



NAPS Branch 61 NEWS



Volume 9 Issue 6

“The Future ain’t what it used to be” - Yogi Berra (1925 -)

June 2009

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President's Corner



I recently went to the Northwest Area Convention in Bend, Oregon. I was fortunate enough to ride with Ron Hanson and Alisa Masunaga. Of course, I was 15 minutes late getting to Ron's not because I was lost I just took the long way around. When I finally got there Alisa was already in the back seat ready to sleep. I sure am glad that I pack light otherwise with all of Alisa's bags there was not a lot of room. We finally set off on our journey with Ron at the wheel and Alisa in the back seat as the navigator. Ron, ever the gentleman, had made sandwiches for our trek. We enjoyed a lot of great conversation we came up with a lot of plans for our Branch 61. The drive was really pretty uneventful until we were about an hour away from our destination when Alisa decided she was going to give us a report every two minutes on how much longer we had to go. Ron and I finally had to let her know we were going to put her out on the street. Needless to say on our way home Alisa slept most of the way determined that she was not going to let us know where we were or how much longer we had to go. If she tells you we were lost that really is not true. Ron and I really did want to see if the metropolis of Boring Oregon lived up to its name, we found that it did!

The convention was great. It is always nice to get together with members from other branches, our National Officers and Senior Postal Managers. The word out on the street was we are consolidating life in the Postal Service is changing not just daily but minute-by-minute. What was going to happen 15 minutes ago is more than likely changing already. We discussed the Air Mail Center closure in August and the impact on those EAS employees as well as the new supervisory workload calculations for the plants.

What it all boils down to is that we *all* have to realize that these changes are coming and we have to be pro-active. We need to address cost savings in each of our areas of operations. We must make sure that we are do-

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How to Build Momentum - by Sylvester Black, VP, Western Area Operations

We don't need any special abilities to get a glimpse into the future – lower revenues, tighter budgets and greater expectations await all of us. Count on it. Certainly, our tomorrows will look much different than today, but that's no reason to hang our heads. We just need to build on the momentum we are establishing right now.

We are doing our jobs – and doing them well. Service continues to improve and our customers are telling us that they trust us. Our employees continue to step up and work hard to make us successful. We're reducing our complement and workhours and that's helping our bottom line. This efficiency will help propel us into the future.

This is something worth communicating to our employees. I challenge you to find the good things in your unit and trumpet them. This will give your employees a sense of purpose and will build a bridge of confidence for the future.

When leadership is positive about tomorrow, the enthusiasm will be infectious and will have momentum to press on to the better days ahead.



President's Corner - cont.

ing the right things. We will continue to reduce in order to reduce cost. We will be consolidating facilities to reduce cost. The five-day work week is still up in the air. Will it happen, who truly knows?

Doing the right thing brings me to SOX (Sarbanes Oxley) compliance. There are several daily programs that fall under SOX compliance. Retail and Business Mail Entry Unit (BMEU) are the biggest hitters. We need to make sure we are in compliance with our cash counts and audits. If you are the responsible manager, supervisor or postmaster make sure that you are following the proper procedures. If you're not sure what the proper procedures are call finance, they are more than happy to come out and assist you. Retail and BMEU are areas we need to do everything we can to reduce losses. So remember if you're not sure what your role is in all of this make sure

The Next Branch Meeting

will be held on Tuesday,
June 30, 2009
at Round Table Pizza
15730 1st Ave S
Burien, WA at 7:00 p.m.

you ask.

Our next meeting on Tuesday, June 30th at Round Table Pizza in Burien. This will be our last until September 29th. I hope to see many of you at the meeting.

Veeps Peeps - by Ron Hanson, 1st Vice President

~Resistance drains energy~ ~Acceptance saves it~ ~Cheerfulness sustains it~
Anonymous

Managers and supervisors live in an "us" versus "us" world. There is a precipitous and fine edge between friend and foe, between good performances and "you're an embarrassment to the Post office". What is really amazing is that you can easily experience all of this in the same day.

I have nostalgia for the times when it took three days for the Ivory Towers to respond to unfavorable numbers. In the new improved version the ever-burning magnifying glass focuses it glare quickly and with deadly accuracy.

Before 9:00 a.m. the "how come you did/or didn't" come raining down on us like golf ball-sized hail, addressing same-day transgressions. "You're an embarrassment to the Post Office because _____!"

Fill in the blank.

It used to be that there was only one Ivory Tower that you needed to be subservient to, but the Ivory Towers bred and they are now progressively larger and more dangerous. They know the who, why, what and how often before you knew you had a problem.

