

**NAPS 105 General Meeting Minutes**  
**March 19, 2009**  
**Lancellotta's**

Meeting began at 6:37

**Attendance – 65**

**The Pledge of Allegiance** was led by Alan Conca

**Roll call:** In attendance President Dean Ambrosino, Vice President Michaela Saccoccio, Treasurer Sue Evans, Secretary Rose Russo, Legislative Rep Pam Monroe. Executive Board members Alan Conca, Al Poli, Norma Johnson, Dan Guenette, Joanne Keeling, Gail Gagne, Roberta Menard and Cy Dumas.  
Excused: Brad Fish

**Guests:** EAP Professional Kathy McKenna and featured speaker NAPS National President Ted Keating, Paul Foley President of NAPS Branch 120 and Don Spirlet President of NAPS Branch 118.

Dean welcomed new members Gail Haskins and Tammy Scott and then introduced Kathy McKenna. **Kathy McKenna** began by thanking everyone for inviting her to the meeting. She talked about how this is a time of enormous change, enormous stress and the rumor mill is flying. Everyone is extremely stressed. She suggested focusing on the things that you can control. "What ifs" make you feel negative. It affects your mental health and physical health – get support – don't hesitate to call EAP. Even family members can use EAP. You have resources – there are budgeting tools on the web site. We at EAP are there in whatever way we can be. Call her office if you, or someone you know, is in need.

Dean added that many in the past have questioned EAPs confidentiality. He assured all that contractors are 100 percent confidential.

**Treasurer Sue Evans** reported that there is not a Treasurer's report since there was no bank statement. The Credit Union is having a problem with system.

**Secretary's report given by Rose Russo:** Some correspondences were unavailable and Rose promised to make everyone current at the May meeting. The most recent correspondences received include thank you notes from Cid Blanchette, Genie DelSesto, Skip DelSesto and Sue Evans for their retirement gifts from NAPS Branch 105.

Associate membership dues continue to arrive in the mail. Thanks to all who have responded and remind others that it is not too late to send it in.

Rose reminded all that the last mailing included an insert for the Foxwoods Trip on April 18<sup>th</sup> and the Scholarship application. If you have children or grandchildren that may be eligible, please make sure you submit an application for each of them. The scholarship drawing will take place during the May meeting.

Motion to accept made by Skip DelSesto, seconded by Andy Menard.

**Legislative Report given by Pam Monroe:** March 28<sup>th</sup> is the date for the LTS and reservations have been made for her self, Dean, Brad and Al. Michaela will not be able to make it this year,

The issues include: -Provide Critical Financial Relief to the U.S. Postal Service - H.R. 22.

-Legislation to provide an incentive to FERS covered Postal and Federal employees for unused sick leave – H.R. 958.

-Expand voting by mail – H.R. 1604.

-Permit postal retirees to pay their FEHBP premiums on a pre tax basis H.R. 1203 and S.491.

-Veterans Reassignment Protection Act - H. R. 1157.

-Restore Social Security Fairness S. 484 and H.R. 235

Pam referred members to the NAPS National Web site [www.naps.org](http://www.naps.org) for additional information and to go to legislative action and follow the prompts to send a letter to your representative. (None of our legislators have signed on.) It only takes five minutes of time.

Brad Fish is attending the LTS as a first timer and will be participating in full uniform at the flag folding.

Anyone interested in attending the annual breakfast for Senator Jack Reed please let Pam know. SPAC

donations allow us to attend. It will be held on May 3 at Rhodes on the Pawtuxet from 10 -12. Thanks for the SPAC donations.

Motion to accept made by Pat Bennett, seconded by Ric LaPort.

Dean broke for dinner. After dinner he introduced NAPS President Ted Keating.

