

the Postal Supervisor

March 2018



**Build a Better
Workplace:
Ensure All
Employees
Receive
Pay Raises**

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Objective

The objective of the Association shall be to promote, through appropriate and effective action, the welfare of its members, and to cooperate with the USPS and other agencies of the federal government in a continuing effort to improve the service, to raise the standard of efficiency, and to widen the field of opportunity for its members who make the Postal Service or the federal government their life work.

Submissions—Articles submitted for publication should promote the welfare of NAPS and its members in accordance with Article II of the NAPS Constitution & Bylaws. The NAPS resident officers reserve the right to edit all articles, as well as decline to publish submitted material. Branch officer articles must be not more than 350 words. Send all articles to NAPS Secretary/Treasurer Chuck Mulidore at naps.cm@naps.org.

Reprint requests and other correspondence may be addressed to Karen Young; phone/fax, 540-636-2569; kbalentyoung@gmail.com.

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P-I-P, S-I-P, M-O-U-S-E— A Mickey Mouse Plan?

NAPS continues to receive concerns from members that they are being unilaterally forced to meet with their managers to develop a Performance Improvement Plan (PIP) or Success Improvement Plan (SIP). Is a PIP or SIP a good, bad or just a Mickey Mouse plan? Here's the scoop.

SIPs do not exist in the USPS. In my opinion, a SIP is another name for a PIP. There are no known official guidelines or processes postal leaders must follow for SIPs. Technically, however, a PIP *does* exist.



Brian J. Wagner
President

According to the agency's Law Department, the publication, "Performance Improvement Plans for Non-Bargaining Employees," is intended for internal training purposes only and as a general reference to be used in conjunction with training sessions conducted by the Law

Department. It is not equivalent to an official handbook, manual or policy statement and may contain representations that are subject to interpretation and potential changes in the law. All examples in the publication are intended as teaching exercises and not as representations of actual Postal Service events or practices.

What is interesting is that on page 5, the publication states: "The use of a PIP is not a formal, national Postal Service requirement." Also, the guide does not cover the Individual Performance Agreement (IPA), which is part of the merit performance process. I would consider the IPA obsolete because the merit process no longer exists. Although PIPs exist, they are not a national Postal Service requirement.

That said, NAPS is discovering that PIPs have found legs and are being issued by local postal leadership. Unfortunately, in some instances, members are receiving non-existent SIPs. Whether it is called a PIP or SIP, the Postal Service has not discouraged or prohibited the use of PIPs or SIPs in the field. But it should. In today's USPS environment, it appears locally generated PIPs are

just a prelude to EAS discipline.

Many members are being notified they will be receiving PIPs or SIPs if they don't make their weekly, monthly, quarterly, national or even NPA goals. Some EAS employees feel compelled to sign a PIP or SIP to avoid receiving discipline. Others sign because they fear being fired for not achieving their goals.

In essence, your manager can provide you with job performance goals outside the NPA system. It is your responsibility to inform your manager which goals are and are not realistic. In addition, notify them of the resources you need to achieve such goals. Furthermore, managers always should be coaching, mentoring and working with their EAS employees to further engage them to improve their work performance. The key phrase in this sentence is "coaching, mentoring and working with."

Your manager has just as much responsibility in seeing that you are successful in your position. According to ELM 651.3, Nondisciplinary Corrective Measures, "Accountable managers/supervisors are responsible for the direct day-to-day performance management of subordinates. The accountable manager/supervisor monitors subordinates' performance and provides appropriate resources, coaching and feedback to subordinates. The manager/supervisor is responsible for leading the employee to a higher level of achievement. Performance improvement should be a shared concern and effort between manager and employee. Early dialogue and guidance are critical to achieving positive results and continuance of an effective manager/employee relationship."

While the implementation of PIPs has surfaced within the USPS, NAPS does not recognize PIPs and SIPs as fair and equitable ways to improve one's performance. We won't recognize any other Mickey Mouse name, such as ZIP, VIP, TIP, LIP or "?IP" that local leadership may want to call a performance improvement plan on which NAPS has not been consulted in accordance with *Title 39*.

What steps should members take if they are called

Continued on page 17

Actions Speak Louder Than Words

The origin of the idiom “Actions speak louder than words” is found in literature and is hundreds of years old. This interesting and meaningful statement was first seen in Gershom Bulkeley’s book, “Will and Doom,” published in 1692. He said: “Actions are more significant than words.” It has been a very popular saying ever since.



Ivan D. Butts
Executive Vice President

My first thought about this column’s title was to focus on the struggles we face as a result of our country’s leaders continually stating one thing, but, all the while, contemplating and executing something opposite of their words. However, I feel it is more critical to look at how we are making *our* actions speak louder than any

words and how those activities can help us shape the future of our country’s leaders.

You no doubt have heard me and others speaking about the importance of our Supervisors’ Political Action Committee. I am tremendously honored to represent our legislative interests at NAPS Headquarters. I am equally humbled by your support in giving us the resources needed to make our presence known to legislators inside the capital beltway, as well as in home districts around the country.

Continuous growth in SPAC contributions has highlighted each year of my tenure; I have you—the members of our great association—to thank. Calendar year 2017 proved to be a continuation of this positive trend. Your generosity brought us to another record-breaking year in total SPAC contributions. This is especially meaningful because we did not have a national convention last year to provide us with an additional venue to receive SPAC resources.

Figure 1 shows our six-year trend for SPAC contributions through 2017. Even more significant than this positive trend is our growth in support of the “President’s Ultimate SPAC” contribution category. This cate-

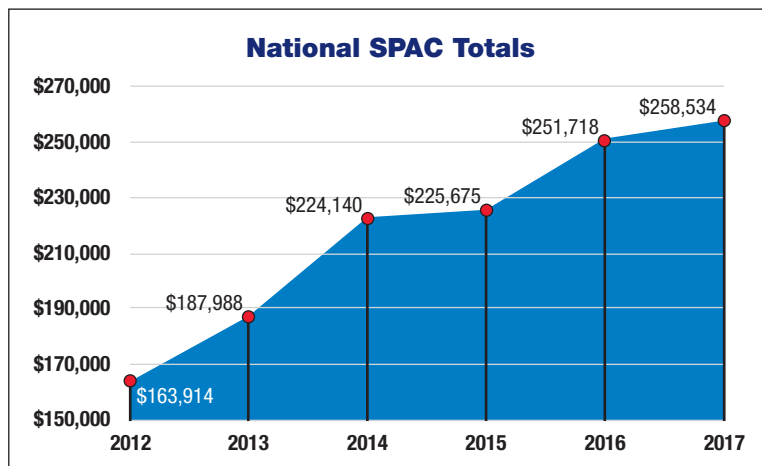


Figure 1

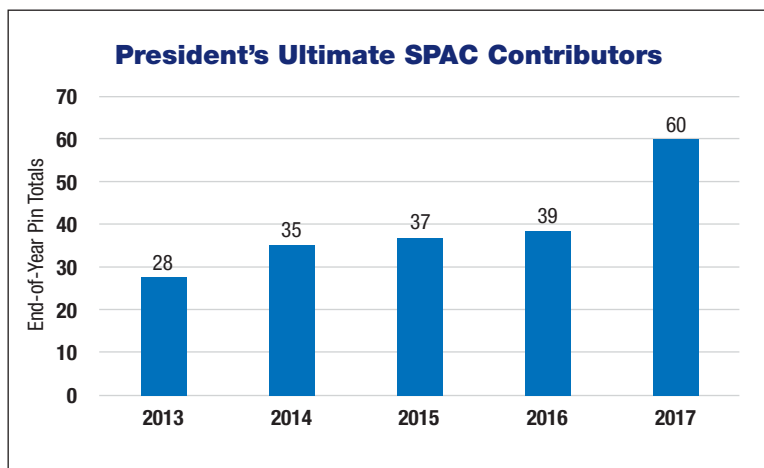


Figure 2

gory of contributors achieved close to 100 percent growth (see figure 2).

This growth in SPAC has and will continue to help us make a significant impact in legislative races around the country. The 2018 mid-term elections hold opportunities for labor to put safeguards in place that will help working-class Americans maintain and improve the lives we have worked hard to earn.

Your NAPS legislative team will continue to use the resources you are entrusting to us in the most efficient manner. This will help ensure that we, as an association, continue to have our voices heard by our legislative friends and champions. I thank and applaud you for making your actions speak louder than any words I could say about SPAC.

In solidarity ...

naps.ib@naps.org

It's Just About Fairness

It has been a tough winter in much of the country—not just the cold and snow of winter, but fires, mudslides and more. And the Postal Service continues making exceptional efforts to keep the fabric of our country connected, even in difficult times and conditions. Without your dedication in the face of adversity, this vital service to the American public would not be met.



Chuck Mulidore
Secretary/Treasurer

Hopefully, you have received thanks or recognition from your boss—or even USPS leadership—for your efforts. While we certainly appreciate the recognition, I follow the old adage that nothing says “Thank you” like a pay raise each year. Even if you were in a district or office that had a challenging year, I know you worked hard and gave your all, then watched your craft employees get raises, plus cost-of-living increases

and, maybe, step increases. Most EAS employees received a modest pay-for-performance increases, but some 5,500 did not.

This highlights an inexcusable discrepancy in the current pay-for performance (PFP) system: While you work hard, do the right things and support the Postal Service and its customers, you are denied a pay increase based on goals set by Postal Service leaders. A Postal Service, by the way, that, lately, has not been very financially successful. While many of the issues facing the Postal Service are influenced by outside forces, such as the failure of Congress to correct injustices of the 2006 “Postal Accountability and Enhancement Act,” does this mean those who did not receive PFP increases did not deserve them?

We certainly understand the finances of the Postal Service are difficult at best, yet there has been no decision by the Postal Service to cancel, freeze, delay or modify any of the multiple craft raises, cost-of-living adjustments or step increases. Why are EAS employees the only ones who potentially

cannot get raises? Oh, and neither do EAS employees get performance bonuses, deferred compensation or retention bonuses.

All 44,000-plus EAS employees deserve a yearly wage increase—period. This is basic fairness. The word “fair” is defined as “marked by impartiality and honesty: free from self-interest, prejudice or favoritism.” That seems simple and easy, right? I mean, fairness is a principle of American life. To most Americans, fairness equals justice. In other words, if you work hard and play by the rules, you deserve to be treated fairly.

This is something we all want: to be treated fairly to provide for our families, buy a home and car, send our kids to college and spoil our grandkids, if we are so inclined. And while we agree that working for the Postal Service has provided these things for us and more, is it not also right to expect that, if we are good employees who do our best in the face of the most trying circumstances, it would be fair to ensure that *all* employees receive pay raises?

Why is it okay for EAS employees to be denied this possibility with goals that make raises difficult for all to achieve? If fairness was built into a 15-cell PFP system, then why did no EAS employees fall into cells 9-15 in 2017 and barely 100 were in cell 8? Because it is not a fair system, that’s why. So, we must continue to raise our voices to seek the change that inevitably will come and fight for what we know is right and fair.

We are doing that day in and day out at NAPS Headquarters. Working with your Executive Board members, local branch leaders and all of you, we will

be successful in convincing the Postal Service that productivity *will* rise, morale *will* improve and engagement scores *will* soar. That is, if EAS employees know that, at the very least, their efforts will be recognized each year with a pay increase.

Have a wonderful, safe and happy spring and keep doing what you always do to make the USPS successful.

naps.cm@naps.org

The Postal Supervisor 2018 Production Schedule

Issue	Copy Deadline*	Mails
MAY	MAR 19	APR 17
JUNE	APR 20	MAY 15
JULY	MAY 17	JUNE 12
AUG	JUNE 12	JULY 5
SEPT/OCT	AUG 31	OCT 2
NOV	SEPT 21	OCT 18
DEC	OCT 22	NOV 15
JAN 19	NOV 27	DEC 20

*Copy must be received by this day; see page 2 for submission information.

Additional Job Duties for Supervisors at BSCs and Supervisor Interviews as Part of Collective Bargaining Agreements Among Items Discussed

President Brian Wagner, Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore were present for the Jan. 10 consultative meeting with the Postal Service. Executive Board Chair Tim Ford attended via telecon. Representing the Postal Service were Bruce Nicholson and Phong Quang, Labor Relations Policy Administration, and Henry Bear, Labor Relations.

Agenda Item #1

NAPS received a detail assignment announcement and requested clarification from USPS Headquarters.

The detail positions are for a manager, Mail Processing Operations, and manager, Delivery/Customer Service Programs. NAPS requested

the standard position descriptions (SPDs) for these positions.

NAPS was provided with the SPDs for the two positions referenced.

Agenda Item #2

Over the past two years, the USPS has transitioned to what now is known as the Business Solution Center (BSC). NAPS reported that the USPS has 29 facilities that have gone through this transition process to provide mailers with “world-class service.”

NAPS is concerned that the pay of EAS employees who have assumed numerous new duties and responsibilities is not commensurate with the duties added to the position of supervisor, Business Mail Entry. During this transition, NAPS

noted that additional duties were added to the already overburdened workload of the position.

Following are the USPS Headquarters positions and additional duties:

- PGM MGR BSN MLR SUP
- BSN MLR SUPP ANALYS EAS-23
- BSN MLR SUPP ANALYS EAS-21

The BSC Program is administered by the Mail Entry and Payment Technology (MEPT) division of the USPS. The mission of the BSC is to “provide world-class, one-stop, solution-oriented customer service by identifying the best mailing solutions for customers’ commercial mailing needs through consultation, diagnostics, research, recommendations and hands-on assistance.”

The positions and duties formally done at a Headquarters level are:

- *Service Now and Full-Service Assessment & Outreach Coordinators*—Monthly review and follow-up with customers for non-compliance assessments; assign and track outreach calls to customers trending toward assessments.

- *Full-Service Adoption Outreach Coordinators*—Assign and track weekly full-service outreach/adoption calls; update area spreadsheet on area Blue Page.

- *IMpb Compliance, Outreach and Adoption Coordinators*—Conduct and monitor compliance and outreach calls, along with follow-up support.

