

Treasure State POSTMASTER

MESSAGE FROM PRESIDENT KAE MCCLOY

President Montana Chapter 1
OIC Worden MT
Postmaster Ballantine MT

First of all I want to thank all the people who helped me getting ready for the State Convention in Billings. Without Retiree Janice Erfle's tireless working around the clock to help get everything on track and keep it that way; then all the Executive Board and Darla Day's suggestions as well as help getting things ready and finally Retiree Jasmine Krotkov's help at convention taking pictures and assisting - what a blessing it was/is to have you. Thank you again for all you did. Next I'd like to give a thank you to everyone who took their valuable time to attend.



We are very fortunate in Montana to have the MPOOs we have. Thank you Dominic, Ronda and Denise for taking the time to come to convention and give the valuable information on the current issues, etc facing us all in the USPS at this time. I might add that I am pretty sure it was an MPOO who gave the door prize won by Jackie Franklin. After seeing her t-shirt that said: "it is all fun and games until someone misses a scan", we all wanted one!!

Anyone that was unable to come to convention missed a fabulous opportunity for training and the

latest information on 1260s, staffing etc. Curt Artery is so knowledgeable about sov/suv/form 150 and other current events, it was a pleasure to have him attend and speak. Rob Knight from Labor brought us up to date on the latest 'must-comply' issues with APWU and the Global Settlement. It is imperative that we all comply with the 15 hour rule and not exceed it as in Montana the Postal Service has already paid out over \$200,000 in grievances over Postmasters who have to perform clerk work.

Kenneth Rothenbuehler from our own Dakotas District gave lots of information on BMEU, Postal One, etc. It was his first time to the State of Montana. As much help as he has been to me with Postal One, I was particularly happy to meet him in person and thank him for his kind help. We are fortunate to have the resources/personnel we have in our District.

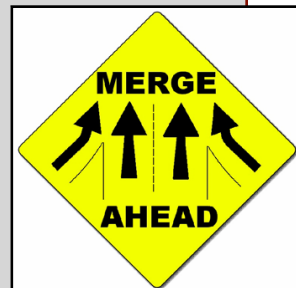
I am sure there are many other people I have forgotten to thank. I am not a public speaker or writer but have enjoyed the opportunity to be your President. NAPUS is a great organization that has helped pave the way to accepting some of the drastic changes that have come to Postmasters. As League and NAPUS move forward to merging may we continue to give thanks for all the people that look after our interests. Never forget to invite a new Postmaster/PMR/Manager/Retiree to join our ranks. We all desperately need each other.

Merge here for UPMA

*NAPUS + League = United
Postmasters and Managers of
America*

The Executive Boards of NAPUS and the League decided to name their successor consolidated organization the "United Postmasters and Managers of America (UPMA)". The two Postmaster organizations determined that using the previously agreed upon name, the Postmasters and Managers of America would result in the acronym "PMA", an abbreviation shared by a number of organizations, including one that participates in the Federal-Postal Coalition, the Professional Managers Association.

There was concern about potential confusion, particularly in the federal coalition, an umbrella group in which both Postmaster associations currently participate.



THERE IS STRENGTH IN SHARING WITH EACH OTHER

Clarajean Merrill

First Vice President, Postmaster, Hobson, MT.



Dan Heins, National Secretary-Treasurer wrote an article in the June Postmaster Gazette on this very same topic. After having just attended the Montana state convention this heading holds great meaning!

It is important that, as an organization, we continue to come together whenever possible. There is strength in sharing with each other and finding out the struggles one Postmaster may be facing are the very same things you are struggling with. We can come to convention and ask questions and have them answered. Maybe the answer is not what you want to hear, but at least it is being answered and you can go home with a better understanding of the role you play and how to best manage your office.

The challenges that we face as Postmasters is so overwhelming that most of the time it would just be easy to give up. If we can talk with one another, we can pick up tips that will make our positions within the Postal Service a bit easier.

The good news is that we are a dedicated bunch and we do indeed bind the country together with what we do every day! The bad news is that it's not easy---ever.

We do this for our customers and our communities. There are lots of days that you don't feel appreciated for what you do but you are----even if it is not by your boss. Your customers know what you do for them and they are grateful. Your fellow Postmasters know what you do to help them and they are grateful. Your family knows what you go through and they love you!

As we move forward into the summer months please keep yourself healthy, both mentally and physically. You owe it to yourself!

