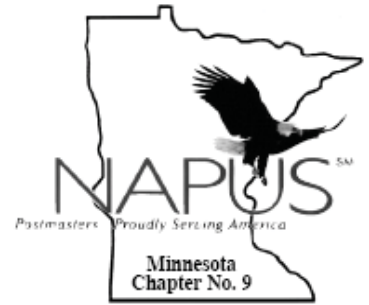


The Gopher
Postmaster



Volume 57, Number 5

May 2009

There's lots to see and do in International Falls
Make your plans now
STATE CONVENTION - Holiday Inn
June 15-18 2009
"Halfway to Alaska"

Business Mail Entry

District Manager Presents

Sarbanes Oxley Training

Networking

Revenue Generation Info

Golf & Rolle Bolle

eCareer And Hiring



Mel Miller
President

PO Box 447
Lakeville MN 55044

Office 952/469-8308
Cell 612/703-2665

Email: melthegolfer@yahoo.com

In the June issue we will publish the committee list. If you would like to serve on one, please let me know.

The past few months I have had the opportunity to work on a new process that will be introduced to the District shortly. It is called the PEER Review process and a form of this has been in the Minneapolis Station and Branches for a few years. This new process is really not like the old process.

In this new process, all of the Management organizations and the unions are represented on the District committee along with the District Manager Tony Williams and the Lead Plant Manager Erica Brix. The District committee will oversee all of the area committees. We have agreed as a group that we will test this process for a 90 day period that will begin when the first area is notified. The first area where we will test the process is the 553 area.

The 553 Area committee will also be made up of representatives of the management organizations and the unions. Representing NAPUS on this committee is Anita Pfeifer. Each organization also had to pick an evaluator and that will be Tony Terwey. The evaluators just finished an eight hour training session on how to deal with possible issues they might find in an office.

Now, I know some of you might be asking what will determine an office being visited by the evaluators. Some of the criteria might be VOE scores, grievance activity, phone calls made by employees to their union or management organizations. The goal of the process is to improve the workplace environment.

Because each organization and union will be represented, you will have the right to be interviewed only by your organization. But all of the evaluators will be asking the same questions. The questions will be developed by the Area committee.

After the 90 day testing period, the District Committee will sit down with the 553 Area Committee and determine if the test should continue or if the process should be stopped. I have kept the NAPUS National Office informed as to what we are attempting and they have been very supportive of us participating in this process.

If you feel that you are in need of a team coming in, you need to contact either me at 612-703-2665 or you can call Anita at 612-751-1986. These are the two numbers that NAPUS members can use if they feel there are problems in their office and they need some help to solve them. Remember that you also have the

(Continued on page 3)

It's time for the Spring swing

Anita and I have begun the Spring District meetings. It is nice to see Postmasters from the different areas of the State. Most of the information that we are covering has been printed in the Gopher but there are some items that still need to be discussed.

Coming up shortly is the State Convention in International Falls. If you haven't already done so, please mail in your reservation form to Jean Henning in Northhome. Her address is listed on the registration form located in this issue of the Gopher.

The registration fee of \$45 is a real bargain considering you will get lunch and dinner on Tuesday and lunch and the banquet on Wednesday. Besides this we will provide you with some excellent training.

I have been busy finalizing the convention agenda. In this issue, there is a partial listing of the agenda. Some of the highlights include an appearance of The Sloughgrass Band during the banquet. The Sloughgrass Band is a family band that is located in the area. I also have Dan the D.J. performing on Monday night for the early bird dance and on Wednesday evening after the banquet.

The Northland District Manager Tony Williams has agreed to speak to us on Tuesday afternoon. He will also be answering questions during a question and answer session immediately following his talk. If you would like me to ask a question, please send them to me and I will ask them during the session.

Our training this year will be geared towards Financial Control and Accountability and how we can make sure we are doing everything right to be ready for when the Sarbanes-Oxley law kicks in during 2010. We will also have some training on eCareer and on hiring PMR's, TRC's and RCA's.

Your Executive Board strives to put on not only an informative convention but one that will entertain you as well. I hope that you take the opportunity to attend.

right as an employee to seek assistance if you feel your employees are not acting correctly. It could be something as simple as the employee filing frivolous grievances.

A couple of more items about the State Convention. We will have a silent auction that will start on Tuesday morning and end on Wednesday afternoon. And at the end of the banquet, we will auction off the five largest items. Please turn in your items at the registration table when you arrive in International Falls. The money raised here will be split between the scholarship fund and the PAC fund.

I also plan on bringing back the 50 - 50 drawing. We will sell tickets on Monday evening and most of the day Tuesday and we will draw a winner just before the end of Tuesday's session. We will do the same on Wednesday and will draw a winner during the banquet. The money raised here will also be split between the scholarship fund and the PAC fund. Remember that with the 50 - 50 drawing, the winner gets half of all money collected.

For those of you who are in Districts 1 to 4, I am looking forward to our visits beginning on May 4. Please make every effort to attend the meeting near you. I hope to see you either at a District meeting or at the State Convention in June.

