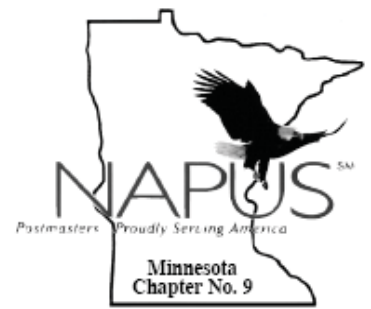


# The Gopher Postmaster



Volume 57, Number 6

June 2009



**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](mailto:postmasterdan@ymail.com)**

## ***USPS suspends Convention Leave***

Greetings to each and every one of you!

Well, we have had an interesting series of events as it relates to one of the benefits that we as Postmasters receive and that is convention leave.

The Presidents of the two Postmaster organizations received a letter from Labor Relations at Postal Service headquarters informing us that as of May 31, 2009, convention leave would end. There were a number of concerns expressed focusing on the fact that convention leave was something that had been agreed to in pay consultations and was to be ours through the 2010 year. However, based on the current financial climate of the country and consequently of the Postal Service, it was deemed appropriate by USPS Headquarters that this was a practice that needed to be discontinued. The estimated cost for this benefit is estimated by the USPS to be in the neighborhood of \$4.5 million. This figure does not include the replacement costs for those offices where the Postmaster needs to be replaced hour for hour when they are gone. Since we are an association and not a union, the Postal Service has the right to come back and change certain provisions of what has been offered during the pay consultations and that is what they have chosen to do in this case.

The Associations were given the right to make a counter proposal and that counter proposal was made and was rejected by the USPS on May 22, 2009. This counter proposal was that we would get to keep this benefit for remainder of this year and then, if necessary, we would forfeit it for 2010, with the understanding that we would be able to discuss it again during pay consultations for the 2011 and 2012 years, which will take place in 2010.

There are many that felt that we should go forward and fight the USPS to keep this benefit. However, the feeling of the majority on the National Executive Board was that should we choose to do that, it could prove to be very costly and even more importantly with the public and Congress knowing the financial situation that the USPS finds itself in, it could, and probably would, be a public relations nightmare.

While Postmasters are not the only employee group in the Postal Service, we are one of the groups that does have great respect both from upper management (most of the time, anyway) and from the public and from Congress. With the future of our Postal Service organization being uncertain, at best, we did not feel that there was any way that we could go forward and fight this and still be asking Congress and especially right now, the United States House of Representatives, to pass H.R. 22, to help the USPS financially and still have credibility.

So, what does this mean for conventions this year and in the future? That is uncertain at this time. Each of the states that I represent Minnesota, North Dakota, and South Dakota, will be wrestling with that question now and over the next few weeks and months. The Executive Boards of each state will be seeking input from you, the members, on what you want to see as far as a convention is concerned and how much of your annual leave you would be willing to use to learn new and more innovative things about your job and how to protect the future of the USPS. I know that that is a hard question to answer and in many cases these decisions need to be weighed against family and other obligations.

As hard as it is for us to understand why, when we have so much excellent training at our conventions, the USPS would decide to take this benefit away from us; as we look at the big picture we will see that they are looking at everything and this would make a statement to all of the employee groups that they are willing to take the steps that are necessary to hopefully keep us viable into the future.

I leave you with this quote from motivational speaker, Robert Kiyosaki, "*The size of your success is measured by the strength of your desire; the size of your dream; and how you handle disappointment along the way.*"



**Mel Miller**  
**President**

**PO Box 447**  
**Lakeville MN 55044**

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

**Email: melthegolfer@yahoo.com**

## Looking forward to State Convention

The last couple of weeks, there have been many rumors and information circulating that we were going to lose our convention leave. Well, as you read on page 1, the use of convention leave has been suspended for the rest of 2009 and for all of 2010.

Most of us feel that this decision was not fair to those states that have not held their State Convention yet. In both NAPUS and the League only about 40 percent of the conventions will have been held by May 31, 2009. We all feel that is not fair, but as Postmasters we must take the high road and continue to do everything we can to make the Postal Service successful and profitable.

