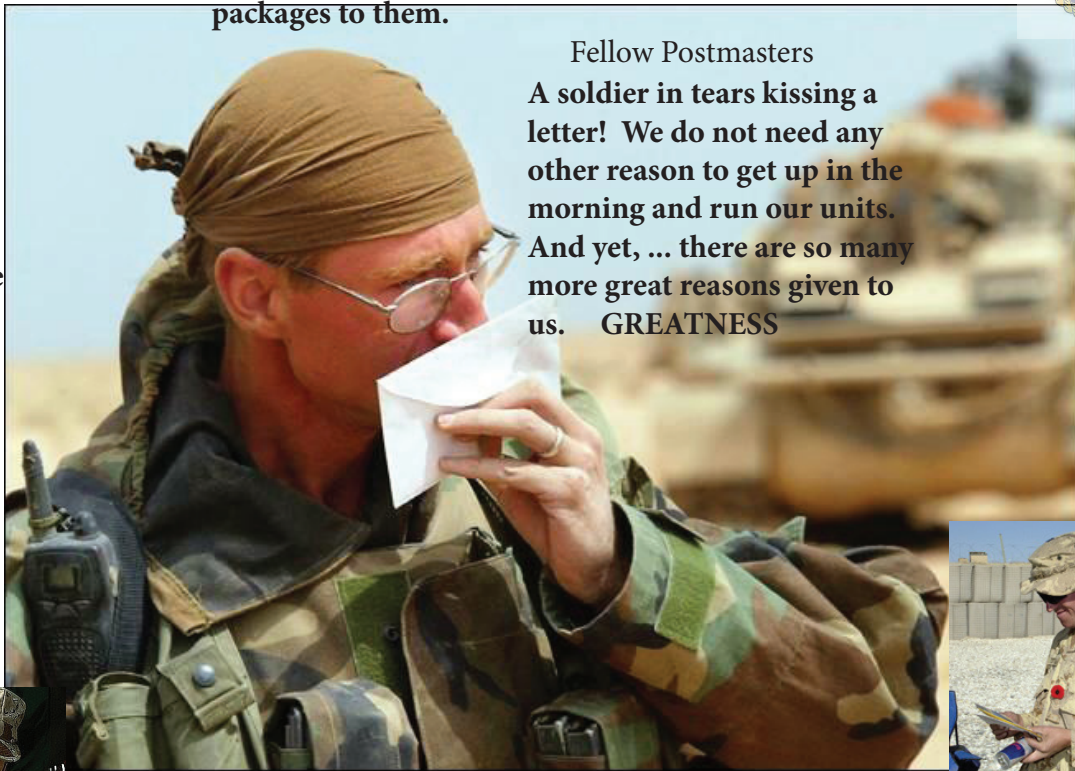
We hope to show them that we have not forgotten their great sacrifices for us by continuing to ship letters and special care packages to them.

From a house in a rural town to the high-rise in the big city, the letter will go, bringing faith, hope and love to those that do not have an I phone, computer, or any other way of getting a message from their loved ones.



Fellow Postmasters
A soldier in tears kissing a letter! We do not need any other reason to get up in the morning and run our units. And yet, ... there are so many more great reasons given to us. GREATNESS

"It is very uplifting for us when we hear stories about people back in the US that are going out of their way to support us, both at home and while we are forward deployed."



US POSTAL SERVICE Delivers Care Packages to our Troops: "Thank you so much for your support...Seeing the faces of my troops when they get to open a package is what keeps us going around here." I just want to thank you all once again from the bottom of my heart. I have seen the joyous looks on the soldiers' faces..." "Thank you so much for all the packages and letters...morale is up high. I can't tell you enough how grateful we are. In my eyes you guys are the real heroes."



No Sergeant Brian H: You are the Real Heroes!

We as Postmasters Pledge to you to never forget that!





Postmasters and EAS to Receive One Percent Pay Raise

LEAGUE headquarters received a letter today announcing that all Postmasters and EAS would be receiving a one percent (1%) pay raise for their FY2013 efforts effective January 25, 2014. For some time the organizations have been working with Postal Headquarters to get some sort of raise for FY2013. Although the raise is less than what we had hoped for, it recognizes the efforts of Postmasters during a very tough year. This is not a Pay-for-Performance (PFP) raise and has nothing to do with the final score an individual may have received in FY2013. It is an across-the-board pay raise to all Postmasters, recognizing your efforts over the past year and the fact you had already gone two years without any pay increases.

FY2014 will have NPA scores applied to PFP, and salary increases will be determined from those final PFP ratings. Although PES is still a requirement and a part of NPA, it has no impact to the final PFP rating. Report cards for individual units through November 2013 are available on the USPS Blue page.

Effective January 25, 2014 the Postal Service has also lifted the suspension of the employee awards program for non-bargaining employees for 2014.

Earlier in the afternoon, Sen. Heidi Heitkamp (D-ND) affirmed that the current postal issues are a concern for every American citizen. She recently held a two-hour talk radio program where 80 percent of the calls were on postal issues and not the health care hot topics. She noted that we cannot sustain a quality product on the path the Postal Service is on. People care, she said. “When we look at revenue challenges, we’re never going to resolve that if you are not delivering a great product.”

The legislators spoke following a morning talk by PMG Pat Donahoe and afternoon presentation with DPMG Ron Stroman. Of the many updates on POSTPlan and organizational direction Postal HQ is taking, it was stressed that not much more can go forward without good legislation.



JARED HUFFMAN
US CONGRESSMAN
 Serving California's 2nd District

Restoring pride in the U.S. Postal fleet

Part of these financial woes can be blamed on Congress: in 2006, Congress passed a crippling law requiring that the U.S. Postal Service prepay — in just one decade — the next 75 years of future employee health benefits. About 80 percent of Postal Service financial losses are due to this extreme and unreasonable mandate, which should be repealed immediately.

