

# THE KENTUCKY BLUEGRASS NEWS



MAY ISSUE, 2011

## 2011 State Convention



2011 - 2012  
*Officers*

*First Timers*



*Postmaster of the Year  
Shelly Souders*

**INSIDE:**

**- National Convention Registration**

# Kentucky League Officers

## 2011- 2012 Officers

**PRESIDENT:** Teena Hudson, P.O. Box 603, LaCenter, KY 42085, O: (270) 665-5508

**EXECUTIVE VICE PRESIDENT:** Brenda Knoth, P.O. Box 21, Benton, KY 42025 O: (270) 527-3933

**SECRETARY/TREASURER:** Sherri York, P.O. Box 136, Hazel, KY 42049 O: (270) 270-492-8845

**VICE PRESIDENT:** Daniel Alvis, P.O. Box 9998, Guthrie, KY 42234 O: (270) 483-2963

**VICE PRESIDENT:** Walter E. "Buddy" Chesnut, 3214 KY 225, Artemus KY 40903, O: (606) 546-8742

**VICE PRESIDENT:** Dawn Sadler, P.O. Box 9998, Oakland, KY 42159 O:(270) 563-2101

**VICE PRESIDENT:** JoAnn DeJarnette, P.O. Box 33, McQuady, KY 40153 O: (270) 257-8089

**EDITOR:** Patsy Black, P.O. Box 294, Calvert City, KY 42029, O: (270) 395-4800

**MEMBERSHIP CHAIR:** Peggy Smith, P.O. Box 1, Boaz, KY 42027 O: (270) 856-3626

**LEGISLATIVE CHAIR:** Karl Buss, P.O. Box 9998, Clinton, KY 42031 O: (270) 653-6046

### 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 Members	\$6.50

**Have you lost your copy of  
the latest Bluegrass?  
You can now view the issue online at  
[www.kyleaguepm.org](http://www.kyleaguepm.org)**

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

# News from the Board



May 2011



**TEENA  
HUDSON**

**PRESIDENT**

Greetings Fellow Leaguer's,

It's been a busy spring and I hope this finds you doing well. We just got back from State Convention and if you missed it... well, you missed some great training. We were lucky enough to have 7 first timers join us! I hope you were made to feel welcome and will join us again.

Also I want to congratulate the 2011 Postmaster of the Year- Shelly Souders. I don't know of anyone more deserving. It's been a rough year for Postmasters and no one has been more giving of their time than Shelly, whether it's helping a KY Postmaster or helping someone from another state. Great Job! We are all proud of you and how well you represent the great state of Kentucky.

At this time I want to bring you up to speed as to what's been going on in my life as a Postmaster. Eight months ago we first learned that DUO was going to be a major change with many Postmasters around the country in this fiscal year. In learning about what all would go on and how it worked I decided I should embrace the change that was going to take place around us. I did my homework on DUO so I could help others understand and educate them to be able to make the best possible decision for themselves. In all of this I realized how my office could be affected and how it could affect me. Knowing I could be what they called a "losing" Postmaster, you know, one that lost their routes to another office, I made the

decision to widen my horizons. I loved my office and those I served but by understanding what could happen to my job I had to open my eyes and start looking for a place to land just in case. Well, within the last month it came to light that yes, my office was heading to the phase II list of DUO. It was like what we had been told in the past... there's the list, (remember what puts you on the list—9 routes or less, having a ptf clerk, vacant office, etc.) but again, I hadn't seen my MPOO. He hadn't come to see me. Which is what I told other's- unless you get that "visit" it's not official. Well, guess what... I got the visit, so yes- it's now official. Since I had already been preparing for this day to come I immediately let my MPOO know I was ready to move on. DUO would make my level 13 office an EPM office, which would put me working 6 hours a day/ 6 days a week. In my area we had 3 vacant level 13 offices. All three had already been affected by DUO and all were originally level 16's. I looked at all the numbers and made the decision to take the busiest 13 out there. Unfortunately it wasn't the closest one to my house, that's right, I passed on an office that was a 10-minute drive, don't get me wrong, it looked rather sweet. Not to mention there is an OIC in the office that had spit shined the place and that made it look much more appealing.