Postmasters are held to a higher standard and let's make sure that when asked our opinion by our employees we understand why the Postal Service had to take away this benefit from us right now. With the current financial situation that the Postal Service is undertaking we have to make sacrifices to continue in business.

What does that mean for this year's state convention? We will still have a state convention beginning on June 15<sup>th</sup> in International Falls. We will still provide the training necessary for you to be successful at your job. We will still provide you the opportunity to "network" with other Postmasters and Retirees from everywhere in our great state. We will still provide you with some great entertainment and a chance to blow off some steam.

The only thing that will be different is that you will have to attend using your annual leave. I hope that for those of you who have already signed up, and for those who haven't sent in your registration, you feel that attending the convention for the above reasons is important enough for you to use some of your annual leave.

We still have some NAPUS business that must be attended to. We have to elect a new President and an Executive Vice President. There is a constitutional

change we need to discuss. We have to pick a place to hold the 2011 convention and we have to endorse candidates for both National President and Secretary/Treasurer. And now without convention leave, we will need to take a look at when we should hold our conventions. I truly hope that you will make the effort and come to International Falls.

Your Executive Board will need your input as to what you will need from your NAPUS State convention. We want to provide you with the necessary training to be successful at your jobs, and how much annual leave are you willing to use to attend the training that is provided. We need to know how long of a convention you would like to see and what type of entertainment you would like to see during these meetings. Remember that these are your conventions and your input is needed in the determining the future direction of these conventions.

Dress code for the convention will be casual and for the banquet it will be what you might call business professional. If you would like to wear a sport coat, that would be great but it is not mandatory. For the ladies, if you would like to dress up, that would also be fine. For Tuesday evening during the Rolle Bolle tournament, we are going with a hunting theme. Blaze orange, camouflage, and whatever else you feel would be appropriate for the north woods. And because Tuesday is also District Day, please wear your NAPUS shirts on that day.

And now let us talk about a couple of other items. Anita and I finished the District Meetings in early May. Thank you to all who attended the meetings. I know that at times it is difficult for people to get away from their offices and I appreciate all of the effort each and every one of you made.

Elsewhere in this issue I have included the committee assignments for the convention. If you do not see your name listed, let me know and I will add your name to a committee prior to the printing of the agenda.

Speaking of the agenda, your NAPUS chapter has set up some really good training for you this year. We all like to complain that the Postal Service doesn't provide us with enough training to complete our jobs. Well, here you go. You can receive the training you need to be successful by attending the convention. There will be two classes on Financial Control and Accountability on Tuesday morning. On Tuesday afternoon we will have some training on ethics and membership. On Wednesday we will have a class on eCareer,

*(Continued on page 3)*

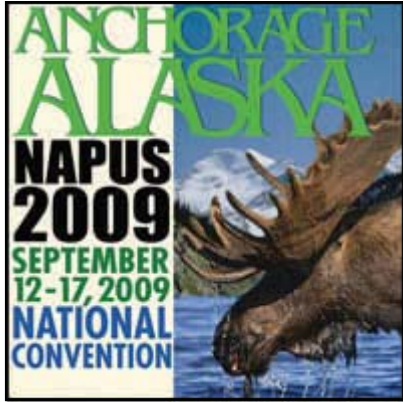
(Continued from page 2)

eRecruitment, and Lite Blue, plus information on Phase III of the RIF. And on Wednesday afternoon we will have a presentation on Voyagers National Park and Don Hagen will teach us how to Line Dance. On Thursday we will have some Legislative training.

If you want some informative training sessions, a chance to network with other Postmasters and the opportunity to unwind and have some fun, then take the time, fill out your 3971 and send it to your POOM and attend your state convention. You must take annual leave to attend.

I look forward to seeing all of you in International Falls this month.

Check out the  
NAPUS National  
Website  
napus.org  
For more  
Information and  
Registration  
  
“We’re going North  
To Alaska”



### 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 items can be dropped off at the  
registration desk at State Convention.

