

Let Us Do
Together
What We
Cannot
Do Alone

The *Evergreen* Postmaster

Nov/Dec 2012

Washington Chapter, No. 25, National Association of Postmasters of the United States

HO, HO, HO!!!

Upcoming Events

2013 Mid-Winter
Conference
Jan 18th-20th
Chelan WA

2013 Leadership
Conference
March 16th-21st
Washington D.C.

2013 National
Convention
Aug 17th-22nd
Bellevue WA

2014 National
Convention
Atlantic City NJ

2015 National
Convention
Mobile AL

**Do your share,
contribute to PAC**
Contact Wendy
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morris98812@
yahoo.com
PO Box 614
Brewster WA 98812



Santa stops in for his annual visit to the
Clallam Bay Post Office

The **Evergreen** Postmaster
PO Box 606
Omak WA 98841-0606
Change Service Requested

Non-profit org.
U.S. Postage
PAID
Permit No. 241
Wenatchee WA 98801

Deadline For Next
Evergreen Issue:
January 25th

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A World of Change in Two Years



It's been a long strange trip. Two years ago, about to embark on this Grand Adventure called State President, little did I know what lay ahead and how it would impact not only my life, but the lives and careers of all of us. Two years ago there were rumors of moving routes, but I had not yet heard the term DUO. Two years ago there was no such thing as proposed mass closings of offices, no such thing as a VPO or PostPlan. Two years ago there was no Darrel Issa with his H.R. 2309 attempting to decimate the USPS. Two years ago my NAPUS goals had nothing to do with any of these things.

Things change a lot in two years...and there's no indication it's going to let up anytime soon. By the time this is delivered to your door, the first Remotely Managed Post Offices (RMPO) will be officially established under their respective Administrative Post Offices (APO) and Congress will possibly re-introduce postal legislation when they come back for their lame duck session. In the next two years there will be a torrent of down-

graded offices, culminating in yet another wave of retired Postmasters the latter part of 2014. The hope is that there is a minute number that will have to separate or downgrade to the 6-hour office, though I know many would agree with my opinion that 1 Postmaster found in one of those positions is one too many.

In the recent past the term micromanagement has taken on a darker connotation than it previously had. There are no longer many managers or leaders in the post office, Enforcer would be a more accurate title; this lack of flexibility is felt at all tiers of management. "Think outside the box", a phrase bandied about when there is no amenable solution to a given problem, is a misnomer, it implies that we have some choice in how to remedy a challenge. I would argue that too often we do not. I do not disagree that the USPS needs to tighten its belt in order to survive and thrive or in or that becoming a World Class organization is a worthy goal, but it would behoove managers at all levels to remember that people work for the post office, not automotons. Let's not give Dignity and Respect lip service. And let no one forget that though mail volume has dropped, much of the workload of the diminished districts has shifted squarely onto the backs of Postmasters~ we need clerk hours not just to sort our mail, but to run the office while we attend to the ever growing number of administrative duties and reports we have to perform. Efficiency is an essential component of superior performance, but efficiency alone cannot accomplish

the mountain of tasks placed on a Postmaster's agenda... and it's only going to get worse for those who are receiving RMPOs.

Fortunately, one thing has not changed and I'm certain it never will~ Postmasters, for the most part, stick together and help each other. We help each other to weather these rough times and to figure out how to get things done while confined in that tiny little box. NAPUS stands as our defender to the onslaught by Headquarters to diminish, or as some wonder, eliminate our profession. "Let us do together what we cannot do alone"~ there truly is no more apt motto for our organization.

The motto works well either as a rallying cry for our National Organization or as a fitting description of our State Chapter. There are no words to express the appreciation and admiration I have for our State Officers. Graciously and with enthusiasm, they freely donate many, many hours of personal time in dedication to our heritage and our future as Postmasters. Thank you, as well, to the District Presidents and officers for your dedication to NAPUS and your fellow Postmaster, life would be much different without your time, effort, and support.

I look forward to the leadership of our incoming President, Bill Carlton (or do we all have to call you William now, Bill?). We will be well served under him.

It has been an honor and a privilege to serve you, thank you.

WA State President
Michelle Lee
Postmaster Granger



Look before you Leap



I was reading to my granddaughter the other night and something spurred my thoughts for this article. The name of the book "we" were reading is "Look before you Leap". It has stories that instruct and advise young readers on how to be cautious prior to making decisions. The book was so relevant to our situations in our lives I knew I had to relay this to my fellow Postmasters.

Look before you Leap.

Put in relation to taking on a larger Post Office or a job that may require more of your time due to a longer commute etc..