The office I opted for had the same mileage as my previous office but it now takes another 15 to 20 minutes to drive it. I lost my 4-lane commute and now share the road with deer, turkey, farm equipment and school buses. The office is crazy busy, but I'm crazy too- so with that you know we get along well. The first week I was there I went home nightly with my feet hurting. All I could say was... MY FEET should not be an issue here. I remain positive and

look at the many opportunities I see there. The office has good revenue but I strive to increase that as well. I am still getting to know the 500+ PO Box customers, figure that might take me a while but this is now my "home" and I look forward to serving the community in which I choose. By the way, did that shock you that there are over 500 po boxes and yet only a level 13 office? That's right, I left an office that had 1 route and less than 75 po box customers and took on an office without a route yet 500 + boxes rented. You can do the math and figure out I have more customers now than I did with both the route and PO Box combined.

I understand many do not like change, I too am one of those people but at this day and time in the Postal Service you can bet it's probably going to happen. You may not be like me a "losing" Postmaster you might be a "gaining" one and let me just tell you incase you weren't aware... gaining doesn't mean there be a gain in salary. You'll get the same pay but the gain will be in the amount of work you will do. Yes, you read that right- same pay more work. One thing we all need to remember is we still have a job. USPS has yet to "lay off" anyone and in this day and time that's more than many can say.

As I bring this to a close I want to remind you we are getting ready to head out to Albuquerque for National Convention. I hope you are considering joining us. It will be a great time learning and sharing with other Postmasters all over the nation. As soon as we get back we will once again hit the 3-digit trail. I hope to see you out there. If you are interested in helping us set up meetings in your area give me a call. Until then take care and if you need us, call. We are here for you and your needs.

Teena Hudson

# News from the Board

May 2011



**BRENDA  
KNOTH**

**EXECUTIVE  
VICE  
PRESIDENT**

Dear League Members,

I hope that you all have survived the spring weather and are gearing up for summer. With all the change that is happening in the Postal Service I hope you all will take advantage of everything the League is offering. I'd like to invite everyone to National Convention this year being held in Albuquerque July 30th thru August 4th. We must pull together and keep a positive attitude to survive all the changes. I hope you are an eagle, please read:

## **The Story of the Eagle**

The eagle has the longest life

span among birds. It can live up to 70 years, but to reach this age, the eagle must make a hard decision. In its 40's its' long and flexible talons can no longer grab prey which serves as food. Its' long and sharp beak becomes bent.. it's old-aged and heavy wings, due to their thick feathers, become stuck to its' chest and make it difficult to fly.

Then, the eagle is left with only two options: die or go through a painful process of change which lasts 150 days. The process requires that the eagle fly to a mountain top and sit on its' nest. There the eagle knocks its' beak against a rock until it plucks it out. After plucking it out, the eagle will wait for a new beak to grow back and then it will pluck out its' talons.

During these times, other eagles come and feed and nurture him so he will not die from hunger! When its' new talons grow back, the eagle starts plucking its' old-aged feathers. After

five months, the eagle takes its' famous flight of rebirth and lives for 30 more years!!

Why is changed needed?

Many times, in order to survive we have to start a change process. We sometimes need to get rid of old memories, habits and other past traditions. Only freed from past burdens can we take advantage of the present.

Our lives are not determined by what happens to us but by how we react to what happens. Not by what life brings to us, but by the attitude we bring to life.

A positive attitude causes a chain reaction of positive thoughts, events and outcomes. It is a catalyst, a spark that creates extraordinary results.

Are you an eagle?

When it rains most birds head for shelter; the eagle is the only bird that in order to avoid the rain, starts flying above the cloud.....

Let the League help you, feed you and be the eagle you should be.

***Don't forget to make your plans for  
the National Convention in  
Albuquerque, July 31 - August 4!***

# 108TH LEAGUE NATIONAL CONVENTION

**JULY 31 - AUG. 4, 2011**

**HYATT REGENCY ALBUQUERQUE  
ALBUQUERQUE, NEW MEXICO**

**LEAGUE TAKES  
TRAINING ON THE ROAD**



Name \_\_\_\_\_  
(Last, First, Middle, Initial) (Nickname)

Post Office Address \_\_\_\_\_  
(City, State, ZIP) Code

Mailing Address \_\_\_\_\_  
(Street, City, State, ZIP)

Additional Registrant(s) \_\_\_\_\_  
(Last, First, Middle, Initial) (Nickname) Code