- *IMsb Outreach and Training Coordinators*—Conduct and monitor compliance and outreach calls, along with follow-up support.

Executive Board Telecon

ANAPS Executive Board telecon was held on Jan. 4, 2018. All board members were on the call, except for Eastern Region VP Richard Green, Mideast Area VP Hans Aglidian, Capitol-Atlantic Area VP Troy Griffin, Pioneer Area VP Tim Needham and Pacific Area VP Hayes Cherry. The following topics were discussed; no votes were taken.

1. The pending contract with Dillard Financial Services; it was hoped to be finalized by Dec. 1, 2017, but had extended into the

new year. The board was given an update. (Since the telecon, a contract was finalized and executed between NAPS and Dillard Financial Services.)

2. The pending contract between NAPS and the Labor Relations Admin Group—the new DDF provider. The board was given an update. (Since the telecon, this contract also was finalized and implemented.)

3. Potential updates to the NAPS Headquarters offices and board conference room.

- *eVS Outreach, Compliance and Billing Coordinators*—Monitor, adjust compliance billing and conduct overall eVS conversion of applicable mailers program.

- *SORT Compliance Monitor and Coordinators*—Monitor weekly compliance and send reminder messaging and area notifications of inactive sites for the week.

- *CDP Coordinators and Auditors*—Conduct reviews, spot reviews and remediation follow-up reviews.

- *Mailer Customer Survey Monitors*—Monitor and respond to customer surveys via area, etc.

- *BME Political Mail Coordinators*—Monitor weekly compliance.

- *Training Facilitators and Monitors*—Track and coordinate all district training activities for AO offices and LDC 79 offices.

- *SOX process reviews at all detached mail units on a weekly basis*—Conduct reviews.

In addition to the duties performed at the Headquarters level, the training and new responsibilities listed below also were added to the workload of supervisor, Business Mail Entry:

- *Seamless/seamless parallel onboarding and acceptance, full-service and mailer scorecard resolution*

- *Move Update, eVS and Move Update Mailer Scorecard resolution*

- *eInduction and Acceptance, Mailer Scorecard resolution*

- *IMpb, IMsb programs and compliance, Mailer Scorecard resolution*

- *Informed Delivery, Informed Visibility and 2017 promotions and incentives*

- *PostalOne roadmap, new initiatives, payment modernization and EPOBOL*

SMEs in this area report that 70 percent of USPS revenue comes through BMEUs. Field EAS employees also are responsible for revenue protection by following multiple

Article XIV of the *NAPS Constitution* requires the secretary/treasurer to “furnish financial reports quarterly and publish same in *The Postal Supervisor*.”

Balance Sheet—Nov. 30, 2017

Assets:

Cash and Investments	\$14,841,248.41
Dues Withholding Receivable	389,525.95
Prepaid Expenses and Other Assets	630,641.95
Total Current Assets	15,861,416.31
Building and Equipment, Net of Accumulated Depreciation	2,876,080.93
Total Assets	\$18,737,497.24

Liabilities and Fund Balances:

Accounts Payable	\$ 15,556.57
Accrued Expenses	148,848.55
Dues to be Remitted to Branches	626,164.83
Total Liabilities	790,569.95
General and Designated Fund Balances	17,946,927.29
Total Liabilities and Fund Balances	\$18,737,497.24

Statement of Revenues and Expenses

(For the period Sept. 1, 2017, through Nov. 30, 2017)

Revenues:

Dues and Assessments	\$ 1,820,734.02
Less: Dues Remitted to Branches	1,198,071.58
Net Dues and Assessment Revenue	622,662.44
Investment Income	527,441.41
NAPS Property, Inc. Net Income Before Depreciation	\$97,031.67
Less Depreciation	(56,229.00)
NAPS Property, Inc. Net Income	40,802.67
Royalties	5,819.14
Training Fees	32,545.00
Other	2,012.09
Total Revenues	1,231,282.75

Expenses:

National Headquarters	333,794.83
Executive Board	176,680.56
<i>The Postal Supervisor</i>	66,272.36
Legal/Fact Finding/Pay Consultation	45,670.32
Legislative Counsel	3,237.50
Legislative Expenses	1,998.64
Education and Training	27,043.88
Training Registration Expense	33,842.27
Disciplinary Defense	60,107.06
Total Expenses	748,647.42

Revenues Less Expenses \$ 482,635.33

Substantially all disclosures required by GAAP are omitted.

The financial statements do not include a statement of cash flows.

The financial statements do not include the financial position and operations of the SPAC.

No assurance is provided on these financial statements.

levels of SOX compliance.

NAPS requested that supervisory staff at the Business Solution Centers listed below be reviewed and the levels of supervisor, Business Mail Entry, be brought up to EAS-18. Also, NAPS requested that the BME manager position be raised to at least EAS-21.

Cap Metro: Charlotte, Louisville, Pittsburgh

Eastern: Cleveland, Columbus, Philadelphia, Milwaukee

Great Lakes: Michigan Metro, St. Louis

Northeast: New York

Pacific: Los Angeles, Santa Ana, Sacramento, San Diego, Houston, Dallas

Southern: Tampa, Tallahassee, North Texas

Western: Denver, Des Moines,

Kansas City, Las Vegas, Phoenix, Portland, Omaha, Saint Paul, Salt Lake City, Seattle

Garrett Hoyt, USPS manager, Mail Entry, addressed this item. He said that 94 percent of the mail that comes through the BSC program has electronic acceptance, providing customers with visibility of their mailings. No additional duties are associated with the BME supervisor as part of this world-class service transition process.

The focus has shifted from contacting customers after mail acceptance who have problems associated with their mailings to now reaching out to customers prior to mailing as a method of improving quality. As this focus has shifted, there has been a reduction in some aspects of the supervisory workload, such as a significant reduction in manual mail verifications.

Training has focused on reinforcing current processes rather than adding new ones. Therefore, there is no need at this time to consider upgrades to the position of supervisor, Business Mail Entry.

Agenda Item #3

NAPS is aware that EAS employees are being mandated to be interviewed by union officials when EAS employees are addressing work performance issues per the procedures found in Article XV of collective bargaining agreements.

NAPS requested that, if EAS employees are going to be mandated to participate in interviews by union officials for discharging the managerial rights of articles III and XV of union collective bargaining agreements, they be supported by USPS leadership. This support should be in the form of a Labor Relations specialist.

Union officials may interview supervisors in processing a grievance or to determine whether a grievance exists in

Continued on page 43

NAPS Training Calendar

MINK Area Training

April 19-21, 2018

In conjunction with the MINK Area Convention

Conducted by: MINK Area VP Bart Green

Location: Ambassador Hotel Wichita, 104 S. Broadway Ave., Wichita, KS 67202; (316) 239-7100

Hotel Rate: \$119 plus tax

Registration Fee: \$100

Training Topics and Instructors: TBD

Central Gulf Area Training

April 20-22, 2018

Conducted by: Central Gulf Area VP Cornel Rowel Sr.

Location: Hyatt Regency New Orleans, 601 Loyola Ave., New Orleans, LA 70113; (504) 561-1234.

Hotel Rate: \$99, single/\$124, double; room cutoff is March 16

Registration Fee: \$60 (make check payable to NAPS Headquarters, mail to NAPS Branch 921, 9426 Amity Way, Shreveport, LA 71118-3619); registration deadline is March 1

Training Topics and Instructors: TBD

Illini Area Training

April 26, 2018

In conjunction with the Illinois State Convention

Conducted by: Illini Area VP Luz Moreno

Location: Holiday Inn Gurnee Convention Center, 6161 Grand Ave., Gurnee, IL 60031

Hotel Rate: \$124 plus tax

Registration Fee: Free for Illini Area mem-

bers; others, \$50. Checks should be made payable to NAPS Headquarters.

Training Topics: TBD

Instructors: TBD

Texas Area Training

May 5, 2018

Conducted by: Texas Area VP Jaime Elizondo

Location: Doubletree San Antonio Downtown, 502 W. César Chávez Blvd., San Antonio, TX 78207; (201) 224-7155

Hotel Rate: \$136; includes two breakfast buffets per room per day, free Internet and parking

Registration Fee: no charge

Training Topics: Officer training, representation, ELM 650 and retirement

Instructors: TBD

New England Training

May 17-20, 2018

In conjunction with the New England Area Convention

Conducted by: New England Area VP Greg Murphy

Location: Red Jacket Mountain View Resort, 2251 White Mountain Highway, North Conway, NH 03860; (603) 356-7816, ext. 504. Book directly through the hotel—not through the Red Jacket Inn or a website.

Hotel Rates: \$571, single; \$688, double; \$81.50 additional per night for a loft; \$100 additional per night for a townhouse. Rates include three breakfasts, one lunch and one dinner.

Registration Fee: \$75

Training Topics and Instructors: TBD



NAPS Disciplinary Defense Fund Representation Request Form

DDF Applicant Name: _____

USPS EIN #: _____

Office: _____

Branch: _____

Work Phone: () _____

Home Phone: () _____

**Date of Notice of Proposed Action
or Notice of Debt Determination:** _____

**Date of Letter of Decision or
Notice of Involuntary Offset:** _____

I request representation from the NAPS Disciplinary Defense Fund (DDF). Representation will be provided by Labor Relations Admin Group, LLC. The representative provided may not be an attorney. The DDF covers fees and expenses up to \$3,500, authorized evidentiary expenses not to exceed \$1,000, and all travel costs.

If fees or expenses incurred for my defense are expected to exceed the \$3,500 limit, Labor Relations Admin Group, LLC will notify me, in advance. No additional fees or expenses will be incurred for my representation without my authorization. If I do authorize additional fees and expenses, I will be personally liable to the provider for these additional expenses.

In the event the MSPB should award any payment for my legal fees, it is understood that the monies will be used to reimburse the NAPS DDF for monies expended for my representation by Labor Relations Admin Group, LLC to the extent possible under the award.

**NOTE: I have been a member of NAPS since: Month _____ Year _____
If you have been a NAPS member less than 90 days from the date of the
proposed action, you should supply a statement that you signed a NAPS
membership application within 60 days of your promotion from the craft.**

I understand that should I seek representation through any means other than the NAPS DDF at any time, I will, in effect, discharge the National Association of Postal Supervisors and Labor Relations Admin Group, LLC of any further obligation regarding my case. Furthermore, I understand that I will have to bear the cost and consequence of any outcome resulting from this action.

Signature of Member

Signature of Branch President

_____ Date

_____ Date

Send this signed form and a copy of the adverse action file by **Priority Express Mail** to:

Labor Relations Admin Group, LLC
PO Box 780128
Muspeth, NY 11378-0128

**A copy of this completed DDF Form MUST be sent to NAPS Executive Vice President at NAPS HQ
NAPS HQ, 1727 King St, STE 400, Alexandria VA 22314**

Los Angeles Branch 39 Retiree and Installation Luncheon

Photos by Tom Wong

NAPS honored Branch 39 President Marilyn Jones. From left: Immediate Past National President Louis Atkins, National Secretary/Treasurer Chuck Mulidore, Branch 39 Vice President Sam Booth, Jones, Executive Vice President Ivan D. Butts, Western Region Vice President Marilyn Walton and Pacific Area Vice President Hayes Cherry.



National Auxiliary Eastern Region Vice President Laurie Butts, President Patricia Jackson-Kelley and Secretary Bonita Atkins



Executive Vice President Ivan D. Butts swore in Branch 39 officers.



This past December, Southern Region Vice President Tim Ford conducted a training session for Tulsa Branch 174 on adverse action, MSPB and 650 mediation. Cotton Belt Area Vice President Shri Green installed branch officers. From left: Ford, Andy Jones, Branch 174 president; Pleas Thompson, vice president; Gail Thomas, sergeant-at-arms; Kathy Criswell, secretary/treasurer; Eugene English, chaplain; and Green.

National Secretary/Treasurer Chuck Mulidore, with Southeast Area Vice President Bob Quinlan and Florida State President Roe Herzog, installed Ft. Lauderdale Branch 296 officers. From left: Mulidore, Quinlan, Pompano Cherylann Franco, vice president; Steve Santarcangelo, Ft. Lauderdale East vice president; Kelly Worthman, president; Patti Lynn, secretary/treasurer; Rosena Bivens, Ft. Lauderdale West vice president; Kevin Anderson, sergeant-at-arms; and Herzog.



Executive Vice President Ivan D. Butts met with the leaders of Los Angeles Branch 39 and Southern CA Bay District Branch 266.



Margarete Grant Branch 127 (Oakland) Legislative Representative Robert Martin (left) discussed concerns regarding postal supervisors and retirees at a meet-and-greet with Rep. Mike Thompson (D-CA).



Baltimore, MD, Branch 42 officers were sworn in by Executive Vice President Ivan D. Butts.



Westchester Branch 336 held its annual holiday/retiree meeting at the Casa Rina Restaurant in Thornwood, NY, honoring members who retired in 2017. Front row from left: Elizabeth David, retiree; Robert Glennon, vice president/area operations; Robert Blakney, financial secretary; Thomas Zupka, retiree; Fred DeMaso, retiree; Craig Peterson, retiree; Leona Hampton, sergeant-at-arms; Phyllis Steele, trustee; and Sharon Davis, trustee. Back row: Edward Kerner, retiree; Larry Berry, executive vice president; John McDevitt, retiree; Eugene Tucciarone, retiree; Rita Cody, treasurer; Jimmy Warden, New York Area vice president; and Kathleen Hranowsky, retiree.



Each Branch 336 retiree received a gift.

Mid-Hudson Tony LaGreco Branch 330 honored its retirees at the Shadows on the Hudson in Poughkeepsie, NY. From left: New York Area Vice President Jimmy Warden, retirees Paul Line, Lauren Kelly, Tony Piccone and Bonnie McGrath; and Branch 330 President Frank Barton.



Long Island Branch 202 held a Cigar Night to benefit SPAC. Branch 202 President Tom Barone (center, white shirt and tie) raised \$425 at the event.