Consider everything involved and listen to your friends and family. Sure the position that you are considering will more than likely bring in more money. Money is usually the motivator but it may be a change to increase your knowledge so perhaps down the road the assignment will assist you in the future. In any case, look before you leap. Check out all of the possibilities and the dynamics of the office prior to actually applying for the job. We all have a pretty good idea of what the Post Office is going through now and should know that change is probable and forthcoming. Staffing or lack thereof, increased administrative responsibilities to include remote Post offices, decreasing support, redundant reporting requirements, Retail Customer Experience requirements for offices with only one management employee.....well, you name it; it's happening out here. Take the opportunity to calculate and communicate with those that matter in your life, then YOU decide.

So, let's just say that you have leaped. Keep in mind your support system and by all means keep YOU in mind. Don't let the job take you away. I have seen people change in their management style and change in a negative way, themselves. Take on the challenges with a positive "get it done" attitude. Then get it done so that you can go home and be with the ones that really matter. Just a note, you owe yourself at least an hour a day to take care of yourself physically. It really helps when it comes to coping with the job even if you decided not to "Leap". The Doc says even a walk after dinner makes a world of difference.

So then, here's the advice that I really got from the book, well really from my granddaughter Hailey..... Frogs don't "Look before they Leap."See you in Chelan!

VP/PM Rep
Bill Carlton
Postmaster Elma





Retired and Active

who are musicians or have performing arts talents, WE NEED YOU! There will be a short meeting Friday night to finalize plans.

I am asking our members to bring an auction item to the conference. I'd like for the items to showcase the interests and talents of the donors. This is a fundraiser, but it will also let us show off who we are and what we can do. If you like to read, bring favorite books. If you are a craftsman, bring something you have made.

The Retirees business meeting is scheduled for Saturday afternoon. One agenda item will be about having a Washington State Retirees Vendor booth at the National Convention in Bellevue next August. So we have work to do and will be busy, but there will also be time to enjoy the Chelan Winter Festival. It is a great winter break and a time to get out and enjoy old friends. There are already about 15 retirees registered. Hope you are one of them, or that you will be.

My health benefits just went up 25%. That tells me that besides being a wonderful fraternal organization, there is a serious side of belonging to NAPUS. What would our benefits look

like if there wasn't an organization looking out for active and retired Postmasters? I think it is safe to say it would be worse.

This week is Thanksgiving. I am very thankful for the career I held for 30 years. But I am most grateful for having finished that chapter of my life. I like where I am now. I have an opportunity to re-define who I am and determine how I want to fit into the world.

I love this quote by Robert Fulghum (Everything I Needed to Know I Learned in Kindergarten): "Making a living and having a life are not the same thing. Making a living and making a life that's worthwhile are not the same thing. Living the good life and living a good life are not the same thing. A job title doesn't even come close to answering the question, 'What do you do?'"

May you long live a good life.

Retiree President
Louise Soles
Ret. Postmaster Veradale

The holidays are here! Even being retired, I can't believe all there is to do and how busy I am. In the midst of all the activity, I wish you all a blessed and warm and loving Christmas!

In a few weeks when the holidays are over, it will be time for the NAPUS Mid-Winter conference. Hope you're thinking about being there. There is work to do and people to reconnect with.

The Retirees Lunch will be on Saturday, January 19th. As a group, we need to develop a short program. There have been suggestions that are both entertaining and beneficial to the retirees. I will be sending more information out shortly. We want it to be fun for everyone. Those of you

Blessings to all



It's that time of year to reflect on the many blessings we have all been afforded. I continue to be amazed at how life's changes have affected many of my fellow NAPUS family. Though I have not called you or sent you a note as often as I have had you in my thoughts and prayers do know I have been thinking of you. I can't wait to see you all in January at our Mid-Winter conference in Chelan. We have a busy weekend planned. We will be gearing up for the National Convention which we are hosting. I'm in charge of Hospitality, decorations, food and photography. I am looking for mem-

bers to help me on each aspect. I need 3-4 people to be in charge of hospitality. What this entails is taking the other states hospitality chairs to the local markets and stores to get their food and spirits. This is a great way to get to know new people and it's a huge savings for them to not have to rent a car or pay a taxi. So this is a very important part for us (Washington State) to shine. It should be maybe 6-8 states who need the assistance plus possibly the credit union and national. I have two already signed up to assist in the final banquet decorations. But will need help decorating the retiree's luncheon, possibly editors lunch and whatever else may come up. The photographer may need one person to run and get photos and assist while photos are taken to keep things running on time. So if anyone is interested in being on one of my ultra fun committees please let me know. Blessing to all and embrace your family and friends daily.

Treasurer
Kristen Luther
Postmaster Mabton



Back to Basics

new employee, I always use the 'hands' analogy..."Keep your hands off the drugs, out of the till and off the other employees; those are fire-able offences, everything else can be fixed." In other words, don't do things that would disparage yourself or the Postal Service, don't steal ANYTHING and don't perform sexual harassment or create a hostile work environment. Pretty basic stuff, eh? Actually, just plain old common sense, but we hear it over and over and over again through training, emails, phone calls, articles, stand-up talks, telecoms etc. And yet your NAPUS representatives keep having to deal with violations.