The Postal Service has served our nation for more than two centuries, rain or shine, sleet or snow. Let's help revitalize the Postal Service and ensure that it is here to stay.

Rep. Jared Huffman, D-San Rafael, represents the 2nd Congressional District, which stretches from the Golden Gate Bridge to the Oregon border and includes most of Sonoma County.

The Postal Service should follow the lead of our first postmaster general, Ben Franklin, and innovate. The largest fleet in the nation should become the nation's most modern, fuel-efficient, environmentally responsible fleet.

The United States Postmasters, who work in California, want to thank the many California Representatives, like Congressman Huffman, who have listened to our concerns and are working very hard to assist us to serve the citizens of these United States.

Thank You for the new bill H3963

The overwhelming majority of USPS vehicles (more than 141,000) are aging Grumman LLVs, the classic mail truck we started seeing every day in our neighborhoods around 1987. Most of them get less than 10 mpg and are at or near the end of their 24-year operational lifespan. Many are on their last leg — just ask your letter carrier. Stories are legion about letter carriers reporting problems with these failing clunkers only to be told to keep driving them until they break down —

Someone has been talking to this Congressman. Are you telling the story to yours?

LEAGUE LEGISLATIVE INVOLVEMENT and YOU!

What an honor to be asked to write for the California Newsletter!

I have been a resident of Nevada for over 40 years but the Postmaster of Markleeville California for 25 years I walked the Halls of Congress for California and now I found myself at the LEAGUE Forum as a Retiree from Nevada. The only representative of Postmasters for Nevada but then again I have been in that situation many times over the last 26 years. (I had always visited the California Legislators for my LEAGUE Branch and then went on to visit all my Nevada Legislators as well.) Yes ... this was my 26th FORUMIt was however my 36th visit to DC. There had been Membership training, Legislative training, Site Selection visits, National Convention (way back when) and a session for me at Postal Headquarters. But I was thinking about my anticipated visit to DC and how I still get excited to go to the Hill. I am very grateful to the LEAGUE for the opportunities I have had by getting involved ... YES ... BY GETTING INVOLVED.



At the first Forum I attended there were over 60 Postmasters from California and I was fortunate to be grouped with Charlie Harper (Napa), Regina Taber (Chowchilla) and Pat Semra (Orosi). Boy was I out of my element for sure. They were all high level postmasters, LEAGUE Leaders, and Adverse Action Counselors. I truly believe that is when I learned that the LEAGUE really was all about family and level meant nothing for we were all POSTMASTERS. They were all very good spokes persons, well informed on legislative issues and here I was scared stiff to even speak. Now I know that some of you will find that hard to believe, BUT they took me under their wing and taught me how to work the Hill.



This love of Legislation I developed from my first visit to the Hill, this passion, has served me well. I have been privileged to join with so many wonderful Postmasters as partners in the Halls of Congress. I hope I have passed some of this love of Legislation and passion along to a few of them.

I must say that one of my favorites was the time I went with Richard Muller (Jamestown Mary's husband and Mr. National Auxiliary ... what fun we had!). Then there was the time I fell and broke my arm in 5 places but Charlie Mapa jumped into the street and saved me from being run over by a truck. I told you it was fun! But as a true Postmaster (through wind and ...well you know the rest) I continued on my way to the Capitol by myself for an appointment with Harry Reid, my Senator. I want to tell any Postmaster that has not gifted themselves with the privilege of going to DC with your fellow Postmasters to just do it ... GET INVOLVED ... You will treasure it for the rest of your life !

I have met so many from President Clinton to the Honorable Stephen Harper, Prime Minister of Canada and I ask how would this have ever been possible without the LEAGUE? Oh yes and I have also met every Postmaster General since I became a Postmaster, because I GOT INVOLVED...

Now due to the weather, I had to leave DC early but I am going back soon so I can deliver the packets of LEAGUE Position Papers to my Legislators that I did not complete due to old Mother Nature. I hope you will think about getting involved because we are truly blessed to live in a country where we can get involved, where we can work for the Postal Service and serve in the position of Postmaster. Don't miss the opportunity to protect this great privilege GET INVOLVED !!!

To the best LEAGUE Branch in the country, to every State President that had faith in me, to every National President that let me serve on a Committee and to all my Postmaster friends both active and retired I thank you for ... GETTING ME INVOLVED !!! (and keeping me involved).

Respectfully submitted,
Margaret Daniels
Retired Postmaster, Markleeville CA 96120





OUR GIFT TO YOU. We are so glad to change one of our CA codes in order to get this news bulletin out to you, "All Postmasters" We hope the information shared has helped you in some way and has encouraged you in many others. Please feel free to Join Us at our State Convention as our guest. The League is not a Union but it is a Management Organization, and a Great one at that. The Question I would ask myself is: "Why haven't I joined yet?"

CHANGES TO THE CA CODE OF GOVERNING RULES

Changes are in red below

ARTICLE 3 OFFICERS

Since the newsletter is paid for by membership dues it shall be mailed to current paid members with the exception of the pre-convention newsletter and convention call that will be mailed to all postmasters.

Whether you join or not, our League board will always care about all postmasters and not just our members. Starting from our President who believes we need to share our stories with all postmasters to make our organization an even greater one.

Postmaster Tim Brown and Postmaster Margi Fields will have a 3 digit meeting on March 12th at 6:00pm at the Pizza Factory in Valley Springs California.

National League of Postmasters California Branch

PO Box 9998
Hilmar CA 95324

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