

# POSTMASTER APRIL-MAY 2015



## POSTMASTERS AND MANAGERS

OF AMERICA



The proposed consolidation of NAPUS and the League of Postmasters has progressed to written submission of Chapter Bylaws, Articles of Incorporation and National Bylaws for the new organization. The documents are the results of discussion, collaboration and compromise by the committee working on the consolidation. Representing NAPUS on the committee was National Secretary Treasurer, Dan Heins, from MN and retired Postmaster and National Parliamentarian John Galera, from HI. Representing the League of Postmasters was retired Postmaster, Jack Jameson, from NC and retired Postmaster, John Olson, from MN.

The new proposed organization will be incorporated as a non-profit organization and shall be known as the **"Postmasters and Managers of America" (PMA).** 

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All views expressed in The Lonestar Postmaster are those of the authors and do not necessarily reflect official NAPUS opinion.

Articles, editorials and other submissions are welcome but must be signed. Names can be withheld upon request. Please email items for publications to the Editor of The Lonestar Postmaster: <u>napustx.editor@yahoo.com</u>

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#### **TEXAS STATE CONVENTION**

RADISSON HOTEL JUNE 6-10, 2015

FORT WORTH, TX

#### NATIONAL CONVENTION

AUG 29-SEP 3, 2015

MOBILE, AL

#### LEADERSHIP CONFERENCE

MARCH 12-16, 2016 ARLILNGTON, VA

#### NATIONAL CONVENTION

TBD, 2016 NEW ORLEANS, LA





## **BENJAMIN WALKER PRESIDENT** The Higher Standard



During my term as Chapter President, I hear Postmasters say, "If I were a carrier/ clerk, they couldn't treat me this way." That statement is both untrue and true. The Postal Service is obligated to ensure that; all material employment actions must be job and business related. It is illegal for employers to make employment decisions based on an applicant's or employee's race, ethnicity, national origin, religion, sex, age military/veteran's status or disability. This means that all employees are to be treated equally regardless of craft. However, the truth is that Postmasters are treated differently than craft employees, because they are held to a higher standard. The higher standard principle has its basis in the law. The Merit System Protection Board (MSPB) and the federal courts have upheld this standard for decades. A recent example of this, outside of the Postal Service, was a case involving a manager for the Cracker Barrel restaurant chain.

In *Martinez v. Cracker Barrel Old Country Store, Inc.* (6th Cir. Jan. 10, 2013), Mary Martinez (Martinez), a white supervisor, filed a reverse race discrimination claim against her former employer, Cracker Barrel, claiming she was terminated for making racist comments and was treated differently than black employees who had made the same comments. Martinez had allegedly engaged in heated conversations with four black employees regarding the Haiti earthquake, referring to the use of the Michigan Bridge Card (a state public assistance program used by several Cracker Barrel employees) as a *ghetto card*, and sharing personal feeling regarding teen pregnancy. Cracker Barrel terminated Martinez for violating company rules prohibiting rude and boisterous conduct as well as discriminatory and harassing behavior, but only disciplined the four black employees who participated in the conversations. The 6th Circuit determined that Martinez could not establish that she was similarly situated to the others because as a supervisor, she was "differently situated within the management structure of the store." Martinez was involved in hiring and supervising employees and managing the retail shop in accordance with Cracker Barrel policies - Martinez acknowledged receiving training on Cracker Barrel's discrimination policies and rules requiring notification of any discriminatory actions she observed, including the use of racial terms such as *ghetto*. As a result, Martinez could be held to a higher and more stringent standard and she was not similarly situated to non-supervisory employees.

The MSPB has ruled that managers and Postmasters can be held to a higher standard in several cases (Howard v. U.S. Postal Service, 72 M.S.P.R. 422, 427 (1996); Walcott v. U.S. Postal Service, 52 M.S.P.R. 277, 284, aff'd, 980 F.2d 744 (Fed. Cir. 1992). The Board has held that agencies are entitled to hold supervisors to a higher standard of conduct than nonsupervisory because they occupy positions of trust and responsibility (64 M.S.P.R. 425 Docket Number CH-0752-94-0096-I-1BROWN v. USPS, SEP 16, 1994.)

The Board has ruled that there are certain standards that have to apply before a supervisor can be held accountable for an employee's actions, but the Board also ruled, the closer you are to an employee in the chain of command; the more responsible you are for being aware of the employee's actions. From a Board ruling:

As we recently pointed out in Powell v. U.S. Postal Service, 2014 MSPB 89, the Board in Miller determined that a supervisor cannot be held responsible for the improprieties of subordinate employees unless he actually directed or had knowledge of and acquiesced in the misconduct. See Miller, 8 M.S.P.R. at 252. In applying the "knowledge and acquiescence" standard, the Board in Miller considered the following factors: (1) the knowledge the supervisor has, or should have, of the conduct of subordinates; (2) the existence of policies or practices within the supervisor's agency or division which relate to the offending conduct; and (3) the extent to which the supervisor has encouraged or acquiesced in these practices and/or the subordinates' misconduct. Id. at 252-53. The Board stated in Miller that, "[t]he greater the duty a supervisor has to control those employees who actually committed the improprieties, the less specific knowledge of the misconduct the supervisor will be required to have. Why did I write this article? Allowing employees to work off the clock; changing clock rings; giving craft employees time off in lieu of overtime; allowing employees to change color codes; exchanging crude jokes or permitting the same, etc., are all examples of the types of occurrences for which we can be held responsible and the consequences can be severe.



## SHERRY BRIDGES

## **VICE PRESIDENT**



## NAPUS STATE CONVENTION 2015 FORT WORTH TEXAS JUNE 6 THROUGH JUNE 10, 2015

Our next State convention is right around the corner and I for one am getting excited about the lineup and events planned for all of us. I hope you plan on attending this is wonderful opportunity to network with Postmasters, OIC'S and PMR'S throughout our great state. We are able to use each other as sounding boards, get advice and be able to gain knowledge we don't already have.

As a fairly new NAPUS member, I can speak from experience when I say that the combined knowledge base found at the State Convention is priceless. There are Postmasters, OIC's AND PMR'S that attend that have helped me beyond measure in my daily work life. I am also amazed by how willing they are to help because we all want to see our organization succeed and be fruitful in the future.

Talking about being successful brings to mind the amount of training that is planned at the State convention that everyone will have access to. We will be utilizing well trained and qualified experts to help you and I become a better leader.

Presentations from Headquarters are planned to keep us up to speed on the ever changing face of the Postal Service so don't miss this opportunity to get the information straight from the horse's mouth.

Last but not least, we have so many fun activities planned such as a dessert contest, golf tournament, door prizes and much, much more.