Thank you.  
Scholarship Committee

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

**POSTMASTER:** Please send address changes to *The Gopher Postmaster*, Margie Jacobson, Editor, PO Box 3, Morristown MN 55052

**President:** Mel Miller  
PM Lakeville MN 55044  
melthegolfer@yahoo.com  
Office 952-469-8308  
Cell 612-703-2665

**Exec Vice-President:**

**Secretary/Treasurer:** Anita Pfiefer  
PM Owatonna MN 55060  
amp2016@yahoo.com

**Editor:** Margie Jacobson  
PM Morristown MN 55052  
margiepm@yahoo.com

**PM Representation Committee:**  
Buzz Snyder, Chair  
Home- 320-253-3516  
Cell-320-250-4414  
bzsnyder@charter.net

**Mary Leonard**  
PM Slayton MN 56172  
Cell 320-267-3447  
marlyle@aol.com

**Rhonda Stephan**  
PM Pequot Lakes MN 56472  
rhonda.stephan@gmail.com

**National VP Area 14**  
Dan Heins, PM Austin MN 55912  
507/437-6948  
dmheins1@charter.net

<b>In This Issue:</b>	
<i>Area 14 National VP Report.....1</i>	<i>Financial Statement.....8</i>
<i>President’s Update.....2-3</i>	<i>Golf/Rolle Bolle Registration.....8</i>
<i>Secretary-Treasurer Report .....4</i>	<i>Membership Report.....9</i>
<i>Tracy Food Drive.....4</i>	<i>PAC Report.....9</i>
<i>NAPUS Press Release.....5</i>	<i>Hiring Information.....10</i>
<i>State Convention Registration.....6</i>	<i>Editor’s Notes.....11</i>
<i>Convention Committees.....7</i>	<i>Area 9 PM Retired.....11</i>
<i>Legislative Report.....8</i>	<i>Obituary.....11</i>
	<i>5th District Director Report .....12</i>



**Anita Pfeifer**  
**Secretary/Treasurer**  
**PO Box 1051**  
**Owatonna MN 55060**  
**Office: 507-451-3507**  
**Home: 507-451-4003**  
**Email: amp2016@yahoo.com**

Secretary/Treasurer Cindy Havnes of Pillager  
**5th District**  
 District Director Dennis O'Neill of Chokio  
 Vice Director Cheryl Strand of Echo  
 Secretary / Treasurer Annette Pfeifer of Hancock  
**7th District**  
 District Director Greg Geheren of St Paul Park  
 Vice Director Mike Wotrang of Frontenac  
 Secretary / Treasurer Mel Miller of Lakeville  
**9th District**  
 District Director Patty McManimon-Moe of Spring Grove  
 Vice Director Terry Neneman of Chatfield  
 Secretary / Treasurer Mark Gusa of Wabasha

## Reconnecting with our NAPUS members!

What a great experience it was to attend all the District meetings this year. It was great to see everyone, discuss issues, plan for State Convention and just reconnect again. I wish we could all see each other more often! All the Districts collected money for PAC – for a total of almost \$1800 !!! That is AWESOME !!

A reminder to all Postmasters - check your eOPF for accuracy of your personal information. You can easily check your eOPF on line at [www.liteblue.usps.gov](http://www.liteblue.usps.gov) and there is a link for you to access your eOPF. You can only access this link on your home computer. If you find an error, contact someone in your Personnel office. They will help you with any errors.

Congratulations to the newly elected officers of the Districts at the Spring District meetings.

### 1st District

Director, Sheila Bodell-Hoerner of Warren  
 Vice Director Todd Brandon of Warroad  
 Secretary/Treasurer Michelle Frederick of Oslo

### 3rd District

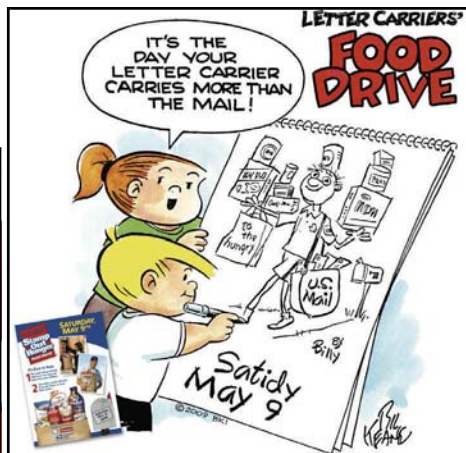
Director Tammy Dockter of Wolverton  
 Vice Director Jeannie Grafton of Parkers Prairie (OIC Glenwood)

Sadly, in District 2, all the officers have resigned and no one has stepped up to assume those duties. If anyone would like information on any of those positions, please contact either President Mel or myself. And, I would ask the retirees from District 2 to step up and encourage members to participate.

