

# From the Desk of The President

## Central Region Training Symposium Huge Success

In early April, eight Branch 23 members had the opportunity to attend this year's Central Region Training Symposium in Indianapolis Indiana. It was an opportunity for us as members to brush up on our knowledge in numerous areas, learn some new techniques for addressing some of the varied issues confronting our members, and get the latest information from NAPS headquarters relative to our lawsuit against the Postal Service. We were pleased to have the participation of branch members Delores Hunter, Michael Henderson, Beatrice Lander, June Wardell, Marilyn Ice, Tamara Connelly, Tajuanna Stanley-Burton, and myself.



We as participants had the opportunity to learn or be refreshed on such topics as Secretary/Treasurer Training, ELM 650 Mediation MSPB, Financial Controls, Involuntary Reassignment and Bullying, and several others. For members of our delegation, it was truly a rewarding experience.

I want to publicly thank Tamara Connelly for assisting me in facilitating the Attendance Control training requested by our Central Region leadership. The course received raved reviews from the

leadership and the participants. In fact, several participants have requested a follow-up course on ERMS and FMLA.

Thanks again to all our participants.

## The Latest on Lawsuit

According to NAPS National leadership, currently we are in a wait and see mode. It appears we are waiting on the Postal Service to initiate the conversation about resolving this lawsuit. However, it's my understanding there are members on our National Executive Board who would like to see a more proactive approach.

Prior to the current lawsuit, a fact-finding panel determined that EAS employees should have received a minimum of 3% increases for each year of the 2016-2019 pay agreement. Using that as a basis, it has been suggested that NAPS do the initial legwork to determine how much it would have cost the Postal Service if the suggested increases had been implemented. Take that dollar amount to the agency as a proposal for settlement. This is just one possible proposal that's being discussed. Unfortunately, this can be a very complex issue if consideration is given to all the possible variables involved in "making all EAS whole" for the referenced period. A central question is whether we should seek a "make whole" remedy, or a one-time lumpsum payment?

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## The Four Hour Rule

Recently there has been numerous inquiries about the issue of EAS exempt (or special exempt) being required to work at least 4 hours before they can receive “comp time” to complete their 8-hour day.

First, there is no regulation that requires EAS to work at least 4 hours prior to being granted credit for a full workday. If an EAS comes to work with the intent of working a full day, and is suddenly confronted with an emergency requiring them to leave work, the employee is credited with a full day work regardless of the number of hours previously worked.

The four-hour rule is simply this. If an exempt (or special exempt) employee knows “prior to coming to work” that they will not be able to work at least half of their shift, they should take leave for the full day.

## Involuntary Reassignment

Unfortunately, there is a perception that exist amongst some in our EAS ranks that managers and supervisors NS days can be changed literally at will to meet operational needs. That is not the position of postal or NAPS headquarters. When an EAS employee writes for a job with specified workhours and NS days, that becomes that employee’s assignment. It is not subject to a permanent change because something

within the operation changed. It can be changed on a temporary basis.

Ken Bunch