Visit us at: www.txnapus.sharepoint.com

www.napus.org

Sherry Bridges, Postmaster Franklin Post Office 216 E. Decherd St. Franklin, TX 77856-9998 979 828-3607 sherry.l.bridges@usps.gov







There is an apathy in the ranks of Postmasters that is hard to shake. Even I am not nearly as excited about NAPUS as I once was. I have served as an officer in many positions -I was on the Executive Board for seven years. I had a passion for what we could accomplish through NAPUS ... so, if I am feeling the slump, I wondered, what might some of the others be feeling?

We are in the midst of an overhaul of gigantic proportions within the Postal Service. The management employees at the District offices can't keep up any better than we can and we are - on a bad day - like a dog trying to catch his own tail. We don't know what to do and we don't trust anyone to be able to help.

You might not understand how important it can be to have an organization like NAPUS or the League at your back – but I promise you, if you ever have to call for help, you won't forget. I talk to lots of Postmasters and the common theme is – "I am not doing a good job, I am not equipped to handle this anymore". We are stressed and overwhelmed and it is NOT just the ladies, the men are feeling it just as much. There are a few, some who were born with the organization gene (or the OCD gene, if we are honest!) who are okay, but most of us are drowning. We go to the meetings to get ideas, make friends, share problems and de-stress with laughter. We get hands-on training and we have the opportunity to meet and talk to our managers.

I believe that the proposed merger of the Postmaster Organizations is a really good thing. If we are to break out of this nosedive, we have to act now. We, you and I, have to embrace the concept and move forward eagerly. We have to be the Postmasters and Managers of America or PMA. We have to believe that it will make a difference, so that we can make a difference.

Let's go forward and make it work!

# MARSHA GRIFFIS PAC-CHAIR



2015 NAPUS LEGISLATIVE CONVENTION

TEXAS NAPUS AWARD FOR PAC CONTRIBUTIONS



# SHARON JANICEK

NATIONAL VICE-PRESIDENT



Dessert Contest Sunday June 7th at the Texas NAPUS state convention! Three prizes will be awarded!



Vendors Wanted for the State Convention June 6-10, 2015! **Radisson Fort Worth Fossil Creek** 2540 Meacham Blvd. Fort Worth. TX 76106 \$75 booth fee **Proceeds go to the Texas NAPUS Scholarship Fund** 

Business Name:	
Business Address:	
Business Phone:	
Contact Name:	

**Contact Sharon Janicek for information** <u>sharonjanicek@gmail.com</u>



### MEMBER OF THE YEAR AWARD

Ιn	ominat	e, Postmaster, TX
		e, Postmaster, TX ember of the Year Award. I believe that he/she deserved this award for his/her dedicated
		efforts to NAPUS as both an active and retired member.
1.	NAPUS	
	A.	Service to NAPUS organization
	В.	Committee
	C.	Awards
2.	Postal	Service
	A.	Years of Service
	В.	Awards Received
3.	Comm	nunity Service
	A.	Member of clubs and organization
	В.	Special information about the nominee's relationship to their community
4.	Additi	onal information that you feel valuable forward this person's nomination
goo		if you do not have information, you may nominate an individual. The above member must have been a member in ng of Texas NAPUS Chapter 18. NAPUS Retired Postmaster Officers are not eligible for this award and nominations dered.
No	minate	d bySignature

Please send the nominations form no later than June 1st to the current Executive Vice President, Texas NAPUS, Steve Kelley.



#### Part 1

#### **Corporation Act**

#### Public Law 87-569

#### Articles of Incorporation

### Pursuant to the District of Columbia

### Non-Profit District of Columbia Code, Title 29-Chapter 4

#### Article I:Name

**Section 1.** This organization shall be incorporated under the laws of the District of Columbia as a non-profit organization and shall be known as the "Postmasters and Managers of America." Wherever used in these documents, the acronym "PMA" or the single word "Organization" when capitalized shall stand for the full name of the organization.

Section 2. The affiliated units of this organization shall be known as "Chapters."

#### Article II: Duration

The period of duration shall be perpetual.

#### Article III: Purpose

The purposes for which the corporation is organized as an independent, non-partisan professional membership association shall be to: provide a vehicle through which members may assist one another in matters connected with their employment in the United States Postal Service; to foster a favorable image of public service; to assure the users of the mails the best service possible; improve the conditions under which individual members work, having concern for salaries, hours of employment, working environment, and related issues; to cooperate with other groups and levels of postal management in the achievement of common goals.

#### Article IV: Members

There shall be three classes of members as follows:

- An Active member shall be a Postmaster, Postmaster Relief, Manager, Supervisor or any other EAS employee employed by the Postal Service.
- A Postmasters Retired member shall be any person who has retired from the Postal Service and includes the following:

Employees having held the title of Postmaster at any time during their career.

Employees having held an EAS position at any time during their career.

An Associate member shall be an individual who pays dues and exercises an interest in the Organization to include the following:

U.S. Postal Service employees (not otherwise covered in this article.)

Former Postal Service employees (not to include Postmasters Retired.)

Surviving Spouses.

Associate members shall be considered members of the Postmaster Retired Organization.

#### Article V: Officers

The elected National Officers of PMA shall be a President, Vice Presidents, and a Secretary/Treasurer who shall be active members (with the exception of Postmaster Relief who are not eligible to hold these positions) and members of the Executive Board, which is defined in the Bylaws of the Organization.

#### Article VI: Governing Documents

The governing documents of the Organization shall be the Articles of Incorporation and the Bylaws of the Postmasters and Managers of America.

### Articles of Incorporation (cont.)

#### Article VII: Amendments

**Section 1.** The annual National Convention shall make and amend a set of governing documents, consistent with the Articles of Incorporation and the laws of the District of Columbia, for the administration and regulation of the affairs of the Postmasters and Managers of America.

**Section 2**. All proposed amendments to these Articles must be submitted in writing to the National Office at least sixty (60) days prior to the opening of the annual National Convention of the Organization. The proposed amendment or amendments to the Articles shall be published prior to the National Convention at which they are to be considered.

**Section 3**. All proposed amendments to these Articles must be considered by a Committee on Articles and Bylaws, which shall make a recommendation to adopt or reject the proposed amendment.

**Section 4**. All amendments shall be read at one session of the convention and acted upon at a subsequent session. No amendment to the Articles shall be deemed to be adopted unless supported by two-thirds vote of those having voting privileges.

#### Article VIII: Dissolution

The voluntary or involuntary dissolution of the corporation or its liquidation by court order shall proceed according to the provision of the Nonprofit Corporation Act of the District of Columbia; and in such case, the distribution of assets shall be recommended by the Executive Board.

