

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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November 21, 2022

Board Memo 031-2022: 2022 October NAPS USPS Consultative Meeting Minutes and 2022 Fall Executive Board Meeting Minutes

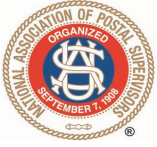
Attached are the 2022 October NAPS USPS Consultative Meeting Minutes and the 2022 Fall Executive Board Meeting Minutes.

Please share this information with your membership.

Thank you and be safe.

NAPS Headquarters

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10-18-01 Scanning upload issue - currently carrier scan data is not showing delivered when tracked it on usps.com. or on the USPS internal tracking site. The information only shows being delivered in RIMS. As you can see from the images attached, this needs to be addressed as it affects scanning clearance rate and NPA. This is from RIMS (**See scanning attachment**)

Response: The Postal Service has investigated this and has not found any transmission issues between Regional Intelligent Mail Servers (RIMS) and Product Tracking & Reporting (PTR). The example that NAPS provided did not receive a Stop the Clock (STC) scan in RIMS as stated by NAPS. Both RIMS and PTR have an Arrival at Unit scan on the correct date. Neither RIMS nor PTR have a STC scan, which indicates that the piece was not scanned. *NAPS did not provide a RIMS scanning attachment.

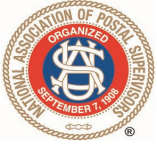
10-18-02 Logistics Job Analysis Surveys were distributed on January 24 to 859 employees. The survey deadline was Friday, February 4. NAPS understands this was part of a “team process” reviewing the accuracy of EAS levels of specific logistic positions. NAPS is requesting an update on this, survey results, and any relevant information on the accuracy of EAS levels discovered in this process.

Response: The focus groups and interviews were utilized to only establish the new job descriptions for Logistics. The proposal for updating the Logistics staffing model and jobs is under development and will be provided to NAPS. This will include proposed job levels.

10-18-03 NAPS is requesting a Network Transformation briefing on the “NDC unwind” that Jim Herrmann briefed Westpac on recently. This “unwind” is underway in Chicago and all NDC’s will be following suit.

Response:
The NDC unwind initiative is to explore changes in processing at the NDC such as elimination of
originating processing of marketing/periodicals and retail ground processing while continuing to provide excellent service. Every NDC will need an individual plan. The plan is to modify and possibly eliminate the NDC to NDC network. A briefing will be provided on this initiative.

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10-18-04 Attached is a list of S&DC spoke offices (downloaded from a group on Facebook) with the offices affected in the near future highlighted. (Yellow is scheduled in Feb 1, 2023, GOLD is the 1st ones in Athens GA, supposed to have been 9-24-22 now later in October and Green is the 2nd set to be adjusted later this year). (See attachment) With the S&DC process being implemented, NAPS continues to seek information and regular briefings from the Postal Service. EAS supervisors, Postmasters, and Managers are concerned about their jobs, with few specifics from Postal leadership. When can NAPS expect to receive from USPS leadership the plan to address EAS staffing not only at the gaining S&DC's, but also those offices that have carriers and clerks moved to the gaining S&DC? Also, who will be the facility head of these S&DC's?

Response: Briefings have been provided to NAPS on the S&DCs since July 2022. Bi-weekly touchpoints are provided to the employee organizations, including NAPS to inform of developments and to respond to questions and solicit feedback. The Athens installation is staffed by a Postmaster who will oversee all operations of the S&DC. This is the only site scheduled to be implemented in 2022. Non-bargaining staffing for any of the sites in calendar year 2023 is undetermined.

10-18-05 Currently, offices are being given flex time to set up their DPS, however, the 10.18 seconds per route is not reflective of the actual time needed to perform this task, especially when the office has many routes. Could this measurement be revisited?

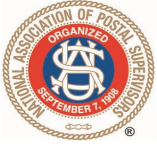
Response: The assumption of the 10.18 seconds/route calculation for DPS set-up is inaccurate. Offices were given 10.18 seconds PER TRAY. This is reflective of the time needed to perform the task. The following statement was consistently provided to each office who requested Flextime for DPS, and the calculation used:

DPS BREAKDOWN: Breakdown of brick stacked DPS on bread racks. Based on FY21 daily average of DPS / avg # of trays per route (21" tray)*10.18 sec per tray"

Breakdown and spreading of Delivery Point Sequence mail (DPS) was factored into the newly adjusted time allowances for Labor Distribution Code (LDC) 4300 allied during the CSV time study completed in FY2022. The study was conducted at randomly selected sites based on the number of routes to align workload to work methods within the Variance programs. The offices studied ranged from sites with zero routes up to the sites with the largest number of routes in the nation. The newly implemented CSV time factors for FY 2023 now include breakdown and spreading of DPS mail.

(Calculation: DPS volume divided by 398 pieces per 21" tray times 10.18 seconds per tray)

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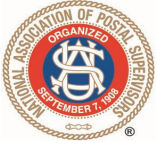
In Conjunction with the 2022 NAPS Fall EB Meeting

10-18-06 On Wednesday, September 28, 2022, while Hurricane Ian was impacting Florida including, but not limited to Southwest Florida, the United States Postal Service informed EAS employees in the Orlando and Tampa areas to report to work the next day, putting lives and property in danger. Safety concerns were raised as federal and local authorities provided instruction to stay home. Following is a statement from an EAS forced to report to work on September 29, even as then Tropical Storm Ian was spinning directly over Orlando:

