

The
Gopher Postmaster

NAPUS
 MINNESOTA CHAPTER

Volume 58, Number 3

March 2011

If you can't join us in Washington DC, contact your Representative directly

Senator Al Franken
 Democrat
 320 Hart Senate Office Building
 Washington DC 20510
 202/224-5641
 Web form: franken.senate.gov/?p=contact

Senator Amy Klobuchar
 Democrat
 302 Hart Senate Office Building
 Washington DC 20510
 202/224-3244
 Web form: klobuchar.senate.gov/emailamy.cfm



Congressman Tim Walz
 1st District of Minnesota
 1722 Longworth HOB
 Washington DC 20515
 202/225-2472
 Fax: 202/225-3433

Congressman John Kline
 2nd District of Minnesota
 2439 Rayburn HOB
 Washington DC 20515
 202/225-2271
 Fax: 202/225-2595

Congressman Erik Paulson
 3rd District of Minnesota
 127 Cannon HOB
 Washington DC 20515
 202/225-2871
 Fax: 202/225-6351

Congresswoman Betty McCollum
 4th District of Minnesota
 1714 Longworth HOB
 Washington DC 20515
 202/225-6631
 Fax: 202/225-1968

Congressman Keith Ellison
 5th District of Minnesota
 1027 Longworth HOB
 Washington DC 20515
 202/225-4755
 Fax: 202/225-4886

Congresswoman Michelle Bachmann
 6th District of Minnesota
 103 Cannon HOB
 Washington DC 20515
 202/225-2331
 Fax: 202/225-6475

Congressman Collin C. Peterson
 7th District of Minnesota
 2211 Rayburn HOB
 Washington DC 20515
 202/225-2165
 Fax: 202/225-1593

Congressman Chip Cravaack
 8th District of Minnesota
 508 Cannon HOB
 Washington DC 20515
 202/225-6211
 Fax: 202/225-0699



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Stewartville MN 55976**

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Life in our NAPUS organization and the USPS Marches on!

Greetings to each and every one of you!

Well, we have rolled around to another month and life just seems to keep going at a faster and faster clip and the rumors flying around the United States Postal Service don't seem to be slowing down any either. It will be a good thing when we have some definitive answers as to what is going on at the end of March so that we can move forward and focus on our mission of collecting, processing, and delivering the mail. The uncertainty in the lives of many within our organization is unbelievable. Hopefully, by the time we roll around to the first of April, it will not be an uncertainty any longer.

The Presidents of all of the management organizations and the unions had a meeting in February with the new Acting, District Manager from the Dakotas District, Rickie Kunzweiler, and her staff to outline where the District and the USPS currently were and what her vision is for the Dakotas District as long as she is in her current capacity. There is a meeting scheduled in the Northland District later in the month, but with the production schedule for the Gopher being what it is, I will have to review that meeting next month.

Northland District Postmasters, I just want to remind all of you that there will be Postmaster Meetings with the District Manager, Tony Williams, coming up this spring throughout the District. In an effort to keep the cost of the meetings in check, the meetings will be held in a number of different venues where we could get into as reasonably as possible. The first of the meetings are scheduled on March 29, 30, and 31; and the last meetings will be taking place in MPOO Area 1 on May 17 and 18. The rest of the meetings will take place between those dates and you should be receiving that information shortly. The meeting times are set up to allow you to travel on the clock to and from the meeting and that way we can save any overnight costs, etc. The meeting itself is scheduled to run from 9:30 AM-3:30 PM with a one hour lunch included in that time. Tony is planning to be at all of the meetings and the training and other presentations that will be taking

place will be decided by the MPOO's based on what are the hot topics and what training/information may be the most appropriate at the time. There will definitely be some training in the area of SOX, SOX Compliance, and Service and beyond that it will be determined as we go along. There will be two meetings in the each of the MPOO areas, with the exception of Area 3, which will have three meetings because of the size; and Areas 6 & 7 will each have one meeting and then a combined meeting for those that cannot attend the other meeting. Again, watch your email for more details and I would ask that you be as cooperative as possible with your neighboring Postmasters in sharing of staff resources so that everyone can get to the meetings. These meetings will include all level 21 and below Post Offices.

Much of the message that we heard at the Dakotas District meeting centered on the need to build up the level of communication and trust at all levels of the organization. In an effort to make herself more available to the employees of the District, Rickie has begun to do a series of what are being called Dakota Update Meetings, where she is traveling around the District and having evening meetings with those that can attend. The purpose of the meetings is to update those in attendance on the state of the District as well as the state of the USPS. In addition, she has been meeting with the union leadership and the management staff at each of the sites she has to make sure that as much as possible all individuals are working together to improve the USPS and our long term future. There was much talk about the issue of staffing and the placing of complement which is a very important issue in many offices. We all need to realize that until the USPS gets to be more stabilized in where we are going as an organization, we do not want to hire career employees until we know that we have positions for everyone that we have. There will be some Transitional Carriers brought on to help alleviate the amount of overtime, etc. in some of the offices; however, everyone is not going to get everything they want. The Dakotas is making use of the DUO process to look at our efficiencies and to see if there are ways that they can "right size" our operations as much as possible to be as cost conscious as we can without jeopardizing our service. Karen Fredrickson, the Manager of Marketing talked about many of the new products we have and the need for our employees to be made aware of those new products and services. Karen has plans to put together a monthly service talk that the offices will be able to use to update the employees on our products so that the employees are better able to reach out to customers through our employee engagement programs. There was, and will continue to be an emphasis in the area of service and

how we are meeting our customer's needs. There are some new initiatives being put forth to look for ways to improve service and the outcomes of those initiatives will be shared with the offices as the committees that are working in this area move forward.