Until next time.

Wanted

Auction items needed for the silent auction to be held during the State Convention in June. A few LARGE items will be used to auction off at the banquet.

Money raised will be used to

#1. help educate our future leaders (Scholarship)
#2. help educate our current leaders (PAC)

These item can be dropped off at the registration desk at State Convention.

Thank you.
Scholarship Committee

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dmheins1@charter.net

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Anita Pflefer
Secretary/Treasurer

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Owatonna MN 55060

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Home: 507-451-4003

Email: amp2016@yahoo.com

Hello Minnesota Postmasters !!

Did you take the opportunity to attend a Town Hall meeting this spring? At the Mankato session, there were booths set up relating to health, diversity and safety. Also, there were computers set up for learning how to navigate in eCareer.

There was a question and answer session with DM Tony Williams that lasted over an hour. Questions were asked about hiring issues, the progress of the BMC expansion project, five day delivery, transportation, the Mystery Shopper program, and customer service. DM Williams provided good information about all of those issues. There will also be more town hall meetings coming up at the end of summer. I encourage you to take the time to attend one of these meetings in the future.

International Falls - here we come !! Your Minnesota State Convention is fast approaching. Are you ready? Here is a list to help you get ready.

- Complete and send in your registration form to Jean Henning
- Complete 3971 for Convention Leave and send to your MPOO
- File your signed and approved copy of the 3971
- Line up staffing in your office
- Invite someone to be your roommate and share a room and/or ride
- Bring auction or door prize item
- Business casual dress clothes for all three days
- Jeans/shorts/casual clothes for 'your own time'
- Dressy outfit for the banquet
- Cash or Check - for PAC and Auction items
- Pen & notebook for taking notes

Membership - more OIC's filling vacancies - please remember to call those individuals, introduce yourself, help them with any questions, and let them know about NAPUS. The strength of our organization is YOU - and as you help others, the positive image you project as a NAPUS member will reflect on you and your organization.

'None of us has gotten where we are solely by pulling ourselves up from our own bootstraps. We got here because somebody bent down and helped us.' **Thurgood Marshall**



Modesty Montemayor
PAC Chair

Hampton MN 55031
Office: 651-437-4806
Home: 952-432-8627

Email: modestyanne@frontier.net

our Congressmen & women to be on our side. Your generous donations support those who support us.

Keep up the great work and see you all at International Falls! Happy summertime!

Spring has sprung! With that comes Baseball, outdoor grilling and the NAPUS Spring meetings. While I was not able to attend the Leadership Conference, I understand that the Minnesota Chapter won the Eagle award for PAC. This is a wonderful tribute to you, the Postmasters, Retirees, OIC's and associated members of the great State of Minnesota. Last year was a trying year with the high gas prices and failing economy, but the Minnesota Chapter of NAPUS prevailed. I said this at convention last year and I will state it again, I never should've doubted your ability to come out on top. This is just what you do. Thank you all.

Remember as the Spring meetings roll into your town that our work is not done yet. We still have a lot of challenges ahead of us as a company and we need for

PAC Contributions

Name: _____

Emp. ID Number: _____

Address: _____

City _____ State: ____ Zip: _____

Active Postmaster

Retired Postmaster Associate Member

Make checks payable to
NAPUS PAC.

Send PAC Donations to:
Modesty Montemayor
15895 Flute Way
Apple Valley MN 55124-6011



Dan Heins,
National VP—Area 14
Austin MN 55912
Office: 507-434-4748
Home: 507-437-6948
Cell: 507-438-2676
Email: postmasterdan@ymail.com

Reach Out and Help Someone!

Greetings to each and every one of you!

It seems to me that the time just keeps going by faster and faster all of the time. Maybe it is the fact that I am not getting any younger or something like that.

There are so many things going on in the Postal Service it is just about impossible to keep up with it all, without a very concerted effort, anyway. As you are all aware, the USPS has now identified those individuals whose positions are being eliminated and who thus have become part of the Reduction in Force (RIF) procedures that have been put in place. While I know that many of us feel great stress in our positions on a daily basis, the stress that these individuals are going through and the uncertainty of where they will be working is tremendous and can not be minimized. We are going to have the opportunity to welcome some of these individuals into our ranks as Postmasters. There are many times that we have our eyes on a particular Post Office as our “dream job”, or the “next step” in our career and we may be disappointed to see someone else get it; however, we need to remember, none of these individuals chose to have this happen to them and they would not be placed into a Postmaster position if someone did not see the qualities in them that are necessary to fulfill the duties of the office. Yes, they may not know everything they need to know the first day they walk into an office, but I ask you, who of us did! We all had growing pains, whether it was the first time we were a new Postmaster, or if we went into a new office there is always a learning curve involved. I ask each and every one of you to be the consummate professionals that you are and help these individuals that are placed in the office next to you by reaching out and helping to coach and train them. After all, we are all here to see the United States Postal Service survive and thrive and it is only by working together that we can make this happen. Remember, most of the time when you reach out to help someone, you too grow in the process and become even better at your job and have a new appreciation for the situation that you are in and can look for ways to make your job better and easier.