Article IX: Address The address of the corporation is:

#### Article X: Authority to Indemnify

#### Section 1 - Indemnification of officers.

The Corporation shall indemnify an individual made a party to a proceeding because he or she is or was an officer against liability incurred in a proceeding if the officer conducted himself or herself in good faith and believed in the case of conduct in his or her official capacity with the corporation, that his or her conduct was in the best interests of the Corporation or in all other cases, that his or her conduct was at least not opposed to the best interests of the Corporation and in the case of any criminal proceeding, the officer had no reasonable cause to believe that his or her conduct was unlawful.

The termination of a proceeding by judgment, order, settlement or conviction is not of itself determinative that the officer did not meet the standard of conduct previously described. The Corporation, however, may not indemnify an officer in connection with a proceeding by or in the right of the Corporation in which the officer was adjudged liable to the Corporation or in connection with any other proceeding charging improper personal benefit to such officer, whether or not involving action in his or her official capacity, in which such officer was adjudged liable on the basis that personal benefit was improperly received by him or her.

Indemnification hereto permitted in connection with a proceeding by or in the right of the Corporation is limited to reasonable expenses incurred in connection with the proceeding.

#### Section 2 - Indemnification of officers, employees and agents.

The Corporation may indemnify and advance expenses under this section to an officer, employee, or agent of the corporation who is not an officer to the same extent as to an officer.

Article XI: Agent

The registered agent of the corporation is:

CT Corporation System 1030 15th Street, N.W. Washington, D.C. 20005



## TEXAS SCHOLARSHIP CHAIR EVA FINLEY



### **DEADLINE HAS BEEN EXTENDED TO JUNE 1ST**

The deadline is drawing near to submit applications for the Texas Scholarships for 2015 has been extended to June 1<sup>st</sup> to ensure that every member and their children/grandchildren has the opportunity to timely submit an application for this year.

Co-Chair Leandra Beckemeyer and I decided that this would be fair to all members and their families since the paper deadline was close to the scholarship deadline.

Five scholarships are awarded each year to five deserving and ambitious young seniors who wish to peruse an education at their college of choice for the 2015 year. The applicants can the children or grandchildren of NAPUS members/ retires and in good standing.

The selecting committee will be composed on one member of each District, one retiree and the Membership Chairman and Co-Chairman. The applications will be reviewed at the State Convention in Fort Worth in June, 2015, and five applicants will be selected and announced at the convention. We would like for each of the winners to send a photo and a short article about themselves letting us know what their plans are for college and after. That information will be printed in <u>*The Lone Star Postmaster*</u>, so be sure it's one of your best photos! Use one of you participating in sports, with your family, on vacation, or one or your favorites! Be sure to identify anyone inn your photo.

Also remember to help your student fill all the entire application completely. Failure to follow instructions may cause dis-qualification. Best of luck to each of you. Your NAPUS family supports your academic ambitions. If you would like to donate to the Texas NAPUS scholarship fund, you are encouraged to each month. You can honor a graduate, a new addition to the family, a birthday, a congratulation or donate in memory of one who has passed in our NAPUS extended family. Our District Directors have generously contributed to the fund by donating money to the District Managers and Guests who have attended the district meetings. In January, the Houston had THIRTEEN managers who attended our meeting. They were each presented a certificate donating to the Scholarship fund by Director State Auffarber.

They were: Eddie Muniz, Yuk Melonson, Debra Brandyberg, Myron Kelley, Chris Frier, Eric Rodriguez, Charrisse Newberry, Juan Gonzalez, Kelvin Dansby, Frank Stevens, Jean Lovejoy, Larry Lovejoy, Theresa Brady

Thanks to these managers who chose to offer their expertise in their fields. And for attend our session. Your contribution will be followed by a card from our Chapter with your name to party you have selected. I will acknowledge receipt of your correspondence.

#### **APRIL CONTRIBUTIONS:**

Mother of Steve Kelley, PM Ballinger TX, by George and Eva Finley

Eva Finley Scholarship Chairman 1601 Forum Circle Lot #151 Graford TX 76449 Phone (512) 569 4680

### TEXAS NAPUS MEMORIAL SCHOLARSHIP NATIONAL ASSOCIAITON OF POSTMASTERS OF THE UNITED STATES TEXAS CHAPTER 18

Each academic year, Texas Chapter 18 of the National Association of Postmasters of the United States (NAPUS) offers college scholarships to **children and grandchildren of Texas NAPUS Postmasters, retired Texas NAPUS Postmasters, or deceased Texas NAPUS Postmasters.** 

The States Board of Directors will determine the value of the scholarships from the funds raised from the previous year contributions, money raised by the chapter, money from the endowment fund, and money budgeted by the Board of Directors.

This year the chapter is proud to announce that it will be offering five (5) scholarships of \$1000.00 each to students entering their first year of college.

All scholarships awarded will be conditioned upon the enrollment of the recipients in an undergraduate program in an accredited college, university, or trade school.

Applications will be judged by the scholarships committee. The names of the winning recipients will be announced at the state convention of the Texas Chapter of NAPUS.

Please complete the entire application, including mother, father & sponsor information. You may include attachments for the extra-curricular activities and your biographical sketch. Request for additional information should be addressed to the Chairperson, Texas NAPUS Memorial Scholarship Committee at (512)569-4680 or goeva@usa.net

### Applications should be submitted to:

## Texas NAPUS Memorial Scholarship Committee C/o Eva Finley 1601 Forum Circle # 151 Graford, TX 76449

Applications and transcripts of students must be postmarked no later June 1<sup>st</sup> 2015.

All awards will be paid during the fall and spring semester of the coming year.

Note to Applicant. Fill in each blank with information requested. Use N/A if not applicable to you. If you need additional space, attach additional sheets.

Date of Application				
	PERSC	ONAL INFORMAT	ION	
Student's full name				
Social Security Number		Birth Da	ite	
Home Phone		Cell Phone		
Permanent Address				
City				
High School Attended		City		
Graduation Date				
Class Rank	of			
Name of Principal				
Name of Counselor				
Name of Sponsor				
(i.e. Parent, Grandparent, Guardia	an)			
Circle relationship of Sponsor:	Parent	Grandparen	t	Legal Guardian
Sponsor's Home Address				
City	State _	Zip		
Sponsor's Location of service as P	ostmaste	r		
Brief Summary of Sponsor's NAPU	IS Activiti	es		

#### FATHER / GUARDIAN

Name			
Home Address			
City			
Name of Employer			
	MOTHER / G	UARDIAN	
Name			
Home Address			
City	State	Zip	
Name of Employer			

#### PAGE 2

#### SIBLINGS

List any **scholarships, grants, loans, or other sources of income** you will be receiving while attending school. FAILURE TO DISCLOSE ANY AND ALL SOURCES OF FUNDS WILL RESULT IN FORFEITURE OF THIS SCHOLARSHIP AWARD AND RESTITUTION WILL BE DEMANDED.