As I stated earlier the main thrust of the meeting was to keep us, as your leaders, informed on what was/is happening in the District and the fact that we all need to do a better job of communicating at all levels of the organization as we move forward. It is only with open communication and the ongoing sharing of information that we will be able to move forward into the challenging and changing future that is facing us as employees and the United States Postal Service as an organization to be as relevant as we can be to the people that we serve to meet their communication needs on a daily basis. It was pointed out that the efforts that all members of the Dakotas District team have made to move forward during some very challenging times related to weather, etc. were very much appreciated.

The month of March brings us to our annual Leadership and Legislative Conference in Washington, DC. It will be a very interesting conference with all of the changes that are happening and with the need for many states to educate a whole new set of Representatives and Senators about the United States Postal Service and the issues facing the organization and the issues that we as Postmasters face. This is always one of the highlights of our NAPUS year and it is not too late for you to join us, if at all possible.

In addition to the Postmaster Meetings that I outlined earlier that the Northland District Manager will be having throughout the Northland District, I just want to remind you that starting in April, Anita and I will be traveling around the state to each of the nine NAPUS district meetings to share information and to listen to your concerns. Our NAPUS organization can only be as strong as we are if we have input from you, our members, on what is going on in your area and in your offices. So, I would encourage as many of you as possible to take advantage of this opportunity to get together with and meet your neighboring Postmasters. If possible, bring along a first timer, or someone that has not attended a meeting for a while and give them the ability to hopefully gain some new information and new insight, as well.

I just wanted to say a word about the last issue of the Gopher. On behalf of Margie, Anita, and myself, we apologize that the issue was out later than normal; however, the problem was that there were some problems at the printing office with people being on vacation and not making arrangements for someone to step up and take their place and then they did not run the correct number of issues for many of the Zip Code areas, so that pushed production back even further. I can assure you that Margie did everything in her power to get the issue out as soon as possible and worked tirelessly to get it out to you. I, for one, truly appreciate the job that Margie does as our Editor, and the hard work that she puts in to make this publication as timely and as beneficial as possible to our members; however, sometimes things are just beyond her control and I wanted you all to know what had happened.

Since we are in the month of St. Patrick's Day, I will leave you with this Irish blessing, *"May you always have walls for the winds, a roof for the rain, tea beside the fire, laughter to cheer you, those you love near you, and all your heart might desire."*

The Gopher Postmaster is published monthly by the Minnesota Chapter of the National Association of Postmasters of the United States. The annual subscription rate is paid for from membership dues. Periodicals postage is paid at Waterville MN and additional mailing offices. The opinions expressed in this newsletter are those of the writers and not necessarily those of the National Association of Postmasters of the United States. ISSN # 0896-503X

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You can control what *you* do and say. Appreciate the fact that what *you* do and say can have a great impact on other people and their relationship with you.

As we move through this period of significant change and discourse, we should learn to respond to issues rather than react with our words. We must remember that everyone in our organization is going through the same experience. Each person will deal with it in their own ways but we must communicate the information in a positive manner with our words and actions.

The 2011 NAPUS Leadership Conference and Legislative Rally is scheduled for March 12th through the 16th in our great capital of Washington DC. Greg Geheren, our Legislative Chair, has been busy setting up the congressional visits with our elected officials.

The following Postmasters are registered from our Minnesota Chapter:
 Dan Heins, Stewartville; Anita Pfliefer, Owatonna; Margie Jacobson, Morristown; Renae Ingersoll, Crookston; Greg Geheren, Hugo; Kathy Foster, Blooming Prairie; and Bill Bires, Spring Valley.
 Retired Postmasters: Jim Kirschbaum, Mankato; Buzz Snyder, St. Cloud; Clarence Gagner, Red Lake Falls; Gayle Ozment, Prior Lake; and Barb Barrett, Eyota.

Thank you to those who are giving their personal time to represent our Minnesota Chapter.



Can you say 'CHANGE' ??
Can you say 'POSITIVE CHANGE' ??

Greetings Postmasters !!

Can you imagine a more interesting (and maybe stressful) time in your Postal career than what is happening in our organization right now? Change for you - change for your employees. Change experienced as a group can become either a supportive, unifying experience or a negative, frustrating one. Consider what kind of group you want to be a part of, and then seek to make it so through your words and actions.

You, as the leader, in your Post Office need to consider the impact of everything you say and how you say it. Everything you say - can and will affect the people who work with and for you.

Which is more motivating and engaging?

- *Sincere, carefully directed praise and positive reinforcement.*
- *Accessible and consistent mentoring and constructive criticism.*
- *Continual training and improvement, personally and professionally.*
- **Or...**
- *Constant punishment and negativity.*
- *Contact only when correction or discipline is necessary.*
- *Purposeful distance or "non-fraternization" between management and team members.*

Words once said cannot be unsaid; you can only retract your statement, but this does not mean you have not said what you said the first time, you can only change the words, therefore, we should think properly before we utter a word.

Before you utter a word, put yourself in the position of the person you want to say something to, if you were to be talked to this way, would you be happy? Would you forgive the person? Wouldn't you rather keep quiet than say something that could change your relationship with your employees.