The Northeast Area held a management meeting at the Flushing Plant in Queens, NY. NAPS officers were given a tour of the plant and the new HTPS machine, which sorts SPRs (IPPs). The machine currently is sorting more than 700,000 pieces a day. From left: Mark Dalstrom, Northeast Area; Hans Agliidian, NAPS Mideast Area vice president; Jimmy Warden, NAPS New York Area vice president; Ed Phelan, Northeast Area vice president; Elvin Mercado, Triboro District manager; Tommy Roma, NAPS Northeast Region vice president; and Greg Murphy, NAPS New England Area vice president.



Dillard

Financial Solutions, Inc.



NEWS FROM YOUR NAPS NATIONAL RETIREMENT PROVIDER

To all members, hello from Dillard Financial Solutions, Inc. We are very thankful and blessed that we will be your National Retirement Provider. Over the past 10 years we have worked side by side to provide assistance in anyway we could from National Conventions, LFS, Cabinet meetings, Branch meetings and over 4,000 members currently use our services. Now going forward, we represent all 26,000 plus members. Which now gives us the opportunity to work together to assist you at the National level.

We have designed a NAPS website link to assist all members on the following: Social Security, Federal Supplement, TSP Funds, SSBP, FEGLI and now more options on your TSP Retirement Income. We also have the option to work with Branches and States on Training Expos, designed for all ages and stages in your career. These trainings help give you a better understanding of the different options of the TSP Funds and Roth IRA options for Tax Free Income. Also, there is the Lifetime Income as well as many more options including the new Benefits for Spouses. Each month we will be providing a NAPS Retirement page discussing different options to assist you in Retirement. If you have questions or need help with your TSP, please call 803-499-6277 or email NAPSretproviders@aol.com.

At retirement, you are given one chance to make decisions and you want to make sure that you've made the right decision for you. We want to provide you and your family the very best now and during retirement. If you are retiring and need assistance please call us asap. Again, the Staff and Representatives at Dillard Financial Solutions, Inc., say thank you.

Next Month we will share with you how to insure your working and retirement income.

God Bless,

Steve and Teresa Dillard

Founders of Dillard Financial Solutions, Inc.



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DFS 269 NAPS

2018 Eastern Region Cabinet Meeting Highlights

By **Richard L. Green Jr.**
Eastern Region Vice President

The 2018 Eastern Region Cabinet Meeting took place in Cleveland over the Martin Luther King Jr. holiday weekend. Thanks to host Branch 46 for its outstanding support and hospitality provided to the membership. The NAPS national officers in attendance could not have asked for a more engaged group to assist with providing a more informative, educational and motivational weekend for our members.

Thanks to Area Vice Presidents Tim Needham, Pioneer; Hans Aglidian, Midwest; and Troy Griffin, Capitol-Atlantic, for their support and involvement. Thanks also to NAPS President Brian Wagner, Secretary/

Treasurer Chuck Mulidore and Immediate Past President Louis Atkins for attending and providing support and insight to our membership.

A special thanks to former national officers Dotty Wileman and

John Geter for their attendance and support. Last, but not least, thanks to all the delegates from the Eastern Region and across the country for making the weekend so special. Now, to the highlights!



Delegates arrived Thursday at the Renaissance Hotel in downtown Cleveland to a smashing, welcoming hospitality room from Branch 46. There was great food, fellowship and fun for everyone.

Friday was an action-packed day. The opening ceremonies included a moment of silence and candle-lighting for the Dublin, OH, Post Office

EAS employees tragically killed. The Northern Ohio District Postal Chorale provided music with patriotic songs to start the morning.

Presentations followed from Jay Phelan, representing the USPS Eastern Area, and Sandy Wyrick, representing the Cap Metro Area; a question-and-answer session

followed. Thanks to these persons for stepping in and providing insight and answers to questions asked by the members. We also had a question-and-answer session with Doug Tulino, USPS vice president of Labor Relations.

Training was provided in the afternoon by Glenn Smith who works with our DDF provider, Labor Relations Admin Group. He explained the proper procedures for preparing files for submission for adverse action cases. We ended the evening with a comedy show by Branch 46.

Saturday started with a legislative update from Katie Maddocks from NAPS Headquarters. It was very informative and helped set the stage for our upcoming Legislative Training Seminar in March. We then proceeded to a question-and-answer session with NAPS National Executive Board members in attendance.

Thanks to the members for asking challenging questions. It is their responsibility to hold us accountable for the decisions we make concerning our organization.

In the afternoon, we had an outstanding motivational speaker, Karim Ellis, who kept the group engaged and excited about the strategies provided. We ended the evening with a nice reception before our closing banquet.

What a great meeting. Thanks to Branch 46 for showing us a great time in "The Land." See you in Myrtle Beach next January!

rgreen15192@aol.com



From left: Pioneer Area Vice President Tim Needham, National Secretary/Treasurer Chuck Mulidore, Rep. Marcy Kaptur (D-OH), National President Brian Wagner, Eastern Region Vice President Richard Green and Capitol-Atlantic Vice President Troy Griffin.

Western Region Meetings Recaps

Sacramento District Branch 77

Sacramento District Branch 77 held its regular January meeting, which also included its biannual installation of officers. In the opening meeting, there was a discussion regarding survey results from branch members on the local workplace climate.

Out of 232 members, 170 responded to 12 general questions relating to the workplace climate. Unfortunately, the responses were more negative than positive. The climate survey was shared locally with district managers during the district monthly briefing with the management associations, including UPMA. There was a lot of positive dialogue.

The plant has invited NAPS to discuss and work on specific concerns. The district also has agreed to work with NAPS and UPMA to create a climate in which EAS employees feel more included and engaged in day-to-day activities. This survey also was shared with NAPS Headquarters and Labor Relations at USPS Headquarters.



Other topics discussed included the district's reluctance to allow lateral re-assignment requests and phone interviews for vacant positions—members prefer face-to-face interviews. Members also are requesting more on-the-clock training for new programs.

There was a discussion about reorganizing the branch auxiliary. On a sad note, it was announced that Biggs Postmaster and past branch secretary Liz Whiteford died unexpectedly on Jan. 18. The district provided grief counselors to her unit employees and a flyer to all other co-workers who knew Liz.

I was honored to install these 2018-2020 branch officers: Ralph Petty, president; Diane Ingalls, executive vice president; Marco Perez, vice president South; Karyn Rahming, vice president North; Freddie Jordan, secretary; and Jackie Rominger, treasurer. NAPS Sacramento Branch officers are looking forward to working for and with the membership this year.

Honolulu Branch 214 Post-Holiday Dinner

In mid-January, Executive Vice President Ivan D. Butts and his wife Laurie flew to beautiful Oahu (Honolulu.) I was pleased to be there to welcome them with NAPS Branch 214 President Chuck Lum.

On our first full day, we experienced an erroneous missile launch alert that notified all island inhabitants and visitors that we were under a missile attack; that was quite a scare! The next day's newspaper headline read "OOPS!" We took the crazy false-alarm in stride and carried on. We took the opportunity to visit historic Pearl Harbor.

This was Ivan and Laurie's first trip to the island. Chuck and branch officers prepared an aloha-spirit welcome. We had a meet-and-greet reception dinner with the branch officers.

The main event was the branch's post-holiday celebration for members and guests at Ruth's Chris Steak House. Ivan, Laurie and I were presented with beautiful floral leis. Daniel Hirai, Honolulu Plant manager, and his wife JoAnn, were special guests.

Ivan brought greetings from his fellow resident officers. He did not have any positive news regarding postal reform legislation, but mentioned there always is a chance a reform bill could be pushed through on a continuing resolution, but it's not likely. Ivan said pay talks had been extended due to the peak season and would be starting again soon. NAPS Headquarters is working with our pay talks team to get a fair pay package for members.

Ivan also talked about the upcoming Legislative Training Seminar (LTS) in March. He said he is looking



New branch officers, from left: Freddie Jordan, secretary; Ralph Petty, president; Diane Ingalls, executive VP; Marco Perez, VP South; and Jackie Rominger, treasurer. (Karyn Rahming, VP North, not pictured.)



Executive Vice President Ivan D. Butts and Honolulu Branch 214 President Chuck Lum

forward to a well-attended and productive training seminar and visits on Capitol Hill.

I greeted my Hawaiian NAPS *ohana* (family). I congratulated the Honolulu District on a fantastic, productive year. The Postal Service survived a year of hurricanes, floods and fires, yet, through it all, we pulled together and delivered to our customers, as well as took care of our postal families impacted.

I thanked the branch for stepping up their contributions to SPAC; this event raised \$555. Hawaii is fifth in the nation for SPAC per-capita donations. Chuck said he hopes to meet or exceed that goal this year.

Daniel Hirai thanked all the employees for a great year and asked for support as they face the challenges and goals of the new year. Chuck



Enjoying Branch 214's post-holiday dinner were, back row from left: NAPS Western Region Vice President Marilyn Walton, Branch 214 Trustee Paula Antiques, Secretary Wendy Ioki, Trustee Lori Kamel, Treasurer Kanani Alos, Executive Vice President Ivan D. Butts and Plant Manager Dan Hirai. Front row: Trustee Jerri Lum, Vice President Laurie Lum and President Chuck Lum.

asked all members to work together and support each other. He then asked for a moment of silence to remember Napoleon Higuera, a member who died recently.

Chuck and the branch officers also recognized Nancy Wong, a former NAPS officer, on her retirement. Chuck said he was monitoring vacant positions due to recent retirements to ensure they are promptly filled.

Ivan and I had visited the Honolulu Processing Plant on the first day District Manager Greg Wolny was back from his detail to the mainland. He, Daniel and Chuck greeted us.

We had a great time socializing, feasting on the island's tasty foods, meeting new friends and visiting with old friends and sharing the

aloha spirit. Honolulu NAPS members always make sure you have a great time!

Mahalo!

Salt Lake City Branch 139 Post-Holiday Dinner

Salt Lake City Branch 139 celebrated its annual post-holiday dinner in mid-January at the Towne-Place Suites Hotel. NAPS Secretary/Treasurer Chuck Mulidore, Rocky Mountain Area Vice President Myrna Pashinski and I arrived in Salt Lake City on a cold, snowy day. We received a warm welcome from Branch 139 officers, led by President Jeff Fratto, during a welcome dinner in beautiful downtown Salt Lake City—still displaying its festive Christmas decorations and lights.

The annual dinner the following evening was well-attended by NAPS members. They appreciated the national officers who attended and had lots of questions. Chuck brought greetings from the resident officers and fielded most of the questions during the Q&A, providing helpful answers and informative dialogue.

I thanked Melissa Gerber, branch legislative representative, and branch members for their generous donations to SPAC. Over \$800 was raised for SPAC at this event. Utah is rated highly for its per-capita annual donations to SPAC.



At the Honolulu Processing Plant, from left: Plant Manager Dan Hirai, Acting Maintenance Manager Chuck Lum, NAPS Executive Vice President Ivan D. Butts and Honolulu District Manager Greg Wolny



From left: Branch 139 President Jeff Fratto, NAPS Rocky Mountain Area Vice President Myrna Pashinski, Branch 139 Legislative Representative Melissa Gerber, Treasurer Kristen Tresner, Vice President Jill Jensen, Western Region Vice President Marilyn Walton and National Secretary/Treasurer Chuck Mulidore.

I urged members to also contribute to the Postal Employees' Relief Fund to extend a helping hand to fellow employees impacted by recent natural disasters.

Myrna expanded on how important it is to contribute to SPAC; 2018 is a very important, midterm election year. She asked members to contact their legislative representa-

tives—locally, before and during—the week in March when NAPS delegates arrive in Washington, DC, for their annual Capitol Hill visits.

We had a great time with Branch 139 members. The evening ended after networking, enjoying good food and chatting with new and old friends.

marilynwalton@comcast.net

P-I-P, S-I-P, M-O-U-S-E— A Mickey Mouse Plan?

Continued from page 3

into their manager's office to discuss a PIP? First, do not attend any PIP-related meeting alone. Request your NAPS representative to be present.

Second, when you meet with your manager, they most likely will have the entire PIP ready for you to sign. Do not sign any PIP or SIP. Signing may be construed as agreeing to the plan. You cannot be forced to sign a PIP.

Remember, a PIP—even a SIP—is not a formal, national Postal Service requirement. Let your manager know that, although you will not be signing any PIP document, you are ready to have positive dialogue with them in order to improve your operation and performance to make you and the USPS successful.

Third, when meeting with your

manager, take the opportunity to discuss the background and/or reasons why your operation or facility may be failing or unable to meet its goals or objectives. Explain how staffing, mail flow, lack of vehicles or facility restraints are affecting your operation. Explain how the lack of resources and unreasonable expectations are resulting in operational problems and your ability to reach the non-NPA goal your boss has tasked you to achieve.

Fourth, keep your manager accountable, as well. Ask your manager for the necessary resources needed to make your unit, operation, the USPS and yourself successful. It always is good practice to offer solutions, suggestions and ideas and request training that will help improve your operation, department and self.

Fifth, at the end of the meeting, *do not sign* any PIP document. But do

Important Convention Deadlines

- May 1** Receipt of Self-Nomination Convention Committee Request form

Receipt of Delegate Credential form and paid convention registration for those asking to serve on a convention committee
- June 8** Deadline for entries for the Best Website and Newsletter contests
- June 18** Deadline for all resolutions from states with conventions ending on or before June 10 to be emailed to Executive Vice President Ivan D. Butts
- June 29** Deadline for all other resolutions to be emailed to Executive Vice President Ivan D. Butts

document the events that occurred in the meeting. Leave with a mutual understanding that you will follow your manager's instructions to improve performance. You will continue to do your best and are willing to provide suggestions to achieve continuous improvement—operationally and personally.

For overall improved performance, use constructive communication and dialogue. It never hurts to have a good set of ears—not the Mickey Mouse kind—to listen to each other. Now, that is a true PIP—People Involved Personally.

