

# The Kentuckian

NATIONAL ASSOCIATION OF POSTMASTERS OF THE UNITED STATES



Volume 71 No. 2

April 2009

## Legislative Conference

Training, congressional visits, awards, guest speakers ... and even time for fun!



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## 2009 Kentucky Chapter NAPUS Officers

### THE KENTUCKIAN

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**Richard DeWees**  
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606-528-2643

### REPRESENTATIVES

# Message *from the* President

## *Hot topics the same in every state*



I recently attended the Presidents training at the Legislative/Leadership conference in Washington DC. The facilitators passed around a sheet of paper and asked each of us to list a hot topic in our state. This resulted in a list of 26 topics that we discussed on Tuesday morning. The items that created the most discussion included FLSA violations, zero overtime and limiting PTF hours, and the NPA change for A-E and 11-20 offices. As you can see, these topics are similar to those that many of you here in Kentucky have either spoken or written to me about.

Let me begin with the first item – FLSA violations. The ELM defines the basic work week in section 432.31 and the schedule of postmaster is defined in 432.34. I am including these sections below.

### 432.31 BASIC WORK WEEK

The basic workweek for full-time bargaining unit employees is defined in the applicable labor agreements. Postmasters and exempt employees are assigned as needed. Otherwise, the basic full-time workweek consists of 5 regularly scheduled 8-hour days within a service week.

**Note:** The daily 8-hour schedule may not extend over more than 10 consecutive hours.

### 432.34 POSTMASTERS

A full-time postmaster is scheduled to work a 40-hour workweek. Normally, this regular work schedule is set at 8 hours a day and 5 days a week, Monday through Friday. When a nonexempt postmaster is required to work on the sixth day because relief is not available, premium pay at 150 percent of the postmaster's basic salary is paid for this time. Equivalent time off from work is not authorized to avoid the payment of this premium. Thus, either non-bargaining rescheduling premium or the better of postal or FLSA overtime, as appropriate, is paid.

During the recent rural mail count many postmasters were required to work longer than 10 consecutive hours to perform all functions required in the count and input all data before leaving for the day. While assistance was provided for the early morning counting function, only the postmaster was available at the end of the day.

It seems that each district nationwide had different ideas about compensating postmasters for the five Saturdays that we were mandated to work during the mail count. Some received anywhere from full days of personal leave for all

five days to no compensation at all. The ELM states in section 519.733 that “when exempt employees are directed to work a full day on a holiday or other full day in addition to normal workdays, the supervisor may grant a full day of personal absence without charging it to official leave.” Why can’t this compensation be decided before the mail count begins and all postmasters around the country be treated the same? My goal is to get this issue resolved for all Kentucky postmasters prior to the beginning of the next mail count. Compensating an

exempt postmaster an 8 hour day for working 10-12 hours on their non-scheduled day seems like a no-brainer to me. After all, non-exempt postmasters are eligible for overtime for hours worked in excess of 8 per day or 40 hours per week.

Postmasters are being told to use no overtime and limit PTF hours to no more than 5 or 6 per day. All deviations from this must be discussed with your MPOO. Every day I look at a plaque on my wall from the Postmaster General. The last sentence states, “This certifies my special trust and confidence in your intelligence, diligence, discretion and ability to perform the duties of this office.” It seems that no one else feels that postmasters have the skills to run their office or we would be allowed to make decisions based on the conditions

confronting us every day.

Now for the last topic, the NPA change for A-E and 11-20 offices. Your retail revenue score will now reflect that of your MPOO area instead of your individual office. NAPUS felt that this would benefit more postmasters than it would harm.

If you were one of the 28 Kentucky postmasters who opted to take the VERA, congratulations and best wishes for a long and happy retirement. I hope you can look back on your career and remember some good times as an employee of the USPS.

**The items that created the most discussion included FLSA violations, zero overtime and limiting PTF hours, and the NPA change for A-E and 11-20 offices.**

*Patti Bascom*  
President





# Retirees' Remarks

## *Tough times bring record retirements of Kentucky Postmasters*

**A**s I list all the retirees since our last *Kentuckian*, I want to encourage them all to complete the 1187R they will be receiving and to join us at the STATE CONVENTION in Lexington, June 14th thru the 17th. We need everyone, now more than ever, if we are to keep the benefits that are so important!

I know this is a tough time for many of you. Maintaining an upbeat view toward life will help you overcome many of life's challenges! A number of scientific studies have backed up the idea that OPTIMISM can benefit a person's physical health. I know that to be true.

Faith, family and staying busy with your NAPUS Family will make your retirement great!

For all those wonderful Postmasters and new OIC's across our Commonwealth and this Great Nation, try to practice CUSTOMER LOVE. It's not complicated, just two main ingredients: (1) Choose a good attitude each morning and (2) anticipate your customer's needs. This will make your long day much better!

God Bless,

*Pauline Applegate*

President Kentucky Retirees and  
National Membership Committee Member

### NEW RETIREES

Kim Owens, Richmond  
Beverly Devine, Willisburg  
Charles Peters, Monticello  
Darrell Rose, Pikeville  
Gilbert Abney, Powderly  
Haley Preece, Tomahawk  
Deborah Wollum, Georgetown  
Willis Spears, Nicholasville  
Clarence Lee, Philpot  
Debbie Taylor, Corbin  
Richard T. Davis, Georgetown  
Toby N. Burkhart, Salvisa  
Richard DeWees, Flat Lick  
Robert Patrick, Boons Camp  
Sandra Sales, Mayfield  
Linda Blaze, Sanders  
Lisa Cropaenbaker, Melbourne  
Bob Kaiser, Walton  
Anita Weddin, Spottsville  
Lee Crafton, Auburn  
Lela Blalock, Bandana  
Elizabeth Senters-Tipton, Brodhead  
Rebecca Hughes, Cadiz  
Carolyn Burton, Crab Orchard  
Sue Morris, Drakesboro  
Kathy Shireman, Ekron  
Claudia Rankin, Fort Campbell  
Mika Ramage, Grand River  
Estill Hayes III, Gravel Switch  
Rebecca Weikel, Hawesville  
Regina Edmonds, Henderson  
Susan Wallen, Ivel  
James Curtis, Lewisburg  
Clarence Lee, Livermore  
Ronnie Thompson, Nicholasville  
Dawn Spence, Philpot  
Danny Bowling, Pineville  
Donald Riskey, Robards  
Jerry Webb, Rockfield  
Richard Davis, Sadieville  
Roger Gentry, Saint Helens  
Patricia Shockley, Sturgis  
David Jones, Taylorsville  
Brenda Carroll, Upton

**"LIFETIME SERVICE AWARD"** is the most prestigious award given by NAPUS. Only 9 have ever been presented. Pauline received the award in 2006 at National Convention—that being the last one until this year when Sally Robinson received it at the 2009 Legislative Conference.



*Recipients pictured:*

**Pauline Applegate, Kentucky; Betty Eickler, New York; Sally Robinson, Pennsylvania; and Walt Borla, Utah.**

*Note: This was as accurate as we could obtain at press time. I apologize if I have missed anyone.*



# A hearty thanks from the National Vice President of Retirees



*Hello, my Fellow Kentucky Postmasters – Active and Retired,*

Just a note to say Thank You for all your help and support at the Legislative Conference.

I was very pleased with the turnout at the reception and, most importantly, for the help I received from all the Kentucky Postmasters. You were there for me to do whatever needed doing, whether it was standing in line shaking hands or emptying the garbage, and I just want you to know that I recognized everything each of you did.



Special thanks to Pauline Applegate and Lynda Polley for making candy and cookies for the reception. They were delicious and enjoyed by all. In fact, everyone could not believe the spread we put on. I am indebted to the other candidates for their contribution to the reception.

I was so pleased to see so many Kentucky Postmasters—both active and retired—at the Legislative Conference and want

those of you who could not make it to know that you were sorely missed. I was so sorry about Jackie Gibson's brother and want Jackie to know that she has been in our prayers.

I hope to see all of you in Lexington in June at the State Convention. It is a great location and a very nice facility in which to host a convention; we were so fortunate to have this hotel last year when everything fell through at the last minute.

If I can be of assistance to anyone, please contact me. Watch for possible closings of Post Offices in your area, and contact me if you are aware of this happening.

