



THE OHIO STATE BUCKEYE

December 2009

Happy Holidays

May your troubles diminish, and may 2010 be a year of growth and good fortune for all!



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The last OHIO NAPUS function of 2009 was the Indiana-Kentucky-Ohio conference. It was held in Cincinnati this year at the King's Island Convention Center.

There was lots of good information, and training. Here, Greg Fisher teaches President Dale to text!

The banquet was delicious and the dancing was great!





PRESIDENT'S VIEW

Sara Kreitzer

Jackson Center 45334

THINK POSITIVE!

2009 was not the best year for the U S or for the USPS either. That's an understatement. But being an optimist I am hopeful that 2010 will be better. One thing is certain, it will bring change. But working for the USPS, you know that change is nearly a daily event! With the economic picture as bleak as it is, headquarters and our districts will be looking for every possible opportunity to save dollars no matter how large or small. There are two sides to consider:

The first reaction is to be protective – none of us wants to lose any hours or staff or worst case scenario we don't want to see our office closed. We need to keep on top of situations in our offices, such as what repairs are needed, when the lease expires, if there are any ongoing problems with the landlord. If the office has been allowed to deteriorate in any way, especially safety related, it will become a good candidate for suspension if a lease expires or the Postmaster leaves. And remember, as an active Postmaster you cannot become involve in trying to keep your office open. Contact our expert Ted McCord or one of your state officers for guidance. The earlier this is done the better. It's easier to keep an office open than it is to try to reopen an office after it is closed. Pay attention also to other offices in your area. If you see deficiencies or are aware of problems, get in touch with that Postmaster or OIC. For some reason it's often easier to see other's problems than it is your own. That could be a whole other topic!

The other side to consider is being realistic. We have lost mail volume and will not likely get it back. Just because you have used that PTF or PMR for 3 or 4 hours on Monday for years doesn't mean that it's OK to continue doing so. For those of you who are at the bare bones this may be unbelievable. But there are still offices sliding under the radar using more hours than they honestly need. There are POOMs making office visits and finding the Postmaster idle while the PMR is boxing the mail or waiting the counter. I know it is not easy to cut the hours of employees, especially when you have worked with them for years. They become like family, and you know that they need their paychecks. But if you allow this to continue you are putting yourself in jeopardy. Don't invite trouble into your office. (That doesn't mean not to let the POOM in when they visit!) The same goes for finances. Above all else, take care of your finances. Unnecessary or excessive spending requests throw a big red flag. Make sure you are doing timely audits, and be sure to handle shortages properly. It boggled my mind to learn from a Finance Director that there were thousands of dollars in uncollected shortages over the past few years. They were in the process of trying to collect that now, but with some of the affected employees not part of our company any longer a good bit of this may be impossible to collect. With SOX now a part of our lives there is a greater emphasis on finance. The Cincinnati District has a sample SOX audit available on their website if you are interested in doing your own audit in your office. If you do not have access to the internet and would like a copy let me know & I'll get one sent to you.

Times have changed and will continue to change even more. We will never again see business as usual. Don't let yourself or your office become a casualty in this fast forward world of ours. Remember, you are part of our NAPUS Family, and help is only a phone call away!

Thanks to all of you who took time out of your lives to attend the National convention in Alaska, in spite of losing our Convention Leave. Ohio was well represented and once again you made us proud. What an awesome bunch of Postmasters we have!! Hope you all enjoyed your stay in that beautiful state!

Another - Congratulations to LaRetta for the great article published in the Gazette - what an honor for OHIO!!!

Sara

Sara received the following from: Eleanor Graves, Personnel Projects Specialist, USPS Shared Services Regarding service credit for part-time service – Directly quoted from the 2009 Federal Employees Almanac: “Permanent part-time employees receive a full year of service credit for each calendar year worked for the purpose of retirement Eligibility, date of career tenure, completion of probationary period. . . “

So you will receive full calendar year credit for service during those years you were part-time. Nothing in the manual indicates this has changed.

Regarding deposit on the non-career time: Our records indicate this was only about 6 weeks (4/28/1979 to 6/11/1979). The deposit amount would be 7% of whatever the deduction would have been plus interest. As an example, let’s say you made \$1,000 over the 6 week period. The deduction would have been \$70. With interest that amount would probably be around \$300 now. Not much money; but, how much would 6 weeks increase your annuity? One month roughly increases the annuity by 1/6 of a percent. That’s why OPM usually does not even recommend a deposit be made when it’s that far in the past and such a small amount of time. They say it takes 10 years to recover what you have to pay out. But, I have gone ahead and ordered the paperwork for you in case you do want to find out how much it would cost. Just don’t bother completing it if you think it’s not going to be worth it.

Regarding the impact your part-time service has on the annuity – Again, directly from the 2009 Federal Employees Almanac:

“The annuity of a CSRS employee who has performed any part-time service on or after April 7, 1986, is the sum of two separate

Computations. The first uses the employee’s creditable service through April 6, 1986 (including unused sick leave as of the date the

Employee separates); the second prorates the difference between full-time and part-time service performed from April 7, 1986,

Through the date of separation, including any leftover days from the length of service used in the pre-April 7, 1986 computation.

To determine the CSRS proration factor, take the actual hours worked from April 7, 1986, to the date of separation and divide them

By the total full-time hours possible from that date to the date of separation.”

The way I interpret this is that you will receive full credit for the part-time up to April 6, 1986. After that, the prorated rule applies. Looks like you became full-time in 1991. Therefore you would take your hours worked from April 7, 1986 up to your retirement date and divide by the total full time hours possible (2,080 hours). Let’s say you worked approximately 6 months a year (1,040 hours). From April 1986 to April 2011 (projected retirement date). You would have roughly 31 years service. Total full time hours possible for the 25 years from 1986 to 2011 is 52,000. Roughly 5 years of part time would be 5,200 hours. Subtract the 5,200 from the 52,000 so we don’t double count those. Leaves 46,800 . 46,800 divided by the total hours available, 52,000, and you come up with .9%. If I’ve interpreted correctly, you will lose less than 1% for the part time years.

