



## *National Auxiliary*

to National Association of Postal Supervisors

(Revised April, 1967)

### **BEGINNING**

The National Auxiliary was organized in 1933, at Chicago, Illinois. In 1932 and 1933, when postal supervisors were fighting to hold benefits which had been gained, far-seeing supervisors and their wives saw the need for a National Auxiliary. The organization meeting was financed by the Iowa State Branch, September 20, 1933.

### **PURPOSE**

To assist the National Association of Postal Supervisors in their efforts to provide a better postal service; to assist them at their direction, in securing beneficial legislation; to promote the welfare of its members, and supervisors as a whole; and to assist in entertaining conventions.

### **ELIGIBILITY**

Wives, mothers, sisters, and daughters over sixteen years of age of postal supervisors are eligible to membership. Three or more women who are eligible to membership who are within the jurisdiction of any one post office or group of post offices may form a local auxiliary; ten or more from three or more offices may form a state auxiliary. Eligible women may affiliate as members at large, if not within the jurisdiction of a local auxiliary. Information may be secured from the national secretary.

### **DARK DAYS FOR SUPERVISORS**

In 1908, when the National Association of Postal Supervisors was founded, no one in the Postal Service knew when a day's toil would end. There was no FORTY HOUR WEEK; no EIGHT HOUR DAY; no SICK LEAVE LAW; no COMPENSATORY TIME for anybody—anytime; no RETIREMENT LAW.

### **"BRING ME MEN TO MATCH MY MOUNTAINS"**

And behind every man that matches our mountains there is a woman. A woman who is just as interested in the objectives of this association as are her men-folk. We are a minority group in the great family of postal employees. If we could double our numbers through the Ladies Auxiliary we would have twice the strength we now have. The Auxiliary has been doing a great job in the legislative field. Much as I dislike to admit it, they have been more vocal, and have written more letters than have we men.

There is the potential strength of the men to match our mountains in the Auxiliary. They have contributed immeasurably in our legislative campaigns of the past. They will contribute that much more in the years that lie ahead. We should encourage our wives, mothers, sisters, and daughters to participate in this movement, for the greater the strength of the Auxiliary, that much greater will be the strength of our Association.

Fred J. O'Dwyer, President, N.A.P.S.

### **THE HELPMET**

In Genesis are these words, "And the Lord God said, it is not good that the man should be alone; I will make him an help meet for him." In the early days the "help meet," or wife, was more of a servant than a companion. In this modern age, however, the woman has taken her place as a partner with her husband. Instead of being his servant she is his assistant and

his chief inspiration. The good wife encourages her husband in various ways. Wives of many postal supervisors have already found that membership in the National Auxiliary is a perfect avenue of service through which they can assist and encourage their husbands. I hope that even more "help meets" will aid their husbands by serving in the Auxiliary in the days which lie immediately ahead.

Don Ledbetter, Secretary, N.A.P.S.

### ASK THE LADIES

During our salary drive in the eighty-fifth Congress, we were helped considerably by the able assistance rendered us by the various Ladies' Auxiliaries of the N.A.P.S. When we asked for letters and telegrams they always responded immediately. They continually volunteered their help, even when we did not ask it. Many of our Branches overlook the fact that the ladies can be of tremendous assistance to us.

Please bear in mind that they can do many things we cannot do on account of the restrictions of the Hatch Act. The ladies do not have such restrictions. The members of Congress pay attention to letters from the ladies. I hope that the Branches which have Auxiliaries—and I hope that all Branches, local and state, will soon have auxiliaries—realize that the ladies can be of great help in writing to their Congressmen and in calling on them when the members of Congress return home. It will pay the officers and members of the various Branches to brief the ladies on our problems and our legislative aims. I know from the enthusiasm I have seen among Auxiliary members that they will work very hard to help us reach our goals. I also take this opportunity to thank the officers and members, national, state, and local, for the assistance previously given me, and I hope for at least the same response in the future.

Daniel Jaspán, Legislative Rep., N.A.P.S.

