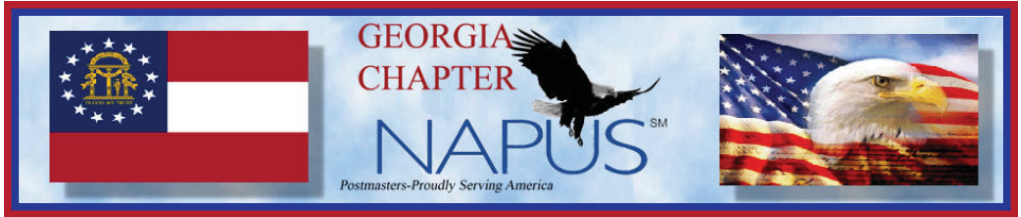


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Around The Cracker Barrel - A Publication of the
Georgia Chapter of NAPUS (No. 43)
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DON'T EVER GIVE UP!**

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Jo Dyke
Sammie Reese®
Connie Clark
Nancy Chapman
Scarlet Middleton

* Deceased
® Retired

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.

Can we go faster.....

As most of you that know me, know I am a dedicated nana. Our five grandchildren are the best things that happened to us. Both of our sons are very different in what they do in their lives. One is very interested in all team sports; the other is an outdoor sports man. Their children follow in each of their dad's interest. The son that loves the outdoors likes fast vehicles so does his son and when they are on motorcycles; Seth asks his dad can we go faster? It is similar to the changes we face today in our postal careers it seems that somebody somewhere is asking can't we change faster.

Every day we seem to be facing more challenges, by now a number of offices have been involved in the DUO process and each time a new phase comes out I get numerous calls. I am not sure that we all were trained enough beforehand to know to expect to be in the process or to know what it involves. Lots of rumors are out there and it would help each postmaster, OIC or other managers to get involved and stay close to those that are making the decision on your office. You have the right to ask questions and know what will be happening in your office before it takes place. Back when we first began to hear about DUO managers were told if you don't understand notify someone to help you better understand it. Some of you tended to wait too late and the process happened and you were not ready.

Many changes are happening due to the APWU contract, level 21 and above offices can only have regular clerks; level 15 through 18 can only have PSEs no longer can they have PMRs after August 23. I heard a rumor yesterday that due to this contract a lot of offices that were in the DUO process would have to go back because the postmasters could only work so many hours doing craft work. I think this is probably not going to happen, I think what will happen is that those hours will be based on earned hours and that will probably not be what many people are thinking will happen in their particular office. When the routes go away then there will be little earned hours left there and with volume down that is going to affect earned hours also. Is your revenue up or down that also will affect earned hours so do you think we still will have clerks to do work that is not there I don't think that we will see a great deal of extra hours added to our budgets for this change.

It is Saturday before 4 am and my eyes are wide awake, everyday Monday through Friday I say to myself when the clock goes off at 4 am I can't wait until Saturday I am going to sleep right through that alarm. WRONG again, I wake before the clock goes off and cannot go back to sleep, I think it must be that old habits are not easy to break and after 31 years it may not ever happen.

If there is some training that you would like to see at area meetings or at the fall conference let me know and we will see if we can schedule them. Many changes are happening at headquarters and it would behoove each of us to stay tuned to what is happening in congress and let our congressmen know the concerns that affect us. We need to let them know right now that small offices only contribute to .7 tenths of one percent of the postal service budget. How do I know this? From attending the leadership conference and hearing the things that we need to strive to keep alive in order to have a postal service to be employed with. It is your duty to stay informed!

Until we meet again, can we go faster ??????????

Jeanne - State President



Hello -

Greetings from Tybee. I sure hope you made this trip. If not, you really missed a great one. Judy did an excellent job with planning and preparation. The excellent food we had could not have been purchased outside for the small registration fee we paid. Our NAPUS planners are always making sure we get the biggest bang for our buck.

The speakers we had were very informative. Mr. Chavez spoke frankly about the challenges the Postal Service faces. Jean Lovejoy informed us about jobs that would be posted in June. There was an excellent presentation with a hand out on EDDM. I felt prepared and ready to go back to my office and promote this new product.

As we go back to our offices let's encourage and help each other as much possible. Sometimes our days are difficult at best. As the vacant offices are filled call the new postmaster and ask them to join NAPUS if they are not already a member. There's strength in numbers.

Becky Manley

Executive VP



Donations to the Scholarship Fund

Roy Shaffer in memory of Jason Dyer's dad and Derrell Smith's mother.

Louise Nix and Tammy Cantrell in memory of Jason Dyer's dad.

Bennie and Barbara Tuggle in memory of Bill Parker.

Let Us Do Together What We Cannot Do Alone

**Georgia Chapter NAPUS
State Convention
Ocean Plaza Beach Resort
June 5-8, 2011**

RECEIPTS

Georgia Chapter NAPUS	\$4000.00
Atlanta Postal Credit Union	1000.00
Vendors	750.00
Hospitality Room (Tips)	30.00
Registration	<u>3740.00</u>
Total Receipts	9520.00

DISBURSEMENTS

Ocean Plaza Beach Resort	6744.91
Entertainment (Band)	820.00
Meals (Lunch Monday & Breaks)	479.78
Hospitality Room	195.59
Printing and Postage	716.12
Gifts and Misc.	70.60
Registration Refund	50.00
Return to GA Chapter NAPUS	<u>443.00</u>
Total Disbursements	9520.00

**This is a true statement for the Georgia Chapter NAPUS State Convention
submitted by
Tammy Cantrell, Secretary-Treasurer.**



What does NAPUS mean to me.....

I cannot answer that question with one sentence, so here I go. I think it was somewhere around 2002 – 2003 when I first became involved with NAPUS. I remember I was invited to a conference at Waycross, GA. I cannot remember specifically who invited me but I do remember I was told if I was going to be a Postmaster I needed to be involved with NAPUS. I needed to be involved and I needed to network with other Postmasters. I did get involved and my extended family began. The great thing about NAPUS is I just didn't get to know Postmasters in my area but all over Georgia (active and retired). Thinking back, Louise Nix was more excited about me, driving by myself, to Waycross than anybody. She made the biggest deal out of me coming all the way to Waycross by myself. I really felt welcomed. I remember we had a balloon race and I about broke my foot, but I won.

Then I started participating in every conference/convention that I possibly could. When I attended the Legislative Conference in Washington, DC for the first time, it was a definite “**WOW**” in my NAPUS journey. It made me realize how important I was to my job. I think that is when I really started to mature in my position. Okay, then the real step occurred, my husband started coming with me. He and several other “Mr. Postmasters” get together and plan their activities for everyday. It is so funny to listen to what all they do. Then the convention/conference became family vacations. Our children love to see where they get to go next (the oldest being 32 and the youngest 23) and their families. See how this becomes contagious.

I have learned so much and networked with so much knowledge that if I don't know what to do in any situation, my answer is just a phone call away. Robbie and I have become personal friends with some of the greatest people in the whole wide world. I really believe if we needed anything that it would also be just a phone call away. Just the other day I was having a real bad day (my mother is sick and lives 4 hours away) and just as I was about to drop my head at my desk an email come in that made a smile come across my face. Call it what you want but I call it friendship through the heart. Back in 2005, Robbie and I lost his son, you would not believe the Postmasters that stood in line at the funeral home and attended the funeral. The cards filled our mailbox daily for weeks. I surely don't want anyone to have to experience anything like that, but words cannot express the gratefulness I have for my NAPUS family. Now I understand why the retirees are so dedicated.

I know I get frustrated with some of the procedures of the USPS but I can truly say, “I love my job.” I give it my 150% and more. I truly think that we are the backbone of this nation. It really makes me proud to know I am a Postmaster of the United States of America and I am part of the only company that can say.... “We take you from before birth to after death.” If you could think of the postal service as a cake, then NAPUS is definitely the icing on the cake.

Get involved.....hope to see you in San Juan.

Robin Bugg
Editor



....and the band played on!

Just let me say Thanks to everyone who helped make the state convention a big success. It surely wouldn't have been a success if it hadn't been for everyone pitching in to help.