Hope this answers your questions. You can order the Federal Employees Almanac from www.FederalDaily.com or give them a call at 800-989-3363. The more copies ordered the cheaper so if you know other people looking into retirement or their Federal benefits, you may want to get up an order for this publication.

CONFIDENCE, INTELLIGENCE, DILIGENCE, DISCRETION AND ABILITY

By Scott Bowser, NAPUS National Vice President, Area 9 and 10

As my two year term as your National Vice President of Area 9 and 10 draws to a close, I would like to take this opportunity to thank you for being allowed to serve. It has been a rollercoaster with ups and downs, but in every incident I have done my best to represent you as a Postmaster. When voting at national board meetings, I have had your best interest at heart regardless of the size of office you serve. A Postmaster is a Postmaster, no matter what size of office he or she serves. Thank you for the great honor that you bestowed upon me.

For those of you, who find the title of this article a bit baffling, let me explain. The other day I actually took the time to read the certificate of my Postmaster appointment signed by Postmaster General Potter. The last sentence reads, "This certifies my special trust and confidence in your intelligence, diligence, discretion, and ability to perform the duties of this office". How long has it been since you felt like someone actually trusted your intelligence, diligence, discretion, or ability to perform the duties of your Post Office?

I'm not going to get started on micro management, but how long has it really been since you felt like you were treated with the respect this sentence should command? I would ask that Headquarters, Area, District, and Post Office Operations show their confidence in our intelligence, diligence, discretion, and ability to operate the Post Offices to which we have been appointed. Too often Postmasters are left out of the loop, with little or no input on decisions that will have an impact on the day to day operations of their Post Offices. Too often Postmasters are given menial duties to perform that have no impact on the services their Post Office provides.

I strongly believe my earlier statement that a Postmaster is a Postmaster regardless of the size of office he or she serves. But should a one person Post Office have to fill out three logs saying they have tapped their collection box, probably not. I would ask upper management to free our reigns and certify their confidence and trust in our intelligence, diligence, discretion, and ability to perform the duties of the offices in which we serve. Have a great holiday season and a very Merry Christmas!

The Office of the Inspector General...AND YOU

If questioned by an OIG Inspector about your conduct, even if you believe you are not guilty of any wrong doing, it is suggested that you do the following:

1. Remain Calm.
2. Correctly identify yourself if requested to do so.
3. Do not physically resist an arrest or a search of your person or property.
4. Real aloud to the OIG Inspector the statement found on the last page of this newsletter.
5. Remain SILENT until you have consulted with your NAPUS representative or an attorney.

Be your own protector!!! Take NO lie detector ---sign NOTHING---Call your NAPUS rep!!

I decided to use my article that I wrote from the national convention. Here it is. Debbie Rufner

Greetings fellow NAPUS Postmasters. I've just returned some weeks ago from the NAPUS National Convention in Anchorage, Alaska. What a beautiful place. For those 1342 in attendance, we will have memories for a lifetime. I want to thank the Alaska Postmasters who made this convention a great one. The 4 hour time change was a thing to reckon with but I'm back at work and finished up the end of our fiscal year at the post office.

As a National VP for NAPUS I attended our executive board meetings at the convention. We approved a 2010 budget of just shy of 5 million dollars. It's important for the membership to know we are financial sound.

At our Legislative Conference in March the executive board had approved a \$1.00 per month assessment on the membership dues to go towards our Legal Defense Fund. However the board all agreed to let the membership at the National Convention vote on the proposed amendment I am pleased to say that this passed with a majority vote and will start the first of Jan. 2010.

There were 2 sites to vote on for the 2012 NAPUS National Convention, Austin, TX and Oklahoma City, OK. The membership voted for Oklahoma City, OK.

A proposed constitutional change was submitted concerning the term for the national president office. The proposed change was the term of office for the national president shall be 3 years and they could not seek a successive term. The membership at the convention defeated this proposed change. It will remain that the term of office for the national president shall be two (2) years. An incumbent national president may seek re-election to one, successive, two year term.

The membership, also, voted for the next NAPUS national president for the years 2010 & 2011. The 2 candidates seeking this office were Bob Rapoza from Hawaii and Hugh Hager from Pennsylvania. Congratulations to our next president, Bob Rapoza. Also, the NAPUS Postmasters retired voted on the NAPUS National President of the retirees for 2010 & 2011. Congratulations to our next NAPUS National President of the retirees, Paul Edd Butler from Kentucky.

I would like to recognize our NAPUS National President for the past 4 years, Dale Goff from Louisiana. Thank you for your dedication to NAPUS. I'm proud to call you a fellow Postmaster and friend. Good luck in your future endeavors. Also, NAPUS National President of the retirees, Ron Karrels from Wisconsin, thank you for your dedication to NAPUS and the retirees over the past 2 years. Good luck in your future endeavors as well.

It is important to know that NAPUS has a strong bond with Ted Keating, National President of NAPS (National Association of Postal Supervisors) and Charley Mapa, National President of League (National League of Postmasters). They both attended our convention. The three management organizations have worked together to make a better work environment for Postmasters and Supervisors. Deputy Postmaster General and COO, Pat Donahoe attended and spoke to the group and even took questions from the floor. He spoke about the condition of the Postal Service and ask us to continue to work towards the good of the Postal Service.

So many good and positive things happen at our National Conventions, including good face to face training, networking, and developing friendships that will last a lifetime. Please consider joining your NAPUS Postmasters next year where our National Convention will be held in Grand Rapids, MI.