The Executive Board will be meeting on Monday evening June 15<sup>th</sup> at the Holiday Inn in International Falls. If you have any issues or concerns to be discussed by your Board, please contact your District Director prior to this meeting. The financial records from January 2009 through May of 2009 will be audited on Tuesday morning.

State Convention time is fast approaching. It is not too late to register and to join us. We are planning many training sessions at this year's convention that will help you in the day to day operations of your job. Yes, there will be a lot of 'shop talk', but what better place to discuss issues, problems and solutions. Come to International Falls for a great convention. I hope to see you there !!

## First time Food Drive for Tracy MN yields 1200 lbs. of Food



How did your office  
 contribute?

## Press Release For Immediate Release

For more information, contact Dale Goff at 703-683-9027

Alexandria, VA, May 22—"The Postal Service's decision to suspend a convention leave benefit for the remainder of the current Postmaster pay agreement is tantamount to a breach of faith, if not contract, with the nation's approximately 27,000 Postmasters," O. Dale Goff Jr., national president of the National Association of Postmasters, charged today.

Goff was reacting to the agency's abrupt and ill-conceived decision to suspend, effective May 31, Postmasters' convention leave for the remainder of FY-09 and all of FY-10. Prior to May 31, the Postal Service said it will not attempt to convert to annual leave the approved convention leave some Postmasters already have used this fiscal year.

"Under the existing benefits schedule, Postmasters are entitled to five paid days of leave to attend the annual state or national convention of NAPUS," Goff explained. "Existing law limits altering such benefits to statutory pay consultations; consequently, the Postal Service has run afoul of the law and NAPUS has so advised Congress," he added.

"Postmaster General Jack Potter personally informed me on May 22 that, basically, Postmaster convention leave is a luxury the Postal Service no longer can afford," Goff stated. "The PMG further indicated he was not willing to compromise on the matter."

"No one has a better understanding than Postmasters of the serious economic challenges facing the Postal Service," Goff said. "But to violate a pay and benefits package by taking away a benefit that serves

to help Postmasters better perform their jobs makes absolutely no sense at all.

The Postmasters organizations were informed in mid-May of the proposed decision and recommended convention leave be continued at least through FY-09. In return, they said, there would be no challenge to the proposed suspension for FY-10, with the understanding no additional elements of the current pay package would be addressed prior to the start of the 2011 pay talks.

Labor Relations Vice President Doug Tulino responded for the Postal Service: "I do appreciate your recognition of the difficult economic circumstances that have necessitated this decision and, therefore, we must decline your recommendation." Tulino alluded to a May 1, 2009, letter in which he referenced "provisions within the law that permit this action under these extraordinary circumstances."

"Postmasters remain optimistic about the future of the Postal Service," Goff said. "Nonetheless," he quickly added, "NAPUS is in discussions with its attorneys regarding the suspension of this valuable Postmaster benefit. This also will be a matter for NAPUS to call to the attention of our many friends on Capitol Hill."

"That said," Goff noted, "it's important to note the USPS considers this action to be, in the agency's words, a 'suspension,' not a cancellation. That gives us every reason to believe our Postmaster convention leave benefit will be fully reinstated during the next pay talks."

The 111-year-old National Association of Postmasters of the United States represents more than 42,000 of the nation's active and retired Postmasters, Officers-in-Charge and Postmaster Leave Replacements. The NAPUS National Office is located in Alexandria, VA. National President Dale Goff is the Postmaster of Covington, LA.