* * *

I, too, am all ears and personally involved when it comes to ice cream. As such, my ice-cream-flavor-of-the-month recommendation for March 2018 is coconut almond chocolate! Yes, it really exists.

naps.bw@naps.org



PASSION PURPOSE PEOPLE...
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August 6 – 10, 2018
NAPS 66th National Convention

2018 National Convention

Registration Information

Convention registration closes July 11 • Hotel reservation cut-off is July 11

Register for the 2018 National Convention online only at www.naps.org

Registration Fee—\$230

The 2018 National Convention registration fee is \$230 if registration is submitted on or before June 26. After June 26, the fee is \$300. **No registrations or payments will be accepted after July 11.**

No on-site reservations will be accepted.

Each official registrant will receive a confirmation receipt via email as soon as they register. If you do not receive your confirmation, email naps_hq@naps.org or call 703-836-9660.

Refund Requests

All refund requests must be submitted in writing to naps_hq@naps.org. There is no penalty for refund requests received at NAPS Headquarters on or before July 11. There is a \$50 cancellation fee for refund requests received between July 12 and July 20. No refund requests will be granted after July 20.

Substitutions

All substitution requests must be submitted in writing to naps_hq@naps.org no later than July 20. **There will be no on-site substitutions.** If you need assistance with a substitution, call NAPS Headquarters at 703-836-9660.



Mohegan Sun
1 Mohegan Sun Blvd.
Uncasville, CT 06382

Hotel Rates and Reservations

Delegates and guests attending the 2018 National Convention are responsible for making their own lodging reservations directly with the Mohegan Sun.

To make a reservation online, go to www.naps.org/event/2018-national-convention; there is a link to book your reservation. You also may call the Mohegan Sun at 1-866-708-1340; be sure to reference group code "NAPS18"

The NAPS 2018 National Convention single/double room rate is \$179, plus applicable state and local taxes. Check-in time is 4 p.m., Monday-Friday; 5 p.m. on Sunday. Checkout is 11 a.m.

The cut-off for reservations is July 11. Your credit card will be charged the first night's room and tax on booking. Reservations must be cancelled two days prior to arrival or it will result in a charge of one night's room plus tax and full package. A maximum of three reservations may be secured by one credit card.

The hotel confirmation is your responsibility. NAPS Headquarters does not confirm lodging reservations.



Group Call-In Procedure for NAPS

To make a room reservation, please call Mohegan Sun's toll-free group reservation line: **1-866-708-1340**.

Please have the following information available:

Name of Group: National Association of Postal Supervisors

Posted as: **National Association of Postal Supervisors**

Group Code: NAPS18

Passkey link: <https://resweb.passkey.com/go/NAPS18>

Arrival/departure dates: July 28 – Aug. 12, 2018

The group rate for NAPS is \$179 and is available July 28 – Aug. 12, 2018.

The reservation cut-off date is July 11. Thereafter, reservations are accepted on a space and rate availability. Please note: Available inventory may sell out prior to the cut-off date.

Once your reservation has been completed, you will be given a confirmation code. Please keep your confirmation code for future use. If a reservation needs to be changed or cancelled, please advise the reservation agent of your confirmation code.

CONFIRMATION CODE: _ _ _ _ _

Please inform the customer service representative if you would like a confirmation letter.

- All rooms are subject to applicable taxes, currently 15 percent, and a waived facility fee.

- Hotel check-in time is 4 p.m. (Sunday, 5 p.m.); checkout time is 11 a.m. All guests arriving before 4 p.m. will be accommodated as rooms become available.

“Thank you for choosing Mohegan Sun”

www.mohegansun.com

Send Your Entries!

Best Website Competition

The NAPS Best Website Competition again is being conducted in conjunction with the upcoming NAPS national convention at the Mohegan Sun, Uncasville, CT, this August.

A branch wishing to enter the competition must email only its website address to kbalentyoung@gmail.com by **Friday, June 8**, for forwarding to the competition judge.

Points will be awarded for content, design and technical merit, among other contest categories. The two entries receiving the highest overall point totals will be named the competition winners.

At the convention, all branches will be given the point totals of their entries by category, along with any comments the judge may make.

NAPS Newsletter Contest

The NAPS Newsletter Contest also is planned for the national convention. The entry deadline is **Friday, June 8**.

Branches wishing to submit their newsletters may do so in four categories: "Overall Excellence," "Best Layout," "Best Bylined Column/Editorial" and "Best News/Feature Article." Entries must have been published after August 2016.

The entry instructions include:

"Overall Excellence"—Submit three consecutive issues of the newsletter, stapled together as one entry. Staple a Post-it note or similar to identify the judging category, your branch number and the newsletter editor.


"Best Layout"—Submit two issues (not necessarily consecutive ones) of the newsletter, stapled together as one entry. As in the item above, identify the judging category, your branch number and the individual who lays out/designs the newsletter.

"Best Bylined Column/Editorial"—Submit one entry clipped from your newsletter (please do not submit the entire newsletter). The entry must be an original work that carries the byline of the author, who may or may not be the editor, but must be a NAPS member. Identify the judging category and your branch number.

"Best News/Feature Article"—Follow the instructions immediately above.

Please mail—do not email—entries to NAPS Newsletter Contest, c/o Balent-Young Publishing, Inc., PO Box 734, Front Royal, VA 22630, to be received no later than Friday, June 8. Receipt of all entries will be acknowledged; please provide your email address. Winners will be announced at the convention.

Delegate Credential Form: When you register for the convention, you must also fill out the Delegate Credential form. If you would like to serve on a convention committee, the Delegate Credential form has to be received at NAPS Headquarters by May 1, as well as the Self-Nomination Convention Committee Request and proof of your convention registration.

ORIGINAL: Present at Convention Mail copy to: NAPS HQ 1727 King St STE 400 Alexandria VA 22314	National Association of Postal Supervisors Delegate Credential 
..... <i>(Print or Type Delegate's Name)</i>	
..... <i>(Delegate's Home Street Address)</i>	
..... <i>(Delegate's Home City, State and Zip+4)</i>	
Check Here if First-Time Delegate <input type="checkbox"/>	USPS EIN #
<i>(if applicable)</i>	
is a certified member in good standing of	
<i>(Branch Number)</i> <i>(Date)</i>	
and has been duly elected to represent that branch at the national convention of the National Association of Postal Supervisors.	
..... <i>Printed Name Branch President or Designee</i> <i>Branch #</i>	
..... <i>Signature of Branch President or Designee</i>	

Confidential Information

Self-Nomination: National Convention Committee Request

Please print or type name. Use one form to self-nominate. Unless an exception is granted by the NAPS National President, a National Convention Committee may only have one (1) branch member appointed per committee.

Deadline for Self-Nomination Request, Credential and Paid Convention Registration are ALL due at NAPS Headquarters by COB, May 1, 2018.

Committee Choices: Pick up to three (3) committees. Number your selection(s) in the boxes below with "1" representing your top choice, "2" next and "3" as final, if so desired.



	Assistant Secretaries
	Audit
	Balloting and Election
	Constitution and Bylaws
	Credentials and Registration

	Postmaster
	Resolutions
	Rules
	Sergeant-at-Arms

I am self-nominating myself to serve on a NAPS National Convention Committee indicated above.

Member Name _____

Mailing Address _____

City, State, ZIP+4 _____

EIN or last 4 SS # _____ Contact Phone # _____

Member of Branch # _____ Non-postal email: _____

(Branch # listed on delegate credential)

Are you a **First-Time** National Convention delegate? Yes No

Have you served on a National Convention Committee before? Yes* No

* If Yes, previous committee(s) served? _____

Individual's Credential Enclosed Previously Submitted

NOTE: For National Convention Committee assignment consideration/eligibility NAPS Headquarters **must receive** member's self-nomination request, signed delegate credential and **paid convention registration** (all 3) on or before **May 1, 2018**. No branch officer approval is required for national convention committee consideration.

NAPS HEADQUARTERS USE ONLY

Date Self-Nomination Received _____	Must be <u>received</u> by COB 5/1/18. Postmark not valid.
Date Credential Received _____	Must be <u>received</u> by COB 5/1/18. Postmark not valid.
Date of Paid Registration _____	Must be <u>received</u> by COB 5/1/18. Postmark not valid.

Fax Request to: (703) 836-9665
Email Request to: naps.bw@naps.org

Mail Request to: 2018 Self-Nomination Committee Request
c/o NAPS National President
1727 King Street, S1E 400
Alexandria, VA 22314

2018 National Convention
Mohegan Sun: Uncasville, CT - August 6-10, 2018

Bruce Moyer

NAPS Legislative Counsel



This year's Legislative Training Seminar, March 11-13, will focus on two primary issues: support for postal reform and opposition to cuts in federal retirement benefits. At the LTS, NAPS delegates will build on

merce. Republican leaders on the Ways and Means Committee, which oversees Medicare, have had cost concerns over the USPS-Medicare integration provisions contained in H.R.

756. Also, the committee was distracted for months by work on the tax bill, which became law in December.

Second, a House GOP leadership

mission could have a more lasting, beneficial impact on USPS finances than legislative action. In December, the PRC announced a plan to give the Postal Service new pricing authority, relying on guaranteed inflation-adjusted increases and additional increases, when warranted by USPS needs and its satisfaction of service standards. That approach could be more responsive to the Postal Service's revenue needs than H.R. 756.

Postal Reform, Retirement Cuts Top NAPS Legislative Priorities

their knowledge, past success and lawmaker relationships to generate attention on these two important issues during their meetings on Capitol Hill. Let's preview the current "state of play" in Washington, DC.

Postal Reform

Action on postal reform in the recently concluded first session of the 115th Congress was a mixed bag. Postal reform legislation broke early from the gates in the House last spring, but then stalled and has remained sidelined ever since. In the Senate, there are signs of a revival of interest by a bipartisan group of senators, but time for action in this midterm election year is short.

Promising action began with a burst when the House Oversight and Government Reform Committee (HOCR) quickly approved a bipartisan bill, H.R. 756, that would provide financial stability and reforms to the Postal Service. The House committee action came less than a week after NAPS delegates had stormed Capitol Hill in support of the postal reform measure.

Despite its fast approval by the HOCR, the bill has awaited clearance for months by two other committees: Ways and Means and Energy and Com-

vacuum on postal issues has contributed to the predicament. Rep. Jason Chaffetz (R-UT), the primary sponsor of H.R. 756 and HOCR chair, resigned from Congress last June, leaving the postal bill without an active champion on the Republican side. Since that time, the new committee chair, Rep. Trey Gowdy (R-SC), has not demonstrated a particular interest in the bill or postal issues themselves. Plus, Gowdy recently announced his plans to retire from Congress at the end of this session.

Third, the Postal Service's stature and political capital on Capitol Hill over the past year has been sapped by the opioid crisis. The agency has been caught up in congressional finger-pointing associated with the heroin epidemic and USPS performance in detecting the illegal import of deadly fentanyl through the mail.

Fentanyl is a powerful opioid implicated in a growing number of heroin overdose deaths. A recent Senate committee investigation revealed that, for Chinese fentanyl sellers, the USPS is the "virtually guaranteed" route to not get caught. Those findings have not earned the Postal Service a lot of good will.

Finally, potential action later this spring by the Postal Regulatory Com-

Fending Off Employee Benefit Cuts Once Again

While NAPS' advocacy on postal reform will be "offensive," its tactics will be "defensive" in preventing retirement benefit cuts. Last year, NAPS and the federal community enjoyed remarkable success in keeping benefit cuts out of the fiscal 2018 budget. This, despite a devastating budget proposal from the Trump White House: a huge, unprecedented hit to federal employee and retiree benefits—approximately \$160 billion in cuts over 10 years.

It included a suspension in retirement COLAs, changes in the high-3 formula to a high-5 and substantial increases in employee retirement contributions. The House later approved \$32 billion in unspecified cuts to be determined by the HOCR.

Fortunately, the Senate insisted on refraining from making reductions in mandatory spending, including any cuts to federal retirement benefits. NAPS and the federal community prevailed in their support for the Senate approach.

This year, many of these same battles will be fought once again amid congressional midterm elections. The Trump fiscal 2019 budget was scheduled to be released as *The Postal Supervisor* went to press. We'll cover its details at the LTS. See you there!

bruce@moyergroup.net

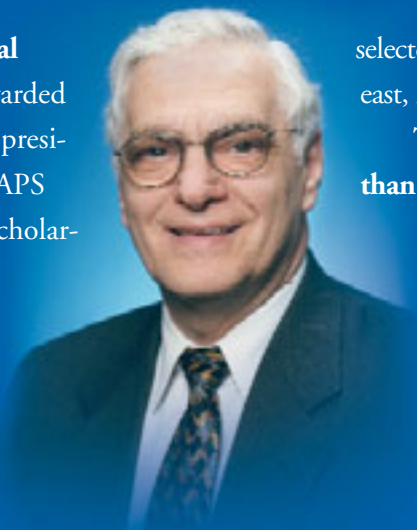
National Association of Postal Supervisors Vince Palladino Memorial Student Scholarships

2018 Official Application Form

The **Vince Palladino Memorial Student Scholarships** are awarded in memory of the late NAPS president and honor his dedication to NAPS members and their families. These scholarships are sponsored solely by NAPS.

Applicants for this scholarship must be the children or grandchildren of a living NAPS member, active or associate, at the time of drawing. Furthermore, the children or grandchildren must be attending or have been accepted by an accredited two- or four-year college or university.

NAPS will award 10 \$1,000 **Vince Palladino Memorial Student Scholarships**. Two winners will be randomly



selected from each of the NAPS regional areas (North-east, Eastern, Central, Southern and Western).

This application must be received no later than July 20, 2018, at the address provided below.

Scholarship winners will be announced at the NAPS 2018 National Convention in August. In addition, the scholarship winners will be listed in the September/October 2018 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Vince Palladino Memorial Student Scholarship** will receive a check, payable to the college or university listed in the application, in October 2018. Scholarships may be used to pay expenses in the student's current or following semester.

deadline: July 20, 2018

Student's name (please PRINT legibly)

Major course of study

Name of accredited two- or four-year college or university attended or will be attending

City and state of the college or university

NAPS member's name

NAPS member's branch number

Student's relationship to NAPS member (son, granddaughter, etc.)

