

National Association of Postal Supervisors

68th National Conv. Board Meeting

August 6, 2022

Call to order – 9:00 AM August 6, 2022 by President Ivan Butts

Invocation – Led by Southern Area VP Bob Quinlan

Pledge of Allegiance – Led by Central Region VP Craig Johnson

Sergeant-At-Arms – Michiana Area VP Kevin Trayer, Past President Brian Wagner

Roll call – Warden – 22 of the 25 Board members were in attendance. Tommy Roma and Dee Perez arrived late do to flight cancellation. Bill Austin also experienced flight cancellation and arrived after the Board meeting concluded.

Welcome – Butts, Mulidore, Warden

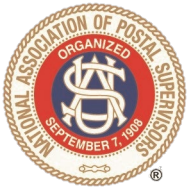
Ivan: President Ivan Butts welcomed the Executive Board and was glad everyone arrived safely. Ivan said it is great to see everyone. He is looking forward to an exciting week here in New Orleans. Ivan informed the Board there is a Jazz Festival taking place this week. There are 12 Constitution & By-Laws resolutions and 50 resolutions we will be addressing during the convention this week. We have good speakers that will be addressing the membership. Ivan informed the Board members that we have important work to do this week that will lay the continuing ground work to put money in the pockets of EAS. A process to make things better and the Resident Officers are committed.

Chuck: Vice President Mulidore welcome all the Executive Board members. He was glad to see everyone arrived safely. Chuck stated there is interesting talk involving things going on with the Postal Service. Mid-term elections will be interesting and very important. Bob Levi and Chuck are presently looking into those who we should support as they need to support our agenda. Chuck feels we have a really good team at NAPS HQ and look forward going ahead. He feels we now have a new found respect from the Postal Service and this was gained with the support of the Board. Chuck hopes everyone stays safe and has a great week.

Jimmy: Secretary/Treasurer Warden welcomed all the Board members as well. He was glad to see everyone arrived safely so far and is looking forward to a productive week moving our Association forward. Jimmy stated this is an important week as it will determine the direction our Association needs to pursue. Jimmy also said we have a good team at NAPS Headquarters.

Chairman's Report – Tim Ford

Executive Board Chairman Tim Ford welcomed the Board members. Tim stated he had a great career being on the Executive Board of NAPS and also as the Board Chair. It has been an honor and a privilege serving the membership and also knowing all that have served on the Board. Tim



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stated he knows that as he is leaving, he is turning the Southern Region over to good hands and knows the Southern Region will not miss a step moving forward. Tim said now is the time to move on and spend more time with his family. Tim thanked all the Board not just for their professionalism but also on a personal note for their friendship as we have been there for each other through difficult personal times. And that truly meant a lot to Tim as he will never forget that.

Parliamentarian - Doctor Bruce Bishop

Dr. Bishop said it's a pleasure working with NAPS and looks forward to a great convention. He will have further remarks at the meeting tomorrow.

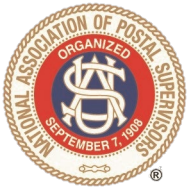
Disciplinary Defense Fund - Al Lum

Eight appeals have been filed this past week. Seems appeals are picking up. We just won a M650 case based on the merits alone. Glen Smith handled the case. There is a concern in the field by EAS who received COVID pay after the period ended. One case was received for debt collection and it is in the process. No decision yet on this case. We strongly believe we will prevail in this case. Form 50s were not processed until after the period had ended resulting in the system remaining open to accept all clock rings. April 8th was when the extra pay should have ended. Previously Form 50s had to change so those classified to receive the extra pay were able to but the Form 50s weren't changed back until a month after the April 8th conclusion. Form 50s took effect May 21st. Al Lum has a ruling that they can't initiate a debt collection if a Form 50 has been back dated.

Major issue across the country with EAS delivering mail. Some DMs have stated no EAS is to be delivering mail. Many MPOOs are not replying to requests to meet and discuss this concern. When they do meet, they don't commit to following the policy established by Postal HQ. Troy informed the Board that Tommy Roma did push back at an Area meeting the Atlantic Area VP held. Districts are not following the directive of Postal HQ.