We had a great Leadership Conference and now we

are looking forward to the upcoming State Convention season. I encourage each and every one of you to take advantage of your convention leave and go to your state convention. There is probably no greater networking opportunity available to you throughout the year than this one event. There are other great things going on at training conferences, NAPUS district meetings, and the like; however, generally speaking there is no larger “local” event than your state convention. With the financial situation in the USPS, it is obvious there is not going to be money available for them to bring us together for training; so you have a fantastic opportunity to take advantage of the training that will be offered at your convention. The more we can learn and the more tips that we pick up the less stressful our work lives and our lives outside the walls of the Post Office will be. Each of the cities that our three state conventions will be held in offer us great opportunities to see and do new things. Even if you have been to the city before, I encourage you to give it another chance and go again.

As we get further into spring and head toward summer with our seasons changing, I leave you with this quote about change from John F. Kennedy, “*Change is the law of life. And those who look only to the past or present are certain to miss the future.*”

MN NAPUS Financial Statement As of March 31, 2009

Regular Checking	\$ 15,721.12
Regular Savings	\$ 21,141.97
State Conv Savings	\$ 11,774.39
Legislative Savings	\$ 3,269.57
Conv 2000 Savings	\$ 561.57
Cert of Deposit	\$10,931.91
Cert of Deposit	\$15,532.37
Gopher balance	\$ 570.24
TOTAL	\$79,503.14



**Patty McManimon-Moe and Mark Gusa
 Being sworn in in District Nine.**

NAPUS 2009 CONVENTION AGENDA

Monday, June 15, 2009

- 11:00 AM - Golf at International Falls Country Club
4:00 – 8:00 PM - Registration in lobby
6:00 PM Executive Board Dinner in Viking room
7:00 PM Executive Board Meeting in Viking Room
8:30 -12:30 PM Early Bird Dance in the ballroom– DJ by Dan



Tuesday, June 16, 2009

- 7:30 AM Audit Committee Meeting – Anita’s Room
7:30 AM – 4:00 PM – Registration in Lobby
7:30- 8:00 AM First Timer’s Meeting in Lounge
7:00 AM Time and Place Committee Meeting – Hospitality Room
8:15 AM Door Prizes -
8:30 AM Opening Session of the 74th Convention of Minnesota Chapter of NAPUS – Ballroom
Call to Order – President Mel Miller, Postmaster, Lakeville
Invocation – Chaplin Patty Bedore, Postmaster Retired - Moorhead
Presentation of Colors – International Falls American Legion Color Guard
Song: National Anthem –
Pledge of Allegiance –
Song: America the Beautiful
Retiring of the Colors – International Falls American Legion Color Guard
Parade of District Flags – District Directors accompanied by First Timers
Welcome – Representative from Holiday Inn
Kirby Shofner – Postmaster International Falls
Roll Call of Counties – Anita Pfieler, Secretary/Treasurer, Postmaster, Owatonna
9:30 AM Training Session - Financial Control and Accountability
Timekeeping SOP, Reporting integrity, How to report eFlash volumes
EDW/ADM reports, Daily Closeout Procedures (varies with reporting technology POS, IRT, and eMOVES)
10:30 – 10:40 AM – Break
10:40 AM Training – Financial Control and Accountability
Trust Fund Management, Negative balances are not allowed, Timely entry of debits for Business Reply Mail/ Postage Due, Reconciliation of trust accounts to ADM
Business Mail Entry, Making sure postage statements are completely filled out and signed by the customer, Making sure postage statements are properly accepted and thoroughly completed by the USPS, Properly accepting and processing Periodical Mailings and their respective postage statements. Reporting revenue timely. Budget Process
11:30 AM – Buffet Luncheon for everyone - recognizing the First Timers – Ballroom
12:30 PM – Door Prizes –
12:40 PM - Tony Williams, District Manager, Northland District
1:30 PM – Question and answer session – Tony Williams
2:00 PM – 2:15 PM – BREAK
2:15 PM Ethics Training – Buzz Snyder – PM Retired, Postmaster Representative
3:00 PM PAC Report – Modesty Montemayor
Nominations Committee – Greg Geheren
Registration – Jean Henning
Scholarship – Tony Terwey
NAPUS Services – Curt Tabbert
Time and Place – Tony Terwey
Policy –
Audit and Finance – Mary Wels
Constitution and Bylaws – Clarence Gagner
Publications – Margie Jacobson
Hospitality – Scott Billings
3:45 PM Membership Training - Denise Phillips-Kunze, Anita Pfieler



District Manager Tony Williams speaking at Town Hall Meeting

4:30 PM Rolle Bolle Tournament – Front of Holiday Inn
 6:00 PM Picnic Dinner Buffet in General Dining Room
 7:00 PM Free evening – .
 9:00 PM Midnight – Karoke in the Lounge



