

the Postal Supervisor

June 2018

Let's Make Our Future Bright

Attend the NAPS 2018 National Convention

**Aug. 6-10
Mohegan Sun**



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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.

High-resolution photos may be e-mailed to kbalentyoung@gmail.com. Please include your non-USPS e-mail. NAPS neither assumes responsibility for the contents of the articles published herein, nor does it necessarily agree with the opinions expressed. Moreover, opinions expressed by an author do not necessarily reflect the opinions of the author's branch.

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Here Comes the Sun—the Mohegan Sun!

The sun is rising fast on the start of our 66th National Convention at Mohegan Sun Resort in Uncasville, CT. No worries as our NAPS Host Committee and national convention team will rise to the top to make this national convention one of the best.

Officially, the convention begins Monday, Aug. 6, and ends the evening of Aug. 10. However, there are

pre-convention activities occurring, too. Here are a few things you can expect during our 2018 National Convention:



Brian J. Wagner
President

Convention committees are scheduled to meet Aug. 5, the Sunday prior to the official start of the convention. However, the Registration and Credentials Committee will start meeting Saturday, Aug. 4. In addition, some committees will continue to meet throughout the national convention.

Our concept to have at least 20 percent or more new delegates assigned to national committees has been well-received. Of those submitting our new self-nomination national committee request form, approximately 35 percent are from members who never before have served on a national committee. This 35 percent includes first-time convention attendees. This is a great way to build our NAPS national committee bench and get more members engaged in the business of NAPS.

Continuing with this concept, NAPS Headquarters will be seeking interest from members to be future national convention committee chairs and co-chairs. The committee chairs and co-chairs we currently have do a fantastic job. However, as time moves on, so do some of our chairs and co-chairs. Therefore, we must be prepared for future national conventions by coaching and mentoring the next generation of committee leaders today.

Sunday, Aug. 5, activities include our traditional

national convention golf tournament in the morning. Sunday afternoon, we will have a First-Timer & Delegate Orientation session. This is a new concept. All registered NAPS delegates, including our Auxiliary members, are welcome to attend. Delegates will hear remarks from the resident officers and National Auxiliary president. Our official NAPS parliamentarian, Dr. Bruce Bishop, will finish the session with an overview of “Robert’s Rules of Order” and how NAPS convention business is conducted. Sunday will conclude with our Host Committee providing a delegates’ reception with music and refreshments.

On Monday, Aug. 6, at 9 a.m., our Opening Ceremony will begin. Our Host Committee has been diligently working on this ceremony; it won’t disappoint. After hearing from guest speakers and enjoying entertainment Monday morning, our NAPS business will begin Monday afternoon. Monday evening will be our exciting NAPS Delegates’ Welcome for all to attend and enjoy food, refreshments, games, entertainment and NAPS fellowship.

Because the Mohegan Sun Resort has so much to offer regarding food, shopping, entertainment and casino games, Tuesday night will be a night for delegates to enjoy on their own or with other convention attendees. It will be a good prelude to Wednesday’s free day when delegates and guests will have the opportunity to take planned tours or enjoy the scenic New England area on their own.

Before we reconvene Thursday morning with NAPS business, we hope you will get up a little earlier and participate in our SPAC Walkathon. In the afternoon, we will hear nominations for national officers. In addition, cities seeking to host our 2022 National Convention will give their presentations. As of this writing, we have two cities seeking to host our convention that year: New Orleans and Denver.

Although Friday will be our final convention day, there will be no time to rest. This day will be full, with national officer elections and the traditional National

Continued on page 15

Why Have Audits If You Ignore the Recommendations?

On March 30, 2018, the Office of Inspector General of the USPS issued report number NO-AR-18-004 concerning staffing at mail processing facilities. We merely call it Function-1 Scheduler. I have read numerous OIG audit reports in the past. I also have made requests for reviews of USPS processes from this “independent investigatory arm of the USPS.”



Ivan D. Butts
Executive Vice President

What I have heard in prior conversations with USPS OIG audit teams—reinforced in the reading of this audit report—was interesting. I learned the audit team would review to validate that the USPS is following process guidelines it has established for any given program. The review would take place whether the program is efficient, effective or any of the many other reasons for which we may believe an audit

would be appropriate to address the inefficiencies of some USPS programs.

This is not a statement against the hard work the special agents of the OIG perform. Rather, it is more of a statement of concern about the blanket failure of the USPS’ acceptance or general disregard it has for these audits and the resulting recommendations.

In the audit I referenced above, the OIG found that when the Postal Service does not optimally staff its mail processing facilities nationwide based on the F1 Scheduler, there is an increased risk of incurring additional overtime and lower productivity. In FY17, for example, facilities with complements greater than F1 Scheduler results had 15.7 percent lower productivity, while facilities with complements under F1 Scheduler results incurred about 18 percent more overtime.

What the audit demonstrates (see table at right) is that regardless

of staffing over or under the F1 Scheduler, overtime still was above 10 percent and penalty overtime still was being used. In my opinion, this issue points to a flaw in a process that continues to go unaddressed. Remember, the OIG audit team is looking to see if the process is being implemented following process guidelines. The OIG is not auditing to see if the guidelines produce a successful or failed program.

How can overtime be used at about the same rate regardless of how the staffing tool is being used? I understand the answer based on conversations with various USPS leaders around the country when the subject of the F-1 Scheduler comes up. The conversation always centers on the fact this program is a failure.

Indeed, some have placed it in the category of worse than the Operational Window Change (OWC) process. OWC is the USPS process that stands as the watershed moment when mail service to America “went off the cliff.” This statement is attributed to a USPS Executive Leadership Team member—not NAPS, although NAPS does concur.

What is not surprising is the USPS response to the OIG’s recommendations. To every recommendation made, the USPS applied the same answer: “Management strongly disagrees with this recommendation.” And there ends the story.

In solidarity ...

naps.ib@naps.org

Table 1. Comparison of F1 Scheduler Results to Productivity and Overtime

	Facilities Over Scheduler Results	Facilities Under Scheduler Results	Percentage Difference
Number of Facilities	160	96	
Overall Overtime	10.59%	12.85%	17.58%
Penalty Overtime	0.41%	0.54%	22.96%
Productivity	2171	2571	-15.68%

Source: Enterprise Data Warehouse (EDW), F1 Scheduler Compliance Report, and OIG calculations.

Employees First

“My philosophy is put your employees first, your customers second and your investors third and, in the end, everyone will be happy.” Such is the business philosophy of Sir Richard Branson, entrepreneur and business leader and CEO of Virgin Group.

I was in attendance recently where area postal leaders were discussing customers, serving customers and gearing the success of the business to customer satisfaction. I was reminded of articles I’ve read about Branson, so I decided to do a little research. In a blog entitled Engaged IT for the CIO, Mubbisher Ahmed quoted Branson on his unique style of management: “Staff first, then customers and shareholders; shape the business around the people. Having a personality of caring about people is important. You can’t be a good



Chuck Mulidore
Secretary/Treasurer

leader unless you generally like people. That is how you bring out the best in them. For the people who work for you or with you, you must lavish praise on them at all times,” Branson said. “If a flower is watered, it flourishes. If not, it shrivels up and dies. People don’t need to be told where they’ve slipped up or made a mess of something.”

Thus, it seems the perspective of one of the world’s richest and most successful businessmen is to treat your staff well and your customers’ satisfaction inevitably will follow. So, you might ask, does this have any applicability in the Postal Service?

I would argue this is the blueprint for success in the Postal Service. Let’s stop worrying so much about customer satisfaction—testing it, scoring it, making it a pay-for-performance target—and truly start engaging with employees, making them the centerpiece of the business. Yet, how many of our EAS employees feel respected, liked, praised or cared about?

We are told our customers are the key to success, even as we watch thousands of EAS employees go year after year with minimal or no pay

increases. The USPS says customer satisfaction is the key to viability, yet EAS employees are disciplined for making minor mistakes, cannot get leave approved, are berated on telecons and work excessive hours. How can we talk about customer satisfaction when we don’t discuss EAS satisfaction?

What is the price tag of poor internal satisfaction by the very employees who move the mail, make the decisions at work and talk to the craft employees on a daily basis? We are told we are part of the team—the place where the “rubber meets the road,” yet, where is the proof these are more than just words?

What is the cost of poor morale among the very group of employees that should be championing the USPS as the model of efficiency, yet are mired in redundant reports, multiple tiers of reporting and are afraid to “think outside the box” because such thinking can lead to mistakes that are not tolerated in an environment where someone has to be accountable for every error. As Branson might say, are you, as an EAS employee, being watered and, thus, flourishing? I think we know the answer to that.

If customers are indeed the lifeblood of the Postal Service, if customer satisfaction is the key to success and long-term viability in the Postal Service and if customer satisfaction is a worthy tool of measurement, then let’s turn the whole system upside down! If Sir Richard Branson is correct—and he has the business credibility to back it up—then let’s start with caring about our EAS employees.

Give them regular raises, cut back on corrective actions, allow people to flourish in an environment free of stress and retribution and genuinely thank them by allowing them to have annual leave and time with their families. Let’s measure that for a change. I just bet the customer satisfaction scores will soar, as well.

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The Postal Supervisor 2018 Production Schedule

Issue	Copy Deadline*	Mails
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.

Reimbursements to Appropriate VMF, Safety of EAS Employees Discussed

The March 15 consultative meeting was held in conjunction with the spring Executive Board meeting. The entire NAPS board was present. Representing the Postal Service were Bruce Nicholson and Henry Bear, USPS Labor Relations Policy Administration.

Agenda Item #1

Line 3H of the Financial Report deals with parts and commercial labor. In an example cited by field EAS employees, the Postal Service has a warranty issue with an engine. The VMF pays for the replacement engine. On the back end, the refund for the engine goes to the finance number for where the vehicle is assigned—not the VMF that actually paid for the part.

This also applies to tort claims if a vehicle is wrecked and monies are recouped for the loss. These funds also go back to the finance number where the unit is assigned—not to the VMF that purchased any replacement parts for that vehicle.

When the VMF went under Headquarters reorganization, the VMF took ownership of line 3H, which is compensable to VMFs under NPA.

