

Branch 105 – General Meeting
March 19, 2007
West Valley Inn

Meeting called to order at 6:35 p.m.

Attendance: 46

Pledge of Allegiance led by Alan Conca.

Roll Call: Present: Dean Ambrosino, Michaela Saccoccio, Rose Russo, Sue Evans, Pam Thurber, Alan Conca, Gail Gagne, Frank Halm, Dan Guenette, Al Poli, and Joanne Keeling. Absent: Eric McCarthy.

Guest: Louis Atkins

Speaker Carol Fish: Secretary to the District Manager explained the new application process for EAS employees effective April 1st. At that time the 991 form will become obsolete. She encouraged members to sign up for workshops to learn how to navigate the system. One on one training available to larger offices. Training is off the clock. Job postings will be accessible on line. It will be up to employees to check for job opportunities. Postings will still be available for two weeks. She urged members to contact PEDC, Carol Fish or Mary Hahnan if anyone should have further questions. Through liteblue we will gain access to Job postings and personnel profiles. Windows of Opportunity (WOO) will continue to be a resource for detail assignments. Make sure your personnel files are up to date.

Dean Ambrosino added that WOO is undergoing an update. New positions are being placed into WOO. Those interested in detail opportunities should access WOO and update their file and also verify that their file has not been purged due to lack of use. Inactive files are deleted from WOO. DM made a commitment to use WOO as a primary resource for detail assignments.

Treasurer's Report: Sue Evans

Financial report: Checking account balance: \$1,101.22, Savings account balance: \$189.44, Money Market account balance: \$28,144.60. Total assets: \$29,435.26. Total Income: \$5,952.55, Total Expenses: \$6,194.45, Balance: (\$241.90).

We will be in the red for a month or two more since we have the LTS coming up and, in May, the NH Convention.

Motion made to accept the Treasurer's report made by Frank Halm., seconded by Alan Conca. Motion passed.

Secretary's Report: Rose Russo

Regular members on the rolls 260, associate members on the rolls 24. Received thank you note from: Sharon Musco for the retirement gift certificate and from John Ahern for the get well gift basket.

We received thank you cards from the Jane Larson and family and Bob McCall and family for the spiritual bouquets sent in the memory of Jane's father and Bob's mother. A thank you was received from Denise Briar for the get well gift assortment sent to her.

For those of you with computers you should know that we are sending updates to the NAPS web site www.NAPS105.org to keep the information there current to make the site relevant to each of you. Forms such as the Foxwoods trip and Scholarship Application. Frank Halm added that there is on the web site job opportunities for retirees interested in performing route inspections. Positions are available to those interested throughout the district.

Motion made to accept the Secretary's report made by Ginny DelSesto, seconded by Bill Barker. Motion passed.

Legislative Report: Pam Thurber

All set, ready to go to the Hill, scheduled appointments with the legislators. The issues being presented include : expanding the use of voting by mail in federal elections,

expand health care access through favorable tax treatment of health insurance premiums for postal and =fed retirees

protecting employment rights of military veterans including those employed by the Postal Service
deter SL abuse by crediting accumulated SL for FERS employees

Last night we had the opportunity to go to Senator Sheldon Whitehouse's house for a fund raiser for Senator Jack Reed. Jack Reed has been a great supporter of the Postal Service. A good time was had. Great opportunity to talk to them one on one. We told them we would be seeing them in a couple of weeks.

I have received invitation to the Spring Breakfast, Sunday, May 4th, Rhodes on the Pawtucket. Table of 10 It is a nice time

Motion made to accept the Legislative report made by **Frank Halm**, seconded by Pat Bennett. Motion passed.

Dean mentioned the many ways to donate to SPAC and it does not need to be a lot. We can contribute by payroll deduction, , by phone , check, allotment, on line with a credit card, at [www. NAPS.org](http://www.NAPS.org). There

Social Committee Report: Alan Conca

Tickets are now on sale for the Pawtucket Red Sox vs. Richmond Braves (Atlanta Braves farm team) on Friday, June 15, 2007 at 7:05 p.m. Tickets are \$7.00 per person (regular price box seats \$10.00) and are right behind home plate. There is a limit of 4 tickets. There are 50 tickets available for this event and will be sold on a first come, first served basis. Please see Alan by May 21, 2007.

Also being planned is a picnic at the end of the summer and a golf tournament at Quonset Country Club which will be run by Joe Murdock and Bob McCall.

Guest Speaker: Charles Starks, OIG

Charles passed around a handout of the current names, work assignments, and contact numbers for the OIG Special Agents who cover the SENE District along with articles regarding clock rings and TACS. Charles explained that the OIG is tasked solely with investigating employee misconduct. They are working cases such as employee's under the influence on duty, time and attendance cases and document falsification cases. The OIG's sole mission is to prevent and deter fraud, waste and abuse cases.

Charles encouraged everyone, if they have a problem, to contact the OIG directly as opposed to using the "800" number.

Charles discussed the pitfalls of being a supervisor. Do not open yourself up to problems. Play it straight, be accurate. Unions will take advantage of supervisor's mistakes. It is okay to be friendly but don't be friends with your employees.