### WHY SHOULD YOU BE A MEMBER?

1. THE MAN in your life is a POSTAL SUPERVISOR. That is something that should be a matter of great pride to you. He has been chosen from his co-workers for a job of great responsibility and leadership. You should want to be a part of the organization that goes all-out for him and your family.
2. When our legislative representative appears before congressmen in our behalf he mentions the number of members in the National Association of Postal Supervisors and the National Auxiliary. The Honorable James Mead, Senator from New York, speaking at a national convention of postal employees in 1941, stressed the importance of numerical strength to an organization such as ours. He told us that a congressman listens intently to the number of members mentioned, and multiplies that figure by ten, knowing that each member mentioned can influence at least ten votes. Thus, the greater our membership, the more impact we have.
3. The National Association of Postal Supervisors and its Auxiliaries are the ONLY organizations which strive constantly to improve the salary, benefits, and working conditions of your husband. Your place is with us, NOT with the auxiliaries of the other postal organizations, after your husband has received promotion to the position of a POSTAL SUPERVISOR.
4. It is a PRIVILEGE to be a member, for only "Wives, mothers, sisters, and daughters over sixteen years of age, of POSTAL SUPERVISORS" are eligible to membership.
5. One or two people, or even a small group of people, could not even be heard before Congress. But an organized effort, by a fine organization, can bring us a

long way in accomplishing our dreams. It is in this way that we have the benefits of the present sick leave, vacation, retirement and widow's annuity, group insurance, and other benefits we enjoy today, to our present high standard—ALL THROUGH ORGANIZATION.

6. Do you realize how much return you receive for the small investment of your dues? If you are a member, give the Auxiliary your full support. Pay your dues promptly; take an active part to the best of your ability. If you are not a member come into the fold; it is your duty, as well as a privilege. "While the fruits of the organization tree are distributed alike to member and non-member, where would the 'Nons' be if the members did not keep the tree alive?" Can you afford NOT to belong to this organization which works constantly for those dearest to you?

### DID YOU KNOW?

You are automatically covered by WIDOW'S ANNUITY while your husband is in active service.

A death certificate is the only affidavit required in order to file a retirement claim for death benefits. Other forms that could be requested by the Civil Service Commission are:

Marriage Certificate

Birth Certificate

Military Discharge

Death Certificates and divorce papers of prior marriages.

Birth Certificates of minor children

Guardianship papers if guardian has been appointed by the court for minor children.

### DEATH ON THE ROLLS—

If an employee dies, his widow will receive one half of his earned annuity. An additional annuity will be paid to children under 18 years of age.

### DEATH OF RETIRED EMPLOYEE—

If a retired employee dies, his widow will receive either one half of her husband's earned annuity, \$100.00 per month, or one half of any amount her husband designated at time of retirement. A lump sum of any money left in the fund to the credit of the deceased employee if no widow provision was made. This would not be paid, however, if a minor child was entitled to an annuity. Minor children are covered, regardless of annuitant's choice. After age 18, any money left to the credit of the deceased employee would then be paid in a lump sum to the widow.

\* \* \*

Above is under the October, 1956 Retirement Law. Other annuities are governed by the law in effect at the time of retirement.

You may secure:

Pamphlet 18, Your Retirement System, 20c per copy. From:

Superintendent of Documents

Government Printing Office

Washington 25, D. C.

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GROUP LIFE INSURANCE is available to employees, at the rate of 25c per thousand dollars, per pay-day. The face value of the policy is the even thousand dollars above the employee's salary bracket.

### LEGISLATION

#### IS OUR MOST IMPORTANT PROJECT

Our work in the legislative field is always under the direction and jurisdiction of the National Association of Postal Supervisors. No steps are taken, or policies voiced without their approval, for the word "Auxiliary," according to Mr. Webster, means helper, and it also means subsidiary.

We request that our members keep informed on legislation as outlined in the bulletin from our N.A.P.S. headquarters in Washington, D. C. This is called The News Letter, and is sent to all local and state auxiliaries, at no cost to us, by the office in Washington. We also request that our ladies read the articles pertaining to legislation in the monthly magazine, The Postal Supervisor, which is received by every member of N.A.P.S. We ask that our members follow to the letter the instructions contained in both the bulletin and the magazine. This is their first duty, as members.

### ACCOMPLISHMENTS

1933—These were the years in which we had to fight to hold that which we had achieved. The leaders of our Association were there fighting for you and for me.

1934—Restoration of Administrative promotions. Restoration of major part of salary. Furlough without pay abolished.

1935—Full restoration of salary. Forty hour week established.

1938—Extension of Civil Service covering Postmasters was an achievement of great importance. It gives all in the Service a chance to become the postmaster tomorrow.

1942—An outstanding achievement was the passage of the Ramspeck Retirement Law, by which Supervisors were given consideration for the larger sums contributed to the Retirement Fund. This law was a culmination of long and patient effort upon the part of our National Association to obtain this equity.