MINNESOTA CHAPTER

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

**Visit our Minnesota website: <http://mnapus.org>**

**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:**

- 
- |  |   |
|--|---|
| <input type="checkbox"/> NAPUS Member \$45           | <input type="checkbox"/> Guest \$45                   |
| <input type="checkbox"/> Retired Postmaster \$45     | <input type="checkbox"/> Single day registration \$30 |
| <input type="checkbox"/> Retirees Luncheon Only \$20 | <input type="checkbox"/> 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.**

# State Convention Committees

## Registration

**\*\*Jean Henning**  
Lynn Hecker  
Doreen Dressel  
Wendy Kafka  
Sheila Bodell-Hoerner  
Sue Nelson

## Time and Place

**\*\*Tony Terwey**  
Pat McManimon-Moe  
Mary Leonard  
Mary Jo Olson  
# Aleta Nybakke

## Choir

# Linda Magnuson  
Mary Larson  
Ellen Stifter  
Deb Avery  
# Patty Bedore

## Door Prizes

**\*\* Mary Wells**  
# Judy Rahn  
Mary Larson  
Cathy Graff

## Constitution and By-Laws

**\*\*#Clarence Gagner**  
#Aleta Nybakke  
#Yvonne Albrecht

## Banquet

**\*\* Tammy Dockter**  
Laura Brown  
# Patty Bedore  
Vanessa Lindberg

## NAPUS Services

**\*\*Curt Tabbert**  
#Darlene Felber  
#Gayle Ozment  
Mary Wells

## Sargeant At Arms

**\*\*Dennis O'Neill**  
Don Hagen  
Jean Lennox  
Howard Kor

## PAC

**\*\*Modesty Montemayor**  
Judy Jasper  
# Mary Jo Myer  
# Sandy Paulsrud

## Parliamentarian

**\*\*#Bruce Nelson**

## Convention Committee

Mel Miller  
Anita Pfeifer

## Memorial Committee

**\*\*# Patty Bedore**  
Dan Heins  
# Judy Rahn  
Ellen Stifter  
Mary Trinkka

## Nominations

**\*\*Greg Geheren**  
#Bruce Nelson  
Bruce Londgren  
Scott Billings

## Golf/Rolle Bolle

**\*\*#Denny Zochert**  
Connie Rau  
Judy Hutchins  
**\*\*Greg Geheren**  
Rick Swanson  
Kirby Shofner  
Mel Miller

## Distinguished Guests

**\*\*# Clarence Gagner**  
# Rick Swanson

## Auction

**\*\*Tony Terwey**  
Duane Koehler  
# Yvonne Albrecht  
# Aleta Nybakke  
# Barb Barrett  
Scott Billings  
Gail Hustad

## First Timers

**\*\*Jeanette Grasswick**  
Mark Gusa  
Don Hagen  
Michael Halverson  
Modesty Montemayor

## State Hospitality

**\*\*Scott Billings**  
Dennis Stang  
Marlene Vos  
Mary Leonard  
Howard Kor  
Jane Olsem  
# Ron Windels  
Todd Brandon

## Audit Finance

**\*\*Mary Wels**  
Pat McManimon Moe  
Jan Wilson  
# Bruce Nelson  
Judy Viergutz

## Publications

Margie Jacobson

## Recording Secretary

Marlene Vos

## **REMEMBER**

Bring along your Passport to  
State Convention  
If you plan to travel  
North into Canada



**Dan Heins,**  
**Legislative Chair**  
 Austin MN 55912  
 Office: 507-434-4748  
 Home: 507-437-6948  
 Cell: 507-438-2676  
 Email: [postmasterdan@ymail.com](mailto:postmasterdan@ymail.com)

the economy and of the financial forecasts for the USPS, passage of this legislation becomes more and more important all of the time.

Thank you to those that have taken the time to contact their Representatives about this bill and the other pieces of legislation that are important to active and retired Postal employees. It is only when they hear from the people in their districts that we can really have some impact on how our Representatives and Senators vote.

## Update on Legislation

The Legislative session continues and we are up to 302 cosponsors on H.R. 22. The only two from the Minnesota delegation that are not on as cosponsors are Michelle Bachmann and Erik Paulsen. If you live in one of their districts, I would encourage you give their offices a call and encourage them to get on as cosigners.

