Feel that your NPA number this year is not correct? Anything that impacts you negatively has to be looked at from an overall perspective of the final composite score taken together with your core requirements score – in other words the overall PFP number.

If your issue has the capability of moving that score a full point, or even to a place where the rounded score would be higher, then you can file a mitigating circumstance. To determine that, print your September scorecard which is now available. Then figure out which measurable category is the problem that you claim was out of your control. See what those numbers are, and what NPA measurement it would change. Plug that corrected number into the scorecard and simply do the math – calculate what that final composite NPA number will be.

Since you have not been told what your core requirements scores are, we won't know for sure what your overall PFP number will be. However, your mitigation factor request needs to be acted upon by the POOM, DM, Area VP and then forwarded on to HQ in time to be completed by Dec 11, 2009, so time is ticking, and you cannot wait until you get your final number. If your unit indicator improves by one or more cells and your NPA composite number as modified above will change by 0.75 or more, then you should file a mitigating factor request. The reason we suggest 0.75 is that your ROUNDED final score determines your raise, and your core requirements scores may make an impact that we cannot foresee.

The form that you use to request mitigation has been posted on the League website at www.postmasters.org . The form is reasonably self explanatory, but if you have specific questions when working on the form, you can contact any officer, and be prepared to fax your scorecard and FPR to one of us. We will get back to you within a few days with a response on how best to fill out the mitigation request, but again, it must move your final NPA score a full point.

At this time, the League national office is investigating the possibility of filing a national mitigation on revenue for FY 2009. We will keep you apprised as to the progress of these attempts, and until that determination is made, individual postmasters should not file mitigations on the revenue line of their unit score. However, for any other lines that you think were impacted that you had no control over; you should file a mitigation form as soon as possible.

Again, the League is here to help our members, so contact us if you questions or concerns about mitigating circumstances, and how to file a request if you need to. Remember, this is the only way a postmaster earns a pay raise. Despite what the craft claims, NPA/PFP is not a bonus program, but one that sets our rate of pay within our pay scale.