NAPS requested that all funds recovered that impact VMFs under line 3H be returned to the VMF making the purchases of parts and not to the finance number of the assigned vehicle.

Fleet Management responded that all expenses and reimbursements that are charged to line 3H are transferred back to the servicing VMF each month.

NAPS responded it does not agree

with this assessment and will pursue this item for additional response at the next consultative, to include a briefing from USPS Headquarters Fleet Management.

Agenda Item #2

NAPS leadership in the Great Lakes Area reported that EAS employees are being threatened by craft employees and are afraid for their safety. Area leadership had been made aware of these issues, but they have not been resolved.

NAPS once again voiced its concerns over the lack of application of the “Joint Statement on Violence and Behavior in the Workplace” in a fair and equitable manner to reflect a commitment by the USPS to protect EAS employees in the workplace.

This matter should be directed to the Great Lakes Area Human Resources manager.

NAPS said it will follow up with local NAPS leadership to monitor this issue.

Resident Officer Candidates Announced

At the 2010 NAPS National Convention, Resolution #57 was passed:

“WHEREAS, *The Postal Supervisor* is a monthly publication paid for by members’ dues, and

“WHEREAS, For the first time in the history of NAPS, officially announced resident officer candidates are being allowed to place election advertisements in *The Postal Supervisor*, and

“WHEREAS, The officially announced resident officer candidates are being required to purchase these advertisements, therefore be it

“RESOLVED, For the good of the membership, that NAPS put in print in *The Postal Supervisor*, the currently announced candidates for the three national officers, in three issues before the national convention.”

These NAPS members have announced their candidacies for the three resident officer positions:

President: Brian J. Wagner

Executive Vice President: Ivan D. Butts

Secretary/Treasurer: Chuck Mulidore



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.

NAPS Executive Board Directory

Resident Officers

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Ann Konish (left), the number two 2017 Ultimate SPAC donor, presented her \$5,000 check for her 2018 SPAC contribution to Auxiliary President Patricia Jackson-Kelley at this year's LTS. Kelley presented Konish with all five of her 2018 SPAC pins.



Executive Vice President Ivan D. Butts (background) attended the April 18 Senate Homeland Security and Governmental Affairs Committee confirmation hearing for the Postal Board of Governors nominees.

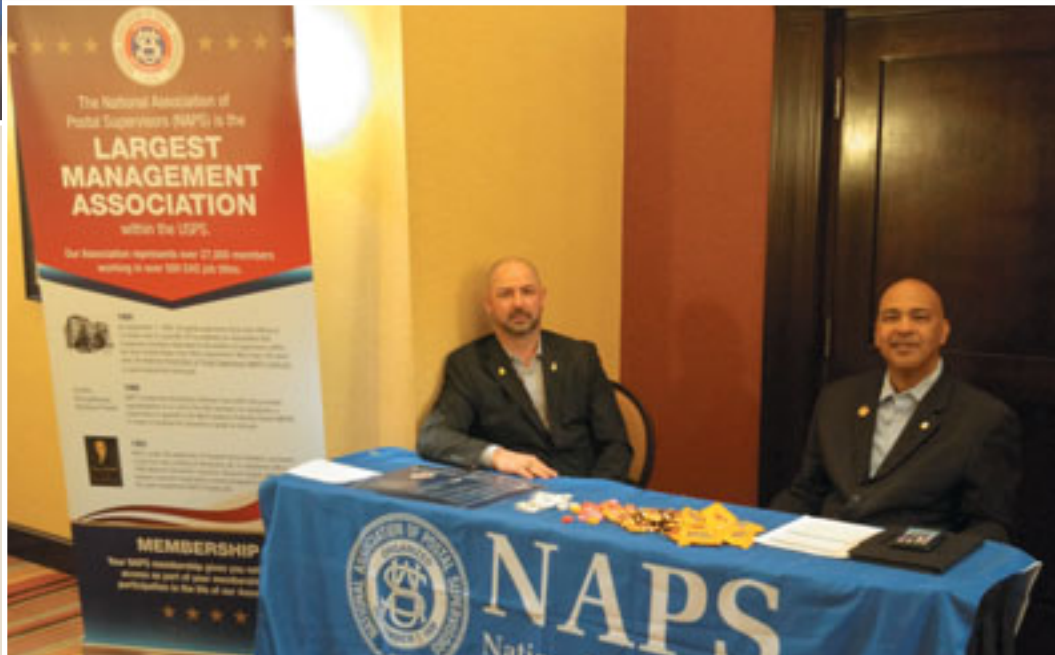


Paterson, NJ, Branch 99 President Jane Castellamare presented Charlie and Marie Scialla a gift at their April 25 retirement party at The Brownstone in Paterson. Charlie was NAPS' longtime DDF provider.



Rep. Brenda Lawrence (D-MI) and NAPS Western Region Vice President Marilyn Walton both graduated from John J. Pershing High School in Detroit.

Pioneer Area Vice President Tim Needham (left) and Eastern Region Vice President Richard L. Green Jr. attended the Appalachian District Career Awareness Conference April 28-29 in Roanoke, VA.





Eastern Region Vice President Richard L. Green Jr. installed Richmond, VA, Branch 98 officers, from left: Phillip Butler, Arnold Navarre, Laurie Mead, Lorraine Brown and Donald Garrett.

Central Gulf Area Training

From left: Texas Area Vice President Jaime Elizondo Jr., Southern Region Vice President Tim Ford, Central Gulf Area Vice President Cornel Rowel Sr., National Auxiliary Secretary Bonita Atkins, Southeast Area Vice President Bob Quinlan, Executive Vice President Ivan D. Butts and National Auxiliary Vice President Laurie Butts.



Capitol Hill Visits During the 2018 LTS



Illini Area Vice President Luz Moreno and Fernando Moreno with Illinois Sens. Tammy Duckworth and Dick Durbin



From left: Kansas City, MO, Branch 36 member Kat Bollinger, Rep. Vicky Hartzler (R-MO), Central Region Vice President Craig Johnson, MINK Area Vice President Bart Green and Branch 36 member Jeff Crisoff.

Los Angeles Branch 39 Hill Visits

From left: Branch 39 Vice President Sam Booth, Legislative Chair Yolanda Grayson, Rep. Karen Bass (D-CA), Secretary Trinise Johnson, National Auxiliary President Patricia Jackson-Kelley and President Marilyn Jones.



Branch 39 members with aides to Rep. Ted Lieu (D-CA), from left: Sam Booth, Trinise Johnson, Yolanda Grayson, Patricia Jackson-Kelley, Nicholas Rodriguez—district director for Lieu, Marilyn Jones and Michael Chernin—legislative assistant to Lieu.



Branch 39 members met with Jason Powell, legislative director and oversight counsel for Rep. Maxine Waters (D-CA), from left: Marilyn Jones, Yolanda Grayson, California State Legislative Chair Marsha Danzy, Trinise Johnson, Sam Booth, Patricia Jackson-Kelley and Powell.

Branch 39 members discussed the LTS talking points with Powell.



Margarete Grant Branch 127 (Oakland, CA) delegates visited Rep. Mark DeSaulnier's (D-CA) office: Vontina Swygert (left), Julio Leto (second from left), Glen and Enda Gray (back left), Yvonne Davis and Robert Martin.



Margarete Grant Branch 127 delegates with congressional aide Ethan Van Ness (fourth from left).



Margarete Grant Branch 127 delegates met with Maria Pino, an aide to Rep. Barbara Lee (D-CA), third from left.



Margarete Grant Branch 127 President Vontina Swygert presented the LTS talking points to congressional aide Ethan Van Ness.

Sacramento District Branch 77 delegates met with Rep. John Garamendi (D-CA), from left: Dianne Ingalis, Tom Wong, Robert Martin, Garamendi, Karyn Rahming, Jackie Rominger and John Wong.



Leadership—Does It Inspire Trust in Your Unit?

By Myrna Pashinski

Rocky Mountain Area Vice President

How do your leaders lead? Do your leaders encourage an environment of trust? Do your leaders encourage a winning team culture? Where would your unit performance be if your team was truly engaged? Now, ask yourself the same questions. Do you encourage an environment of trust and a winning culture in your own team?

Today's working environment seems to have two types: The team works together to accomplish what needs to be done or the team is too fragmented to function. One is an environment of a winning culture where your leadership encourages problem-solving and true engagement. The other is an environment of leading from the top down that says you'll do what I say and you'll do it without me offering any coaching, mentoring or listening. It's truly the difference of where trust lies in your team.

You know how much trust is in your team just by observing how mistakes are handled. If you are working in an environment where you know you can readily admit you've made a mistake and explain what you've done to correct it or even ask, "Can you help me remedy the mistake?" you have a nice level of trust in your unit.

Conversely, when there is no trust, we may fear the consequences

so much we take measures to hide the mistake and not address the underlying issues that caused the mistake. There is no collaboration, no problem-solving and no listening to what the root cause was. There is no room for explanations and everything is an excuse. In which environment are you working?



Unfortunately, many of us believe we are working in an environment that is toxic and hostile. We are sent conflicting messages of what we are supposed to do. When we don't get it right, we are belittled in front of our peers and threatened with discipline. In many units, we feel there is no opportunity to get it right and even when we do get it right, it goes unnoticed.

It seems that, for some senior leaders, mistakes are the highlight of their day and appear to bring them joy. They base their abilities to lead on how they respond to mistakes by bullying and intimidating team members. It creates a "winning culture of one" that doesn't include you. It doesn't create a "winning team culture" at all.

This "winning culture of one" seems to be present at most levels of the Postal Service. They have missed the basics of engagement. I see that mostly at the SOM level in districts. Occasionally, I see a senior manager who really wants to have a successful team, but that is rare. What I usually see is someone who only wants

NAPS Training Calendar

Michiana Area Training

June 8, 2018

In conjunction with the Michigan State Convention

Conducted by: Michiana Area VP Kevin Trayer

Location: Traverse City, MI

Hotel Rate: TBD

Registration Fee: no charge

Training Topics: Ethics, more TBD. For information, call Kevin Trayer, (269) 366-9810.

Southeast Area Training

Sept. 29, 2018

Conducted by: Southeast Area VP Bob Quinlan

Location: Embassy Suites Orlando Airport, 5835 TG Lee Blvd., Orlando, FL 32822; (407) 581-3316.