GOT THE TIME?

By Jasmine Krotkov, Editor Emeritus, Postmaster Retired



Out here in the Big Wide World of semi-retirement, there are a lot of job opportunities. Some are fun, some are fulfilling, and some are just a way to pick up a few extra bucks. I love being able to pick and choose from the buffet of the lumpenproletariat, the nickel-and-dime work, volunteerism and generally being a freelance factotum, but I can only love it because I have the cushion of advantages that were negotiated by labor activists and proffered by the OPM. I contrast my experience to that of my friend, A., who has a Master's Degree, and yet finds herself working as a cashier at Lowe's. To her, being a factotum and

lumpenproletariat has a decidedly dingier ring.

A. doesn't have a defined schedule. She has to be prepared to work any day, any time between 7 a.m. and 10 p.m. She can't make any plans in her real life in advance. The company finds crafty ways to avoid paying her overtime, provide just enough insurance to meet the letter of the law without actually benefitting her much, crush her dignity, and make her responsible for things that she isn't given the authority to achieve. If what I heard from Level 18 Postmasters at convention is any indication, the job of Postmaster is looking more and more like that. You all seem to be in the same boat; hemmed in by the union contracts you didn't sign, but have to somehow fulfill.

Turnout at convention was pretty low, considering that your jobs are becoming less and less Honorable and more and more of deplorable. Everyone says they don't have the time to get to convention. Really? You probably have more time than you think. At least some of this time could be used in more creative ways to renew your mind, body and spirit, and, of course, to ensure that the job of Postmaster doesn't burn you out completely. We have so many choices these days that it requires us to be clear about what we need to recharge our mental, physical and emotional batteries. When we're recharged, we're more productive in our work, more attentive and available in relationships and more apt to pursue interests that help us grow as people.

Most of us don't know where we spend our free time. While we may keep a calendar for appointments or daily to-do lists, we aren't always so aware of how we use discretionary time. It's hard to know how to change until you know what needs

MEET GARY TENDA

Second Vice President
Postmaster, Dillon MT



I started my career as a PTF Clerk 26 years ago in Millbrook NY. Within six months I became a 204B and did several OIC assignments. I transferred to the Dillon MT Post Office in 1996 as a PTF Clerk/Carrier. A few years later in 1999 I transferred to Whitehall MT and continued on as 204B. After numerous OIC assignments I was promoted to Postmaster in Alder MT in 2007. I volunteered for special assignments for the Big Sky District. I worked with OPS on Function 4 teams. I became a Postmaster Trainer, Transfer Specialist and Attendance Control Officer. In 2010 I was appointed Postmaster of Whitehall MT. Shortly after I received FIW training and started facilitating Orientation for New Employees. The following year in 2011 I was asked to develop a three day course for new PMR's in Montana by the Dakotas LDDC. That same year I was promoted to my current position as Postmaster in Dillon MT.

Gary Tenda

MEET DWAYNE TEDRICK

Montana NAPUS Chapter Incoming 3rd Vice President
Postmaster, St. Ignatius, MT
by Jasmine Krotkov

Consider what happens when the spacecraft Cassini comes close to one of Saturn's largest moons, Titan during one of its orbits around Saturn. As the spacecraft approaches, Titan's gravity increases the velocity of Cassini, in what the smart people at NASA call the sling-shot effect, or a gravity-assist. They figured out how to do this in order to save fuel, and send Cassini farther and farther beyond the stratosphere.

Now consider what happens when a smart guy like Dwayne Tedrick approaches the high-velocity postal spectacle that swirls around the super-fast growing oil patch in North Dakota; you know the place, where postal administrators have been begging you and your employees to take detail assignments, where there is a shortage of housing and a surplus of people moving in and out with their various mailing needs. What happens is that a smart guy gets sling-shotted or gravity-assisted from being a TRC, to RCA, to Rural Carrier to Level 18 Postmaster in the course of five years.

Surely, in the next five years, we might expect to see Dwayne shooting up into the postal stratosphere, just like Cassini as his quest to new duties hasn't stopped yet. Just this year he was elected to be a Montana NAPUS Vice President, an occasion he rose to in recognition that it was the North Dakota NAPUS

members who helped him to get out of the oil patch and back home to Montana. He says that he relied on other Postmasters for pretty much all his training, too, since the District only gave him 3 days of classroom training and one day of on-the-job training to do a job that is just about as complex as a space mission. He still relies on other Postmasters to help him out, and he now knows without a doubt that his original concept of what a postmaster does (not much) was wrong. He thought postmasters didn't work that hard!