TACS is critical – be conscientious of your own time. Be sure anything you do in TACS, i.e. disallow time, etc., is accurate.

Question raised regarding Personal time: Charles' response was that you are not going to get in trouble for claiming what actually happened. Document your time/claim on a 3971 or in an e-mail to your supervisor. Cy echoed the importance of submitting a 3971 for personal time.

Charles addressed the issue of the Mystery Shopper. One of the goals is to reduce the wait time. If you do not have the resources to do that, document it.

Question raised regarding supervisor's delivering mail and what operation should they be on: Cy responded that if you are a supervisor delivering mail, stay on supervisor hours. Al Poli disagreed with Cy's response. However, if you are delivering mail on a regular basis, contact your NAPS representative.

Question raised regarding a supervisor's rights during an investigation: The OIG will give you a Garrity warning. That is: 1. Any admissions that might lead to criminal action against you are admissible, 2. Anything you say can be used against you in an administrative, civil or criminal proceeding, 3. Can't be discharged for remaining silent and 4. The interview is voluntary. Dean also added that the employee has to ask for a representative, the OIG will not offer you one however, if you ask, they have to honor your request.

Charles addressed computer usage – incidental personal use of the computer is permissible. Stay off of inappropriate sites, stay off of porn sites. Every single key stroke you make is trackable. The amount of time you are on the computer for personal use can become a time and attendance issue.

Dean thanked Charles for coming to speak with us.

Question raised on delay of mail: Always report it. From an OIG standpoint, changing the color code on mail is falsifying a record.

Quest speaker: Area VP Cy Dumas

Cy brought greetings from the National Office and apologized for missing our January meeting. Cy indicated that he is doing more NAPS work now than ever before. When the OIG comes in – DO NOT sign any statements and do not hand write any statements, and NEVER take a lie detector test and NEVER LIE. Pay talks – nothing scheduled, Headquarters will not consult jointly with NAPS and the Postmaster organizations, NAPS has 36 items on list for pay talks. NAPS consulted Salary.com regarding comparable salaries in the private sector. Climate, workload, stress, time off and upgrade on some jobs are some issues which will be raised during pay consults. Question raised on upgrading every EAS by one level due to carrier and clerk upgrades – Cy believes this is one issue to be discussed. NAPS will bring forward a proposal regarding FERS employees and sick leave. The average sick leave used by a FERS employee is 10.8 days per year. The proposal would be if you use zero sick leave in a year, you can get a payout each year of 40 hours. Question raised on "early outs" – NOTHING. Stress levels in the field are high due to the unrealistic expectations being placed on supervisors – this issue is being discussed at Headquarters between Jack Potter and the three management organizations.

President: Dean Ambrosino

SWC will be part of the pay consults. ASP is in its 2nd week – there were 8 students last week, 7 students this week. There are concerns regarding delivery supervisors working their days off. We need to try to encourage people to become supervisors. Try to portray a positive image at work.

Old Business:

None

Constitution & By-Laws Committee: Joe Murdock, Chairperson

Article III, Section 4(a) – Discussion on committee's recommendation ensued regarding whether or not this was in conflict with the National Constitution. Motion made by Janice Atherly to table a vote on this recommendation until a ruling is received at the National level. Seconded by Dan Guennette. Motion passed.

Article III, Section 4(b) – Motion to accept made by Alan Conca. Seconded by Roger Johnson.

Motion made by Frank Halm to table all committee recommendations regarding Article III until a ruling or clarification is received from the National level. Seconded by Gail Gagne. Motion passed.

Article IV – Al Poli, Frank Halm and Cy Dumas rose in opposition to this recommendation. Joe Murdock, Norma Johnson and Eric McCarthy rose in support of the committee's recommendation. Several other members spoke regarding this recommendation. Janice Atherly called for the question. Recommendation defeated.

Article V, Section 1 – No discussion. Call for the question - Passed.

Article V, Section 3 - No discussion. Call for the question – Passed.

Article VI, Section 1 – Discussion regarding dollar amount. Call for the question – Passed.

Article VI, Section 3 – Clarification given regarding the only change to this article was the number of members attending. Call for the question – Passed.

Article VII and Article X – No discussion. Call for the question – Passed.

Article 2, Article 3(a), and Article 4 – No discussion. Call for the question – Passed.

Dean thanked the members of the committee: Joe Murdock, Bob Conroy Sr., Peter Wood, Roberta Jollie and Norma Johnson.

T-shirts are still available, see Frank Halm.

Next meeting will be Sunday, May 20th at Crown Plaza. This will be a May breakfast meeting with Sheldon Whitehouse as guest speaker. Guests are invited to attend for a cost of \$10.

SPAC Raffle (\$123) won by (ME!!!) Norma Johnson – Ticket #36596.

Adjournment:

Motion to adjourn meeting made by Alan Conca, seconded by Betty DiSalvia. Meeting adjourned at 9:15 p.m.

Norma J. Johnson
Secretary, NAPS Branch 105