

Regular Meeting #2 Minutes - 5/24/2018

Meeting place: Kelley Gazzaro VFW Post, 1418 Plainfield Street, Cranston RI 02920

Members present: 26

Brian called the meeting to order at 6:20 with the Pledge of Allegiance led by Roger Johnson.

Roll Call of Officers: Brian Holt, Roger Johnson, Barbara Bouchard, Don Taylor, Donna Machala - all present.

Executive Board members present: Greg Anderson, Shaun Branch, Victor Giorgio, Joanne Keeling, and Colleen Sherratt

Excused: Tim Ruell

Brian opened the meeting by acknowledging tonight's guest speaker Diane Gagne, USPS Employee Engagement Ambassador. Also joining us tonight are Greg Murphy, the NAPS New England Area VP and Jay Killackey. Representing the Providence Plant tonight is Bob Conroy, Jr.

There were one first-timers in attendance tonight: Chris Ferreira, new supervisor in N Kingstown.

Barbara Bouchard gave the Secretary's Report. Barbara said that according to the last DCO report we received (through April 30, 2018), we have 147 general members, 19 associate members, and 17 non-members, and one on the change report, for a total of 184. We received some correspondence since our last meeting from Ron DiMaio, the Commander of this VFW, thanking us for our \$200 donation.

Motion to accept the Secretary's report: Made by Shaun Branch and seconded by Greg Anderson, and all were in favor.

Treasurer's report by Don Taylor: Don said we had a deposit of \$8,641 from the DCOs, our operating expenses were \$10,993 which includes our insurance payment, for a total of \$48,883 in our accounts. So we are doing well even though this is a national convention year.

Motion to accept the Treasurer's report: Made by Pat Bennett and seconded by Vic Giorgio, and all were in favor.

Roger Johnson gave the Vice President's report: Roger said we are currently working on one case.

Donna Machala gave the Legislative Report. We had a great experience at LTS this year. The staffers were very well versed in the topics we wanted to discuss and the latest bills. We heard from Mark Acton, the PRC Chairman speak. Congresswoman Brenda Warren was very motivating. She is a former Postal employee, first as a letter carrier then she was promoted to management. She requested to be on the Postal Reform Committee. She said the constituents' letters and calls matter.

Motion to accept the Legislative Rep's report: Made by Shaun Branch, seconded by Bob Conroy, Sr., and all were in favor.

We will break for dinner now at 6:30 P.M. and will resume shortly with our guest speaker.

Brian called the meeting back to order at 6:50 P.M., and asked everyone to please welcome our guest speaker tonight, Diane Gagne.

The PMG had the idea a couple of years ago that since we are great at moving mail, imagine if we put more attention to how we lead our people, the people on our team. Could we change the culture of the Postal Service by engaging our own employees. So she contracted with Gallup to help our team leaders to learn a different style of management and leading people. This is a good business decision. For your personal success, engagement will help our company stay financially viable. Your physical health can be impacted by the culture of your work team. Safety – your employees are twice as likely to have an accident if they are not engaged. They will help you get the results you want if they feel valued and respected. Their attendance is also based on how they feel about work. Make changes to help engage your employees. They look to you to create the culture of your team and that translates to 70% of the culture. There are 12 elements of engagement. Focus on the people, talk to your employees more. People are people first. Try to find some middle ground with someone you think is disengaged.

The Postal Pulse Survey measures how we are doing. EAS will get an email to respond to. There is a comment section on it this time. If you want your comment to be shared, it will be shared with executive leadership. Know that you have the power to make change happen.

Bob Conroy, Sr., asked if the surveys go to craft as well as management? Diane said yes EAS get an email, craft is mailed to the work site, including non-career. Bob said when he was a clerk, the APWU was against the survey and told employees not to fill it out. Diane said that feeling still exists. We are seeing response rates in the 40s%.

Chuck asked if there is an incentive to fill out the survey, like there is with CFC's early-bird raffles? That could be something you could do on a local level with your team. We are looking for a 100% response from EAS.

Brian thanked Diane and presented her with a print of Providence Waterfire.