	SOURCE	AMOUNT/YEAR
Scholarships		
Grants		
Loans		
	WORK RECORD	
Place of employment	Hours worked per wee	ek Employment Dates
Name and Mailing Address o	of College, University, or Trade	e School you plan to attend
Have you applied for admiss	sion?	
Have you been accepted?		
Cost of tuition for academic	year	
Date of SAT:	Score: Math Ve	rbal Total
Date of ACT:	Score: Math	

In your own handwriting tell us who or what influenced you most in deciding to obtain your college education?

 	· · · · · · · · · · · · · · · · · · ·	

Please furnish the name and address of your local newspaper \_\_\_\_\_

Good character, scholastic achievement, leadership qualities and the ability to follow instructions are the criteria by which your application will be judged with some consideration for financial need. Only students of outstanding merit, who show an appreciation of the value of education and who are willing to struggle to achieve success will be considered for this award. While elaborate presentation is unnecessary, carless presentation will handicap the applicant.

The applicant must obtain an official copy of their school transcript. A letter of recommendation from a responsible person (must not be a relative of the applicant) who has the opportunity to observe the qualities which make the applicant a worth candidate must accompany the application.

#### ADDITIONAL REQUIREMENTS: Briefly List All on a separate page SCHOLASLTIC, EXTRA CURRICULAR, AND CIVIC ACTIVITIES

Including awards and honors

Include a biographical sketch discussing your plans for your education, vocation and your life. Include reasons why you desire consideration for this scholarship.

All scholarships are in form of certificates of award conditional upon the enrollment of the student in an undergraduate course in an accredited college, university, or trade school.

Signature of Applicant \_\_\_\_\_ Date \_\_\_\_\_

Parent, Guardian, or Grandparent's Statement:

I acknowledge that I have, read understand, and agree with the information provided in this application.

Signature of Applicant \_\_\_\_\_ Date \_\_\_\_\_

## LIFETIME ACHIEVEMENT AWARD

	e, Postmaster Retired, for the Lifetime Achievement believe that he/she deserved this award for his/her dedicated time and efforts to NAPUS as
	tive and retired member.
1. NAPUS	
Α.	Service to NAPUS organization
В.	Committee
C.	Awards
2. Postal	Service
A. `	Years of Service
В.	Awards Received
3. Comm	unity Service
Α.	Member of clubs and organization
В.	Special information about the nominee's relationship to their community
4. Additic	onal information that you feel valuable forward this person's community
	if you do not have information, you may nominate an individual. The above member must have been a member in g of Texas NAPUS Chapter 18. NAPUS Retired Postmaster Officers are not eligible for this award and nominations will d.
	d bySignature
Please se	and the nominations form no later than June 1st to the current President ter's Retirement, Steve Gonzales.

## THE TEXAS NAPUS STATE CHAMPIONSHIP GOLF TOURNAMENT



Join us at the Meadowbrook Golf Course in Fort Worth TX on Sunday June 7, 2015 for our annual championship golf tournament.

We are playing at Meadow Brook golf course in Ft Worth. It is a 4 man scramble tournament. Registration is \$50.00 per player. We pay cash to the top three teams, and award a dozen golf balls for closest to the pin on the 4 par threes and a dozen for the longest drive. Some people organize their own team if not I assign the teams. I also handicap the teams based on average score. We tee off at 8:00am Sunday June 7.

Registration fees are determined by what the course charges us. It usually ranges from \$40 to \$70. The cash awards are never more than the cost of registration. (The winning team is lucky get their money back). What else do you need? Glad to help.

The tournament is open to Postmasters, Postmasters Retired, and their families and friends. We welcome individuals, twosomes, threesomes and four person teams. We will team you up if needed. Come Play! (You don't have to attend the convention to play.)

The tournament will be a four-player scramble. 8:00 AM First Tee time.

Entry fee of \$ 50.00 includes golf and golf cart. Awards will be given for the First, Second, and Third place teams. Longest Drive and (4) Closest to the Pin awards provided by Jay Perryman, Family Heritage Insurance.

The winning team will also be awarded our Texas NAPUS State Championship Traveling Trophy. (Get your name on this trophy along with past winners.)

Meadowbrook Golf Course:

1815 Jenson Rd Fort Worth TX 76112



Send entry form and make payment to:

David McKee 712 W Boydstun St Rockwall, TX 75087-4165 Phone 972-689-9686

Name:		
Phone #:	Average Score:	Be Honest!
List other players yo	u would <u>like</u> to be teamed with:	

1	 	 	
2	 	 	
3	 	 	

#### **Bylaws**

#### Postmasters and Managers of America (PMA)

#### Article I: Dues

Section 1: Members may, by execution of the proper form, authorize the United States Postal Service to withhold dues from their salary for membership in the Organization.

Section 2: The annual membership dues for this Organization shall be determined: By multiplying the salary for the midpoint for each EAS level in the current pay schedule by .5 of 1 percent rounded to the next higher whole dollar. The dues for Postal Career Executive Service (PCES) employees shall be the same as the EAS level 26 as outlined in section a) above.

Section 3: The annual membership dues for Postmasters Retired. Postmaster Relief and Associate Members shall be sixty dollars (\$60). These dues will increase by the same percentage as the cost of living allowance (COLA) increases equal to the amount of annuity adjustments as issued by OPM. The Postmasters Retired and Associate members are eligible to vote on changes to this section.

Section 4: All membership dues paid by active members shall be divided between the Organization and the Chapter with 52 percent being retained by the National Office and 48 percent being remitted to the Chapter.

Section 5: The dues for Postmasters Retired and Associate members shall be divided with 50% going to the National Office. 25% to the Postmasters Retired organization and 25% to the Chapters. The Postmasters Retired and Associate members are eligible to vote on changes to this section.

Section 6: National special assessments may be proposed by the National Executive Board as needed with ratification by the National Convention.

Section 7: Chapters may make special assessments as allowed by their Chapter bylaws. Requests for special assessments must be approved by a vote of the Chapter at the Chapter convention and submitted to the National Executive Board for approval. Such requests must include the reason for the special assessment and the duration of the assessment.

#### Article II: Organization

Section 1: The Organization may establish a Chapter in a state, commonwealth, territory, possession or grouping thereof after receiving a petition for a charter on forms approved by the National Secretary-Treasurer. The petition must carry the signatures of at least ten (10) eligible members of the petitioning group.

