

Branch 105 – General Meeting
January 25, 2007
Kelly-Gazzerro VFW Post

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

Attendance: 48

Pledge of Allegiance led by Alan Conca.

Dean thanked our featured speaker, Bill Hodson, Lead Plant Manager, for attending our meeting this evening.

Roll Call: Present: Dean Ambrosino, Norma Johnson, Sue Evans, Pam Thurber, Gail Gagne, Frank Halm, Joanne Keeling, Eric McCarthy, Al Poli, Alan Conca, Joe Murdock, Peter Wood. Absent: Michaela Saccoccio, Cy Dumas.

Treasurer's Report: Sue Evans

Financial report: Checking account balance: \$498.76, Savings account balance: \$186.93, Money Market account balance: \$18,541.75. Total assets: \$19,227.44. Total Income: \$31,946.15, Total Expenses: \$34,548.55, Balance: (\$2,602.40).

Total expenses came in under budget however we were over budget in the categories for the dance and supplies. The budget committee reviewed this and agreed to go over.

Budget Committee Report: Sue Evans

Committee members (Sue, Betty Disalvia, Bob McCall and Joe Murdock) met on January 9th to discuss the budget. A copy of the report was on each table for review. The committee recommended a budget of \$32,073 for 2007. Budget for Conventions/Training and Health/Welfare were decreased. Budget for Supplies and Reimbursements were increased. Income is expected to be \$32,073 which includes \$28,700 from dues, \$535 from Money Market dividends and \$2,838 from special deposits.

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

Secretary's Report: Norma Johnson

Regular members on the rolls 272, associate members on the rolls 20. Received Thank You notes from: Ray Brum, Jim Yarnell, Bob McCall, Michaela Saccoccio and Ralph's Catering. Received Christmas card from NAPS Headquarters.

Motion made to accept the Secretary's report made by Gail Gagne, seconded by Alan Conca. Motion passed.

Legislative Report: Pam Thurber

On December 20, 2006 the President signed Postal Reform. The LTS has been planned and attendees include Dean Ambrosino, Alan Conca, Frank Halm, Michaela Saccoccio and Pam Thurber. Three out of the four appointments with the congressmen have already been made. Pam is waiting on Congressman Langevin. Pam is not sure of the issues that will be discussed at the LTS. SPAC contributions for the year were \$2,804. Pam gave special thanks to the following people for their contributions: Dean Ambrosino (\$200), Carol Deschenes (\$250), Cy Dumas (\$525), Sue Evans (\$100), Gail Gagne (\$50), Frank Halm (\$410), Roberta Jollie (\$55), Joanne Keeling (\$100), Eric McCarthy (\$119), Al Poli (\$60), Pam Thurber (\$350), Michaela Saccoccio (\$50) and as a group from the 50/05 raffles (\$735).

Motion made to accept the Legislative report made by Joanne Keeling, seconded by Jim Yarnell. Motion passed.

Dean mentioned that Louis Atkins, NAPS Executive VP, is working on direct deductions out of our pay for SPAC donations. All donations to SPAC help.

On February 22nd, Cy will be providing training to NAPS advocates/representatives. We are always looking for new advocates. Anyone interested can let an E-Board member know. This is not an easy job but it is a very important one. The training will be held at 1 Corliss Street.

Featured Guest Speaker: Bill Hodson, Lead Plant Manager

Bill began his Postal career in 1977 as a clerk in Los Angeles, CA and approximately 10 years later became a supervisor, working T-3 and T-1. He then moved to Tuscon, AZ as a supervisor working predominately T-1. He then "dabbled" in In-Plant Support in CA and AZ, later becoming Mgr., IPS in Cheyenne, WY in 1990. Bill later became Senior, MDO in Denver, CO with about 100 EAS employees. In making a life choice he took a downgrade, moving to Eastern ME where he spent approximately one year as a Plant Manager. He later moved to Portland, ME and now to Providence, RI. Bill's wife hails from Brockton, MA. Bill and his family frequently vacationed in Newport, RI while visiting family and is thankful for the opportunity to be working in RI.

Bill spoke briefly on lessons learned and how he tries to do the right thing. Bill also spoke on the changes going on in the postal service, including postal reform. With these changes, Bill sees us advantaging what we do best which is the last mile. No one else wants that or can do that. We also have a new Area VP who, in Bill's words, is extremely intelligent and extremely intense and, also, energetic and passionate. The business review last week began with a walk thru the plant, with hands in the mail looking at postmarks, etc. The new Area VP has been very successful in running plant operations and expects that we, also, can be successful. Plant is starting to identify the originating mail off the AFCS and is starting the Red Tray Program next week. Things are changing and will continue to change. These will be positive changes. Something that will be coming out and we will be hearing locally is retail effectiveness, which is a strategy that includes asking the right questions, looking professional, explaining our services and selling up that gives the potential for an increase in revenue.

