

THE KENTUCKY BLUEGRASS NEWS

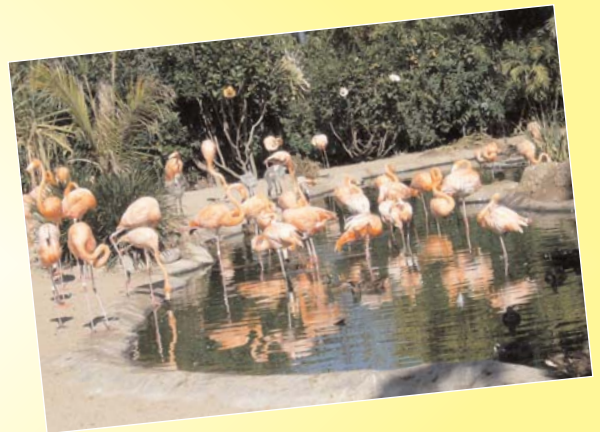


FALL ISSUE, 2010



Back from National Convention!

San Diego, CA



You Won't Believe What You Missed!



Kentucky League Officers

2010- 2011 Officers

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DUES & ASSESSMENT SCHEDULE

LEVEL	MONTHLY
A	\$6.10
B	\$7.90
C	\$9.70
D	\$11.50
E	\$13.30
11	\$18.58
13	\$20.14
15	\$22.08
16	\$23.76
18	\$25.68
20	\$28.10
21	\$29.34
22	\$31.35
24	\$34.42
26	\$37.68
27	\$46.40
AA Retirees	\$6.50
OIC's	\$6.50
PMR's	\$6.50
Associate	\$6.50
Members	

**Have you lost your copy of
the latest Bluegrass?
You can now view the issue online at
www.kyleaguepm.org**

The Bluegrass newsletter is designed by Emily McGill, Auxiliary Member.

News from the Board



Fall Issue, 2010



**TEENA
HUDSON**

PRESIDENT

Greetings fellow Leaguers-

What an amazing trip to Southern California. I believe that was the best National Convention I've had the pleasure of attending. If you've spoken to anyone who was able to attend I'm sure the first thing they mentioned was the weather. To say it was wonderful would have to be an understatement. I'm excited to report Kentucky had two first timers this year. Nancy Harmon, Postmaster at St Mary and Bobby Stokes, Postmaster at Farmington. I hope you felt welcomed and will join us again. Convention was kicked off Sunday evening with "A Mexican Fiesta Welcome" a party provided by the Town and Country Resort. First timers were introduced before the meal and afterwards there was a dance. It was a great start for the events that followed.

We headed for general sessions Monday morning for the opening of the convention. If you weren't there I'm sorry to say you missed Larry Graves, Postmaster of Estancia NM, sing the National Anthem and then a special tribute to our Military. I'm not sure there was a dry eye left in the room. President Charley Mapa gave the opening remarks and Kathy Hansen announced the credentials report and we also went over the first reading of the proposed code changes. Before we were let out for the day to go to one of the many available workshops we were entertained by Mary-Ellen Drummond, a Motivational Speaker. Monday night we attended the Welcome Party - "California Beach Bash" provided by the California Branch. Dinner was provided with a band and dancing afterwards. I will say California knows how to party. Again, this event was held outside- did I mention they have wonderful weather?

Tuesday morning we headed back indoors for general sessions. Bob Brinkmann gave us a Legislative Update. Next up the States were polled for nomination of officers. This was a very interesting year being Charley Mapa's term was to expire and we were to elect a new

National President. Also we were to vote for three Vice Presidents. The Atlanta Postal Credit Union gave out the Leadership Awards and I'm proud to say Dennis Henry, Postmaster of Nevada, MO and an Adverse Action Counselor, who has worked very hard for KY, was a recipient. Congratulations Dennis - I can't think of anyone more deserving. We closed general sessions around lunch and the rest of the day was considered a free afternoon/evening. Some took one of the many available tours, shopping or headed out sightseeing on their own.