God Bless,

*Paul Edd Butler*

National Vice President of Retirees  
(pauledd@mcrcceb.com)

\$

**RAISED AT  
LEGISLATIVE CONFERENCE**

**\$25,000**

for PAC (Political Action Committee)

**\$1,793**

for Postal Employee Relief Fund

**\$350**

to Alzheimer's Research Fund

\$



**Paul Edd Butler poses with three of his strongest supporters, (from left) Lynda Polley, Glenda Roundtree, Paul Edd and Pauline Applegate**



**PAST  
POSTMASTER  
OF THE YEAR**

- 1994 Charlie Peters
- 1995 Ed Bright
- 1996 Esther Buckler
- 1997 Bill Pence
- 1998 Debbie Cates
- 1999 Pauline Applegate
- 2000 Donetta  
Faulkner-Elmore
- 2001 Beverly Devine
- 2002 Tom Tavis
- 2003 Charlie Ethington
- 2004 Kim Owens
- 2005 Richard Dewees
- 2006 Scott Mann
- 2007 Doyle Keith

# Kentucky NAPUS

## *2008 Postmaster of the Year Nomination*

Name of Nominee \_\_\_\_\_ Current Office \_\_\_\_\_

Time in Current Office/Previous Office(s)? (list) \_\_\_\_\_

Other Postal Positions Held  
\_\_\_\_\_  
\_\_\_\_\_

Community/Church Activities  
\_\_\_\_\_  
\_\_\_\_\_

NAPUS Activities/Offices Held  
\_\_\_\_\_  
\_\_\_\_\_

Why you think this Postmaster should be 2008 Postmaster of the Year: (attach additional sheets as necessary)

Your Name and Office \_\_\_\_\_

**Return to: Cecilia Oak, KY NAPUS Secretary/Treasurer  
PO Box 1  
Milton, KY 40045-0001**

**NOMINATION DEADLINE IS MAY 8, 2009**



# Kentucky NAPUS Postmasters Retired

## *2008 Retired Postmaster of the Year*

Name of Nominee \_\_\_\_\_

Office Retired from \_\_\_\_\_

Why you think this Retired Postmaster should be 2008 Retired Postmaster of the Year:  
(attach additional sheets as necessary)

Your Name and Office Retired from \_\_\_\_\_

**Return to: Mary Jo Myers, KY NAPUS Retired Secretary/Treasurer  
313 Green Wood Dr.  
Mt. Washington, KY 40047-6169**

**NOMINATION DEADLINE IS MAY 8, 2009**

### RETIRED POSTMASTERS OF THE YEAR

- 1994 Delma Smith
- 1995 Aileen Hall
- 1996 Elwood Taylor
- 1997 Jean Hall
- 1998 Don Hall
- 1999 Elsie Miller
- 2000 Jack Stumbo
- 2001 Dallas Sharpe
- 2002 Shelba Brown
- 2003 Malcolm Pace
- 2004 Pauline Applegate
- 2005 Paul Edd Butler
- 2006 Jerry Owens
- 2007 Tom Tavis



# Membership



*Let's work together to help our family grow!*

The Legislative Conference is now over, and we had 35 Postmasters, active and retired, partake in visits with our congressmen on the issues concerning Postmasters and the Postal Service. I was your Co-Membership Chair in Washington and learned that Kentucky's membership is presently at 81.06%. Below is the list of non-member offices, and the number may go up due to the many who took the early-out retirement.

I would like to solicit help from all NAPUS Postmasters who live or work near a vacant office; notify me or Vince Birk so we can contact the new Postmaster or OIC that may be placed into that office. Sometimes when neighboring Postmasters stop in just to introduce themselves and offer any help in settling into the job, it makes new Postmasters or OICs feel more at home. That, in turn, may get them interested in joining our NAPUS family. The National office has stated that any new member who signs up between now and the end of the year will receive a membership FREE for one year. That's right—FREE for one year. So, help me sign up some new family members and watch our family grow.

*Jeannine (JR) Roy*  
Membership Co-Chair

## Non-Member Postmaster Offices

Bradfordsville 40009	St Helens 41368	Kirksey 42054
New Hope 40052	Lackey 41643	Lowes 42061
Raywick 40060	Wooton 41776	New Concord 42076
Clermont 40110	Almo 42020	Salem 42078
Radcliff 40160	Bandana 42022	Water Valley 42085
Rhodelia 40161	Barlow 42024	West Paducah 42086
Jeffersonville 40337	Boaz 42027	Auburn 42206
Nicholasville 40356	Calvert City 42029	Clifty 42216
Paris 40361	Clinton 42031	Lewisburg 42256
Stamping Grnd 40379	Columbus 42032	Mc Henry 42354
Danville 40422	Fancy Farm 42039	Spottsville 42458
Frankfort 40601	Farmington 42040	Summersville 42782
Kenvir 40847	Grand Rivers 42045	
Warsaw 41095	Kevil 42053	

*Please call and ask Postmasters or OICs in non-member offices if anyone has invited them to join NAPUS yet!*

**WANTED:**  
*New members and even more active members*

“Wow, what a crowd.” These were the first words spoken by PMG Jack Potter when he addressed our general session in D.C. Over 1000 Postmasters were in attendance to become more educated on the Legislative issues affecting the Postal Service. Just think if we each invite one more Postmaster to next year's Legislative Conference, or perhaps to this year's state convention in Lexington. Maybe the same sentiment will be spoken when the district staff addresses our state general session. We always talk about strength in numbers, but when our CEO begins his talk with those words it demonstrates just how important our attendance can be.

*Vince Birk*  
Membership Co-Chair

## Non-Member Vacant Offices

Bloomfield 40008	Boons Camp 41204	Herndon 42236
Willisburg 40078	Debord 41214	Trenton 42286
Ekron 40117	Keaton 41226	Beechmont 42323
Mc Daniels 40152	Tomahawk 41262	Cleaton 42332
Shepherdsville 40165	Ulysses 41264	Curdsville 42334
Burgin 40310	West Van Lear 41268	Drakesboro 42337
Frenchburg 40322	Heidelberg 41333	Dundee 42338
Means 40346	Rogers 41365	Lewisport 42351
Millersburg 40348	Vanderve 41385	Livermore 42352
Sadieville 40370	Pikeville 41501	Powderly 42367
Salvisa 40372	Forest Hills 41527	Poole 42444
Versailles 40383	Raccoon 41557	St Charles 42453
Winchester 40391	Steele 41566	Somerset 42501
Brodhead 40409	Auxier 41602	Middleburg 42541
Hustonville 40437	Beaver 41604	Tateville 42558
Mount Vernon 40456	Betsy Layne 41605	Monticello 42633
Lexington 40507	Bevinsville 41606	Pine Knot 42635
Lily 40740	Chavies 41727	Campbellsville 42718
Flat Lick 40935	Ermine 41815	
Frakes 40940	Lynnville 42063	
Pineville 40977	Mayfield 42066	
Crittenden 41030	Milburn 42070	
Florence 41042	Tiline 42083	
Sanders 41083	Wickliffe 42087	
Catlettsburg 41129	Beaumont 42124	
Sandy Hook 41171	Cadiz 42211	





## Editor's Notes

A few weeks ago, I met my mom for lunch. When I walked up to the table at her favorite restaurant she was filling out her job self evaluation form which I think she is required to complete bi-yearly. I didn't ask to look at it, nor did she offer to show me, but I did notice in the comments section she had written one thing, "I Love My Job." Wow, here's my mom still working in her mid-sixties and she thinks this much of her job. I must add, it is a full time night shift job at the local university.

This made me think a lot about my job as a Postmaster. I have had several jobs within the Post Office—everything from mail processing to VMF tools and parts clerk, and lots of marketing and communications jobs. I even worked in the Inspection Service for a while. But, the most fulfilling and gratifying job that I have ever had is the one I have right now as a Postmaster. Being around my Postmaster friends is a favorite pastime for me. When I became a Postmaster just seven years ago, jobs were being eliminated from the District office. I felt very fortunate to get an OIC assignment and six months later a Postmaster position.

Now with recent cuts, district/plant employees may be coming into the associate offices. I get very disheartened when I hear my fellow Postmasters say negative things about this because I was once in their shoes. My plea to you is to help those that are placed into Postmaster/OIC positions. Give them a call. If they're a neighboring office, stop by and see them. Offer to help them. We're all in this together.

p.s. I Love My Job!

*Bev Klein*  
Editor

## Communication is the key to our survival

*It is easy to get connected – Just DO IT!*

In October of 2008 the new "NAPUS National Email" was launched. To date over 400 NAPUS members have taken advantage of this fast informational news system. All NAPUS members should take advantage of this benefit offered to them. The latest daily information is directed to this system when it is presented to the NAPUS office. You can sign up for the email list by going to <http://www.napus.us> and clicking on the subscribe button. This will open your email program and all you have to do is send a "blank" email which will give you a confirmation back asking if you want to subscribe. Follow the instructions in the email and you will be added to the list. The email list will be secure and will only be used for NAPUS business. Note: Do not use your Postal Service email. If you do have any problems signing up contact [webmaster@NAPUS.us](mailto:webmaster@NAPUS.us) for help.

A link to the website is also available at the KY NAPUS website: <http://www.geocities.com/kynapus>

This email service will provide a daily update of events that affect the Postal Service and NAPUS members and is a great source of information for those that like to know what is going on in our profession. Remember, to use this service you must subscribe with your personal email and NOT your Postal email address.