NAPS member's PO box/street address

City

State

ZIP+4

**Applications must
be received at
NAPS Headquarters
no later than
July 20, 2018**

Please mail completed application to **NAPS Scholarships, Attn: Chuck Mulidore, Secretary/Treasurer, 1727 King St., Suite 400, Alexandria, VA 22314-2753**. Thank you.



Do You Lead or Follow in Times of Change?

Change Leadership Guide

Modern organizations must adapt to change or face the possibility of falling behind in the marketplace. A good leader must stand at the helm, navigating the currents of change. Leaders and organizations experience complexity, change and competition on a daily basis.

Change forces such as technology, economy, government, politics, natural disasters and socio-cultural issues challenge leaders. These forces can trigger developmental, transitional and transformational types of change—attitude-centered,

role-centered and technology. They also create change in competitive strategies, processes, economics and human factors. Change continuums (change cycles) can last for a short or long time.

Be the (Change) Leader You Want to See

Effective change leaders use transformational leadership. They model the way, inspire a shared vision, provide encouragement and enable others to act. They are flexible, adaptable, empathetic and have a high EQ (emotional intelligence). Most importantly, they are effective

communicators—they explain and frame why the change is occurring.

These leaders see the dynamics (process and characteristics) and understand situational variables. They understand how to launch a change initiative and see how it is progressing along the required change continuum. Perhaps most importantly, they know when the change is complete.

The Four Phenomena of the Change Continuum

The effective change leader sees and understands the four phenomena in the change continuum—rupture, fragmentation, concurrence and recurrence. First, because the change state is fresh, ruptures sometimes can occur. This part of the process is nor-



mal as people are getting acclimated to the new change.

Second, these ruptures create fragmentation. They are the unfavorable outcomes that emerge from the ruptures as the change is developing.

The third phenomena—concurrence—requires managers and employees to actively manage the fragmentation occurring and work it back into the system.

Finally, recurrence may take place.

Because the change is not fully complete, it is possible to see these four phenomena recur as the change moves along the continuum.

Successful change takes time. Leading change is not easy; it requires skill and a practical and theoretical understanding of professional

change models. Leaders must work to influence, direct and guide employees and teams toward successful change.

Originally published at ashford.edu/blog

The authors: Bill Davis, MA, CM, CDM, is associate professor and faculty senator in the Forbes School of Business & Technology. Martin McAuliffe, JD, is assistant professor in the College of Liberal Arts at Ashford University.

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2017 SPAC Contributors



President's Ultimate SPAC (\$1,000+)		
Bruffett, Shawn	AZ	Branch 376
Salmon, James	AZ	Branch 246
Boisvert, Michael	CA	Branch 159
Burkhard, Mary	CA	Branch 244
Campbell, Stephnia	CA	Branch 159
Cherry, Hayes	CA	Branch 466
Evans, Bridget	CA	Branch 159
Goodman, James	CA	Branch 39
Meana, Frances	CA	Branch 159
Patterson, Charles	CA	Branch 497
Phillips, Daniel	CA	Branch 373
Walton, Marilyn	CA	Branch 77
Franz, Kenneth	FL	Branch 146
Gilbert, Belinda	FL	Branch 425
Johnson, Conrad	FL	Branch 81
Lecounte, Michael	FL	Branch 146
Lynn, Patti	FL	Branch 296
Mullins, Kym	FL	Branch 81
Quinlan, Robert	FL	Branch 577
Rodriguez, William	FL	Branch 146
Sebastian, Gerald	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Moore, Kevin	GA	Branch 281
Maxwell, Sherry	IL	Branch 255
Moreno, Luz	IL	Branch 489
Wagner, Brian	IL	Branch 255
Winters, Michael	IL	Branch 255
Foley, Paul	MA	Branch 120
Murphy, Gregory	MA	Branch 102
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Anderson, Shareen	MI	Branch 23
Hommerson Jr., David	MI	Branch 130
Trayer, Kevin	MI	Branch 142
Mooney, Dan	MN	Branch 16
Weilep, Laurie	MN	Branch 104
Johnson, Craig	MO	Branch 36
Geter, John	NC	Branch 183
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202
Gawron, Dennis	NY	Branch 27
Konish, Ann	NY	Branch 11
Roma, Thomas	NY	Branch 68

Warden, James	NY	Branch 100
Mulidore, Chuck	OH	Branch 133
Fearrington, Melvin	OK	Branch 80
Butts, Ivan	PA	Branch 355
Williams, Darryl	PA	Branch 554
Croswell, Darnel	SC	Branch 225
Aaron, Donna	TN	Branch 97
Green, Shri	TN	Branch 41
Bradford, Robert	TX	Branch 203
Cooper, Karen	TX	Branch 124
Elizondo Jr., Jaime	TX	Branch 122
Foster, Debra	TX	Branch 9
Green Jr., Richard	VA	Branch 98
Johnson, Stanley	WA	Branch 60
McCracken, Cindy	WA	Branch 61
Reedy, James	WA	Branch 61

VP Elite (\$750)		
Hernandez, George	AZ	Branch 246
Gold, Stanley	FL	Branch 146
Perteet, Cynthia	IL	Branch 541
Moreno, Richard	MA	Branch 498
Walter, Richard	MA	Branch 120
Hafford, Darrell	ME	Branch 96
O'Neill, Shawn	ME	Branch 96
Krzycki Jr., Kenneth	MI	Branch 508
Bollinger, Kathreen	MO	Branch 36
Carmody, Russell	NJ	Branch 74
Holt, Brian	RI	Branch 105
Mitchell, Annie	TX	Branch 124
Butler, Phillip	VA	Branch 98
Mott III, George	VA	Branch 132

Secretary/Treasurer's Roundtable (\$500)		
Melchert, Pamela	AK	Branch 435
Simpson, Pamela	AZ	Branch 246
Ayon, Celia	CA	Branch 88
Brown, Carl	CA	Branch 94
Gishi, Sharon	CA	Branch 94
Rominger, Jackie	CA	Branch 77
Sutton, Catherine	CA	Branch 373
Swygert, Vontina	CA	Branch 127
Trevena, April	CA	Branch 94
Kerns, John	CO	Branch 141
Pashinski, Myrna	CO	Branch 65

Did you know the 2018 election process already is in progress? With primary elections beginning in March, NAPS and SPAC are reaching out to viable candidates who support postal supervisors and the sustainability of the Postal Service. If you have questions about candidates SPAC supports, please contact SPAC Manager Katie Maddocks at (703) 836-9660 or naps.km@naps.org.

Douglas, Lisa	CT	Branch 5
Garland, Angela	DE	Branch 909
Arborn, Alfred	FL	Branch 406
Bock Jr., Robert	FL	Branch 321
Franco, Cheryl Ann	FL	Branch 296
Goldstein, Diane	FL	Branch 156
Gonzalez, Ernesto	FL	Branch 406
Greene, Lisa	FL	Branch 406
Murray, Donald	FL	Branch 93
Ruckart, Kenneth	FL	Branch 386
Vorreyer, Leslie	FL	Branch 353
Lum, Chuck	HI	Branch 214
Lum, Laurie	HI	Branch 214
Billups, Juanita	IL	Branch 17
Dittmann, David	IL	Branch 489
Hilliard, Ricky	IL	Branch 489
Pierce, Annette	IL	Branch 255
Randle, Kay	IL	Branch 369
Smith, Mecki	IL	Branch 369
Mosley, Monique	IN	Branch 8
Norton, Paul	IN	Branch 8
Ewing, Larry	KS	Branch 52
Atkins, Louis	LA	Branch 209
Feazell, Albert	LA	Branch 73
Keating, Ted	MA	Branch 498
Russo, Dominic	MA	Branch 43
Griffin, Troy	MD	Branch 42
Mason Jr., Garland	MD	Branch 592
Amergian, Raymond	ME	Branch 96
Bartlett, Bruce	ME	Branch 96
Bodary, Joseph	MI	Branch 268
Bunch, Kenneth	MI	Branch 23
Ice, Marilyn	MI	Branch 23
Pack, Roderick	MI	Branch 23
Pulinski, Leonard	MI	Branch 545
Van Norman, Gerald	MI	Branch 130
Vance, Julianne	MN	Branch 104

SPAC Scoreboard

Statistics reflect monies collected from Jan. 1 to Dec. 31, 2017

National Aggregate:

\$257,066.76

National Per Capita:

\$9.16

Region Aggregate:

1. Southern	\$71,769.64
2. Western	\$50,370.98
3. Central	\$48,592.00
4. Northeast	\$43,633.15
5. Eastern	\$42,700.99

Region Per Capita:

1. Southern.....	\$12.49
2. Central.....	\$11.04
3. Western	\$9.31
4. Northeast.....	\$8.72
5. Eastern.....	\$7.97

Area Aggregate:

1. Southeast	\$42,019.50
2. Pacific	\$26,249.80
3. Capitol-Atlantic.....	\$21,781.30
4. New York	\$21,023.15
5. Mideast	\$17,531.99
6. New England	\$17,226.00
7. Texas	\$15,609.74
8. Illini	\$14,624.00
9. Michiana	\$13,950.00
10. Northwest.....	\$12,139.19
11. Rocky Mountain..	\$11,981.99
12. North Central	\$10,164.50
13. MINK	\$9,853.50
14. Pioneer	\$8,771.70
15. Central Gulf	\$7,346.60
16. Cotton Belt	\$6,793.80

Area Per Capita:

1. Southeast	\$18.14
2. Michiana	\$13.16
3. Northwest.....	\$11.76
4. North Central	\$11.49
5. Illini	\$11.45
6. New England	\$10.14
7. Central Gulf	\$9.54
8. Pacific	\$9.15
9. Texas	\$8.85
10. New York	\$8.62
11. Capitol-Atlantic.....	\$8.37
12. MINK	\$8.36
13. Rocky Mountain.....	\$7.94
14. Mideast	\$7.82
15. Cotton Belt.....	\$7.57
16. Pioneer	\$6.35

State Aggregate:

1. Florida	\$37,752.00
2. California	\$24,019.80
3. New York	\$20,583.15
4. Texas	\$15,609.74
5. Illinois.....	\$14,624.00

State Per Capita:

1. Maine	\$31.30
2. North Dakota	\$24.12
3. Florida	\$22.15
4. Washington.....	\$21.66
5. Michigan	\$19.75

Drive for Five

Members by Region:

1. Central.....	76
2. Western	67
3. Southern.....	62
4. Eastern	54
5. Northeast.....	48

Aggregate by Region:

1. Western	\$30,768.00
2. Central	\$28,103.00
3. Southern	\$27,589.50
4. Eastern.....	\$21,380.50
5. Northeast	\$15,528.00

Davis, Lisa	MO	Branch 131
Davis, Pamela	MO	Branch 527
Newman, Edward	NE	Branch 10
Dallojacono, Anthony	NJ	Branch 568
McKiernan, Michael	NJ	Branch 74
Phillips, Austin	NJ	Branch 224
Santiago, Jose	NJ	Branch 538
Timothy, Pat	NJ	Branch 548
Walton, Irma	NJ	Branch 75
Maggart, Charles	NM	Branch 295
Arroyo, Victor	NY	Branch 85
Burke, Terriann	NY	Branch 11
Duffy, James	NY	Branch 85
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85
Krempa, Keith	NY	Branch 27
Muhammad, Jamaal	NY	Branch 68
Laster, Jacshica	OH	Branch 46
Mayes, Sean	OH	Branch 29
Miegl, Cynthia	OH	Branch 2
Needham, Timothy	OH	Branch 133
Paige, Lillie	OH	Branch 46
Shelburne, Sarah	OR	Branch 66
Agliadian, Hans	PA	Branch 35
Keefe, Laura	PA	Branch 112
Lehman, Jason	PA	Branch 554
Bowen, Randy	TN	Branch 97
Brooks, Lamaricus	TN	Branch 41
Cattron, Patricia	TN	Branch 555
Austin, Jessie	TX	Branch 122
Clark Jr., Bobby	TX	Branch 124
Lomba, John	TX	Branch 103
Longoria, Richard	TX	Branch 229
Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Archer, Sylvia	VA	Branch 98
Cox, Lloyd	VA	Branch 526
Hubbard, Jim	VA	Branch 22
Jacobs, Charles	VA	Branch 132
Gruetzmacher, Bjoern	WA	Branch 61
Jennings, Aaron	WA	Branch 61
Krogh, Charlie	WA	Branch 31
Joers, Julie	WI	Branch 72
McComas, Christina	WV	Branch 212

Chairman's Club (\$250)

Carson, John	AL	Branch 901
Hardwick, Andrew	AL	Branch 208
Studdard, Dwight	AL	Branch 45
Cruz, Cheryl	CA	Branch 497
Danzy, Marsha	CA	Branch 197

Florentin, Diana	CA	Branch 244
Gavin, Angela	CA	Branch 159
Jackson-Kelley, Patricia	CA	Branch 39
Maginnis, Gary	CA	Branch 466
Randle, Carol	CA	Branch 39
Thomas, Linda	CA	Branch 88
Wong, John	CA	Branch 497
Wong, Tom	CA	Branch 127
Annon, Cynthia	CO	Branch 141
Cool Jr., Harold	CO	Branch 141
Love, Valerie	CO	Branch 65
Loyd, Albert	CO	Branch 561
Roll, Gary	CO	Branch 65
Collen, Helen	CT	Branch 3
Campbell, Frederick	DC	Branch 135
Haumann, Craig	FL	Branch 81
Herzog, Rosemarie	FL	Branch 154
Hoerner, Thomas	FL	Branch 420
Jones, Sammie	FL	Branch 405
Lockhart, Bobby	FL	Branch 81
Long, Pamela	FL	Branch 577
McPhee-Johnson, Tayloria	FL	Branch 146
Pollard, Doug	FL	Branch 386
Roundtree, Edith	FL	Branch 154
Schulz, Mark	FL	Branch 577
Tucker, Johanna	FL	Branch 425
Williams, Carolyn	FL	Branch 146
Wommack, April	FL	Branch 386
Sims, Reginald	GA	Branch 82
Alos, Kanani	HI	Branch 214
Parker, Laroma	HI	Branch 214
Weindl, Camille	HI	Branch 214
Williams, Ricky	IA	Branch 172
Baines-Albert, Pamela	IL	Branch 493
Brady, Derrick	IL	Branch 17
Cook, Carol	IL	Branch 14
Levernier, Catherine	IL	Branch 270
Matuszak, Kevin	IL	Branch 489
May, Charles	IL	Branch 14
Wesley, Nancy	IL	Branch 493
Hardin, Donald	IN	Branch 55
Malone, Tammy	IN	Branch 8
Webb, Marcel	IN	Branch 8
Aguilera, Patricia	KS	Branch 205
Macias, Juan	KS	Branch 205
Carter, Tonious	LA	Branch 421
Rowel, Cornel	LA	Branch 73
Sevalia, Rosalind	LA	Branch 73
Keating, Ted	MA	Branch 498
Berger, Ricky	MD	Branch 531
Gramblin, Reginald	MD	Branch 531

Here Are the 2018 SPAC Pins



President's Ultimate SPAC

\$1,000 level includes LT'S SPAC reception for donor plus one guest



VP Elite

\$750 level includes LT'S SPAC reception for donor plus one guest



Secretary's Roundtable

\$500 level includes LT'S SPAC reception for donor plus one guest



Chairman's Club

\$250 level



Supporter

\$100 level

Support SPAC to support the lawmakers who fight for what matters most to NAPS members.