Brian asked Roger to give a recap on the National Convention. The convention is at Mohegan Sun this year from August 6-10. Lisa Douglass is the Host Committee Chairperson, and she is looking for volunteers for a variety of reasons such as greeters at Green Airport and to prepare the gift bags. There will be buses at TF Green and Bradley airports to transport attendees for free to the convention. Sunday night there is a welcoming reception. Wednesday is a day off featuring tours to Newport, Mystic, and NYC to name a few. There will be Postal executives there including Megan Brennan.

Brian introduced Greg Murphy, New England Area VP, to talk about the New England Convention. He said there was a SPAC drawing every day and a 50/50 raffle. There was lots of representation from upper management with the Area VP Ed Phelan attending and three district managers and their staff. The break out groups were good, and the delegates were able to raise their concerns. The SPAC donations were spread among the New England states so that New

Hampshire doesn't get all of it because the convention was held there.

The SWCS study has been completed and will be presented to the PMG. Also on that committee are Ed Phelan and Doug Tolino. The average work load for supervisors is over ten hours a day. Put in for T time. They are looking at establishing relief supervisor positions to cover days off.

Jay Killackey did a great presentation on how to run a NAPS meeting, and it was mentioned at the NE Convention that the Providence Branch does a very good job of this. Start with an executive board meeting to discuss all items that will be addressed at the general membership meeting. Establish committees for such areas as membership and constitution and by-laws.

Greg said regarding the National Convention, the buses for the first time will be providing transportation to and from the convention. The bus company will watch the flight arrivals to be available for transport. For Sunday, there are tickets for basketball. Mass. Branch brought up wearing a New England shirt on Sunday. This is a shirt only for New England delegates (for all the New England states delegates to wear them) for the first day. We are sitting up front at the convention as the host region.

Legislation does not look good due to the focus group requested by our U.S. President. We probably won't see the results of that until October. The USPS wants to wait to see what comes of that.

Cy Dumas said he got a lot of feedback from the delegates last weekend that the New England Convention last week was very well organized, and you did a good job.

Bob Conroy, Jr., asked Greg about the pay talks. We are waiting for them to come back with their final offer. It looks like we are waiting for fact-finding, which is not good because it's not binding. If that happens, then we need to go to Congress to fix Title 39. That will be on our agenda for March 2019 LTS.

Chuck asked if there's an agenda for the National. Monday morning will be entertainment at the opening ceremonies. Around noon there will be speakers from HQ. Tuesday A.M. will be proposals. Wednesday is the free day with several trips available including Nascar.

Running for President: Brian Wagner and Tony Scruggs from Illinois.

Running for Vice President: Ivan butts

Treasurer/Secretary: Chuck Molidore

New England Area AVP: Cy Dumas

For the 2022 convention: either Denver CO, or New Orleans LA.

Colleen asked if there were day passes for the convention? Greg said no National said only full registrations.

Brian thanked Greg for his service to NAPS as New England Area VP as we have been fortunate to have you supporting us. Greg said it's been an honor to serve. I thank all of you in the New

England Area for making NAPS a better organization.

Cy said Mr. Langevin's event is June 4th at Finns in East Greenwich from 6 to 8 P.M. Donna said NAPS HQ is sponsoring us for this event with \$1,000 for us to send attendees.

Cy said the highlight of the New England Convention was Ed Phelan's remarks regarding transporting packages (airplanes and tractor trailers). We need 20,000 truck drivers. He knows a lot about the logistics side. The next highlight for me was Jay's presentation on case training, officer recruitment and how to conduct meetings. The break-out sessions were well received. He went to Northern New England's. He didn't go to CTV's; what were some of the questions from the delegates or the comments by the EAS staff? That's important to bring back to this group. Joanne took notes. The district manager said do not work to live, in other words there's more to life than work. He spoke of higher level development being important. Submit your profile in eCareer. He discussed the possibility of posting positions for "border candidates" such as people living in Rhode Island and Massachusetts being able to apply to jobs in both districts. The positions with the B team being permanent. Discussion on details that last for years. He spoke about safety. Informed Delivery is a marketing tool. He touched on the CTV District Career Conference being held on June 10th.