MN NAPUS Financial Statement
As of January 31, 2011

Regular Checking	\$ 6,267.50
Regular Savings	\$24,180.20
State Conv Savings	\$14,848.17
Legislative Savings	\$ 5,837.46
Conv 2000 Savings	\$ 565.71
Cert of Deposit	\$11,255.10
Cert of Deposit	\$16,221.47
TOTAL	\$79,175.61



Greg Geheren
Legislative

Hugo MN 55038

Office: 651-407-1991
Email: glg1022@yahoo.com

contact information for the Minnesota Representatives that are not cosponsors as of yet. As the Postal Service loses about \$23 million dollars a day, Congress needs to know that closing post offices is not the solution and it is opposed by 86% of the American public.

-District 2-John Kline
2439 Rayburn HOB
Washington, DC 20515
Phone: (202) 225-2271

-District 7- Collin Peterson
2211 Rayburn HOB
Washington, DC 20515
Phone:(202)225-2165

-District 3-Erik Paulson
127 Cannon HOB
Washington DC 20515
Phone: (202) 225-2871

-District 8- Chip Cravaack
508 Cannon HOB
Washington, DC 20515
Phone:(202)225-6211

-District 6-Michele Bachmann
103 Cannon HOB
Washington, DC 20515
Phone: (202) 225-2331

Keep in your thoughts and prayers

Aleta Nybakke (2000 Convention Minneapolis Chair) had a stroke (small one) in October and now has had another. Her address is: Aleta Nybakke, 303 S Recker Rd # 205, Mesa AZ 85206-6040.

Roger Fister, retired PM from LeRoy....has had health issues since December!!! He has been to nursing home, Charter House, hospital etc....but is now back home!! His address is: Roger Fister, PO Box 333, LeRoy MN 55951.

By the numbers:

With \$12 billion dollars already borrowed from the U.S. Treasury, the Postal Service is projected to reach the \$15 billion borrowing limit by the end of the fiscal year as it faces another \$7 billion in expected losses. The Office of Inspector General and the Postal Regulatory Commission have estimated that the Postal Service has overfunded its pension obligations by \$50-\$70 billion. There are currently 144 cosponsors for H.R. 5746, a bill introduced in 2010 by Rep. Stephen Lynch (MA-9) that addresses that surplus and transfers the funds to the Postal Service Retiree Health Benefits Fund. Three of those cosponsors are from Minnesota.

If you are not among those from the Minnesota Chapter attending the National Leadership Conference March 12-17, you can still be active by contacting your representative and asking them to consider being a cosponsor. On the following list are the names and



Tony Terwey
Executive Vice President

18374 Cedar Ln
Richmond MN 56368

Work: 320-363-8360
Cell: 320-250-4612

impact you. I rely on my network of fellow NAPUS Postmasters, Postal News Dot com, associations publications and NAPUS national website under current items as great sources of information on forthcoming changes. All these provide me with the opportunity to hear first hand what is going on throughout the entire Postal Service.

While we all take a wait and see approach to the changes ahead for the Postal Service you can ready yourself by having your eCareer profile updated if you are interested in an open office and stay informed any way you can.

Are you ready?

The road ahead for all of us in Postal Service management is sure to be full of change as has the last decade. Many of the changes will be met with opposition and hard for many to adapt to but we will endure as we move forward into the future.

As we wait to see what Postal Service Headquarters pushes down in the way of change, one can only prepare yourself for the future? In an effort to prepare yourself you need to use current tools available to stay informed and aware of the changes as they begin to





Kathy Foster
Membership Chair
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Work: 507-583-7527
Email: jdfoster@smig.net

to make things happen and to bring information and fun to our fellow members. Think District meetings. Think State and National Conventions. Think OPPORTUNITY! Think of working with fellow members to make a difference. What a great plus! But you have to be a member...

Good News: I think you'll agree that the Minnesota Chapter of NAPUS is healthy! Yes, we have some challenges, but we also have the membership and tools to meet them and become even more healthy and to stay healthy! Ready? Set? Grow! Ah-ha! Gotcha! Yep - back to last month's mantra... a continued focus to remain healthy! In order to stay healthy, we need to continually grow our Chapter! YOU can each be a part of the "Growth Management Team"! Help your Chapter - OUR Chapter - grow and stay healthy. Know of a new OIC or PMR? Talk to them about membership - have that 1187 ready! Or, give me a call, or send me an e-mail to me at jdfoster@smig.net & let me know if there is a position change you are aware of. Hellll-oo-o! Ready? Set? GROW!

Is the MN Chapter of NAPUS Healthy?

As of this writing, we have not added any new members in February yet. To maintain our healthy status, we need to continue to GROW - remember last month's mantra: Ready? Set? GROW! Take a look at our Chapter and consider what makes it worthy of belonging to - what makes it a healthy Chapter.

A healthy Chapter has members of varying ages, interests and talents. Check.

We have members of ALL ages, newbies and retired, too! Once we get to know each other a bit more and more, we find that our interests range from making lures and crafts to sky diving and deep sea fishing! We are an interesting bunch to be sure! Talent - WOW! Our members are loaded with talent! Have a computer question? Need to know how to do something on eBay? What form? Want travel info? Trying to find a particular shade of paint? Need a good recipe for 100+? Our NAPUS members are a wealth of information, and we also have official Member Services at our disposal too! What a great plus! But you have to be a member...



A healthy Chapter is one with happy, active members. Check.

Our members are active in so many ways - at home, family, work, church, community, fraternity, government, and in NAPUS. To be active is to stay abreast of and be involved in making plans and choices in your life and in your future - to make workable models in whatever tasks you are doing and to meet whatever challenges that confront you. Talk to a member either in person or on the phone - you will immediately know that they are smiling when you do! (And if they are not, why is that? Perhaps YOU can be the one to help!) What a great plus! But you have to be a member...