*Nick Tunks*  
Webmaster

## Remember – ALL is transparent!

I had the opportunity to attend the Legislative Conference in Washington D.C. and two full days of training that NAPUS provided for all state PM Representatives.

I wanted to pass along some important information on how Postmasters are getting into trouble. In many cases, Postmasters make innocent mistakes that grow into bad decisions. Everything you do is transparent. What do I mean by transparent? Everyone can see what you are doing from the District level, Area level and even Headquarters level. It doesn't matter if you are in a level 55 office or a level 26, there are people out there that have jobs to check your volume recording, audit levels, sick leave %, trust account balances, 1412 transactions etc. Do the right thing.

Be careful with your finances, do not borrow postal funds, do not borrow postal property for personal use, do not cash personal checks from Postal Funds (window), do not loan employees or yourself money from postal funds. If you have supervisors that handle your finances do not take their word for it, check their reports. Make sure they are doing their job because guess who is responsible "YOU" the Postmaster. Other common mistakes Postmasters make are; falsification of records, sexual harassment, personal use of the internet, taking mail (samples) and alcohol/drug abuse. With the organization cutting out 1400 EAS jobs don't allow yourself to be an easy target for adverse action. If you have any questions about a situation in your office and are not sure how to handle it, call a trusted fellow Postmaster for assistance.



*Elaine Huhn*  
Chairperson, PM Representatives



# PAC Update

## *Some things need our attention NOW!*

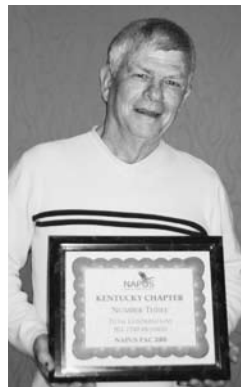
As we have just returned from Leadership Conference in DC, I have some great news. Kentucky placed third in Total Contributions in 2008 for our category, which is 951-1250 members. There are six states in this category, with Kentucky being the second with the most members (1203). We are to be proud of Malcolm Pace for his fine job last year.

I would love to see us place first in 2009, but we have a lot of work to do to get there. Two other states topped our contributions by over \$3000.00. So, we have a lot to do to catch up—not just for the recognition but to show that our jobs and future retirement benefits are important to us. We need to support legislation that supports us. I will have a table set up at the state convention, so please stop by. I will have the PAC award we received at DC on display at my table.

I want to send special thanks to all who attended our Leadership Conference in DC. We had 100% participation in PAC contributions—with a total of \$1165—making the total so far for 2009 \$2365. We're on our way.

Thanks to all who faithfully contribute each year. You are the backbone of our success, but we need to add some muscle. So, for the ones who don't contribute, please join

us to make our chapter strong. These funds are used to protect **YOUR** job and future. You might say "It won't do any good, so why should I waste my money?" **MONEY TALKS IN POLITICS**. We all know that. It's sad, but that's the way it is. We have to keep our presence and issues up front with the politicians if we want them to



**Malcolm Pace holds the plaque KY NAPUS earned for being third in our category in Total PAC Contributions.**

be informed on the issues that are important to us as **POSTMASTERS**. This is what PAC funds are for—to support members of Congress so they will advocate NAPUS Legislative agenda. Please go back and remove that PAC envelope from the last issue of the *Kentuckian* and help us add some muscle to our backbone. Or, just send me your donation, and I will gladly send it in for you. Send to PO Box 33, Willisburg, KY 40078. Another option is payroll deduction through PostalEase or direct transfers from your NAPUS FCU Account. *See forms located in this issue.*

As I told our members at Leadership, PAC is always a volunteer contribution/donation. I might hound you or pleasantly threaten you, but I hope that you will want to give because the money is used to **PROTECT YOUR JOB AND YOUR RETIREMENT**

**BENEFITS**. And **NOW** is the time that we need that protection. Times are getting rough, as we all know, but some things need our attention now, and **JOB PROTECTION** is one of them.

Until next time,

*Beverly Devine*  
PAC Chair

**“Put your interest in the future, because you’re going to spend the rest of your life there.”**

## Kentucky PAC Donations 2009\*

Adams, Terry  
Adcock, Gary  
Adkins, Tom  
Adrian, Lisa  
Amburgey, Geraldine  
Anderson, Hilda  
Anderson, John  
Anderson, Sue  
Applegate, Pauline  
Bascom, Patti  
Belcher, Vonda  
Birk, Vince  
Bone, Amelia  
Burchett-Havens, Patsy

Butler, Paul Edd  
Campbell, Mike  
Devine, Beverly  
Deweese, Donna  
Elmore, Butch  
Evans, Barbara  
Faulkner, Donetta  
Feltz, Ricca  
Forehan, Kim  
Fulton, Jerry  
Gibson, Jackie  
Given, Julianne  
Gour, Bob  
Griffis, Barbara

Hall, Linda  
Hall, Sarah  
Hamm, John  
Harmon, Nancy  
Havens, David  
Huhn, Elaine  
Hummer, Bob  
Kash, Roy  
Keyes, N  
Klein, Bev  
Laferty, Martha  
Mann, Scott  
Mattingly, Opal  
McGivern, Sherry

Miller, Becky  
Mings, Jessie  
Niday, Mary  
Oak, Cecilia  
Owens, Jerry  
Owens, Kim  
Pace, Malcolm  
Parrett, Nora  
Peace, Sally  
Polley, Lynda  
Prather, Gary  
Ralston, Denise  
Renfrow, Orena  
Reyburn, Joy

Rich, Norma  
Rogers, Charles  
Roy, Jeannine  
Sharpe, Dallas  
Skaggs, Rhonda  
Smallwood, Vicie  
Smith, Gayle  
Stanley, Gale  
Stewart, Anna  
Tamme, Geraldine  
Taylor, Lelia  
Thompson, Ruth  
Tooley, Marlene  
Tunks, Nick

Vance, Rita  
Ward, Joseph Jr  
West, Arvil Jr  
Wheeler, Dretha  
Wynn, Eugena

\* As of March 31



# Information Sheet – Use *PostalEase* for your Allotments to NAPUS PAC

Postmasters now have a new and convenient way to contribute to NAPUS PAC. NAPUS PAC is the largest and most aggressive postal management organization political action committee. Its sole purpose is to support Members of Congress and candidates for congressional office who support legislation benefiting postmasters and their families.

It's easy! Just use the established, confidential and secure *PostalEase* telephone salary allotment system. In this way, you are able to make a "direct deposit" from your paycheck to NAPUS PAC. Each postmaster currently has available for use one "Net-to-Bank" transaction (your payroll direct deposited to bank) **plus two allotments** through *PostalEase*.

- First - Prepare a *PostalEase* Allotments/Net to Bank Worksheet (See Below)**
- Second - Call *PostalEase***

**1. Have the following information ready when you call *PostalEase*.**

- Your USPS Personal Identification Number (Pin)
- Your completed *PostalEase* Allotment Worksheet, including the routing number for the bank and the NAPUS PAC account number

**2. Call *PostalEase* toll-free at 1-877-4PS-EASE (1-877-477-3273)**

- When prompted, select *PostalEase*, then enter PIN number
- Follow the script and prompts to complete the transaction using the information from your completed *PostalEase* Allotments/Net To Bank Worksheet.

**3. After completing your entries, you will hear and should note the following:**

- Confirmation Number \_\_\_\_\_
- Your Choices will be processed on this date: \_\_\_\_\_
- Your choices will be reflected in your paycheck that is dated \_\_\_\_\_
- It is recommended that you keep this information and your *PostalEase* Allotments/Net To Bank Worksheet

**NOTE:** Should you have trouble using *PostalEase*, you may contact your local personnel office for assistance. If you have other questions, please contact Cora Lee Martins, NAPUS PAC Manager at 703-683-9027 or [cmartins@napus.org](mailto:cmartins@napus.org)

<p><b><u><i>PostalEase</i> Allotments/Net To Bank Worksheet</u></b></p> <p>1. Allotment #1</p> <p><input checked="" type="checkbox"/> Begin (add) an Allotment      <input type="checkbox"/> Cancel an Allotment      <input type="checkbox"/> Change an Allotment</p> <p>Enter this 9-digit Financial Institution Routing Number <b>0 5 4 0 0 1 2 2 0</b></p> <p>Your Account Number to Be Credited <b>7 7 7 7 7 7 7 7</b> _ _ _ _ _</p> <p>Enter your social security number to complete your 17-digit account number</p> <p>Type of Account: <input type="checkbox"/> Savings    <input checked="" type="checkbox"/> Checking      Amount of new or changed allotment: \$ _____</p> <p><small>Revised January 2006</small></p>
---

# Information Form – Retired Postmasters Use OPM Method to Support NAPUS PAC

Currently, NAPUS PAC provides an established, innovative, convenient and secure way for retired postmasters to support Members of Congress and congressional candidates who work to safeguard your earned annuity; protect your health insurance; and, to defend your post offices.