Wednesday everyone one broke off and headed to their Area meeting. After the States gave a report of the happenings within their branch those running for office were allowed to come in and speak and tell us WHY they want the office they are vying for. That afternoon we again headed off to the workshops. That evening we were all ready to have fun at States Night. For those who've never been the only way I know how to describe it is Adult Trick-or-Treat. Each area was in charge of setting up a room and after all was said and done first timers were allowed to vote on those rooms and a trophy was given to the best "Area". I would like to congratulate the winners and I'll add that I realize one of our "First Timers" helped them out. I do believe he might have been their entertainment. I never got a straight answer from him but really wonder if there was some money involved or maybe they just never let him go thirsty. It was a great night enjoyed by all.

As we headed back inside to General Sessions on Thursday we were ready to elect new officers. When all was said and done we have a new President and two new Vice-Presidents. Your board now consists of National President Mark Strong, AZ, Executive Vice President Jack Jameson, NC, Vice Presidents- John Olson, MN; Kelly McCartney, MO; Sean Accord, WV and Norma Powell, CA. Of course our own-Shelly Souders is doing a great job as the National Secretary/Treasurer. Good Job Shelly—you're making us proud!

The Grand Banquet "San Diego Sunset" was held Thursday night. It was a nice way to end an extraordinary week. Jimmy Merritt, retired Postmaster NY, as many of you know by attending our State Conventions over the years, was name the winner of the very prestigious Oscar Pogue Award. Jimmy we are so proud for you and I'll say I've never before seen you speechless. This was a first and I must say well deserved.

Earlier I briefly mentioned workshops... let me get into that now. I recall in the past work-

shops only being offered once and if you found two given at the same time you had to pick and choose and ultimately miss out on one that would have otherwise been informative to you. Thankfully this year we found several given at different times so you were able to attend more of what interested you. Maybe the Hottest topic and most attend workshop was the DUR - Delivery Unit Relocation. Right now we are seeing its name has been changed to DUO-Delivery Unit Optimization. I don't think they appreciated us continually saying DUR. You know us Kentuckians using our most southern voice can draw that out. I'm very thankful I attended that workshop. As we're back in the real world now and attended a quarterly organizational meeting with Jim Kiser, our District Manager. This was the HOT topic at the meeting and it is quickly coming to a Post Office near you. If you are unaware or maybe living under a rock, you are about to see this roll out all over the Kentuckiana district. We are organizing area 3 digit meetings and this will be one of the many areas we'll hit on. I want every one of you to be watching our KY State website-www.kyleaguepm.org for dates and times at a location near you. We will also be sending notification out via email. If you are not currently receiving our league emails please let us know and we can get you added.

I realize how we don't like change. People it is about to happen maybe more than we've ever seen and this is a time for you to become an active member. We want you active so we can educate you on the many changes that are taking place faster than we can tell you about it. We will be doing some training during the weekend of September 18th. There will be several done that weekend at different times and locations. As soon as a location and time is picked we will put it up on the website and also sending an email out to inform you. If you don't have access to our website or email please contact me or anyone one on the board. We are here for you and want to help in any way possible.

As I bring this to a close I want to send my condolences out to the many that have lost loved ones recently. We've been hit hard in our League family this spring/summer, know that we continue to pray for you and are here for you. Also I want to thank the many who stepped up to help out when our members needed help in their offices so they could be with their families at this difficult time. As I've said in the past, if someone calls you needing help-please do what you can. We never know when we'll be that Postmaster in need. **3**

News from the Board

Fall Issue, 2010



PEGGY SMITH

MEMBERSHIP CHAIR

"Who Moved My Cheese?"

"Who Moved My Cheese" is a book by Spencer Johnson. If you have not read it yet I highly recommend you get your hands on it and read it ASAP. The changes that are sweeping through our Postal lives are enough to knock you off your feet, if you are not prepared. This little book tells a story in parable form of 2 mice and 2 little people that have built their lives around "THE CHEESE", and one day someone moves their cheese! It only takes about an hour to read but it teaches you how to deal with changes in your work and in your life. You will quickly see other people in the 4 characters, but it will be more important to deter-

mine who YOU are. When we really think about it, change is part of life.

Change we don't like is part of life. While reading this book you will see 4 different ways of handling life altering change, I think it will help anyone with the current changes in the Post Office. Sometimes we have to make the best of what we have. I would rather work for the United States Postal Service than some burger joint!