Everyone who knows me, knows that I would arrive a day earlier to make sure everything was arranged, make any last minute changes, make sure everything was just right for a successful meeting. By Sunday night, I had made my delegations for things that needed to be done. Everything was going wonderful. We had a very productive executive board meeting at 4:00 Sunday afternoon. We had a wonderful President's reception a little while later with a great DJ named Savannah Steve. Now Savannah Steve was one of the best DJs we've had in a while. He did just like I asked, please interact with the people. He was great at this and was even teaching us some line dancing we didn't know. Well the last dance that I know of that he taught must have been, "See how Judy flies". Well I don't know how popular this new dance will ever be but just know, if you try it don't wear flip flops because instead of flying, Judy did the "Flip Flop". Even though I didn't fly, I sure did my flip flop. After falling backwards, hitting my head and shoulder on the hardwood floor I guess I tried to break the fall or catch myself or something but all of my weight went straight to the wrist. Now thank goodness I had had only sweet tea with my wonderful dinner otherwise, they wouldn't have been giving me anything for pain when I got to the emergency room. That's right. The personnel at the hotel told Jo Dyke which hospital to take me to and thank you Jo for the transportation that night and letting me keep you up half the night. I was hurting so bad I couldn't wait to get to the hospital. Jo set her GPS for the hospital we were told to go to. Before we got there the sack of ice had me wet from the waist down and I thought we'd never get to this hospital. Well we kept seeing the blue hospital signs and the FIRST hospital I saw I told Jo to stop here. I couldn't make it any further. The staff at the hospital was the best. They knew I was in great pain and took me ahead of several other people who were there ahead of me. I'm telling you, there was only two chairs for me and Jo. That's how packed the E.R. was. Well long story short, my wrist was broke and I needed to see a surgeon as soon as I got home. That's when the Judy kicked in and said, wait a minute! I CAN GO HOME I'M IN CHARGE OF A MEETING FOR THE NEXT TWO DAYS. Well they said it would keep until I got home because by then the swelling would be gone down and they could operate. Well let me tell you, I was there and I tried as I might to complete the job I had started. It wasn't easy and I spent most of the time in the bed on ice and pain medicine. Thank goodness this was the meeting that Mr. Bob Dozier came back to bringing his wonderful daughters. One of the girls called and made me an appointment for Wednesday afternoon. This was truly a blessing to know I already had a doctor appointment. I saw the doc Wed afternoon and they operated Thursday morning. Of all the surgeries and problems I've had in my life, this one took the cake. It has been the most painful of anything else I've had. The doctor told Ricky that when he got in there to put a plate, there was not one piece of bone to put

The doctor told Ricky that when he got in there to put a plate, there was not one piece of bone to put a screw in so I've had a halo on my right arm since June 9th. My next doctor visit is July 22 and he said we'd x-ray it and talk about removing this hardware. They haven't let me work because the pain is still so bad I can't go without pain medicine yet

Well the convention went on as usual and everyone said they had a good time. Thank you to everyone who offered to drive me home. I don't think there was a person there that didn't offer and for that I'm forever grateful.

I hope everyone learned something at the convention to take back and use at their office. Just one word of advice, don't follow my dance leads. Hope to see you all at the fall meeting the first weekend in November, Comfort Inn at Blue Ridge. All aboard and bring that neighboring postmaster with you. Watch for up dates on our state website. They don't know what they're missing. Until then, no more flip flops.

Judy Miller
2nd VP, Conference Chair



Thanks
Judy
for all
the
hard
work!



Okay get ready to smile.....

“SAY RETIRED”

Thank you retirees for all you do!



**Congratulations
to the winners of some
very nice gifts at
Tybee.....you have to be
present to win....**



**HAPPY
HAPPY HAPPY**



NAPUS SCHOLARSHIP WINNERS 2011

Ann is the granddaughter of Linda Eason, retired Postmaster of Uvalda, GA. Ann attended Pinewood Christian Academy and completed advanced classes maintaining a GPA of 3.98 through her junior year, and an overall GPA of 3.93. Her final score on the SAT was 1830. She was "Spanish Student of the Year" in 2008 and "Bible Student of the Year in 2009". She was trained in dance (ballet, tap, jazz, clogging, and lyrical movement) and won many dance competition awards. She was a math tutor and trained in computer graphic design. She was active in the community as a member of 2010-2011 Claxton/Evans County Chamber of Commerce Junior Board of Directors. Ann has been accepted and will be attending Georgia Southern. Ann has one brother who is a senior at Georgia College.



Ann Marie McCullough
1718 A.D. Eason Rd.
Claxton, GA 30417



Zachary David Johnson
2983 Dovetown Rd.
Royston, GA 30662

Zachary is the son of Tony Johnson, Postmaster of Bowman, GA 30624. He attended Franklin county High School in Carnesville, GA. He maintained a GPA of 4.0 and made 1930 on the SAT. Zachary was on the Middle and High School tennis team, Beta Club and part of the Academic Bowl Team from 7th - 12th grades. He has participated in his high school band (concert, marching, and jazz bands) and participates in his church Praise Band playing the saxophone. Active in his church, he helps with Vacation Bible School and participates in youth group competitions in choir, drama and individual instruments. He helps in his community with Thanksgiving meals for the needy and distributing gifts to needy children at Christmas. Zachary has been accepted to the University of Georgia. (He told us at Tybee that he plans to become a surgeon.)



*"The future belongs to those who believe
in the beauty of their dreams."
~Eleanor Roosevelt*



CONSTITUTION AND BY-LAWS of the Georgia Chapter, National Association of Postmasters of the United States of America. As Amended June 2011 - Annual State Convention.

PREAMBLE

For the purpose of advancing the United States Postal Service to a high standard of practical efficiency and economical operation in the interest of the public welfare, and for the purpose of advancing interests of Postmasters of all classes, the Postmasters of the State of Georgia hereby form themselves into an Association.

CONSTITUTION

ARTICLE 1

Name

This association shall be known as the Georgia Chapter, Number Forty-three (43) of the National Association of Postmasters of the United States. It shall be an integral part of the National Association of Postmasters of the United States and this Constitution shall not conflict with the Constitution of the said National Association of Postmasters of the United States.

ARTICLE 2

Purpose

The objects of this chapter are to aid in the improvements of the Postal Service as recited in the preamble to this Constitution, and mutual exchange of ideas by members of said chapter and officials of the United States Postal Service, and to promote every legitimate interest of its members and postmasters generally.

ARTICLE 3

Membership and Dues

Any postmaster of the State of Georgia shall be eligible for the various levels and class of office as set by the National Office.

OIC's and PMR's of the state of Georgia shall be eligible for membership in this chapter and may become a member thereof upon payment of the dues as set by the National Association of Postmasters. These OIC's shall not have the right to vote or to hold office but shall be privileged to attend all general meetings.

There shall also be associate members of the Georgia Association of Postmasters. Any postmaster who has been honorably separated from the Postal Service shall be eligible to become an associate member, upon payment of annual dues as set by the National Association of Postmasters. Such associate members shall not have the right to vote or hold office, except those associate retirees who are a member of the Executive Board, but shall be privileged to attend all general meetings. Retirees shall be allowed to serve in appointed positions with voting rights on the Executive Board, not to exceed two (2) positions. Dues shall cover the calendar year from January 1 through December 31 of the year in which such dues are paid, regardless of the time of payment and shall be at the full annual rate. Provided, however, that a postmaster not previously a member of the chapter may be permitted to pay to the half-rate for the remainder of the calendar year when joining on or after July 1.

The annual dues, as set by the National Association, shall entitle a Postmaster or Officer in Charge to membership in both the national and state organizations as well as one year's subscription to the official chapter publication and Postmasters Gazette, respectfully. No Postmaster or Officer in Charge shall be entitled to the privileges of the floor at any meeting of the Georgia Chapter unless and until his dues are paid. The Secretary Treasurer shall transfer an amount equal to 10% of the monthly dues received from active postmasters to the legislative account each month during the year for which the dues are received.

ARTICLE 4

Officers and Organization

The officers of this chapter shall be the President, Executive Vice President/Membership Chairman; 2nd Vice President/Conference Chairman; Editor of the Official Chapter Publication; and a Secretary-Treasurer. No member may serve more than two consecutive one year terms in the office of President. The Executive Vice President/Membership Chairman shall be expected to advance to the position of President. The 2nd Vice President/Conference Chairman shall be expected to advance to the position of Executive Vice President/Membership Chairman. An incumbent President shall not seek or campaign for another elected State position during their active term of office.

Officers will be elected at State Convention and their term of office will begin on January 1 of the following year.

This chapter shall have in addition to its officers, an Executive Committee and Membership Zip Area Directors chosen to represent each of the Membership Zip Areas. Each Director will be responsible for the membership showing of their assigned Membership Zip Area. All Membership ZIP Area Directors shall be appointed by the Executive Vice President/Membership Chairman after consultation with the Chapter President. This appointment shall be for a one-year (1) term. The list of ZIP Area Directors shall be published in the January/February issue of our publication "Around the Cracker Barrel". All Membership Zip Area Directors shall be accountable to the Executive Vice President/Membership Chair-man for the Chapter membership in their assigned Membership Zip Area. No Chapter Officer or Executive Committee member may be appointed as a Membership Zip Area Director. The State President shall appoint the Service Representative for a one- year (1) term. This appointee may be reappointed not to exceed three (3) consecutive years.

The Postmaster Representative shall be appointed by the Executive Board at the Fall Conference prior to the Planning Meeting for one three-year (3) term. A second Postmaster Representative shall be appointed for one three-year (3) term the following year prior to the Planning Meeting. One Postmaster Rep shall be located in the northern part of the state, while the other Postmaster Rep shall be located in the southern part of the state. The Executive Board may appoint the Postmaster Representatives for subsequent three-year (3) terms.

ARTICLE 5

Officer's Expenses

The **President** shall be reimbursed for travel, not to exceed **\$1500.00**, to coincide with the mileage rate paid to Postmasters by the U.S. Postal Service when traveling by private automobile. When out of state travel is involved, the President shall receive no more mileage than the cost of tourist airfare. Mileage and/or airfare shall be paid for attendance to Annual Goals and Objectives Meeting, Leadership Conference, State and National Conventions, Southern Officers Conference, Mid-Winter, Fall Conference and one (1) state convention planning meeting. In addition the President shall be limited to **\$2400.00** to help defray expenses in attending the following meetings: Annual Goals and Objectives Meeting, Leadership Conference, State Convention, National Convention, Southern Officers Conference, Mid-Winter and Fall Conferences. This **\$2400.00** shall cover lodging, registration fees, meals, office expenses, and tips. Should a special legislative conference be held, the President shall be reimbursed for expenses not to exceed **\$100.00** per 24-hour period. A copy of all expenses and expense vouchers shall be rendered to the State Secretary-Treasurer after approval of the President.