A healthy Chapter has members who enjoy working together toward common goals. Check.

We have opportunities in our Chapter to serve NAPUS on a variety of committees and task groups, and in many offices. We enjoy working together as a team

YOUR 2011 CHALLENGE Are you a Rabbit or a Tortoise? Rabbit: contact 10 prospective new members. Tortoise: contact 5. Hey - that isn't even one a MONTH - you can DO this! Winner: Everyone!! Good health to all! New Postmasters, OIC's & PMR's, Postmasters and PMR's who are not currently members ~ learn who they are. Contact me: Kathy Foster, PO Box 804, Bloomington Prairie MN 55917. Help our Chapter become even more healthy and stay healthy. Remember, NAPUS has many benefits and rewards, but ... you have to be a member! So.....

PAC Contributions

NAME: _____
 NAPUS Member ID Number: _____
 ADDRESS: _____
 CITY _____ STATE _____ ZIP _____

Active Postmaster
Retired Postmaster Associate Member

Make checks payable to:
NAPUS PAC
 Send PAC Donations to:
 Gayle Ozment
 PO Box 10
 South Haven MN 55382-0010



Bob Rapoza
National NAPUS President
 8 Herbert St
 Alexandria VA 22305-2600

- During the two-year saved grade period affected Postmasters and Station Managers downgraded as a result of DUO should apply for lateral reassignment to vacant duty assignments at their saved grade/level within their commuting areas.
- During the two-year saved grade period Postmasters and Station Managers downgraded as a result of DUO may be reassigned involuntarily to vacant assignments at their saved grade/level within their commuting areas. Salary protection for affected Postmasters and station managers who decline such involuntary reassignment will terminate at the beginning of the pay period following such refusal.
- If no lateral opportunity becomes available during the two-year saved grade period, affected Postmasters and Station Managers receive indefinite saved salary.
- These provisions apply only to Postmasters and Station Managers impacted by DUO.

President's Update February 14, 2011

All three management organization Presidents and the Postal Service worked diligently to protect the integrity of the DUO consultations. As you may recall on January 28th NAPUS received a letter from Labor Relations notifying us of proposed revisions to the ELM Section 415, *Rate Retention and Change to Lower EAS Grade*. These proposals if incorporated would continue the two year "**saved grade**" protection but eliminates the "**indefinite saved salary**" protection. This proposed change seriously jeopardized the integrity of the intent of the consultative process in which DUO affected Postmasters and Station Managers would receive an "**indefinite saved salary**" following two years of "**saved grade**". We immediately requested a meeting with Mr. Donahoe, which was scheduled within 24 hours. From that point a chain of events happened that led us to this final result:

Postmasters and station managers whose EAS grade levels are reduced as a result of implementation of Delivery Unit Optimization (DUO) will receive saved grade for two years and indefinite saved salary thereafter provided they adhere to the following:

It is important to note that preserving the integrity of the consultation process by retaining "**indefinite saved salary**" for Postmasters affected by DUO was our top priority and we prevailed. The provisions that apply to "**saved grade**" remain basically as they were during our DUO consultations. The language above also provides protection for DUO affected Postmasters and Station Managers should the Postal Service decide to eliminate the "**saved grade**" benefit from the ELM at a later date. Charlie has posted information on our website and will elaborate more in the next issue of the Gazette.

Have a wonderful and happy Valentines Day.



Bonita Baltès
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 West Fargo, ND 58078
 701-238-4127
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We have been attending several different churches in Orlando. The Christian faith is alive in every church we have attended, without this faith, in the turmoil of the world, I believe we would be lost.

Then being away from family for three months, causes one to sit back and see the many changes that can happen in a short time. The grandchildren grow older, taller and wiser. The children change professions, homes and lifestyles etc. And yet, the security of family is still there.

Faith, Family & Friends,

Here I am sitting in Florida reflecting on life in general and several other things. It really tests your faith when you see the wonders that God has created. The sunshine and beauty here in Florida do not compare to the extreme opposite in Minnesota, South Dakota, North Dakota and Wisconsin. It brings to mind a plaque that I have above my TV at home that states, Faith, Family & Friends. It seems being away from home brings all that to mind.

Of course, so important are our friends at home, new friends in Florida and old friends in recent communities, and not to forget, our new and old friends in NAPUS. Which again, brings to mind the Legislative Conference in Washington, DC, I do hope to see many of you there. There are so many issues to work on, so much to see and so many friends to get reacquainted with.

2011 MN NAPUS STATE CONVENTION REGISTRATION FORM

Holiday Inn and Suites
75 S 37th Ave, St Cloud MN 56302
Thursday, June 23rd and Friday, June 24th

Name: _____
(As it will appear on your name badge)

Address: _____

City, State & Zip: _____

Office: _____
(As it will appear on your name badge)

Please check all that apply:	Received by June 1st	Received after June 1st
_____ Postmaster	\$35.00	\$50.00
_____ OIC	\$35.00	\$50.00
_____ Associate Member	\$35.00	\$50.00
_____ Guest		
_____ Name: _____	\$35.00	\$50.00
_____ Retiree	\$35.00	\$50.00
_____ Retirees Lunch only	\$20.00	\$30.00
_____ First Time to State Convention	FREE!!!!!!!!!!!!	

Make checks payable to MN NAPUS CONVENTION.