\_\_\_\_\_ (Last, First, Middle, Initial) (Nickname) Code

E-Mail Address: \_\_\_\_\_

Check here if this is your first National Convention

**Codes: A- Auxiliary, R - Retired Postmaster, G - Guest, B - B.R.A.T.S., Y - Youth, P - Postmaster, PMR - Postmaster Relief**

**Convention Committees and Standing Committees will meet on Sunday, July 31, 2011 - Official Convention Opening is Monday morning, Aug. 1, 2011**

- \_\_\_\_ Postmaster fee paid *before* June 15, 2011 **\$210**
- \_\_\_\_ Retired Postmaster fee paid *before* June 15, 2011 **\$175**
- \_\_\_\_ Auxiliary & Guests fee paid *before* June 15, 2011 **\$165**
- \_\_\_\_ Postmaster fee paid *on or after* June 15, 2011 **\$295**
- \_\_\_\_ Retired Postmaster fee paid *on or after* June 15, 2011 **\$245**
- \_\_\_\_ Auxiliary & Guests fee paid *on or after* June 15, 2011 **\$235**
- \_\_\_\_ Youth (B.R.A.T.S.) registration fee **\$50**

\_\_\_\_ **TOTAL** Please indicate appropriate code above; number of registrants and total here.

**METHOD OF PAYMENT**  MasterCard  VISA # \_\_\_\_\_  
 Exp. Date \_\_\_\_/\_\_\_\_ Signature \_\_\_\_\_  Check Enclosed

**Note:** Cancellations or transfers received after June 1, 2011, are subject to \$25 administration fee.

Mail form to: **National League of Postmasters, One Beltway Center, 5904 Richmond Hwy., Suite 500, Alexandria, VA 22303-1864**

Rates at the Hyatt Regency Albuquerque are **\$119** single/double/ triple/quad plus tax which is currently 13%.  
 Reservations made after cut-off date of June 30, 2011, subject to space and rate availability.  
 Make reservations by calling 1-800-233-1234 or (505) 842-1234 or reserve online at [www.hyatt.com](http://www.hyatt.com).

**Special Needs:**  
 Check here if you have a disability and may require accommodations to fully participate. Please provide a phone number and you will be contacted.  
 Daytime: (\_\_\_\_) \_\_\_\_\_  
*If you have a special dietary need, check one:*  
 Diabetic  
 Vegetarian  
 Other \_\_\_\_\_

**EXHIBITOR INFORMATION**

**CONTACT: FRANK AUGUSTOSKY**  
[faugustosky@postmasters.org](mailto:faugustosky@postmasters.org)  
**(703) 329-4550**

# News from the Board

May 2011



**KARL  
BUSS**

**LEGISLATIVE  
CHAIR**

Hello.... Postmasters.

We are still Postmasters right? A tongue in cheek question, but if you read the proposed changes to 39 CFR 241, you do not even have to read between the lines to see that the new head of the remaining Post Offices can be "another type of postal employee".

Whoa, wait a minute, remaining Post Offices? The new rules proposed in 39 CFR 241 make it far easier to close any Post Office of any size for most any reason, including operating at a loss. If your office's expenses are greater than the revenue your office brings in, your office qualifies to be closed. Check your Financial Performance Report in EDW. Use the bottom two lines...Total Revenue minus Total Operating Expense equals Net Profit or Net Loss.

Why? With the \$8.5 Billion loss expected this year and when USPS defaults on its lawful obligation of \$5.5 Billion for the future retiree health benefit payment that is due in September- USPS will be looking to point the finger. City voters can easily understand closing a franchise store that is losing money. Big business does it all the time. Forgotten is this fact, if the USPS closes the smallest 10,000 offices it will only save seven tenths of one percent of its budget. That is close 1/3 of the Post Offices in existence to save \$500 Million. Let's see, \$8.5 Billion minus \$500 Million still leaves an \$8 Billion

loss. Gutting rural America made no difference at all to the bottom line did it?

What bothers me is that the profit and loss question is not valid, because the figures used are not accurate. The revenue paid to cover the cost of delivering a piece of mail from the mailer to the receiver all gets credited to the office where the piece is mailed. None of that "44 cents" is distributed by the USPS to cover the costs in a plant that transports and processes it, nor to the office that delivers it. Yet almost all the cost is in transporting, processing and delivering the mail piece. By this postal math, to be "safe" as a Post Office, have no delivery operations and a printing company next door! Because of this postal math, 92% of all US Post Offices lose money. The final question on this postal math conundrum is, if we close 92% of all Post Offices because they lose money, who will deliver the mail?