There are some things you do have a choice on. That is choosing to be a member of the League of Postmasters. Now more than ever it is vital to have the protection of the League behind you. I personally know our former President Charley Mapa was a true fighter for us in DC. He worked endlessly for our benefit and it was at great personal sacrifice. I also know our new President Mark Strong will do the same. I am very proud of the work both these men and the entire board have contributed for our benefit.

The League has rolled out incentives for its members :

*Ninety days of FREE membership can be given to ANY Postmaster. Be sure to write

"Free 90 day membership" at the top of the 1187.

*Free year membership to any newly appointed Postmaster who is appointed from a non-Postmaster position. Write "First Year Free" at the top of the 1187.

*Free year membership to any PMR. Write "First Year Free" at the top of the 1187.

*Free year membership to any non-Postmaster OIC. Write "First Year Free" at the top of the 1187.

*Sign 5 Postmaster members and receive a half price registration to either National Convention or Forum .

*Sign 10 Postmaster members and receive a full registration to either National Convention or Forum .

How about that, sign up 10 Postmasters and you can go to next year's National in Albuquerque, NM, or forum in DC during the cherry blossom season and not have to pay a registration fee!

The League does indeed have the best people looking out for our interest in DC. and as always if you need anything you can always contact any of your League board listed in the front of the Bluegrass.



BRENDA KNOTH

EXECUTIVE VICE PRESIDENT

Dear League Members,

As we endure the hot summer days we will soon be coming to the close of another fiscal year. This hasn't been an easy year and I feel that we will have another tough year ahead of us.

We recently returned from National Convention in San Diego CA and it was a beautiful place to visit. The weather was so nice as the high there most days is 75 and the low is about 60 at night. The ocean there isn't warm either! It really spoiled you being in 70 degree temperatures and coming back to the 100 temperature range was difficult. The sightseeing was wonderful in San Diego. Old Towne was buildings straight out of the old west 1800s. Coronada hotel was beautiful and so much more to see. We took a harbor cruise that was just great. One of the biggest treats was Comic Con. On Wednesday and Thursday San Diego was invaded by Comic Con and most everyone

was in costume. It was quite funny as on Wednesday night some checked into our hotel and saw some of our Postmasters dressed up for States night. You could see the puzzlement on their faces, like are we missing something we should be at? It was definitely something to see and we didn't get to see a fourth of those that attended Comic Con. We had a lot of good fellowship with other Postmasters and lots of good training.

The training I took that I found the most informing was the DUR training. In the 420 area we had already had routes pulled from offices and placed in another office and the office that lost the routes downgraded. With the financial problems of the Postal Service this is the way they are addressing the financial issues. I can see financial savings that they create in doing this. How can they do this without informing the community you ask? Unlike closing Post Offices where they have to call a community meeting and receive input from the community the DUR doesn't require them to notify anyone of the community prior to pulling the routes because the Post Office still remains there and open. The Postmaster receives notification 14 days prior to the carriers being moved and the office being downgraded. The routes are being placed in larger offices that are already on DPS and the incoming routes now go on DPS. The Postmaster only has the 14 days to request to lateral to another office

because once the form 50 is cut and they are downgraded (even though they save grade for two years) they can no longer request a lateral as they are now a lower level Postmaster. Nation wide the Postal Service will be looking at all Post Offices to keep us out of the financial ruin they say we are headed for. They didn't give us any time lines at National convention but this is coming to all states.

I urge each Postmaster, OIC, PMR, supervisors and associate member to stay informed of everything going on. Get involved with an organization, keep informed and most of all give your all to your job. We must survive this difficult time and be thankful we all still have a job. So many companies have locked the doors on employees with no notice. They show up for work and find out there is no business or job. We can be thankful that the Postal Service hasn't laid off anyone. Despite what our news media tells us I feel our economy is still in a recession and the Postal Service is the first to feel it and the last to come out of it. Hold onto your hat (as they say) because I see 2011 being another difficult year but as long as we Postmasters pull together and continue helping each other we will survive this too.

Get involved, plan on attending Forum March 22-24th at the Hyatt Regency Crystal City Arlington VA.