Wednesday, June 17, 2009

7:30 – Noon Registration in lobby
 7:30 AM Choir Practice – Ballroom
 8:00 AM Door Prizes –
 8:15 AM General Session Two -
 Call to Order – President Mel Miller
 Invocation –
 Pledge of Allegiance – Margie Jacobson, *Gopher* Editor
 8:25 AM Registration update – Jean Henning
 8:30 AM eCareer, eRecruitment, Lite Blue, and Shared Service Training – Sharon Oppgard –
 8:30 AM Past President’s Breakfast - Dining room
 9:30 AM PM Representation – Buzz Snyder, Mary Leonard, Rhonda Stephan
 10:15-10:30 Break
 10:30 AM Election of President and Executive Vice President
 10:45 AM PAC Report - Modesty Montemayor
 11:00 AM Retiree’s Meeting and Luncheon - Lounge
 11:00 AM Gina Hellerman, Larry Bock – Senior Manager’s of Post Office Operations
 Phase 3 of RIF – Posting of Postmaster Positions – Questions & Answers
 12 Noon Buffet Luncheon for Active PM’s and Associates – Ballroom
 1:10 PM Door Prizes, Mary Wels, Chair
 1:15PM General Session Three – Ballroom
 Call to Order – President Mel Miller
 Introduction of Past Presidents – Dan Heins
 Memorial Service – Memorial Committee
 1:45 PM Vote on Time and Place for 2010 Convention
 2:00 PM National NAPUS Speaker – Dale Goff or Wayne Orshak
 2:45 PM Training – Don Hagen
 3:00 PM Break
 3:15 PM Voyagers National Park Presentation
 4:30 PM PAC Update – Modesty Montemayor, PAC Chair
 6:00 PM Social Hour – Ballroom
 6:55 PM Banquet seating begins – Great Hall
 7:00 PM Presentation of Executive Board and Invocation - Patty Bedore
 7:10 PM Banquet – Dan Heins, NAPUS Area 14 –
 National Vice-President Speaker and
 Installation of Officers
 Entertainment by Sloughgrass Band
 8:45 PM Auction – Large Items
 9:00 PM – 1:00 AM – Dance in the Centre – DJ by Dan



Thursday, June 18, 2009

8:30 AM Door Prizes
 8:40 AM General Session Four – Ballroom
 Call to Order – President Mel Miller
 Invocation –
 Pledge of Allegiance – Anita Pfiefer, State Secretary/Treasurer
 8:50 AM Constitution and By-Law changes – Clarence Gagner
 9:00 AM Legislative Training – Rick Swanson
 Endorsement of Candidate for National President & Secretary/Treasurer
 10:00 AM Final PAC Update – Modesty Montemayor, PAC Chair
 10:05 AM Adjourn Convention
 10:15 AM Executive Board Meeting – Ballroom

**2009 MN NAPUS STATE CONVENTION
REGISTRATION FORM**

**Holiday Inn
International Falls MN
June 15th-18th**

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:

- _____ **NAPUS Member \$45** _____ **Guest \$45**
_____ **Retired Postmaster \$45** _____ **Single day registration \$30**
_____ **Retirees Luncheon Only \$20** _____ **First Timer —Free**

Make checks payable to MN NAPUS CONVENTION.

**Send registration to: Jean Henning
PO Box 492
Northhome MN 56661-0492**

**For room reservations call: Holiday Inn—International Falls MN
218/283-8000 or 800-331-4443**

Please ask for the NAPUS or Postmaster room block rate of \$60.00.

The Alaska Railroad is pleased to welcome the National Association of Postmasters of the United States Convention to Anchorage in September 2009.



In the true "Alaskan Spirit" we would like to extend an invitation to all attendees to come join us for an experience of a lifetime. All NAPUS convention attendees will receive a **20% discount** on any Alaska Railroad Adventure Package. Our Adventure Packages make for an ideal pre-convention excursion. **Daily summer train service ends Monday, September 14; winter service begins September 20, 2009.**

The Alaska Railroad showcases adventure with a full summer schedule of day tours and Adventure Packages. The Railroad can take you to Anchorage, Seward, Denali or Fairbanks, and a host of destinations in between. Award-winning service, comfortable seating and knowledgeable tour guides are all part of the fabulous rail experience. Ask about our premium GoldStar service!

Visit us online at www.AlaskaRailroad.com and call 800-544-0552 to begin planning your Alaskan adventure. In Anchorage, call 265-2494.

Your convention discount code is: NAPUS. Mention this code to your reservation agent at the time of booking. Convention discounts are not available online.



Offer valid September 1 through September 30, 2009. Offer valid for adult fares only and not valid for upgrades to GoldStar Cars.