Had a chance fall into my lap to deliver the mail for a few days. Wow, reconnected with what is really important as a Postmaster that has been lost in the quest for NPA. It is not data entry/logging/reports/emails/alphabet programs/telecons/micromanagement. It is the customers, serving the community and touching every person in the country every day. What a breath of fresh air.

Forum, a great experience. Highly recommended to all. As a first timer, it was quite impressive. I had spent 4 years in nearby Maryland and had "visited DC" many times. Did not think I would see anything new. Participating in the legislative process, sitting across the table from decision makers, having a quality dialog with them was a great new experience. Certainly, again, I recommend it to all.

I found out that as a whole, Congress

appears to be very happy using the USPS as a cash cow. We are a cash cow by depositing stamp money into federal pension and health care funds that Congress then siphons off for their use instead of using tax money. Thus any change in USPS pension/health contributions affects the federal deficit. By any normal math, transferring excess stamp money (\$55B to \$70B) deposited in a pension fund for USPS employees to pay the legislated debt (~\$25B) of future retiree health care benefits of USPS employees should not affect anything else. Just like transferring money from your savings to your checking to cover a medical bill does not affect your mortgage. However, congressional math, like postal math, is not that simple. If you are not happy with this, contact your Congressman. You are a US citizen and You have that right.

My heart goes out to those faithful postal employees affected by the ongoing RIF. Some of our best have only a short period to be selected for another approved position or they will be in the unemployment office, a career ended. There, but the grace of god, go I.

Wow, lots going on, and I am seriously rambling. How to keep up with it all, just plug into all the quality training provided at the PO. Ooops, budget cuts. Training as you know, when available has been reduced to watching someone read a PowerPoint to you on your computer and phone while you work the window. You have to come to League meetings, District Conference and National Conference to get quality training from real live people that have the desire and time to answer your questions. Your next opportunity is National Conference in Albuquerque, NM July 30 to Aug 4th.

See you there.

# News from the Board

May 2011



**DANIEL  
ALVIS**

**VICE  
PRESIDENT**

What a great event the League had at Hopkinsville, KY this year. Such great information and training that was available and Area 7's MPOO, Chris Carroll was one of our speaker's and we did appreciate that as well. Thanks to Teena, Brenda, and all who took part in organizing this event. Special thanks to Shelley, who is on our National Board, and the tremendous job she is doing.

My name is Daniel Alvis. I am the

Trenton, KY Postmaster and currently on detail as the OIC in Guthrie, KY. My postal career began in November of 1991 as a casual clerk/carrier in Russellville, KY. I moved on to about every position that you could think of in the Postal Service. I was a window clerk, general clerk, used as a city carrier, RCA, regular rural carrier, various OIC's, and in 2008 became a Postmaster. With all the previous background mentioned, it has helped me be better prepared to be an effective Postmaster. I have a wife, Stephanie, who I have been blessed to have been married to for 16 years. She has been a teacher in the Logan County School system for 15 years and is currently going for her National Board Certification. I have two wonderful daughters, Madison who is 14 and Carlie who is 10. They are very good

students and both very good in basketball. I am very involved in Mission work on the foreign field in the country of Honduras. My spare time, I am the head Middle School basketball coach at Olmstead Middle School.

As your new Vice President for the Kentucky Branch, I will work hard to make sure your voice is heard. I am always available and I do want to hear from all my fellow Postmasters. I truly believe we have one of the most satisfying and rewarding jobs in the country today. Yes, I know it can be tough at times and yes we will see change. But let's all do our best to make what changes that may come our way an "opportunity" to become stronger as a whole.

You can reach me at (270) 772-0718 or email me at [danielalvis72@gmail.com](mailto:danielalvis72@gmail.com).



**PEGGY  
SMITH**

**MEMBERSHIP  
CHAIR**

We had a great convention this year. I want to thank all the first timers for attending! I hope we were able to make your first time at a League Convention unforgettable! We laughed so hard my jaws hurt! It was a great stress reliever! It always feels like "going home" when we Postmasters get together. We all have so much in common that the energy in the room runs high! I feel revived! Thank you to our speakers for bringing your expertise to us. Chris Carroll gave a very uplifting presentation. He talked about the changes and he told us that there is

opportunity with change. Many people put change into a negative light, but actually it opens up new doorways to opportunity.