Send registration to: Anita Pfiefer, Secretary/Treasurer
PO Box 1051
Owatonna MN 55060-7051

Hotel Reservations: Holiday Inn and Suites
75 S 37th Ave
St Cloud MN 56302
320-253-9000

Room rate: \$89.95
(Ask for NAPUS room rate)
Reservations must be received
by May16th
No guarantee of room availability
or rate after May 16th

MN NAPUS SCHOLARSHIP APPLICATION 2011
18374 CEDAR LN, RICHMOND MN 56368

Instructions:

1. All applications must be returned to the above address and postmarked no later than **MAY 1, 2011**.
2. The application is limited to **ONE** attached sheet of paper.
3. All applications **MUST** include a certified copy of your High School Transcript **AND** the most recent college/technical school transcript if currently enrolled in a post-secondary program. **No internet transcripts will be accepted.**
4. Applicants understand that if selected, the scholarship is contingent to the submission of their **PAID** fall registration on institution stationery to the committee before **DECEMBER 31, 2011**.
5. Applicants age limit is 23 years old by June 1, 2011.
6. Only **ONE** award per person. Previous award winners are not eligible to apply in future years for additional awards.

INFORMATION RELEASE; Waiver for release of any educational information needed to process this scholarship application, and allow the publication of your name, if you are a successful scholarship winner I have read and agree to the above.

Applicant's Signature

Date

APPLICANT'S NAME:

MAILING ADDRESS:

DATE OF BIRTH: _____ **PHONE NUMBER:** _____

PRESENT EDUCATIONAL STATUS: _____ **HIGH SCHOOL SENIOR** _____ **POST-SECONDARY**

SPONSORING MINNESOTA NAPUS MEMBER: _____

POSITION OF SPONSOR: _____ **ACTIVE POSTMASTER** _____ **RETIRED** _____ **ASSOCIATE MEMBER**

RELATIONSHIP TO APPLICANT: _____ **CHILD** _____ **GRANDCHILD**

NAPUS Member Printed Name

Signature

Date

The above signature certifies that you are presently a Minnesota NAPUS member and the applicant is your child or grandchild.

NAME OF HIGH SCHOOL: _____

SCHOOL ADDRESS: _____

GRADUATION DATE: _____

POST-SECONDARY SCHOOL: _____

SCHOOL ADDRESS: _____

****Please write about your school and community accomplishments, awards, degrees and activities:**

****Please write about your educational and/or vocational goals:**

****Please write about what you personally have done to make a difference in your community, in your school and at your work:**

NAME OF SCHOOL YOU WILL BE ATTENDING: _____

SCHOOL ADDRESS: _____

Any questions about the scholarship application can be directed to: 18374 Cedar Lane, Richmond MN 56368

NAPUS Executive Board Meeting
Friday, January 14, 2011
Holiday Inn St Cloud MN

Friday, January 14, 2011

Meeting called to order by President Dan Heins at 7:10 pm.

Roll Call: in attendance: Dan Heins, Tony Terwey, Anita Pfiefer, Margie Jacobson, Mel Miller, Sheila Bodell-Hoerner, Tammy Dockter, Wendy Kafka, Cheryl Strand for Dennis O'Neill, Ellen Stifter, Greg Geheren, Pat McManimon-Moe, Buzz Snyder, Curt Tabbert, Kathy Foster, Bill Bires.

Approval of Minutes: Minutes from Executive Board meeting held June 16, 2010 and June 18, 2010 were presented as published in *The Gopher Postmaster*. Motion to approve minutes: seconded/ passed.

Approval of Financial Statements:

Treasurer's report: Anita Pfiefer presented end of 2010 Balance Sheet.

\$ 7,831.26	Regular checking
\$24,171.06	Regular savings
\$14,361.94	State Convention savings
\$ 5,973.63	Legislative savings
\$ 565.50	Convention 2000 savings
\$16,207.70	Convention 2000 certificate of deposit
<u>\$11,250.32</u>	<u>Regular certificate of deposit</u>
\$80,361.41	Total Assets
\$ 0.00	Total Liabilities

Anita presented end of year figures for 2010.

Motion to approve Treasurers report: seconded / passed.

Audit Committee Report:

Greg Geheren reported: Audited the financial reports from June 1, 2010 thru December 31, 2010. Reported the financial papers are in order with no discrepancies found.

Presidential appointments -

Membership Chair - Kathy Foster, Blooming Prairie

Gopher Editor - Margie Jacobson, Morristown

Legislative Chair - Greg Geheren, Hugo

Motion to approve the above appointments, seconded / passed.

Other appointments by President Dan Heins:

Postmaster Representative - Corwin (Buzz) Snyder, retired St Cloud

Postmaster Representative - Renee Ingersoll, Moorhead

Postmaster Representative - Bill Bires, Spring Valley

PAC Chair - Gayle Ozment, retired Prior Lake

Service Officer - Curt Tabbert, retired Carlos

Chaplain -

Historian - Monica Bjork, Utica

Scholarship committee member -

Tony reported that scholarship accounts will be audited at State Convention - will have a representative

from the retirees. He has 2 teachers from local school reviewing scholarship applications.

State Convention 2011 report: The tentative agenda was presented. The convention will be here at the Holiday Inn in St Cloud June 22 - June 24 - dates changed from original contract, dates were falling on the timekeeping Friday - so it is on the weekend opposite the timekeeping weekend. Anita and Dan will meet with the hotel while on the district swings this spring. Will have the District managers speak.

Reports:

Editor report: Margie Jacobson reported: Gopher schedule, next article is due January 20th. Sent around a schedule for dates for articles. Checked with another printer for costs and it came in higher - will stick with Kwik Kopy in Lakeville. Showed a smaller type book for the Gopher - the font is still a good size. Send Margie list of other State Secretary Treasurers and she will send Gopher via email.