1-907-265-2494 • 1-800-544-0552 • TDD 1-907-265-2620 • ALASKARAILROAD.COM

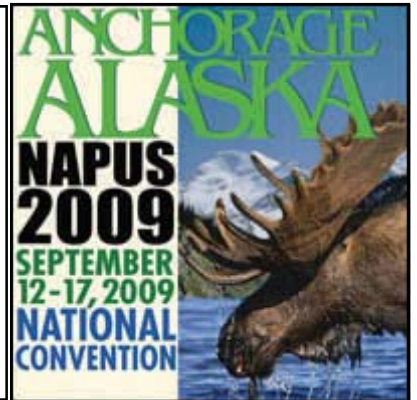


Gail Hustad
Scholarship Committee

PO Box 34
Ottertail MN 56571
Office: 218-367-2130
Email: brnidgrl_64@yahoo.com

Check out the
NAPUS National
Website
napus.org
For more
Information and
Registration

“We’re going North
To Alaska”



Hello NAPUS members,

Please help to raise monies at our scholarship auction at State Convention.

The Scholarship Committee is requesting that anyone can donate an item for the auction. We will be having a silent auction & a live auction this year. Any size item will be gladly accepted. Ask your local golf course if they will be willing to donate a couple rounds of golf, your local motel for a room, your local restaurant for a couple meals. Be creative!!

Each year we have donated \$2000 in scholarships to students of NAPUS members. Last year we had to dip into our reserve account to cover the scholarships. With every ones help we hope to avoid doing that this year.

Thank you in advance for your support of the NAPUS Scholarships. If you can't bring your item to convention you can mail it to me & I will bring it to convention for you.

Call or email me if you have any questions, brnidgrl_64@yahoo.com or 218-282-0503.

Sincerely,
Gail Hustad
Scholarship Committee



Greg Geheren and Mel Miller
Taking oath of office at District 7

All views expressed in *The Gopher Postmaster* are those of the author and do not necessarily reflect official NAPUS opinion. Articles, editorials, and other submissions are welcome but must be signed. Name can be withheld upon request.

Email your items for publication to *The Gopher* Editor at margiepm@yahoo.com or mail to: *The Gopher* Editor at PO Box 3, Morristown MN 55052.



Home Page Officers Membership PM Reps Legislaive Leadership Events The Gopher Contact

Visit our Minnesota website: <http://mnnapus.org>



**Denice Phillips-Kunze
Membership Chair**

Park Rapids MN 56470

Office:218-732-4477

Home:218-346-3157(c)218-234-7138

Email: denicephillips@hotmail.com

WHATS YOUR ATTITUDE!

The comments I have heard from NAPUS members are endless. Most of them all good and positive, but once in a while I get the negative "What is NAPUS doing for me? While NAPUS offers unmatched Postmaster representation, an unbeatable Credit Union, outstanding educational seminars, opportunities, and friendships galore, etc., etc., etc., yet there are some things NAPUS cannot fix.

However, it is still there for YOU to offer guidance and support. Your membership in NAPUS is all about your attitude, If you expect NAPUS to fix all your problems and make your life and job magically better, I am sorry it can't do all that. But, if you expect NAPUS to consider and represent your concerns and best interests, it will!! Does the Leadership in NAPUS know

and understand your concerns? Usually. Do they need your input and involvement? ALWAYS!! NAPUS is you the member. The organization can only be as strong as the membership desires it to be. The Officers you elect are there to work on your behalf. They are there to listen to your concerns. NAPUS will share your concerns with the Postal leaders and work with them towards a better tomorrow. NAPUS can be there for you to keep you informed of the changes and how they will affect you at your job. NAPUS can be there for you to encourage you and foster your career goals. NAPUS is here to help you deal with the challenges we are all facing. So--remember--REACH OUT--SPEAK OUT!!! It's all about attitude.

Reach out, make your plans for the State Convention in International Falls this June. Yes, it is a long ride, but remember the Postmasters from the North have been driving miles every year to get to the convention. Lets support NAPUS and meet in International Falls. I can't wait to see you all there!

**Let Us Do Together
What We Cannot
Do Alone**

**DENNIS FACTOR MEMORIAL
GOLF TOURNAMENT**

Registration Form

Monday June 15 - 11:00 a.m.

International Falls Country Club

18 hole-4 person Best Shot event

Please arrive on the course 30 minutes early.

\$ 60 includes Cart and prize fund

\$45 without Cart

- Golfers 1. _____
2. _____
3. _____
4. _____

Please return to:

Mel Miller
PO Box 447
Lakeville MN 55044

**KEN WINTER MEMORIAL
ROLLE BOLLE TOURNAMENT**

Registration Form

Tuesday, June 16 4:30 p.m.

Front of Hotel

ENTRY FEE: \$15 per person

All proceeds to be split between

SCHOLARSHIP & PAC FUNDS

TEAM NAME: _____

- Members 1. _____
2. _____
3. _____

Please return to: Denny Zochert
PO Box 341
Kasota MN 56050

Single players welcome
First team of all First Timers to sign up will
receive free entry fee.

**NAPUS Executive Board Meeting
January 16, 2009
Holiday Inn St Cloud MN**

Friday, January 16, 2009

Meeting called to order by President Mel Miller at 7:37 pm.