Now that Dwayne has landed in Montana, he's planning to stay, and to catch up on all the learning he didn't have a chance to do during his meteoric rise.

His nine year old daughter Mia will be able to experience growing up in Montana just like her daddy did! We're really glad to have him back in Montana, and active in NAPUS. Give Dwayne a call one of these days just to introduce yourself!

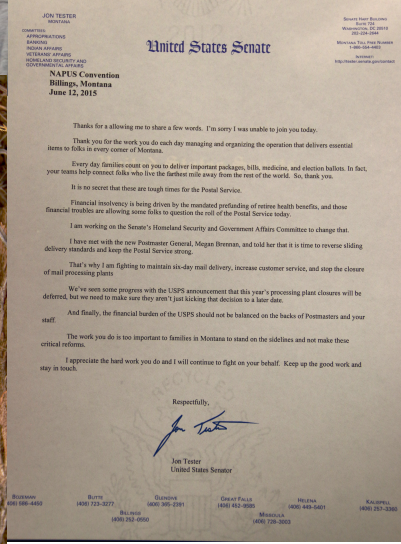


Dwayne moved nine times in four years to pursue his postal career. He had this quilt square made for a family quilt, with all the zip codes he's served.

CONVENTION 2015 BILLINGS



Thanks to Don Knight for his service to Montana NAPUS Chapter 1



Senator Tester was not able to attend, but he sent this letter, in which he said:
“I have met with the new PMG, Megan Brennan, and told her that it is time to reverse sliding delivery standards and keep the Postal Service strong. That’s why I am fighting to maintain six-day mail delivery, increase customer service and stop the closure of mail processing plants.... And finally, the financial burden of the USPS should not be balanced on the backs of Postmasters and your staff. The work you do is too important to families in Montana to stand on the sidelines and not make these critical reforms.”



CONVENTION RECAP

by Janice Erfle, Postmaster Retired, Rapelje MT 59067

Registration on Wednesday evening was handled by Retirees Margie Stoick and Phyllis Ulrickson. On Thursday, Phyllis was on her own, making badges and handing out the Registration bags.

On Thursday, President Kae McCloy called the meeting to order. Retiree Bill Ditmer said the Invocation. Retiree Janice Erfle led the Pledge of Allegiance. Janice introduced Mayor Tom Hanel for a City of Billings "Welcome". Janice later introduced staffer Alex Sterhan from Representative Ryan Zinke's office.

Since SUBWAY was right next door, the Retiree sponsored lunch was ordered from there. Bill Ditmer was the Cashier. Jared Christ, spouse of Tanna, and Bill Ulrickson, spouse of Phyllis, helped to set up/break down. Thanks to all who stayed to support the Retirees.

The Retirees present had an impromptu meeting after lunch. Present were: Norm Tjeltveit, Bill Ditmer, Phyllis Ulrickson, and Janice Erfle. Jasmine Krotkov had left the building. Earline Oset sent a letter to the Board and resigned as President of the Retirees due to health reasons. Janice, current Secretary-Treasurer, moved up to President. Phyllis agreed to be Secretary-Treasurer. Margie Stoick remains 1st VP. After the short meeting and discussion of League/NAPUS Consolidation and how the Retirees will be affected, the Retirees departed except for Jasmine and Janice who stayed through Saturday.



On Friday, Janice helped Clarajean Merrill, Legislative Chair, with the PAC sponsored lunch from DOMINO'S (they deliver). Jared Christ helped to set up/break down and Cashier. Thanks to all who stayed in for lunch and supported PAC.

After lunch, Janice gave a brief **Retiree Report**. She then introduced staffer Vicky Stephens from Senator Jon Tester's office and staffer Dan Stusek from Senator Steve Daines' office. Thanks to all our MT Delegation representatives. Janice keeps them posted in Billings.

Janice presented **NARFE** (National ACTIVE and RETIRED Federal Employees) Association and segued into **FedHub**. NARFE lobbies Congress to retain your Federal Benefits. NARFE answers your questions in the HR realm. Many Post Retirement problems have been solved with a call to NARFE HQ. David Snell is the Service Benefits Director. He retired from OPM with over 30 years of service and maintains his network. Dave has an article in each monthly magazine, along with a Q & A section. The NARFE Magazine alone is worth the \$40/year membership. (Just

ask Darla Day!)