“Due to the negligence, lack of care for employees and personal property, and wrongdoing by the United States Post Service on my way to work in Orange Blossom Trail Orlando, FL 32804 (near my workplace) my car got stuck in a flooding area. I was not able to see due to the poor visibility due to the weather conditions (heavy rain and wind combined with road condition). At 6:50 AM (approx.) Orlando Police and fire department had to rescue me and assisted removing my personal car (Fiat 500L) and myself from the danger area. After I was rescued by local authorities, they questioned me why I was not in a safe location after all the federal and government officials instructed to stay home. Finally, the United States Postal Service decided to change the instructions after 7:30 AM on Thursday, September 29, 2022 after they were informed of all the accidents ... and more than 300 employees that called to report that they would not go to work due to unsafe conditions. Situation created stress and fear for my life. In addition, to the stress created to my family and friends In top of all the negligence, lack of care and disregard for the life and property of the employees the United States Postal Service offer not solution or assistance to help me during the accident created by them. At the time, that I am writing the statement on September 30, 2022 my personal property still in the location of the accident and no management official or leadership contacted me to ask me if I am ok, need something or concern for my safety, wellbeing or personal property affected.” There are others who have recited similar stories, including a Station Manager in Tampa ordered to report to work on September 29, but due to flooded streets and downed power lines could not get to the office. Another EAS employee in the Orlando area traveling to work in the early hours of September 29 had a tree fall on his car, injuring his eye. ([See Hurricane Ian attachments](#))

NAPS is wondering what Postal official(s) made this potentially disastrous decision to open operations on the day following a hurricane, despite local, state, and federal authorities advising Floridians to stay home, and why this decision was made? What process will the USPS institute to ensure that in future catastrophic events, Postal employees will not be forced to report for work in the face of overwhelming federal, state, and local guidance to the contrary?

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Will USPS provide tort claim reimbursement for property and/or bodily loss and damage to employees who were mandated to report work during a natural disaster by Postal Authority?

Response: Employees are not forced against their will to report to work. Mail processing operations were halted prior to the storm and hurricane preparedness measures were followed.

The Postal Service touches every delivery point nationwide and disasters can affect every part of the country. As with other events, hurricanes can affect communities differently and, at times, these types of events can be unpredictable.

The Postal Service is currently evaluating its preparedness and responsiveness to this hurricane. As with any disaster, we should evaluate our preparedness and responsiveness to determine whether any of our actions can be improved. The policy for employee claims is included, however travelling to and from work is not part of the employee's workday.

ELM, 640 Employee Claims

641 Non-bargaining Unit Employees

641.1 Policy

It is Postal Service policy to reimburse non-bargaining unit employees for loss or damage to their personal property when suffered in connection with, or incident to, their employment while on duty or while on postal property.

10-18-07 USPS is stopping processing of FSS flats in many parts of the country. How will USPS account for changes/impacts on city or rural routes? When and how will routes be adjusted? Until the routes are adjusted supervisors, Managers & Postmasters will be expected to hold those routes to their evaluations, and held accountable for those workhours.

Response: Cased volume will continue to be counted to determine the necessary office time. Route adjustments will continue to be made in accordance with Handbooks M-39, M-41 & PO-603.

Rural routes, specifically, will be adjusted in accordance with PO-603,541.45.

**Handbook PO-603, Rural Carrier Duties and Responsibilities
541.45 Adjustments**

If, for any reason, management removes a route from the DPS flats sort scheme and the route will no longer receive DPS flats, Form 4003, *Official Rural Route Description*, will be prepared to appropriately adjust time allowances and processed to be effective on the first day of the pay period in which the automated processing is discontinued.

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Rural District Support Specialists (DSS) will make the appropriate calculation to determine the amount of time to be added to the base hour of the route. The DSS would notify the unit of the changes to route classification or evaluation. The local manager would adjust the schedules for any routes where evaluations changed.

10-18-08 Would the USPS allow NAPS to use the postal internet to email employees to join our Association like UMPA was able to do in the Virginia District on 9/23/22?

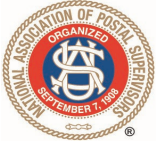
Response: This inquiry was sent to Tom Blum, Acting VP, Labor Relations for response prior to submission of this agenda item. A response will be provided.

10-18-09 Could the USPS provide NAPS with a completed Gemba to show overstaffed offices with all regulars above earned hours in F-4 what steps they need to take in order to attain the CSV goal of 92%? Is it possible to reach the F-4 92% goal in CSV with an over-earned complement of all regular employees?

Response: GEMBA's are not intended to focus on staffing or CSV achievement. Rather, GEMBA's are to ensure the correct processes are in place for the unit to succeed, adequately service our customers and represent the brand.

Function-4 review is the platform used to analyze staffing and performance. Once a need for change or improvement is identified, it is the responsibility of local management to adjust staffing accordingly. Whether that is posting bids where vacancies exist, reverting vacancies or excessing where overstaffing has been identified. If these steps are taken and GEMBA's are completed to identify process efficiencies, yes, 92% CSV can be achieved.

10-18-10 On October 4th, NAPS was informed by various members who work under Postal HQ of a change to be made in PFP for HQ employees for FY 2023. This presentation was made within HERO, changing how EAS employees under Postal HQ would earn yearly PFP increases. Why was NAPS not consulted about this new pay process? 39 U.S.C. § 1004 Section 1004(b) references "organizations of supervisory and other managerial personnel who are not subject to collective-bargaining agreements," and Congress indicated its intent that all non-executive employees of the Postal Service would be represented either by a craft union under a collective bargaining agreement or by a supervisors' organization or postmasters' organization. In its opinion earlier this year, the D.C. Circuit agreed with NAPS on this point, holding that, "[S]ection 1004(b) indicates that employees are either entitled to representation by a union for the purposes of collective bargaining under chapter 12 of the Act, or permitted representation by a 'program for consultation with recognized organizations of supervisory and other managerial personnel.'" *NAPS v. USPS*, 26 F.4th 960, 976 (D.C. Cir. 2022). "Executive and Administrative



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Service” (which is not a term in the statute) is the term that the Postal Service has chosen to refer to middle management, which is what the statute refers to as “supervisory and other managerial personnel.” As the Court of Appeals observed, all Postal Service employees, including all employees classified as “Headquarters” or “Area” employees, are entitled to representation, either by the supervisor’s organization or by a union.

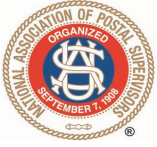
Why has USPS denied NAPS’ right to be consulted on this pay process in accordance with the law?