Even with all of the cosigners there still seems to be reluctance by the leadership to bring it out of committee. As I write this in mid-May, we are awaiting word that they will be taking the bill to the House floor. Then once we get passage of the House bill we will need to begin the work in the Senate to get a similar bill introduced there and passed. Given the current state of

### MN NAPUS Financial Statement

As of April 30, 2009

Regular Checking	\$ 13,471.84
Regular Savings	\$ 21,502.80
State Conv Savings	\$ 12,294.33
Legislative Savings	\$ 3,414.03
Conv 2000 Savings	\$ 562.26
Cert of Deposit	\$10,950.48
Cert of Deposit	\$15,564.35
Gopher balance	\$ 1,207.89
<b>TOTAL</b>	<b>\$78,967.98</b>

## 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.



**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

I believe that membership is the foundation of an organization. Let's face it, without members, why do we need an organization? Members support the organization with their dues, they work for the organization and they support each other. Our numbers are decreasing fast due to the VERA and those that were already eligible to retire. We need to work extra hard to stop this downward trend and that has to be everyone's responsibility, or we will lose all that we have worked so hard to attain. At our Area 3 spring meeting, Mel and Anita talked about our Minnesota financial base. We are doing very well compared to several years ago. I asked them what is the difference—Why are we better off financially than we were? Where does our money come from? They told me it comes from you the members and their dues. So just think, if we all go out and try and get one new member we could accomplish our goal and be back in the 80 percentile or even higher!

### The Meaning of Membership

Hello to everyone! Are you packed and ready to go? State Convention is almost here and I for one am anxious and excited to go. Excited to see friends and NAPUS family. Excited to have a few days off in a row. Excited to go for a really long car ride. (not really). Plan to ride share to the State Convention in International Falls, the time will go much faster and only cost a portion of what it would if you drive alone.

I would like to talk to you this month about membership. Membership is described in the dictionary as :

1. the state of being, or status as, a member
2. members collectively , as an organization
3. the number of members

I urge you to participate in the Minnesota Chapter. Come to this years convention in International Falls. Take time to learn, relax, laugh with your fellow Postmasters, OIC's and other members of the leadership. I am looking forward to seeing you there.



**Modesty Montemayor  
PAC Chair**

**Hampton MN 55031**

Office: 651-437-4806

Home: 952-432-8627

Email: modestyanne@frontier.net

### Get ready for PAC!

Here you go.

Bring your change  
Bring your dollars  
It's convention time  
Stand up and holler!

Yeah! It's that time of year again. I look forward to seeing every one of you at International Falls. Remember to bring your ones and change. Who knows what the first timers will be doing this year for PAC.

See you soon.



**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**

**Mary Dillon**  
**A/Human Resources Specialist**  
**USPS Hiring Department**  
**100 S 1st St, Room 438**  
**Minneapolis, MN 55401-9000**  
**Tel: (612) 341-7710**  
**Fax: (612) 349-4939 or (612) 341-7707**

5 business days to respond to the request for GIS. If the applicant fails to respond, they will be eliminated from the package.

The final package is sent out via email at this time. An email will be sent to the person the Postmaster has designated as the Certified Interviewer who will conduct the interviews and another email will be sent to the Selecting Official, which in most cases is the Postmaster. The Certified Interviewer only receives a list of applicants with their names, addresses and phones and an Interview Checklist that must be completed on each applicant interviewed and a hard copy sent to Hiring. The Selecting Official receives an email which contains the Quick Reference Guide for Selecting Officials. The Selecting Official must print copies of the online applications and give the online applications to the Certified Interviewer. Also included in this email is information instructing the Selecting Official to go online and rate each applicant after the interviews have been conducted. **Upon completing this step, the Selecting Official must email Hiring that they have completed their Selecting Official Questionnaire online.**

## Hiring Information

If you wish to hire a PMR, TRC, RCA Casual, or TE, you will need to fill out the Northland District Hiring Request form and the eCareer Job Posting Request form (both found from the Northland District page, go to Complement Committee, and click on desired form). If your request is to fill a new vacancy, Hiring will submit a request to HRSSC to provide a new job ID, which is needed before the position is posted online. HRSSC usually responds within 2 days. Depending on the size of the office, the vacancies may be open for 7 days, 10 days, or 14 days.