Hotel Rate: \$130

Registration Fee: \$35

Training Topics: How to stay out of trouble, adverse action, debt collection, more TBD.

Instructors: Southern Region VP Tim Ford and Southeast Area VP Bob Quinlan

to win. In a team environment, "I" can't be the only winner. Your team members have to be winners, too. You can't get there by yourself.

If you are in a working environment of a "winning culture of one," how do you survive? Every unit is going to be a little different, but it starts with you. If you allow yourself to be constantly intimidated and bullied by your manager, they will continue their behavior. If you respectfully put them on notice you don't appreciate being spoken to or treated in that manner, it puts them on notice. If they continue, then do the right thing and request a meeting with your manager's manager.

Everyone in the Postal Service has a manager to whom they report. Reporting up the chain may seem like a career decision. However, the

FY18 Career Awareness Conferences Schedule

Area/District	Point of Contact	Phone Number	Date	Location
Capital Metro				
Atlanta	Marilyn L. Nobles	678-323-5138	June 9-10	Atlanta, GA
Baltimore	Licha S. Wilson	410-347-4413	June 23-24	Timonium, MD
Capital	India J. Brown	301-499-7685	July 21-22	Potomac, MD
Mid-Carolinas	Joi Kirk	704-393-4509	July 14	Charlotte, NC
Eastern				
Central Pennsylvania	Victoria L. Giandalia	717-257-2267	June 24	Harrisburg, PA
Northern Ohio	Margaret E. Richards	216-443-4232	June 9-10	Akron, OH
Ohio Valley	Benedicta Brown	513-684-5597	Aug. 25-26	Wilmington, OH
Philadelphia	Donna L. Faison	215-863-2098	Oct. 1	Philadelphia, PA
Great Lakes				
Central Illinois	Claudia Bingham	708-563-7498	June 2-3	Oak Brook, IL
Chicago	Joyce A. Ozia	312-983-8672	July 20-22	Chicago, IL
Lakeland	Donna M. Nigbur	414-270-2339	Aug. 24-25	Wisconsin Dells, WI
Northeast				
Connecticut Valley	Catherine A. Litke	860-524-6209	June 10	Westbrook, CT
Long Island	Dolores A. Witkowski	631-755-2549	May 20	Melville, NY
Long Island	Dolores A. Witkowski	631-755-2549	Oct. 19	Melville, NY
Northern New Jersey	Latrayer W. Sumter-Moreau	732-819-3617	Sept. 16	Newark, NJ
Triboro	Jeanette Brooks	718-348-3301	Sept. 19	Brooklyn, NY
Pacific				
Honolulu	Cheryl Ann P. Johnson	808-423-3797	Aug. 25-26	Honolulu, HI
Sacramento	Brandi L. Jentgen	916-373-8115	May 20	Sacramento, CA
San Diego	Robert C. Henley	858-674-0467	June 24	Temecula, CA
San Francisco	Katherine A. Pabalan	415-550-5576	July 28-29	San Francisco, CA
Santa Ana	Robert W. Waldrup	714-327-6509	July 15	Anaheim, CA
Sierra Coastal	Michael H. Lacsamana	661-775-7070	Aug. 26	Oxnard, CA
Southern				
Alabama	Daphne M. McClain	205-521-0293	July 14-15	Birmingham, AL
Arkansas	John W. Gentry	501-228-4278	Oct. 21-22	Little Rock, AR
Dallas	Toni A. Scott	214-760-4601	May 19-20	Coppell, TX
Fort Worth	Tammie Turner	817-317-3399	July 28-29	Fort Worth, X
Gulf Atlantic	Delores D. Carter	904-359-2812	July 20-22	St. Augustine, FL
Oklahoma	Tommy J. Palmer	405-815-2280	June 29-July 1	Midwest City, OK
Rio Grande	Karen A. Robinson	210-368-8425	June 30-July 1	San Antonio, TX
South Florida	Damaris Agrait	305-470-0881	Sept. 14-15	Weston, FL
Suncoast	Jacqueline E. Calhoun	813-354-6023	June 8-10	Champions Gate, FL
Western				
Alaska	Robert D. Ward	907-273-5831	Oct. 18	Anchorage, AK
Arizona	Kelly E. Meyers	602-225-3052	Aug. 12	Tucson, AZ
Portland	Thomas L. Werbin	503-294-2346	Sept. 8	Portland, OR
Seattle	Alisa S. Masunaga	206-768-4942	July 29	Federal Way, WA

Current as of March 31

one responsible for working with your manager has to have an opportunity to help change the behavior of your manager or things will just stay the same. In some situations, the solution may be to report it to the OIG. There really are times when that is the best approach. Work with

your local NAPS officers, too; they are there to help. If they don't know your issues or concerns, they don't have the opportunity to help you.

Another solution is to team with your peers in the office to find a manageable way for your unit to have a winning team culture. Com-

municate with each other to ensure all the duties and responsibilities are covered. Include your manager in that communication.

Most importantly, if you have daily tasks you know you can't accomplish on any given day, let

Continued on page 29

Bruce Moyer

NAPS Legislative Counsel



President Trump has established a task force to conduct a “thorough evaluation” of the operations and finances of the Postal Service and to develop recommendations for administrative and legisla-

tion were not named to the task force, although the executive order directs the task force to consult with them. The order also directs the commission “to consider the views of the USPS workforce; commercial, non-profit and residential users of USPS services; and competitors in the marketplace.”

task force could embrace those bills and push for passage of those reforms by Congress before the current session ends in December. NAPS supports this approach.

Or the Mnuchin task force could go further and push for rethinking the universal service obligation, privatization and the postal monopoly. The task force also could repeat the 2003 commission’s call for more active USPS engagement in public-private partnerships potentially involving processing and delivery operations.

Most of these changes, particularly universal service and the postal monopoly, would require congressional approval; others could be pursued by the Postal Service on its own, although likely under heightened congressional and public oversight. NAPS continues to oppose moves in each of these directions.

The Amazon Deal and Potential Pricing Changes

The task force also could push for additional USPS revenue through higher prices charged to big mailers such as Amazon. Only days before issuing his executive order setting up the task force, President Trump complained via Twitter that Amazon-negotiated delivery arrangements with the Postal Service were “ripping off the post office,” with Amazon getting the better end of the bargain.

The President also vented about Amazon’s dominance of the e-commerce market and its alleged monopoly over the package market. (Amazon founder Jeffrey Bezos also owns *The Washington Post*, a frequent critic of the President and his administration.)

Is Amazon getting a cushy deal? The Postal Regulatory Commission, which oversees USPS-negotiated service agreements such as the one with

USPS Finances, Operations Face Review by Trump Task Force

tive reforms. Through an executive order issued April 12, the President directed the task force, chaired by Treasury Secretary Steven Mnuchin, to report its findings and recommendations to the President by Aug. 10.

The executive order directs the task force to study:

- the expansion and pricing of the package delivery market and the USPS’ role in competitive markets,
- the decline in mail volume and its implications for USPS self-financing and the USPS monopoly over letter delivery and mailboxes,
- the definition of the “universal service obligation” in light of changes in technology, e-commerce, marketing practices and customer needs,
- the USPS role in the U.S. economy and in rural areas, communities and small towns and
- the state of the USPS business model, workforce, operations, costs and pricing.

Task force membership includes Mnuchin, Director of the Office of Management and Budget Mick Mulvaney, Director of the Office of Personnel Management Jeffrey Pon and other agency heads as determined by Mnuchin. The Postmaster General and chair of the Postal Regulatory Com-

mission Brian Wagner said NAPS will make its views known to the task force. “We are hopeful the President’s actions will stimulate the kinds of reforms that improve and sustain the operations of the Postal Service. NAPS will monitor and seek every opportunity to provide perspective from the operational front line of the organization.”

What to Expect from the Task Force?

With only 120 days to do its work, the Mnuchin panel will be hard-pressed to repeat the exhaustive review performed by the presidential blue-ribbon commission in 2003 that studied the finances, operations and future of the Postal Service and produced recommendations that led to the 2006 postal reform law. That panel, appointed by President George W. Bush, issued a 181-page report based on nine extensive field hearings, testimony from 70 experts and witnesses and visits to a variety of postal facilities.

Today, the Mnuchin panel’s work is comparatively easier. With bipartisan House and Senate postal reform bills pending on Capitol Hill that have been substantially vetted, the

Amazon, has approved all USPS-Amazon arrangements to date. But the task force could call on the PRC to require the agency to factor more of its fixed costs into its package shipping rates, a move frequently urged by competitor UPS.

If the PRC moves in this direction, it could lead to higher USPS prices and more revenue—a good outcome. But higher prices also could undermine USPS competitiveness, with big mailers switching to UPS and other parcel competitors that charge less, leaving the USPS stranded.

bruce@moyergroup.net

Here Comes the Sun—the Mohegan Sun!

Continued from page 3

Auxiliary Luncheon, which we hope many of you will attend. We will finish the day with the swearing-in of our new Executive Board, then close the evening with our Grand Banquet. Friday's banquet will be a time to enjoy NAPS fellowship, cherish the new memories and friends we made and celebrate the completion of another successful national convention.

You are probably pretty full of this article by now. However, speaking of being full, one thing about NAPS members, we like food. Fortunately, you will have plenty of places to choose at Mohegan Sun to satisfy your appetite. Therefore, when the sun goes down every evening, we are confident that any Mohegan Sun or NAPS-sponsored meal you enjoy will keep your tummies full. We can't say the same about your pockets, though, if you choose a casino table instead of a dinner table.

But, whatever your choices, we hope at least one is to attend our 2018 NAPS National Convention this August at Mohegan Sun. Our NAPS future will be even brighter

Let's Talk Politics!

Legislation Looks to Expand USPS Services

By **Katie Maddocks**

*Legislative Representative and
SPAC Manager*

Almost a year after the House introduced legislation to expand the Postal Service's ability to provide basic financial services, Sen. Kirsten Gillibrand (D-NY) introduced her version of a postal banking bill. Similar to the "POSTAL Act of 2017," H.R. 3617, introduced by Rep.