The **Executive Vice President/Membership Chairman** shall be limited to **\$2100.00** to help defray expenses in attending the following meetings: Annual Goals and Objectives Meeting, Leadership Conference, State Convention, National Convention, Mid-Winter and Fall Conferences and optional Southern Officers Conference. This **\$2100.00** shall cover lodging, registration fees, meals, office expenses, and tips. The Executive Vice President/Membership Chairman shall be reimbursed for travel, not to exceed **\$1500.00**, to the above meetings, to coincide with mileage rate paid to postmasters by the U.S. Postal Service when traveling by private automobile. When out of state travel is involved, the Executive Vice President/Membership Chairman shall receive no more mileage than the cost of tourist airfare. Mileage and/or airfare shall be paid for attendance to the above stated meetings.

The Executive Vice President/Membership Chairman, being the State Membership Chairman, shall be reimbursed for travel when traveling on chapter membership work. A copy of all expense vouchers

shall be rendered to the State Secretary-Treasurer after approval by the President.

The **2nd Vice President/Conference Chairman** shall receive lodging at the State Convention, Mid-winter and Fall Conferences. Usually lodging is complimentary for 1 – 2 rooms from the hotel or motel hosting the convention. The lodging will be furnished by the Chapter funds if sufficient complimentary rooms are not available. The Chairman shall be reimbursed for travel to coincide with the mileage rate paid to postmasters by the U.S. Postal Service when traveling by private automobile. The Chairman shall attend one (1) convention-planning meeting. Registration will also be paid from Chapter funds for the 2nd Vice President/Conference Chairman.

The **Secretary-Treasurer** shall receive **10 percent** of dues collected and returned to the state. This amount shall be for compensation and help to defray expenses to the Annual Goals and Objectives Meeting, Leadership Conference, State Convention, Southern Officers Conference, National Convention, Mid-Winter Conference, and Fall Conference. This **10 percent** will cover mileage, airfare, lodging, registration fees, meals, tips, telephone, and many other miscellaneous office expenses.

The **Editor** shall be limited to **\$2400.00** to help defray expenses to attend the Annual Goals and Objectives Meeting, Leadership Conference, State Convention, Southern Officers Conference, National Convention, Mid-Winter Conference, and Fall Conference. This **\$2400.00** shall cover lodging, registration fees, meals, office expenses, and tips. Mileage and/or airfare shall be paid, not to exceed **\$1500.00**, for attendance to the above stated meetings. The Editor shall be reimbursed for travel to coincide with mileage rate paid to Postmasters by the U.S. Postal Service when traveling by private automobile. When out of state travel is involved, the Editor shall receive no more mileage than the cost of tourist airfare. A copy of all expense vouchers shall be rendered to the State Secretary-Treasurer after approval by the President.

State Legislative Chairman shall be reimbursed for lodging and travel expenses to attend required Leadership Conference provided reservations are made at the established rate per room availability during the room block. The Legislative Chairman shall be allowed office expenses and gifts for congressmen/senators, not to exceed \$500.00 Expenses to be paid from Legislative Fund. A copy of all expenses shall be rendered to the State Secretary-Treasurer.

Postmaster Representatives shall be reimbursed for actual expenses in representing a postmaster not to exceed **\$1,000.00**. In addition, the Postmaster Representative shall be reimbursed for lodging expenses and registration fee to attend the Leadership Conference in Washington, DC provided reservations are made at the established rate per room availability during the room block where they will be required to attend all Postmaster Representative meetings and general sessions.

North and South Georgia Membership Directors shall be reimbursed for travel to coincide with mileage rate paid to postmasters by the U.S. Postal Service for traveling their district for membership work. A record of offices visited and results shall be submitted to State Secretary-Treasurer.

Membership Zip Area Directors shall be reimbursed for travel to coincide with mileage rate paid to Postmasters by the U. S. Postal Service for traveling their district for membership work. Each Membership Zip Area Director will submit to the State Secretary-Treasurer a record showing offices visited and results of visits.

PAC Chairman registration fee and lodging expense for two PAC Chairmen to attend the Leadership Conference in Washington D.C. will be paid by the Chapter provided reservations are made at the established rate per room availability during the room block, not to exceed five nights per year.

State Service Representative shall be reimbursed for registration fees for the Leadership Conference, State Convention, and National Convention. Lodging expenses to attend the Leadership Conference in Washington, DC provided reservations are made at the established rate per room availability during the room block. In addition the State Service Representative shall be reimbursed the established convention rate for lodging at the state convention. They will be reimbursed for travel to attend the State Convention to coincide with mileage rate paid to Postmasters by the U.S. Postal Service when traveling by private automobile. A copy of all expense vouchers shall be rendered to the Secretary-Treasurer after approval by the President.

The **Career Development Chairman** registration fee and lodging to attend the Leadership Conference in Washington, DC will be paid by the Chapter.

The **Webmaster's** registration fee and lodging to attend the State Convention will be paid by the Chapter.

When mileage is paid to officers or chairman traveling in the same vehicle, only one officer or chairman shall be reimbursed for mileage. There will be no advance payments of expenses to individuals. Payment made only after sub-mission of expense copies and voucher, which must be submitted within **60 days** of the date the expense was incurred.

Action by the Executive Committee cannot supersede the above Constitution and By-Laws in regard to officers' expenses. These expenses can only be changed by Constitutional Amendment.

ARTICLE 6

Duties of Officers

PRESIDENT: The President shall be the Executive Officer of this Chapter, contract debts, make contracts and issue letters and instructions, prepare plans, all of which are subject to the approval of the Executive Committee. He/she shall approve all vouchers for expenditures whenever in his/her judgment said expenditures are for the welfare of this Chapter and which have been duly authorized by the President himself/herself or the Executive Committee. All other officers are subordinate to the President except as herein provided.

The President is empowered to appoint such committees from time to time as in his/her judgment he/she may deem necessary in the interest of and for the welfare of this Chapter, and to fix and determine the rules and regulations which may be necessary to define their respective duties.

The President is required to submit an article for every issue of "Around the Cracker Barrel".

EXECUTIVE VICE PRESIDENT/MEMBERSHIP CHAIRMAN: The duties of the Executive Vice President/Membership Chairman shall be to attend all meetings of this Chapter and of the Executive Committee. In case of absence, death, resignation or removal of the President, the Executive Committee shall designate the Executive Vice President/Membership Chairman to fill the unexpired term of the President, and said Executive Vice President /Membership Chairman so designated shall be empowered during the interim to direct the affairs of the Chapter President.

The Executive Vice President/Membership Chairman shall be responsible for maintaining an up-to-date directory for publication bi-yearly by the State Convention. The Executive Vice President/Membership Chairman shall be responsible for maintaining the hospitality room supplies.

The Executive Vice President/Membership Chairman is required to submit an article for every issue of "Around the Cracker Barrel".

2nd VICE PRESIDENT/CONFERENCE CHAIRMAN: The duties of the 2nd Vice President/Conference Chairman shall be to attend all meetings of this Chapter and of the Executive Committee. He/she shall plan and run the State Convention, Mid-Winter and Fall Conferences. He/she shall be responsible for the vendors at all meetings, to include the Mid-Winter Conference, State Convention and Fall Conference.

The 2nd Vice President/Conference Chairman shall be designated to fill the unexpired term of the Executive Vice President/Membership Chairman and said Executive Vice President/Membership Chairman shall be empowered during the interim to direct the affairs of the Executive Vice President/Membership Chairman. The Executive Committee shall make an appointment to fill the unexpired term of the 2nd Vice President/Conference Chairman, following Article 10.

The 2nd Vice President/Conference Chairman is required to submit an article for every issue of "Around the Cracker Barrel".

SECRETARY-TREASURER: The duties of the Secretary-Treasurer shall be to attend all meetings of this Chapter and of the Executive Committee, to include the Annual Goals and Objectives Meeting, Mid-Winter Conference, Leadership Conference, State Convention, Southern Officers Conference, National Convention, Fall Conference and one (1) State Convention planning meeting. He/she shall keep minutes of the meeting of said Chapter and Committee in a neat and orderly manner and shall keep such other records as may be committed to his/her care. *He/she shall incur no indebtedness, or shall he/she make or enter into an agreement or contract in the name of this Chapter, the Executive Committee, or*

the President. He/She will be responsible for ordering all stationary and envelopes, not to exceed **\$450.00** annually. He/She shall be responsible for ordering officer's pins and plaques/awards for outgoing President, Executive Vice President/Membership Chairman, 2nd Vice President/Conference Chairman, Secretary/Treasurer, Editor, North and South Georgia Membership Directors, with the cost of each plaque/award not to exceed \$100.00. He/She will be responsible for ordering certificates for scholarship winners. He/she shall perform such other duties as usually pertain to the office of Secretary-Treasurer.