Section 2: The National Secretary-Treasurer shall submit the petition to the National Executive Board for approval and the issuance of a charter

Section 3: All Chapters must maintain a ten (10) percent minimum representation of the Postmasters within the state, commonwealth, territory, possession or grouping thereof so chartered. A new Chapter shall be allowed one year to reach this minimum. Any Chapter failing to maintain this minimum may, at the discretion of the National Executive Board, be liable to forfeit its charter.

Each Chapter chartered in accordance with and under the provisions of these Bylaws will be subject to the provi-Section 4: sions of the governing documents, rules and policies of this Organization, and shall: adopt a set of bylaws, which must not conflict with the Articles of Incorporation, or Bylaws of the National Organization (Any amendments to the Bylaws of the National Organization, which pertain to Chapters, shall automatically become a part of the Bylaws of each Chapter); hold an annual Chapter convention; elect a president, one or more vice presidents, a secretary-treasurer and such other officers as provided by the Chapter bylaws (With the exception of President or Executive Vice President, any Chapter office may be filled with a member in good standing of retired Postmasters, retired EAS or a Postmaster Relief provided no other active EAS member seeks the office); provide sufficient bonding to cover indemnity of Chapter members authorized to receive and disburse funds; be free to conduct its own affairs and generally perform the acts of an independent organization so long as such conduct and performance are not in conflict or inconsistent with this organization's governing documents, may edit and issue its own Chapter publication and/or website.

#### Article III: **Executive Board**

Section 1: The National Executive Board of this Organization shall be composed of:

National President;

National Vice Presidents (one of whom shall be Executive Vice President); (See Article XI, Section 1, Paragraph 11) National Secretary-Treasurer:

National President of Postmasters Retired

Immediate Past President, who will serve for a period of one year. (See Article XI, Section 1, Paragraph 12) Parliamentarian.

(a) through (d) of this section shall be voting members of the Executive Board, (e) and (f) of this section shall be non-voting members.

**Section 2:** The National President shall be elected by a majority roll call vote of the Chapters of this Organization at a National Convention.

**Section 3:** The term of office for the National President shall be three (3) years. An incumbent National President may not seek re-election to a consecutive term.

**Section 4:** The President shall be responsible for the efficient management of the Organization. The President shall generally preside at all annual National Conventions and in all plenary sessions whenever a vote is taken. The President shall be chairman and shall execute the will of the majority of the National Executive Board. The President shall appoint the members of standing and special committees. The President shall be an ex-officio member of all committees. The President shall appoint a member of the National Executive Board to serve as advisor to each standing committee as well as each Postal Area. The President shall approve all contracts, according to the provisions of these bylaws, deemed necessary for the daily operation of this Organization. No contract involving payment, or penalties, in excess of \$50,000 shall be entered into, or dissolved, without approval by a majority vote of the National Executive Board. The President shall report monthly to the National Officers, setting forth the general financial condition of the Organization and communicate items of advisement for information.

**Section 5:** There shall be six (6) National Vice Presidents from each of the two national vice presidential areas, two (2) National Vice Presidents shall be elected annually from each area for a term of three (3) years and may not seek re-election to a consecutive term. National areas are specified as:

East = AL, CT, DE, FL, GA, IN, KY, MA, MD/DC, ME, MI, MS, NC, NH, NJ, NY, OH, PA, PR/VI, RI, SC, TN, VA, VT, WV West =AK, AR, AZ, CA, CO, HI/PI, IA, ID, IL, KS, LA, MN, MO, MT, ND, NE, NM, NV, OK, OR, SD, TX, UT, WA, WI, WY

**Section 6:** No member shall be elected or appointed to the office of National Vice President unless the member's Chapter is located within the same national vice presidential area that he or she is elected or appointed to represent. No Chapter shall have more than one National Vice President serving on the National Executive Board at any one time.

**Section 7:** Voting for the office of National Vice President shall be restricted to those Chapters whose post offices are located within the same vice presidential area. National Vice Presidents shall be elected at the annual National Convention by majority roll call vote of the Chapters of the vice presidential area to be represented.

**Section 8:** An Executive Vice President shall be chosen by majority of the National Executive Board at a meeting immediately following the convention. Voting is limited to the current National Executive Board and all newly elected officers. Those eligible for the position shall be the incumbent vice presidents whose term does not expire on Oct. 31 of the current year, and newly elected vice presidents. The Executive Vice President shall assume the duties on Nov. 1, for a one-year period. (See Article XI, Section 1, Paragraph 11).

**Section 9:** The Executive Vice President shall work closely with the President and shall be considered such President's Executive Assistant. The Executive Vice President shall preside at all meetings in the absence of the President. Transactions of the National Executive Board shall be valid in their entirety when the Executive Vice President is acting in the duly constituted position of President pro tem.

**Section 10:** The National Secretary-Treasurer shall be elected by a majority roll call vote of this Organization cast by Chapters at an annual National Convention. The term of office for the National Secretary-Treasurer shall be three (3) years. An incumbent National Secretary-Treasurer may not seek re-election to a consecutive term.

**Section 11:** The National Secretary-Treasurer shall be responsible for all records of the Organization and shall maintain permanent records of all meetings. The National Secretary-Treasurer shall oversee all financial reporting. Such officer shall review the receipt, deposit and disbursement of such funds within budgeted authorization or pursuant to action by the annual National Convention or the National Executive Board. The National Secretary-Treasurer shall make recommendations to the National Executive Board and the National Executive Board shall establish procedures for the deposit and disbursement of funds by personnel in the National Office.

Section 12: The National Vice Presidents, the Postmasters Retired President, the Immediate Past President and the Parliamentarian shall perform such other duties as assigned by the President.

#### Article IV: Order of Succession - National Executive Board

**Section 1:** In case of a vacancy in the office of President, the Executive Vice President shall succeed to the position until the next annual National Convention, at which time an election shall be held to fill the unexpired term.

**Section 2:** In case of a vacancy in the office of the Executive Vice President, the remaining Vice Presidents shall caucus to select by ballot, one of them to succeed to the unexpired term. In the event of a tie, the President shall cast the deciding vote.

**Section 3:** In case of a vacancy in the office of National Vice President, the President, with the approval of the National Executive Board, shall name an active member from the appropriate vice presidential area, to fill the position until the next annual National Convention at which time an election shall be held to fill the unexpired term.

**Section 4:** In case of vacancy in the office of National Secretary-Treasurer, the President, with the approval of the National Executive Board, shall name an active member to fill the position until the next annual National Convention at which time an election shall be held to fill the unexpired term.