Jamella Sullivan gave us training on the WebEES that will be implemented soon. Paul Sowders did a great presentation on Business Connect and shared success stories. Patsy Black taught us how to find our SOV scores which is looked at by HQ in determining which offices may need to close and which ones are not. Debbie Moore gave us much needed info on Rural delivery. She taught us about new RCA's, extensions, rural delivery variance, changing mode of delivery, and how to get your rural % to std scores. We received the latest info from Shelly Souders on PO suspensions/PO Closings. It was very informative.

Congratulations on our newest officers Dawn and Daniel! They are going to enhance the VP board with new ideas and I know they will be a tremendous asset to the League.

Congratulations to Bill Knoth for winning this years scholarship! He is the son of Brenda and Charlie Knoth. He has a bright future ahead of him. Congratulations to Shelly Souders for being this years Postmaster of the Year! She truly gives every minute of her time for the Postal Service and the League! She is a wonderful example to follow.

The League is still offering 90 days free to ANY Postmaster. 1 year free to New Postmasters. 1 Year free to OIC's and PMR's. If you know someone that isn't a member do them a great service by inviting them to the League. If you are a Postmaster / OIC or PMR and want to join, just let me or any other member know and we will be happy to include you! We also accept ANYBODY that works for the Postal Service to be an associate member and ANYONE can be an auxiliary member! So why not join today and find your place among us.

Peggy Smith

# News from the Board



May 2011



**DAWN  
SADLER**

**VICE  
PRESIDENT**

Hello everyone. The state convention this year was great! The training was top notch and we received a lot of information in a short time. If you've never attended, please make plans to attend next year. I want to thank you for electing me vice president. It will be an honor to serve with Teena and the rest of the board.

I became Postmaster of Oakland, Kentucky in July of 2005. I started my postal career in 1988. I was hired as a PTF in CFS. In 1991 I became a general clerk. Since that

time I have been a window clerk, T-6, postage due/business reply clerk, CSBCS operator, and accountable clerk. In 1996 I had the honor of working the Olympics in Atlanta for the Postal Service. Since being promoted to Postmaster, I have served as OIC at Park City and Rockfield. I have served on the City Route Examination Team and assisted in COR mapping for city routes. I presently provide administrative assistance to Chris Carroll, MPOO for Area 7.

I have been married to my husband Tony for 22 years. We have three sons and two grandchildren. Once the children were grown, we thought it would be fun to have a dog. We attended our first dog show in 1995 to look for a bulldog and the rest, as they say, is history. We fell in love with the breed and

they have taken over our hearts and lives. There's nothing like having a 50 pound lap dog! We purchased our first show dog in 2000 and have been showing them since then. We occasionally have a litter of puppies and that's when the work and fun really begin! We presently have four bulldogs and two french bulldogs. There's never a dull moment at our house.

Again, I am honored to serve as you vice president. If I can answer any questions, you can contact me at [dtsadler@aol.com](mailto:dtsadler@aol.com) or (270) 843-6424. As you all know, the Postal Service is changing practically minute by minute. I encourage you all to stay as informed as possible. Do not "stick your head in the sand" and think that change won't affect you. Changes happening today will affect us all in one way or another.



**Dawn Sadler and husband Tony showing one of their bulldogs.**

# News from the National Board

May 2011



**SHELLY  
SOUDERS**

**NATIONAL  
SECRETARY/  
TREASURER**

Dear League Family,

Greetings from the nation's heartland, Western Kentucky! Once again I am writing to you during a historic disaster. Two years ago it was the ice storm and this year the great flood of 2011. Last evening a heart retching decision was made to blow the Birds Point Levee to alleviate the pressure on the flood walls in three states. The levee blew at three minutes after ten in the evening and the noise and shaking that followed felt like an earthquake. The blast was so loud the windows and foundations shook in excess of fifty miles from the levee.

In the words of one of my employees, lets save some of these historic weather disasters for the next generation. For the first time since the great

flood of 1937 our area is in peril. Many homes are lost and it will require much patience and work to get through this challenge. Similar to our lives as Postmasters with the continuous change that takes place on a daily basis.