The Secretary-Treasurer shall also be custodian of all records, including records of all Chapter equipment. All dues shall be payable to the Secretary-Treasurer, and he/she shall deposit the same, together with any other funds or monies belonging to the Chapter, in a depository designated by the Executive Committee, and issue checks making withdrawals from same only upon authority of the Chapter, the Executive Committee, or the President, and shall well and faithfully keep books for accounts showing amount received and expended and shall pay no monies out of the funds of the Chapter except on authority of the President or the Executive Committee.

A line item list of all general ledger entry totals will be provided to the Executive Committee at the Organizational (Goals and Objectives) Meeting and State Convention. He/She shall make a report of the expenditures of his/her office to the Chapter at its annual meeting each year. A financial statement will be given at the Mid-Winter Conference, State Convention, Fall Conference, and at the close of the year, submitting a copy within 45 days after each meeting to the Editor for publication in the Chapter Publication.

The outgoing Secretary-Treasurer shall wind up the affairs of his/her office in the last month of the calendar year in which the State Convention was held.

The Secretary-Treasurer shall be bonded by the Chapter in the amount of **\$100,000.00**.

The Secretary-Treasurer is required to submit an article for every issue of "Around the Cracker Barrel".

EDITOR: The Editor shall be held responsible for proofing articles for article content and for assuring those articles are representative of the Georgia Chapter; shall assemble news and layout for the official chapter publication to be published every other month beginning in January of each year. The Editor shall be responsible for publishing a corrected copy of the Constitution and By-laws in the September/October issue of the official publication. Following the Mid-Winter Conference, State Convention, Fall Conference and close of calendar year the Editor shall publish a copy of financial statement, which has been furnished by the Secretary-Treasurer.

The official publication is expected to be deposited for mailing by the 6th day of each month in which it is published, with the exception of the months following the Leadership Conference and National Convention, when it is expected to be deposited for mailing by the 15th day of the month. The annual budget for the publication is **\$16,000.00**.

The Editor is required to submit an article for every issue of "Around the Cracker Barrel".

STATE LEGISLATIVE CHAIRMAN: The State Legislative Chairman will be responsible for maintaining and coordinating an active legislative program for the chapter. They will attend the annual NAPUS National Leadership Conference, and submit a full report within 45 day on this rally to the Editor for publication. They will present a financial report at each Chapter meeting on all legislative funds received, disbursed, and on hand.

To assist the Chairman, the President will appoint a committee of twelve members; one from each Congressional district, and two from the state at large. The committee members will be responsible for maintaining direct liaison with the congressman from their district, and the two at large members will each be assigned one of the two Senators for direct liaison. To maximize our Chapter's representation at the annual NAPUS Leadership Conference, an amount of \$3000 – 6000 (depending on the balance of the Legislative Fund) will be approved at the Annual Goals and Objectives Meeting by the incoming Executive Board. These funds shall be equally divided between all members attending the Leadership Conference and meeting with members of Congress. **State Officers, with the exception of the 2nd Vice President/Conference Chairman, shall not receive reimbursement from the Legislative fund for this meeting. Any member on national travel will receive no reimbursement from Georgia NAPUS.**

Allowable expenses of the Legislative Chairman will be paid from the Legislative fund. No other expenses will be paid.

MEMBERSHIP ZIP AREA DIRECTORS: It shall be the duty of Membership Zip Area Directors to conduct membership campaigns in their respective Zip Areas when necessary and to attend to any other duties the President may find necessary or desirable to refer to them. Each Membership Zip Area director will coordinate with the Executive Vice President a plan of action so the Director will have a current listing of changes in OIC's and Postmasters within the Zip Area at all times.

POSTMASTER REPRESENTATIVES: The duties of the Postmaster Representatives shall be to assist any NAPUS Postmaster with adverse action cases filed and consultation. They will attend with the Postmaster any meeting held between the Postmaster and U.S.P.S. Officials relating to the adverse action. If necessary, they will consult with NAPUS Officials and U.S.P.S. Officials on the Postmaster's behalf.

SERVICE REPRESENTATIVE: The Service Representative is required to submit an article for every issue of "Around the Cracker Barrel".

ARTICLE 7

Executive Committee

The officers of this Chapter, together with the immediate past President, President of the Retirees, State Service Representative, and Chairman of the following standing committees: Postmaster Development, Legislative, Resolutions/Policy, Constitution and By-Laws, Transportation, two State Membership Directors, Chaplain/Memorial, and Postmaster Representative are members of the Executive Committee. PAC Co-Chairs and Parliamentarian shall be members of the Executive Board with no voting privileges. Retirees shall be allowed to serve in appointed positions with voting rights on the Executive Board, not to exceed two (2) positions. All other past Presidents of the Chapter shall be honorary members of the Executive Committee without voting privileges.

No member shall serve more than one position on the Executive Committee during the same year.

The Executive Committee shall have control of the affairs of this Chapter and make rules for the proper conduct of the Chapter. The President, however, shall have full power to act in any emergency matter that may arise during a recess of the Executive Committee. It is provided, however, that any action taken by the President during recess of the Executive Committee, affecting any matter or matters that might constitute a continuing policy, shall be subject to confirmation by the Executive Committee at its next session after such action is taken and it shall be the duty of the President to bring such matter or matters to the attention of the Executive Committee as soon as such committee meets.

A quorum of the Executive Committee shall be a majority of its members.

ARTICLE 8

Meetings

This chapter shall meet annually at such time and place as the Executive Committee may designate. It is provided, however, that the Executive Committee may delegate such a selection to the Committee on Time and Place to be named by the President. In order to encourage attendance at Postmaster meetings and to hold expenses of Postmasters at an absolute minimum while attending these meetings, the Time and Place Committee shall be instructed to consider lesser expensive sites as opposed to resort locations. To reduce registration fees to a minimum, the Chapter will pay the first **\$4,000.00** for the State Convention and the first **\$1,000.00** of each Georgia Chapter Mid-Winter and Fall Conferences. This amount of funds must be included in pre-planning and setting of registration fees. With lowering registration fees, all Postmasters will be encouraged to attend and participate in Chapter functions. Special meetings may be called by the President and Secretary-Treasurer of this Chapter upon request of twenty-five (25) or more members.

ARTICLE 9

Election of Officers

A nominating committee of six (6) members and a chairman, with a fair representation of the state, shall be appointed by the President to report to the convention a recommended slate of officers.

QUALIFICATIONS of the President, Executive Vice President/Membership Chairman, 2nd Vice President/Conference Chairman, Secretary-Treasurer and Editor: must have been a member in good standing of this Chapter for not less than two (2) continuous years and have attended two (2) State Conventions, one (1) National Convention **or** one (1) Legislative Conference.

All elected officers and Postmaster Representatives shall not serve as a member of any Audit or Review Team during their term of office. Voting will be by secret ballot.

The Nominating Committee shall meet on the first day of the convention to certify the credentials of proposed candidates and recommend to the convention a slate of qualified candidates for each elected office.

ARTICLE 10

Vacancies in Office

In the event of a vacancy in any office of the Chapter Offices other than the President and Executive Vice President/Membership, for which provision is made in Article 6, from any cause whatsoever, the Chapter President shall fill the vacancy by appointment with the approval of the Executive Committee. Such appointee shall serve until the next State Convention and this interim service shall not be construed as a "Term" under the limitations of tenure imposed by Article 4.

ARTICLE 11

Amendments

This Constitution may be altered or amended at any Georgia NAPUS State Convention by a two-thirds (2/3) vote of members in attendance at the business session. All proposed amendments must be submitted in writing to the Constitution and By-Laws Chairman by March 1st prior to the State Convention for publication in the March/April issue of the "Around the Cracker Barrel". Any amendments not recommended by the Constitution and By-Laws Committee may be brought to the floor by the membership with a two-thirds (2/3) vote.

ARTICLE 12

Representation at National Convention

Endorsements of candidates for national office may or may not be made by the voting body of NAPUS at the annual business meeting. If no endorsements are made at the annual business meeting, the delegates shall be free to vote their conviction.

ARTICLE 13

Organizational Meeting

A one-day organizational meeting, for the purpose of transfer of chapter business from outgoing to incoming officers, shall be held during one of the first two weekends in the month of January each year at a central location. The purpose of this meeting shall be to establish **goals and objectives** for the year and to plan the legislative strategy. The outgoing and incoming President, Executive Vice President/Membership Chairman, 2nd Vice President/Conference Chairman, Secretary/Treasurer, Editor, Legislative Chairman and incoming Executive Committee members are required to be at this meeting. All other outgoing Executive Committee members are invited but are not required to be at this meeting. The chapter will pay for one meal for the outgoing and incoming elected officers and Executive Committee members only. Any other expense shall be as covered in other articles of the Constitution and By-Laws.

ARTICLE 14

Retirees

A. The Secretary-Treasurer of the Georgia Chapter shall be directed to redirect an amount of **\$9.00** for each retired Postmaster of the Georgia Chapter of NAPUS to the Secretary of the Retirees Organization of the Georgia Chapter at the beginning of each calendar year.

B. Retired NAPUS Postmasters shall have one (1) vote, for each member registered and in attendance at the annual State Convention, for time and place of future annual conventions.

ARTICLE 15

Audits

At the end of the calendar year, for the purpose of IRS reporting, a licensed Tax Preparer shall audit the books of the Secretary-Treasurer. The State Legislative Fund shall also be audited at this same time.