(World War II) When the Saturday Overtime Pay was passed (in 1942), the Department ruled that it did not apply to Supervisors. Our National Officers hurried to Washington to protest the ruling and Supervisors were allowed overtime for necessary Saturday service just the same as were clerks, carriers, and other groups. Appropriations for the appointment of 614 new Assistant Postmasters.

1943—\$300 pay increase which continued through the war years until superseded by the Reclassification Act of 1945.

1944—Amendment to the Retirement Act under which those who retired prior to January 15, 1942, were recomputed under the more liberal provisions of the 1942 Act.

1945—Public Law 134. Reclassification of salaries and supervisory titles under which supervisors received increase in salaries ranging from \$400 to \$1800.

1946—Public Law 386. \$400 pay increase—January 1, 1946.

1947—Compensatory time for overtime which was nullified by ruling of Comptroller General was legalized by Public Law 265.

1948—Retirement Act—Public Law 426. Provides a fixed basis for computing annuities based on five highest consecutive years salary and ALL years of service, also widow's annuity for those who retire and for those who die in the service. The removal of the limitation of service credit to 35 years and allowing credit for ALL years of service, was a distinct accomplishment of this Association, in conference after the bill had passed both the House and Senate. Public Law 900—effective July 1, 1948—\$450 pay increase.

1949—National Headquarters established in Washington in January, 1949. Full time Legislative Representative, effective February, 1949. Appropri-

ation for 125 additional assistant postmasters. Reduction in annuity for widow's annuity cut from 10% to 5% on the first \$1500 of annuity and privilege of electing survivor annuity extended to married women. Compensation for injury on duty more than doubled by new law which also makes more adequate provision for dependents and provides specific cash benefits for loss of body members. Salary increase of \$120 plus three longevity grades of \$100 each for supervisors at 13, 18, and 25 years service with full credit for all past service.

1950—Full longevity credit to custodial supervisors and longevity pay excluded from the \$4170 ceiling for December overtime pay. Allowance up to \$4 a day to employees detailed to military camps. Increase of \$300 or 25% in annuity and widow's annuity, to those retired before April 1, 1948 under old law. Lesser penalty than dismissal, with minimum of 90 days' suspension, for minor violation of Hatch Act. Compensatory time for less than 8 hours work on Saturday or Sunday made cumulative until 8 hours is due, making a full day instead of parts of two days off.

1951—Reclassification of supervisory salaries, with increases of \$400 to \$800. Motor vehicle supervisor salaries based on number of employees. \$500 differential above top clerk pay attained. Sick leave increased to 13 days for service up to 3 years, 20 days for 3 to 15 years. Credit for all past service in fixing grade after reduction from supervisor to clerk.

1952—Increased annuity for those already retired—Payment authorized of retroactive pay increase earned under P.L. 204 by those who died between July 1 and October 24, 1951.—Eligibility for Saturday and Sunday overtime pay in December raised from \$4170 to \$4970.—Corrective law to allow more than one assistant superintendent in large garages.

1953—Thomas Amendment restriction on annual leave repealed.

1954—Group life insurance at low cost. Modification of Whitten Rider to allow classified postal appointments. Improved incentive award system. Repeal of requirement to use annual leave accumulations over 60 days. Annuity increase of 1952 made permanent. Income tax credit up to \$240 on annuities.

1955—Public Law 68, increase of 6% on all salaries with separate salaries for all supervisors, reclassification of all positions based on duties and responsibilities, over time pay for first-line supervisors, bi-weekly pay periods, realistic pay increase on promotion, and all previous benefits continued. Employee bond premiums paid by Government. Increase in annuities up to 12% Government appropriation to Retirement Fund resumed.

1956—Public Law 854—Increased Annuities by 25% provided immediate widow's annuity regardless of age or minor children. Reduced number of years of service to receive maximum annuity from over 52 to less than 42. Reduced penalty for retirement prior to attainment of age 60. Reduced penalty to select a widow's annuity.

1958—Public Law 85-426, provided permanent increases of 7½% for postal employees, plus a temporary (for 3 years) increase of 2½% through level 6, and 1½% for level 7. Repealed Section 401 (b) of Public Law 84-68, which necessitated "superior

performance" for step increases above step 4 in levels 10 and higher. All step increases became automatic.

Public Law 85-462, extended temporary 2½% increase to all levels, thus eliminating the injustice to supervisors who were excluded from this provision of Public Law 426. The increases were made retroactive to January, 1958.

Public Law 85-465, increased annuities by 10% for those employees retired prior to October 1, 1956 (Public Law 84-854). Provided annuities for first time for widows of employees who died before February 29, 1948.