I couldn't write about everything that happened in Alaska, like I almost encountered a bear face to face with my friend Cheryl!!!. I understand that the Postal Service took our convention leave away this year, but there was over 696 active Postmasters who took their own annual leave to attend. Always remember a NAPUS Postmaster is only a phone call away.

I always like to close with something some one shared with me. I received a picture of a rainbow and the following words: As we grow up, we learn that even the one person that wasn't supposed to ever let you down probably will. You will have your heart broken probably more than once and it's harder every time. You'll break hearts too, so remember how it felt when yours was broken. You'll fight with your best friend. You'll blame a new love for things an old one did. You'll cry because time is passing too fast and you'll eventually lose someone you love. So take too many pictures, laugh too much, and love like you've never been hurt because every sixty seconds you spend upset is a minute of happiness you'll never get back. Don't be afraid that your life will end, be afraid that it will never begin.



EXECUTIVE VICE

Steve Stapleton

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Time for a new beginning

Another year is in the books and it's been a *%@#*!! of a year for Postmasters. Allow me (maybe the only one) to say thanks for a job well done. The job pressures were tremendous and rewards few and far between for us in FY09. I find it amazing that we go through the toughest year on record (per PMG Potter) and our "thanks" is a possible upgrade to "Contributor" status on NPA but little or NO money. Postmasters are working longer days, 6 days a week, short handed, working the window and carrying mail just to get it delivered and serve their communities. Once again, you stepped up, filled the gap and met the call of duty. USPS losses were minimized this year due to your efforts. When the retiree medical benefits prepayment is subtracted out of the equation the Postal Service basically broke even in a day when many companies went bankrupt or lost billions. Ohio Postmasters stepped up and called Senator Voinovich to cross lines and get S1507 passed @ the last minute. ***Thank you Ohio Postmasters, you're the best!!***

I am grateful for the good leaders we do have but even they are frustrated with their inability to manage. HQ and Area seem to be dictating everything so I wonder why anyone else is even needed?? I think we all know who isn't needed. The Postal Service unfortunately has developed a "Focus on Failure" mentality. This type of management strategy has been shown over and over again to fail. Postmasters are like jugglers with 25 balls in the air constantly; when one falls – there is instant focus on why it fell and corrective action to fix the problem. Anyone ever hear the expression ...it happens? I am seeing Postmasters so focused on hitting numbers like budget, 1700, POT, scanning, etc. they bend the truth to avoid a failure, being reprimanded or put on a report or tele-com. That "mistake" ends up getting them into REAL trouble to the point of removal. Example; 20 Express arrive a few minutes before noon and rather than showing them as failures for his office the PM waits and scans the arrival after 12 noon. The POOM finds out and there is a PDI for removal. Or, a Postmaster sends mis-sent mail back to the Plant rather than attempt to get it home – another PDI for removal. Why does this happen? The fear of failure as apposed to doing the right thing. So, I tell you again and again, "Deliver the mail, keep your finances in order, follow instructions and let the chips fall where they may." When you question if what you're doing is wrong then it usually is. Remember, there is much more to this job and life than making a number today that is forgotten about by tomorrow.

Hopefully some day the Postal Service will again focus on the positive and reward its managers and employees for a job well done. I've tried both approaches and always achieve better results with praise, rewards and accountability only when necessary.

In closing, I encourage every Postmaster reading this article to get involved with your local NAPUS District. Encourage membership and attend the meetings. Sign up to attend the Legislative conference in February. The networking, training and support are invaluable in the current postal environment. NAPUS provides the opportunity to achieve the success we desire as Postmasters and leaders in the community. Thanks to the retirees for all your help and please continue to stay active. Congress loves to try and take away your benefits! Serve with pride, stay the course

I wish you and your family a Merry Christmas & Blessed New Year

FIRST VICE

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Here's to your health

During this joyful, but incredibly busy time, we seldom stop to consider the stress we are placing upon ourselves *and our hearts*. Hypertension was the subject of my last article. As a follow-up, I would like to discuss the signs of heart attacks and strokes as defined by the American Heart Association.

Heart Attack Warning Signs: Some heart attacks are sudden and intense but most start slowly with mild pain and discomfort. Often people affected aren't sure what's going wrong and wait too long before getting help. These are some signs that can mean that you are having a heart attack:

- Chest discomfort - Most heart attacks involve discomfort in the center of the chest that last for more than a few minutes, or that goes away and comes back. It can feel like uncomfortable pressure, squeezing, fullness or pain
- Discomfort in other areas of the upper body – Symptoms can include pain or discomfort in one or both arms, the back, neck, jaw, or stomach
- Shortness of breath with or without chest discomfort
Other signs may include breaking out in a cold sweat, nausea or lightheadedness

As with men, women's most common heart attack symptom is chest pain or discomfort. But woman are somewhat more likely than men to experience some of the other common symptoms, particularly shortness of breath, nausea/vomiting and back or jaw pain

Stroke Warning Signs: If you or someone with you has one or more of these signs, don't delay!

- Sudden numbness or weakness of the face, arm or leg, especially on one side of the body
- Sudden confusion, trouble speaking or understanding
- Sudden trouble seeing in one or both eyes
- Sudden trouble walking, dizziness, loss of balance or coordination
- Sudden, severe headache with no known cause

Heart attack and stroke are life-and-death emergencies – where every second counts. If you see or have any of the listed symptoms, immediately call 911. Not all signs occur in every heart attack or stroke. Sometimes they go away and return. If some occur, get help fast! Today heart attack and stroke victims can benefit from new medications and treatments unavailable to patients in years past. But to be effective, these drugs must be given relatively quickly after the symptoms first appear, don't delay get help right away!