The program is easy to join – **Step 1** – Dial 1-888-767-6738, the toll-free number for the Office of Personnel Management (OPM) Interactive Voice Response (IVR) telephone system. Have your CSA number and Personal Identification Number (PIN) on hand when you call.

**Step 2** – You may speak to an OPM customer service representative, or you may use the automated system. Simply follow the prompts provided in the telephone system.

The amount you key in will be your monthly allotment to NAPUS PAC. The start of your allotment will depend on the time of the month it was requested. If you make your request during the first two weeks of the month, expect the withholding to take place the first of the following month. If the allotment is requested after the first two weeks of the month, the change will take place the second month after the request.

If you have questions, please contact Cora Lee Martins, NAPUS PAC Manager at 703-683-9027 or [cmartins@napus.org](mailto:cmartins@napus.org)

Revised January 2006



**NAPUS PAC FOR POSTMASTERS CHECK-OFF PLEDGE** *Yes, I'll check-off for NAPUS PAC through OPM!*

Name \_\_\_\_\_ Amt. Each Month \$ \_\_\_\_\_

Address \_\_\_\_\_ Phone Number (\_\_\_\_) \_\_\_\_\_

# Authorization Agreement for Direct Transfers to NAPUS PAC



*I hereby authorize NAPUS Federal Credit Union (NAPUS FCU) to initiate debit entries to my account indicated below. I acknowledge that the origination of ACH transactions to my account must comply with the provisions of U.S. law. This authorization is to remain in effect until NAPUS FCU has received written notification from me of its termination in such time and in such manner as to afford NAPUS FCU a reasonable opportunity to act on it.*

Name(s) \_\_\_\_\_ Date \_\_\_\_\_  
(Please Print)

Address \_\_\_\_\_

City, State, Zip Code \_\_\_\_\_

NAPUS Association Member Number \_\_\_\_\_ Effective Date \_\_\_\_\_

Authorized Signature \_\_\_\_\_

**Transfer/Distribution Instructions**

Please transfer \$ \_\_\_\_\_ from my incoming deposit indicated below:

Postal Payroll       Postal Retirement       Other Payroll/Retirement \_\_\_\_\_

-----OR-----

Please transfer \$ \_\_\_\_\_ directly from my NAPUS FCU account indicated above using the following information:

Account Number: \_\_\_\_\_  Savings ID \_\_\_\_  Checking ID \_\_\_\_  Money Mkt ID \_\_\_\_  
 Monthly       Semi-Monthly       Bi-Weekly       Weekly       One-time Only

Please distribute the funds to the NAPUS PAC account held at NAPUS FCU.

I understand that this deduction distribution will continue based on the frequency indicated above. I may change the distribution amount or cancel the distribution in its entirety by notifying a NAPUS FCU representative.

**NOTE: DEBIT AUTHORIZATIONS MUST PROVIDE THAT THE RECEIVER MAY REVOKE THE AUTHORIZATION ONLY BY NOTIFYING THE ORIGINATOR IN THE MANNER SPECIFIED IN THE AUTHORIZATION.**

**FOR NAPUS FCU USE ONLY**

Data Entry Date \_\_\_\_\_ Representative \_\_\_\_\_

End Date of Origination \_\_\_\_\_ Representative \_\_\_\_\_

Company ID Number \_\_\_\_\_ Transaction Code \_\_\_\_\_ Frequency \_\_\_\_\_

**FOR NAPUS USE ONLY**

Date Received \_\_\_\_\_ Representative \_\_\_\_\_



# Legislative Update:

## *2009 Legislative Conference*

### *Now History*

**G**overnment Relations Director, Bob Levi, refers to it as March Madness on Capitol Hill—Postal Style, as approximately 1000 NAPUS Postmasters from across America convened in Washington DC. The 4-day event provided Postmasters a chance to be heard. We had 32 Postmasters from Kentucky. I thank all of you for attending. We had seven first timers attend this year. I hope each one of you learned, laughed and will return next year.

We have all seen the headlines on the TV and in the Newspapers these last few weeks, as the Postal Service has signaled an SOS to the country's lawmakers. Our problems are serious as mail volumes continue to decrease. While the Internet continues to erode First Class mail, the recession has bitten into the budgets of advertisers. Ad pages are down 49% in the newspaper and magazine business. It's the same in the Postal Service as Second and Third Class volumes continue to dwindle. PMG Jack Potter has stated, "We can no longer continue to do business as usual."

While in Washington this year, former Legislative Rep and Kentucky State President Scott Mann and I were able to sit in on the hearings on the Postal Service. The hearings were held on Wednesday after our Capitol Hill Visits. "The Post Office will run out of money this year unless it gets help. We are facing losses of historic proportions," Potter told the House subcommittee that oversees the Postal Service. While the hearing began with questions about Potter's salary, his bonuses, and ties to special deals involving Country Wide, Fannie Mae and Freddie Mac, it finally turned to the problems that face many Postmasters in this country.

There is nothing left to cut at our levels. We continue to be understaffed as we try to delivery the nation's mail. While Potter is on Board with NAPUS Postmasters in supporting HR22, he has called for a five-day delivery week of the nation's mail. He was put down time after time with statements from Congressional members about five-day delivery. "I would bet

everything I've got that's not going to happen, the cut of Saturday service, so you might want to take that off the table," said Rep. Elijah Cummings (D-Md).

Here are the numbers: USPS moved 213 billion pieces of mail in Fiscal Year 2006.

This year, that number is expected to fall to 180 billion. The amount of money the Postal Service has been losing continues to climb—5.1 billion in 2007, 2.8 billion in 2008 and a projected 6 billion in 2009. While our situation is critical, it was noted time after time by NAPUS, LEAGUE and union officials that we are top heavy on management, not Postmasters.

While Stephen Lynch (D-Ma) and Rep Danny Davis (D-Ill) took a dislike to a five-day delivery week, both agreed that they have reservations about Potter's suggestions to improve USPS finances. Dan Blair, head of the independent Postal Regulatory Commission, suggested to the committee that other savings are possible through THE CLOSING OF SMALL RURAL POST OFFICES. It appears that HR22 is the answer for now as times are a' changing—as Potter has testified that closing offices and layoff were possible. Again, ALL Postmasters need to be involved. We all need to be talking to our Congressmen and their staffs about our concerns, and letting them know that we want their support in supporting HR22. To date only two Kentucky Congressmen have signed on to support this bill—Ben Chandler and John Yarmuth.

What is HR22? it simply is a bill designed to let the Postal Service refinance its Retirement Health Trust Fund. PL 109-435 requires the USPS to pre-fund its present and future health care obligations on behalf of current and eventual retirees. The USPS deposits approximately 5 billion per year into the Trust Fund. Recognizing its revenue shortfall, last fall the USPS sought permission to pay its share of current employee health premiums from the Trust Fund, rather than from its operating budget. The change would last for only 8 years. At the end of this period, the USPS would recalibrate its obligation into the Trust Fund and amortize payment into the Fund. NO TAXPAYER FUNDS WOULD BE USED, THERE WOULD BE NO COST TO THE GOVERNMENT, AND THE TRUST FUND WOULD REMAIN SECURE. This proposal would save the USPS approximately 2.8 billion per year for the 8-year period.

Now that you know the rest of the story, let's pick up our phones or write a letter to the elected officials not yet on board.

*Bob Hummer*  
Legislative Representative





# SCENES FROM THE LEGISLATIVE CONFERENCE



**John D. Miller  
Educational  
Scholarship  
Foundation  
Contributors\***

Adkins, Tommy  
Applegate, Pauline  
Barton, Clyde  
Bascom, Patti  
Birk, Vince  
Bryant, Thelma  
Butler, Paul Edd  
Clem, Sharon  
Craft, Nina  
Cross, Randi  
Devine, Beverly  
Devine, Janice  
Ellgood, Sandra  
Elmore, Butch  
Faulkner, Donetta  
Ferrell, Jennifer  
Gibson, Jackie  
Hall, Don  
Hamm, John  
Harmon, Nancy  
Howard, Kathy  
Jackson, Anna  
Klein, Bev  
Mann, Linda  
Mann, Scott  
McClellan, Ginner  
Moore, Roland  
Nalley, Dave  
Nalley, Elaine  
Oak, Cecilia  
Pace, Malcolm  
Peters, Charlie  
Polley, Linda  
Ralston, Denise  
Rue, Becky  
Sexton, Pam  
Sharpe, Dallas  
Spencer, Dawn  
Stockdale, Sherri  
Tavis, Donna  
Thomas, Terri  
Tunks, Nick  
Vance, Rita  
Webster, Rosemary

\* As of March 31



*From the Chaplain:*

## Doing What is Right When Hope is Gone

The headlines read “Congress to AIG: If you don’t give back the bonuses, we will take them.” This headline appeared in the news the same day that I received an email at work from Thomas Henry, Manager, Field Operations Requirements & Planning, at Postal HQ. The headline of that email was “The following NPA proposals were discussed during the March 9, 2009 meeting with the three Management Associations. These decisions are effective immediately and will be reflected in NPA publishing scheduled for March 19, 2009.” It wasn’t good news.