Cedric Richmond (D-LA), S. 2755 would allow post offices to provide savings and checking accounts, as well as small loans to those underserved by financial institutions.

Gillibrand and Richmond have seen the need for this as almost 8 percent of American households do not have bank accounts. As well, 20 percent of households are underbanked or have limited access to traditional banking.

By using the Postal Service's 30,000 locations, including the 59 percent of rural and urban locations in ZIP codes that have no banks or just one, S. 2755

would move toward providing all Americans with equal and affordable access to banking opportunities. Many of those who would benefit from H.R. 3617 and S. 2755 currently rely on payday lending companies,

which results in the average loss of 10 percent from gross household income due to interest and fees.

Teaming with post offices to provide banking services is a common-sense solution.

As the mission of the USPS includes providing the American public with trusted, affordable universal service, it is a natural step to expand services to the underserved banking community.

Currently, S. 2755 is before the Senate Homeland Security and Governmental Affairs Committee, while H.R. 3617 is before the House Oversight and Government Reform Committee. NAPS will be closely tracking these bills and informing our members on their progress. If you have questions about the legislation, please feel free to contact NAPS Headquarters.



after the convention as our NAPS delegates accomplish the work that needs to be done. It is worth repeating: As the sun sets on this article, start raising interest with your members to all the fun they will have at

the Mohegan Sun in 2018.

Also, I hope you have an appetite for my June 2018 ice-cream flavor of the month recommendation: Ben & Jerry's Cherry Garcia!

naps.bw@naps.org



PASSION PURPOSE PEOPLE...
CREATING A BRIGHTER FUTURE!



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

Passion—Purpose—People:



By Sheri Davies, vice president, ConferenceDirect

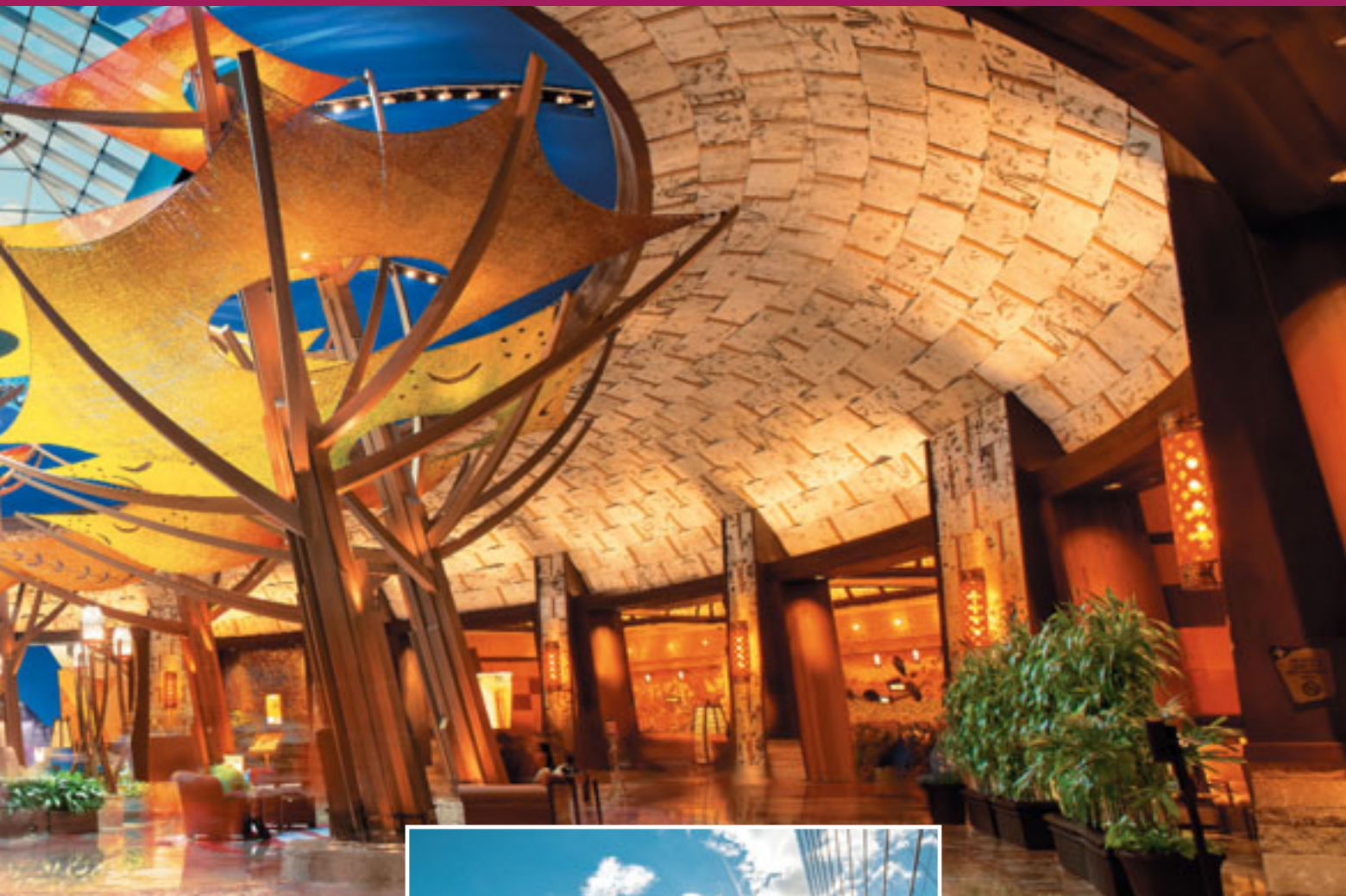
Thank you, NAPS members, for making a difference every day! I am excited to share information for the NAPS 66th National Convention that will take place at the magnificent Mohegan Sun Resort & Convention Center.

Mohegan Sun offers more than 275,000 square feet of meeting and function space. There also is more than 300,000 square feet of gaming excitement in three casinos. There are two world-class spas, more than 40

restaurants and bars, three entertainment venues—including a 10,000-seat arena, an edgy comedy club and a 350-seat Wolf Den that offers complimentary entertainment. Not to mention more than 40 shops and two indoor pools.

I want to share pertinent information that will help you prepare for your travels and experience to the fabulous Mohegan Sun. Here's to a great NAPS 66th National Convention!

Creating a Brighter Future



Some Key Points

- The convention is Aug. 6 – 10.
- Registration information can be found on page 16 and on the NAPS website.
- July 11 is the hotel cut-off date to secure your respective sleeping rooms at Mohegan Sun. Our rooms are in the Sky Tower.
- July 11 is the registration cut-off date.
- The NAPS general session will be in the Uncas Ballroom.
- Registration will be inside the Convention Center on the main level.



- See page 21 for information on transportation to and from the hotel. The cut-off date is Aug. 2.

• Hot off the press! For NAPS members, specially discounted \$15

basketball tickets are available for the Sunday, Aug. 5, 3 p.m. game between the Connecticut Sun—Mohegan Sun's own WNBA team—and the Las Vegas Aces at Mohegan Sun Arena. Visit www.naps.org for more information.

- Wednesday, Aug. 8, is a free day. See page 23 for available tours.

Specially discounted \$15 basketball tickets are available for the Sunday, Aug. 5, game.



Accommodations

Each deluxe king room and double queen room offers a minimum of 450 square feet and includes a full-size working desk area with an ergonomic chair, relaxing loungers, marble bathrooms, mini refrigerators, coffee makers and video in-room dining menus and ordering with bill review and checkout accessibility.

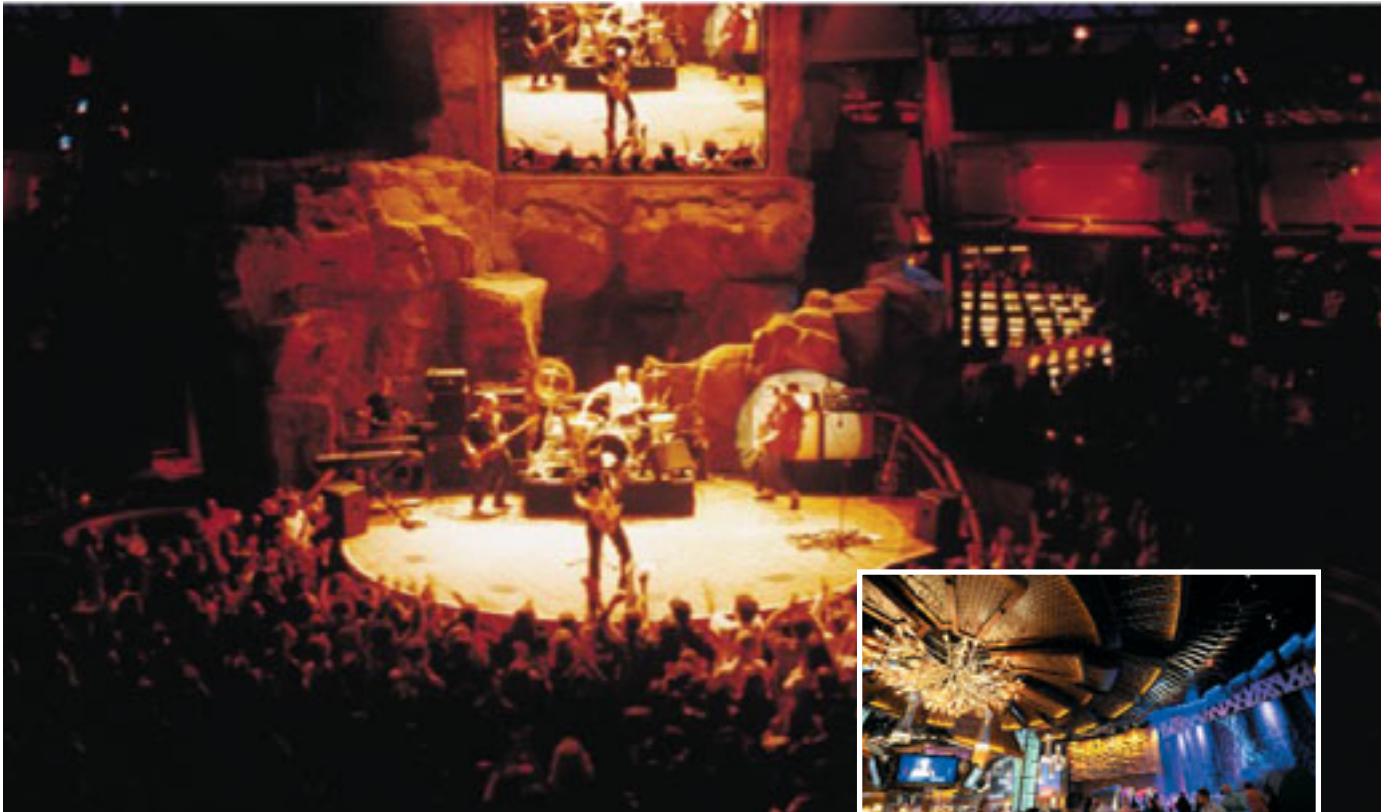


Entertainment

Got a free night? Well, we have a free show—live at the Wolf Den. Located in the center of the action in Casino of the Earth, the always-popular Wolf Den offers full beverage service, a state-of-the-art sound system, intimate seating and top performances by entertainers such as MC Hammer, Jerrod Niemann, Blue Öyster Cult, Gin Blossoms and Eddie Money!