Secretary/Treasurer Report – Jimmy Warden

Jimmy informed the Board he will be sending them the final budget numbers for last fiscal year in a week or two for the Board's review. This will give the Board time prior to the Fall Board meeting to review. A question was raised why the convention budget and the overall budget in the One Book had a difference of \$100,000.00. Jimmy explained that expense occurred in May of 2020 and was paid to the Gaylord Texan to change the contract for the 2020 convention. It was a cost then added to the rescheduled convention which was held in August of 2021 which is a different NAPS fiscal year. The leasing of our building vacancies remains the same but we do have three perspective tenants which have shown interest. Our investments have dropped since the spring board meeting but have gained for the month of July. It is hoped the market will continue on this



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trend.

SPAC and Legislative Report – NAPS Executive Vice President Chuck Mulidore provided the Executive Board with an update of legislative, regulatory and political activities. HR 3076 is over we need to move on. We are seeing movement on the WEP and GPO bill. Some Republican Congressional Leaders have said they are interested in this bill. November 18th after the mid-terms the bill should get to the floor for a vote. This being a lame duck session it is difficult. Shipment Equity Act is an interesting bill. This would allow the Postal Service to ship alcohol. Many are against this bill especially the distributing companies because they prefer State regulations which UPS falls under. If the Postal Service can ship alcohol, then it would fall under Federal regulations. The Inflation Reduction Act (HR 5376) contains 3 billion dollars for the Postal Service to purchase electric vehicles. There has also been some pressure on HQ because of the Postal Police Reform Act (HR 5587 & HR 8186). No traction at all on HR 1623. HR 1624 is a good possibility. There is a strong possibility based on history the House will be controlled by the Republicans. Based on low approval ratings of the President this will have an effect on the election. In the Senate some races are too close to determine.

The Midsummer Night's SPAC Raffle raised \$19,342.00. Another SPAC raffle might be run in the Spring prior to LTS. SPAC is of importance. Additional funds are needed with mid-terms coming. SPAC opens doors. With the present trend it is hoped we can raise \$300,000.00 this year for SPAC. This would be the first time ever we raised \$300,000.00 or more for SPAC.

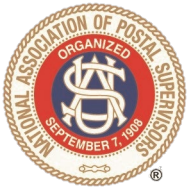
Mail In Voting is an issue we want to keep pursuing. We would like to start reaching down and become involved in some local elections such as State Senators. If we can support them at the lower level, it would be hoped they support NAPS issues as they run for higher national positions. Bruce Moyer informed the Board it is interesting that Senator McConnell believes the Senate races will be close. Possibly a schedule F would bump out civil service which comprises approximately 50,000 people. Gerry Connolly presently has a bill in a defense bill that would prohibit a schedule F. We don't believe this would affect Postal Service employees if it was passed.

Discussion was had on concerns pertaining to the S&DCs.

NAPS HQ has been in continuous communication with the US Postal Service pertaining to the S&DCs (Sorting & Delivery Centers) initiative. Sites selected by the Postal Service are chosen on specific criteria.

The intended implementation of this project was set for August 27, 2022. We have been informed the sites, with the exception of Athens P&DC in Georgia, will not be ready for full implementation by the projected date so therefore will be held off until after election season and peak season or when all aspects of the operation will allow whichever is the later. The Athens P&DC is scheduled for full implementation in late September of 2022. NAPS has been informed that it is likely additional carrier routes may be added to the delivery zones that will be involved in this project.

The NAPS Resident Officers have expressed questions primarily regarding the staffing for these



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facilities pertaining to Supervisors and the respective Postmasters. As stated, we have been informed there will probably be an increase in carrier staffing. NAPS has been informed no decision has been made pertaining to the number of non-bargaining employees but no impact is anticipated.

It is our expectation that the implementation of the S&DCs which is part of the Postal Service's 10-year plan will allow Postmasters the ability to reconnect with the community they serve therefore re-establishing the prestige of the position.

Legal Review – NAPS attorney Bruce Moyer provided the Board with an update on legal issues facing the organization. The Board went into an Executive Session which holds the Board to confidentiality. A motion was made by the Chairman of the Board with no objections.