When I became Postmaster of Dunnville, Kentucky six years ago, I was told that if I worked hard and raised my Retail Revenue, then I would be rewarded with a good pay raise. My first thought was “How do you raise revenue when your Post Office is out in the middle of nowhere?” However, I learned a few things, asked a lot of questions, and worked harder than was required. I educated myself on Bulk Mail, Click-n-Ship, OLRP, “Up-Selling,” and stole several customers from UPS. I even taught three people how to sell rocks (yes, rocks!) on eBay. I put forms out in my lobby, even though I didn’t think any of my customers would ever use them. I smiled at people and made them feel like valuable customers. I stayed late and went out of my way to help people.

Does any of this sound familiar? These are things that many Postmasters have done and continue to do every day. It has really paid off for me at my office. Not only do I have a wonderful group of mostly happy customers, my Retail Revenue is also up 125% from what it was when I came here. And yes, I have been very blessed by having received a good pay raise each year under the NPA process. They were right! Not only has

going the “extra mile” led to a job that I love, but it has also paid off financially.

So, when I read that email, I was initially very discouraged. Because I am in a small office (Level 15), they took any control of my Retail Revenue score out of my hands by using the “Lead Finance” score instead. (For small offices, Retail Revenue makes up 70% of our Unit score.) I immediately went from a Unit score of 14.3 to a Unit score of 4.5. Essentially, what they have done is take away any hope of getting a decent pay raise. I think it would have been more up-front if they had just said “Tough times—no pay raises.”

So, what should our response be to this action? We could grumble, complain, turn sour and quit going the “extra mile.” We could just come to work, punch the clock and do the minimum required. However, I don’t think that is what God would want us to do. It all depends on where we place our “real hope.” If all our hopes and dreams lie totally in our paycheck, then most of us are going to end this life very disappointed. There is a lot of reward in doing the right thing whether anybody seems to appreciate it or not. These rewards come in the form of joy, peace, patience and contentment.

Two verses to live by are Col 3:17, “And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through Him,” and Gal 6:9, “Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up.” If you live by these rules, what happens at work won’t bother you near as much and you will sleep well most every night.

*Roland Moore*  
Chaplain

✂ — — — — —

## The John D. Miller Educational Scholarship Foundation

*Buy a share — Become a member*

If you would like to become a member of the KY NAPUS John D. Miller Educational Scholarship Foundation, please fill out this form and mail it with a minimum \$10 donation to:

KY NAPUS JDM Educational Foundation, Inc.  
c/o Beverly Devine, Sec/Treas P.O. Box 33, Willisburg, KY 40078

Name \_\_\_\_\_ Telephone(\_\_\_\_\_) \_\_\_\_\_

Address \_\_\_\_\_

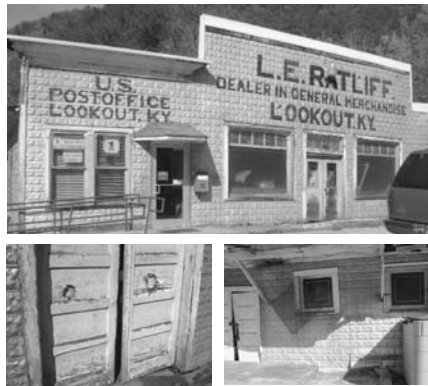
# Small Post Office Closings:

## *LOOKOUT! It could happen to you*



January 7, 2009 marked a sad day for the community of Lookout, Kentucky. The service to their local Post Office had been suspended. After more than 50 years, the doors were closed, the boxes removed, the logos peeled away, with one long-standing remnant of memorabilia, the flag, flying as if to say “remember me, remember the days of dutiful service.”

With the economy failing and rumors of massive layoffs, many are wondering— Was it because of the economy, the revenue, volumes? Could it have been prevented? Whose fault was it? It was neither revenue (which was good) nor volumes, but neglect to the building facility. Over the years, it had become irreparable. Several Postmasters had come and gone (including myself) and the office had been vacant for two years. The owners didn't realize the importance of up keeping the facility even when pleas and warnings were given. After all, the Postal Service kept renewing the lease, so it couldn't be that bad, and besides, the community would



**The Post Office in Lookout, Kentucky had many security issues, and the adjacent junk storage posed a serious fire hazard.**

never let it close. right? Well, most leases read that the Postal Service only has to give a 30-day notice to vacate a facility for any reason they deem necessary. So, with all situations at hand and a notice for repairs not being acknowledged, the Postal Service took action. With OSHA regulations and Federal requirements, to install a new facility would cost the Postal Service an estimated \$125,000, if the property

and requirements were available. So, the chance of getting a new Post Office in the Lookout community is almost impossible.

I am sharing this information with you because I want you to know—it is important to maintain your facility. I know several of you are retiring and maybe thinking, “who cares?” Well, when that office goes vacant, the Postal Service will be evaluating the entire facility. When a community loses its post office, it loses its place on the map, its individuality, its convenience. There's one less good job in the neighborhood. So, if you have a situation that needs attention, tell the owners, show them this article. If they are non-responsive, send them a letter in writing. If this doesn't work, you can take further action. Just get it done. You are protecting them, your job, your community. Right now, we have many reasons to be scared about our future, but let's not be the next GHOST OFFICE!

*Vonda Belcher*  
Area 7 Director

*“When a community loses its post office, it loses its place on the map, its individuality, its convenience.”*

## Thinking of You

**Please remember these families as they mourn the loss of a loved one:**

**Jackie Gibson**, Postmaster of McKinney, brother passed away  
**Kim Girdner**, Postmaster of Heidrick, mother passed away  
**Louise Grivetti**, Postmaster of Petersburg, father passed away  
**Mary Hite**, PMR of Fairfield, husband passed away  
**Elaine Huhn**, Postmaster of Covington, sister passed away  
**Beverly Roberts**, Postmaster of St. Catherine, son passed away  
**Nick Tunks**, Postmaster of Mammoth Cave, father passed away  
**Raymond Day**, retired Postmaster of Cranks, passed away  
**Arvil Weilbaker**, retired Postmaster of Corydon, IN, passed away  
*(friend of KY NAPUS and first recipient of the National Lifetime Achievement Award)*

**Please remember those who are ill or undergoing treatment:**

**Gladys Mitchell**, Postmaster of Teaberry—husband hospitalized for six months due to complications from surgery  
**Kim Sharpe**, wife of Dallas Sharpe, is recuperating from a ski accident  
**Rhonda Skaggs**, Postmaster of Rocky Hill—son was diagnosed with a brain tumor and is undergoing chemotherapy

**Please remember these families for their loss:**

**Connie Hernandez**, Postmaster of Eminence, lost her home to fire  
**Mike Peay**, MPOO, lost his home to fire

In lieu of flowers, a donation has been made to the John D. Miller Educational Foundation. KY NAPUS has made a donation in memory of each loss of loved one. John Hamm has made a donation in memory of Kim Girdner's mother.



# Cecilia's Clipboard:



## A lesson from milk and cookies!

**D**uring Leadership Conference, I talked to my husband, who was helping the oldest of our of three grandchildren get a snack one evening. She said she wanted white milk, but then she thought of making chocolate milk, and she HAD to have it. Jerry stirred the chocolate into the milk and suddenly, the second grandchild appeared. He wanted chocolate milk, too, of course. But, Jerry was not finished. The almost two year old demanded HER chocolate milk. Jerry said he had never stirred so much milk in his entire life!

Then, the cookies came out. The youngest grandchild immediately grabbed three cookies and refused to give up even one cookie. While Jerry was trying to talk the youngest out of one of her cookies, he caught the almost five year old stuffing cookies down his pants to take home!

I had to laugh. my husband never had to fix milk and cookies for the grandchildren. It was a job I always did. He saw that there was more to the job of making chocolate milk and serving cookies than he realized.

I feel it is much the same way with Headquarters and our jobs as Postmasters. The people at Headquarters do not understand that our jobs involve more than delivering the mail and keeping our finances straight.

I remember the days when we did not input our employee's payroll, had never heard of COARS, Euars or Ebuy, and had checklists for the list of jobs we had to complete. Our training was not done on Meeting Place, where a small office has to juggle waiting on customers with watching a computer screen. Yes, volume may have dropped, but our responsibilities have increased disproportionately.

Phil Jones, our NAPUS attorney, shared with our group that even with the current reduction of employees at Headquarters, the number of Headquarter employees in 2009 will still be greater than the number of Headquarter employees in 2007.



During Leadership Conference, Postmaster General Jack Potter “begged our indulgence” and asked us to “make sacrifices to insure the success of the USPS.” I believe we have made those sacrifices and do not believe that Headquarters knows the multi-faceted tasks our job requires us to complete each day. Headquarters needs to take a hard look at their numbers.