Early starts, OT, POT, SL%, CDPOM, Lean Matrix, CSAW, the dreaded Express Mail Failures, % to STD, FOT, DOIS variance, CSDRS, eFLEET, eBUY, 3294's, 4584's, 3999's, 1838's, IMMS, LTATS, Newgistics, Oldgistics, CMPS, SPII, SPMS, 1769's, CA1-17,91's, 3294's, DIM WTS, dimwits, Etc.

These are just a fraction of the numbers and the letters that keep us up at night and wondering where the next volley will come from. However, it is important to remember my friends, these are numbers and letters and not people.

Keep your focus on the important treasures in your life; your family, your health, and your happiness.

Be careful not take the dangerous short cuts that will put you in harms way.

Hard times are not good excuses for bad management.

**My First Time** - by Brenda Chambliss, Corresponding Secretary

The Northwest Area Convention in Bend, Oregon was my first time attending a NAPS convention. It was an enlightening and learning experience for me. The opening ceremony began with the introduction of NAPS members and their intake on where the Postal Service is headed in today's economy. There were passionate discussions on Reduction-In-Force (RIF), closures of stations and Post Offices, and management taking on an *ever* increasing workload. Shelley Brown, the Diversity Coordinator in Portland, Oregon gave a strong informative seminar about e-Careers. I shared a table with Ben Clapp, the NAPS NW Area Vice-President and his wife Kathi; also Louis Atkins the NAPS National Vice-President (he has a wonderful sense of humor by the way) who in addition, gave exceptional speeches about the future of the Postal Service. What I really enjoyed the most was the "Mock Advocacy Training", I was unaware of the "Douglas Factors" and how they should be applied. I'm looking forward to attending more conventions in the future.



Branch 61 Meeting Minutes for May 2009 s - By Tena Ivory, Recording Secretary

- 7:05 p.m. - The meeting was called to order by Vice President Ron Hanson.
- The meeting was held at the American Legion Post in Bothell, WA
- Gene Williams motion to waive the reciting the Pledge of Allegiance, because no flag was available. Art Williams seconded the motion. All were in favor.
- Tena Ivory read the minutes from the April meeting. Rich Wilson moved to accept the minutes as read and Gene Williams seconded the motion. All were in favor.
- Anne Kush read the Treasurer Report. Rich Wilson motioned to accept the report as read. Yolanda Grayson seconded the motion. All were in favor.
- Gene Williams gave the legislative report. The Senate version of HR-22 is stalled in the Senate. It is attached to the Tobacco Bill, the Senate version of HR-1256. The National NAPS website provides a list of sponsors for the Bill. The Moran Bill changed to HR-958 to be also included in HR-1804, affects the Family Medical Leave Act. Gene will bring in a laptop to the next meeting so all can go online to the NAPS website and e-mail our Congressmen and Representatives. Nick Chicka motioned to accept the legislative report as read and Rich Wilson seconded the motion. All were in favor.



New Business

- Ron Hanson thanked Bjoern Gruetzmacher for the great job he did coordinating and selling SPAC raffle tickets for the Northwest Area Convention in Bend, Oregon. \$2900.00 was raised for SPAC. New ideas are needed to raise funds for SPAC. Bjoern's view of the convention was invigorating and a renewed spirit towards coming back to work with a better outlook on the new challenges we face at the Postal Service. He enjoyed the Golf Tournament so much he started yelling "House" instead of "Four" due to the numerous structures surrounding the golf course. One good point that was brought up was the common goal of losing the gap between work hours and productivity as related to volume and holding people accountable with integrity. There was some good Advocacy Training at the convention. NAPS National Vice President Louis Atkins and Western Area Finance Manager Steve Juhl were in attendance at the Convention. Each gave a good speech to the attendees.
- Phase II in eCareers will be starting soon. We were advised to have a PS Form 991 ready for eCareers.
- Advocacy Training will be in Chandler, Arizona on August 20 - 22. Branch 61 will offer an in-house four hour training, tentatively scheduled for Sunday, Sunday July 19th. Eight people are slotted to go to the Advocacy Training, our budget is \$7,000.00. Anyone interested in going must sign up and be prepared to do Advocacy work.
- Gene Williams reported on the closings of Postal Facilities. The policy was if a facility closed it moved to the next closest facility. Because on the impact to businesses, a new committee has been formed to look at why these facilities close. The dissolution of the Spokane District is scheduled to end August 28th.
- Next meeting is Tuesday, June 30th at Round Table Pizza in Burien. All news articles need to be in to Rich Wilson by June 17th.
- 8:01 p.m. - Art Williams motioned to adjourn the meeting and Nick Chicka seconded the motion. All were in favor.
- Zack Jennings and Rich Wilson each won \$25.00 for the door prizes for April and May.