Jones, Marcia	MD	Branch 42
Wileman, Dotty	MD	Branch 923
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Burcar, Robert	MI	Branch 508
Orloski, Rose	MI	Branch 508
Perkins, Ethel	MI	Branch 140
Taylor, Deborah	MI	Branch 361
Baker, Neil	MN	Branch 104
Kuiper, Bruce	MN	Branch 16
Moore, Olin	MN	Branch 16
Vasquez Elms, Valerie	MN	Branch 16
Brown, Latasha	MO	Branch 131
Petersen, Lisa	MO	Branch 36
Price-Booker, Virginia	MO	Branch 131
Garrett, Donald	MS	Branch 199
Turner, Linda	MS	Branch 199
Jackson, Abner	NC	Branch 299
Robinson, Theresa	NC	Branch 299
Michaud, Russell	NH	Branch 932
Barrett, George	NJ	Branch 74
Dennis Jr., Edward	NJ	Branch 53
D'Martino, Pasquale	NJ	Branch 548
Pixley, George	NV	Branch 249
Puccio, James	NY	Branch 100
Lewis, Gillian	OH	Branch 2
Smith, Ronald	OH	Branch 46
Lahmann, Joseph	OR	Branch 276
McNulty, Linda	OR	Branch 66
Skjelstad, Aric	OR	Branch 276
Yut, Rachele	OR	Branch 66
Adams, Jeanine	PA	Branch 20
Benford, Debra	PA	Branch 50
Ferguson, Donald	PA	Branch 48
Mahoney, Dolores	PA	Branch 387
Smith, Robert	PA	Branch 35
Halm, Frank	RI	Branch 105
Blakely, Kathy	TN	Branch 41
London, Geneva	TN	Branch 32
Mitchell, Denise	TN	Branch 41
Proctor, Kevin	TN	Branch 32
Hill, Earnest	TX	Branch 122
Jones, Charleen	TX	Branch 122
Lyons, Lisa	TX	Branch 428
Nettles, Mark	TX	Branch 9
Tresner, Kristen	UT	Branch 139
Brown, Lorraine	VA	Branch 98
Hughes, Thomas	VA	Branch 526
Baldwin, Dexter	WA	Branch 31
Howe, Steven	WA	Branch 61
Moore, Kristina	WA	Branch 60

Taylor, Georgia	WA	Branch 31
Ware, Michael	WA	Branch 61
Williams, Arthur	WA	Branch 61
Simmons, Brandi	WI	Branch 213
Baldwin, Craig	WV	Branch 212

Supporter (\$100)

Brathwaite, Rafael	AL	Branch 45
Frazier, Rickey	AL	Branch 399
Gray, Daniel	AZ	Branch 246
Anderson, Frances	CA	Branch 466
Baker, Debra	CA	Branch 197
Benjamin, Evelyn	CA	Branch 198
Blythe, Stephanie	CA	Branch 127
Booth, Samuel	CA	Branch 39
Butts, Kevin	CA	Branch 466
Delamora, Annette	CA	Branch 39
Derden, Margaret	CA	Branch 39
Dominguez, Sylvia	CA	Branch 373
Donnelly, Linda	CA	Branch 497
Edwards, Michael	CA	Branch 373
Francisco, Daryel	CA	Branch 159
Hodges, Tessa	CA	Branch 39
Johnson, Deborah	CA	Branch 88
Jones, Marilyn	CA	Branch 39
Martin, Robert	CA	Branch 127
Merrill, Robin	CA	Branch 497
Moore Tucker, Carolyn	CA	Branch 301
Murillo, Mariel	CA	Branch 466
Profit, Youvet	CA	Branch 39
Rahming, Karyn	CA	Branch 77
Rascati, Wayne	CA	Branch 244
Salvador, Michelle	CA	Branch 94
Sande, Kokoye	CA	Branch 127
Simpao, Sally	CA	Branch 88
Thompson, Carolyn	CA	Branch 88
Erfman, Glen	CO	Branch 65
Flaherty, Donna	CO	Branch 65
Jackson, Rebecca	CO	Branch 141
Summerfield, John	CO	Branch 65
Austin, William	CT	Branch 47
Bozek, Daniel	CT	Branch 47
Hudson, Derek	CT	Branch 441
McKeon, William	CT	Branch 3
Perkins, Marcia	CT	Branch 3
Siering Jr., Donald	CT	Branch 47
Wright, Denis	CT	Branch 3
Evans-Atkins, Deborah	DC	Branch 135
Harper, Alvin	DC	Branch 135
Jackson, Mattie	DC	Branch 135
Moss, Donald	DC	Branch 135

Make Contributing to SPAC a Habit:

Contributions via USPS Payroll Deduction

To authorize your allotment **online**, you will need your USPS employee ID number and PIN; if you do not know your PIN, you will be able to obtain it at Step 3 below.

- 1 Go to <https://liteblue.usps.gov> to access PostalEASE.
- 2 Under Employee App-Quick Links, choose PostalEASE.
- 3 Click on "I agree."
- 4 Enter your employee ID number and password.
- 5 Click on "Allotments/Payroll NTB."
- 6 Click on "Continue."
- 7 Click on "Allotments."
- 8 Enter Bank Routing Number (*from worksheet below*), enter account number (*see worksheet*), enter account from drop-down menu as "checking" and enter the amount of your contribution.
- 9 Click "Validate," then "Submit." Print a copy for your records.

To authorize your allotment by phone, call PostalEASE, toll-free, at **1-877-477-3273** (1-877-4PS-EASE). You will need your USPS employee ID number and PIN.

- 1 When prompted, select one for PostalEASE.
- 2 When prompted, enter your employee ID number.
- 3 When prompted, please enter your USPS PIN.
- 4 When prompted, press "2" for payroll options.
- 5 When prompted, press "1" for allotments.
- 6 When prompted, press "2" to continue.
- 7 Follow prompts to add a new allotment.
- 8 Use the worksheet to give the appropriate information to set up an allotment for SPAC.



PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

- Routing Number (nine digits): 121000248
- Financial Institution Name: Wells Fargo (this will appear after you enter the routing number).
- Account Number (this is a 17-digit number that starts with "772255555" and ends with your eight-digit employee ID number):

7 7 2 2 5 5 5 5 5 _____

(Example: 77225555512345678).

- Type of Account (drop-down menu): Checking
- Amount per Pay Period (please use the 0.00 format; the "\$" is already included): _____.



Vaughan, Waverlye	DC	Branch 135
Andres, Heidi	FL	Branch 386
Batastini, Kenneth	FL	Branch 478
Best, Jeffrey	FL	Branch 146
Brock, Tammy	FL	Branch 81
Brown, Edward	FL	Branch 146
Brown, Martin	FL	Branch 93
Brown, Teri	FL	Branch 156
Brown, Wendy	FL	Branch 146
Caruso, Karen	FL	Branch 154
Chiocchi, Lynne	FL	Branch 420
Cox, Jacqueline	FL	Branch 93
Crosby, Carole	FL	Branch 478
De La Torre, Rita	FL	Branch 146
Ford, Timothy	FL	Branch 353
Fulcher, Sandra	FL	Branch 146
Gonzalez-Marino, Ilia	FL	Branch 146
Gucmeris, Algimantas	FL	Branch 420
Guevara, Richard	FL	Branch 154
Guyton, Patricia	FL	Branch 146
Hill, Otis	FL	Branch 146
James, Suzette	FL	Branch 154
James, Wayne	FL	Branch 154
Jimenez, Edilia	FL	Branch 146
Jones, Patricia	FL	Branch 425
Lewis, Terry	FL	Branch 81
Lopez, Victor	FL	Branch 146
Lowrey, Robert	FL	Branch 154
Lupo, Frances	FL	Branch 420
Meadors, Joan	FL	Branch 146
Melendez, Carlos	FL	Branch 386
Metcalf, Thomas	FL	Branch 146
Misiuk, Melanie	FL	Branch 321
Munoz, Barbara	FL	Branch 146
Murphy, Michael	FL	Branch 146
Nolan, Patricia	FL	Branch 146
Riley, Kenneth	FL	Branch 478
Robinson, Elouise	FL	Branch 146
Rose, Nancy	FL	Branch 420
Scherle, Sonya	FL	Branch 154
Scocco, Cathy	FL	Branch 81
Scott, Linda	FL	Branch 146
Scriven, Bernice	FL	Branch 146
Sepko, Jan	FL	Branch 154
Springer, Theresa	FL	Branch 146
Stevens-Simmons, Roberta	FL	Branch 406
Suarez, Eduardo	FL	Branch 146
Watson, Shavone	FL	Branch 146
Finley, Roger	GA	Branch 595
Gomez, Robert	GA	Branch 125
Johnson, Sylvia	GA	Branch 595

Kindle, Delloria	GA	Branch 82
Smyly, Jose	GA	Branch 82
Wooley, Josephine	GA	Branch 82
Antoque, Paula	HI	Branch 214
Anguiano, Efren	IL	Branch 34
Crowe, Brian	IL	Branch 14
Heitzman, Patricia	IL	Branch 220
Howard, Katie	IL	Branch 541
Lindsay, Rhonda	IL	Branch 17
Mendoza, Esther	IL	Branch 14
Mondie, Debra	IL	Branch 493
Nolan, Terrance	IL	Branch 220
Pitts, La Neda	IL	Branch 14
Rendleman, Daniel	IL	Branch 255
Toles, Francee	IL	Branch 14
Travis, Bette	IL	Branch 14
Walsh, John	IL	Branch 289
Warren, Susan	IL	Branch 255
Derby, Karen	IN	Branch 169
Alexander, Stephanie	KS	Branch 52
McCartney, Kelly	KS	Branch 919
Waddell, Corey	KS	Branch 52
Hale, Jenise	KY	Branch 1
Smiley, David	KY	Branch 390
Violante, Vincent	KY	Branch 1
Chambliss, Brenda	LA	Branch 170
Clarke, Shirley	LA	Branch 73
Duplessis, Tomica	LA	Branch 73
Hampton, Annette	LA	Branch 73
Lastrapes, Ebony	LA	Branch 209
Laurendine, Kyle	LA	Branch 73
Minor, Saundra	LA	Branch 209
Morse Jr., Sam	LA	Branch 73
Parfait, Ernest	LA	Branch 73
Cauley, Richard	MA	Branch 102
Curley, James	MA	Branch 419
Duffy, John	MA	Branch 43
Groves, Patricia	MA	Branch 120
Hacker, Patricia	MA	Branch 6
Lewin, Kim	MA	Branch 118
Misserville, James	MA	Branch 498
Paz, John	MA	Branch 43
Ringie, Kevin	MA	Branch 102
Brownfield, Patricia	MD	Branch 531
Campbell, Maxine	MD	Branch 42
Kennedy, Gregory	MD	Branch 531
Thompson, Craig	MD	Branch 42
Sadler, Amanda	ME	Branch 96
Bradley, Anthony	MI	Branch 142
Byrum, Jimmy	MI	Branch 508
Byrum, Ruth	MI	Branch 925

Make Contributing to SPAC a Habit:

OPM Contributions to SPAC (for Retired Postal Supervisors)

Below are step-by-step instructions for making an allotment to SPAC through your OPM retirement allotment, using either OPM's telephone-based account management system or the online "Services Online" portal.

Please note: The amount you key in will be your *monthly* allotment to SPAC. The start of your allotment will depend on the time of the month it was requested. If you make your request during the first two weeks

of the month, expect the withholding to take place the first of the following month. If the allotment is requested after the first two weeks of the month, the change will take place the second month after the request.

By internet:

To sign up online, go to the OPM website at www.servicesonline.opm.gov, then:

- Enter your CSA number and PIN, and log in.
- Click on "Allotments to Organizations," and then select "Start" to begin a new allotment.
- Click on "Choose an Organization."
- Select "National Association of Postal Supervisors (SPAC)."
- Enter the amount of your monthly contribution and then click "Save."

By telephone:

- Dial **1-888-767-6738**, the toll-free number for the Office of Personnel Management (OPM)'s Interactive Voice Response (IVR) telephone system.
- Have your CSA number and Personal Identification Number (PIN) on hand when you call. You may speak to an OPM customer service representative or you may use the automated system.
- Simply follow the prompts provided in the telephone system.