Response: This complaint was sent to headquarters by NAPS’s national president and I response will be provided.

10-18-11 On the attached PS form 50 which is reflective of the 3% increase granted to EAS employees effective September 24, 2022, why does line 68 (Special Salary Code) indicate S-Saved Rate? Also, for EAS employees in this category who receive a PFP increase as a result reflecting FY 2022, upon what salary will that PFP increase be based? For example, on the attached Form 50, after the 3% pay increase the EAS salary increased to \$108,830, while the top salary in that pay range is \$105,660. Upon which of those salaries will the FY 2022 PFP increase be based, or will this particular EAS receive a lump sum payout with no increase in base salary? Finally, how this this impact an EAS employee’s high 3 retirement calculations?

Response: The saved rate allows for an individual’s salary to exceed any range maximum. The FY22 PFP award in will based on the individual’s salary of record as of September 30, 2022. As for the example, the PFP award would be based on \$108,830. The 3% PFP award will likely be maintained following annual increases in salary ranges just prior to implementation of the PFP awards. These salary ranges will be provided to NAPS in advance for review and comment as it is done every year.

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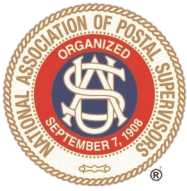


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10-18-12 The attached “Integrity Scans” PowerPoint was sent to the field by Tyrone Williams from the CRDO department at Postal HQ. Why was this document sent to the field? This document can be considered threatening and harassing, as it seems to alter the process outlined in ELM 651, and replace it with a table of penalties, specifically citing a 14 Day Suspension as the punishment for a 1st offense, and Removal for the 2nd offense. The issue of incorporating a “table of penalties” for the USPS has come up in the past and been rejected by the USPS. However, this attachment is embracing the “table of penalties” process. If the USPS is considering implementing a Table of Penalties for EAS, then NAPS must be consulted on this process under the law. If the USPS is not considering a Table of Penalties process, then NAPS asks that this message be withdrawn by Tyrone Williams in a message to the field.

Response: This was provided to Tom Blum, Acting VP, Labor Relations by NAPS’s national president prior to its submission prior to submission of this item. A response will be provided.



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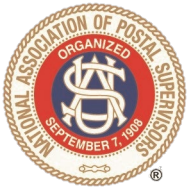
1. Call to order –1:00 PM October 16, 2022 by President Ivan Butts
2. Invocation – Led by Cotton Belt Area VP Shri Green
3. Pledge of Allegiance – Led by Southeast Area VP Robert Bock
4. Sergeant-At-Arms – Mideast Area VP Anthony Dallojacono,
Rocky Mountain Area VP Myrna Pashinski
5. Roll call – Warden - All Board members present
6. Welcome – Butts, Mulidore, Warden

Ivan: President Ivan Butts welcomed the Executive Board. Ivan said he was glad to see everyone recovered from the National Convention as we had an outbreak of Covid. It appears everyone has recuperated. Past Board Chair Tim Ford had the most serious case but is doing well. Ivan asked everyone to keep Tim in their prayers. Allot of business needs to be done though a great deal has been accomplished. The law suit obviously is our primary concern. Allot of work ahead of us moving forward seeking what our membership needs fixing what has been broken.

Chuck: Vice President Mulidore welcomed all the Executive Board members. Glad everyone arrived safely. Chuck said change is good. It keeps the organization thriving. We thought we have gotten passed the crossroads with the Postal Service but always seems to hit another crossroad. Looking forward to new member input.

Jimmy: Secretary/Treasurer Warden welcomed all the Board members as well. He was happy to see everyone once again in person and that everyone was doing well. It's great having fresh ideas moving forward. Jim said 50%, 8 of the 16 Area V.P.s have a year or less serving on the Board. Jim looks forward as this brings new ideas to the Board assisting us moving forward for the betterment of the membership. Jim also thanked the PFP committee for the last-minute change in travel plans. President Butts felt the need for the committee to review the NPA 2023 goals and process therefore asked the committee to arrive two days prior to the start of the Board meeting.

7. Selection of New Board Chairperson
Tommy Roma nominated Chuck Lum for Chairman of the Board. No other



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nominations were made. Chuck Lum is the new Chairperson of the Board.

Congratulations to Chuck Lum!

Chuck Lum addressed the Board and thanked them for their vote of confidence. He looks forward in this position serving the Board and the NAPS Organization.

8. Minutes of Previous Board Meeting – Warden – Motion made by Marilyn Walton to accept as written as it was previously sent to the Board the Executive Board Meeting Minutes from the Fall 2022 Executive Board Meeting, The pre-2022 National Convention Board meeting and the post-2022 National Convention Board meeting. This was Second by Shri Green. A voice vote was taken and the motion passed unanimously.
9. Secretary/Treasurer's Report – Warden

A. NAPS Investments, Assets & Balance Sheet

As of September 30, 2022, NAPS investments totaled \$8,583,428.90.

On June 1, 2022 NAPS investments totaled \$10,242,654.99. This is a 2022 fiscal year-to-date decrease of \$1,659,226.09 or 16.00%.

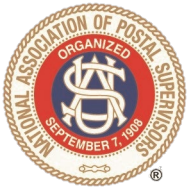
As of October 11, 2022 the NAPS General Fund Signature FCU Checking account balance was \$247,461.69 and the Signature FCU Money Market account was \$2,237.62 for a total of \$248,699.31.

B. NAPS Property Inc.

As of August 31, 2022, NPI has \$80,158 in cash on the balance sheet. There are \$60,023 in outstanding liabilities (security deposits, prepaid rents, and accrued expenses), leaving \$20,135 unencumbered.

LRB vacated their offices on the 1st and 3rd floors of the building as of January 31, 2022, per the terms of their settlement agreement. As of August 31, they had not made any monthly payments against their past due balance as required in the settlement agreement. As a result, STOLADI is currently working with legal to file a collections suit in Alexandria courts.