Calling 911 is almost always the fastest way to get lifesaving treatment. Emergency medical services (EMS) staff can begin treatment when they arrive – up to an hour sooner than if someone gets to the hospital by car. EMS staffs are also trained to revive someone whose heart has stopped. Patients with chest pain who arrive by ambulance usually receive faster treatment at hospitals too.

So my fellow NAPUS family, as the holidays fast approach I raise my glass of Eggnog (with a snip-it of Christian Brothers Brandy) and propose a toast: **"Here's to your health in the coming new year"**.



SECOND VICE

Mari Beth Kirkland

Burton 44021

Gear up!!! Financial Changes are Coming!!

This year has gone so fast. I can't believe we are into the Holiday Season already. I do think the years go quicker the older we get. It seems that way anyway.

This past week was Veterans Day. I have always honored and appreciated Veterans for what they have done and given to our country, however this year Veterans Day brought a whole new meaning to myself and my family. On October 20th a relative paid the ultimate price serving our country as a Marine in Afghanistan. He was only 22. This has been a devastating blow to our family, however he was so brave and this is what he planned to do since his early High School years. As he always told his mother, "this is my job". God bless him and all of our brave servicemen and veterans out there who are serving and have served our county over the years. I cannot express in words how much I appreciate what you have done for our country and our freedom. From the bottom of my heart I THANK YOU and salute you.

The current Financial Control and Support group as we know it is going to be reorganized. At our recent End of the Year Meeting for the NOPC the Finance Manager discussed the new structure. The Finance department as we know it, will be gone. There will now be two different groups. The two groups will be a remediation support group and a field testing group. These groups will report to the SOX group in Headquarters. The objective of this change is to create an independent testing group so that our external auditor can rely on management's testing and it will provide an increased focus on the remediation of controlled failures in the field.

The remediation group will have 203 employees. They will report to the different Areas to provide remediation support. These will be EAS 19 positions. 195 of them will be domiciled to their district.

The field group will consist of 179 employees. This group will test key financial controls in offices. This will help offices to be in compliance for SOX. They will be the support for our external auditors.

So what does that mean for us? I am feeling that we will be now held more accountable to be in compliance in regards to all Financial issues. My understanding is that the testers will come into an office and do only that. They will no longer be allowed to help us as Financial Analysts have in the past. Once an audit is completed, then the remediation group will then be monitoring our offices to be compliant. SOX is a very serious requirement and NAPUS certainly does not want anyone to fail to comply with their finances. No longer can we do what we have to do to get by, we now have to really stay on top on things and make sure we are in compliance. This is now a law, not just a Postal requirement. In this changing environment we will undoubtedly be held to higher expectations. This is not business as usual as we have known it. Please, please be familiar with what is required of you as a Postmaster or OIC. Utilize the F 101. When the District, Area, or Headquarters sends out a new procedure or a reminder of an old procedure, don't put it on the back burner. Implement it immediately. Use networking to help but make sure you know where it is stated in writing.

In closing, I wish you and yours a wonderful Holiday Season ahead. Remember stay positive, count your blessings each and everyday and lets all be Thankful for what we have.

SECRETARY-TREASURER

Bill Judge
Greenville 45331



2010

A lot of things happening in 2010. I will enter my first year of retirement eligibility staying until January 2013 or so. I plan on running for my last term as Secretary Treasurer. Thanks for allowing me to serve you so far. The Postal Service is projected to lose billions of dollars in 2010. With this in mind nothing is not on the table for this year. Route relocation, change in service hours, and SOV will be challenges that we will have to face. So in preparation we need to get our data in order. We need to credit for everything the office does. If you have POS you need to make entries for every mail pickup and customer that comes to the counter or calls on the phone. If you're in a lease building find out when it is up and what the lesser is thinking about renewing your lease. Watch for information about small office variance – the base data needs to be verified as accurate. Make sure CSAW and city carrier volume recording is accurate - these are the numbers that drive earned hours. Everyone should double check their PS 150 for the work service credits to see where they fall in the ranges for post office level. The new revenue unit figure will be released in January.

The other thing you need to do to keep up on the things affecting your job is get involved in NAPUS. Go to district meetings. This is the schedule of major events for 2010:

March 20-25 Legislative Conference in Washington DC. Hear from Postal Service HQ personnel, members of Congress, Postal rate commissioners, Board of Governors and NAPUS HQ staff.

June 2-6 State Convention in Cleveland. Training on the years hot button items and other things of interest to Postmasters.

September 11-16 – National Convention in Grand Rapids MI. If you've never been to a National this one is close. NAPUS HQ, USPS HQ, and a variety of speakers of interest.

November TBD – IKO in northern KY– 1 day conference with Indiana and Kentucky-training on needs of Postmasters and lot of face time with National NAPUS officers.

Go to www.napus.org or www.ohionapus.com for more information.

Hope to see you at some of these.

LEGISLATIVE CO-CHAIR

Rita Schemmel

Maplewood 43540

Let's make 2010 a GREAT year!

Well fiscal year 2009 is now part of the past. What a year!! We have seen many changes, placards, reports, scans etc. etc. What surprises does 2010 hold? I don't have a crystal ball so I guess we are all in the same boat. We will have to wait and see but we will do this together. We have to work together and help one another. Everyone should make an effort to attend your District NAPUS meetings. This is where you can keep abreast of everything that is going on, not just in your office. What you find out at a meeting could be beneficial to you and your job. It is to your advantage to be informed. If you have questions call your NAPUS officers they are there for you.

Legislative News

Everyone should be aware now that the Postal Service got relief from Congress in the form of legislation right at the very end of fiscal year 2009. This decreased the amount that had to be paid into the Retirement Health Care Trust Fund for **one year**.

The subject of a 5 day delivery week is being talked about more frequently again. There was not too much talk of the subject the past couple of months. Most of Congress is not in favor of this idea. This will be up to Congress to decide.