1959—Public Law 86-362, provided that holidays occurring on Saturdays be observed the preceding Friday.

Public Law 86-377, provided that the decrease in face value of life insurance policies will not begin until separation from the service if employee remains on the rolls after age 65. Formerly the face value began a 2% per month decrease at age 65 whether or not the employee had been separated from the service.

Public Law 86-382, the "Federal Employees Health Benefits Act of 1959" in which the Government shared on a 50-50 basis the cost of health and hospitalization insurance both basic and catastrophic. This is the first such coverage for Federal employees.

1960—Public Law 86-568, made permanent the temporary 2½% included in Public Laws 85-426 and 85-462, and provided an additional salary increase of at least 7½% for all supervisors.

Public Law 86-622, eliminated the 80% maximum on annuities by providing for the purchase of additional annuity through the "voluntary contribution" method purchased by deductions contributed to the retirement fund, plus 3% compounded annually, after the employee had enough years of service (generally 41 years and 11 months) to qualify for the 80% maximum. Public Law 86-713, accelerated the commencing date for annuities to the day after separation and for survivor annuities to the day after death of the employee or annuitant.

Public Law 86-724, extended health insurance benefits to those employees who retired prior to the effective date of Public Law 86-382 (July 1960).

Public Law 86-767, increased payments to employees injured or killed on duty. This law contained some retroactive features and also provided that employees be paid at the higher rate if their salaries had increased and they had recurrences of the injury after returning to duty. Changes in Postal Manual due to sole efforts of NAPS.

Supervisors in PFS level 7 and above no longer required to record time on time clocks.

Section 204(b) of Public Law 68 liberalized: supervisor who qualifies for higher level pay in calendar year does not have to requalify by performing higher level duties for 30 days in following year; supervisors whose positions have been downgraded no longer must qualify for higher level pay; supervisor using sick or annual leave the day before and the day after his assignment at higher level pay receives the higher level pay during those absences.

1961—Public Law 87-114, made permanent the temporary 10% increase in annuity granted in 1958.

Public Law 87-139, increased per diem from \$12 to \$16, and mileage allowance from 10c to 12c.

Public Law 87-253, provided protection to drivers of motor vehicles on official business, in case of accident.

Public Law 87-270, salary protection for two years in case of position downgrading.

Public Law 87-299, amended the so-called "Hiss Act" to limit the loss of annuity to security risks.

1962—Public Law 87-487, provided payment to the estate for unused compensatory time owed the deceased employee.

Public Law 87-753, reduced the minimum penalty for Hatch Act violations.

Public Law 87-793, increased postage rates, liberalized retirement provisions and granted a two-stage salary increase, in addition to many fringe benefits. **Increased salary differential between Clerk-Carrier and Foreman to \$1300.**

1963—Full-time office of National President established at national headquarters.

Public Law 88-284, which, **through the efforts of the N.A.P.S.**, extended health benefits coverage to dependent children to age 21.

1964—Second phase of Public Law 87-793, increases all salaries.

Public Law 88-426, increasing salaries based on comparability with industry, and reducing from two years to one year the intervals for advancement to steps 5, 6 and 7 for all supervisors. Additional steps added to level 7 and to levels 11 and higher. **Salary differential between clerk-carrier and foreman increased to \$1375 at top step of level.**

1965—P. L. 89-205, granting increases to those retired or retiring in 1965, and providing additional annuity increases the first day of the third month each time the Consumer Price Index (CPI) increases at least 3%, and maintains that increase for three consecutive months.

P. L. 89-301, increasing salaries by 3.6%, giving PMG option of paying overtime at time-and-half rate, plus premium compensation of 100% for holiday service, and making mandatory premium compensation of 150% for work performed on Christmas Day through level 14 (formerly all this was compensatory time above level 7); 25% additional pay if any part of tour occurs on Sunday; and relocation expenses for postal employees transferred or relocated.

1966—P. L. 89-504, increasing all salaries by 2.9%; correcting the majority of junior-senior inequities; permitting optional retirement at age 55 with 30 years service, or at age 60 with 20 years service (our Association spearheaded the drive to eliminate the Administration attempt to grant the agency the option to retire employees meeting these requirements); making mandatory time and half overtime pay, and premium compensation of 100% for holiday service through level 10, with PMG having option of granting compensatory time or paying time and half overtime pay in levels 11-14; providing that survivor annuitants who remarry after reaching age 60 will retain their survivor annuities; covering students under health benefits insurance through age 22. **Salary differential between clerk-carrier and foremen increased to \$1458 at top step of level.**