The current cash projections assume continued vacancy on the 1st, 2nd and 3rd floors. An outside broker has been contracted to lease out the space at the market rate of \$29 psf. The overall pace of leasing activity remains slow, but it is anticipated to pick up as the restrictions from the COVID-19 pandemic begin to relax and companies increase in-office requirements of employees.



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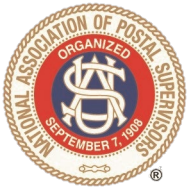
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The cash forecast for the balance of the fiscal year assumes contributions of \$45K/month from the landlord to cover the deficit created by delinquency from LRB and current vacancies and building operating expenses; however, to the extent vacancies are leased out and LRB continues payments towards their past due balance, these contribution requests may be lowered.

C. Web & Social Media Report

As of October 1, 2022, NAPS HQ Social Media results are as follows:

1. **Facebook** followers as of October 1 – 3,649 followers (up from 3,162 October last year: up 15.40%)
 - Posts continue to garner an average of approximately ~300-1,000+ views; the most engaging posts get ~1,400-4,000+ views organically.
 - A few highlights:
 - The post with the highest reach so far in 2022 was from 4/13/22 (~4.2k+ reach/views) – A Historic Win for NAPS: Not only did the court overturn the federal district court judge’s dismissal of our lawsuit filed in 2019 over the pay consultation process from 2016-2019, the court also recognized NAPS’ rights we correctly have been claiming for over 40 years. Specifically, that claim is NAPS represents all EAS employees! Read more:
https://link.edgepilot.com/s/6b938f02/p9cu4TLbE_hBS5XBjVDlw?u=https://naps.org/Post/A-Historic-Win-for-NAPS
 - The next highest posts/reach:
 - 4/20/22 (3.6k+): NAPS Wins Its Appeal in Challenge Over Pay, Benefits and Representation: This article provides a history and timeline of the lawsuit, as well as the reasons behind the Appeals Court’s decisions.
<https://link.edgepilot.com/s/f46867b8/TCcnEpMyYk6fYdc4RoxHDg?u=https://naps.org/Post/NAPS-Wins-Its-Appeal-in-Challenge-Over-Pay-Benefits-and-Representation>
 - 8/1/22 (3.3k+): Always Serving Our Members: Our historic victory in our lawsuit against the USPS has clarified three critical points that forever will reshape and define USPS EAS employees. First and most important for EAS employees is the decision has positioned... [Read More]
<https://link.edgepilot.com/s/6359b7c5/xpLCHwLt60acy66Ys0c-BQ?u=https://naps.org/Post/Always-Serving-Our-Members>
 - 6/1/22 (3.2k+): The June issue of The Postal Supervisor magazine is now available and can be downloaded from the NAPS website. Get it here:
https://link.edgepilot.com/s/24308986/wOW3iyo8HkSnF_lYsty0Zw?u=https://naps.org/files/galleries/The_Postal_Supervisor-6_June_2022.pdf

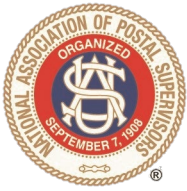


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- 4/5/22 (3.1k+): The April issue of The Postal Supervisor magazine is now available and can be downloaded from the NAPS website. Get it here: [https://link.edgepilot.com/s/a7e7e608/MusqtxGEQ0SckfxKxkN2Mw?u=https://naps.org/files/galleries/The_Postal_Supervisor- 4 April 2022.pdf](https://link.edgepilot.com/s/a7e7e608/MusqtxGEQ0SckfxKxkN2Mw?u=https://naps.org/files/galleries/The_Postal_Supervisor-4_April_2022.pdf)
 - 3/7/22 (3.1k+): NAPS Response to NPA FY 22 PFP Process <https://link.edgepilot.com/s/e43ade8e/EASxo4g50q1c93RB18EYw?u=https://naps.org/Post/NAPS-Response-to-NPA-FY-22-PFP-Process>
- The competition for organic views of posts on Facebook continues to be fierce because other organizations continue to increase budgets for paid ads. Each year the NAPS page is competing with more organizations/people/pages to show up in people's timelines when they scroll through Facebook. Boosting posts can still be a cost-effective way to get more reach. It's important to note that Facebook has strict ad policies regarding "issues of national importance" that affect what type of copy/text/images can be promoted.
 - Most of your web traffic from social media continues to come from Facebook (90%+); it's still very important to be on the other platforms for visibility (Twitter, Instagram and LinkedIn).
2. [Twitter](#) followers as of October 1 – 716 (up from 644 October last year: up 11.18%)
 - Typical monthly impressions are approximately ~5k depending on the type of news shared.
 3. [Instagram](#) followers as of October 1 – 374 (up from 308 October last year: up 21.43%)
 4. [LinkedIn](#) followers as of October 1 – 155 (up from 47 October last year: up 229.79%)
 5. NAPS Website Traffic
 - Web traffic for 2022 so far shows a very strong increase compared to the same period from last year for Jan-Sept. The number of users is up 25.98% and the number of page views is up 35.40%. The data also shows that visitors are staying on the site for a longer period and visiting more pages.
 - Email continues to be a large driver for readership and traffic to your website. The news pages and magazine articles that are posted regularly are also some of the most visited pages. It's important to repost the magazine articles onto the website because this allows members and prospective members another avenue to get this information. It also provides consistent/regular fresh content for the website which is very important for Google and search.
 - In addition to the magazine articles, it is worth considering the development of an ongoing content plan to have more original news/blog articles or other types of content written and shared on the website. The articles from The Postal Supervisor get a lot of traction and are great, but if/when it makes sense, it is worth exploring the idea to create more original content and articles exclusively for the website. This could help you continue to grow web traffic, if that is your goal.



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- See Google website data attached (note – the file has 4 tabs).

D. Membership

As of the August 2022 DCO (reflecting DCO membership through PP16 and PP17) NAPS had 25,174 members (23,739 active and 1,435 associates, 94.00% and 6.00%, respectively). Total membership from a year ago, (PP16 and PP17 2021) was 26,190 (24,838 active and 1352 associate); an overall total SPLY decrease of 1016 members or (4.00%).