If the position requires an examination, applicants will take an online assessment and must pass the assessment before they may be scheduled for the proctored examination. The applicant is able to schedule the examination, after receiving scheduling information via an email, and may choose any available date, time and location, as long as they complete the entire assessment process within the scheduled time-frame. All examinations are to be given within 14 days after the vacancy has closed online and the examination scores will be loaded into the eCareer system within 48 hours.

After the vacancy closing, Hiring must then review each application and if mandatory information is not included in the application, an email is sent to the applicant to go back into their Candidate Profile and update their applications with the requested information. Applicants are given a due date to respond which is approximately 5 to 7 days. Please note that applicants must apply online and cannot submit manual applications as they will not be accepted.

Applicants who respond in a timely manner to all inquires are included in the initial package. Background checks are then conducted for the top 3 people. GIS, our contractor who obtains background checks and driving abstracts, sends an email to the applicant requesting additional information and approval to conduct the background check. The applicant is given

After receiving an email that the Selecting Official has completed the required questionnaire on all applicants, Hiring will then go into the system and create a selection list and another email will be sent to the Next Higher Level, which in the majority of the cases is the same person as the Selecting Official. The Selecting Official is again instructed to go online to concur with the selection that has been made. There are additional steps that we are just getting to, but ultimately at this point in time, after receiving your Interview Checklist for your selected applicant, you will be sent hiring paperwork including PS Form 2591, Application for Employment. Unfortunately, at this time, the Office of Personnel Management and the FBI do not recognize the online application, so PS Form 2591 must be filled out to conduct a final background check. In addition, a drug screen form and a fingerprint card will be sent out to the post office. If an Initial Road Test is required, the applicant will be instructed to schedule this. After the drug test results are received in Hiring, the medical paperwork will be sent out to post office. **Please note you may not complete the medical paperwork prior to the drug test being completed as the medical is considered a job offer.** Once every thing is completed you will be contacted by a hiring representative for an effective date for the employee.

**Please understand that this is a brand new process and as with any new process there are flaws that must be worked through and corrected. I appreciate your patience as we work through this new system.**



**Margie Jacobson**  
**Editor**  
 Morristown MN 55052  
 Office: 507-685-4545  
 Cell: 507-649-1034  
 Email: [margiepm@yahoo.com](mailto:margiepm@yahoo.com)



**JudyAnn Barnard**  
 Postmasters Retired  
 Area 9 Rep  
[judyann@venturecomm.net](mailto:judyann@venturecomm.net)  
 605-596-4281

### What's your Personal Best?

In life, we are always striving to do the best or be the best. I like to reflect on the time when I ran marathons, played racquetball, volleyball, softball, raced canoes or whatever sport or life situation I found myself in at the time. It seemed that I always found myself or my team striving to be the best and do my personal best no matter if it was my fastest mile, 5K, 10K, 10 mile or marathon. That desire carries over to work and performance at work.

With all the changes taking place now not only in the Postal Service but in the world, it is sometimes hard to stay focused on our ultimate goal. We sometimes need to shift gears and strive on. This is especially true now.

The Postal Service has changed a number of goals and will continue to change the way we work in order to meet it's ultimate goal in this changing economy. With the recent change in the way our NPA is figured, level 20 and below revenue goal is now figured on your POOM area rather than just your office, are you focused on the new goal. Have you contemplated how you can not only raise the revenue in your office but assist other Postmasters in your POOM area to raise their revenue? Have you looked at the ultimate goal that we each, as Postmasters, have for the Postal Service? Will we make a difference and keep the Postal Service viable in this economy? Are you striving to be the best no matter what?

Now more than ever before we need NAPUS. We need them to represent us and need to work together so we all reach our personal best in life. I know it was disappointing to lose our Convention Leave, but we need to focus on the big goal and how we can reach it. We still need to attend convention not only for the training and business aspect of that convention but we need to get together and network with each other to gain information on what works in one office or another. We need to learn as much as we can from each other so that we too can reach our personal best in our own jobs.