Brenda Knoth

News from the National Board



Fall Issue, 2010



**SHELLY
SOUDERS**

**NATIONAL
SECRETARY/
TREASURER**

SanDiegoVille

Greetings League family! The 107th National Convention was in beautiful San Diego and one of the best ever. The weather was absolutely perfect and most of the evening events were held under the stars where there are no pests to spoil your fun. So different than what we encounter in our home state of Kentucky. Although the Pacific Ocean was cold that did not stop us from taking off the shoes and dipping our toes. The waves came in and hit me about the knees and almost took away my breath. The beaches on the west coast differ so much from what we are accustomed, beautiful yet unique. So many things to see and do and the resort is so beautiful and relaxing! Many of us who could not sleep in (as the time difference) it is easier to fall back than move forward, enjoyed the early morning pool and hot tub and walking the area filled with hundreds of roses, flowers, palm trees, and the breeze that welcomed each day.

The educational training sessions were very good this year as there are several topics of interest to all Postmasters. The one issue that we did not hear mentioned was "5 Day Delivery". The hot topic was DUR or DUO. Delivery Unit Relocation or Delivery Unit Optimization, either acronym that is used, will be a process that will visit your area in this fiscal year.

It is no secret that the Postal Service is in dire financial straits and must change the way we do business. I use the term we because as Postmasters, Officers In Charge, Postmaster Reliefs and all employees, we are all stakeholders in the Postal Service. Everyday is a challenge in the private sector and in our Postal world. The following is points of inter-

est that I noted during the class.

Every office is subject to DUR regardless of the level. One stipulation is that they should be within a 10-15 mile radius and served by the same processing plant. Usually it is not cost effective if the carrier travels over 12 miles one way. Generally 9-12 miles one way is the max.

The loosing office generally has 9 or fewer routes. Gaining office must have the available space to add the routes with no costs involved. (floor space, parking, etc). In other words the gaining office will not be moving to a new facility and most times will not increase in level of the Postmaster due to the additions.

Although rural carrier pay may rise due to the increased mileage, the savings are captured by DPS, the loosing office level is reduced, if there are clerks they can be relocated where needed, contract cleaners may no longer be needed, PMR's replace the clerks or the PMR level of pay is decreased due to the change in level. Transportation costs may also go down due to trips and frequency.

The loosing office retains their retail window and their P.O. Boxes and the community retains their identity and Post Office although sometimes at a reduced window of operation. This is why your correct data is so important. With technology your office data can be accessed 24 hours a day. If you have general delivery customers you must have a form 1527 on file for each of them. Check your 150 data. Input every box payment on a daily basis so that the data is always accurate.

All vacant offices as well as those with building space, safety, lease issues, expiring leases, etc are currently being studied.

Currently if you are a Postmaster that is in a loosing office you will receive two years as saved salary. Your form 50 will reflect the new level so for all practical purposes you will be considered a Postmaster at the lower level.

If you are a Postmaster in this situation please be advised that you should not offer any information to your customers or to your employees until instructed.

I am sure we will be receiving more information as this program continues. The best advice is to ensure your data is correct.

Facebook

If you are an avid fan of technology it is strongly suggested that you refrain from any

Shop Talk for the world to access. According to a recent release by the Office of Inspector General, 10 Postal Employees are currently being removed (fired) for postings on Facebook. (6 craft employees, 2 supervisors, and 2 craft employees who are currently paid and on active OWCP claims, not working or actually working, but not performing in their craft). Also the OIG has the ability to review 8 years on your Postal Computer, emails, sites visited, etc. Even the melting of a computer (fire) did not save one employees position.

Expectations of a Postmaster

One of the workshops was dealing with employees and supervisors and their expectations. This class offered many suggestions and here are a few that came from a Manager of Post Office Operations on what is needed from Postmasters:

- Complete tasks timely. (if you need additional time ask before it is due).
- SOX Compliance. (The fact that you do not wear sox does not count).
- Ownership of your facility. (Yes, when a carrier fails to make 120 deliveries you must report it to the MPOO).
- It is your issue and problem. (You did ask for the position, you must investigate the accident, do not send a craft employee.)
- Make a decision. (A level 21 Postmaster called the MPOO to ask for guidance on what to do when a carrier had a backing accident).