PCC – ZOOM Meeting Jean Love-Joy, Mark Fallon, Suzie Oswald and Lewis Johnson

A video was shown with testimony from business customers stating the great resource of being part of the PCC. Better building a partnership with managers and supervisors establishing communication with postal customers. The benefits to business mailers enable to bridge the gap between mailers and the Postal Service which results in building revenue. Increasing revenue helps NPA which benefits all EAS. PCC Week is September 19 – 23, 2022. The Executive Board is being asked to assist in building a relationship and establish a PCC within their delivery zones. Concern having this additional duty added to the supervisor's workload as it was stated they wish to see supervisors performing this duty. This activity is not part of the SWCs. Ms. Love-Joy said she would go back and ask VP Elvin Mercado and VP Angela Curtis for information regarding the work study performed on SWCs. It was said by NAPS that the Postmasters need to be allowed to be more engaged in their communities. Bring back the prestige of being a community Postmaster. It is the stance of NAPS that creating a PCC should be with the Postmaster/Manager and not the line supervisor. Mr. Fallon stated what they would also like to do is attend PCC events locally. Sales is also involved greatly with the PCC. Ms. Love-Joy said they would attend local conventions and training seminars. There are 140 PCCs nationwide. 81 PCCs are holding an event during PCC week.

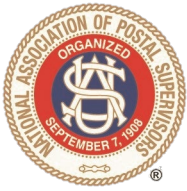
Board discussion was held after the meeting ended with the PCC at which time it was discussed it is another task that time will not allow for. Some presently attend Chamber of Commerce meetings within their community on their own time in the evening. It is strongly felt a supervisor's day would not properly allow for time to perform this function.

Consultative Meeting – Bruce Nicholson and James Timmons

Responses are forthcoming

Motions and Recommendations

A motion was submitted that the Executive Board would vote whether to accept or reject any



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settlement to the pending lawsuit with the Postal Service. Discussion was held and it was stated this has already been determined during the prior discussion regarding the lawsuit so the motion was withdrawn.

Fall EB Meeting Dates – Arrive October 15, 2022 – Return October 20, 2022

New Business

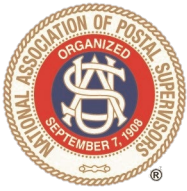
There was a concern not sending out the Convention Budget Committee Report. President Butts stated the report was requested by the Resident Officers and the report was directed to the Resident Officers. A copy of the report was available for review. The report was communicated verbally on the zoom meeting when the committee reported to the Board at the conclusion of their review.

Field Maintenance Supervisors. We are waiting to see how many may be affected in the Plant. The FMO package appears that it will create additional jobs but we want to know who will be impacted. A concern also is the territory they will need to cover. NAPS is awaiting responses regarding these concerns. Kevin Trayer will supply some information on how the previous structure is compared to the new structure.

Evacuation Procedures – Jimmy Warden and Kevin Trayer met with the security people from the Hyatt Regency on Friday 8/5/22. Both were escorted through the hotel and advised of the evacuation procedures should the need arise. Jimmy and Kevin shared these procedures with the Board and informed them of their roles should the need occur. They also informed the Board that they are meeting Sunday 8/7/22 to review the procedures with the Sargent At Arms. Jimmy also informed the Board the membership attending the convention will all be made aware of the procedures as it will be spoken on at the beginning of the convention from the podium.

Eliminating live New Supervisor Training. Training will be performed via zoom. A concern is will we be able to have an opportunity to speak with the class pertaining to the benefits of joining NAPS? NAPS has asked the Postal Service if we can have time to speak during the training seminar. The new supervisors will be trained from Oklahoma. Central Area VP Dan Mooney has been attending all the zoom training sessions. It was also stated we need to attend the new Postmaster's training also.

Question regarding will there be elections for a new Chairman for the Board at the next Board meeting on Saturday 8/13/22. Dr. Bishop says the Executive Board can nominate and vote on a temporary chair. They will remain in the position until the October Fall Board meeting. It would be acceptable for the President to preside at the meeting until the Fall Board meeting and a new Chair is elected.



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13. Old Business - None

14. Good of the Association – Jaime thanked Tim Ford for all his years of service and dedication. Tim Ford thanked the Board and all previous board members for their support through out the years. He thanked everyone for all their help. Bob Quinlan, Roy Beaudoin and Tim Needham also thanked the Board for their help, support and friendship through out the years and it was an honor serving.

15. Final Remarks – President Butts thanked the Board for the great work during the Board meeting. It was great seeing everyone and it is an honor working in this position. Ivan thanked those Board members who are not running for re-election, Bob Quinlan, Roy Beaudoin, Tim Needham and Tim Ford. Words of thanks and encouragement were spoken by President Butts to each leaving Board member.

Tim Ford thanked the Board

Closing prayer – Led by President Ivan Butts

Adjournment – Motion to adjourn Tim Ford

Motion adopted.

Meeting ended at 6:34 PM

Respectfully Submitted,
James “Jimmy” Warden
NAPS Secretary Treasurer