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NAPS Newsletter

The Newsletter of Postal Supervisors, Branch 43
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March, 2018

The next NAPS meeting will be held on March 13th at 5:30 PM in Room 3001C at the General Mail Facility 25 Dorchester Ave. The Executive Board will meet at 4:15 p.m. in the NAPS Office Room B-15

Meetings are held on the second Tuesday of the following months; January, March 13th, September 11th, and November.13th, in addition, a brunch is scheduled during the month of November.

Associate Membership Dues: A reminder that Associate membership dues for 2018 are \$45.50 and were due by February 1. Please make out the checks to NAPS and submit to an E Board member or mail to the Branch's PO Box.

2018 NAPS Legislative Training Seminar: The Legislative Committee will be attending the National Legislative Training Seminar in Washington, DC from March 11– March 14, 2018. The LTS is an intensive 4 day seminar, focusing on Congress and the legislative issues that are most important to postal supervisors. The committee members will also be meeting with representatives and senators from Massachusetts. The Branch 43 members that will be attending the LTS are, Al Ciccone, Keith Dinsmoor, Bill Disisto, and Ed Raleigh.

New England Area Convention and Training Seminar: May 17-20, 2017 at the Red Jacket Inn and Conference Center in North Conway, NH. This is an important convention as all the New England branches meet with the upper executive staffs covering the Postal Districts of New England.

NAPS Convention The National Convention will be held at Mohegan Sun in Uncasville, CT on August 6-10. At this convention the delegates you send vote on resolutions that if passed will be submitted to Montville Plaza. The Postmaster General usually attends this convention and is available for Q & A's..

Change of Address: If you have moved in the last six months, please send us your new address.

Tell it to NAPS: This is one way to make your voice heard. If you have any feedback or issues you wish to make your NAPS officers aware of, please use the Tell it to NAPS webpage. Remember, if we are not aware of a problem, we can't do anything about it.

See you at the Next Meeting March 13th – Room 3001C in the GMF

Accident Reporting:

Sometimes accidents happen, despite our best efforts. An **accident is defined** as any unplanned event that results in personal injury, motor vehicle or property damage. Managers and supervisors of the employee in all operations are responsible for promptly investigating all accidents and reporting them accurately in accordance with OSHA and Postal Service regulations.

Protect yourself. If an employee states, “I just fell and hurt (body part) but I don’t want to report it or file a claim” this is a verbal report of an accident/injury and must be reported. Often these employees will see a medical professional that night and report the accident/injury within 3 days without the correct forms.

All accidents, occupational injuries (CA-2) and illnesses must be entered in the Employee Health and Safety (EHS) online application within 24 hours. To enter an EHS record “Log On” to the blue page (top right corner) - *My Work –Safety Resource Tools - Report an Accident or Incident*. Note: the *Report an Accident or Incident* field will not appear on the blue page unless you are logged on. Greater Boston supervisors must also report the accident on the Greater Boston District web page (<http://northeast1.fws.usps.gov/sites/boston/default.aspx>) within 24 hours. Scroll down to the bottom of the home page until you see “*Report an Accident*” in red font.

Accident Response and Reporting Training:

To assist new supervisors to properly respond and to investigate accidents, the Postal Service launched a new 15 minute course, *Accident Response and Reporting* (#10026978) in LMS. It is the first micro-learning course under the Annual Supervisor Safety Refresher training series. Upon completion, supervisors will be able to:

- Describe the type of information a supervisor must collect when he/she is informed about an accident.
- List the essential tools that a supervisor needs at an accident scene.
- Explain the proper steps to follow to ensure accurate recording of an accident.
- Understand the relevant information (5 W’s) a supervisor needs to conduct a proper investigation.
- Identify the steps to follow to properly report an accident.

Proper accident investigation will enable supervisors to identify the root cause or causes of the accident to prevent similar accidents from occurring in the future. Preventing accidents not only safeguards our employees and customers, **it’s just good business**. Employee accidents and injuries not only cause **pain and suffering** – they result in lost work time, **increased operating costs**, lower productivity, reduced employee morale, and a reduction in service to our customers.

Apropos of Nothing....

In all my years in NAPS this is the question I am asked the most: "I heard there is an early out? Is it true?"

I had one member, now retired, who would call me like clockwork every 4 months or so and tell me he heard it. And each time he told me it came from a "high ranking Postal Official." And every time I told him it was not true. Guess what? He retired like we all do...without an early out. But we are all human. We WANT to believe rumors when they benefit us.

So, let's start with the basics. What is an "early out?" Everyone has their own definition. For the USPS it is a VERA...Voluntary Early Retirement Act. This means the Postal Service will let you...or give you permission...to retire early. What is the difference between that and resigning? You can collect your retirement under a VERA. However, you still get penalized for the years you did not make it to your full retirement. It is not a bargain. When folks hear the word incentive they get excited. The VERA itself is called an incentive.... incentive in this case does not mean you are going to get addition financial benefits.

I had so many people throughout my career tell me if they were offered a VERA they would leave in a "New York Minute." And when it came do you know how many took it? NONE. They realized they could not live on what they would be getting if they left at that time.

Most of us want the definition of an early out to be no penalty (hence they will give you the years to make it up) plus a cash incentive! How many times did you hear "they are giving us 5 year plus"...well, fill in the blank. I've head \$5000, \$10,000, \$15000 and \$25000. I heard \$2000 for every year that you needed to make the minimum. I heard you would get all the money that was in the bottom right of your paycheck where it said retirement. I'm sure you heard other things as well.

*Why doesn't it happen? Lets' look at reality and ask yourself two questions. 1). Why would the PO offer an early out if it's going to **cost** them money? 2) Do you have coverage in your office? Are all your supervisor vacancies filled? When was the last time in Boston that they were? So, why would the PO give an early out for positions they are having a hard time filling? The EAS vacancy rate nationally is currently 10.5%. The USPS wants to get that down to 4% ASAP. To do this they are going to consider laterals first and then suspend the taking of Examination 642 and post all SCS, SDO, SMO and STO jobs.*

Good luck and sorry you need to stick around for a few more years.

Keith Dinsmoor