**Guest Speaker NAPS President Ted Keating** - Ted Keating recalled being here in '92 during the reorganization when Wallace Kido was District Manager. He said that we are going to be going through what we went through in '92 because of the financial condition of the organization. He said that in '92 –it was difficult, many were looking for jobs and this time it will not only be EAS but craft too. In '92 staffing cuts took place at all district of administrative jobs.

Because of the financial condition of the Postal Service there is no travel budget for headquarters employees therefore none will attend any state convention.

He said that the issue of five day delivery is dead; however you may see it on the table again if you have a few years to go. There is overwhelming support by postal customers – over 90 percent of those interviewed support a five day delivery.

There is no announcement at this time of the Districts that will be cut. We were told five, but it could be more than five. This has been the best job headquarters has done to keep a secret.

We are going to have downsizing at the plants. The figures look like 1400 positions in the plants SDOs and MDOs. This will be part of tomorrow's announcement.

With the new administration they are not going to be able to contract out jobs at the BMCs. Those jobs will remain with the Postal Service

Ted's message is we will get through this. We did in '92 and we will now. You will have a job - it may not be the job you have now. We have good benefits and good retirement.

Next he talked about how NAPS has filed a law suit for representing EAS employees. The Postal Service refused NAPS representation to EAS employees in Greenville. Since they have not been able to resolve this issue over the past few months, the suit has been expanded to include ALL EAS employees throughout the country.

Ted has heard of creative measures in the field to give supervisors 3-4 hour lunch breaks. Technically they can do a two hour lunch but not more. Headquarters will not allow more than a 2 hour lunch.

Ted has been working with Pat Donahoe to try to continue the ASP program. Ted's concern is that 928 Postmasters have retired, there are a ton of supervisor vacancies and many supervisors will become postmasters which is going to add to the amount of vacancies out there. If we wait till May/June to post supervisors positions we will have nobody left to apply. We will be running the country with 204Bs.

Next Ted discussed OIG investigations in the field. Many supervisors are being intimidated to work overtime off the clock – We have asked the OIG to do a time and attendance report, see who is supposed to be in the building and match that up with who is actually in the building. The OIG is looking into this because of the intimidation aspect. Supervisors have reported this but won't give their name.

Ted asked for removal of Western Area VP and District Manager after an incident. Pat Donahoe has responsibility to make a decision. He said that whatever happens now doesn't matter because they have already established that there is a double standard. No supervisor or postmaster in that same situation would have been able to continue working after that incident.

Ted then took questions:

Q. - Can you verify rumors that there is a buy out for civil service employees?

A. - There is no money. You will see a continuation of voluntary early retirement.

Q. – You mentioned that there no one will get laid off, is that a promise that the Postal Service has made to you?

A. - That is my opinion based on pretty solid information. Craft employees may be another situation.

Q. - Do you use the terms RIF and lay off independently or do they mean the same thing?

A. – We are in a RIF avoidance. The Postal Service will do everything possible to avoid a RIF.

Q- How far can one be sent?

A. - Ted threw out 50 miles as a figure. You will be intimidated – In '92 people were told, “If you don't take a job – we will send you to Buffalo.” Some people were intimidated and moved prematurely. My advice is stay put.

Q. – Is the number of vacancies significant enough to know everyone will have a job?

Cy answered this by saying that there are 70 vacancies in SENE District. Cy said that in a worst case scenario, if there is a 20 percent hit it would amount to about 35 people and a few in Brockton, so there are landing spots. SENE leadership has done a good job holding vacancies. Those districts that filled the vacancies will take a hit.

Q. - Is there any information about maintenance losing positions?

A. - Ted doesn't think they will be affected. That is his opinion.

As a token of appreciation for coming to NAPS 105's meeting, Dean presented Ted with the book *The Last Lion: The Fall and Rise of Ted Kennedy*,

**Area Vice President Cy Dumas** stated that Ted did a good job with his remarks. Ted, Vice President Lou (Atkins) and Secretary Jay (Killackey) are a solid team for us down in the D.C. area. They are all well recognized by the different groups they interact with. Ted has developed a relationship with NAPUS and The League of Postmasters that is unparalleled.