Roll Call: in attendance: Mel Miller, Anita Pfiefer, Margie Jacobson, Dan Heins, Sheila Bodell-Hoerner, Gail Hustad, Wendy Kafka, Cheryl Strand, Tony Terwey, Greg Geheren, Mary Wels, Bill Bires, Buzz Snyder, Curt Tabbert, Denice Phillips-Kunze, Mary Leonard.
Absent: LuAnn Warner, Wayne Seburnia, Modesty Montemayor

Approval of Minutes: Minutes from Executive Board meeting held June 16, 2008 and June 19, 2008 were presented as published in *The Gopher Postmaster*. Motion, second, discussion, passed.

Approval of Financial Statements:

Treasurer's report: Anita Pfiefer presented end of 2008 Balance Sheet.

\$14,283.61	Regular checking
\$20,098.99	Regular savings
\$10,197.67	State convention savings
\$ 3,222.55	Legislative savings
\$ 560.86	Convention 2000 savings
\$15,437.01	Convention 2000 cert of deposit
\$10,878.16	Regular cert of deposit
\$ 640.74	Gopher balance
<hr/>	
\$75,319.59	Total Assets
\$ 0.00	Total Liabilities

Motion to approve Treasurers report: Motion/Second/
Passed

Presidential appointments - voting positions

Membership Chair - Denice Phillips-Kunze Motion,
second, passed

Gopher Editor - Margie Jacobson Motion/Second /
Passed

Legislative Chair - Dan Heins Motion/Second/
Passed

Other appointments by President Mel Miller:

Postmaster Representative - Corwin (Buzz) Snyder

Postmaster Representative - Rhonda Stephan

Postmaster Representative - Mary Leonard

PAC Chair - Modesty Montemayor

Service Officer - Curt Tabbert

Chaplain - Patty Bedore

991 Advisor -

Historian - Monica Bjork

State Convention 2009 report:

Mel and Anita took pictures of the Holiday Inn in

International Falls - this is the tour. Very accommodating. Will do most training as a large group. Mel passed out a tentative agenda for the State Convention. Possibly set up boat rides on Rainey Lake. Mel passed out suggested training after discussion with DM Williams. Mostly buffet meals except for banquet which will be a plated dinner. Every Board member will receive mileage - challenge to Board to bring someone with them. Only one hospitality room for both active and retirees. Registration will be \$55 and form will be printed in the next Gopher.

Reports:

Editor report: Margie Jacobson reported. Looking for more articles such as human interest - opportunity for editor contest. Gopher will be posted on the MN website. Question was asked - if we send the Gopher electronically can we save postage by not sending hard copy. Margie reported that it is labor intensive to remove individual names at this time.

Membership report: Denice Phillips-Kunze reported. With the free membership total of 4 free memberships 80.35% membership. President Mel sent letter asking non-members to join NAPUS with the free membership. Free membership for new postmasters for their first 30 days. NAPUS must be the first to ask.

Postmasters Retired report: Buzz Snyder reporting for Aleta Nybakke. Retiree picnic will be in Olivia this summer. Concerned about getting retiree information in a timely manner. Denice sends message to Chuck Vos about any retired postmaster information.

Postmaster Representative report: Buzz Snyder reported. At least 4 adverse actions this year in MN. Some lesser charges also resolved. Postmasters have the right to representation with an OIG agent.

PAC report: Mel Miller reporting for Modesty Montemayor. PAC totals for 2008 = \$12888.50. Fantastic year for contributions in the changing economy. Greg Geheren, as a first timer at the St Louis National Convention, finished 3rd place among all the 1st timers in the PAC contest.

Legislative report: Dan Heins reporting. Contacted 7 of the 8 congressional offices - Paulson's office is in transition. Packet of info in the past in addition will print out all the bills intact to provide. Dan will be mentoring Greg this year.

Motion: legislative expenses budgeted will be used for Greg Geheren since Dan Heins' expenses will be paid by the National office Seconded / passed.

Service Officer: Curt Tabbert reporting. Submitted a

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couple of articles this year. Thanks to Tony Terwey for filling in at the National Convention. Sends information about the credit union to new members. Will have a table at the State Convention this year.

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 & 3 May 7th Moorhead

District 2 May 8th up north

District 4 May 9th Brainerd

District 5 April 9th Willmar

District 6 April 15th or 22nd

District 7 April 16th or 24th

District 8 April 10th St James

District 9 April 8th Rochester

Proposed Budget for 2009:

Anita reported. Recommended increase in district and retiree paybacks. Motion/Second/Passed

Motion to move monies into four month CD, if qualifications are met.

Audit Committee Report:

Tony Terwey reported: Audited the financial reports from June 1, 2008 thru December 31, 2008

Old business:

Mel reported on the preliminary 2010 convention at Treasure Island in Red Wing.

Motion: reduce State Convention registration to \$45 and take overruns from regular savings account -

seconded / discussion /passed.