As of the August 2022 DCO, the total number of active EAS non-members was 10,548. This number is based on the USPS payroll files of non-member EAS, who are coded non-postmasters. Based on current membership totals, there are approximately 31.00% non-members.

NAPS continues to encourage membership growth by providing sponsors of new members a \$25 NAPS check and have established the “High Five Club” where a member could receive an additional check for \$25.00 when signing up five (5) new members within a ninety (90) day period. A promotion report is sent out to the Executive Board every pay period stating who received a promotion effective that specific pay period allowing Branches to then reach out seeking membership.

Local and state branches continue to receive their NAPS Non-Member and Change Summary Reports along with their DCO Report and their Mail Address Report on a monthly basis.

E. Expiring Contracts

Per Board motion, contracts expiring prior to the January 2023 Executive Board meeting are Karen Balent-Young for Editorial of the Postal Supervisor and Al Lum Labor relations Administration Group our Disciplinary Defense Fund provider.

10. DDF – Disciplinary Defense Fund – Al Lum & Chuck Mulidore

NAPS FY 22 Total cases 91. Total Cases Closed are 83 with 8 pending.

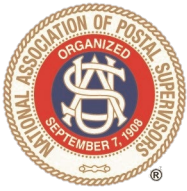
Total MSPB Cases 69 – Settled 42 cases 61%, Loss 8 cases 12%, Win 9 cases 13%, Withdrawn 3 cases 4% and Pending cases are 7 which is 10%.

Total Debt Collection Cases 15 – Settled 5 cases 33%, Loss 1 cases 7%, Win 8 cases 53%, Pending 1 cases 7%

Total ELM 650 Cases 7 – Win 1 case 14%, Loss 4 cases 57%, Settled 2 cases 29%.

The three highest number of charges are first Performance, second Sexual Misconduct and third Finance issues. The Board was informed the number of cases filed within each NAPS Area.

NAPS FY 23 Total cases 23 Total



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MSPB Cases 18 – 78%, Debt Collection Cases 5 – 22%. No 650 Cases.

MSPB Cases Settled 2 cases 11% and Pending 16 cases 89%

Debt Collection Act Settled 1 case 20% and Pending 4 cases 80%.

For FY 23 Falsification is the most charges followed by Finance and Theft.

The Board was informed the number of cases filed within each NAPS Area.

Discussion was held regarding letters of warning in lieu be placed in the draw and not receiving a decision letter then be used later as past elements. No case is adjudicated until a Letter of Decision. It is still pending until a Letter of Decision is issued and cannot be used as a past element in such. Discussion regarding a time frame to issue disciplinary action to an EAS. There is not anything in a Postal manual that stipulates a time frame to issue action.

Committee Reports

PFP Committee

Dan Mooney the committee chair spoke.

Committee Members: Brian Wagner, Dee Perez, Troy Griffin, Richard Green, and Jimmy Warden

President Butts brought PFP Committee to NAPS HQ two days earlier (10/13/22) prior to the Board meeting to meet and review the 2023 PFP proposal. A list of concerns was drawn and addressed with Postal HQ on Friday 10/14. The committee shared the concerns and responses with the Board and asked them to review and any concerns should be given to the Committee Monday 10/17 morning as Don Flak from Postal HQ will be coming to the Board meeting to speak with the Board concerning PFP.

Troy Griffin made a recommendation asking the Board if they have questions to give them to Dan Mooney and have all questions be asked by the committee chair as to best utilize this time. The Board agreed. At the conclusion there were concerns and the Committee Chair, Dan Mooney, prepared a written report of the concerns which was presented to President Ivan Butts who sent the concerns to Postal Headquarters for review and consideration.

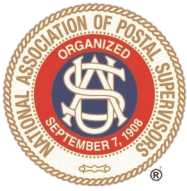
Dan Mooney thanked his committee members.

SWCs Committee

Tommy Roma the committee chair spoke

Committee Members: Tony Dallojacono, Troy Griffin, John Valuet, Ed Laster, and Jimmy Warden

The committee met on Sunday to review the SWCs and review the proposal from the Postal Service. The committee agreed that even though the proposal does not address every concern it



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does address some of the major concerns. The committee wanted to try and set up a meeting with Postal Headquarters to discuss. Jimmy Warden then made a call to Bruce Nicholson (USPS) and a meeting with Postal HQ had been arranged for Wednesday 10/19/22 to discuss with them the SWCs proposal the Postal Service previously presented to NAPS and the counter proposal NAPS presented. The meeting was then held on Wednesday and the Postal Service updated the number of new positions that the new SWCs would offer. A follow up meeting with the committee and then a presentation to the Board was held Wednesday afternoon after the meeting with the Postal Service. Tony Dallojacono presented a recommendation to accept the new SWCs proposal Seconded by Tommy Roma. During discussion Jim Warden raised one concern and that was on the verbiage that the Postal Service said they would revise and that pertained to CCAs covering vacant positions in the SWCs instructions. Chuck Mulidore rewrote the recommendation and submitted seconded by Tommy Roma.

Recommendation #1

Presented by Chuck Mulidore Second by Tommy Roma

That the NAPS Resident Officers accept the framework of the SWC proposal provided to the NAPS SWC Committee by the Postal Service on October 19, 2022.

Voice vote was taken and passed unanimously.

Tommy Roma thanked his committee members.

Ethics Committee

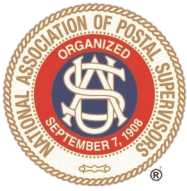
Craig Johnson the Chair spoke

Committee Members – Tommy Roma, Richard Green, Jaime Elizondo, and Marilyn Walton

No ethics issues were presented to the committee.