Pat Donohoe, Deputy PMG, told us we are in “dire financial straights.” He discussed more mail being processed to reduce a carrier's time in the office and a seasonal five day delivery week from Memorial Day to Labor Day. Congress has mandated us to provide six day delivery, and, as I write, there are hearings being held to discuss Congress changing our delivery to five days a week.

There are many questions to answer, but two related ones come to mind immediately:

1. Can rural carrier associates afford to stay with less days to carry?
2. Who will carry the mail in the absence of the regular carrier if there are no substitutes?

We all know the answer to that second question.

There will be changes, and we will use our knowledge and expertise to adapt to those changes. Just as my husband learned that serving chocolate milk and cookies only appears easy, Headquarters needs to learn that just because we are good at our job and make it look easy, it isn't. Our additional administrative duties, coupled with reduced clerk hours or vacant clerk positions, have made our jobs very stressful and challenging.

**... Postmaster General Jack Potter “begged our indulgence” and asked us to “make sacrifices to ensure the success of the USPS.” I believe we have made those sacrifices ...**

*Cecilia Oak*  
Secretary-Treasurer

## Area Meetings – Areas 1 & 2



## Area Meetings – Areas 3 & 4





## Sneak Preview of the State Convention

JUNE 14-17, LEXINGTON, KY  
GRIFFIN GATE MARRIOTT

My, where has the time gone? The State Convention will be here before we know it. The plans are starting to come together. I know we can count on Nick Tunks to have some high quality training for us each day. If you have anything that you would like to be informed about, please contact Nick; I'm sure he would try to accommodate.

Sunday morning will be the golf tournament (FOOOORE). I'm working on a tour of the Bluegrass farms for Sunday afternoon. I wanted to have a day at the Lexington Legends baseball game, but they don't play on that Sunday. Later on in the evening we will gather for a delicious buffet.

Monday's lunch will honor our first timers, so let's work hard getting our new NAPUS members to the Convention. Monday evening will be the scholarship auction, and following that will be "Karaoke Time." I'm looking for a fun-filled time during Karaoke. I know there's undiscovered talent out there, and we're going to find it. All you area directors work on a group song to perform or talk to someone that you know who has talent . . . or not. I'm counting on your help.

Tuesday at lunch we will honor the retirees. We owe them so much. They have paved the way for us. Tuesday night is the Scholarship Banquet. The recipients have worked hard to get where they are, and they deserve our support.

I would like to thank everyone for their thoughts and prayers during the death of my brother. I feel so blessed to have a NAPUS family like you.

*Jackie Gibson*

State Convention Chairperson  
(kypostmaster@yahoo.com)



## Your chance for real live training!

Please make plans to attend the 2009 Kentucky NAPUS state convention in Lexington KY, June 14 – 17. We plan to have many training opportunities available, and we hope to have many Postmasters as instructors this year. The training schedule is not yet finalized, but some topics under consideration are: Retirement, Insurance Claims, City Delivery, Rural Delivery, Ebay selling, Financial Planning, Excel spreadsheets, writing skills, CSAW, COARS, Scanning, Labor issues, and many more.

This is your chance to get the training you need on the topics that are directly related to you. Most of our official training of late has been on-line or by DVD, or as I recently heard it described, "Tele-Tubbie Training." This is your chance to get real live training with an instructor knowledgeable in the topic that can and will answer questions and will try to get you the information you need to do your job. This is exactly the purpose of Convention leave. Make good use of it, and meet with your fellow Postmasters.

Is there a topic you would like to see on the training schedule, or do you have knowledge in a topic that would be useful to other Postmasters? If you can think of any subjects or to volunteer to help with a class, please contact Nick Tunks, Postmaster Mammoth Cave KY 42259 (ntunks@yahoo.com).

*Nick Tunks*

Career Development Rep/State Convention Training Coordinator



## 2009 KY NAPUS State Convention Golf Outing

Join your fellow Postmasters at the beautiful Griffin Gate Golf Club on Sunday, June 14, 7:30 a.m. for 18 holes of golf. Prizes will be awarded for (men and women): Longest Drive, Closet to the Pin and Best Team score. **Entry fee is \$55.**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Email: \_\_\_\_\_ Phone:(\_\_\_\_\_) \_\_\_\_\_

GHIN/Average score: \_\_\_\_\_

Please mail entry form and fee to: Chris Anderson, PO Box 2, Mt. Vernon, KY 40456

Questions? Chris (606) 256-2717

Please mail entries by June 1, 2009



# THE 2009 NAPUS STATE CONVENTION

## Registration Form

**June 14-17, 2009 Lexington, KY**

### GRIFFIN GATE MARRIOTT RESORT & SPA

1800 Newtown Pike, Lexington, KY

Room rates are \$88.00 (plus tax) for single/double  
Call 1-859-231-5100 or 1-800-228-9290

**Room block expires May 15, 2009**

### REGISTRATION FEES:

#### Postmasters\*, Retirees, and Guests

Through April 1, 2009 \$70.00

By May 15, 2009 \$90.00

On Site Registration \$110.00

No refunds after June 6, 2009

Banquet only \$32.00

*\*Postmasters newly appointed since the last Convention will pay the \$70 fee that will be refunded to them after they arrive for Convention. This offer is good until May 15th. Beginning May 16, 2009, all newly appointed Postmasters must register at the on site rate. No refunds after June 6, 2009.*

Name \_\_\_\_\_

Office Name \_\_\_\_\_ Zip \_\_\_\_\_

Guest Name \_\_\_\_\_

Home Address \_\_\_\_\_

Evening Phone \_\_\_\_\_ Email \_\_\_\_\_

Home City \_\_\_\_\_ Zip \_\_\_\_\_

Total Amount Enclosed \$ \_\_\_\_\_

First Timer

Retiree

Guest

**\*Newly Appointed  
Since Last Convention**

Training topics you would like to see at this convention (attach sheets if necessary):

\_\_\_\_\_  
\_\_\_\_\_

**Check the committee on which you would be willing to serve. Committee chairman will contact you in advance of convention for work assignment and/or schedule.**

\_\_\_ Auction

\_\_\_ 1st Timer

\_\_\_ Memorial

\_\_\_ Legislative

\_\_\_ Registration

\_\_\_ Table Decorations

\_\_\_ Seminars & Training

\_\_\_ Sgt at Arms

\_\_\_ Door Prize

\_\_\_ Hospitality

\_\_\_ Nominations

\_\_\_ Scholarship

\_\_\_ Constitution & Bylaws

\_\_\_ PM Rep

\_\_\_ PAC

#### Return Registration Form to:

KY Chapter NAPUS  
Cecilia Oak  
PO Box 1  
Milton KY 40045-0001

*Don't Delay  
Register Today*



## *Now is the Time to Buy!* There is an upside of the failing economy

**D**id I get your attention? It certainly got mine. As our new service representative I really did not know what to expect at my training seminars while at Legislative, but I was totally excited when Elaine Ethier from the credit union started her presentation entitled "Upside to the Failing Economy." Everyone needs to join our NAPUS Credit Union! While I have been a member for 17 years I never knew what all we could do with the credit union.

Did you know that as of last week the credit union is offering mortgage rates below 5%? With the option of bi-weekly payments you could cut years off of your mortgage. In some of the examples we were shown the member cut their term to 15 years from a 30 year term. The amount of payment and years saved varied from case to case, but all were great savings. Refinancing through the credit union could help you reach your retirement goals sooner. Now that sounds like a plan to me! You can apply on line or call the credit union. They are waiting to hear from you!

The failing economy has put a lot of stress on automobile manufacturers to move their inventory. You can find a deal no matter what make or model you prefer, even the foreign models. Remember their markets are not fairing any better than ours! Find the automobile you want and then get great rates through the credit union. Using the Credit Union Auto Buying Resource (CUDL), will help you "build" your dream car. You can go to the dealer with everything you want and have your financing set up through the credit union.

For fun the Credit Union is running a Survivor contest with the Visa card. There will be a grand prize winner of \$2000.00.

Here is how the contest works:

- Contest runs from March 1, 2009-July 31, 2009
- Charges of \$50.00 and over will earn you an entry in the NAPUS FCU Survivor contest.
- One survivor finalist will be chosen from all eligible purchases each month and will win \$100.
- Once we have our five survivor finalist, the tribal council will draw one winner from the five survivors to win the grand prize of \$2,000.00.

Log on to the credit union web site for other great programs they are offering. I plan to share other great programs with you all at our State Convention!

On a personnel note, I want to take a moment to thank everyone who took the time to send cards when my Mother, Annetta Brown passed away. You kind thoughts and prayers meant so much to my family and me.