Every day someone in our office will remind us all of the reason we are there. We are to show up everyday, serve our customers to the very best of our ability, and return the next day to serve again until someone in authority informs us that operations in our facility have officially changed.

Due to the many challenges we face, someone has the need to be reminded of our simple pledge everyday. If we choose to take one challenge at a time, and mold it into a manageable situation, we will find the answer and in turn will succeed, ready to face the next issue.

I am asking for your prayers and support as I announce my bid for reelection to the post of Secretary/Treasurer to your National League of Postmasters Board. The League of Postmasters has been my extended family since my first

Officer in Charge assignment in 1991. The League has been a great blessing in my life and I would be honored to continue to serve you in this capacity.

As our lives continue to change one thing that has not changed is my great passion for Postmasters. Together we can continue to honor those who set the standard before us. I am proud to be a League Postmaster and to be an active member in the premier education organization that displays quality, dignity and respect to all.

Once again, I have chosen to address you in a personal letter format. The same format I used when I asked for your support in 2009. Little did I know this was my first act in appreciating the written word! I compose a letter every week for our soon to be four year old grand daughter in Arizona. We enjoy reading it together via Skype and it is always available for her to hold and enjoy anytime she feels the need. Her favorite friend is the mail carrier and together we share a special time with words from the heart.

Always,  
Shelly M. Souders

## Know Your Rights...

Although Postmasters are required to cooperate in investigations (ELM, Part 666), that requirement does not extend to an investigation that focuses on your conduct as a Postmaster (U.S. Constitution Article IV, V, VI).

When an investigation begins to focus on your (i.e. you are questioned concerning your conduct relative to a potential infraction of rule, regulation, policy or law and it is apparent that such questioning is for the purpose of an investigation that may lead to adverse action and/or criminal penalty) you should assert your Constitutional right to remain silent until you have an opportunity to consult with your representative.

***Don't waive your rights! Don't become a witness against yourself!  
Remember, League Members, we have an attorney to represent you.***

John Difalco & Associates

# POSTMASTER OF THE YEAR

## *Shelly Souders*



This year's Postmaster of the Year is Shelly Souders, Postmaster at West Paducah KY 42029. Shelly is also the National Secretary-Treasurer of the League of Postmasters. Shelly has served as Vice-President, Executive Vice President and is the Immediate Past President of the Kentucky Branch of the National League Of Postmasters. While Shelly was still a clerk she also served as Editor of the Bluegrass. Shelly started her Postal Career as a clerk in the Paducah Plant on tour 3. Shelly knew early in her career that she wanted to be a Postmaster and she started working toward that goal. Her first OIC assignment was at Cunningham KY in 1992 and in 1997 she became Postmaster at Barlow, KY. She has also been OIC at Eddyville KY, Postmaster of Kevil KY and her present position as Postmaster of West Paducah. Shelly is also a Postmaster trainer and has served on several District teams.

Shelly is what the League is about: helping and education Postmasters. Shelly gives her all to help Postmasters in need. She provides us with information from the National board and with training that Postmasters need and want. When we started hearing DUO the latest process from Headquarters, Shelly and our Kentucky Branch President, Teena Hudson scheduled 3 digit training sessions to educate Postmasters on this process. They spent their own time doing this to help prepare Postmasters. Shelly donates time and information to help Postmasters whether it is about DUO, office closings and suspensions and what your rights as a Postmaster are. She works closely with upper management to protect the rights of Postmasters.

It is a great honor to announce that Shelly is this year's Postmaster of the year. It could not have gone to a more deserving person. She is a great representative of and advocate for the League.

## *Congratulations Shelly!*

# State Convention

Hopkinsville, KY



# State Convention

Hopkinsville, KY



# News from the National Board

May 2011



## LEAGUE Members;

With our state conventions in full swing we have not seen any relief from the numerous proposed changes from Postal Headquarters. One of the biggest issues we face is the proposed change to CFR 39 Part 241. We have been working very closely with NAPUS on this issue and I wanted to let you know what steps we have been taken so far.

On April 28th LEAGUE and NAPUS filed a letter with the PRC stating our views on the recent proposal made by the USPS regarding the changes to 39 CFR part 241. We also filed an opinion letter with the PRC on the same proposal written by Harold J. Hughes, former General Counsel for the Postal Service, which spells out the legality issues surrounding the proposed changes. On May 2nd the organizations filed joint comments on the proposed changes with the USPS. We are continuing to work with our legal counsel to make sure Postmasters and Post Offices are represented to the best of our ability.