Other great spots to check out include the nightclub Avalon, with world-class DJs and state-of-the-art sound and lighting system; Comix Mohegan Sun—so much more than a comedy club; the Landsdowne Irish Pub and Music House that offers a touch of Gaelic flair and the utmost in Irish hospitality; Jimmy Buffett's Margaritaville—two floors of dining space, multiple bars and a concert stage, all in a tropical atmosphere inspired by the travels and songs of Jimmy Buffett; Mist—the place to begin and end your party, with a contemporary style mixed with industrial chic design that includes an ever-changing multimedia

Wolf Den



Mist

Important Convention Deadlines

- 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

show projected on the three-story water wall with continuous rolling fog; SolToro—a breezy Mexican cantina; and VISTA Lounge at Wombi Rock—a true ultra lounge that lets you relax in plush coves and VIP sections or enjoy the intimate dance floor with a state-of-the-art, near-field, bi-amped 60,000 watt sound system. These are just a few of the amazing venues in the Mohegan Sun. Check out more at www.mohegansun.com.

Rental Vehicles

Enterprise in Norwich is the preferred local vehicle rental agency. For information, go to <https://www.enterprise.com/en/car-rental/locations/us/ct/norwich-4830.html>.

Scooter Rentals

For your convenience, electric scooters are available for rent. Reservations are recommended to ensure availability and the delivery of your scooter to the right location before your arrival. To reserve, call (860) 862-8125 or toll-free at (888) 320-4577.

The rental fee is \$30 per day.

Kids Quest

Kids Quest at Mohegan Sun is the place to be for any child from 6 weeks to 12 years old. Kids can have an adventure of a lifetime with a variety of activities to do during their visit.

Kids Quest offers a variety of kids' favorite activities, including the Tiny Tots room especially designed for the youngest guests, the most popular non-violent video and arcade games, the Techno Quest® games/stations featuring Wii® and Kinect® games, iPad® stations, the high-tech Quest Café, a gym with basketball court and the Karaoke Star Stage where

Airport Ground Transportation

DATTCO Inc. will provide complimentary airport ground transportation service for NAPS delegates attending the 2018 National Convention. Reservations must be made no later than 5 p.m. Eastern time, Thursday, Aug. 2. Shuttle service will operate from Connecticut's Bradley International Airport and Rhode Island's TF Green Airport every 90 minutes per the following schedule:

Saturday, Aug. 4, and Sunday, Aug. 5, to Mohegan Sun Resort

8 a.m.
9:30 a.m.
11 a.m.
12:30 p.m.
2 p.m.
3:30 p.m.
5 p.m.
6:30 p.m.
8 p.m.
9:30 p.m.
11 p.m.
12:30 a.m.

Friday, Aug. 10, and Saturday, Aug. 11, return to airports

3 a.m.
4:30 a.m.
6 a.m.
7:30 a.m.
9 a.m.
10:30 a.m.
noon
1:30 p.m.
3 p.m.
4:30 p.m.
6 p.m.

Please allow a minimum of three hours for travel time to airport and check-in. Make a note of these times when making your travel plans. There is no charge for this service, but reservations are required. Service may be changed or cancelled until the Aug. 2 reservation cut-off date.

Personal sedan and luxury van service is available outside these dates and times should travel plans require these services. NAPS members may contact DATTCO directly and speak with Donna Slaga: (800) 229-4879, ext. 645; donna.slaga@dattco.com.

kids sing and perform their favorite songs on stage.

Kids will be excited to experience a number of new activities, including Apt. Q where playing house is brought to life in their own make-believe

apartment, a challenging climbing half-wall in the gym, an all-new indoor play piece with a super slide and interesting crawl and climb tunnels. Club 305 is especially suited for 3- to 5-year-olds with quiet play activities and tumbling equipment.

The Movie Spot provides a fun theater atmosphere to watch a movie on the big screen and sit in rumbling seats. Creation Station is where young artists can create a masterpiece souvenir to take home after their visit. The expanded Quest Café is a



place to relax and have a snack or meal while watching a movie.

Daily rates: Tiny Tots (6 weeks to 29 months), \$13 per hour per child; Child (30 months to 12 years), \$12 per hour per child. NAPS members will get a 10 percent discount with a name badge. Hours: Sunday, 10 a.m. to midnight; Monday through Thursday, 10 a.m. to 11 p.m.; Friday and Saturday, 10 a.m. to 2 a.m. For information, call (860) 862-8150.

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.



PASSION PURPOSE PEOPLE...
CREATING A BRIGHTER FUTURE!



August 6 – 10, 2018
NAPS 66th National Convention

Discover Exciting Sights in New England

During the NAPS National Convention

All tours are scheduled for Wednesday, Aug. 8—the convention free day. All tours are based on a minimum of 25 persons; if the minimum is not met, the tour may be canceled. Each tour includes bus transportation and a DATTCO tour director.

To register for a tour, go to <http://tours.dattco.com/NAPS2018-Tours>. You also may call DATTCO Tours at (800) 229-4879; phones are open 8 a.m. to 4:30 p.m. The deadline for registering is Aug. 5.

Boston

8:30 a.m. to 7:30 p.m. Destinations to be determined.

Price: \$59 per person. Includes free time in Boston.

Add-on option: Duck Tour—add \$34

The fun begins as soon as you board your Duck—a World War II-style amphibious landing vehicle. First, you'll be greeted by one of our legendary tour conDUCKtors, who'll be narrating your sightseeing tour of Boston. Then, you're off on a journey like you've never had before. You'll cruise by all the

places that make Boston the birthplace of freedom and a city of firsts, from the golden-domed State House to Beacon Hill and the TD Garden, Boston Common and Copley Square to the Big Dig, Government Center to fashionable Newbury Street, Quincy Market to the Prudential Tower and more.

As the best of Boston unfolds before your eyes, your conDUCKtor will be giving you lots of little known facts and interesting insights about our unique and wonderful city. And just when



Photo courtesy of BCVB

Convention Tours



Photo courtesy of BCVB

Washington Statue Public Garden

you think you've seen it all, there's more. It's time for "splashdown" as your captain splashes your Duck right into the Charles River for a breathtaking view of the Boston and Cambridge skylines—the kind of view you just won't get anywhere else.

So, take the ride of your life. Hop on a Boston Duck Tour and experience the best thing to do in Boston. We are Boston's most popular tour!

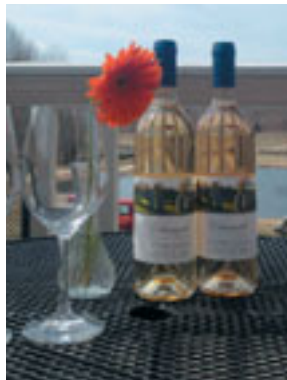
Clinton, CT

9:30 a.m. to 3:45 p.m.

Price: \$65 per person. Includes wine tour and tasting and free time at Clinton Crossing Premium Outlets with VIP coupon book.

The bus will arrive at Clinton Crossings Premium Outlets about 10:15 a.m. Tour participants will receive a VIP packet with \$100 in savings at the outlet stores. You will have free time to shop and have lunch at your leisure.

At 1:30 p.m., the bus will depart for Chamard Vineyard. The tour will take you through the winery for an informative look at its wine-making process, then enjoy a tasting of five Chamard wines.



Essex, CT

10 a.m. to 4:30 p.m.

Price: \$65 per person. Includes Essex Steam Train, riverboat ride and free time in Essex Village.

You will be swept away by a hiss of steam, the blast of a train whistle and the clickity-clack of the tracks with a journey back to the days of steam trains. You will disembark at Deep River Station for a relaxing and informative riverboat ride up the beautiful Connecticut River. Sit back, take in the fresh air and learn about the history and natural wonder of the Connecticut River. After the riverboat ride, you will depart for shopping in Essex Village and lunch on your own.



Hartford, CT

9 a.m. to 5 p.m.

Price: \$65 per person. Includes admission to Wadsworth Athenium, the Mark Twain House and Museum and Harriet Beecher Stowe House; lunch on your own in Hartford.

Enjoy a guided tour of the Wadsworth Athenium with a museum docent or explore the museum on your own. Lunch will be on your own in downtown Hartford, which offers many great restaurants.

Next on the tour is a 60-minute guided tour of the Mark Twain House and Museum, a National Historic Landmark. Twain lived in this Connecticut home



Photo by Daderot

Wadsworth Athenium



Mark Twain House

from 1874 to 1892, when he wrote his most important works, including “Huckleberry Finn,” “The Adventures of Tom Sawyer” and “A Connecticut Yankee in King Arthur’s Court.”

The last stop is a tour of the Harriet Beecher Stowe House, a historic house museum and National Historic Landmark. The house celebrates the life, family and legacy of Stowe, an American abolitionist and author of “Uncle Tom’s Cabin.”

Mystic Seaport, CT

9:30 a.m. to 4:30 p.m.

Price: \$65 per person. Includes admission to Mystic Seaport and free time in downtown Mystic.

Mystic Seaport’s The Museum of America and the Sea is the nation’s leading maritime museum. Explore American maritime history firsthand as you climb aboard historic tall ships, stroll through a re-created



19th century coastal village or watch a working preservation shipyard in action.