Membership report: Kathy Foster reported: - at 73% membership - hoping for 75%. OIC and PMR's do not pay as much to add to the revenue. Would like to focus on PMR's - where to get information on current PMR's. Tony suggested a mailing to PMR's - how do we track down who is where? Contact Jan Guse, Steve in Willernie and Bob Williams are Area 6 transfer officials.

Postmasters Retired report: No report

Postmaster Representative report: Buzz Snyder reported on activity since State Convention. Bill reported on activity he has handled and on what he learned at the Legislative Conference.

PAC report: No report

Legislative report: Greg Geheren reported: Legislative Conference in March - will schedule the Capital Hill visits on Tues and early Wed so Postmasters can leave early if desired. We did retain all seats for Minnesota. Bob Levi sent preliminary legislative agenda.

Service Officer: Curt Tabbert reported: credit union does not have any current promotions. Interest rates on loans match most other banking facilities.

Leadership / Legislative Conference:

Anita reported that NAPUS members must sign up and pay for their own registration. Submit for reimbursement following conference.

Spring District Meeting Dates;

Tentative dates:

District 1 May 4th

District 2 May 6th

District 3 May 3rd

District 4 May 5th

District 5 April 28th

District 6 April 27nd

District 7 April 26th

District 8 April 7th

District 9 April 5th Rochester

Please email Dan, Anita and Margie details of your district meeting.

League convention in St Cloud on May 2nd
Dan will send letter to District 2 members telling about date and place of meeting.

Proposed Budget for 2011: Anita Pfiefer reported: Anita presented a balanced budget with a total of \$80,361.41. Interest rates are significantly lower, membership climbing slightly which increases our revenue. Motion to approve the budget as presented, seconded, passed.

Old Business: None.

New Business: Motion to endorse Robert Rapoza for the position of National President: seconded/passed.

DUO – coordinator for Northland is Tracy Franseen; no info on Dakotas' coordinator.

Meeting to be held with management and union reps to review process; goal is to be more financially efficient.

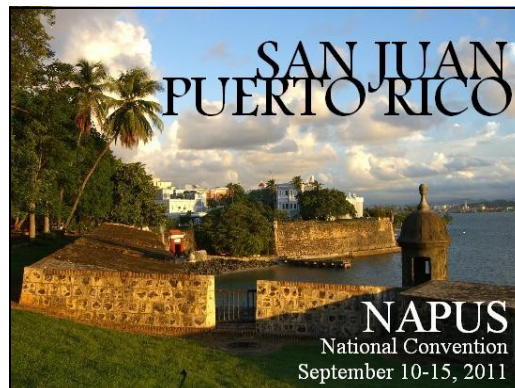
Sitting Postmaster does retain saved pay but loses grade.

Mileage reimbursement – same as last year – 50 cents per mile.

Location is the NE quadrant for 2013 State Convention; Tony is looking for cities in this area for 2013 State Convention

Motion to adjourn, seconded / passed.

Meeting adjourned at 9:00 pm.



Dear NAPUS members,

I am excited to announce my candidacy for the office of National President of NAPUS for 2012-2013.

This should not be a surprise to many of you throughout the country who, along with my Illinois Chapter, have encouraged me to run for the position of NAPUS National President. I have tirelessly represented and promoted the best interests of Postmasters of all levels to ensure the appropriate degree of dignity and respect is shown to them for the honorable positions they hold. My involvement in National, State and Regional NAPUS activities has solidified my resolve to continue to serve Postmasters at the next level as the leader of our great organization.

It has been both an honor and privilege to serve on the NAPUS Executive Board these past two years as National Vice President Area 13. I was chosen to serve on the NAPUS Budget, Ethics and NPA/PFP Review Committees and chaired the Election Reform Committee. Through this service I gained a unique insight into the structure and operation of our organization.

I have 33 years of Postal Service tenure. I became a NAPUS member in 1994, prior to my first Postmaster appointment in 1998. My educational, personal, and NAPUS experience provide me with the knowledge and skills necessary to serve NAPUS Postmasters in the manner they deserve. I understand the serious issues facing Postmasters and the Postal Service today. You

have my word that I am 100% committed to this endeavor should you honor me with your support to be your next NAPUS National President.

I am very confident that in addition to the Postmaster positions I have held, my diverse postal background, (Manager BME-Gateway District, District Function 4 Coordinator, Member USPS National Speaker's Bureau, etc) makes me uniquely qualified to address all of the issues faced by NAPUS Postmasters today.

The challenges and assaults on our profession are astounding. Countless Postmasters continue to contact me on a regular basis with concerns about their future and the future of the Postal Service. Their one consistent message is they need NAPUS Leadership to be there for them.

I am convinced that under my direction as your National President we can obtain positive outcomes that mutually benefit all Postmasters, the Postal Service and "our customers"; the American public.

I seek your input on pertinent issues and ask for your support. If you wish to assist me in this journey, please email me at jmsert@hotmail.com. Information regarding this campaign will be posted on a regular basis through a variety of media. Thank you in advance for your consideration. "Let us do together, what we cannot do alone".

John M. Sertich, Postmaster

Belleville IL 62220

Candidate – NAPUS National President 2012-13

The Mission of NAPUS

- *To promote, protect and represent all Postmasters,
- *To foster a favorable image of public service,
- *To assure all users of the mail the best possible service,
- *To be an advocate with the Congress of the United States, and
- *To work closely with the United States Postal Service in the development of strategies for the enhancement of the Postmasters and the Postal Service.