**Section 5:** In case of vacancy in the office of Immediate Past President, the office shall remain unfilled until the next Past President is available.

**Section 6:** In the case of a vacancy in the Postmasters Retired President, the Postmasters Retired Executive Board, shall appoint one of its members to fill the unexpired term.

Section 7: Vacancies on the National Executive Board shall be filled within ninety (90) days from the effective date of vacancy.

#### Article V: Duties of the National Executive Board

**Section 1:** The National Executive Board shall have full power and authority over the affairs of the Organization within policies established by the annual National Convention and when the convention is not in session.

Section 2: A quorum of the National Executive Board shall be a majority of the voting positions held.

**Section 3:** The National Executive Board shall convene in the convention city immediately before and upon adjournment of the convention and at least twice thereafter upon the call of the National President. These additional meetings may be conducted in person or electronically. The National President may call a special meeting of the National Executive Board and shall call a special meeting upon the written request of a majority of voting members of the National Executive Board.

**Section 4:** The National Executive Board shall adopt an annual budget. It shall arrange for and pay premium on bonds sufficient to cover indemnity of National Officers and employees authorized to receive and disburse funds. It shall provide for internal control and audit. It shall further provide for an annual audit of all financial records by a Certified Public Accountant. The full report shall be provided to Organization members upon request. The summary financial report of such audit shall be published in an official publication of the Organization.

**Section 5:** The National Executive Board shall direct the National President to have published an official magazine of the Organization, as a magazine of record, and take whatever action is necessary to publish said magazine. The editorial policy shall be formulated and controlled by the National Executive Board. Annual financial and other reports shall be included in its pages.

**Section 6:** The National Executive Board shall have the power to remove any of its members for good and sufficient reason by two-thirds vote of the National Executive Board when in session.

**Section 7:** The National Executive Board shall authorize the establishment of a National Postmasters Retired Organization. This organization shall exist under its own Charter and Bylaws to further the purposes of the parent Organization. The National and Chapter Retiree Organizations shall file a set of governing documents and amendments thereto with the National Office for review, approval and record.

**Section 8:** The National Executive Board may authorize the establishment of an Auxiliary to the Organization. This Auxiliary shall exist under its own Charter and Bylaws to further the purposes of the Organization. The National and Chapter Auxiliaries shall file a set of governing documents and amendments thereto with the National Office for review, approval and record.

**Section 9:** The National Executive Board may direct the President to submit recommendations for the position of Executive Director. The National Executive Board may then appoint an Executive Director and define the duties of the position. The Executive Director shall serve at the pleasure of the National Executive Board and under terms and conditions established by it.

**Section 10:** The National Executive Board shall provide a program to assist members in the protection of their rights of employment and tenure.

**Section 11:** This Organization has established a reserve fund; The National Executive Board shall have the responsibility, duty and authority to determine how the monies in this fund shall be invested so as to yield the greatest return at the least possible risk. All income derived from the investment of this fund shall be paid into the treasury of and shall be available for use to defray the annual cost of conducting the affairs and business of this Organization. None of the monies placed in this fund may be withdrawn or expended for any reason without the consent and approval of two-thirds of the members of the National Executive Board. The National Executive Board, at its discretion, shall determine the size of the fund.

#### Article VI: Conventions

**Section 1:** The governing body of the Organization shall be its annual National Convention. This National Convention shall be for the purpose of establishing organizational policy, for receiving and reviewing reports, for electing officers and for the consideration of other business.

**Section 2:** The time and place of the annual National Convention shall be determined by a roll call vote, as defined in Section 5 and 6 of this article, at a National Convention not less than one (1) convention year nor more than two (2) convention years prior to the date of the future convention. Site selection shall be based on an East/West division of the country. The West area shall be eligible to bid for the 2018 convention, after which bidding eligibility shall rotate between the areas on an annual basis. Chapters, or groups of Chapters, from within the area wishing to host the convention shall recommend sites to the National President by March 1 prior to the National Convention at which the vote on that site will be held. If no recommendations are received by March 1, then bidding shall be open to all Chapters or groups of Chapters throughout the country. The National President and/or his or her designee shall research these sites, as well as other available sites, and present to the National Executive Board one or more sites to be voted on. All proposals submitted to the National Executive Board for consideration must be with the approval of the Chapters, or group of Chapters, that would be needed to host the National Convention. The National Convention shall not coincide with the National Rural Mail Count. (*See Article XI Section 1, paragraph 13*)

**Section 3:** Management of the annual National Convention, including the convention budget, shall be under the direction of the National President and/or their representative.

**Section 4:** National Convention registration fees charged Postmasters Retired members and one (1) guest (provided the guest is not an active member) shall be 25 percent less than such fees charged for active members and guests, and shall include all functions included for active members.

**Section 5:** Postmasters Retired and Associate members shall be entitled to vote on floor votes for time and place selection of future National Conventions. They shall be entitled to one vote for each member registered and in attendance at the National Convention.

**Section 6:** Each Chapter shall be entitled in a National Convention assembled to one (1) vote for each ten (10) active members, or major fraction thereof. Five (5) active members shall constitute a major fraction. On any voice vote each active member registered and reported in good standing by the respective Chapters shall be entitled to vote. On any roll call vote, the vote shall be cast in accordance with each Chapter's own decision as to method. A candidate running unopposed may be elected to national office by acclamation.

**Section 7:** At any National Convention or other meeting of this Organization a quorum shall be deemed to be present if a simple majority (51 percent) of Chapters is duly represented.

#### Article VII: Postal Area Coordinators

**Section 1:** The National Executive Board shall establish Postal Area Coordinators who must be active members. These Coordinators, along with their Executive Board Advisor, shall provide channels of communication between the Organization and the U.S. Postal Service Areas to protect the interest and welfare of Postmasters.

**Section 2:** The members of each Area shall meet at the Annual National Convention for the purpose of electing Postal Area Coordinators and conducting other business. Postal Areas may join together to conduct this meeting. However, they shall conduct separate elections for each respective Area Coordinator. Such elections shall be conducted by voice vote. Postal Area Coordinators shall be elected for a three-year term. There shall be no term limits. The areas shall be determined by the National Executive Board. Postal Area Coordinators will assume their duties on November 1<sup>st</sup> of the year in which they are elected. *(See Article XI, Section 1, Paragraph 15)* 

**Section 3:** In case of vacancy for the position of Postal Area Coordinator, the Chapter Presidents, in the Area where the vacancy occurs, shall name an active member to fill that position until the next annual National Convention, at which time a special election shall be held to fill the unexpired term.