In the plant, we are in the developmental stage of the facility expansion. The new FSM, Flat sorting machine, actually puts flats in delivery point sequence. We have been scheduled to receive three of these machines in Phase 1. The facility has been approved for the three machines.

Question and answer period followed. Most questions focused on the expansion, the new machinery and what would happen to the machines currently out in the field.

Dean thanked Bill for coming to the meeting.

Constitution & By-Laws Committee: Joe Murdock, Chairperson

Members of the committee included: Joe Murdock, Norma Johnson, Roberta Jollie, Peter Wood and Bob Conroy, Sr. Copies of the committee's recommendations were placed on the tables. Note: Copies of the recommendations are included with this mailing. Joe read into the record the committee's recommendations. Note: Read into the record was the italicized portions on the attached recommendations. These recommendations will be discussed and voted on at the March meeting. Joe thanked the committee members for their time and effort.

Any other recommendations must be submitted in writing to the Secretary and read before the end of this meeting to be included in the March meeting discussion and vote. As articulated by Bob Conroy, Sr.: Any proposed amendments made at any meeting are not discussed or voted on until the following meeting.

President: Dean Ambrosino

Dean spoke on NPA. Anyone who wants to appeal their NPA rating for this year has 45 days from January 26th to do so. You must go into PES (Pay Evaluation System) to put in your appeal. If you feel you were not rated correctly, you should contact Dean or another member of the E-Board to discuss. Per Dean, Jay Killackey knows a lot of people were not evaluated correctly nationwide. If any one of your three objective core requirements were changed by a higher level manager, the changes will show up in the PES. Dean had placed copies of the Administrative Rules for the PFP Program on each table. It should be noted that your three core goals are objective measures with targets that are negotiated at the beginning of the year. NAPS position is that those three goals are objective measures and can't be subjectively changed by a higher level manager. If they were, you need to appeal. Communications goal is subjective. If you feel your contribution has not been accurately reflected for this goal, let NAPS know.

For FY07, if you feel you have a goal that is inappropriate, you need to express that to your manager when the goal setting process begins.

President: Dean Ambrosino

NAPS has 45 days from January 12th, when the APWU settled their contract, to enter into pay consultations. Jay has indicated the following items would be brought to consultations: Pay ranges – 20% difference between the minimum and the maximum range. Try to raise the minimum range of the pay scale. Try to raise the maximum range by 3%. Ask for all EAS levels to be upgraded one level. Ask for insurance for EAS employees forced to use their personal vehicles. Ask that you be able to sell 80 hours of your sick leave if you did not use any of it during the past year. SWCs (Supervisor Work Credits) would be part of the pay consultations.

Q&A: Info on PFP, last year for this? In November Dean had heard that this may be the last year for NPA however, per Jay, NPA may go on.

Comment from Bob Conroy, Sr. regarding pay consultations: Concerned about health plans being negotiated in the contract. Dean will express Bob's concerns to Jay.

Audit Committee: Jeanne Delsesto

Members of the committee were Jeanne Delsesto, Cyrille Blanchette and Donna Machala. Jeanne read into the record the report of the Audit Committee. The committee reviewed all the records and all were found to be accurate. The committee recommended a formula be created for the balance column to ensure the accuracy of the totals.

Motion made to accept the Audit Committee report made by Frank Halm, seconded by Skip Delsesto. Motion passed.

The Employee and Development Conference will be March 31st and April 1st. Dean asked that if you know of anyone interested in upward mobility, that you promote their involvement in the conference.

Dean reported that he had appointed Michaela to the EAP steering committee. In her absence tonight, Dean reported that she asked that we talk up EAP. There will be a PRIDE edition coming out dedicated to EAP. The EAP phone number is 1-800-EAP4YOU.

Alan Conca, our representative to the Cafeteria Committee, asked that if you know of anyone (in Providence or the 029 offices) out of work 30 days or more please contact him. The Committee will send out a fruit basket.

Dean also asked that if you know of any NAPS member out of work over two weeks to let an E-Board member know so we can send a basket.

Alan raised the issue that our Local was in violation of the National Constitution and By-Laws (Article 7.1.c) having Cy Dumas remain as an E-Board member. Cy should not be a member of the E-Board but may remain as the Past President and, as such, should not be allowed a vote on any E-Board issues. Dean will investigate and handle accordingly.

SPAC Raffle (\$100) won by Ed Gutierrez – Ticket #36466. Winning ticket was picked by Bill Hodson.

New Business:

None

Adjournment:

Motion to adjourn meeting made by Roger St. George, seconded by Alan Conca. Meeting adjourned at 8:30 p.m.

Next meeting will be March 21st at Lancellotta's.

Norma J. Johnson
Secretary, NAPS Branch 105