FedHub explains benefits as they pertain to you, promotes financial literacy and helps you to retire, all the way to Shared Services. Jeff Jewett does a free financial analysis to show you what retirement looks like in dollars and **cents** to make **sense** of what you've got. "**A snapshot into the future!**", Dad Jewett commented. Examine your FEGLI, FEHBP, FERS Pension and/or Supplement (Annuity), Survivor Annuity, Social Security, Medicare A & B, Military Service. Don't forget to update your Beneficiary forms if you have had any life changing events.

 Jeff Jewett will be coming to Montana for a **Pre-retirement Seminar** in August. Tentatively, it will be in **Great Falls on August 12, 2015 at 5:30-7:30 PM at the Labor Temple**. Depending on Registrations, more Seminars may be scheduled during the day. One-on-ones will also be scheduled. For more information call Janice at 406-671-5499.

Although Janice is retired, Don Knight the official PM Representative for Montana, has drafted her back into service. They gave a brief Committee Report.

On Saturday, Janice did a Flag Day Remembrance. Having been out of the country to live for 3 years in Orleans, France as an Army brat and spend two weeks to attend her son's wedding in Seoul, South Korea, tears were shed. Love this Country! Do all you can to preserve our freedom.

Since Jasmine and Janice were the only two Retirees left, it fell to them to review the Scholarship applications along with Chairman Don Knight. All agreed. 3 were received and 3 were given.

Darla Day mentioned that Retiree Burr Lively has passed away.

Just before adjournment, Retiree **Mike Mangen** made an appearance. He had hoped to see more Retirees. Wow! What a great way to end a convention! **A NAPUS Past President who still cares!**

THE VIEW FROM AREA 20

Don Knight, Postmaster East Helena, MT
NAPUS Area 20 Vice President



Well, its all but official, NAPUS and the National League of Postmasters will be consolidating into the United Postmasters and Managers of America (UPMA) on November 1, 2016. During the NAPUS executive board teleconference on July 1, President Tony announced that earlier that day at the League's National Convention in Washington DC, the state delegates voted in favor of the proposed by-laws and constitution to consolidate both Postmaster management organizations into a stronger voice for postmasters and retirees. The new organization promotes membership to active and retired postmasters as well as EAS managers, and PMR's. Since all the NAPUS state conventions held thus far have voted in favor of the consolidation, the only vote that remains is the official vote at our National Convention to be held in Mobile, AL, ant the beginning on August 27th. I hope you are

planning on being in Mobile.

Congrats to Kae McCloy, and the executive board for a great state convention in Billings. For those who were able to attend, it was a great opportunity to network with other postmasters, retirees, MPOO's and staff from the district who until now may have only talked with by phone. With the time that was available, Kae was able to provide postmasters training from the district in Postal One and issues involving the e1260 and the 1.6 grievances, Billings Plant processes and a tour, as well as up-to-date information valuable to all of us on SOV, CSV and Form 150 for our offices by our good friend and Postmaster from neighboring Wyoming, Curt Artery.

The Montana NAPUS chapter voted unanimously in favor of the proposed by-laws, constitution and for the consolidation with the National League of Postmasters to form the United Postmasters and Managers of America. Planning is underway to invite our Montana League members to a joint meeting to start the transition into a single state organization on November 1, 2016. If anyone is interested in participating in this, please contact the executive board, they are interested in your thoughts and ideas.

One thing is always certain when you attend a state convention, if it is your first or not, you will always leave with a smile on your face and return to your office not only with a better attitude, but with valuable information you learned from congressional staff, financial planners, and of course your fellow postmasters or retirees. Conventions are not only educational, but a wealth of information about yourself and others, and why would anyone pay \$22.00 for a loaf of bread?

In closing, I very much enjoy being a postmaster serving Montana, Wyoming and Utah NAPUS members on the national executive board and look forward to hearing from you no matter the circumstance. Please contact me at any time with your thoughts or concerns. Remember it is not too late to be a part of the National Convention in Mobile and I urge you to attend if possible. If not Mobile, then start making plans for attending the 2016 National NAPUS Convention in New Orleans LA, August 29, 2016. This is one you will want to be a part of.....



Krotkov... continued from page 2

changing. Try this simple technique to find out where your free time is spent.