Cogar, Laurie	MI	Branch 268
Glenn, Sandra	MI	Branch 140
Hughes, Carmen	MI	Branch 23
Hunsanger, Laurianne	MI	Branch 508
McCarthy, Bernard	MI	Branch 23
Roundtree, Wanda	MI	Branch 140
Schiller, Elizabeth	MI	Branch 268
Tomaskovic, Joyce	MI	Branch 508
Nelson, Matthew	MN	Branch 104
Waterman, Melissa	MN	Branch 16
Bye, Angie	MO	Branch 119
Bye, Kevin	MO	Branch 119
Marley, Carol	MO	Branch 131
Shumate, Melisande	MO	Branch 131
Warren, Anitra	MO	Branch 36
Kindsvatter, Leo	MT	Branch 929
Douglas, Karen	NC	Branch 183
Fields, Michael	NC	Branch 183
Gilbert, Jevonda	NC	Branch 183
Jeffers, Beverly	NC	Branch 157
MccCaskill, Jacqueline	NC	Branch 177
McLaughlin, Deborah	NC	Branch 183
Torain, Beverly	NC	Branch 177
Walton, Carl	NC	Branch 157
Winters, Joseph	NC	Branch 177
Yarosik, Janet	NC	Branch 157
Blanck Lovelace, Deborah	ND	Branch 937
Leingang, Michael	ND	Branch 937
Lichtsinn, Cynthia	ND	Branch 937
Caruso, Richard	NE	Branch 10
Fuller, Tamyra	NE	Branch 64
Gorans, Carrie	NE	Branch 10
Jahn, Shirley	NE	Branch 64
Henkel, Tammy	NJ	Branch 287
Kofsky, Jonathan	NJ	Branch 568
Rutter, Gary	NJ	Branch 74
Walker, Veronica	NJ	Branch 237
Waters-Holmes, Edna	NJ	Branch 548
Wadsworth, Joel	NM	Branch 295
Andersen, Karen	NV	Branch 463
Jackson, Christian	NV	Branch 463
Salus, Ernest	NV	Branch 463
Wilfling, Jerry	NV	Branch 463
Blakney, Robert	NY	Branch 336
Burke, Maureen	NY	Branch 336
Chen, Dong	NY	Branch 68
Dedomenico, Diana	NY	Branch 202
Dispensa, Joseph	NY	Branch 110
Dopp, Colleen	NY	Branch 27
Hughes, Thomas	NY	Branch 100
Livingston, Adella	NY	Branch 68

Middleton, Isaac	NY	Branch 68
Parson, Corina	NY	Branch 164
Russell, Donna	NY	Branch 68
Schirching, Christy	NY	Branch 27
Solomon, David	NY	Branch 100
Tu, Tu	NY	Branch 100
Vincenzi, John	NY	Branch 459
Yuen, John	NY	Branch 100
Allen, Peggy	OH	Branch 46
Burgasser, Ted	OH	Branch 29
Jones, Debra	OH	Branch 63
Sudberry, Norris	OH	Branch 46
Zamudio, Juan	OH	Branch 29
Keen, Kevin	PA	Branch 35
Kolecki, Michele	PA	Branch 941
Kugel, Michael	PA	Branch 554
Lach, Joe	PA	Branch 20
Robinson, Andrea	PA	Branch 35
Shertz, Mary	PA	Branch 12
Cabrera, Antonio	PR	Branch 216
Rodriguez, Jose	PR	Branch 216
Giorgio, Victor	RI	Branch 105
Girard, David	RI	Branch 105
Keeling, Joanne	RI	Branch 105
Saccoccio, Michaela	RI	Branch 105
Taylor, Donald	RI	Branch 105
Moore, Delisa	SC	Branch 228
Magnuson, Sonny	SD	Branch 946
Benjamin, Laquita	TN	Branch 41
Barnes, Marilyn	TX	Branch 86
Bean, Joann	TX	Branch 136
Breault, Denis	TX	Branch 265
Davis, Willie	TX	Branch 559
Fletcher, Mae	TX	Branch 9
Hammock, Alessandra	TX	Branch 86
High, Gwendolyn	TX	Branch 86
Howard, Marsha	TX	Branch 9
Jones, Cathey	TX	Branch 86
Knowles, Tim	TX	Branch 203
McCloud, Regina	TX	Branch 589
McGuire Jr., Robert	TX	Branch 229
Miller, Ovetta	TX	Branch 9
Richardson, Elizabeth	TX	Branch 86
Scott, Michael	TX	Branch 589
Seals, Johnny	TX	Branch 122
Slaughter, Donna	TX	Branch 229
Strickland, Dennis	TX	Branch 124
Crosby, Patrick	UT	Branch 139
Fratto, Jeff	UT	Branch 139
Gerber, Melissa	UT	Branch 139
Ferguson, Deborah	VA	Branch 132

Hartsel Jr., Robert	VA	Branch 22
Holley, Deborah	VA	Branch 526
Moore, Michael	VA	Branch 22
White Jr., William	VA	Branch 526
Haslett, James	WA	Branch 31
Mitchell, Mary	WA	Branch 61
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Canada, Pamela	WI	Branch 72
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Roundtree, Edith	FL	Branch 154
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Antoque, Paula	HI	Branch 214
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Lum, Laurie	HI	Branch 214
Parker, Laroma	HI	Branch 214
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Anguiano, Efren	IL	Branch 34
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Cook, Carol	IL	Branch 14

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Smith, Mecki	IL	Branch 369
Wagner, Brian	IL	Branch 255
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Norton, Paul	IN	Branch 8
Webb, Marcel	IN	Branch 8
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Ewing, Larry	KS	Branch 52
Macias, Juan	KS	Branch 205
Waddell, Corey	KS	Branch 52
Wickline, Christian	KS	Branch 52
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Smiley, David	KY	Branch 390
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Chambliss, Brenda	LA	Branch 170
Clarke, Shirley	LA	Branch 73
Duplessis, Tomica	LA	Branch 73
Feazell, Albert	LA	Branch 73
Hampton, Annette	LA	Branch 73
Harvey, Joycelyn	LA	Branch 209
Lastrapes, Ebony	LA	Branch 209
Laurendine, Kyle	LA	Branch 73
Minor, Sandra	LA	Branch 209
Morse Jr., Sam	LA	Branch 73
Parfait, Ernest	LA	Branch 73
Rowel, Cornel	LA	Branch 73
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Brownfield, Patricia	MD	Branch 531
Gramblin, Reginald	MD	Branch 531
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Jones, Marcia	MD	Branch 42
Kennedy, Gregory	MD	Branch 531
Mason Jr., Garland	MD	Branch 592
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O'Neill, Shawn	ME	Branch 96
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Bodary, Joseph	MI	Branch 268
Bradley, Anthony	MI	Branch 142
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Hardin, Donald	MI	Branch 142
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McCarthy, Bernard	MI	Branch 23
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Kuiper, Bruce	MN	Branch 16
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Moore, Olin	MN	Branch 16
Nelson, Matthew	MN	Branch 104
Vance, Julianne	MN	Branch 104
Vasquez Elms, Valerie	MN	Branch 16
Weilep, Laurie	MN	Branch 104
Bollinger, Kathreen	MO	Branch 36
Brown, Latasha	MO	Branch 131
Bye, Angie	MO	Branch 119
Bye, Kevin	MO	Branch 119
Davis, Lisa	MO	Branch 131
Davis, Pamela	MO	Branch 527

Green, Bart	MO	Branch 36
Johnson, Craig	MO	Branch 36
Marley, Carol	MO	Branch 131
Petersen, Lisa	MO	Branch 36
Shumate, Melisande	MO	Branch 131
Warren, Anitra	MO	Branch 36
Garrett, Donald	MS	Branch 199
Turner, Linda	MS	Branch 199
Kindsvatter, Leo	MT	Branch 929
Gilbert, Jevonda	NC	Branch 183
Jackson, Abner	NC	Branch 299
McLaughlin, Deborah	NC	Branch 183
Robinson, Theresa	NC	Branch 299
Blanck Lovelace, Deborah	ND	Branch 937
Holland, Dana	ND	Branch 937
Leingang, Michael	ND	Branch 937
Lichtsinn, Cynthia	ND	Branch 937
Fuller, Tamyra	NE	Branch 64
Gorans, Carrie	NE	Branch 10
Newman, Edward	NE	Branch 10
Michaud, Russell	NH	Branch 932
Sarnie, Deborah	NH	Branch 932
Barrett, George	NJ	Branch 74
Carmody, Russell	NJ	Branch 74
Dallojacono, Anthony	NJ	Branch 568
Dennis Jr., Edward	NJ	Branch 53
Henkel, Tammy	NJ	Branch 287
Kofsky, Jonathan	NJ	Branch 568
McKiernan, Michael	NJ	Branch 74
Phillips, Austin	NJ	Branch 224
Santiago, Jose	NJ	Branch 538
Timothy, Pat	NJ	Branch 548
Walker, Veronica	NJ	Branch 237
Walton, Irma	NJ	Branch 75
Maggart, Charles	NM	Branch 295
Wadsworth, Joel	NM	Branch 295
Andersen, Karen	NV	Branch 463
Doruth, Patrick	NV	Branch 249
Jackson, Christian	NV	Branch 463
Pixley, George	NV	Branch 249
Salus, Ernest	NV	Branch 463
Burke, Maureen	NY	Branch 336
Burke, Terriann	NY	Branch 11
Dopp, Colleen	NY	Branch 27
Duffy, James	NY	Branch 85
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85
Krempa, Keith	NY	Branch 27
Middleton, Isaac	NY	Branch 68
Schirching, Christy	NY	Branch 27
Yuen, John	NY	Branch 100

Allen, Peggy	OH	Branch 46
Hawkins, Kenneth	OH	Branch 46
Laster, Jacshica	OH	Branch 46
Lewis, Gillian	OH	Branch 2
Mayes, Sean	OH	Branch 29
Miegl, Cynthia	OH	Branch 2
Needham, Timothy	OH	Branch 133
Nicholson, Rachel	OH	Branch 29
Paige, Lillie	OH	Branch 46
Sargent, Richard	OH	Branch 33
Smith, Ronald	OH	Branch 46
Sudberry, Norris	OH	Branch 46
Zamudio, Juan	OH	Branch 29
Fearrington, Melvin	OK	Branch 80
Lahmann, Joseph	OR	Branch 276
McNulty, Linda	OR	Branch 66
Shelburne, Sarah	OR	Branch 66
Skjelstad, Aric	OR	Branch 276
Yut, Rachele	OR	Branch 66
Adams, Jeanine	PA	Branch 20
Benford, Debra	PA	Branch 50
Bodnar, Kathleen	PA	Branch 20
Ferguson, Donald	PA	Branch 48
Keefe, Laura	PA	Branch 112
Keen, Kevin	PA	Branch 35
Kolecki, Michele	PA	Branch 941
Lehman, Jason	PA	Branch 554
Robinson, Andrea	PA	Branch 35
Smith, Robert	PA	Branch 35
Williams, Darryl	PA	Branch 554
Rodriguez, Jose	PR	Branch 216
Delsesto, John	RI	Branch 105
Delsesto, Regina	RI	Branch 105
Disalvia, Betty	RI	Branch 105
Giorgio, Victor	RI	Branch 105
Girard, David	RI	Branch 105
Halm, Frank	RI	Branch 105
Holt, Brian	RI	Branch 105
Saccoccio, Michaela	RI	Branch 105
Crowell, Darnel	SC	Branch 225
Nation, Linda	SD	Branch 946
Aaron, Donna	TN	Branch 97
Blakely, Kathy	TN	Branch 41
Bowen, Randy	TN	Branch 97
Brooks, Lamarcus	TN	Branch 41
Cattron, Patricia	TN	Branch 555
Green, Shri	TN	Branch 41
London, Geneva	TN	Branch 32
Mitchell, Denise	TN	Branch 41
Proctor, Kevin	TN	Branch 32
Washer, Patricia	TN	Branch 32

Barcenez, Mary	TX	Branch 103
Barnes, Marilyn	TX	Branch 86
Bean, Joann	TX	Branch 136
Breault, Denis	TX	Branch 265
Clark Jr., Bobby	TX	Branch 124
Cooper, Karen	TX	Branch 124
Davis, Willie	TX	Branch 559
Elizondo Jr., Jaime	TX	Branch 122
Foster, Debra	TX	Branch 9
Hammock, Alessandra	TX	Branch 86
High, Gwendolyn	TX	Branch 86
Hill, Earnest	TX	Branch 122
Howard, Marsha	TX	Branch 9
Humphrey, Anita	TX	Branch 103
Jones, Charleen	TX	Branch 122
Lomba, John	TX	Branch 103
Longoria, Richard	TX	Branch 229
Lyons, Lisa	TX	Branch 428
McGuire Jr., Robert	TX	Branch 229
McKelvey, Courtney	TX	Branch 122
Miller, Ovetta	TX	Branch 9
Nettles, Mark	TX	Branch 9
Richardson, Elizabeth	TX	Branch 86
Scott, Michael	TX	Branch 589
Slaughter, Donna	TX	Branch 229
Staub, Mary	TX	Branch 124
Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Archer, Sylvia	VA	Branch 98
Brown, Lorraine	VA	Branch 98
Butler, Phillip	VA	Branch 98
Cox, Lloyd	VA	Branch 526
Green Jr., Richard	VA	Branch 98
Hale, Donna	VA	Branch 526
Hartsel Jr., Robert	VA	Branch 22
Holley, Deborah	VA	Branch 526
Hubbard, Jim	VA	Branch 22
Jacobs, Charles	VA	Branch 132
Moore, Michael	VA	Branch 22
Mott III, George	VA	Branch 132
Rodriguez, Richard	VA	Branch 526
White Jr., William	VA	Branch 526
Baldwin, Dexter	WA	Branch 31
Gillett, Michael	WA	Branch 31
Gruetzmacher, Bjoern	WA	Branch 61
Haslett, James	WA	Branch 31
Howe, Steven	WA	Branch 61
Jennings, Aaron	WA	Branch 61
Johnson, Stanley	WA	Branch 60
Krogh, Charlie	WA	Branch 31

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Emotional Wellness—

The Mind and Body Connection

Submitted by the USPS Employee Assistance Program

Emotional wellness is a term we hear a lot about these days. It can have a variety of meanings, but the main idea is people who exhibit emotional wellness generally are able to feel good about themselves, handle difficult situations without undue stress and avoid unhealthy emotional reactions such as depression, anger, anxiety disorders, addictions and more.

Interestingly, more and more studies show there is a strong correlation between emotional and physical wellness and that the mind-body connection is,

indeed, a very strong one. In fact, good emotional health probably impacts our overall quality of life as much as or more than our physical health.