Update on the 2026 National Convention

Marilyn Walton informed the Board about San Francisco which is the 2026 National Convention site. Marilyn assured some of the rumors and concerns are incorrect. Marilyn along with Ivan visited the hotel and it is beautiful. There will be 100 parking spots available during the convention. The hospitality was great from the hotel. The hotel staff is anxious to have NAPS having their Convention in San Francisco at the Marriott Marquis hotel. Ivan reiterated that at the Convention in New Orleans some folks informed Ivan they had reservations going to San Francisco. Ivan based on his site visit said the area and hotel is beautiful. The area is mostly business with allot of great shopping and restaurants. Office space is sufficient for NAPS's needs. Elevators there are four banks with four elevators to each bank. The hotel has 38 floors and the



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elevator banks are assigned to specific floors. There are spacious common areas. Hertz car rental is on premises. The Post Office will be onsite. The hotel will allow the Post Office to have an area set up.

First order of business Monday 10/17/22 the PFP Committee took questions and concerns from the Board to prepare for the afternoon meeting with Don Flak from the Postal Service. Committee Chair Dan Mooney will be asking the questions to the Postal Service.

The Board took a break for Board photos.

Karen Balent-Young - NAPS Editor Postal Supervisor

Ivan introduced Karen to the Board and thanked Karen for all the hard work she has done for our Association.

Karen thanked us for considering and voted for to change the printer for our magazine. The previous printer kept raising their costs. Quad gave a proposal after we changed printers and their proposal was over \$800 increase per issue.

Karen informed the Board of the importance to write columns this way the membership stays informed and knows NAPS is working for them.

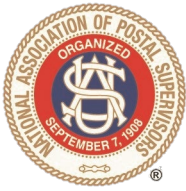
A recommendation was made to have a calendar in the magazine to keep the membership updated. The cost would run approximately \$12,000.000.

Chuck thanked Karen for all she does for the LTS and the National Convention. She coordinates the activities. Jimmy also thanked Karen for all the behind the scenes work she does for the betterment of the Association.

Two contracts that will be ending 12/31/22 were discussed.

The first was for Karen Balent-Young editorial, design and production of the Postal Supervisor. The contract will be for three (3) years from January 1, 2023 through December 31, 2025. A motion by the Chair to accept the contract for Karen Balen-Young was made. A voice vote was taken and all Board members voted yes.

The second contract was for Al Lum the Disciplinary Defense Fund Provider. (Labor Relations Administration Group) Mr. Lum requested no changes from his previous contract. The contract will be for three (3) years from January 1, 2023 through December 31, 2025. A motion by the Chair to accept the contract for Labor Relations Administration Group was made. A voice vote was taken and all Board members voted yes.



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Committee Reports

Postmasters Committee – Presently by Dee Perez Chair

Committee Members – Tony Dallojacono, Pamela Davis, Kelly McCartney, and Kevin Trayer

NAPS Postmaster Committee Chair Meeting Report

On Wednesday, October 12, 2022, from 7:30 PM – 8:24 PM

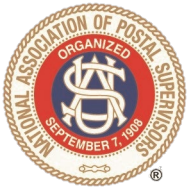
I Dee Perez as the NAPS Chairman for the NAPS Postmaster committee held a zoom meeting with the following two available NAPS executive board committee members, Kevin Trayer and Pamela Davis.

Prior to my committee meeting on Wednesday, I reached out to the NAPS Postmaster Committee chairman Mr. Jimmy Salmon from Arizona on Monday, October 10th. I replied to his written concerns dating back to FY 22 and current concerns for FY 23. I requested he shares the names of his committee members and contact information with me, to establish a communication network that will lead to addressing NAPS Postmasters' concerns as they develop.

The principal goal of our committee is to stimulate feedback from the NAPS committee of Postmasters and share NAPS-related Postmaster information to resolve their concerns. The following ideas surfaced during our committee discussions, which we all felt is a necessary building block to establishing a communication network with our brothers & sisters who wear the title of Postmaster and are a part of the NAPS family.

The following items were all agreed upon by my committee, they are the following.

1. Growing the Postmaster membership within NAPS, by increasing membership from the current 4,765 members to over 5,000 members, an increase of 235 new NAPS Postmaster members is our target goal.
2. Having ZOOM meetings with the Postmasters committee members quarterly, to resolve their concerns and answer questions, with a resident officer present.
3. I will assign (based on geography) an executive board member from my committee to be the direct contact point with the NAPS committee member(s) from their geographical area(s) in order to cover the entire country and create the needed support for these committee Postmasters.
4. An email distribution list will be established so the committee chairman can communicate information with all the NAPS committee members, inclusive of the executive board members.
5. The committee request that a resident officer who has Postmaster experience be an available advisor to the committee for matters concerning NAPS policy related to USPS



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directives & new policy initiatives that arise.

6. The committee is recommending that during state conventions, area training, and regional training seminars there be a segment of the training that addresses the Postmaster's concerns.

Respectfully,

Dee Perez – Chairman

Kevin Trainor – Committee member

Pamela Davis – Committee member

Tony Dallojacono – Committee member

Kelly McCartney – Committee member

Dee Perez thanked his committee members.

Legislative Committee – Presented by Marilyn Walton

Committee Members – Bobby Bock, Dee Perez, Kevin Trayer, and Chuck Mulidore

National Executive Board Legislative activities April- October 2022

Coordinated along with the California State Legislative Consultant, the California State Auxiliary, and numerous volunteers to conduct California's most successful ever SPAC fundraiser in conjunction with the celebration of the 100th Birthday of California State Branch 905!

There were fundraisers inside of the SPAC fundraisers including 50-50 raffles. A special thanks to all the NAPS Branches that donated Gas cards, and the individuals that donated gift baskets, postal memorabilia, and other assorted unique items!

The final tallies on Funds raised for SPAC was \$13,000!

As communication director for the California Postal Employees Legislative Coalition along with my partner Ron Jones NALC we have organized two quarterly meetings that provided information from Bob Levi on Mid-term elections projections. Most recently this month meeting focus on explaining HR 82 WEP legislation and resources for researching the candidates and proposition for the upcoming mid- terms

Since our group is non-partisan, we focus on encouraging members to vote Tibet interests and focus on candidates that labor and individual rights!

We are currently finalizing plans for the 24th California Postal Employees Legislative Event in Sacramento CA Sunday February 5, 2023, at the Operating Engineers Local # 3 Hall. This is sponsored by all four postal unions, the two management associations and NARFE!