There is some good news in these trying times. President Obama signed the Defense Authorization Act on Oct. 28th that contained the pro-federal worker & pro-retiree benefit provisions. This is good news unless you retired before this date. One of the provisions in this Act permits FERS employees to credit unused sick leave toward retirement. FERS employees retiring between now and January 2014 will get credit for 50 percent of their unused sick leave. Those retiring after January 2014 will get credit for all their unused sick leave. It will pay to stay healthy.

One of the other changes is that federal agencies can re-employ retirees on a limited, part-time basis without offset of annuity. These provisions were effective when the bill was signed.

Another item that is being discussed is cashing in sick leave into your TSP account. As I said this is being discussed. We will watch this to see where this goes.

These are definitely changing times all around us!

MAKE A DIFFERENCE

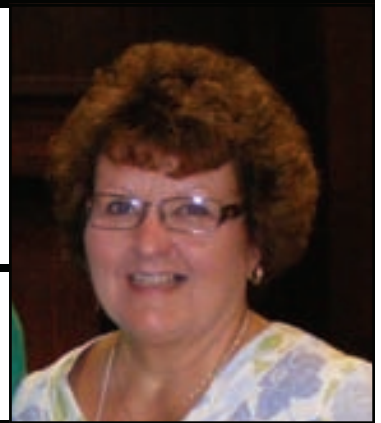
I encourage everyone to mark your calendars. March 20-24 2010 is the NAPUS Leadership Conference in Washington D.C. Your attendance can make a difference. Walk in the halls of Congress and make our voices heard. There will be all the information on this in the next Buckeye. If you would like to know more on the conference now please get in touch with Ted Gedeon or me.

In closing I would just like to wish everyone **Happy and Healthy Holidays!!**

MEMBERSHIP CHAIR

Brenda Roski

Dillonvale 43917



WILL YOU GET ALL THOSE SCANS DONE IN TIME TO FIND THE TRUE MEANING OF CHRISTMAS??

"I just got home from a week of R & R in stormy Santa Rosa Beach, Florida. Now I could tell you it was cold raining, and not what I expected, But I am trying to start this article off with a twist on being upbeat and honest. SOoo, I was beach front with the storm Ida and enjoyed it!!!! Honestly I was with family, and had time to read, get a massage, facial, pedicure and manicure!!! Now would I have normally done that NO...Oh I also had my Chakra realigned!!!! So look out and see if you can tell a difference....I had time to think allot of what I have been up to and to be honest, nothing seemed all that memorable. Except I ran for a council seat in Adena and won!!!! I worked door to door and really got to hear what some people want to change and what some think is just wonderful..... Well, many of you know me, and when I want something changed or done, that best way to do it, is get involved, and get a group of interested folks to work TOGETHER, and before you know it. The task is complete. Where is this going....I NEED EVERY DISTRICT TO PLEASE GET INVOLVED IN MEMBERSHIP. WE will not continue to have the NAPUS we know if we don't get our current membership excited about getting new members and for many of us that have been around awhile, I am begging you to reach out and help me. Our numbers in state membership seem to drop each month. I have attended your meetings and will continue to do so. I will get you the material you need, BUT, when I sent out the membership packets to ALL District Directors, after our state convention, ONLY one person responded to me. WHY? I didn't get any of the packets back. So I know they were received. Maybe your summer vacations, family events, work schedules, sickness, whatever the reason, I am asking for your help. I need you to first read this article and know how very important YOU are to this organization, YOU have to help us keep successful. You know the holidays are approaching fast, so I am asking you to look around your district, ask your directors, or a member you know that is involved WHAT can I do to HELP? We are all short on time, and have all the responsibilities of other issues, so before you are late with planning your holiday events, take time to SCAN your district, see if there is a new OIC, or Postmaster that has recently been appointed. Call me if you have any questions. I have never NOT called anyone back, that I am aware of. I have some hand outs that I will be passing to each district director at the next board meeting. This is a tool for you to use to try to increase our membership. I will be following up with the directors at the board meeting, so if you are still having your chapter meetings, and are holding on the material I sent in June, PLEASE use it or bring it to the meeting and we will give it to those who will. It is very expensive to send this material out, and very time consuming to get it ready. I felt a little disappointed when I only got one response. BUT with that said, I want to also say, in this months Gazette, I see we have a few offices that FINALLY got a postmaster and are signed up. SO THANK YOU!!!! We had a contest to see who could get the most members from State convention and National convention. Well again Doug Clark and Steve Stapleton, you were the winners. Doug \$50.00 Steve \$25.00. So in closing I only ask that for your sake and our organization, get the office in order, get Organized, and Prioritize your weeks ahead and don't be a last minute person during the hectic holiday season. Its time we all realize and SCAN through our TO Do lists in time to get them done, and realize the TRUE MEANING OF CHRISTMAS...ITS Coming fast and nothing can be more stressful than not being prepared....Until 2010, Have a Merry Christmas and SCAN around your private circle and remember to be THANKFUL..... think of one thing YOU have been blessed with this year...A New Friend, Good Health, Great Job, the list goes on, BUT, NAPUS needs you to find our organization new members...and believe me they too will be on the list of things to be GRATEFUL for. Until 2010, Merry Christmas Happy New Year.

(PS Send me a new 1187 ASAP!!). I will be SCANNING my mail for them!!!!!!

EDITOR

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Retired Walbridge 43465

Traditions

The Holidays are here. Many of us celebrate by following traditions established by our parents. For my family, that means a HUGE feast at Thanksgiving time...NOT ON that Thursday, but some other day when there aren't any other family obligations. The host family member supplies the basics, and all the rest of us bring dishes to share. This gives us plenty of time to re-connect, eat, and make new memories. We do the same at Christmas time. Our Mother was a wise woman, who knew that ANYTIME the family could all be together was a HOLIDAY!! She also knew and understood that her children now had their own families, a new extended family with their spouse, and were establishing new traditions all their own. A lot of pressure to be several places at once. Thus her decision to be flexible. What an awesome concept! To be flexible and realize what is REALLY important. The family. The being together! My brothers, sister, and I know that if these traditions fall to the wayside, our core family will also erode. We try very hard to keep this from happening.

