

## ADVERSE ACTION CHARGES

At the National Convention in San Diego, the League's Attorney John DiFalco gave Adverse Action Counselors an updated list of Adverse Action Charges that compare the percentage of cases for this year with cases from past years. It also compares Years of Service and EAS Level of those appellants. As noted by Mr. DiFalco;

"Falsification of Records" has dropped a few percentage points, but still remains high. I was very concerned to see "Conversion of USPS Funds" increase by such a large percentage. Also, please notice that you can get into trouble for "Off-Duty Misconduct".

Almost one third of the cases had between 15 and 20 years of service, and when you look at the Levels, you will see that mid-level Postmaster's (Office Levels 15-20) have always had the highest percentages. Could the reason be that those offices are not properly staffed? Could those Postmasters be so overworked that they can not keep up with the work load? I believe this to be true...now more than ever.

Please keep yourself from becoming a statistic in the future. Keep your records and reports honest and accurate. Take care of Postal funds, stamps stock and money orders. Be professional and respectful in the way you treat your employees and your customers.

If you do find yourself in trouble, the League has a network of Adverse Action Counselors to assist you.

When an investigation begins to focus on YOU...If you are questioned concerning YOUR conduct relative to a potential infraction of a rule, regulation, policy, or law and it is apparent that such questioning is for the purpose of an investigation that may lead to an Adverse Action or criminal penalty against YOU...you should immediately call for advise and assistance. **Do not waive your rights! Do not become a witness against yourself! Seek Representation!**

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