**Section 4:** Postal Area Coordinators shall meet at the annual National Convention with the new National Executive Board for the purpose of receiving instructions on their specific duties and Board obligations.

Section 5: The National Executive Board shall determine the financial assistance to the Postal Area Coordinators.

#### Article VIII: Committees

**Section 1:** There shall be five standing committees, which may be composed of Active and Postmasters Retired members. The standing committees shall be Adverse Action Member Representation, Articles and Bylaws, Education, Legislative, Membership. The President shall appoint the members of each committee. Annually the President shall appoint one member of each committee as Chair.

**Section 2:** There shall be a committee on Adverse Action Member Representation. This committee shall provide representation for members of the Organization for the protection of their rights of employment and tenure. No Adverse Action Member Representative may be removed from the committee without a 2/3 vote of the National Executive Board.

**Section 3:** There shall be a committee on Articles and Bylaws. This committee shall continuously review the governing documents and recommend proposed changes, which shall be placed on the agenda of the National Convention for consideration.

**Section 4:** There shall be a committee on Education. This committee shall continuously endeavor to develop tools, seminars and materials to meet the demonstrated educational needs of the Organization. The committee shall be responsible for communicating educational resources to the members via all available methods.

**Section 5:** There shall be a committee on Legislation. This committee shall continuously monitor Legislative issues and activity. It shall work with the Congress, administrative agencies and government corporations to enhance the overall working conditions and retirement benefits of all members. The committee shall be responsible for communicating Legislative information to the members via all available methods.

**Section 6:** There shall be a committee on Membership. This committee shall act continuously to bring into the Organization eligible persons as members.

Section 7: All committees shall report to the National Executive Board on a regular basis.

#### Article IX: Parliamentary Authority

Robert's Rules of Order, newly revised, shall govern the deliberations of the proceedings at any session of a National Convention or other meeting of this Organization, except that where any provisions of these Bylaws are inconsistent or in conflict with Robert's Rules of Order then these Bylaws shall prevail.

#### Article X: Amendments

**Section 1:** All proposed amendments to these Bylaws must be submitted in writing to the National Office at least sixty (60) days prior to the opening of the annual National Convention of the Organization. The proposed amendment or amendments to the Bylaws shall be published prior to the National Convention at which they are to be considered.

**Section 2:** All proposed amendments to these Bylaws must be considered by a Committee on Articles and Bylaws, which shall make a recommendation to adopt or reject the proposed amendment.

**Section 3:** All amendments shall be read at one session of the convention and acted upon at a subsequent session. No amendment to the Bylaws shall be deemed to be adopted unless supported by two-thirds vote of those having voting privileges.

**Section 4:** Unless otherwise specified, the effective date of an amendment so adopted shall be immediately upon the adjournment of the convention.

**Section 5:** The provisions of this article do not apply to Articles VII and VIII of these Bylaws. These two mentioned articles may be amended by a two-thirds vote of the National Executive Board. Any amendments to article VII and VIII must be provided, in writing, to the National Executive Board thirty (30) days prior to the meeting at which they are to be considered.

#### Article XI: Transitional Document

#### Section 1 - During the transitional period (unless otherwise specified, November 1, 2016 through October 31, 2018):

1. There shall be a period of National Co-Presidency (first election to occur in 2018) (extend Anthony Leonardi and G. Sean Acord until October 31, 2018.) The Co-Presidents of both the League and NAPUS are not eligible to seek the office of National President until the elections of 2021.

2. There shall be National Co-Secretary-Treasurers until October 31, 2017. (First election to occur in 2017) NO salary would be given to these individuals after the consolidation of 2016.

3. There shall be 1 year of Co-Retiree Presidents (2016-2017). The retiree organization shall designate the term of office for the Retired Postmasters President, who shall take office Nov 1, 2017. Election to occur at National Convention in 2017.

Each organization will elect 6 National Vice Presidents in 2016 with only 1 Vice President elected from any one Chapter per organization. Each organization (League and NAPUS) will elect three (3) Vice Presidents from the East and three (3) Vice Presidents from the West. The division of areas shall be as follows:

East = AL, CT, DE, FL, GA, IN, KY, MA, MD/DC, ME, MI, MS, NC, NH, NJ, NY, OH, PA, PR/VI, RI, SC, TN, VA, VT, WV West =AK, AR, AZ, CA, CO, HI/PI, IA, ID, IL, KS, LA, MN, MO, MT, ND, NE, NM, NV, OK, OR, SD, TX, UT, WA, WI,

1. The vice presidential candidates from each organization receiving the most votes in each area will be elected to a 3-year term; the vice presidential candidates from each organization with the next highest vote total in each area shall be elected to a 2-year term; the vice presidential candidates from each organization receiving the next highest number of votes in each area shall be elected to a 1-year term. In the event of a tie vote, a lottery will determine the length of term.

2. In 2017 and beyond, no newly elected National Vice President shall come from a chapter that is currently represented on the board by a National Vice President.

After the 2016 National Convention, the new Executive Board will take effect Nov. 1<sup>st</sup>, 2016.

1. Knowing that the first year's Board would consist of an even number of members, a majority vote will decide all decisions. In the event of a tie the issue is defeated.

2. The Co-Presidents will agree to appoint a Parliamentarian in November of 2016.

3. Selection of an Executive Vice President will take place following the vice presidential elections of 2018.

4. The Immediate Past President will be considered for Executive Board membership following the Elections of 2021.

5. Because of the time constraints involved with a consolidation and the necessity of finding and securing a site for a National Convention two (2) years in advance, the National Executive Boards of both organizations (League and NAPUS) will mutually agree on the site for the 2017 National Convention. Members of each organization wishing to submit a bid for the 2017 convention must make that submission, to their respective National Executive Boards by October 1, 2015. Since both organizations must agree on a site, the final selection of the site for the 2017 National Convention will be made at the discretion of the Executive Boards.

During the transitional period, roll call votes cast by each chapter, at the National Convention will be based on the vote percentage cast at the Chapter convention.

- Prior to November 1<sup>st</sup>, 2016, the League will elect 4 Postal Area Coordinators and NAPUS will elect 4 Postal Area Coordinators. These Coordinators will assume the duties on November 1<sup>st</sup>, 2016 and will serve until October 31, 2017. Elections will be held during the 2017 National Convention to elect a new slate of Postal Area Coordinators. Those elected in 2016 shall be eligible to seek reelection in 2017. The 2 (two) Organization Presidents will decide which 4 Postal Areas each group will be holding elections for in 2016.
- Prior to November 1<sup>st</sup>, 2016, the League president will select 6 Adverse Action Member Representatives and the NAPUS president will select 6 Adverse Action Member Representatives. These Representatives will assume their duties on November 1<sup>st</sup>, 2016. These Representatives will be appointed yearly by the presidents and require a 2/3 vote of the National Executive Board to remove any Representative.