NAPUS is another type of family.

It also has many traditions. We call them different things—We start with Legislative in the Spring. We have a State Convention, a National Convention, Mid-States, and IKO.

I have been blessed to have been able to attend these functions since becoming a Postmaster. Many as a State Officer. Some had very poor turn-outs.

Each of these events has a purpose...but there is also another NEED for these events.

To re-connect with other Postmasters across the area. To rekindle friendships, re-establish basics, and to make new memories.

I urge all of you to remember how important honoring traditions is to keeping a family from becoming dysfunctional.

Don't let our NAPUS family dwindle!! Make connections, urge new Postmasters to join, and become involved!



November 23, 2009

Anthony Vegliante
Chief Human Resources Officer and Executive VP
United States Postal Service
475 L'Enfant Plaza, S.W. Room 10107
Washington, D.C. 20260-0050

Board Members: Please see the attached. Please reference paragraph 4, sentence 3, if MPOO's require numeric goals. If they won't listen then forward to us and we will send to Headquarters. Thanks. O DALE GOFF, JR. NATIONAL PRESIDENT NATIONAL ASSOCIATION OF POSTMASTERS OF U.S. OFFICE: 703-683-9027 FAX: 703-683-6820

Dear Tony,

Two weeks ago, the National League of Postmasters and the National Association of Postmasters met with Pat Donahoe and some staff regarding the NPA/PFP process. One question that we posed was regarding a National Mitigation for Postmasters for the Retail Revenue portion of the process. Mr. Donahoe informed us that that part of the process is something for which you are responsible. He also alluded to the fact that some thought had been given toward rewarding Postmasters for all of their hard work over the last year.

We believe that for most Postmasters, the Retail Revenue portion of NPA was set artificially high. At the time that the goals were set, the Postal Service already knew that the economy was beginning to sour and, therefore, the Postal Service was already projecting large revenue losses. Even with that knowledge, many Postmasters were given Retail Revenue budgets 3-5% over SPLY. Once the dynamics with the United States' economy kicked in, there was no way that those Postmasters had even the slightest chance to be successful as Postal revenues had already been projected to fall by even double digits. According to the rules for the process and reiterated in a recent letter from Mangala Gandhi, "...a mitigating factor is an occurrence beyond an employee's control that causes a measureable impact on the NPA composite summary." The nosedive of the economy is just such an occurrence. The fall of the economy is tantamount to a nationwide financial hurricane, well beyond any Postmaster's control and because it affects all, this should be mitigated on a national basis from Postal Headquarters.

We are officially requesting such a mitigation and look forward to hearing from you soon on this very important matter.

Respectfully,

Charles W. Mapa
President
National League of
Postmasters

D. Dale Goff
President
National League of
Postmasters of the United States

CC: Patrick Donahue
Douglas Tulino

HOW ABOUT A LITTLE POSTAL HISTORY?

Back in November, 1995, a museum of postal history was created in the lower level of the Delphos Ohio Post Office. I was the postmaster back then and we were able to bring together numerous artifacts including antique vehicles, canceling equipment, scales, and a whole lot more. Through its 14 year history, we had seven themed rooms: a transportation room, theater, library, stamp collectors room (filled with over 50,000 stamps), Delphos room, a re-creation of a 1930s post office, and the World War II and Holocaust rooms. In 2007, I retired as the postmaster of Dublin Ohio and began a quest to find a permanent home for the collection.

We were searching for a much larger facility that was much more user-friendly. In May, 2008, the opportunity came along. I purchased what was once an old horse livery (1902) that had been vacant for 8 years. The location was perfect – right there on Main Street with the rear of the building facing the Miami Erie Canal. Its size was fantastic – 11,112 sq feet. The price - \$21,000 which was less than \$2 per foot and normal commercial construction of a solid brick building today would be around \$125 per foot. Its condition can be summed up in one sentence: *There was no west wall.* Need I go on?

By August, 2008, I had a board of directors and we completed all the necessary policies to organize a non-profit corporation. IRS granted us 501c (3) status as a charitable group and plans were being drawn up for the complete renovation of everything inside these 3 walls. Through loans, fundraising events, grants, Community Development Block Grant money and thousands of dollars of in-kind donations, we were able to complete the necessary elements to bring the building up to code. Help came from every direction, Cub and Boy Scout troops, the local football team and all the athletic coaches, people who had court required community service. In September 2009, just 13 months later, we were granted our certificate of occupancy from the State of Ohio and the collection was moved.

Now the fun begins, none of the previous exhibits match the configuration of their new home. In other words, we start from scratch...planning all new exhibits and finding the necessary funds to build them. Besides all that, we need to raise \$18,000 per year just to meet our static expenses...like electricity, heat, insurance, etc. But our Board is up for the challenge.

Lately it seems like it is Christmas time. I am still getting artifacts sent to me from all over the country. Just last week, I was given an entire stamp collection of someone who had spent 80 years enjoying the hobby. The boxes and tubs filled the entire back end of my pickup truck! We have just formed an alliance with the local Art Guild, and the Ladies Garden Club to use parts of our facility in return for some in-kind donations.

This is just the most exciting time of my life... except for the birth of my first grandchild, of course. We are hoping to complete the next phase – construction of the Transportation, Stamp Collectors Area and our media center by May 2010. At that time we will formally dedicate the Museum of Postal History, Inc. of Delphos, Ohio

At that time we will invite all of you to our gala celebration...but in the mean time, we could sure use the support of all of you. Please contact me by phone, email, or through the good old USPS. Any and all types of help will be most appreciated.