**ROBERT (BOB) RAPOZA, PRESIDENT
NATIONAL ASSOCIATION OF POSTMASTERS OF THE
UNITED STATES
CANDIDATE FOR RE-ELECTION
NATIONAL PRESIDENT
2012 - 2013**

February 4, 2011

Honorable Margaret Jacobson, Editor
NAPUS Minnesota Chapter

Dear Margaret;

I would like to take this opportunity, through your fine publication, to express my sincere appreciation to the Minnesota NAPUS Executive Board for their endorsement of my candidacy for re-election to the position of NAPUS National President.

It is reassuring to know that the members on the Minnesota Executive Board approve of my performance as your current NAPUS National President and are supportive of my efforts to be re-elected to another term of office.

I will continue to work hard for the benefit of all postmasters and the National Association of Postmasters of the United States.

Sincerely,


Robert (Bob) Rapoza
NAPUS National President

Cc Dan Heins
President, Minnesota Chapter of NAPUS



Burton R. "Dick" Thomas

10/21/1923 – 2/4/2011

Retired Postmaster of Lake Crystal

Burton R. "Dick" Thomas, age 87, of Lake Crystal, died Friday, February 4, 2011 at his home, after battling acute leukemia.



Burton Richard Thomas, the son of Thomas E. and Margaret (Roberts) Thomas was born October 21, 1923 in Cambria Township, Blue Earth County, Minnesota. He attended country school and was a graduate of Lake Crystal High School. Burton served in the United States Army during World War II in the Pacific, mainly in the Philippines. He was awarded the Purple Heart, two Oak Leaf Clusters, and two Bronze Stars. Burton spent several months in a military hospital in Walla Walla, WA, recovering from

wounds received in battle. He was honorably discharged on August 14, 1945, and returned to Lake Crystal, where he attended Commercial College in Mankato.

Burton married Myrna Ferol Miller, of Lakeville, on June 10, 1950 at Christiania Lutheran Church in Lakeville. They resided in Lake Crystal, raised four children, and enjoyed nearly 61 years of marriage.

Burton was employed by the United States Postal Service in Lake Crystal, and was recognized for 35 years of service. He was the Lake Crystal Postmaster from 1961 until his retirement in 1984. He was also very active in home construction and renovation, development of nursing homes and apartment buildings for USDA Rural Development. He was a member of First United Methodist Church, NAPUS, American Legion Post 294, and the Madelia Golf Club.

His favorite activities included dancing, golf, the Minnesota Vikings, antique cars, coffee with the guys, Friday lunch with his buddies, traveling, Western novels and movies, and people! He loved people! Burton loved his family, friends, big band music, his children and telling jokes.



Patty McManimon-Moe
9th District Director

Spring Grove MN 55974

crowerkz@mchsi.com

Finally Shape Based Training

If you were like me, you were probably very happy to finally get some training on retail pricing based on shape of mail piece. I especially enjoyed the scenarios at the end of the training. I don't believe retail understood the challenges shape based pricing would be—they don't know our customers. The grandma that comes with the "binky" (pacifier) her new grandbaby left behind enclosed in a first class envelope, the fiancé who handmade all her wedding invitations with a cute button clasp on the back, or the person sending a cell phone charger in a flat envelope. You can suggest a different style container but most time they will say "I'll take my chances". I don't believe customers do this stuff to drive us crazy but usually choose what is easiest or what is lying around the house.

Last fall at our District 9 meeting, I decided to put the brightest and smartest Postmasters to the test. It was my version of "Are You Smarter than a Fifth Grader" on shape based pricing. I gave each Postmaster a colored card—blue for a letter, red for a flat and green

for a parcel. I would hold up a mail piece, they were allowed to inspect it and use the templates available. After making their decision they would hold up the corresponding color as to what the item should be priced out at. What occurred? Pandemonium!!! As I held up the mail piece, I would see a rainbow of colors—reds, blues, greens and what I thought was going to be a simple game was not. I came to the conclusion that most of us had developed our own interpretation and exercised those in our individual offices and we didn't want anyone messing with our conclusions. Thank you retail for finally getting this training out to us and thank you District 9 Postmasters for being such good sports, because we know that it is at our district meetings and conventions that we can say "I don't know", "I don't understand", and "show me again" because we are among friends with a common goal to give the best customer service we can.

That being said, we have another opportunity to get together. Our District 9 meeting is April 5th in Rochester and the State Convention is June 22-24 at the Holiday Inn Convention Center in St. Cloud. I had the opportunity to tour the Center. It is a wonderful facility very kid-friendly and pet-friendly. It has 2 pools and whirlpools, volleyball and basketball courts, and a game room. Maybe District 9 will challenge another district in a little volleyball action. Bring it on! As you travel north, you will pass by Albertville which has a huge outlet mall, so allow enough time before or after to shop—Ann Taylor Loft here I come. Hope to see you all there!



ANNOUNCEMENT

Jim Fusco, retired Postmaster of Ocean City, NJ has announced his intention to run for the opening on the Credit Committee of the NAPUS Federal Credit Union.

Jim was the New Jersey State President for three terms, the only person in New Jersey to be elected President three times. Jim was also a National Vice President representing Area 5, (NJ, DE & MD) in 2003-2004. Jim has been a member of the NAPUS organization since 1976 and he retired from the USPS after a forty-two year career.

Jim is asking all members of the NAPUS Federal Credit Union for their vote of confidence when they receive their ballots this summer. The results will be announced at the annual National Convention in Puerto Rico this coming September.



Retirees meet an McAllen TX.

Notice Retirees!

Retired Postmasters can get on the 'list' to receive notices of illness, deaths, get togethers, etc....send to brbwr@juno.com.