Although offered tongue in cheek in parenthesis, the MPOO location was not disclosed during class. Do you see yourself in any of these scenarios?

This is where your League family and network comes in. Help is only a phone call away! I would like to thank the following members of my League family for allowing me to attend the National Convention, with one PTF clerk and one RCA for 3 routes, the unexpected did happen and they all came through: Clerk, David Andrus, Postmasters: Patsy Black, Keith Deweese, Nathan Owsley and Mitzi Warford and OIC Kathy Copeland. The adage "It takes a village, rings true. I also had the pleasure to stop in a visit my granddaughter and her family in Phoenix! Oh the fun and excitement of a 3 year old. Priceless!

Onward,

Shelly

National Convention 2010

Back From *San Diego*



The First-Timers Speak!

NANCY HARMON

Our Kentucky First-Timers tell you what you're missing if you're not going to National Convention...



What a week! Being a first-timer at the National League of postmasters in the beautiful, cool city of San Diego was great. It was especially great after 6 weeks of temperature of ninety plus degrees in my home state of Kentucky.

First, I thank the Kentucky League of postmasters for the warm welcome they gave my husband and I. It's been several years since I attended a state convention, it was so good to renew old friendships.

The Sunday night "Mexican Welcome by the pool side" was awesome. There was wonderful food and entertainment. Then there were the hugs. I think, I got two or three from all fifty states. Each one was special to us.

Monday's opening session, the presentation of the colors, was very touching and beautiful. The California beach bash on Monday night was outstanding. There was a wonderful meal with all the

seasonal fruit displayed. The band was outstanding as well.

The speakers and work shops on Tuesday and Wednesday were very informative. Especially the ones on E-Buy two and Finding Your Roots (Genealogy) - It's a long process. Ha!

On Thursday, I was able to participate in the election of new officers. This was great experience to hear the history and the experience of each

candidate. The Thursday night banquet was beautiful. The tables, the dress of the members and guests and the meal was just fantastic.

As a member of the Kentucky League of Postmaster, I encourage members to remain active or get active in the League as I plan to do. Hope you will be that First-Timer in Albuquerque, New Mexico in 2011.

I left San Diego and my fellow League of Postmasters with a week of good fellowship, training, networking, sight seeing, relaxation and good food.

Again thanks for all the kindness and love that was shown to Jim and as "the First -Timer".

Nancy M. Harmon
@ St. Mary, Ky 40063

*Never been to National Convention?
What are you waiting for?
Get in on the fun and be a First-Timer
at Albuquerque in 2011!*

National Covention 2010

Back From *San Diego*



The First-Timers Speak!

BOBBY STOKES

**Our Kentucky
First-Timers tell you
what you're missing if
you're not going to
National Convention...**



I am writing this because I was a "First Timer" at the 2010 National Convention. I have attended several State Conventions and even Forum in Washington, D.C. but neither of these compared to the good time I had at the National Convention in San Diego. One of the best things was the weather. We all know how hot it has been here but it was perfect there with the highs in the upper 70's and the low temps around 60 to 65 with no humidity. Although I couldn't bring it back with me, it was great while it lasted.

For anyone that has never been to a National Convention I would tell you that you have to go and plan on having a good time with other Postmasters from all over the United States.

Convention started for me on Sunday night with a "First Timers" meeting and a reception for everyone to enjoy and meet others. "First Timers" were all recognized and got to eat first. How good is that? Already being made to feel special and the convention technically hasn't even started.

Monday thru Thursday we had general session from 8:30-12:30. Then you could attend various training classes if so desired. However the pool was open, the sun shining with great weather. Tuesday afternoon was a free afternoon so everyone got to do whatever they wanted from various sightseeing tours, shopping or going to one of the many beaches. On our free night all of us from KY went out to dinner together and had a great time just being together in San Diego.

I learned how voting was accomplished with a large group and my vote counted on various issues presented. From great speakers, great co-workers and members running for office; it was a learning experience I will never forget.