ARTICLE 16

A. ORDER OF BUSINESS. At all annual meetings of this Chapter the following shall be the order of business:

1. Calling the meeting to order by the President.
2. Reading the minutes of the last previous meeting.
3. Report of Officers.
4. Appointment of temporary committees, including a committee of five or more on Resolutions/Policy; a committee of three or more on credentials, and a committee of three or more to audit the books of the Chapter.
5. Regular Business.
6. Unfinished Business.
7. Good of the Chapter.
8. Election of Officers.
9. Adjournment.

Where these By-Laws fail to provide, Roberts Rule of Order will be followed.

B. AMENDMENTS. These By-Laws may be amended at any Chapter Convention by a majority vote of the Convention according to Article 11.

C. There shall be no solicitation of assessment from Postmasters for Gifts for Past Retiring Officers.

D. A memorial gift of **\$25.00** in memory of a deceased Postmaster or retired associate Postmaster whose dues have been paid shall be made to the Georgia Chapter Scholarship Fund. The memorial gift will be made by the Secretary-Treasurer based on the information furnished by the memorial chairman, and /or membership.

E. An on-going Constitution and By-Laws committee shall be composed of all active Past Presidents.

F. Any elected and or/appointed official of this chapter may be removed from their office/position for conduct that is detrimental to NAPUS. (Roberts Rules of Order to be followed).

ARTICLE 17

Scholarship

The Georgia Chapter will provide for two **(2) \$1,000.00** scholarships to be awarded at the State Convention. The President will appoint a committee of three to the Scholarship Committee. Scholarship Rules and applications will be published in the January and February issues of *Around the Cracker Barrel*. Deadline for submission of applications will be the last day of February.

Rules, as per scholarship rules, are a permanent attachment to the Constitution and By-Laws

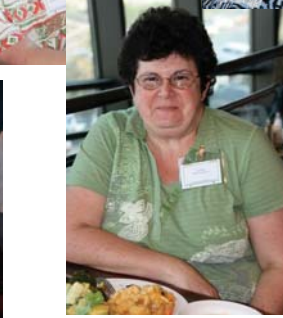
These changes become effective January 1 after adoption.

The Constitution and By-Laws as printed in this issue include all parts, amendments, and changes made prior to and through the Annual Convention, June 2010.

Respectively Submitted by.....

*Nancy Chapman
Constitution and By-Laws*





2011 State
Convention
at
Tybee
Island







Postmasters ~ Proudly Serving America

**NAPUS
PAC for
Postmasters**

**Member
Voluntary
Contribution**

Thank you for returning this form with your contribution.

Date: ___/___/___

I'll do my share! Enclosed is: ___\$25 ___\$50 ___\$100 ___\$200 Other: \$ _____

Name (please PRINT): _____

Social Security Number _____

Home Address: _____

Street/Highway/PO Box _____

City _____

State _____

ZIP Code _____

My contribution is by (check one): Check Money Order NAPUS PCU Visa Credit Card

Please charge my contribution to the following 16-digit NAPUS PCU Visa Account Number:

Exp. Date: _____

Signature (prepared for credit card charges)

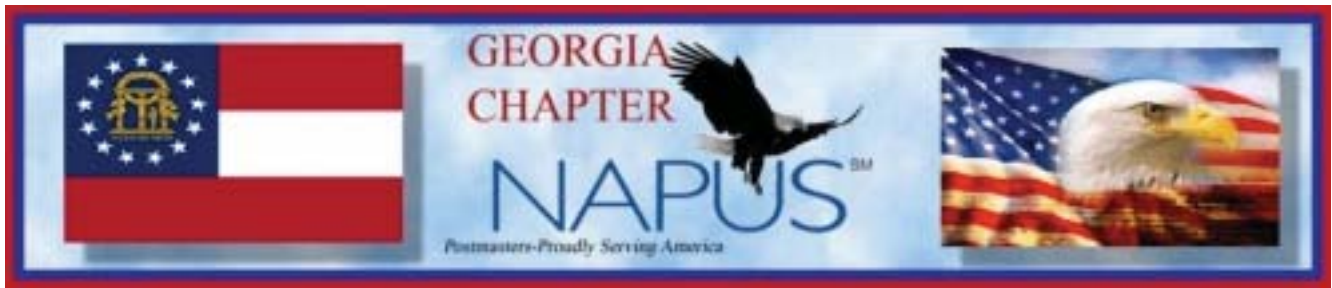
Office use: ___ Pk. Received ___ Action Postmaster ___ Retired ___ Associate State to credit ___

E-PAC or Postmaster's e-mail: How our e-mail message system is used on the internet is not controlled by NAPUS. It is the responsibility of the user to follow the appropriate e-mail security rules.

Chair Johnny Nixon (706) 207-8016 or johnixon367@bellsouth.net or J.J. Smith JR, PAC Co-Chair (770) 991-1060 (jjam8@bellsouth.net)

Please consider using E-PAC and if it does not work for you, we still collect your donations the old fashioned way by envelopes. I encourage all of you to donate to this worthy cause and NAPUS PAC thank you in advance for all of your contributions.





PO Closing list for the Atlanta District

Eson Hill, The Rock, Bowdon Junction, Farmington, Felton, Haralson, High Shoals, Mount Zion, Nelson, Siloam, Tallulah Falls, Wiley, Ila, Mountain City, Tate, Arnoldsville, Bostwick, Good Hope, Rayle, Stephens, Turin, Turnerville, White Plains, Clarkdale, Coosa, Jersey, Talmo, Concord, Dillard, Epworth, Jenkinsburg, and Lakemont.

If someone lives in one of these towns and needs a copy of the Red Book on PO Closing, which is the guideline on what they need to do, and what the Postal Services is suppose to do, here is a [link to NAPUS Action guide](#). (Red Book) so that they can print a copy.

Only Retired PM's are suppose to be involved with PO Closing.

For more help contact:
PO Closing S E Area Chairman.
J J Smith
770 991 1060
jjam8@bellsouth.net

Or
Sammie Reese
770 251 8729
sreese5@charter..net

I hope that I did not miss any office
Sammie Reese, Area 6 Rep.

Obituaries

Bedelle Cain Nix

(August 31, 1920 - June 24, 2011)

Bedelle Cain Nix, age 90 of Cleveland, passed away Friday, June 24, 2011 at her residence following an extended illness.

Mrs. Nix was born August 31, 1920 in Murrayville, GA to the late Charlie and Lucy Parks Cain. She was a member of Shoal Creek Baptist Church and a charter member of Shoal Creek Goodwill Circle. Mrs. Nix was preceded in death by her husband, Elmer Nix, son, Dr. Gerald Nix, sister, Lucille Early, brother, Charlie Cain Jr.

Survivors include her sons and daughters-in-law, Rodney and Louise Nix; Douglas and Peggy Nix, all of Cleveland; sister, Nell Poolos, Gainesville; 9 grandchildren and 19 great-grandchildren; several nieces and nephews; special caregivers, Jessie Harkins, Mae Davis and Nancy Pearson.

Thinking of You

Please remember these families as they mourn the loss of a loved one:

***Fannie M. Jones, mother of Postmaster Barbara Green of Rex, GA.*

***Elma Bonnie Smith, mother of Postmaster Derrell Smith of Braselton, GA and mother-in-law of Postmaster Kim Smith of Oakwood, GA.*

***Joey Stevens, brother-in-law of Postmaster Sonya Stevens of Sunnyside, GA.*

***Edward "Josh" Starling, husband of Postmaster Betty Starling of The Rock, GA.*

Please notify Robin Bugg of any families that we need to be thinking of.

robin00@bellsouth.net or 770-550-4978 (cell) or 770-583-3133 (home)

True compassion is love in action

Ramblings of an Old Man

07/05/2011

Service or Disservice to Our Customers

No matter how much money we continue to lose, we are still chasing scores.

We're expected to waste \$25 to get a late arriving letter delivered because it might be the all powerful EXFC test letter. I counted the letters in my 3M case one Monday afternoon and had Two Hundred Twelve letters (Twenty-Two Routes). No one seems to worry about these letters yet they'll have offices drive One Hundred miles to get ten letters that didn't make the DOV. I guess the letters in my 3M case are not as important to my *customers* as the letters that are late leaving the Plant. Guess 3M letters aren't EXFC test letters either. It's kind of the same way with Priority pieces that have a Green Del Con label and a PVI sticker being more important to our *customers* than all other Priority pieces.

I can understand the occasional incident where we might have to go the extra effort to get an important item delivered but when you issue a SOP instructing managers to intentionally take a letter out of the right location in DPS and place the letter five or ten deliveries further along the route to see if the carrier backtracks is willfully wasting our customers' money. Why would a District have such a SOP? I asked that question recently and the person responsible for the SOP responded by asking "How else we going to improve Service"? Every time we have a panel discussion at one of our NAPUS functions, the question is always asked about chasing late dispatched or mis-sent mail and the answer is for service. My question is "Service for whom"? Isn't it a disservice to our customers to spend \$25 to deliver a forty-four cent letter or a seven dollar Priority piece? Isn't it our responsibility to our customers to make sound cost effective decisions?

Atlanta District Finance likes to tell us to order supplies like we're using our own checkbook. That makes good sense. Now we need to use that same logic with mis-sent and late arriving letters.

til
next time.....
PM Rep. North GA.