You can read the April 28th letters filed with the PRC and our joint comments on [www.postmasters.org](http://www.postmasters.org). We will continue to communicate updates regarding the USPS notice to change CFR 39 part 241 as infor-

mation becomes available.

The LEAGUE has received official notification that the significant recommendations that LEAGUE and NAPUS submitted in reference to the revisions of Employee and Labor Relations Manual (ELM) Section 415, Rate Retention and Change to Lower EAS Grade will not be adopted. There was one recommendation that was adopted regarding applying for lateral reassignment to vacant duty assignments at their saved grade levels within their commuting areas to protect the salary. This was minor language to include in the overall change. The organizations submitted recommendations on two occasions to try and save some of the salary protection that EAS had received in the past during RIF Avoidance period, Specific RIF Notice Period or a RIF.

This means that those Nonbargainig Unit employees impacted by RIF Avoidance period, Specific RIF Notice Period, RIF-Related 30-Day Nonduty, Nonpay Status period, or a Rif will not receive saved salary indefinitely. Employees retain their current grade and pay for a period not to exceed 2 years from the effective date of the change to the lower grade position. On expiration of the saved grade period, if the employee's salary is within the salary

range for the lower grade, the salary is continued. However, if the salary exceeds the maximum of the new grade, the salary is immediately reduced to the grade maximum.

The League is disappointed that the significant portion of our proposals was not adopted. Postal Headquarters continued to cite the financial conditions they were presently facing could not justify any saved salary past the two years.

Rate retention currently agreed upon for DUO impacted Postmasters and Managers is still in effect.

Stay tuned as we have the APWU contract being voted on and should hear this week if it was ratified or not. We will work to get you information on the impacts we see from this contract if ratified.

Sign up for our National Convention in Albuquerque, NM today. We will bring you up to date on all the changes coming our way. We will offer lots of valuable training to assist with the changes and you can relax and enjoy the great Southwest. We look forward to seeing you in Albuquerque.

Mark

## PURPOSE OF THE NATIONAL LEAGUE OF POSTMASTERS

The National League of Postmasters is an independent, non-political organization whose purpose is:

1. To provide a vehicle through which members may assist one another in matters connected with their employment in the United States Postal Service.
2. To advance the proficiency of personnel in providing postal service promptly, reliably and efficiently to individuals and businesses in all areas of the nation.
3. To consult with the management of the Postal Service on policies which concern the welfare, happiness and morale of employees.
4. To improve the conditions under which individual members work, having concern for salaries, hours of employment, working conditions, adjustment of grievances and labor disputes.
5. To cooperate with other groups and levels of postal management in the achievement of common goals.
6. To encourage contact among members in social, operational and professional relationships.

***It is all a matter of emphasis.***

# Around the League



May 2011

## Congratulations William!

William Knoth, son of Brenda Knoth Postmaster of Benton, is the recipient of this year's Jerry Reuff Scholarship.

William is a graduate of Lyon County High School and Nashville Auto Diesel College. He is currently attending Murray State University and pursuing a bachelor's degree in Mechanical Engineering.

William is very active in school and community activities, including the American Cancer Society Camp Horizon.



## Auxiliary News

Auxiliary President Roger Stigall, Exec. Vice President William Knoth and Vice President Kate Turner are sworn in at State Convention, not pictured Kris Buss Secretary/Treasurer.

Aux \_\_\_\_\_  
State \_\_\_\_\_

**MEMBERSHIP APPLICATION**  
**The National Postmasters Auxiliary**  
**to the National League of Postmasters**

B.R.A.T.S. \_\_\_\_\_  
(6-21)

NAME \_\_\_\_\_  
Print (Last name) (First name) (Middle name)

ADDRESS \_\_\_\_\_ TELEPHONE ( ) \_\_\_\_\_  
(Street/P.O. Box/Apt. number) (City) (Zip Code)

League Postmaster: Name \_\_\_\_\_

Address \_\_\_\_\_  
(City) (State) (Zip Code)

Annual membership fee: \$5.00 (Send to State Auxiliary Treasurer or give to an Auxiliary Member) Original to National