E-mail has a place in our world, but nothing brings more comfort to most people than a letter or card that you can hold and touch. I find that as I touch the cards and written words that I feel a very real connection to the person that sent it. When I have moments of sadness, I can pull that basket of card out and read them again and again. The written word means so much. This reminds me of a line a fellow Postal Employee use to say when we both worked at the Vine Grove Post Office 20 years ago... "Help support the Postal Service; keep those cards and letters coming"! Mail a card to someone today! It will make your day and theirs!

*Becky Miller*  
Service Representative

## Across the State



Lowes Post Office receives the Lightbulb award  
Pictured: Joann Bell (Postmaster-Lowes, Kentucky), Becky (PMR) and Chris Carroll (MPOO)



Ice, snow and wind storms ripped across Kentucky January 27, causing road closures and electric outages of over a week at many post offices



Retired Postmaster Joe Thomas 1963-1992 (riding in car), new first time Postmaster Lisa Adrian and Rural Carrier James Foster as Grand Marshal of the 2008 Glendale Days Parade in Glendale, Kentucky



# THE 2009 NAPUS NATIONAL CONVENTION



Registration Form NAPUS 105th National Convention  
Anchorage, Alaska September 12-16, 2009

Registration also available on line at [www.napus.org](http://www.napus.org)  
Please Note: one attendee per registration form

First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_

Title: \_\_\_\_\_ First Name (as it should appear on your badge): \_\_\_\_\_

Post Office You Represent(ed): \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_

Your Mailing Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Day Time Phone: \_\_\_\_\_ Evening Phone: \_\_\_\_\_

Registration Fee: (Please circle fee that applies)	On Site at 2008 Conv.	8/28/08 to 12/31/08	1/1/09 to 4/30/09	5/01/09 to 8/28/09	After 8/28/09
NAPUS Postmaster Member First Timer	N/A	\$75	\$75	\$75	\$275
Postmaster / Spouse / Guest	\$150	\$175	\$220	\$250	\$275
OIC / Associate	\$150	\$175	\$220	\$250	\$275
Postmaster Retired / Spouse / Guest (Postmaster Retired Luncheon Included)	\$130	\$150	\$185	\$205	\$225
Children (17 and under) (Includes child's meal at the Grand Banquet)	\$80	\$80	\$80	\$80	\$80

Are you planning on attending the NAPUS Annual Golf Tournament?  Yes  No

## Payment:

Check payable to NAPUS # \_\_\_\_\_

Cash  NAPUS-FCU Visa

American Express  Visa/MasterCard

Card Number: \_\_\_\_\_

Expiration Date: \_\_\_\_\_ Card Security Code: \_\_\_\_\_

Signature: \_\_\_\_\_

Convention Fee: \$ \_\_\_\_\_

Additional Tickets for the  
Postmasters Retired Luncheon  
@ \$25 each: \$ \_\_\_\_\_

Total Payment: \$ \_\_\_\_\_

## Registration Policies:

**NAPUS Member Postmaster First Timer:** This registration category is only for NAPUS Postmaster Members attending a NAPUS National Convention for the first time. This rate is only available until **August 28, 2009**. Beginning **August 29, 2009**, the Postmaster will have to register at the prevailing fee. A \$75 reimbursement will be mailed after the convention to each first timer that attended the 2009 Convention. Refunds will not be sent to first timers that do not attend the 2009 Convention.

**Banquet Seating:** Registrants will be seated with their chapters on a first come basis. Registrations received after **August 28, 2009**, are not guaranteed to be placed at chapter tables and will be seated where space is available. Banquet tickets will be enclosed in your conference materials distributed at the beginning of the conference.

**Hotel Reservation:** NAPUS has a special rate available at the following convention hotels beginning on **September 1, 2008**. You must call the hotel directly to make a hotel reservation. NAPUS Headquarters *will not* handle room reservations. **To make a reservation you must make a deposit to the hotel in the amount of your first and last nights' lodging.** All room cancellations must be made directly with the hotel. To secure these rates, you must identify yourself as part of the NAPUS convention when placing your reservation. This rate is only available until **August 1, 2009**, or until all rooms in the block are sold, whichever comes first.

Days Inn	\$71.10 single/double/triple/quad	907-276-7226
Marriott Anchorage	\$125 single/double/triple/quad	907-279-8000
Sheraton Hotel	\$109 single/double \$119 triple/quad	907-276-8700

**Registration Cancellation Refund Policy:** Requests for cancellation refunds must be made in writing and be sent to the address below. Requests must be postmarked by **April 30, 2009** for 75% refund, and by **August 28, 2009** for 50% refund. No refunds will be given after **August 28, 2009**. These dates will be strictly adhered to; exemptions may be made with approval of the NAPUS National Executive Committee.

Mail or fax with full payment to: NAPUS National Convention Registration  
18222 Flower Hill Way # 301  
Gaithersburg, MD 20879  
Fax: 1-877-332-5186

Questions? Call 703-683-9027

The Postal Service, like most labor intensive businesses, is in a struggle for its very survival. It goes without saying the future of Postmasters is directly related to the survival of the Postal Service. NAPUS must take an active role to insure the Postal Service remains a viable service to the American people, while insuring that Postmaster positions, as well as their salaries and benefits, are not adversely impacted.

Postmasters have gotten the short end of the stick long enough. If the current financial conditions continue, it will indeed be necessary for the Postal Service to continue to reduce labor costs. This can be accomplished in many ways other than requiring Postmasters to perform their sworn duties with inadequate budgets and staffing levels. Last year I asked the question, do we really need this many layers of management in the Postal Service? With the technology that exists today there are major labor and administrative cost savings to be had by eliminating either the Area or District offices.

We have formed a strong alliance with the National League of Postmasters and the National Association of Postal Supervisors to present our common interests to Postal Headquarters and Congress. That stresses the point that we are unified in our mission. We must continue to support this alliance and help it grow.

We can no longer allow Postmasters, non-bargaining unit postal employees, to continue to manage the increased workloads and responsibilities that have been placed upon us while our bargaining unit employees are still enjoying contractually guaranteed pay raises and COLAs. During our last Pay Consultations, NAPUS tried something that had not been done in recent history. We went to the talks with prepared documentation of what we were requesting and reasons for requesting it. It is fair to say the Postal Service was caught off guard by our preparations, and they were forced to drop back and regroup.

In the end, we were not successful in getting everything we had requested, although we managed to get more than the Postal Service had originally offered. It was not enough. What we were successful in doing was to create documentation, a written record, that could be used in future pay consultations or for evidence that could be submitted to Fact Finder if the need arises.

Many of you remember that Postmasters were given the right to request a Fact Finder to gather the facts of an issue from both sides and make a non-binding decision in disputes between NAPUS and the Postal Service. Up until this last pay

consultation, we had no prepared documentation or historical documentation to present to a Fact Finder. Now we do, and I was pleased to be a part of that process, and hope to be there to continue the process in the future.

The compensation process now in place for Postmasters which the Postal Service has named "Pay for Performance" and based it upon the NPA is a flawed and an unjust process. What has evolved is not a process based on individual performances, but a "spread the wealth" process that at years end allows the Postal Service to eliminate non-contributors by realigning goals to insure that only the funds the Postal Service has deemed available for payout are distributed. Hardly a fair process. The Pay for Performance Process has only served to demoralize Postmasters and create an unfavorable work environment.

The Postal Service must re-evaluate its position on Pay for Performance to include all postal employees in the process, or none. Since it is not likely the craft unions will agree to any pay structure based on performance, it should be eliminated for Postmasters. Having our pay based on performance, while the employees we depend upon to make our performance goals have no stake in the outcome, is hardly a fair process.

Can NAPUS offer an alternative to the Pay for Performance process? The answer is yes. We tried the EVA, PFP, NPA, now let's go back to the basics.

1. Postmasters need the level increases that were received by all other postal employees in recent years.
2. The Postal Service needs to restore the process of annual Step increases.
3. The Postal Service must consult with Postmasters to determine annual salary percentage increases.
4. The Postal Service needs to consult with Postmasters to establish a fair merit process where exceptional individual performance can be rewarded.
5. And last, be not least, RESTORE our COLAs

The recent VERA will result in an additional 900 plus Postmasters retiring this year in addition to those eligible to retire. With the current freeze on filling these positions, NAPUS will face another challenge in the coming year when there will be an influx of many new and untrained Postmasters. We must be prepared for an all out campaign to recruit these new Postmasters as members and make as much training available to them as possible.

It is my desire to create a nationwide mentoring system by creating a list of NAPUS Postmasters

who have volunteered their services. We would put together a list of Postmasters with their contact information and reference their particular areas of expertise that would be given to every new Postmaster or OIC by a NAPUS membership recruiter. These mentor lists could also be published in our Chapter publications, as well as, the *Postmasters Gazette*.

Our next NAPUS President must above all else be professional in their dealings with Postal Headquarters and Congress. It is only human nature to become frustrated when you constantly have dealings with people who are indifferent to your concerns, but that cannot cause us to be any less the professional. A successful negotiator must have the ability to control their emotions if are to be successful in reaching an agreement that will produce positive results.