**Buzz Snyder,
Retiree Legislative Chair**

Retired PM of St. Cloud

Home: 320-253-3516

Cell: 320-250-4414

Email: bzsnyder@charter.net

A Walk On the Crazy Side?

So, here's the deal: I'm laying awake one night last December, on the eve of my 65th birthday, reflecting on all the blessings in my life. And I slide back to the summer of 1961, when I spent six weeks in a hospital, followed by a year locked 24/7 in a metal body brace.

July 10th of this year will mark the 50th anniversary of that spinal fusion surgery (tricky in that era) performed to try to save me from a lifetime of pain and leg paralysis. It did. Bone chips were implanted in my lower back and here I am in 2011 with only a mild spinal curvature and periodic minor backache.

In late 1960, I had begun to have serious pain in my legs and glutes. It was diagnosed as spina bifida occulta, a congenital birth defect involving a gap in the fifth lumbar vertebra region – which, unlike most spina bifida cases, was covered by a membrane that left it

undiscovered until pubescent growth and the resulting symptoms. Back then, most SB cases were clearly and tragically revealed at birth, and were either quickly fatal or severely disabling for life.

Most everyone our age has a compelling medical story to tell. But this is my little story, and I decided to celebrate it. That night last December, I made it my goal to walk 50 miles on the 50th anniversary of that personal milestone in my life: Saturday, July 9, 2011 actually. The route will be on the Lake Wobegone Trail, approximately from Waite Park to Osakis, MN.

Anyone who knows my outdoor-activist wife Kathy, will know that she insists on doing this with me. So we are in full training mode. I don't know if I can do this. Maybe I will admit at some point that I can't even try. There are a lot of things that can go wrong, both before and during the walk. But for now, I'm aiming for it. Kathy says, the more people I tell about this, the more I am locked into making the attempt, and so, to keep training. Well, it's out there now. Gulp.

Spina bifida, according to the National Association by that name (www.spinabifidaassociation.org), is the most common permanently disabling birth defect in the United States. By June, if I have not yet reneged on doing this walk when the Minnesota State NAPUS Convention rolls around, I'll be whining for your donations to that very worthy cause. I may be crazy, but I'm also incredibly blessed.



**Carla Faulkner
National Area 14 Vice President
Postmaster**

Burlington ND 58722

701-839-8659 office

701-721-7498 Cell

Email: carlaf@srt.com

The New Year is here, are you ready?

I have been thinking about my time at the Post Office. I have always given the Post Office everything and sometimes would work family schedules to make things work at the Post Office. I have always told my two girls that when you commit to something you must follow through. They take their college as seriously as I take my work. My daughter was on her way back to college after a long weekend at home. The roads needed your attention but were not terrible. Near Melrose MN she lost control of her roommates SUV on some black ice. They rolled three times before coming to rest upside down in the ditch. They were both fine. My daughters independence kicked in and they got a ride to St. Cloud, stayed the night at a motel and rented a car in the morning and returned to college. I sat there that night at home wondering if I had pushed too much, maybe she should have stayed another day. After this

incident I might think twice when that road is closed before I detour around just to make it to work. Life is too unpredictable.

The Postal Service is still talking about closing 2000 offices and more Districts and about five day delivery. Change is in the air. Headquarters states they will announce their plan in March. Are you ready? In North Dakota they have started the DUO process in four offices.

Before the PMG agreed that in a DUO office the new changes to the ELM would not go into effect. The losing Postmaster would be saved grade for two years. If another office opened within the commute area and that Postmaster did not take the opportunity they would lose their salary that next pay period. But if there was not an opportunity, that Postmaster would be saved salary indefinitely after two years. It was also discussed that we would not chase the mail just to save EXFC. Everything seems to be on the table.

All I can say is keep a positive attitude for your employees. You need to lead by example and they'll follow. The Legislative Conference starts in a week. Will you be there? If you can't, keep checking the NAPUS web page and keep up with the latest news. The State Convention is just around the corner mark your calendar and I will see you there.

Article Deadlines

For the April Issue
Of *The Gopher Postmaster* is

March 21st, 2011

Periodicals

Dates to Remember

State Conventions

June 22-24, 2011—Holiday Inn
St. Cloud
June 20-22, 2012 Fair Hills Resort
Detroit Lakes

National Conventions

Sept 10-15, 2011—Puerto Rico
Sept 1-6, 2012—Oklahoma City,
Oklahoma
August 16-21, 2013 Bellevue WA

Leadership Conference

Washington DC
March 12-17, 2011
March 24-29, 2012
March 16-21, 2013

District One

Wednesday, May 4th



Farmer Dell
Argyle MN

Time: 1:00 pm

District Two

Friday, May 6th

*Save the Date
for your
Spring District Meeting*

District Three

Tuesday, May 3rd



District Four

Thursday, May 5th



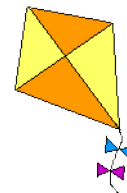
District Five

Thursday, April 28th



District Six

Wednesday, April 27th



District Seven

Tuesday, April 26th

American Legion
12375 Princeton Ave, Savage
2:00 pm

RSVP Greg Geheren 651-773-1116
Or gig1022@yahoo.com

District Eight

Thursday, April 7th

The Lakes Sports Bar & Grill
151 West Humphrey St
Lake Crystal MN
Lunch at Noon from menu
Meeting to follow

District Nine
Tuesday, April 5th
(New Location)
Pizza Ranch
Stewartville MN

Registration 12:00, Lunch 12:15
Meeting at 1:00 PM
Door Prize for Best Dressed
And Biggest Hair