Complete Form 1187 and fax to (703) 329-0466 or mail to the LEAGUE. Upon receipt, you will receive your membership card and your state branch will be notified of your membership. Your monthly dues will be deducted from your pay and remitted to the LEAGUE by the Postal Service. **Updated May 2007**

Nov08

# 1187

Check One:  PM  OIC  PMR  Assoc. Mem Home Telephone (\_\_\_\_) \_\_\_\_\_  
 Date of Birth \_\_\_\_\_ Sex F  M  P. O. Telephone (\_\_\_\_) \_\_\_\_\_

Standard Form No. 1187  
 Revised August 2000  
 U.S. Civil Service Commission  
 FPM Chapter 550  
 1187-202

## REQUEST AND AUTHORIZATION FOR VOLUNTARY ALLOTMENT OF COMPENSATION FOR PAYMENT OF EMPLOYEE ORGANIZATION DUES

NAME OF EMPLOYEE ( <i>Print - Last Name, First, Middle</i> ) _____			
HOME ADDRESS ( <i>Street and Number</i> ) _____	City and State _____	(Zip+4) _____	USPS Employee I.D # _____
OFFICE ADDRESS Home P.O. Finance No. _____ Mail To: <input type="checkbox"/> Home <input type="checkbox"/> Office E-mail: _____			
Post Office _____ Level of Office: _____ <input type="checkbox"/> Exempt <input type="checkbox"/> Non-Exempt			(For Office Use Only)
STREET ADDRESS _____			
CITY _____	STATE _____	ZIP+4 _____	

<b>SECTION A - FOR USE BY EMPLOYEE ORGANIZATION</b>		(For Office Use Only)
NAME OF EMPLOYEE ORGANIZATION (Include local, branch, lodge or other appropriate identification) <div style="font-size: 2em; font-weight: bold; margin-left: 10px;">N</div> <div style="text-align: center; margin-left: 10px;"> <b>NATIONAL LEAGUE OF POSTMASTERS</b>  <b>5904 Richmond Highway, Suite 500</b>  <b>Alexandria, Virginia 22303-1864</b> </div>		
I hereby certify that the regular dues of this organization for the above named member are currently established at \$ _____ per calendar month.		
SIGNATURE AND TITLE OF AUTHORIZED OFFICIAL _____	DATE _____	

<b>SECTION B - AUTHORIZATION BY EMPLOYEE</b>	
<p>I hereby authorize the above named agency to deduct from my pay each period, or the first full pay period of each month, the amount certified above as the regular dues of the <b>National League of Postmasters</b> (<i>Name of Employee Organization</i>) and to remit such amounts to that employee organization in accordance with its arrangements with my employing agency. I further authorize any change in the amount to be deducted which is certified by the above named employee as a uniform change in its dues structure. I understand that this authorization will become effective the first pay period following its receipt in the Human Resources Shared Services Center (HRSSC), PO Box 970400, Greensboro, NC 27497-0400.</p> <p><b>I further understand that my dues may <i>only</i> be canceled either by separation from the USPS or by using USPS Standard Form No. 1188, Revocation of Voluntary Authorization for Allotment of Compensation for Payment of Employee Organization Dues, and that I may revoke this authorization at any time by filing the original of such a revocation form with the USPS HRSSC, PO Box 970400, Greensboro, NC 27497-0400. SF 1188 is available on the USPS Intranet on the Forms page. Such revocation will not be effective however until the first full pay period following March 1st or September 1st of any calendar year, whichever date first occurs after the SF 1188 is received in the HRSSC, (See ELM Section 925 for full explanation of Cancellation of Dues Withholding guidelines.) Additional information may be obtained by calling HRSSC at 1-877-477-3273.</b></p>	
SIGNATURE OF EMPLOYEE _____	DATE _____

RECRUITER NAME _____ <small>PLEASE PRINT</small>	
First _____	Last _____
City _____	State _____ Zip _____
WORK PHONE: _____	HOME PHONE: _____ DATE _____

KENTUCKY LEAGUE  
NATIONAL LEAGUE OF POSTMASTERS  
PO BOX 294  
CALVERT CITY, KY 42029  
ADDRESS SERVICE REQUESTED

NON PROFIT  
STANDARD  
US POSTAGE  
PAID  
PERMIT #1  
CRAYNE KY



*See all the  
fun from the  
2011  
State  
Convention  
inside!*