I mentioned that "First Timers" were made to feel special and this is where the fun starts. In years past "First Timers" had to wear a pink shirt so everyone knew who they were. This year we were given a pink name tag holder and each given a pink bandanna to

wear all day Wednesday. We were told to be creative with our bandannas and the person with the most unique/creative one would win \$50.00 cash. With bandanna in one hand and a sewing kit provided by one of the many vendors, that attended, my idea came to life. When I say it came to life I mean that I tracked down one of our Auxiliary members, Kris Buss, to help. She has much better sewing skills than I. We made ears and a tail that I wore all day on Wednesday. People were talking first thing that morning. Not everyone knew what we were doing but soon found out about the First Timer Contest. When I ran into people that had heard about my "ears and tail" they would say they heard about it in their area meeting that morning. I am usually not the type of person to do something like this but we were supposed to have fun with it and believe me, I did. Wednesday night was States Night where the "Areas" had to set up a room that was fun for all. The only way to describe States Night is kind of like adult trick or treat. There was an Alien Room, Disco Room, Route 66 and a Carnival Room. The First Timers were in charge of voting for the best room since a trophy is given to the winning room each year. States Night was awesome with dancing, socializing, fun for all and dancing, did I mention that already? I was having a blast running the choo-choo train and dancing the night away. Although I didn't make it to the Carnival Room I am sure it was great but I had a great time with the ladies from Texas. These are the ladies that were on the First Timers Committee, I had met them on Sunday night at the First Timers orientation. I hated for the night to end but as you know, all good things eventually come to an end.

Thursday brought the convention to an end with the banquet. I am not for all the getting dressed up and having a big sit down meal but it was very nice. I wish we could have ended with States Night. Did I mention dancing? You know something where everyone could laugh, have fun and be there selves without the dress up garb.

Next year the National Convention is being held in Albuquerque, New Mexico. I know we have to take annual leave to attend but you can take a few extra days, bring the family and make a vacation out of it. You will have free time to do whatever you want and I am sure you will have a good time dancing, meeting Postmasters from all over the US and making new friends. I encourage everyone to attend including all "First Timers" that have never been. Just leave your inhibitions at home and plan on having fun. I will be there and together I can help you out and make sure you have a good time. See you there!

Bobby Stokes

**Congratulations to Bobby Stokes for winning the
First-Timers contest at this year's National Convention!**

National Covention 2010

Back From *San Diego*



Around the League...



420 - 3 Digit meeting held Saturday June 5th with Postmasters, PMRs and MPOO attending. Everyone in attendance enjoyed the excellent training and sharing time.

More 3 digit meetings are planned. Watch the website for the areas and dates!

Kentucky Auxiliary News

by Roger Stigall

Kentucky auxiliary had two delegates this year Kris Buss and Roger Stigall. Thanks to Brenda Knoth our advisor and National President Charlene Wendt for meeting with us and helping us to understand the happenings and expectations of a National Convention. We signed up to receive our delegate ribbons on Sunday evening before the First Timers Party.

It is always exciting to see old friends and to make new ones at the National conventions. This year was the last year for our President Charlene and she has done a wonderful job especially with the BRATS. This year we had more BRATS than ever! For those of you who have been going for years B.J. Bailey was elected National BRATS President! B.J. told me he was born in KY so that makes him one of the family. We also had a great time helping with states night set up. Kathy Perrone from PA does a great job keeping us on task. I had to find a hydrant to carry water for the duck pond. People were looking at me as I came out of the bushes carrying a 3 gallon jug of water on 4 different occasions.

There is always something for everyone at the League!

Dealing with a Rural Greivance...

Rural Grievance Procedures

- When a rural carrier has an issue you should be the first line in discussion. This needs to be documented and filed for your reference.
- If no resolve the employee must request a PS Form 8191 USPS_NRLCA Joint Step 1 Grievance Form. This is found on the blue page under forms.
- Give employee both pages, instructions and form.
- Rural Carrier is to fill out items 1-4
- If local steward is available in your office, a copy of the PS Form 8191 must be sent to them. (Certified /return receipt) again keep all information in your file for reference.
- If no local steward is assigned forms should be sent to Frankie Hunt , Assistant State Steward.
- The steward will provide what article of the contract is violated.
- The instructions on the form give explanation to assist in the completion.
- If no resolve between the steward and manager Step 2 will be forwarded to the next level.

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Check inside for scenes from National Convention!