#### Section 2 – Chapter Boards

WY

Each Chapter will have Co-Presidents until the 2017 Chapter convention at which time an entire Chapter Board will be elected. This will give each Chapter time to formulate new bylaws and to determine how many board members are needed, whether or not there will be term limits and what the length of term shall be (i.e. convention to convention, Nov 1<sup>st</sup> – Oct 31st, etc.)

Beginning November 1<sup>st</sup> 2016, the philosophy of Co-Presidents, Co-Secretary-Treasurers and Co-Retiree Presidents will take effect. Prior to November 1<sup>st</sup> 2016, the League and NAPUS will caucus separately to elect two (2) Vice Presidents to be members of the new Board. This will bring the total number of Vice Presidents to four (4) on November 1st of 2016, when the new board will take effect. This 2016-2017 interim board will be responsible for developing Chapter bylaws to be adopted at the 2017 Chapter Convention of the new Organization. Following adoption of the bylaws, elections will be held for all offices. There will be no salary paid to any individual from November 1, 2016- October 31, 2017.

The Chapter Executive Board shall consist of a President, an Executive Vice President, one or more Vice Presidents, a Secretary -Treasurer and the Postmasters Retired President. The Chapter Executive Board will decide whether or not to include the Immediate Past President as a non-voting board member.

**Section 3:** Upon the approval of the consolidation of the two organizations (League and NAPUS) it is understood that all current members of both organizations will automatically become members of the new Organization.

**Section 4:** No amendments or changes to the Articles or the Bylaws will be allowed during the Transitional period (2016 through 2018). Amendments to the Articles and Bylaws will be allowed following the National Convention of 2018. At that time, this Article XI and any references to Article XI in the Bylaws will be automatically deleted. Where there is a conflict, the provisions of Article XI will take precedence.



## ELIZABETH R. OWENS, EDITOR

## **Safety in Numbers**

There are so many changes going on now, it is amazing we can keep up. So much to do with so little time and resources to do it. The stress is at an all-time high, jobs are in jeopardy and someone has to take the blame for failures. Never in my career have I heard of so many members of management

getting in trouble. Before I was blessed with a position in the Associate Office (AO) I was very used to the hostile, combative grind of working with urban city carriers. There was never a peaceful time when the employees were in the building. There was always a something going wrong or about to go wrong at any moment. I came in as a city carrier, made regular, and was promoted in what was then the largest carrier unit in the District. Central Carrier Station had over 100 city routes in one building from 4 zip codes. With all those moving parts, the potential for a disaster was always present. When a member of Management did something wrong, his/her boss was on it quick. We were all in NAPS back then. There was safety in numbers. We looked out for each other. In New Orleans the Craft Union Reps are like lawyers, well trained and aggressive. Because we came from the strong unions of NALC and APWU, we wanted that same strength in the management association after we were promoted. So we joined and supported our association.

What is it going to take for our Texas Postmasters make our organization stronger? How many threats, berating's and undisputed disciplines are you going to take before you support your organization? Postmasters are being threatened disgraced and disciplined at an all-time high rate. Way back when I was promoted, we had real classroom training. The newbies have little or no training yet they are still expected to perform like a trained Postmaster. I remember when I first got here it was so different to me because everyone was so nice. The nice ones are having the hardest time with the gentrification of the Associate Offices. Working in AO's now is like working for a company going through a hostile take over.

The way city offices are run is being forced into the AO work flow. All of the redundant reports, Supervisor Checklists, suspense's, micro-management from MPOO's who are getting their hinnies handed to them, they turn around and take out their frustration on the Postmasters. Which in my opinion that business model is guaranteed to fail. The City side is failing miserably so why are we being forced to follow a failing process?. There was never a time when I worked on the City side in Austin did the CSOM ever bring the Managers and Supervisors together to strategize. It was always negative criticism and threats of discipline and replacement. That means our MPOOs who have never mastered the art of getting work done through people will resort to the Management tool that is a major factor in the operations failures in the City, 'Manage through Intimidation'. I was a city carrier and I know that carriers know that you can't fire them all. They out number Supervisors and they know how to wear them down and out last them. Its working too. Intimidation may work for a while, but it is not sustainable for the long haul. If upper management lack job knowledge and the ability to build a team trained to work toward the common goal, they will fail. No matter what level they are. If decisions are being made out of spite and retaliation, they will fail. If a leader who does not know the strengths and weaknesses of their employees and fail to listen to the council of your most knowledgeable employees, they will fail. If they walk around pounding their chest proclaiming 'I'm the boss of you, but fail to show leadership gualities and loyalty to those who are the foundation of the operation, they will fail. If they support those who are masters of 'Look Boss, I'm doing the pretending to work shuffle, instead of supporting the workers who are holding the operation up, they will fail. We do not have to be that type of Manager. Postmasters are better than that. We will make decisions for the good of the service. We will not abuse our authority. We will keep the Postal Service, our customers and employees in mind when making decisions.

My mentor taught me the Postal game. He taught me about Postal politics. He had the most amazing gift of being able to bring you into the office, start by giving words of encouragement, midway through tear you a new one, then end the meeting by putting you back together and fluffing you up. When you left the office, you thanked him for giving you the business. He took the time, he gave information that was vital for success. I don't see mentors like that anymore. I am forever thankful to Mr. Barre' and make it my mission to pay it forward. In order to teach, you must first know. Learn your job. You are not expected to know everything, but what you don't know, you have to know where to get the answers. It takes a network of Postmasters to get the job done. We are here for each other, all you have to do is reach out. Don't wait until there is trouble before you join NAPUS. Join first; learn your job and you may never be in trouble. Lets keep being a Postmaster the pure and honorable profession it was when Benjamin Franklin had the job. Postmasters and Managers, we need to work together, support one another, and teach each other our subject matter expertise. To survive we have to build a team, implement strategies for success and prepare our successors for what is ahead. I believe in my abilities, do you believe in yours? Can you improve your circle of influence? Each one can save one. You need to get with this NAPUS, soon to be Postmasters and Managers of America, program because there is safety in numbers. The more who join, the stronger we become.

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### THE NATIONAL ASSOCIATION OF POSTMASTERS OF THE UNITED STATES



## 2015 NAPUS LEGISLATIVE CONVENTION WASHINGTON, DC MAGGIE BURSON & FAMILY, BEN WALKER, JERILYN BLACK, SUE BELHEN, LOBBYING FOR THE POSTAL SERVICE ON CAPITAL HILL