Roy Shaffer



*****Editor's note.....Through the Resolution Log process, the SOP mentioned in this article was revised on July 12, 2011 eliminating the requirement of managers intentionally mis-sequencing DPS (Thank you Jeanne for your hard work).**

**FINANCIAL REPORT
NAPUS-POSTMASTER RETIRED**

Beginning Balance APCU - November 15, 2010 \$5490.43

RECEIPTS:

Interest - APCU - Nov. 15, 2010	\$ 23.63
GA. Chapter Membership Returns	\$2313.00
Member - Spouse Dues	\$ 55.00

TOTAL RECEIPTS: \$2391.63

DISBURSEMENTS:

President Expense	\$1584.64
Sec/Treasurer	\$ 0.00
Others	\$ 0.00

TOTAL DISBURSEMENTS \$1584.64

ENDING BALANCE APCU 5/30/2011 \$6297.42

PRIME SHARE	\$1785.59
CHECKING	\$6297.42
TOTAL	\$8083.01

I certify this is a true statement of receipts and disbursements for the GA. Chapter of NAPUS - Postmasters Retired for Nov. 15, 2010 thru June 30, 2011, submitted by

Sammie L. Reese
Sec/Treasurer
GA NAPUS Retired



NAPUS

THE GEORGIA CHAPTER - POSTMASTERS RETIRED

CONSTITUTION AND BY-LAWS

ARTICLE I - ORGANIZATION

The name of the organization shall be Postmasters Retired, an affiliate of the National Association of Postmasters of the United States (Hereafter referred to as NAPUS, Georgia Chapter of Postmasters Retired).

ARTICLE II – MEMBERSHIP

Membership in the above named organization shall be open to all persons having been officially named Postmaster during their postal career, and surviving spouses of Postmasters.

ARTICLE III - DUES

A. Membership dues shall be charged on an annual basis as established by NAPUS and Postmasters Retired. Dues will be payable by 1187R's, Dues Withholding or by cash.

B. Spouses of Postmasters Retired shall be accepted as voting members of this organization upon payment of an annual fee of \$10.00. This payment will be due at the State Convention each year.

ARTICLE IV - OFFICERS

The officers shall be President, Vice President, Secretary-Treasurer and Editor.

The Editor shall be appointed by the President.

ARTICLE V - EXECUTIVE COMMITTEE

The Executive Committee shall consist of the President, Vice-President, Secretary-Treasurer, Editor and all Past Retiree Presidents.

ARTICLE VI - DUTIES OF THE OFFICERS

Section 1 - President

A. The President shall be the Executive Officer and is fully empowered to direct the affairs of this Chapter of Postmasters Retired.

The President may appoint any committee necessary to conduct the business of this organization.

B. The President shall serve on the Executive Board (at the discretion) of the Georgia Chapter as representative of Postmasters Retired and shall have a vote.

C. The President will appoint three Retiree members to audit the financial records of the outgoing Secretary-Treasurer at the State meeting prior to the newly elected Secretary-Treasurer assuming duties.

Section 2 - Vice President

In the event of absence, death, resignation or removal of the President, the Vice President shall assume the duties of the President.

Section 3 - Secretary-Treasurer

- A. The Secretary-Treasurer shall be in attendance at all meetings as directed by the President. The Secretary-Treasurer shall keep the minutes of these meetings, the records of the Chapter, and all monies received.
- B. The Secretary-Treasurer shall maintain the membership records of Postmasters Retired and have a working relationship with the Secretary-Treasurer of the Georgia Chapter of NAPUS. Where there is not a membership chairman, the Secretary-Treasurer shall be responsible for membership.
- C. The Secretary-Treasurer shall maintain the Chapter finances at the Atlanta Postal Credit Union. The checks may be signed by either the Secretary-Treasurer or President, with supporting documents. A ledger must be maintained for all receipts and expenditures.
- D. The Secretary-Treasurer shall be responsible for payment of all bills through the State Convention. The outgoing Secretary-Treasurer shall provide the incoming Secretary-Treasurer with a new signature card for Secretary-Treasurer and President signatures and send to the Atlanta Postal Credit Union.

An Annual Financial statement (August 1st thru July 31st) will be provided to the "Around The Cracker Barrel" Editor for publication at the end of the State Meeting, to include a copy of the Retirees Chapter Constitution and By-Laws.

Section 4 - Editor

The Editor's duties shall be to keep the membership informed by submitting an article for placement in the Chapter publication.

Section 5 - Past Presidents

The Past Presidents shall serve as members of the Postmasters Retired Executive Committee, and work for betterment of the Postmasters Retired and NAPUS.

ARTICLE VII - ELECTION OF OFFICERS

Section 1 - Election of Officers

The election of Officers shall be conducted at the annual meeting and shall require a majority of the votes cast by members in good standing and voting.

The President and VP shall be elected in even numbered years for a two-year term; the Secretary-Treasurer and Editor shall be elected/appointed in odd-numbered years for a two-year term. All terms will be limited to one term of two years.

Section 2 - Candidates

A candidate for any office must be a member in good standing. Nominations may be made from the floor.

Section 3 - Assumption of Duties and Term of Office

Elected officers shall assume their duties at the conclusion of the State Convention following their election to their respective positions.

ARTICLE VIII - INTENT AND PURPOSE

The intent and purpose of the Georgia Postmasters Retired shall be to promote, assist and advise Postmasters in all areas of personal and related items of interest and concern. Postmasters Retired shall dedicate themselves and their organization to give every possible assistance to the parent organization, NAPUS and the Georgia Chapter.

ARTICLE IX - AMENDMENTS

Any member in good standing may present a written petition for amendment(s) to this document to the President prior to the annual meeting. The petition shall be considered for action at the meeting. A vote of two-thirds of the members present at the meeting is required to approve amendment(s).

ARTICLE X - EXPENDITURES

Section 1

The President shall be limited to a miscellaneous expenditure of seventy-five dollars (\$75.00) per year including postage and telephone calls.

The President shall receive one-hundred dollars (\$100.00) to help defray expenses for each Spring, State and Fall Meeting. In the absence of the President, this allowance shall be received by the Vice President to attend the meetings.

The amount to be reimbursed to the President for the Legislative Conference is lodging, per-diem of thirty dollars (\$30.00) per day, registration and air fare from the nearest commercial airport, or mileage, whichever is less. Should a bus be provided, the President will be expected to ride the bus.

Section 2

The Secretary-Treasurer shall be limited to a miscellaneous expenditure of seventy-five dollars (\$75.00) per year including postage and telephone calls.

The Secretary-Treasurer shall receive one-hundred dollars (\$100.00) for each State meeting and fifty dollars (\$50.00) for the Spring and Fall meetings to help defray expenses

Section 3

An annual Chapter luncheon for Retiree members and spouses shall be provided at the cost of the Retiree Chapter at the State Convention. If the Georgia Chapter schedules a luncheon which is provided in our Registration cost, Retirees and spouses shall be expected to consider this event our annual luncheon in order to defray expenses. Retiree meeting will follow luncheon in designated location.

Unexpected expenditures must be approved by a majority of the Executive Committee, other than the agreement with the management of the facilities where the meetings are to be held, which includes the luncheons for Postmasters Retired and their spouses.

Respectively Submitted by:

Barb Tuggle



TOP 10 Reasons to join NAPUS

1. To be a part of something bigger than ourselves...
“Let’s do together what we cannot do alone.”
2. Representation
3. Training
4. Networking/Support
5. Motivation/Positive Feedback
6. Professional Advancement/Personal Growth
7. Credit Union/Mass. Benefits
8. NAPUS Family/life long friends
9. Perks
10. 1 year of FREE membership

Invite your neighboring Postmaster, OIC, and Retiree to come join and get involved.

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

June 14, 2011

Honorable Robin Bugg, Editor
NAPUS Georgia Chapter

Dear Robin;

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

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

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

Sincerely,

Robert (Bob) Rapoza
NAPUS National President

Cc: Jeanne Dover
President, Georgia Chapter of NAPUS



HOW TO BOIL A FROG

This article was written by Sue Melvin of Montegut, LA and published in The Pelican Postmaster. Sue gave me permission to share this with the GA Chapter. Enjoy.

There is an old familiar anecdote that says if you put a frog in cold water and just slowly turn up the heat; the frog will stay in the pot until he is boiled alive. The thinking is that the frog would not sit still in the pot if placed in hot water first, but put him in cool and gradually change the temperature. He just “sort of” accepts the slow changes and will not realize he is in danger until it is too late.

Postmasters have set in cool, comfortable water for years--delivering the mail, managing our offices, and giving good customer service. Maybe you haven't noticed, but the water has been heating up. It began to heat slightly two years ago when Headquarters took away Postmasters' convention leave. But we just “sort of” got over it, and now use annual leave to attend our conventions. Then the temperature rose slightly more as we were asked to transport mail

out to the carriers or to another post office in our private vehicles. Most of us did it and “sort of” started to think of it as part of our jobs. Then the water got warmer as we lost supervisors, clerks, and clerk hours. But we have “sorta of” gotten over this as well--we just work longer hours ourselves and try to borrow clerks from another office when we can. Then the fire was turned up again with the implementation of DUO--offices being absorbed into neighboring offices. But we will “sorta of” get over it, as we are told that Postmasters can save grade/salary if circumstances are just right and if the ELM does not change. The water gets hotter as we hear of more and more postmasters receiving discipline. Okay, we can take the heat-- “sort of.” Or will we be boiled alive?