New Business:

Motion: to endorse Bob Rapoza for his bid for National President - seconded /discussion / passed

Focus groups in Northland District shared

MN NAPUS website: funds will come out of Convention 2000 fund which is used for things that would benefit the membership of the chapter.

Motion second discussion discussed adding roster of Postmasters? Passed

Reimbursement policy : Presented, discussed

Motion: to adopt the reimbursement policy as presented - seconded/ passed.

Mileage rate for 2008 - IRS rate is 55 cents per mile, NAPUS currently is 48.5 cents per mile

Motion to change the mileage rate, effective January 1, 2008, to 50 cents per mile Motion/Second/Passed

Scholarship presented five \$500 scholarships last year. 1 scholarship paid by retirees / 4 are paid from the chapter. Need one more person on the committee Gail Hustad will be on Scholarship Committee. Discussion on conducting a 50/50 raffle for scholarship

Announcements: This is the year at State Convention that we elect President and Executive Vice President positions. Mel Miller announced that he is not running for re-election this year. Dan Heins announced that he will run for the term 2010 -11 term of President - he will have completed his term as Area 14 Vice President effective December 31, 2009.

Motion to adjourn Motion/Second/Passed Meeting adjourned at 10:21 pm.

information that you send and this is your paper and needs your input.

Also, I wanted to share a little about the way that revenue is now calculated for your NPA. If you haven't noticed, in offices 20 and below your retail revenue goal is now drawn from the POOM area rather than the finance number. This is quite a change and we need to work together to boost revenue not only in our individual offices but in our area. We need to look at new ways of accomplishing this goal. Are you making your office revenue goal? What do you need to help you reach that goal? How do you compare to other offices in your POOM area? We need to share information and solutions so that we can boost the total revenue to keep the Postal Service viable in the future.

See you at State Convention in June.



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New ideas to build REVENUE!!!

It's amazing how quick it comes time to prepare another *Gopher*. When I really get working at it, it seems the pages just fill themselves up but I am still looking for more articles from you. Please send any Letters to the Editor, human interest stories, or stories about your town, your Post Office or your town's celebrations or history. I always appreciate the



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challenge any manager across the country who does otherwise.

Why would I want to take on this endeavor? Because I believe in Dignity and Respect and have walked the walk. I was a postmaster for 27 years and spent the last 16 years of my career in an office with 13 subordinate supervisors. While I look back on my postal career with pride, not every postal quarter or fiscal year for that matter, was successful. During those difficult periods, I did not call my staff together and berate them in the manner described above. Be assured, I made them keenly aware of whatever the problem was, and informed them how it is was going to be corrected. But, I always tried to lead in a very professional manner, and I believe they respected me for that . In return those supervisors and managers worked very hard for me and we were all successful in our careers. Nine of my former staff are either now serving as, or have been postmasters! Likewise, I worked for several managers over the years, and those that always held me most accountable, were also the ones that treated me with Dignity and Respect. Good leadership invokes good leadership.

In closing I would like to state, that in my opinion, any manager who attempts to berate you in e-mails, on telecons, or in meetings is merely saying: I have no respect for you as an individual and question my own leadership abilities. Therefore, the only tool I have left is intimidation. That manager needs to update his/her toolbox!

If you need help in dealing with the issues described above, please contact me – I'm in the (Gazette) book.

Jim Kirschbaum
 NAPUS National PM Rep.
 Postmaster Retired - Mankato

Dignity and Respect

Our Leadership/Legislative Conference is held each March in our nation's capitol and is dedicated to training our NAPUS Chapter Officers and lobbying our elected representatives on issues of concern to both NAPUS and the U. S. Postal Service.

As a National Postmaster Representative, I was assigned a topic to teach as were my peers. Our Committee Chair asked me to research and speak about Violence in the Workplace, as this is becoming a problem across the country and all three management organizations will be addressing it with vigor.

I would like to share with you my thoughts on the subject and why I have offered my assistance to all NAPUS Chapters in dealing with this issue. First and foremost, I would like to make it clear that neither I, nor NAPUS intends to be anyone's moral compass. We are not concerned with the friendly bantering back and forth between friends and co-workers. What we are concerned with is language that is abusive, abrasive, intimidating and meant to be such. No reasonable person would expect this kind of treatment in the workplace and the Postal Service has decied it for years under the policy referred to as DIGINITY & RESPECT.

NAPUS firmly believes that all postmasters should be treated in the same manner in which they are required to treat their employees. Period. We will actively



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I'm sure you all are also!

I hope this finds many MN Retirees registered for the State Convention in International Falls. I've sent my registration in, have my room reserved, and I'm looking forward to your Convention.

Please read the *Postmasters Gazette* and keep informed on the issues important to Postmasters Retired. *In the Mailbox* is also an excellent source of information as is your *Gopher Postmaster*.

Please let me know if I can be of help to anyone. See you in International Falls June 15-18!

Retirees Get Ready for Convention!

Greetings!