Most researchers feel that emotional wellness ultimately is a matter of balance. Everyone gets sad, angry or anxious at times. Although we often admire those who seem to show little or no reactions to difficult events, this is not necessarily a sign of good emotional health. Avoidance or denial of feelings can have other negative consequences, such as passive/aggressive behavior and physical ailments. What

usually works best is the ability to acknowledge and process powerful emotions (even positive ones!) without getting overwhelmed or shutting down emotionally.

So, how do we start to enhance our emotional wellness? One of the best ways is to think about how we react to negative events. For example, consider a time when you were criticized by a friend or loved one or fell short in achieving a goal. How did you react? Did you immediately experience anger toward someone, assume you were being unjustly criticized or feel it must be someone else's fault? Or, at the other extreme, did you automatically blame yourself and feel convinced this was yet another example of your gross incompetence?

Clearly, neither of these reactions would promote emotional wellness. A much better approach would be to avoid attacking others or beating up on ourselves and take a few moments to consider the events at hand and try to decide where our responsibility lies. If we need to improve, then we can decide what steps to take to do so. If others have responsibility, as well, then we need to decide how to address this with them. Many times,

there are elements of truth to both sides. Easier said than done? Of course. But, like anything else, learning to stop and reflect before reacting is a skill that can be learned and improved with practice.

Looking at how we see ourselves also can be an important factor in our ability to maintain emotional wellness. Many people start out with a distorted, negative view of themselves and their self-worth. This can develop in a number of ways. For example, experiencing childhood trauma or abuse can lead to poor self-esteem and a negative view of self. Similarly, being told (or believing we are being told) that we are "not good enough" on a regular basis also can erode self-esteem and damage an otherwise healthy sense of self.

When we experience these types of events, particularly as children when our ideas about what type of people we will be are being formed, we tend to internalize or take in the negativity we experience and make it part of our regular thinking. People often harbor distorted ideas such as, "I'll never be any good," "If I'm not perfect I'm a failure," "Everyone has to like me all the time" and "This is the worst thing that ever happened

to anyone." These are examples of what mental health professionals refer to as cognitive distortions; thoughts such as these can have a major negative impact on our lives.

To overcome these wellness obstacles, start by examining troubling events and ask yourself a few questions. What occurred in the event? What emotions did it bring up (for example, anxiety, shame, anger, sadness)? What underlying ideas might be behind the emotional reaction? Do I believe that if I make a mistake I'm a failure and, therefore, unworthy of trust and affection? Do I feel I'm totally unlikable if someone gets upset with me on occasion? Most likely, the negative emotions stem from these thoughts and ideas.

The final step in this process is to challenge the irrational beliefs and replace them with more accurate, rational ones, such as "One mistake does not make me incompetent" and "It's impossible for anyone to be perfect or for everyone to like me all the time." By replacing irrational thoughts with more reasonable ones, we often can avoid a great deal of our troubling reactions and thereby improve our emotional wellness.

So far, we've looked at things we can do for ourselves to promote emotional wellness. But it's equally important to consider how we treat others. When we are unduly harsh or critical with our family members or co-workers, we risk jeopardizing their emotional wellness by reinforcing their negative thoughts and cognitive distortions. People over whom we exert some control, such as children and workers we supervise, can be particularly vulnerable and sensitive to this sort of treatment.

It never works to try to make ourselves feel better at the expense of others. Whatever short-term gains this might seem to provide always are outweighed by the damage we

Thrift Savings Plan					
Fund	G	F	C	S	I
January 2018	0.20%	(1.14%)	5.72%	3.34%	5.00%
Past 12 Months*	2.33%	2.40%	26.40%	19.59%	27.99%
The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.					
Fund	L Income	L 2020	L 2030	L 2040	L 2050
January 2018	1.10%	1.84%	3.12%	3.66%	4.15%
Past 12 Months*	6.71%	10.72%	16.38%	19.01%	21.42%
These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so that investors' shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010.					
Visit the TSP website at www.tsp.gov					

do to our own emotional health, as well. When in doubt, it's never a bad idea to consider the Golden Rule and treat others the way we would like to be treated.

Another important factor to consider in maintaining emotional wellness is our connection with others. In fact, research has shown that social support wards off the effects of stress on depression, anxiety and other health and mental health problems. While temporary, brief periods of withdrawal can be effective coping tools; in general, staying connected with others is an excellent way to maintain our emotional wellness and stability. Mental Health America, a community-based non-profit organization, recommends the following steps in order to connect with others:

- Make a short list of friends and family members who are supportive and positive.
- Make a commitment to yourself to call, email or get together with them on a schedule that's reasonable for you. Try to reach out to make at least one emotional connection a day, but plan realistically.
- Share what's on your mind honestly and openly. Talk about your concerns in a straightforward way, but try to keep it constructive. Ask what other people think about your situation; show them you value their opinion.
- When you talk, also listen. Ask about someone else's day or follow up on the topic of a previous conversation. Showing sincere interest in another person's life builds relationships and listening to other people's concerns often can shed a new light on your own challenges. Offer help or advice if asked; listen and respond.
- Make social plans. Create opportunities to strengthen your relationships with fun things that you and your friends or relatives will

NAPS 2018 State Conventions		
Dates	State(s)	Location
April 19-20	MINK Area	Ambassador Hotel Wichita, Wichita, KS
April 20-21	SD/ND Bi-State	The Lodge at Deadwood, Deadwood, SD
April 22-24	California	Embassy Suites, San Rafael
April 26-28	Illinois	Gurney
May 17-19	Wisconsin	Chula Vista, Wisconsin Dells
May 17-20	New York	Villa Roma, Callicoon
May 18-20	New England Area	Red Jacket Inn, North Conway, NH
May 18-20	Northwest Area	Anchorage, AK
May 31-June 3	Capitol-Atlantic Area	Sheraton, Baltimore, MD
June 7-9	Michigan	Traverse City
June 8-9	Minnesota	Fair Hills Resort, Detroit Lakes
June 8-9	Pennsylvania	Valley Forge
June 21-23	Florida	Clearwater
June 22-24	Texas	La Torretta Resort & Spa, Montgomery; tours start June 21
June 24-26	New Jersey	Resorts Hotel Atlantic City

Please report state convention dates to NAPS Headquarters as soon as they are known.

enjoy. Looking forward to special activities boosts our spirits, gives us energy and makes us more productive.

Finally, if you don't have an effective social network, it's never too late to try to develop one. Reach out to acquaintances, neighbors and family members with whom you haven't had much contact and see if you can deepen the relationship. You can also attend activities such as adult education classes, religious observances, sports leagues and fraternal organizations.

Earlier on, it was mentioned there is a very strong correlation between emotional and physical wellness and that emotional wellness can enhance physical health and overall well-being. Well, the reverse also is true! It has been proven that physical exercise can positively impact the chemicals in the brain that help regulate depression and anxiety. In addition to possibly providing opportunities for social networking and improving physical health, moderate physical activity is a great

way to make sure our bodies and minds stay in great shape.

Putting even some of these steps into action can be a difficult process. Changing our thought patterns and way of life doesn't come easily for most of us. Fortunately, there are programs available through the Employee Assistance Program that can help. Coaching, for example, is a program that can help you clarify and define goals, then help you find and use tools to reach those goals. You will be given the opportunity to decide what you want to accomplish, then you can come up with a step-by-step plan to help you move in that direction.

Coaching is confidential and free and can be done in person or over the phone. All USPS employees and their immediate household members are eligible to use this program. So, reach out and connect! The EAP can be reached 24 hours a day, seven days a week, at 800-327-4968 (TTY: 877-492-7341). You can read more at www.EAP4YOU.com.

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Secretary
(225) 933-9190; latkins326@aol.com

Rick Hall

Treasurer
(804) 621-3843; rhall43247@aol.com

Sharon Mathews

Immediate Past President
(765) 642-7142; sharonmathews4504@comcast.net

Regional Vice Presidents

Laurie D. Butts

Eastern Region
(484) 988-0933; laurie.d.butts@comcast.net

Christine Szpyhulsky

Northeast Region
(732) 310-3391; cszpyhulsk@aol.com

Elly Soukey

Central Region
(612) 715-3559; elly@charter.net

Beverly Austin

Southern Region
(832) 326-1330; baroadrunner@att.net

Lee Leopold

Western Region
(303) 808-7071; lleopold1@yahoo.com

Area Vice Presidents

Elsie Vazquez

New York Area
(718) 727-8652; frankels58@hotmail.com

Cathy Towns

Mideast Area
(732) 247-8811

Skip Corley

Capitol-Atlantic Area
(336) 908-1859; skicor@ymail.com

Linda Rendleman

Illini Area
(618) 893-4349; danrendleman@gmail.com

Mary Caruso

MINK Area
(402) 891-1310; carusorj@aol.com

Jane Finley

Southeast Area
(404) 403-3969; mjfarms100@aol.com

Willie Carter

Central Gulf Area
(205) 919-5645; wcwolf65@yahoo.com

Felecia Hill

Texas Area
(281) 880-9856; fah91@sbcglobal.net

May Nazareno

Pacific Area
(415) 312-5813; mayumibarrion@gmail.com

Areas vacant: New England, Pioneer, Michiana, North Central, Cotton Belt, Northwest, Rocky Mountain.

Notes

from the National Auxiliary

Do Auxiliary Bylaws Need To Be Updated?

By Mary Caruso

MINK Area Vice President

In past convention years, I have reviewed the Auxiliary Bylaws.

What was adequate in the past may not be so now. I recommend that, before you go to your state convention, you read your by-laws booklet. If you feel some changes would be beneficial, discuss them with your members at your convention. Then, write and submit the proposed changes.



Per Article XVII, Amendments:

“These bylaws may be amended only at a convention and by a two-thirds vote, provided the proposed amendment has been submitted in

writing to the Bylaws Committee at least 30 days prior to the opening day of the convention and provided the convention delegates have been given written notice of the proposed amendment at a previous meeting of that convention.”

In the absence of a national vice

Format of an Amendment

To Amend: Article _____ Section _____ of the National Auxiliary Bylaws

By striking out _____

And inserting _____

or

By striking out _____

or

By adding _____

or

By substituting the following paragraph for the existing one _____

So that Article _____ Section _____

shall read: _____

Submitted by: _____ Auxiliary

Auxiliary Name

Signature of President

Signature of Secretary

president, mail your written proposal (see page 42 for correct format) to President Patricia Jackson-Kelley, 6624 Arlington Ave., Los Angeles, CA 90043-4534. Also mail a copy to Secretary Bonita Atkins, PO Box 80181, Baton Rouge, LA 70898-0181.

How to Submit Proposed Amendments to National Bylaws

Amendments to the National Auxiliary Bylaws may be submitted at any time, even in a non-convention year. The following guidelines must be followed:

1. The format on page 42 should be used in submitting proposed amendments. This format should be followed when making local and state bylaw changes.
2. Two signatures are needed on each amendment form.
3. Amendments should be submitted at least 30 days prior to the opening of the national convention.
4. Amendments to bylaws never should be written in the form of a resolution. A resolution is a formal expression of opinion that contains WHEREAS and BE IT RESOLVED.
5. When presenting the amendment in a business meeting, read the article and section as it is, then, as it would read if the amendment was adopted.

carusorj@aol.com

Jan. 10 Consultative

Continued from page 8

accordance with Article XVII. Supervisors requiring guidance in preparing for such interviews should contact their district Labor Relations office.

NAPS still contends that EAS employees being interviewed by union officials as part of the grievance investigation process as outlined in Section 17.3 of the collective bargaining agreement should be supported, at a minimum, by a Labor Relations specialist.

Following is an update on **Agenda Item #7** from the Oct. 25, 2017, consultative meeting, which referenced NAPS' concern regarding the lack of a RIF timeline for the CFS organization change.


NAPS has received confirmation that CFS EAS employees in the field are being informed of their RIF status, but NAPS still has not been briefed on or received any engagement from the USPS on a RIF timeline. NAPS received the CFS master site list that identified EAS employees who will be impacted by the CFS and PARS organization changes.

At the October consultative, NAPS asked what the RIF avoidance timeline is for this organizational change and what cross-training opportunities are being afforded to potentially impacted EAS employees.

NAPS also requested current EAS vacancies within a 50-mile radius of the impacted facility.

The Postal Service provided a briefing to NAPS on Aug. 31 regarding the Mechanized Forwarding System (MFS) pilot. Because the CFS initiative still is being tested, implementation of this system is undetermined. On completion of the pilot, if it is determined that CFS will be implemented and if that implementation impacts non-bargaining employees in CFS, then we will discuss that impact with NAPS.

Latest response: The MFS pilot is ongoing. Our response remains the same as at the October 2017 consultative meeting. At this time, there is no CFS RIF.



On the Move?

Have you moved or are planning a move? Let NAPS know, too!

Keeping your mailing address current at NAPS Headquarters helps us keep *The Postal Supervisor* coming to you without interruption and avoid unnecessary "Address Service Requested" charges.

Please let us know your new address and its effective date as soon as you know it. Address changes may be mailed to NAPS at 1727 King St., Suite 400, Alexandria, VA 22314-2753, or faxed to (703) 836-9665.

2017 SPAC Contributors

Continued from page 38

McCracken, Cindy	WA	Branch 61
Moore, Kristina	WA	Branch 60
Patterson, La Tanya	WA	Branch 61
Reedy, James	WA	Branch 61
Roberts, Charles	WA	Branch 31
Taylor, Georgia	WA	Branch 31
Ware, Michael	WA	Branch 61
Williams, Arthur	WA	Branch 61
Abrams, Darlene	WI	Branch 72

Canada, Pamela	WI	Branch 72
Helleckson, Randy	WI	Branch 213
Joers, Julie	WI	Branch 72
Knepfel, Kim	WI	Branch 549
Sederholm Marti, Susan	WI	Branch 72
Simmons, Brandi	WI	Branch 213
Sprewer, Victoria	WI	Branch 72
Baldwin, Craig	WV	Branch 212
McComas, Christina	WV	Branch 212
Newhouse, Raina	WV	Branch 212



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