Take a lined page of notebook paper and divide it vertically into seven columns, corresponding to each day of the week. On the first line, in the left margin, record the time you usually awaken. Say it's 6:30 a.m. On the next line below, write 7 a.m., on the third line write 7:30 a.m., and so on down the page in 30-minute increments. Then block out your time commitments for each day that don't allow you discretionary time, such as work, evening meetings and so on. Time slots that remain are discretionary – you choose how you'll spend them.

At least once during the day and before you retire at night, reflect on and record how you spent those free times. Be as specific as possible. Don't alter your normal routine during this week. Then, at the end of seven days, write all the ways you spent your discretionary time. Next to each activity, write the total amount hours spent on each during the week.

I bet you'll be surprised at what you find, and that will empower you to make changes that will make your life, your job

TEAR OUT THIS PAGE

And keep it for reference.

Investigative Interview

An Investigative Interview or Pre-discipline interview is an interview with the MPOO. The interview is for you to answer questions in reference to allegations or something that happened in your office.

The interview may be done in person or over the phone

Over the phone, have a PM Rep, a local PM or State President in your office during the interview or on another line

In person, have PM Rep, State President or local PM attend with the PM.

Do not attend the interview alone or answer questions on the phone without a witness.

Ask your MPOO what the interview is about.

Do not let the MPOO talk you into attending the meeting alone (i.e. "I just want to ask a few questions.")

Ask for copies of the questions.

PM should answer questions to the best of his/her knowledge.

Do not provide more information than is requested.

PM answers should be short and precise.

Request a break if you need to talk with the PM Rep or if you don't understand the questions.

PM Rep or the PM can ask questions of the MPOO.

If you think you might be receiving some sort of discipline, be humble and remorseful when answering the questions.

If the MPOO asks questions that are irrelevant to what the interview is about, don't answer the question. If the interview is about missing money orders and the MPOO is asking about the intervention team that came to your office, politely request that only one topic be addressed.

If the MPOO is being hostile toward the PM, stop the interview immediately.

Once the interview has been completed, ask the MPOO what type of discipline s/he is considering.

Statement for the OIG

The Office of the Inspector General in the Postal Service is an independent agency which is designed to maintain the integrity and accountability of the PS. With 90 regional offices across the country and a staff of over 1,000, the OIG is one of the largest such agencies in the US, and it is constantly investigating allegations of crimes, performing routine audits and working to improve the efficiency of the PS. By maintaining the integrity of the PS, the OIG hopes to keep consumer confidence high.

If questioned by an OIG Inspector about your conduct, even if you believe you are not guilty of any wrong doing, it is suggested you do the following:

- 1. Remain calm.**
- 2. Correctly identify yourself if asked to do so.**
- 3. Do not physically resist an arrest or a search of your person or property.**
- 4. Read aloud to the OIG Inspector(s) the statement below.**
- 5. Remain silent until you have consulted with your NAPUS representative or an attorney .**

BE YOUR OWN PROTECTOR – TAKE NO LIE DETECTOR.
DO NOT SIGN – GET ON THE PHONE LINE

Statement to be read to the Inspector:

I request the presence of my NAPUS representative. If I am suspect in a criminal matter, please do advise me. If so, I wish to contact my representative.

His/Her name is: _____

Telephone Number: _____

If I am under arrest, I request you to so advise me and to inform me of the reason or reasons. I will not resist an arrest.

I do not consent to a search of my person or property. However, I will not physically resist or obstruct such a search. If you have a search warrant, I request to see it at this time.

I will cooperate with you fully, but I do not waive any of my rights, including my right to remain silent. I will not sign a waiver-of-rights form, not admit or deny any allegations, nor make any written or oral statements unless my attorney and/or a NAPUS representative are personally present and so advise me.



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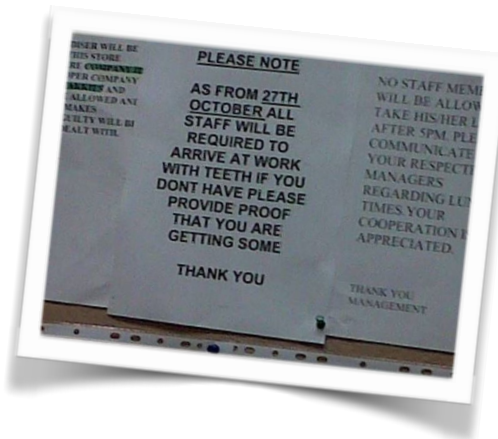
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