Spring is slow in coming to South Dakota. It's rainy and damp here today. I'm ready for sunshine as



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Besides all that I have time to play cards, dance, go to my grandsons' ball games and just have fun. I will be leaving here the first part of June and going back to Minnesota for a couple of months then on to Canada for three weeks to visit friends from the park here. I will get back to Arizona the end of August -- just in time to wash clothes and repack my suitcase for Alaska. Our "gang" is going on the 8th of September and will tour before the convention and come home on the 18th. We are all looking forward to that time together also.

This winter I was fortunate to see many of our Minnesota retired postmasters who are either living here or were visiting. I spent some time with Frank and Alice Bohler, Bruce and Kaye Nelson, John and Gayle Schuch, Chuck and Marlene Vos, and my good friend, Linda Magnuson. (Retirees-- remember if you are ever in the area give me a call and we will get together if we can).

Besides these friends I had others here for visits. My three sisters were here for a week--first time they had been here and we had a great time. Some good friends from Ortonville were here and Roger's brother and sister-in-law also. And then I spent a week in Hawaii in March with my kids from here.

So as you can see--still no grass growing under my feet. I am busy--and I love what I am doing. Retirement is the greatest time of your life. Enjoy it while you can. I am..

Congratulations to all new retirees. Stay involved. Hope to see you in International Falls.

Retirement, It's the Greatest!

Here we are--at the end of another year--heading into our State Convention. Wow!! International Falls!! That is where I was elected Secretary/Treasurer of our great organization in 1986. Yes-- 1986. Since then I have served five years as your Secretary/Treasurer--one year as President--four years as President of the Retirees--and worked five years as Chairman of the 2000 National Convention in Minneapolis.

All of these positions have been so rewarding. But it is time for me to step aside and let someone else take over. At International Falls we will elect a new President of the Retirees. If anyone is interested in this position please let Linda Magnuson know. I have asked her to chair the Nominations Committee.

Retirement is wonderful. You can be as busy as you want--or as lazy as you want. My life is full. I love living in the retirement community that I do. People here are so great. It is like another NAPUS family. There are lots of hugs and caring. And as with NAPUS, I am very involved here. I am Secretary/Treasurer of our residents association and President of the Ladies Club--plus organize, chair, prepare several other functions throughout the year.

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 IS #46480-NAPUS
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 1-800-654-3001 (International)

**NAPUS Auto, Home and
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 1-800-524-9400

**NAPUS PMR Limited-Medical
 Insurance Indemnity Policy**
 1-800-606-1071

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 1-800-366-1165

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 1-800-221-3083

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 1-800-368-3515

Article Deadlines

For the June Issue
Of *The Gopher Postmaster* is

May 15, 2009

Periodicals

Dates to Remember

State Conventions

June 15-18, 2009—International Falls
2010—Treasure Island Red Wing

National Conventions

Sept 12-17, 2009—Anchorage AK
Sept 11-16, 2010—Grand Rapids MI
TBD, 2011—Puerto Rico

Leadership Conference

Washington DC
March 20-24, 2010
March 12-16, 2011

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Things I Have Heard

In the last few months, I've had a chance to hear Tony Williams speak on three occasions. I'd like to share some of the things he has said which I felt were relevant to postmasters.

Tony emphasized communication. When he talked about how he will be communicating news and changes, he mentioned specifically that Mel Miller, NAPUS President, would be among the people he will be communicating with to get information to Postmasters. He asked that everyone really listen to what is being forecast. Even if it's news you don't like to hear, be aware that the current problems will affect every level of the organization, even your own office level.

In terms of our own offices, be aware that the budgets will follow volume. If your office doesn't have the mail volume it used to, your budget will have fewer hours. It is possible that some offices may lose PTF clerks. Within the rules of the labor contracts, there may be clerks and people from the plants moving into delivery.

There will be no more OIC classes scheduled in

Northland District in the foreseeable future. There simply is no money for this. OIC and PM candidates will need to show that they are capable of doing the work, whether or not they have been in the class.

Around September '09 to March '10, USPS will begin to look closely at small offices, according to what Tony said in March at the Waite Park town hall meeting. He did not give any further details on this.

It's been a while since we've seen openings posted in the Northland District. One reason for this is that a Flat Sequencing Sorter is being installed in Kansas City, and openings within 700 miles are being held as possible places for the excesses that will result. Another reason is the downsizing of the District staff, which will also result in people being excessed. Placements will be based on seniority, status as a veteran, and work history. People will need to be qualified for positions in order to get them.

Those things being said, we can expect to see some openings posted beginning in June. If you haven't learned how to use the eCareer system yet, don't put it off.

On another subject, if you're in District 4 and have email at home, I'd like to have your address. District 4 is Aitkin, Cass, Crow Wing, Kanabec, Mille Lacs, Morrison, and Pine counties. Email me at alkafka@hotmail.com. Put NAPUS in the subject line. Or, drop a note to Wendy Kafka, PO Box 148, Isle MN 56342.

That's all folks! See you in International Falls!