Very rapidly, small post offices are closing and there is mention of offices that aren't making a profit. Also, our very positions as Postmasters are being redefined. Now our job description and titles are at stake.

They want to replace us with “lead clerks.” It's not like Headquarters didn't warn us of their intention--to bring the water to a boil. This warning came through PMG Pat Donahoe when he said at National Convention that “Postmasters have not suffered enough.”

We're in hot water!! We cannot remain lulled until it is too late. NAPUS is our voice and advocate. Please, come to state convention where your voice can be heard, where frogs can croak together. (I mean croak as in sound off. NOT croak as in boiled alive.)

Thank you Sue for allowing me to share this wonderful article with the Georgia Chapter. This is so true.

Postmasters wake up and make your voices heard. We have a long road ahead of us but I know we can do this together. Get involved and stay involved.

Robin Bugg

Editor



Where Are We Going?

It seems as though everything is in the air and does not have a direction. In the process of closing offices and saying you are offering service to the public is out. You continue to cut window hours and close offices is not a good direction. Postal service claims it has no program to close a large number of post offices nationwide. "The plan is..... we have no plan". I sure would like to know what they are trying to do other than closing and suspending offices.

Sincerely,
David
2011 Postmaster Retiree
President



CONGRATULATIONS

Postmasters

Felicia Pressley - Bogart
David Porter - Ashburn
Valerie Myers - Eastman
Sonia Miley - Pearson
Glenda Fleming - Statham

OIC

Shirley Harrison - Mineral Bluff
Will Hartmann - Blue Ridge

North Florida Selections Announcements

Ken Brantley - MPO0 8 position in Jacksonville
Ron Jarrell - MPO0 4 position Jacksonville
Lynda Winslette - MPO0 5 domiciled in Augusta
Angela Collier - MPO0 7 domiciled in Macon

Hello again! I am so very sorry I was not able to be with you all at the State Convention; I heard I missed a Great One!

I don't know about you, but every time I take a day or 2 of leave, when I return it seems something has changed- the blue page, EDW; a POS download –after all these years, just about everything we were originally taught has changed or is being changed.”

Don't get me wrong-Change is GREAT, however, it is sometimes difficult to see that immediately, so when I get an opportunity to make something a little easier I LOVE it. For the next few publications I plan to use my article to share some tools that will hopefully, assist in your operations and monitoring your performance.

Below is a “quick reference guide” to access your offices Parcel Return Service weekly performance data in EDW. When you follow this procedure it will bring up the individual pieces with out both required scans, then you can investigate or determine the cause of the failure for corrective action or holding the employee accountable. Remember, this should be done on Mondays and no later than Tuesday to be most helpful in improving your offices performance.

Parcel Return Service Quick Reference for EDW

Log into EDW from the blue page; then click in the following folders
Product Performance Reporting; Shared Reports; Shared User
Folder; Cap Metro; PRS; Parcel Return Services 5 Digit by District by Week; RDU Date

(The following parameters should already be set and no need to change)

Time Period Analysis (Leave alone and click Next) (no need to change)
Choose a list of metrics (Leave alone and click Next) (no need to change)
Group results by (Leave alone and click Next) (no need to change)

When you get to location, move Capital Metro back to the left and then drill to the Atlanta District (or your district), and then move it to the right; click next at the bottom;
Select Product (Leave alone and click Next at the bottom)
Run Report
Run Report

Look to see if you have 100%. If you don't you are missing scans.
Click on the RDU week next to your zip code that doesn't have 100%.
Once the next screen appears hit the Data down arrow at the upper left.
Hit Drill.
On the right under RDU ZIP-5 hit the drop down arrow and select RDU Mailpiece Template.
Hit Apply

This will give you the data on mail pieces missing both required scans for you to investigate and hold employee accountable.

A great Financial SOX reference guide is located at web address <http://westernarea/Fin/resources/resources.asp>, it includes details and additional references when you click on the tabs. This site covers processes such as 247/647 log; employee items; banking issues; payroll and voyager. Please take a look at it and don't forget to share tools and resources such as these when you can. The more we know and share, the more we will improve our performance and ultimately build our REVENUE. Many of you have developed quick links for reports, or “cheat sheets” for applications, please feel free to share, you can email me or mail them.

Have a Safe and Wonderfully Blessed rest of the summer!

Tina - PM Development





Form 1187

Request and Authorization for Voluntary Allotment of Compensation for Payment of Employee Organization Dues

SECTION A—All New Members Complete

Your title determines whether you also complete Section B or C

USPS Employee Identification Number (EIN):	Social Security Number	Date of Birth	Gender Male ___ Female ___
Name of Employee (PRINT Last Name, First, MI)		Home Telephone ()	
Home Address (Street and Number/PO Box)	City	State	ZIP+4
Personal E-Mail Address		Total Years of Postal Service	

SECTION B—Postmasters Only Complete

Post Office City/State	ZIP Code	Post Office Finance Number
Post Office Level	Postmaster's Direct Post Office Telephone ()	

SECTION C—(Check One): Officer-in-Charge Associate PMR—Only Complete

Post Office City/State	PO Finance Number of OIC Detail
Date of PM/OIC Appointment	Post Office Telephone Number ()
Former Postmaster at this Office has <input type="checkbox"/> Retired Date / /	<input type="checkbox"/> Detailed to (Title and Location)
Home Payroll Office Finance Number	Employee Designation Code

SECTION D—For Use by the Employee Organization

P	Mail completed form to: National Association of Postmasters of the United States (NAPUS) 8 Herbert Street Alexandria, Virginia 22305-2600	
	I hereby certify that the regular dues of this organization for the above-named member currently are established at \$_____ per calendar month.	
Signature and Title of Authorized Official	<input type="checkbox"/> NAPUS Membership Chair <input type="checkbox"/> NAPUS Chapter Secretary-Treasurer	Date
Member submitted as: <input type="checkbox"/> Withholding <input type="checkbox"/> Cash (attach check/money order)		

SECTION E—Authorization by Employee

I hereby authorize the above-named agency to deduct from my pay the first pay period of each month the amount certified above as the regular dues the (UN-P) **National Association of Postmasters of the United States (NAPUS)** and to remit such amounts to that employee organization in accordance with its arrangements with my employing agency. I further authorize any change in the amount to be deducted that is certified by the above-named employee organization as a uniform change in its dues structure.

I understand that this authorization is a monthly deduction. It will become effective the first pay period of the calendar month, which includes the first day of the month, following its receipt in the employee organization's headquarters office: NAPUS, 8 Herbert Street, Alexandria, VA 22305-2600.

I further understand that revocation forms — *Standard Form No. 1188*, "Revocation of Voluntary Authorization for Allotment of Compensation for Payment of Employee Organization Dues" — are available from my employing agency and that I may revoke this authorization at any time by filling such a revocation form or other written revocation request "Certified Mail" directly to the employee organization's headquarters office: NAPUS, 8 Herbert Street, Alexandria, VA 22350-2600. Such revocation will not be effective, however, until the first full pay period following March 1 or Sept. 1 of any calendar year, whichever date first occurs after the revocation is received in the employee organization's headquarters office.

Signature of Employee	Date
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SECTION F

Check this box to signify you've read and understand the terms in Section E this form. (online submissions only)

Yes, at the same time I join NAPUS, I'd like to join NAPUS Federal Credit Union and also receive a NAPUS FCU Visa card, if I qualify! After I've received my Credit Union account card in the mail, I understand I may call PostalEASE (1-877-477-3273) and set up a payroll allotment to NAPUS FCU. The CU's routing number is 254074934.

Who/what most influenced your decision to join NAPUS? _____

Revised 07/07

NAPUS NATIONAL OFFICE FOR PROCESSING

DATES TO REMEMBER

State Conventions

June, 2012 - Lake
Blackshear
June 9-12, 2013 Sea
Palms, St. Simons
Island

Leadership Conference

Washington DC
March 24-29, 2012
March 16-21, 2013
March 15-20, 2014

National Convention

Sept. 10 - 15, 2011 - Puerto Rico
Sept. 1 - 6, 2011 - Oklahoma City, Oklahoma
August 16-21, 2013 - Bellevue, Washington

INTERESTING FACTS ABOUT PUERTO RICO

Puerto Rico is the country with the most cars per square mile in the world: 146 vehicles per street mile and 4,300 vehicles per square mile.

Plaza Las Americas mall in San Juan is the most profitable mall per square foot in the world.

The Port of San Juan is the fourth busiest seaport in the Western Hemisphere.

Pina Colada was “born” in Puerto Rico in 1954

The legal drinking age is 18.

Puerto Rico is the third country in the world with more physicians in proportion to its population.

The Camuy river in Puerto Rico is among the three longest underground rivers in the world.

Puerto Rico has one of the highest rates of alcohol consumption in the world.

Coffee grown and brewed in Puerto Rico is the official coffee of the Vatican.

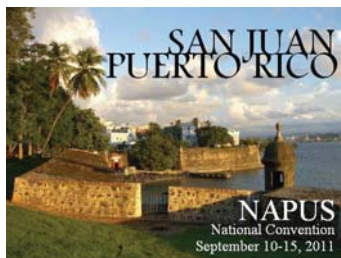
Puerto Rico ranks 6th in the world when it comes to college graduates.