What is Rightsizing - Provided by Art Williams

Decreased Sales, Increased in Competition and Economic downturn, lost of customers, cost-cutting mandates, and disproportionate workforce because of technology. These are some of the sad facts and emotional issues. In the response to these challenges, the Postal Service are repositioning and reallocating both human and financial resources through a process called "rightsizing".



Rightsizing, or "resizing" as it's currently known, takes on many different meaning within the organization. It can mean reducing the workforce, "downsizing" or eliminating functions, reducing expenses, or redesigning Operation and policies. It can also involve "upsizing" increasing the workforce in certain areas and "side sizing" repositioning the workforce to other areas. Unfortunately, it can include "wrong sizing", or losing key talent that a company can't afford to lose.

Rightsizing works when it is part of a planned reinvention of the Postal Service who is paying attention to the business strategy and cost overhead. In contrast the rightsizing program looks for improvements in the organization productivity and effectiveness through redesign of the business processes in hope of making money to meet budget. The bottom line you can call it what you want downsizing, rightsizing, reorganizing, organizational reengineering.

So let's define rightsizing: adjusting the operations of an organization or department to a new level of efficiency.

Return Service Requested

FIRST-CLASS MAIL

<p>NAPS Seattle Branch 61 Financial Statement May 2009</p>	<p>Contact your Members of Congress - Rich Wilson, Branch 61 Editor</p>																										
<table><tr><td>Opening Balance</td><td>\$ 27,770.23</td></tr><tr><td colspan="2">Income</td></tr><tr><td>Member Dues</td><td>\$ 3,667.50</td></tr><tr><td>Interest</td><td>6.11</td></tr><tr><td>Total Income</td><td>\$ 3,673.61</td></tr><tr><td colspan="2">Expenses</td></tr><tr><td>Northwest Are Convention</td><td>\$ 1,440.00</td></tr><tr><td>Western Region Training</td><td>438.40</td></tr><tr><td>Newsletter (April & May)</td><td>523.41</td></tr><tr><td>Meeting Expense (April & May)</td><td>104.22</td></tr><tr><td>Total Expenses</td><td>\$ 2,506.03</td></tr><tr><td>Income over (Expenses)</td><td>1,167.58</td></tr><tr><td>Ending Balance</td><td>\$ 28,937.81</td></tr></table> <p>Respectfully submitted by: Anne Kush Branch 61 Treasurer</p> 	Opening Balance	\$ 27,770.23	Income		Member Dues	\$ 3,667.50	Interest	6.11	Total Income	\$ 3,673.61	Expenses		Northwest Are Convention	\$ 1,440.00	Western Region Training	438.40	Newsletter (April & May)	523.41	Meeting Expense (April & May)	104.22	Total Expenses	\$ 2,506.03	Income over (Expenses)	1,167.58	Ending Balance	\$ 28,937.81	<p>This is the time NAPS needs you to contact your Members of Congress. The Postal Service is at a pivotal point where it may well go under financially. We need the support of our Members of Congress. Only you can provide this "Grass Roots" pressure by contacting them. Visit the NAPS Website at http://www.naps.org, click on Legislative tab and go from there. NAPS Makes it easy for you to contact you Member of Congress by making a few clicks. Listed below are the addresses for the Members of Congress and Senators representing the membership of Branch 61 should you choose to write them directly or call them. It is imperative that you contact them using one of the two scenarios mentioned. It's your organization, you should support it.</p>  <p>Dave Reichert, 8th District 2737 78th Ave SE Ste 202 Mercer Island WA 98040-2843 206.275.3438 office</p> <p>Adam Smith, 9th District 3600 Port of Tacoma Rd Ste 106 Tacoma WA 98424-1040 253.896.3775 office</p> <p>Senator Maria Cantwell 915 2nd Ave Ste 3206 Seattle WA 98174-1011 206.220.6400 office</p> <p>Senator Patty Murray 915 2nd Ave Ste 2988 Seattle WA 98174-1080 206.553.5545 office</p> <p>Jay Insee, 1st District 18560 1st Ave NE Ste E 800 Shoreline WA 98155-2150 206.361.0233 office</p> <p>Rick Larsen, 2nd District 2930 Wetmore Ave Ste 9F Everett WA 98201-4070 425.252.3188 office</p> <p>Jim McDermott, 7th District 1809 7th Ave Ste 1212 Seattle WA 98101-1399 206.553.7170 office</p>
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