Our next NAPUS President must have the knowledge and ability to gather facts that support their position and present them in a professional manner. I base my experience in this area having received a degree in Criminal Justice from Temple University and my ten (10) years as a police officer.

During that time developing and mastering skills in investigation and testifying in court to the results of that investigation led to a high percentage of successful prosecutions.

A top priority of our next President must be preventing the closing and consolidations of post offices and preserving Postmaster jobs. The Postal Service will continue their attempts to close post offices at every opportunity in an effort to reduce costs.

Our next NAPUS President will face many of the tough challenges faced by previous Presidents. The job of NAPUS President is not an easy job and I have not based my decision to seek the position with any such notion. Having been a part of the past six administrations I have seen it firsthand. It is a position that requires long hours, a lot of time spent in hotels and airports, time away from family and friends, and the daily frustrations. It requires a very dedicated individual.

I have enjoyed the 21 years I have spent as a Postmaster and member of NAPUS with the support of my wife, Peggy. Peg and I have met so many nice people and made many new friends. What we have experienced is something we want to see future Postmasters have the opportunity to experience.

During my tenure as the acting NAPUS Executive Director I responded to e-mails and phone calls from Postmasters who loved being a Postmaster



## *Aloha NAPUS Members,*

I want to take this opportunity to thank you for your interest in my campaign. Most of you are already aware that I am not seeking the presidency to be the caretaker of the status quos. I am committed to provide Postmasters the leadership you deserve while bringing real and lasting improvements for our membership. Not only to deal with ongoing issues but most importantly to salvage those benefits we still have.

I had the opportunity to address Postmasters at the Leadership Conference in March. As I clearly stated then, my vision for leading NAPUS has been—and will remain—clear and consistent: I will firmly, though respectfully and professionally, represent the interests of Postmasters in all dealings with the Postal Service and Congress. I will lead our organization, not run it. Our NAPUS National President must foster and facilitate honest and open discussion among our officers, staff, and members alike on issues of interest to our membership.

I personally will work to ensure my efforts on behalf of our membership will not be “business as usual.” We face serious challenges that require creative, new approaches. Together, we’ll find the means to successfully address those challenges. Postmasters deserve something better than fact finding. We cannot afford to continue with business as usual and maintain the status quos during these challenging and changing times ahead of us.

Your next President will have a responsibility to question changes that will affect Postmasters, their livelihoods and communities, while helping ensure the Postal Service remains a viable organization. My past experiences and the knowledge I have gained with the Postal Service and NAPUS has prepared me well to accept that responsibility. I am certainly highly motivated and well prepared to serve as the next President of NAPUS. I started my postal career forty two years ago as a

city letter carrier. During those 10 years as a letter carrier I served as the NALC Branch President, Union Steward, and Hawaii Educational Director. My management career began as a Superintendent of Postal Operations and for the past twenty five years I have served as a Postmaster in level 18 and 21 offices. I spent 14 years as a level 21 Postmaster of Kailua-Kona, HI 96740. During that time I served on several details for the Honolulu District and Pacific Area. Those included a level 22 Officer in Charge and Acting Manager Post Office Operations for the Honolulu District.

My NAPUS experience includes six years as Hawaii State Chapter President. As the President, I was instrumental in starting the chapters scholarship fund and also co chaired for the 1991 National Convention held in Hawaii. At the national level, seven NAPUS National Presidents appointed me to serve as chair or member of various committees. Serving 14 years as a National PM Rep representing Postmasters during tough times in their careers sharpened my skills to separate facts from frustrations. My two terms as Area 22 National Vice President afforded me the opportunity to serve as a national elected officer on the executive board representing California, Hawaii, and Nevada. It was during my second term that we formed focus groups in several Districts within the state of California to address issues that were affecting Postmasters quality of work life. One of my most rewarding experiences at the national level was being elected NAPUS National Secretary Treasurer 2005 – 2006. Bold decision making was necessary during my term and it was made without any hesitation. We invested NAPUS dollars wisely, keeping expenses lower than revenue for two consecutive years while working within our budget.

My recommendation to the executive board to provide free membership to newly appointed postmasters more than 4 years ago is still in affect today.

This type of leadership, knowledge, and experience is needed as we face the challenging times ahead.

Thus far, thirty six states have provided a candidate with a full state or an executive board endorsement. Twenty four of those states chose to endorse my candidacy.

Sixteen states provided me with a full state endorsement: **(AK, HI, NV, CO, NM, AZ, NE, WI, MN, SC, GA, NC, NH, CT, ID, and NY)**

Eight states provided me with Executive Board endorsements: **(RI, VT, WY, MI, SD, MA, CA, and MD).**

We received our most recent endorsement from the **New England Council** at the leadership conference.

I don’t have all the answers to the challenges we face. But I do know what some of my priorities at the national level will be: Ensure job security for all Postmasters—of all office levels—who now are on the rolls. Invoke, protect, and strengthen the rights and benefits we have under *Title 39*. And—here’s what I think will be especially important— be prepared for the unexpected. I am focused on helping ensure NAPUS members are prepared for what lies ahead. I ask you to focus on providing NAPUS a leader with the knowledge, skills, and abilities needed to get us through these uncommon times.

We can’t change the uncertainties of all the rapid changes occurring around us. But we certainly can choose how we respond to those changes. You have a choice; elect me your next NAPUS President.

Mahalo,  
*Bob*

### *Hager speech – continued from previous page*

but were so demoralized by the way they were disrespected by upper management they were in tears. NAPUS has to be there to help Postmasters in these situations, and more importantly prevent this treatment from happening in the first place.

For the past eleven (11) years I have held a NAPUS position at the National level. I have a firm understanding of how our NAPUS organization is run, how our interactions with Postal Headquarters and Congress must be handled, and I have an undying love and dedication for the title of Postmaster and those who hold that title.

I am standing before you today a candidate for NAPUS President because I believe I can make a difference. It’s not about me, it’s about you. I want to help you. I want to get you the staffing and

budget you need, assure that you are treated with the dignity and respect that you have earned by stepping up the plate and becoming a Postmaster. I want to see you properly compensated for the job you do. I want see lists of endless ridiculous reports be reduced to only those that are essential. And maybe most important I want you to once again feel good about being a Postmaster and not be marking the days until you can retire.

Our current NAPUS leadership has us on the right track. Working relationships have been established with the leadership of our sister management associations and with the top leadership of the Postal Service and Congress. I want to stay on track and build upon these relationships.

I have said throughout this campaign that I would not make you a promise that I knew I could not keep and that I would not tell you anything that I knew was not true. If I am elected your next NAPUS President I will spend every day that I am on the job trying to ease some of your burdens and improving your quality of life. That is a promise you can take to the bank.

I ask for your support, I ask for your vote, and I thank you for the many years of friendship that you have blessed me with.

*Hugh*



# *Kentucky* **NAPUS**

## Kentucky State Convention Word Search

*Complete the puzzle and bring it to the State Convention registration table to receive a prize!*

- |               |                |
|---------------|----------------|
| Auction       | Guest          |
| Banquet       | Hospitality    |
| Chair         | Kentucky       |
| Chaplin       | Legislative    |
| Committee     | Lexington      |
| Convention    | NAPUS          |
| Credit Union  | PAC            |
| Dance         | Postmasters    |
| Director      | President      |
| Editor        | Prizes         |
| Elections     | Registration   |
| Entertainment | Remember When  |
| Family        | Retired PM     |
| First Timers  | Scholarship    |
| Flag          | Secretary      |
| Food          | State          |
| Friends       | Training       |
| Fun           | Vice President |
| Games         | Welcome        |
| Golf          |                |

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K E N T U C K Y X S T A T E C Y K C E E
F A M R A O N I A L P A H C S N E R C N
U F Q A Y N F R E M E M B E R W H E N T
P I U I L V R E V C E P C L E S V D A E
A R T N I E I G I N A D O E T E R I D R
C S D I M N E I C Q U E M C S C V T M T
P T L N A T N S E U P R M T A R E U S A
L T A G F I D T P E R I I I M E N N C I
R I A H C O S R R T E T T O T T T I H N
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T E C F O O T T S R I R E S O R G N I E
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B U H A E M A G N S T U M B A N Q U E T
A E M S O E V I T A L S I G E L O T I N
D E E C D I R E C T O R F L A G O E H P
S A L E X I N G T O N T L E C T F H V I
G E R Y T I L A T I P S O H U N I O C H
W P P R E S I D E N T M G G F O O D B S
    
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## Dates to Remember

- Kentucky State Convention**  
Lexington, Kentucky ..... June 14-17
- National Convention**  
Anchorage, Alaska..... September 12-17
- IKO Training/Meeting**  
Kings Island Inn, Ohio ..... October 23-24  
*(Please note that this is a change on the KY NAPUS Calendar!)*