Puerto Ricans have won the Miss Universe pageant a record five times.

86 percent of the rum drunk in the U.S. is from Puerto Rico.

Puerto Rico has one of the world’s highest productivity ratios.

Puerto Ricans are the only people in the world who regularly applaud when a plane lands and when it reaches the gate.



**Registration Form NAPUS 107th National Convention
San Juan, PR September 10-15, 2011**

Registration also available on line at www.napus.org
Please Note: one attendee per registration form

First Name: _____ Last Name: _____

Title: _____ First Name (as it should appear on your badge): _____

Post Office You Represent(ed): _____ City: _____ State: _____

Your Mailing Address: _____

City: _____ State: _____ Zip: _____

Day Time Phone: _____ Evening Phone: _____

Registration Fee:

<i>(Please circle fee that applies)</i>	9/12/10 to 10/01/10	10/02/10 to 4/01/11	After 4/01/11
Postmaster / Spouse/Guest	\$175	\$220	\$250
OIC/Associate	\$175	\$220	\$250
Postmaster Retired/ Spouse/Guest (Postmaster Retired Luncheon Included)	\$150	\$185	\$205
Children (17 and under) (Includes child's meal at the Grand Banquet)	\$80	\$80	\$80

Are you planning on attending the NAPUS Annual Golf Tournament? Yes No

Payment:

Check payable to NAPUS # _____ Cash **Convention Fee:** \$ _____

NAPUS-FCU Visa American Express
 Visa/MasterCard
 _____ **Additional Tickets for the
 Postmasters Retired Luncheon
 @ \$25 each** \$ _____

Card Number: _____ **Total Payment:** \$ _____

Expiration Date: _____

Card Security Code: _____

Signature: _____

**NAPUS NATIONAL CONVENTION
SAN JUAN, PUERTO RICO
TENTATIVE PROGRAM**

FRIDAY, SEPTEMBER 9

8:30 a.m. - 5:00 p.m. NAPUS Executive Board Meeting, HILTON, Tropical Room

SATURDAY, SEPTEMBER 10

8:30 a.m. - 5:00 p.m. NAPUS Executive Board Meeting, HILTON, Tropical Room

8:30 a.m. - 5:00 p.m. NAPUS Federal Credit Union Board Meeting, SHERATON, Sol Boardroom

12:00 noon – 5:00 p.m. Exhibits Open CONVENTION CENTER, 2ND Floor Foyer West

9:00 a.m. - 3:00 p.m. Credit Union, CONVENTION CENTER, 2nd Floor Foyer West

12:00 noon. - 5:00 p.m. Registration and Information CONVENTION CENTER, Exhibit Hall B Foyer (1st Floor)

2:00 – 6:00 p.m. Postmasters Retired Executive Board Meeting, SHERATON, Luna Boardroom

6:00 – 7:30 p.m. Church Choir Practice SHERATON , Laguna Room

8:00 - 12:00 p.m. Welcome Dance, HILTON, San Geronimo Ballroom

SUNDAY, SEPTEMBER 11

8:00 a.m. - 5:00 p.m. Registration and Information, CONVENTION CENTER, Exhibit Hall B Foyer (1st Floor)

8:00 a.m. - 5:00 p.m. Exhibit Area Open, CONVENTION CENTER, 2nd Floor Foyer West

8:30 a.m. – 9:45 a.m. Church Service/Memorial Service, SHERATON, Miramar Ballroom

9:00 a.m. - 3:00 p.m. NAPUS Federal Credit Union Board Meeting, HILTON, Sol Boardroom

9:00 a.m. - 3:00 p.m. Credit Union, CONVENTION CENTER, 2nd Floor Foyer West (Room 203)

10:30 a.m. – 12:00 noon PAC Seminar - SHERATON

10:30 a.m. – 12:30 p.m. NAPUS Retiree Business Meeting, SHERATON, Miramar Ballroom

12:00 noon – 1:15 p.m. Service Rep Luncheon, HILTON, Salon Tropical

1:30 - 5:00 p.m. Constitution & By-Laws Meeting, HILTON, Conference 3

1:30 – 5:00 P.M. CHAPTER OFFICER BREAK-OUT SESSIONS -CONVENTION CENTER
PRESIDENTS, 202A; SEC-TREAS, 202B; EDITOR'S, 202C; MEMBERSHIP, 201B; SERVICE REPS,
201A

2:00 – 4:00 p.m. National PM Rep Meeting, CONVENTION CENTER, Room 204

3:00 – 3:30 p.m. Retiree First Timer's Meeting – SHERATON

4:00 – 5:00 p.m. Retiree's Meet the Candidates – SHERATON

4:00 – 5:00 p.m. First Timers' Orientation Meeting, HILTON, Flamingo Room

4:00 - 5:00 p.m. Career Development Facilitator Meeting, CONVENTION CENTER< Room 207

7:00 – 8:00 p.m. National President's Reception, CONVENTION CENTER, Medalla Terrace

8:00 - 12:00 p.m. National Presidents' Welcome Dance, CONVENTION CENTER, Medalla Terrace

MONDAY, SEPT EMBER 12

8:00 a.m. - 3:00 p.m. Credit Union, CONVENTION CENTER

8:00 a.m. - 3:00 p.m. Registration and Information, CONVENTION CENTER

8:00 a.m. - 12:00 noon General Business Session, CONVENTION CENTER, Grand Salon Ballroom A

8:00 a.m. - 5:00 p.m. Career Development Headquarters, CONVENTION CENTER, Room 207
8:00 a.m. - 5:00 p.m. Exhibit Area Open, CONVENTION CENTER
1:30 - 5:00 p.m. Constitution and By Laws Meeting, HILTON, Conference 3
1:30 - 5:00 p.m. Policy Committee Meeting, HILTON, Conference 6
1:30 - 5:00 p.m. Legislative Meeting, HILTON< Flamingo Room
1:30 - 5:00 p.m. Postmaster Training Seminars, CONVENTION CENTER
1:30 - 5:00 p.m. Postmasters Retired Business Meeting, SHERATON, Miramar Ballroom
7:30 - 9:00 p.m. Entertainment Night, CONVENTION CENTER, Grand Salon Ballroom A
9:00 p.m. - 12:00 midnight First Timer's Dance, CONVENTION CENTER, Ballroom B (3rd Floor)

TUESDAY, SEPTEMBER 13

8:00 a.m. - 3:00 p.m. Credit Union, CONVENTION CENTER, 2nd Floor Foyer West (Room 203)
8:00 a.m. - 3:00 p.m. Registration and Information, CONVENTION CENTER
8:00 a.m. - 5:00 p.m. Exhibit Area Open, CONVENTION CENTER
8:00 a.m. - 5:00 p.m. Career Development Headquarters, CONVENTION CENTER, Room 207
8:00 a.m. - 12:00 noon General Business Session, CONVENTION CENTER, Grand Salon Ballroom A
12:00 - 1:00 p.m. 2012 Newly Elected NAPUS Executive Board Member Orientation Meeting
12:30 - 4:00 p.m. Postmasters Retired Luncheon, SHERATON, San Juan Salons 1-5
1:00 - 5:00 p.m. Editor's Awards Luncheon & Meeting
1:30 p.m. - 3:00 p.m. Future National Convention Planning Meeting, HILTON, Salon Del Mar
1:30 - 5:00 p.m. Postmasters Training Seminars, CONVENTION CENTER
1:30 - 5:00 p.m. National and State Postmaster Rep Meeting, CONVENTION CENTER, Room 102A
1:30 - 3:00 p.m. Post Office Closing Meeting, SHERATON, Laguna Room
8:30 p.m. - midnight Dance, CONVENTION CENTER, Ballroom B, Third Floor

WEDNESDAY, SEPTEMBER 14

8:00 a.m. - 12:00 noon Credit Union, CONVENTION CENTER
8:00 - 11:00 a.m. Registration and Information, CONVENTION CENTER
8:00 a.m. - 12:00 noon Exhibit Area Open, CONVENTION CENTER
8:00 a.m. - 12:00 noon General Business Session, CONVENTION CENTER, Grand Salon Ballroom A
1:30 - 3:30 p.m. Credit Union Annual Meeting, SHERATON, San Juan Salons 1-5
6:30 - 7:00 p.m. Reception, CONVENTION CENTER, 3rd Floor, Ballroom Foyer
7:00 - 8:00 p.m. Grand Banquet, CONVENTION CENTER, Ballroom A&B
9:00 p.m. - 12:00 midnight Dance, CONVENTION CENTER, Ballroom A&B

Sounds like fun to me.....put me in coach, I'm ready to play....today!

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Around the Cracker Barrel
GA NAPUS Editor
311 Lone Oak Rd.
Grantville, GA 30220-2016

Address Changes

for The Gazette & ATCB

can be made at www.napus.org under Membership Services, change my record using your Membership ID found on the mailing label and your last name.

NEVER use postal stationery, telephone, or computer for NAPUS business.

Around the Cracker Barrel

Robin Bugg, Editor

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Grantville GA 30220-2016

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YOU are who makes this publication.....I'm just the messenger!

Send your articles to me by September 15th and watch for improvements every issue. Next issue I will try to have the National Convention news, straight from Puerto Rico!!!

Thank you,