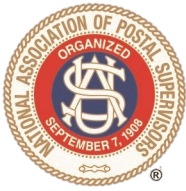
I coordinated NAPS legislative reps in Northern California to attend Mike Thompson's NAPA Valley fundraiser.

I share information sent by my congressman John Garamendi he sends out weekly very important reports on COVID, and updated legislation.

In my monthly NAPS Blog, I continue a column on Civics 101, in an attempt to explain how legislation works! I also continuously write about SPAC and the need to support our PAC!

Currently working to Get Out the Vote Tuesday November 8th

Marilyn Walton,



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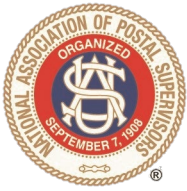
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Legislative committee meeting:

The following bullet points will outline my legislative activities and accomplishments from this past LTS back on March 27-29, 2022, to the present October 1, 2022.

- **March 1, 2022** - I began messaging out a barrage of emails to my Area Distribution email list as an additional reminder to all my NY Area branches to use the NAPS Action Center and remind their legislative leaders to place HR 3076 up for a vote ASAP.
- **March 28, 2022**, I had the honor along with my partner Mr. Roma the Northeast Area VP walking in Congressman Andrew Garbarino from Long Island NY. He spoke at the LTS on Monday at approximately 3 PM. The significance of his appearance was that he sponsored and introduced HR 5587 as we know it as the "Postal Police Reform Act." He also supported NAPS legislative bills HR 3076, HR 1623, and HR 1624 and is a NAPS supporter for all our legislative concerns he told us.
- **March 29, 2020**. I attended the LTS with my New York Area delegation, and we personally met with Senator majority leader Mr. Chuck Schumer in his office. He was in favor of all the Postal & NAPS-supported bills. As a reminder, Mr. Schumer informed us all that he supports all the NAPS legislative issues and concerns.
- **March 29, 2022**. Our next New York Area delegation meeting was with Senator Kristin Gillibrand, however, she was in session, and could not meet with us, instead, we met with her aid Sachin Mathur who took an interest in our issues and informed us that Senator Kirsten Gillibrand supported HR 3076 and all Postal & NAPS related legislative concerns. Moreover, she took a fond interest in our PFP when discussing HR 1623 and how it was related to our current PFP setup. As I informed her about the inequities as seen by NAPS. I also informed her I would email her about how PFP works to enhance her understanding of why it is such a controversial issue with NAPS.
- **April 6, 2022**, HR 3076 became public law. CongresswomanCarolynn B. Maloney from New York sponsored and introduced this bill back on May 13, 2021, she requested representation from NAPS on Sunday, April 10, 2022, to announce via a press conference covered by all New York media the passing of HR 3076 at the FDR building in Manhattan NY. I was tasked to gather a group of NAPS members to be present while she spoke and congratulated NAPS secretary Treasure, Mr. Jimmy Warden for helping pass this important legislative bill and the entire NAPS family who help support this bill.
- **April 17, 2022**, Majority senator Leader Chuck Schumer also held a news conference with all New York media present in addition to requesting NAPS secretary treasure Mr. Jimmy Warden to be present again at the FDR building in Manhattan to thank him and the NAPS family for supporting this giant legislation bill. I was tasked to ensure there were NAPS members present at this news conference again.
- **April 22-23, 2022**, the Northeastern Regional Area held a highly successful training seminar. I introduced to NAPS SPAC banner I had designed with a thermometer indicating the amount contributed towards SPAC as the day proceeded (Postal Supervisors Issue June, Page 13) consequently NAPS HQ liked these banners so much they purchased five more to provide them to each regional Area VP to use. This banner also made its appearance at the National Convention in New Orleans. However, more importantly, we also set a record contribution for SPAC by our NE Regional Area at this seminar. We collected a combined \$11,200.00 our



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previous high was \$7,000.00 we beat this by \$4,200.00 an impressive amount with expectations of better results in 2023.

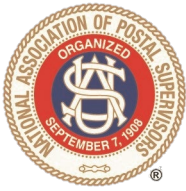
- **August 11, 2022**, National Convention New Orleans. Mr. Thomas Roma and I were able to collect from the NE Regional Area in an honorary mention on behalf of our former NY Area VP and now NAPS HQ Secretary Treasure Mr. Jimmy Warden and make a SPAC contribution of \$10,000, this collection was not surpassed by any other region at the National Convention in 2022.
- **September 6, 2020**, I alerted my email distribution list with another barrage of emails that our NAPS President Mr. Ivan Butts was called to testify at the House Oversight and Reform Subcommittee on Government Operations invited on Wednesday, September 7, at its postal oversight hearing. The subcommittee is chaired by Rep. Gerry Connolly (D-VA) and the hearing will take place in Philadelphia, PA. The hearing will examine Postal Service delivery performance, recent increases in postal-related crime, and the agency's preparation for handling absentee ballots for the 2022 general election. President Butt's testimony will address these issues, as well as the proposed USPS plan relating to sorting and distribution facilities. NAPS Branch 51 President Butch Maynard will join President Butts at the hearing. Branch 51 represents managerial-level members of the U.S. Postal Police.
- **September 15, 2022**, I sent out another bombardment of emails to my branch presidents and others on my email distribution email list to support and email a letter to their respective legislators supporting HR 5587 as a bipartisan bill.
- **September 29, 2022**, I bombarded once again my email distribution list with messaging that the NARFE (**National Active and Retired Federal Employees Association**) report on the status of HR-82, Social Security Fairness Act. It appears that the legislation could be in peril. Therefore, I sent out messaging to encourage those who have not made Congressional contact with House members to do so ASAP.
- **October 1, 2022**, I was contacted by phone by congressional candidate Robert Zimmerman who is running for NY 3rd congressional District to replace former Congressman Thomas Suozzi who is running for NY State Governor. We discussed NAPS support in addition to many NAPS-related Postal legislative agendas and other concerns.