Cy mentioned that Branch 105 is his home branch and apologized for missing last meeting. He said that it is difficult with the conflict between branches but for the record, “I go where the best food is.”

Boston has a political action breakfast every spring and this year they've invited Congressman Steven Lynch. He has accepted the invitation and he has family in the Post Office, two sisters and his mother is retired postal. He is blue collar - former ironworker. He is a lawyer. It would be a good idea to support that meeting.

Branch 105 is the best for networking with other branches. With Paul and Don here, these three network and work together and share information. That's why NAPS New England is the best in the country. They all have different skill sets and work together. Linda Wagner couldn't make it tonight. Through the problems we will be facing you should stay in touch with these officers. Your eboard members meet nine times a year. Meetings are based on feedback you give them. Your branch is holding a training session next Tuesday for representation. Give serious thought on stepping up and telling Dean if you are interested in attending to help the branch and your fellow workers.

If you are in Function 2 or 4, or administration, the jobs are nowhere near as nice as they used to be. All have tough jobs. Jobs will be harder because one will be missing. Be considerate of each other and help each other.

Cy spoke to Tim Haney Tuesday about the lack of information and keeping NAPS presidents informed.

Cy said that EAP is a good program and covers domestic and financial problems among others. He advised members to encourage others to call if there is a need. It's good for craft employees too.

Sunday April 5<sup>th</sup> Cy is conducting a presidents and officers update meeting and training session.

Dean thanked Cy then commented on Ted's remarks concerning working and not getting paid for it. There was an OIG report and basically it says that it is the responsibility of the employee to make sure that they are getting paid. It's an issue if they question you on this. Dean said that he is glad Ted covered this topic and that the OIG is going to look at it.

Dean went with Cy to a lunch meeting at Area when the initiative to not have T Time was discussed. Dean said that if you are taking eight hours out of a unit because someone is on annual leave, you have to use a few hours of T Time. Not necessarily eight hours for eight hours.

Dean reminded all that Cy mentioned representation training at 1 Corliss St. and asked those interested to email him. Sometimes it is really hard to get to everything especially when we are working too. Cy helps us a lot.

Dean reminded everyone that there will be much impact to a lot of people and it will happen very soon. One of the resolutions is to find a position for our impacted employees. People will be moved from one area to another and we need them to succeed. They will be facing tremendous challenges. By helping them we will continue to provide the best service that we can and continue to succeed. If you work with someone who is impacted, encourage them to reach out and ask for help. Sometimes asking for help is the biggest challenge.

SPAC - Pam did a great job covering the bills – HR22 restructuring payments for future retiree health benefits. Dean encouraged everyone to please go on line to submit electronically your support for this bill. Please send whatever donations you can afford – all information is on web site to donate.

Q. – How will impacted members acclimate to different functional jobs?

Training programs are being put together designed for transitioning employees such as those moving from SDO to SCS and administration to SCS.

Dean reminded all to check the redesigned websites [www.naps105.org](http://www.naps105.org) which is still in the process of being updated. We were reminded that the NPA recourse period ends March 22<sup>nd</sup>. Let Dean know if there are any questions by then.

Cy reminded everyone to refrain from using postal computers for anything personal including NAPS matters. Even off duty! Just do it from home.

NAPS 105 Vice President Michaela Saccoccio joined National Association of Retired Federal Employees and she encouraged others to do the same.

50-50 drawing – winning ticket number 3980469 held by Bob Champagne winnings \$145.00  
Next meeting will be held at the Cranston Country Club on May 20<sup>th</sup>. Invite fellow members to attend.  
A motion was made to end the meeting by Alan Conca. Seconded by John Peters.

Respectfully submitted,

Rose A. Russo  
Secretary  
NAPS Branch 105  
Providence, RI