Gary S. Levitt, Director of the Museum of Postal History, 339 N. Main Street, PO Box 174, Delphos Ohio 45833-0174, email: mphdelphos@gmail.com phone: 419-303-5482 our website is: postalhistorymuseum.org.

THE OHIO BUCKEYE

Pictured to the right is 339 N. Main Street in Delphos Ohio 44833. It is the new home of the Museum of Postal History.

The building has been a horse livery, implement sales, F.O.E., Eagles Lodge, a bar, a night club and during the 30's-60's it was the rec center for the City of Delphos.

Total square footage is 11,112 feet!!



The rural mail sleigh pictured to the left dates back to approximately 1920. The sleigh is made of tin to keep it light. The rail is detachable and has a set of wheels for the summer. The familiar quote "Neither snow, nor rain, nor heat, nor gloom of night stays this courier" appears on the front panel.

In the lower left picture, is a typical 1906 Harrington Rural coach. The frame is made out of canvas. The coach has four bolts so it could easily be lifted off its frame. Some coaches had lamps and even had foot stoves with the pipe coming out of the roof.

In the lower right picture is a 1959 Eschelmann three wheeled vehicle. It is a rare find! This is unit #7 of just 59 made!! This was not a favorite mode of delivery, as the carrier sat over the engine and inhaled the carbon monoxide fumes. It could hold 500 pounds of mail, but they tipped over quite easily....because of its light weight, it could, however be picked up easily by the carrier!



Convention 2010

We want to get some Convention 2010 information out to everyone. We know it is early, however we want people to be able to start planning ahead for convention. It is going to be a very different and memorable convention. As I have mentioned in past articles the dates are June 2 - 6, 2010 at The Lodge and Conference Center at Geneva State Park in Geneva on the Lake Ohio. The Lodge is located right on the shore of Lake Erie. The theme is "Crossing Scenic Covered Bridges to the Shores of Wine Country."

What is going to be the same? We will have our Presidents reception, morning sessions with guest speakers, vendors, excellent training, First timers activities, Retires activities, Hospitality room, elections, PAC auction, door prizes, District Managers Panel, committee reports, networking, and much much more.

Losing convention leave in May of 2009 has changed a lot of things. Anita Rieger and I would like to make it very desirable for people to attend. With that in mind, we are planning a whole new format for the convention and it will be different. We are aiming to decrease the amount of Annual Leave usage for attendees. The convention will run from Wednesday evening through Sunday at noon.

What will be different? We are not starting the Convention on Monday morning, rather Wednesday evening with the Presidents reception. We will have 2 General Sessions and one morning session with elections included. We will still provide an excellent variety of training beneficial to all Postmasters and OIC's. There will not be a banquet, instead a Sunday morning brunch. Installation of officers will be at the Sunday brunch. Only business casual clothes and casual clothes will be needed for this convention. In addition to our normal vendors we are adding vendors for Maple Syrup products, Wine and products, Cheese products, and Apple Products.

What do we have planned for speakers and activities? Currently everything is tentative. We plan to have a motivational, and a leadership speaker. We hope to have Bob Levi, our Government Relations Spokesperson, Bob Rapoza, Our National President, and a local Wine Producer. Tentative activities are Bike rides (Great bike trails), Volleyball, Wine tasting, Winery tours, Covered Bridge tours, a casino trip, a scavenger hunt, DJ's, and a dance contest.

The location of the convention offers many other activities. Geneva on the Lake is Ohio's first resort town. Along with the beautiful shoreline and Lake there is an entire area called the strip with shopping, games, jet skiing, miniature golf, wineries, and restaurants.

So mark your calendars, schedule your leave, make your plans, and join us for a incredible convention. To all of the NOPC Postmasters and OIC's, Retirees' and Associate members---- lets show the Great State of Ohio's NAPUS Members a wonderful, memorable convention.

Thanks!! Mari Beth Kirkland and Anita Rieger

OHIO NAPUS CORDIALLY INVITES YOU TO ATTEND :

“Crossing Scenic Covered Bridges to the Shores of Wine Country”

THE 75th ANNUAL NAPUS OHIO CHAPTER CONVENTION

@The Lodge & Conference Center at Geneva State Park

4888 State Highway 534, Geneva-on-the-Lake, Ohio 44041

June 2, 2010-June 6, 2010

Last Name *First* *Middle Initial*

Address *City* *State* *Zip+4*

Home Phone *Work Phone* *Cell Phone* *email address*

Home Office or Detailed Office

POSTMASTER/OIC

FIRST TIMER YES/NO

PLEASE CIRCLE ALL INTERESTS:

WINE TOUR- GOLF-VOLLEYBALL-CASINO TRIP- COVERED BRIDGE TOUR- ROCK AND ROLL HALL OF FAME TICKETS

FULL REGISTRATION INCLUDES: GENERAL SESSIONS, TRAINING, MEALS, AND SUNDAY CLOSING CEREMONY BRUNCH

| | <i>Members</i> | <i>Non Members</i> |
|--|----------------|--------------------|
| <i>Early Registration-Prior to February 28, 2010</i> | <i>\$70</i> | <i>\$75</i> |
| <i>Regular Registration-March 1-April 30, 2010</i> | <i>\$80</i> | <i>\$85</i> |
| <i>Late Registration-After May 1, 2010</i> | <i>\$90</i> | <i>\$95</i> |
| FIRST TIMERS | FREE | N/A |

One day registrations and brunch tickets will be available on site.