Enjoy shopping and lunch on your own in downtown Mystic.

Newport, RI

8:15 a.m. to 5:30 p.m.

Price: \$65 per person. Includes admission to two mansions and free time for lunch and shopping.

Enjoy two self-guided mansion tours and free time for lunch and shopping in Newport, a city set on Aquidneck Island. Its yacht-filled harbor hosted the America’s Cup sailing regatta for many years. Newport also is known for its Gilded Age mansions lining Bellevue Ave., some of which now are museums.



Photo by Matthew Trump



Photo by MWASCO

Convention Tours

New York City

8 a.m. to 8 p.m.

Price: \$64 per person. Includes free time in New York City. Destinations to be determined.

Add-on options:

Top of the Rock—add \$28. With sweeping, unobstructed views of Central Park and Manhattan's midtown and downtown skyscrapers, the view from Top of the Rock is truly one of a kind.

SPYSCAPE—add \$34. SPYSCAPE is a totally new kind of destination. It's a contemporary museum featuring amazing spy stories and devices, an interactive experience where you try real spy challenges and a personal journey to discover your inner spy through the museum's authentic profiling system (developed with a former head of training at British Intelligence). Come take a look at the world of spying as closely as it looks at you.



Photo by Julianne Shaer

Springfield, MA

8:30 a.m. to 6 p.m.

Price: \$65 per person. Includes admission to the Naismith Memorial Basketball Hall of Fame and all five Springfield museums, including the Dr. Seuss Museum.

The Naismith is home to more than 300 inductees and 40,000 square feet of basketball history. Located in Springfield, MA, hundreds of the museum's interactive exhibits share the spotlight with skills challenges, live clinics and shooting contests.

Downtown Springfield offers five world-class museums, including the Amazing World of Dr. Seuss Museum and the Dr. Seuss National Memorial Sculpture Garden.



Photo by Rhiza Ubral

Naismith Memorial Basketball Hall of Fame

NASKART/SUPERCARGED

11:30 a.m. to 3 p.m.

Price: \$99 per person. Includes two racing heats (about seven minutes each), lunch on your own.

Arrive and drive! SUPERCARGED's all-electric, zero-emission karts will get your adrenaline pumping as you race with your fellow NAPS members at Connecticut's fastest indoor, multi-level kart track. In between your two heats, you will have lunch on your own at the Fuel Up Café.



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 "77225555" and ends with your eight-digit employee ID number):

7 7 2 2 5 5 5 5 5 _____

(Example: 7722555512345678).

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



2018 SPAC Contributors



President's Ultimate SPAC (\$1,000+)

Geter, John	NC	Branch 183
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202
Konish, Ann	NY	Branch 11
Butts, Ivan	PA	Branch 355

April Contributors

VP Elite (\$750)

Wagner, Brian	IL	Branch 255
Randall, C. Michele	MD	Branch 531

Secretary's Roundtable (\$500)

Mullins, Kym	FL	Branch 81
Dittmann, David	IL	Branch 489
Winters, Michael	IL	Branch 255

Chairman's Club (\$250)

Grayson, Yolanda	CA	Branch 39
Trevena, April	CA	Branch 94
Wong, John	CA	Branch 497
Perteet, Cynthia	IL	Branch 541
Russo, Dominic	MA	Branch 43
Walter, Richard	MA	Branch 120
O'Neill, Shawn	ME	Branch 96
Anderson, Shareen	MI	Branch 23
Bollinger, Kathreen	MO	Branch 36
Englerth, Scott	NY	Branch 11
Trevino, Barbara	TX	Branch 124
Butler, Phillip	VA	Branch 98
Johnson, Stanley	WA	Branch 60

Supporter (\$100)

Carson, John	AL	Branch 901
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SPAC Contribution Form

Aggregate contributions made in a calendar year correspond with these donor levels:

\$1,000—President's Ultimate SPAC

\$750—VP Elite

\$500—Secretary's Roundtable

\$250—Chairman's Club

\$100—Supporter

Current as of February 2018

Federal regulations prohibit SPAC contributions by branch check or branch credit card.

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____

Name _____

Home Address/PO Box _____

City _____ State _____

ZIP+4 _____ Date _____

Employee ID Number (EIN) or
Civil Service Annuitant (CSA) Number _____



Enclosed is my voluntary contribution to SPAC by one of the following methods:

Check or money order made payable to SPAC; *do not send cash*

Credit card (*circle one*): Visa American Express MasterCard Discover

Card number _____

Security code (three- or four- digit number on back of card) _____

Card expiration date: ____ / ____

Signature (required for credit card charges) _____

In-Kind Donation (e.g., gift card, baseball tickets):

Describe gift _____ Value _____

All contributions to the Supervisors' Political Action Committee (SPAC) are voluntary, have no bearing on NAPS membership status and are unrelated to NAPS membership dues. There is no obligation to contribute to SPAC and no penalty for choosing not to contribute. Only NAPS members and family members living in their households may contribute to SPAC. Contributions to SPAC are limited to \$5,000 per individual in a calendar year. Contributions to SPAC are not tax-deductible.

Did you know you can attend local fundraising events on behalf of NAPS? We work with SPAC-supported candidates to see if there are events in home districts and encourage NAPS members to attend when possible. If you have questions about fundraising opportunities, please contact SPAC Manager Katie Madlocks at naps.km@naps.org or (703) 836-9660.

Florentin, Diana	CA	Branch 244
Maginnis, Gary	CA	Branch 466
Collen, Helen	CT	Branch 3
Starling, Karen	FL	Branch 146
Vorreyer, Leslie	FL	Branch 353
Sims, Reginald	GA	Branch 82
Parker, Laroma	HI	Branch 214
Williams, Ricky	IA	Branch 172
Wesley, Nancy	IL	Branch 493
Webb, Marcel	IN	Branch 8
Sisco, Bret	KY	Branch 920
Carter, Tonious	LA	Branch 421
Duffy, John	MA	Branch 43
Gramblin, Reginald	MD	Branch 531
Jones, Marcia	MD	Branch 42
Baker, Neil	MN	Branch 104
Vasquez Elms, Valerie	MN	Branch 16
Garrett, Donald	MS	Branch 199
Turner, Linda	MS	Branch 199
Bartko, Susan	PA	Branch 20
Blakely, Kathy	TN	Branch 41
Jones, Charleen	TX	Branch 122
Joers, Julie	WI	Branch 72
Sederholm Marti, Susan	WI	Branch 72

Leadership—Does It Inspire Trust in Your Unit?

Continued from page 13

your manager know early in the day. It gives them the opportunity to help get the tasks done, assign them to another team member or even have you stay and finish. In some situations, you also may want to verify what needs to be done and what was agreed to in order to complete the tasks via email. It's just a simple way to confirm what you understood was to happen that day.

If you open up communication and remain positive, you can make a difference. The key is trusting yourself enough to follow through.

vrma6state@aol.com

SPAC Scoreboard

Statistics reflect monies collected from Jan. 1 to April 30, 2018

National Aggregate:

\$88,674.70

National Per Capita:

\$3.42

Region Aggregate:

- 1. Western\$20,641.04
- 2. Northeast\$18,594.94
- 3. Eastern.....\$17,643.17
- 4. Southern\$16,691.55
- 5. Central\$15,104.00

Region Per Capita:

- 1. Western\$3.81
- 2. Northeast.....\$3.72
- 3. Central.....\$3.43
- 4. Eastern\$3.29
- 5. Southern.....\$2.90

Area Aggregate:

- 1. New York\$11,027.94
- 2. Pacific\$10,043.64
- 3. Capitol-Atlantic.....\$8,843.16
- 4. Texas\$6,483.00
- 5. Mideast\$6,339.50
- 6. New England\$6,012.00
- 7. Rocky Mountain.....\$5,918.40
- 8. Southeast\$5,514.00
- 9. Illini\$4,871.00
- 10. Michiana\$4,860.00
- 11. Northwest.....\$4,679.00
- 12. Pioneer\$4,015.51
- 13. MINK\$2,767.00
- 14. Central Gulf\$2,644.55
- 15. North Central\$2,606.00
- 16. Cotton Belt\$2,050.00

Area Per Capita:

- 1. Michiana\$4.58
- 2. Northwest.....\$4.53
- 3. New York\$4.52
- 4. Rocky Mountain.....\$3.92
- 5. Illini\$3.81
- 6. Texas\$3.68
- 7. New England\$3.54
- 8. Pacific\$3.50
- 9. Central Gulf Area\$3.43
- 10. Capitol-Atlantic.....\$3.40
- 11. North Central\$2.94
- 12. Pioneer\$2.91
- 13. Mideast\$2.83
- 14. Southeast\$2.38
- 15. MINK\$2.35
- 16. Cotton Belt.....\$2.29

State Aggregate:

- 1. New York\$10,460.94
- 2. California.....\$8,219.64
- 3. Texas\$4,897.50
- 4. Illinois\$4,228.00
- 5. Florida\$3,945.00

State Per Capita:

- 1. Maine\$9.91
- 2. Arizona\$7.26
- 3. Utah\$7.23
- 4. Hawaii\$6.71
- 5. Wyoming\$6.45

Drive 4 Five

Members by Region:

- 1. Central.....78
- 2. Southern.....62
- 3. Western62
- 4. Eastern.....53
- 5. Northeast.....44

Aggregate by Region:

- 1. Central\$8,561.00
- 2. Western\$8,525.00
- 3. Southern\$7,239.00
- 4. Eastern.....\$6,433.91
- 5. Northeast\$4,535.00



Getting Started on Financial Wellness

*M*any of us spend a fair amount of time taking care of our health in different ways: physically, mentally, spiritually and more. But perhaps we ought to consider another significant area of our wellness: finances. According to the Financial Health Institute's 2015 report on "The Link Between Health and Wellness," three-quarters of Americans report finances as a main cause of stress.

Now is the time to dedicate thoughts, energy and time into ensuring we have financial wellness. With day-to-day bills, college tuition, saving for retirement and health care costs, knowing how to get started with financial wellness can be difficult.

What Is Financial Wellness?