Cy said Blue Cross/Blue Shield had a good presentation. They cover 90% of the New England area. Dillard Financial also had a good presentation on how to help you with your finances. Al Lum, the new DDF, will be at the National Convention. There is a new form for MSPB Form 1085 (2013 form). You have 15 days to file. They have a 93% win rate. The biggest issues they are dealing with are scanning Amazon packages and sexual harassment.

Greg Murphy mentioned an item of concern that eCareer lists how many positions you have applied for and not selected for. Why is that listed on the last page?

Greg mentioned there were two very good presentations at the New England Convention. One was on improving your memory skills, and the other was on Employee Engagement by Diane Gagne. Diane did a tremendous job on that.

Brian reminded everyone to be sure and sign in and make sure we have your home email address. We use the sign-in sheets to verify your attendance at the meetings if you want to attend any training sessions or conventions.

Old Business:

Discussion regarding the motions pending for changes to the by-laws:

- Article IV, Section 1, Officers. To change the number of committee members from four to six. Any discussion? All in favor, motion passed.
- Article VI, Delegates, Section 1. There shall be no limit to the number of delegates. Section 2. Add that the number of *delegates* shall not exceed the number that the branch is entitled to per the National Constitution and By-Laws. Any discussion? All in favor, motion passed.
- Article VI, Delegates, Section 1. Increase the amount from \$7,000 to \$8,000 not just for this calendar year. Any discussion? All in favor, motion passed.

- Article VI, Delegates, Section 1. Change the percentage from 80% to 70%. Any discussion? All in favor, motion passed.
- Article VI. I suggest a new Section 1A. “Any newly-elected or appointed *officer(s)* shall not be required to attend two (2) meetings per calendar year if their appointment or election date or time prevents them from complying with the above requirement in Article VI, Section 1.” Any discussion? All in favor, motion passed.
- Article VI. I suggest a new Section 1B. “There shall or may be an additional amount of money voted on by Branch 105 at the May 2018 general meeting by those members present and voting. Any additional amount(s) approved shall be allowed and used for the NAPS 2018 national convention *only*. Any additional amounts approved and not used shall be returned to the general fund of Branch 105 within two (2) weeks after the close of the 2018 NAPS National Convention.” Any discussion? We should make the amount \$15,000 to cover 12 delegates. All in favor, motion passed.
- Article VI, Delegates, Section 2. Add the words, “and vice president” after the word president. This is regarding the payment of expenses to attend conventions and training. Any discussion? Cy said the last three presidents since 2006 were vice presidents. All in favor, motion passed.
- Article VI, Delegates, Section 1. One sentence in this section is repeated twice “The branch shall allow a maximum of \$7,000.” Delete the repeated sentence. Any discussion? All in favor, motion passed.
- Article VI, Delegates, Section 3. Add, “Any newly-appointed officer(s) shall not be required to attend two (2) meetings per calendar year if their appointment or election date or time prevents them from complying with the two-meeting per calendar year requirement.” Any discussion? All in favor, motion passed.
- Article VI, Delegates, Section 3. Change 80% to 70%. Any discussion? All in favor, motion passed.

New Business:

Cy said we should applaud Bob for his hard work on the by-laws.

We have 12 people eligible to attend the National Convention as follows: Brian Holt, Roger Johnson, Barbara Bouchard, Don Taylor, Donna Machala, Cy Dumas, Colleen Sherratt, Victor Giorgio, Joanne Keeling, Shaun Branch, Tim Ruell, and Greg Anderson. The registration cost is \$230, and the rooms are \$179/night. Sue Evans said to be reimbursed you present your receipts for both to the Treasurer. Donna and Colleen will be registering to attend but will not need rooms (as they don't live far away).

Brian said that Cy Dumas is running for New England Area VP. He made a motion that we donate \$1,000 to his campaign. Roger Johnson seconded the motion, and all were in favor. Cy said thank you very much for the financial support and encouragement. He pledged to do a better job than ever before and to work with the new members to develop them as officers.

The 50/50 SPAC raffle was won by Bob Conroy, Sr.

Our next meeting will be held on Monday, September 17, 2018, at Benvenuto Restaurant, 1785 Cranston Street, Cranston RI.

Motion to adjourn the meeting was made by Greg Anderson, and was seconded by Roger Johnson at 8:45 P.M.

Respectfully submitted,

Barbara A. Bouchard
NAPS Secretary