REGISTRATION: *Make check or money orders payable to NAPUS OHIO CHAPTER and mail with registration form to Bill Judge, 1610 Scottsdale Dr, Tipp City OH 45371.*

HOTEL INFORMATION: *The Lodge and Conference Center at Geneva State Park, 440-466-7100 or www.thelodgeatgeneva.com. Mention Ohio NAPUS Chapter.*

ROOM RATES: *Single and Doubles \$95 Triple \$105 Quad \$115*

Any Questions Please contact Convention Co-Chairs Anita Rieger @ 440-653-1544 pmadr01@oh.rr.com or Mari Beth Kirkland @ 440-821-4667 mari_Kirkland@yahoo.com

ANNUAL NAPUS RETIREE PARTY

The annual OHIO NAPUS Retiree Get-Together was once again held at the Der Dutchman in Plain City OH on October 7, 2009. Our host was President Howard Foust. He introduced 1st timers Judy Knitz, LaRetta Rydman, Jill Groves, Marie Martin, Betty Wilson, Dawn Burger and Margie Oliver. About 50 people arrived early for rousing games of Euchre and Bingo with a total of 70 attending the lunch and the meeting.

Frank Goldie, retired Postmaster of Chicago IL brought us up to date on retirement issues such as Cola and Health Benefits. He said that last year we received a 5.8% cola. Unfortunately, this year and next, there will be NO COLA for retirees. Medicare Part B was scheduled for an increase, but now there will be no increase. Part D will increase.

NAPUS President Sara Kreitzer talked about next year's State Convention which will be held on June 2 through 6, 2010 in Geneva-on-the-Lake, Ohio. You can find more information in the Buckeye and at our website at www.ohionapus.com. She advised that you make your reservations early for the hotel since rooms at The Lodge are limited. She also talked about carrier routes being moved and post offices being consolidated or suspended. The USPS is concentrating on Stations and Branches now but may be going after rural offices next. Now that a lot of new Postmasters are being appointed we need help with signing them up as a new members.

Earl Mottashed, the Area Retiree Rep for Indiana, Kentucky and Ohio, spoke next. He talked about signing up for the retiree newsletter from Sally Robinson and for the email messages from Paul Youtsie (pbybky@earthlink.net) Earl attended all three state conventions and found that the attendance was down about 10% overall. He said that there were about 20 retirees at Indiana, 30 at Kentucky and 35 at Ohio.

Ted McCord was recognized for his many years of service as a PM Rep for Ohio Postmasters. He has recently retired from that position so you could say that now he is REALLY retired.

At the end of the meeting, outgoing President, Howard turned the gavel over to President-elect Rosalie Robson. Rosalie presented Howard a thank you gift for organizing the get-together. Rosalie mentioned that Ohio was well represented at the Alaska NAPUS Convention with 42 Postmasters and Postmasters-Retired attending. She also urged all present to attend the next National NAPUS Convention that will be held in Grand Rapids Michigan at the Amway Grand Hotel.

After some discussion, it was the consensus to again meet at the Der Dutchman next year for the 16th Annual Meeting on the 1st Wednesday in October, 2010.

Submitted by a happy new retiree, Jill Groves.



Rosalee Robson was elected as President of the Ohio Chapter of Retirees for 2010.

She is shown here, with current President, Howard Foust.

Other officers elected were: Judy Anderson-Knitz as Vice President, with Sara Zibble remaining as Secretary-treasurer.

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Sec/Treas- Mari Kirkland
Director-Ted Gedeon

District 2 Officers

Pres—Laura Reese
Sec/Treas—Ava Bodnar
Director--Doug Clark

Districts 3 Officers

Pres—Gugi Degan
Sec/Treas-Diana Frasier
Director-Michelle Whetstone

District 4 Officers

Pres—?
Sec/Treas—?
Director—Randal Groves

District 5 Officers

Pres—Kathy Copp
Sec-Treas—Deb Weber
Director-Joe DeMonte

District 6 Officers

Pres—Brenda Roski
Sec/Treas—Cheryle Torok
Director—Deb Justice

PM Retired Pres

Howard Foust
614-879-6223

PM Retired VP

Rosalee Robson
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PM Retired Sec-Treas

Sara Zibbel
419-862-2227

District 7 Officers

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Sec/Treas—Eric Adkins
Director—Rita Schemmel

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Pres—Tom Clouse
Sec/Treas—Cindy McComas
Director—Susan Grundy

District 9 Officers

Pres—??
Sec/Treas—??
Director—Dana Carpenter

District 10 Officers

Pres—Rick Adams
Sec/Treas—Terry Younger
Director—Greg Fischer

District 11 Officers

Pres—?
Sec/Treas—??
Director—Mark Anderson

District 12 Officers

Pres—Paul Kerns
Sec/Tres—Maxine Adams
Director—Mark Anderson

The views expressed in this publication are the opinions of the writer, and not necessarily the opinion, or the position, of the National Association of Postmasters of the United States.

NAPUS LEADERSHIP

CONFERENCE

Washington, D.C.
 March 20-25, 2010
 March 12-17, 2011

NAPUS NATIONAL CONVENTIONS

Grand Rapids, Michigan
 September 11-16, 2010
 Puerto Rico 2011
 Oklahoma City, OK 2012

Continued from page 4.

Statement to read to the OIG Inspector:

"I request the presence of my NAPUS representative. If I am a suspect in a criminal matter, Please do advise me. If so, I wish to contact my representative. His/her name is:_____ and their phone number is_____. If I am under arrest, I request you to so advise me and to inform me of the reason or reasons. I will not resist an arrest. I do not consent to a search of my person or property, however I will not physically resist or obstruct such a search. If you have a search warrant, I request to see it at this time. I will cooperate with you fully, but I do not waive any of my rights, including my right to remain silent. I will not sign a waiver-of-rights form, nor admit or deny any allegations, nor make any written or oral statements unless my attorney and/or a NAPUS representative are personally present and so advise me."

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