According to Tom Rath and Jim Harter—leaders in workplace well-being research for Gallup—financial

wellness is defined as "effectively managing your economic life." Key elements include understanding spending within your means, preparing for emergencies by having a set amount in savings (usually a minimum of six months of income), being educated on investing tools and opportunities and devising a plan for your future.

Misconceptions About Financial Wellness

There are many common misconceptions when it comes to our personal finances. We may feel intimidated or wonder where to even begin on this task. The first thing to understand is that everyone should be involved in financial planning. It is not limited to a certain phase of life or economic class. Even if you have debt, it is possible to manage finances and still plan for the future.

Many people believe the whole idea of building wealth and planning for retirement is too complicated for the average person. Dave Ramsey, author, radio host and television personality, notoriously says, "Personal finance is 80 percent behavior and only 20 percent head knowledge." Successful financial wealth-building does not require a great body of knowledge but, rather, some knowledge and, more practically, discipline.

Understanding Financial Net Worth and How to Increase It

A good starting point is to determine one's net worth. Net worth is a technical term used in finance to understand your overall state of financial health; knowing what your net worth is can help you take an important first step to building wealth. We first must recognize where we stand

before we can devise plans for improvement.

Net worth is calculated by finding the difference between assets and liabilities. Assets are items we own, including cash, savings accounts, money market accounts, certificates of deposit, our house, a car, boat, furniture, art, jewelry, stocks, bonds, mutual funds, retirement accounts (401ks or 403bs) and individual retirement accounts.

On the other hand, liabilities are items we owe, such as credit card debt, car loans, mortgage, student loans and any other outstanding debt. Calculating net worth is as easy as listing assets in one column, liabilities in the other column and subtracting the totals, which is the basis of a balance sheet.

Now that we have the basis of net worth, we can turn our attention to improving and creating more

wealth. There are a few ways to build wealth: acquire more assets or reduce liabilities. Better yet, you can pursue the third option and do both at the same time. To build wealth, we need to specifically save more and pay down our debt.

This task is easier said than done, though. However, by understanding and documenting net worth, you have made an important step in the right direction. Now you need to assess the asset and liability list, set savings and spending goals and track your progress. Be patient and keep working your goals. This is a surefire way to increase your net worth!

By Brenda Forde, CPA, MBA, program chair, Undergraduate and Graduate Accounting, Forbes School of Business & Technology.™ This article originally was published on Ashford University's blog, "Forward Thinking," on Feb. 10, 2017.

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Developing Effective Communication Skills

Submitted by the USPS Employee Assistance Program

Effective communication may seem simple, but there often is more to it than initially meets the eye. Communication ranges from the simple—a smile, nod or wink—to the complex, such as in teaching or leadership contexts. Regardless of the purpose or context, there are some concepts critical to the effective transmission of thoughts and feelings from one individual to another or others.

One of the most important issues in effective communication is credibility. If the speaker or content of the message is not genuine or sincere or the

message is not perceived that way, communication suffers. The speaker must have credibility with their audience and the message must be believable. The message also must be delivered in a context understandable to the audience and consistent with the message. In other words, what is being conveyed by the speaker must be consistent with the context of the message.

In order for effective communication to occur, the message must be clear and accurate. Ambiguity creates confusion or misunderstanding. Brevity and clarity are critical in achieving understanding. Digressing from the point or main topic may create confusion or



misunderstanding. At the very least, it may diminish the impact of the intended message.

The information sent by the speaker also must be meaningful to the audience. Information that is not interesting or of value often is not attended to or quickly forgotten. Simple, direct messages are more easily understood and remembered than are long, rambling or generally disorganized messages. The message must not be beyond the audience's capacity for understanding it.

Methods of communication should be consistent whenever possible. Individuals often have preferred methods of receiving communication. Some prefer written communication, while others may prefer oral communication. Whenever possible, the audience should be permitted to receive the information in their preferred delivery mode.

The message also can be delivered in other modes, but it is critical that the message be delivered primarily in the preferred mode whenever possible. Repetition also can be an important factor in communication. Hearing a message more than once makes it easier to remember and understand.

It is important to remember that communication is a two-way street. Listening is an important part of the communication process. When in listening mode, it is important to portray interest, attentiveness and sincerity or, in other words, the exact same traits you expect to see as a speaker. If your audience perceives you not expressing yourself authentically or as a disengaged participant, they likely will be equally disinterested in hearing what you have to say.

The skills required to convey attentiveness and interest as a listener are the same skills necessary to engage your audience as a speaker. Eye contact, body language, voice tone

and volume, posture and lack of distracting/unnecessary motion or gestures all are important factors in displaying interest and/or concern.

Repeating what you hear in your own words is one way of confirming understanding. This can be done as either the primary speaker when responding to a question or as a member of the audience. Doing so conveys understanding and, potentially, agreement with what is being said. It also can serve to facilitate additional dialog and further the conversation.

Communication can occur in a number of contexts. It can be intended as a one-way interaction or it can be a dialog—an exchange of ideas or opinions. Regardless of the context of the interaction, the guidelines remain the same. However, specific contexts require focus on specific skills. For example, when communicating with customers, it is important to understand the needs of the customer. In this context, beginning the interaction with welcoming gestures, such as smiling and an open physical posture will make the customer feel at ease and more comfortable asking questions or discussing concerns.

Listening is an important part of this type of interaction and repeating what is being said will help the customer understand that their needs are being heard. This reassures them that you will give them and their concerns your full attention and make them feel valued.

Reassuring the customer their concerns are important is one way of quickly developing rapport and validating their value to you. Following up in addressing the customer's needs reinforces the verbal communication that has taken place. Maintaining contact with them to provide updates as their needs are being addressed reinforces this sense.

When communication takes place in the context of a supervisory rela-

tionship, the communication style often is more authoritative. This can reduce the opportunity for two-way dialogue, leading to a greater potential for misunderstanding. Whenever communication occurs in this context, it can be helpful to allow time for questions in order to clarify expectations or address concerns. However, this may not always be possible.

Time or situational constraints may prohibit these types of interactions. When this is the case, it may be wise to allow time in your schedule to let individuals approach you to ask questions individually. Failing to do so can lead to miscommunication and conflict, which will take more time in the long run. Addressing questions or concerns when they arise is the most effective way of dealing with them. Delaying or deferring addressing incomplete or miscommunication often leads to undesirable outcomes and conflict.

When communicating in a supervisory context, it is important to make and maintain eye contact with each individual being addressed. When making eye contact, look for signs of disinterest or confusion. This can be addressed nonverbally by holding the eye contact a little longer (be careful not to stare as this can be interpreted as hostility) as an invitation to more fully engage in the communication. A brief, individual follow-up can provide the opportunity to clarify or address concerns in a more private setting: "You seemed concerned/confused. Did you have a question about what was being said?"

Some individuals may be uncomfortable asking questions in a group setting for fear of embarrassment. They may, however, be very open to asking the same question in a more private environment. The communication should be clear and as concise

Continued on page 36

Budgeting 101

By Teresa Dillard



Are you one of the millions of Americans struggling to set up a budget or establish a spending account? There are many online budgeting apps at our fingertips, but, still, the majority of us dread taking that first step.

Budgeting is about balancing your expenses with your income. If the two don't balance and you spend more than you make, financial stress can result. Spending more

than you make may be fun for awhile but, in the end, Charles Dickens was right—it can be misery-making.

First, determine your fixed expenses: housing, transportation, utilities, food, insurance, debt payments, investment

accounts and others. Remember to add your discretionary expenses to the list. These expenses vary each month—in simple terms, these are things we don't necessarily need, but want. We call this our spending account. Total it all and subtract the sum from your monthly income.

Be sure to add everything: earnings statements, receipts, bills and bank statements. Besides your salary, get an accurate picture by adding in any extra funds that come your way throughout the year. For example, cash gifts and miscellaneous income. And don't forget any alimony, child support, interest or dividends.

If your total doesn't balance or it drops in the negative, don't sweat it. There are many ways to cut your expenses. The best way to figure out where you can cut expenses is to track and record all your expenses for one month. If you spend \$5 a

week on snacks, that adds up to \$260 a year!

Many people start with the envelope method. The money you allocate for everyday expenses goes into an envelope each month—that's right, cash. With cash in hand, you're more financially aware and less likely to overspend.

If you come out on the positive side, you either can increase your debt payments or your savings. Keep in mind you should have at least six months of your monthly income set aside in reserve or in a savings account. Pay yourself first (savings account) 20 percent of your income. The key to a good budget is flexibility and learning.

Dillard Financial Solutions is the national retirement benefits provider for NAPS members; (803) 499-6277; napsretprovider@aol.com.



Teresa Dillard,
ChFEBCSM
*Dillard Financial
Solutions*

Share Your Knowledge

By **Amanda Jones**

As a NAPS member and newly promoted supervisor since May 2016, my question to other members is, “Do you feel there are enough resources of information or mentors in the field who are contributing to the success of upcoming supervisors?”

I raise this question because I was in the field for six years as a 204B before being promoted to a Level-17 supervisor. I felt that my ultimate duty was to be a bench warmer more than a team player. You may wonder why I felt this way. You may even be surprised that many entry-level management members feel this way because there is no time for solid mentoring.

There is so much emphasis on driving performance issues in a facility that if you’re not properly mentored and trained, you feel as if you’re spinning your wheels. Things such as report analysis, budgeting, navigating postal applications and addressing discipline or union issues are not being taught because there is hardly any time.

After being promoted, I was fortunate to run across a mentor who helped me become familiar with policy, regulations, standard operating procedures and report analysis that helped me control the operation while seeking out areas of declination or improvements. This is such an important factor in being successful as a leader. Education—knowledge is power!

I challenge all NAPS members and senior managers to recruit new supervisors. Spend an hour a day with them. Educate them. Give them the tools they need to succeed by sharing your knowledge and experience. My mentor always said, “To each one, teach one.” Spread your wealth of knowledge. Who knows? You may even learn something yourself.

The only regret I have as a supervisor in the field is that I didn’t meet my mentor six and one-half years ago. I now feel stronger than ever. I intentionally share every bit of knowledge that was passed down to me.

manadjonesblu@icloud.com

Amanda Jones is a member of Houston Branch 122.