What is your goal for your personal best?

### Greetings from South Dakota!

Spring seems to have arrived at last! We now have green grass, tulips, and budding trees!

I hope all Retirees are keeping updated on NAPUS happenings by reading the *Postmaster Gazette*, the *Retirees' In the Mailbox*, and checking the website [www.napus.org](http://www.napus.org) for breaking news.

It will soon be time for the Minnesota NAPUS State Convention in International Falls. I hope many of you have registered and have your rooms reserved for the Convention. I have never been that far north before, so it will be an adventure!! I'm looking forward to Convention and the chance to visit with MN Retirees again. Please remember, let me know if I can help anyone in any way.

There is still plenty of time to register for the National Convention in Anchorage. Hopefully the airfares will come down by summer. I've heard that the price of cruises has lowered, if anyone is interested in those.

National Convention is a great time to renew friendships and keep current on NAPUS issues. I'm registered and looking forward to seeing many Retirees in Alaska!

Enjoy Spring!



### Irene L Howe

Irene L. Howe, long-standing NAPUS member who retired from the position of Postmaster, Palisade, MN 56469 on August 3, 1984, after 30 years of faithful Postal Service, died January 16, 2009, after a courageous battle with cancer. Irene was extremely proud to have served in the position of Postmaster and member of NAPUS. She is deeply missed by her family and friends.

## Article Deadlines

For the July Issue  
Of *The Gopher Postmaster* is

**June 22, 2009**

## Periodicals

### Dates to Remember

#### State Conventions

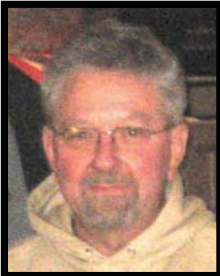
June 15-18, 2009—International Falls  
2010—Treasure Island Red Wing

#### 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



**Dennis O'Neill**  
**5th District Director**  
Graceville MN 56240  
Office: 320-324-7394  
Home: 320-748-7229  
Email: [dostavern@hotmail.com](mailto:dostavern@hotmail.com)

morning we hear of another company announcing deep cuts, and heavy layoffs. Think for one moment how your life and the lives of your loved ones would change if tomorrow you were told your position had been eliminated. I am painfully aware that my TSP account has lost 45 percent of its value recently. My procrastinating nature must shoulder the blame for that as I failed to transfer it to a much more secure G fund provided to us. I have hope that it will rebound and return, not so for the employees ready for retirements based in Enron and AIG stocks.

### **Springtime**

My favorite season is finally here. The calendar says it's here, the absence of all that snow says it's here, and the ever increasing green across the landscape says it's here. The green in my world arrives even before Spring. No I haven't been to Arizona to visit Aleta and all those smiling retirees enjoying their green, but the Mayor of my town recently returned after being Aleta's neighbor all winter, and he totally agrees with Aleta, the green there when Minnesota is cloaked in white is great. Green for me comes on St. Patrick's Day, March 17th, when all those Irish gather in their favorite pubs to celebrate their heritage. Spring green represents a season for new life and returning high hopes for something better after that cold and barren winter. Everything we hear unfortunately seems to dwell on the negative and the feeling of what bad will happen next. I was hoping to find a few positives to share with you that maybe just maybe we've come to take for granted everyday.

Since I can't retire quite yet, I'm still going to work everyday doing the job which I chose and enjoy. Every

Everyone's concerned about the number of people without hospitalization. Our health insurance coverage is first class. It encourages us to practice regular preventive medicine in order to enjoy a healthy life, yet there it is to also cover any emergency or catastrophic occurrences. The premium for this insurance, high, our cost very manageable thanks to our employer.

Life is too short to concentrate our energies on the negatives. The choice as always is ours and I know we will be positive thinkers always. We will always be the best Postmasters we can be. That's why we signed on and that's what we owe our customers.

Remember those retirees are always going to have those beaming smiles. St Patrick's Day will always have those Irish sporting their heritage with the wearing of the green, and Spring will arrive even in International Falls.

See you there.