I can't speak for other Districts/States, but Alaska recently sent out mandatory Misuse of Government Travel Cards and Mail Theft stand-up talks, with documentation required that this refresher was given to all employees. The training referenced various Management Instructions, the ELM and Handbook PO-209, and specific ally referenced the ELM 665.16 section titled Behavior and Personal Habits. The referenced materials dealt with these basics I addressed earlier, and covered the first two of my three 'hands' rules.

Another area that I have had to deal with recently covers another basic that we 'learned' early in our Postal careers: Security. You, as Postmaster (aka manager) are responsible for the security of

all Postal property and funds under your control. This includes, but is not limited to, the building, money order imprinter, postage meter, cash and stamp stock, retail products... an almost limitless list. The Post Office is a master of repetition and redundancy. We do the same basic things day after day. We have procedures and check lists that have been in place forever, and many seem outdated and/or unnecessary. However, those same repetitious, boring, time-consuming procedures can be what 'saved your bacon' some day. When an incident happens in an office in Alaska, there often has to be a Due Process hearing; basically, fact-finding. When Management learns through these interviews that established procedures were in place and followed, that generally is the end of the issue.

Even for us old-timers (or possibly ESPECIALLY for us old-timers), it is a good idea to periodically take a mental journey back to the basics, those root elements of the job that we learned from day one. I know that having to defend Postmasters that have 'forgotten' some of these basic premises has been a good reminder for me to make sure my 'house is in order'. Take a look around: How's your house?

Area
Jerry Nassen
Postmaster Seward



Mid Winter Polar Plunge!!

TAKE THE PLUNGE!



2013 WA STATE NAPUS MID-WINTER CONFERENCE

WINTERFEST 2013 ACTIVITIES!!!

When: January 18-20, 2013

Where: Campbell's Resort
 104 W. Woodin Ave.,
 Chelan, WA 98816
 800-553-8225
 www.campbellsresort.com

Registration
 Full Registration \$75
 Retirees / Guests \$70

Rooms (cut off 12-18-12)
 Traditional \$98
 Deluxe \$112
 (use Group Res #257923)
 Kitchenettes in every room!

Refund disclaimer: Registration refund requests will be honored if received in writing by the President or Secretary by Jan 1, 2013. Written requests received after that date must be approved by the Executive Committee.

Name _____

Email _____

Office / Title / Zip _____

Mailing Address _____

Retiree ___ First Timer ___

Extra Meals: Banquet \$36 ___ Sat Lunch \$15.50 ___ Meal Choice: ___ Flank Steak ___ Salmon

Make Checks Payable to: WA State NAPUS

Mail to: Dana Starfire
 PO Box 6
 Lopez Island, WA 98261

What's Does It Mean To Be a First Timer??

The onslaught of change we are seeing in the Postal Service brings change in who is now attending our Washington NAPUS Conventions and Conferences.

In my thoughts this can be a good kind of change. A fresh face brings new energy, creative ideas, and a willingness to learn. New members help sustain any organization who is seeing their organization go through tough times.

So for those of you new to NAPUS or even those that have been around for awhile and haven't attended a Mid-Winter or State Convention this is how it works!

A First Timer is an Associate, OIC or Postmaster who hasn't attended either of the above mentioned events.

Just fill out the registration form for Mid-Winter 2013 (can be found on the web site NAPUSWA.COM) or in your Evergreen and check the box First Timer. Send this in with your registration fee and when you attend you will be reimbursed.

Great time to meet your peers, your POOM and the District Manager to name a few. Looking forward to seeing some new faces in Chelan WA at the Campbell's Resort!!!



WE NEED DOOR PRIZES!!!

Just a little reminder when you come to Mid-Winter don't forget to pack at least one door prize.

Pam Butler and her side kick Janet (Mary) Stedman will be in charge of the show!!

It could be something you made, something you bought on the clearance table, re-gifted item, books, candy, wine, stationary, let your imagination run with it!!

This is just a fun way to start out any morning to get our blood flowing to be ready to hear from that first speaker



I've got nothing...

Here we are at the end of this very small issue of the Evergreen. I have struggled these past few weeks with what I would write. As Editor I feel I am supposed to come up with something inspirational and positive to say that will rejuvenate you all and remind you of why we love our jobs and do what we do. To be honest with you I've got nothing.

So all I will say is as things get crazy this holiday season remember to focus on work while you

are at work and home while you are at home. Don't let the burdens of this job overtake your personal lives and never lose perspective of what is truly important in your life... Whatever that may be.

Merry Christmas!
 Angela Shapley
 Editor
 Postmaster Omak



*See you in
 Chelan!!*