Postal Reform Is Needed—Without Medicare Integration

By **Bernard E. McCarthy**

The introduction of S. 2629, “The Postal Service Reform Act of 2018: Improving Postal Operations, Service and Transparency,” has prompted me to once again express my concerns regarding Medicare integration. When I retired in 2009, I chose to continue my health care through FEHBP, as do most retirees. When eligible, I enrolled in Medicare Part A and exercised my choice and opted out of Part B because I did not need it. I still don’t need Part B; I am fully covered by my FEHBP plan.

That leads to my concerns about

H.R. 756 and S. 2629 being promoted as the “magic elixir” for solving the financial woes of the Postal Service. I support postal reform, but *without* Medicare integration. Both bills are counting on it. Following are my reasons:

- I don’t support losing my ability to choose whether or not I want Medicare parts B or D coverage.
- My health plan doesn’t pay Part B premiums, nor do I expect it to in the future.
- If retirees do not partake in automatic enrollment into Part B, they would lose their FEHBP plan.
- The three- to four-year phase-in of Part B premiums would effectively

increase my health plan payments immediately and spread them over three to four years.

- The current Part B premium is approximately \$134 monthly, per person. Therefore, my monthly payout would increase by no less than \$268 a month off the top of my pension.
- My health care costs would go from approximately \$500 a month to \$768 a month, not including any Part D premiums I likely would incur.
- I would be forced to choose a new PS (postal) health plan, probably with less comprehensive coverage than I have now.

- These bills are being considered without us knowing the specifics of any health plan that may be forced on us as a result.

- There is no guarantee premiums for PS health plans would be reduced as a result of passage of these bills. My health care didn't go down a dime when I enrolled in Part A.

- The extreme financial hardship provision in S. 2629 would be of little, if any, benefit to postal retirees as we are not at poverty levels and likely would not qualify for exemption.

These are just a few of the concerns I have about my being forced into Medicare parts B and D as a result of H.R. 756 and S. 2629. I'm having a very difficult time wrapping my arms around Medicare integration, as well as knowing our own

members "strongly" endorse these bills, regardless of our loss of choice and incurred financial burden passed on to retirees to resolve a financial problem created by Congress. Postal retirees appear to be the cash cow; passage of Medicare integration would set a precedent that would make stripping our pensions that much easier.

Postal reform is needed; there is little doubt about that. However, I find it absurd that postal retirees would be forced to pay the freight for a debt they had nothing to do with creating. It seems easy for politicians to draft legislation impacting retirees and their families, other than themselves, such as H.R. 756 and S. 2629. These bills are being promoted as the "magic

elixir," yet specifics of what they will do to retirees is conveniently left unsaid.

We should support postal reform, but without Medicare integration. Stripping us of our ability to choose and forcing us to pay premiums for health care we do not need or want would make us easy pickings for future revenue legislation.

H.R. 756 and S. 2629 are not good for postal retirees and should not be promoted without informing them of the full ramifications. Postal reform, yes! Medicare integration, absolutely not!

bmac482@charter.net

Bernard E. McCarthy is an Associate member of Detroit Branch 23.

Developing Effective Communication Skills

Continued from page 33

as possible. State the expectation in different ways without being redundant. If what is being said is open to negotiation, make that clear. If not, express that, as well. To enhance your credibility, do not ask for feed-

back or input if there is no chance it will be considered. Doing so only will serve to diminish your credibility and reduce the respect of your employees.

When communicating in this type of setting, be sure to use a clear, projective tone of voice, but avoid anything that could be interpreted as

yelling. If your presentation is perceived as yelling, the response most likely will be defensive and the message will not be well-received and/or possibly even remembered. Rather than focusing on content, the focus will be on how they felt about the communication, inhibiting understanding and acceptance of the message.

Communicating effectively takes time and practice. Using the guidelines discussed above is a good place to start. EAP coaching is a valuable resource to gain more information and support, while developing effective communication skills.

EAP coaching is available to all postal employees and their family members free of charge. Appointments are scheduled at mutually convenient times and goals are agreed to by all participants. More information about EAP coaching can be found at 1-800-327-4968 (TTY: 877-492-7341) or at www.EAP4YOU.com.

Thrift Savings Plan					
Fund	G	F	C	S	I
April 2018	0.23%	(0.73%)	0.38%	0.28%	2.01%
Past 12 Months*	2.43%	(0.18%)	13.23%	12.20%	14.88%
<small>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.</small>					
Fund	L Income	L 2020	L 2030	L 2040	L 2050
April 2018	0.30%	0.36%	0.55%	0.62%	0.69%
Past 12 Months*	4.52%	6.47%	9.19%	10.41%	11.53%
<small>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.</small>					
Visit the TSP website at www.tsp.gov					

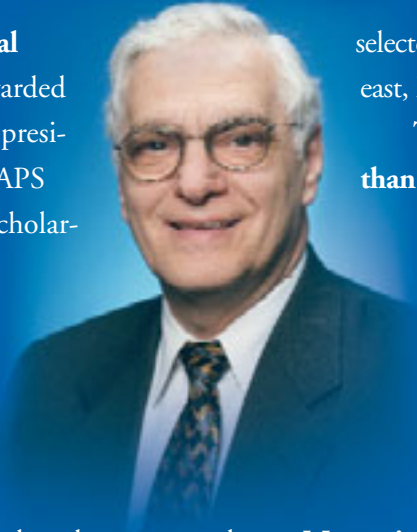
National Association of Postal Supervisors Vince Palladino Memorial Student Scholarships

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.

Notes

from the National Auxiliary

Auxiliary Luncheon Tickets Available

By **Bonita Atkins**

Secretary

Soon, we will gather at the 2018 National Convention at the Mohegan Sun. One tradition is the Auxiliary Luncheon. The luncheon will be at noon on Friday, Aug. 10, in the Mohegan Sun Expo Center.

Tickets are \$45 per person if purchased by July 21. After that date, all tickets must be purchased at the convention for \$50 per person (a reduced-cost child's plate



will *not* be available). The absolute last date to purchase luncheon tickets at the convention will be Tuesday, Aug. 7.

Please complete the form below (make copies as necessary) and return it/them with your check or money order, payable to the National Auxiliary, to Bonita Atkins, Secretary, PO Box 80181, Baton Rouge, LA 70898, before July 21. If you are sending a form for more than one person, for example a branch, please indicate the

total number of tickets for which you are paying and who will pick up the tickets at the Auxiliary Registration Booth at the convention.

Please note: *The person listed on the "Pick up by" line on the registration form is the only person who will be able to pick up the tickets.* Tickets will be available for pickup Monday and Tuesday at the Auxiliary Registration Booth during the convention.

The Auxiliary is looking forward to having you dine with us at this luncheon. Remember: You *must* have a ticket to be admitted!

latkins326@aol.com

Auxiliary Luncheon Registration Form

Noon, Friday, Aug. 10, Earth Ballroom, Expo Center

Name (Please PRINT) _____ Auxiliary #/Branch # _____

Street Address/PO Box _____

City _____ State _____ ZIP _____

Check one:

- Auxiliary Member Auxiliary State President
 NAPS Member Visitor

I'd like to purchase _____ advance-order tickets at \$45 each.

The total is \$ _____

Advance ticket orders MUST be received on or before July 21, 2018.

Group name: _____
Last Name/Auxiliary Name/Branch Name

Pick up by: _____

The above-named person *must* pick up the tickets at the Auxiliary registration table.

After July 21, I plan to purchase _____ tickets at \$50 each for a total of \$ _____. \$50 tickets will be available Monday, Aug. 6, and Tuesday, Aug. 7, at the Auxiliary Registration booth. Please complete this form and bring it and payment with you to the booth.

Advance Sales:

Please mail this form, with a check or money order payable to National Auxiliary to NAPS, to **Bonita Atkins, National Auxiliary Secretary, PO Box 80181, Baton Rouge, LA 70898.**

Thank you.

Protect Your Identity

By **Willie Carter**

Central Gulf Area Vice President

It's that time again when we all are looking forward to attending the NAPS National Convention in Uncasville, CT, Aug. 6-10. We are excited about seeing old friends we haven't seen since the 2016 convention and making new ones. It will be business as usual—attending meetings and working on committees and other projects to support the viable progress of the U.S. Postal Service. Before attending, we need to check off our to-do list:

- Register by the deadline: July 11.
- Make your hotel reservations by July 11.
- Make your travel plans.
- Pack your bags and don't forget your checkbook, credit cards, laptop and cell phone.

There's one more thing I need to add to the to-do list: protect your identity when traveling. Identity theft occurs when someone obtains and uses a person's personal information, such as name, address, date of birth and Social Security number, to commit fraud.

An imposter can open new credit card accounts, drain your bank accounts, apply for loans, open utility services and more. No matter how cautious you are, there's no guarantee someone will not obtain your information. However, you can protect yourself from giving your information away by following some tips.

Using common sense is a good start. While attending the convention, always be aware of your surroundings. Use caution when and where you use your credit cards—whether it's checking into the hotel,

making purchases or paying for transportation. If you hand your credit card to a waiter or cashier, make sure it is returned promptly.

Also, be careful where you place your cell phone or laptop. If you are like me, there is a lot of personal information stored on these devices. If you must leave your cell phone or laptop, have a friend watch them for you. If you receive a call, text or email from someone you don't know, never give out personal or identifying information and don't respond to or open attachments in text messages or emails from unknown sources.

Lock your laptop and cell phones when not in use. And, ladies, leave your purse only with someone you trust. Lock your wallet in the hotel safe. There is no need for you to carry around your driver's license or other identifying information while you are in the hotel.

Finally, be aware of using public computers and free internet services commonly found in hotels, restaurants and bars. It's a good idea to be extra careful whenever you go online using a network you don't know or trust. When using free Wi-Fi at a restaurant or hotel, the service provider can monitor all the traffic on the network, which could include your personal information. Also, when you connect through public Wi-Fi, anyone in the vicinity can monitor the information passing between your computer and the Wi-Fi hotspot if your connection is not encrypted.

I hope these tips will help you prevent your identity from being compromised. May you all be blessed with safe travels.

wccwolf65@yahoo.com



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¹ \$25 statement credit applies to new applicants only and expires after six months if not used.

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