Respectfully,

Dee Perez
NAPS NY Area VP
Legislative Committee member

On October 7, 2022, Vice President Anthony Bradley of branch 142 and myself had a face-to-face meeting with congressman Fred Upton of the former 6th district. Congressman Upton covers most of southwest lower Michigan.

The purpose of the meeting was to go over the impact of the SDC's will have on his portion of the state. He and his staffer had very good understanding on the impact to towns both large and small. They offered to help draft a letter with NAPS and he will sign and send it to all the local villages, Twp, and the mayor of the city of Kalamazoo. He said they would include county commissioner in Kalamazoo and Van Buren as well as the news Chanel 3.



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We need to keep the pressure on the PMG and Deputy PMG to be replaced. Their policies have failed the country. Both business, city and rural citizens needed the service that United States Postal service was known for.

The climate in the front line couldn't be worse. His statements made leading to this year's national convention about how important the front-line EAS are was nothing but lies. His true colors came out in with his rude and disrespectful comments about the front-line EAS.

We still need front line visits to our members of congress and keep them up to date on our concerns are.

submitted by

Kevin Trayer

Michiana Are VP, member of the executive board legislative committee.

Greetings,

I am very pleased to be on your committee. I always contribute to SPAC. I also encourage our members to give to SPAC also.

Currently this year Florida is in number two overall. Regarding Georgia they are far behind. I will work with Georgia to increase contributions to SPAC. I also work with the Legislative Chairs. We have a great chair in Florida, Ann Strickland.

In addition, I am on Congresswomen Murphy, Labor Advisory Committee. In this email you will see an e-mail from my Congresswomen's office.

I worked with national to put on the first national SPAC walkathon.

We are currently supporting Val Demings, for Senate. Our two Senators are lacking.

I look forward to interacting with you and your committee.

Thanks,

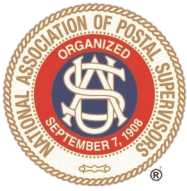
Bobby

Additional notes: The NAPS National Legislative Committee met on Sunday October 16th and decided to prepare a Legislative instruction booklet to assist local and state elected or appointed Branch Legislative representatives. This will be a guide of suggested tasks for all legislative reps including resources and contacts to help as they perform their legislation tasks. We have completed the brainstorming and will be finishing this project soon.

Respectfully Submitted,

marilynwalton@comcast.net

Marilyn thanked her committee members for their support and involvement pursuing NAPS's Legislative agenda.



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Training & Advocacy – Presented by Myrna Pashinski

Committee Members – Richard Green, Chuck Lum, and Brian Wagner

The committee is reviewing the new supervisor training program. There are over 600 slides. Some of the slides was on managing performance and NPA. The committee is closely reviewing these slides as it involves NPA by managing performance. Slides pertaining to NPA will be shared with the NPA committee. Slides pertaining to the SWCs will be shared with the SWCs committee.

Myrna thanked her committee members.

Plant Staffing Committee – Presented by Chuck Lum

Committee Members Shri Green, Luz Moreno, and Dwight Studdard

No update or change.

Duties & Responsibilities – Presented by Shri Green

Committee Members – Pamela Davis, Luz Moreno, and Ivan Butts

The committee had one concern they are working on and will be presented to the Board at the 2023 Spring Board meeting.

Constitution & By-Laws – Presented by Jaime Elizondo Jr.

Committee Members – Bill Austin, Dan Mooney, Myrna Pashinski, and John Valuet

No constitution and by-laws resolutions submitted.

Jaime thanked his committee members.

Donald L. Flak – USPS Presentation on NPA

Executive Director – Performance and Field Operations Support

Don has done numerous presentations across the country regarding NPA. Striving to drive a Pervasive Safety Culture, World Class Customer Experience

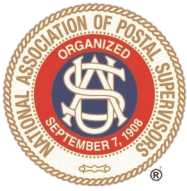
NPA is a stand-alone system. All numbers come from other systems that feed into NPA.

We are in a 10-point system and one needs to be in cell 3 or above to receive a pay raise.

Don and his group are responsible for the targeting and scaling. 10 Indicators of the base scorecard. Indicators may have sub-indicators. 16 Field and 12 HQ scorecards. 28 total scorecards.

Objectives – Consistent Approach, Drive Continuous Improvement, recognize current process capability, movement between blocks is consistent. Recognize current process capability was a concern. Some goals were unreasonable as they were never achieved.

Scaling Methodology: 10 cells Box 1 lower 10 percentile of performance from previous year.



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Cell 10 Exceptional Performance Cell 5 Greater of cell 5 or Median performance from previous year. Cell 10 is exceptional performance but attainable performance. Cell 5 Achieved target, median performance plus continuous improvement becomes lower bound of cell 5. If missed target becomes decision point. Is target achievable under current environment or conditions. Then cells 1 - 5 and 6 - 10 distribute equally. 615,583 metrics used to calculate the scores. For 2023 instead of 28 score cards there will be 32. Adding Regional Fleet, Territory Fleet and Facility Fleet Management. CRDO-Fleet. Functional Effectiveness went from 30% to 40% as it is more controllable.

Questions from committee:

Why wouldn't 10% be used for box 10. Response is not the typical bell curve as the top 10% scores might only represent 1%. This is why 2%-3% is used.

Asked on training for mediation process. Possibly Bruce can put that together as Don would not want to miss a step in the process.

Can NPA be posted with the previous year still open. Bruce said they are trying to do this a response should be available in a few weeks.

If CSV is new what historical data was used. FY 2021 was shaky data so they went back to look at 2020. Being this was a COVID period they looked at 2018/2019 for scale and it was representative for 2020/2021.

Can CSV be affected by EAS performing craft work? Not sure it would be based on the hours used and what craft work is being performed.

How did 1 minute be granted for each additional package in DPH. It went from 1 ½ to 1 minute. Don will consult with the Sponsor. Quantified by pricing.

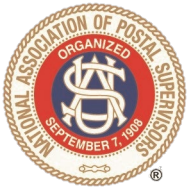
If cannot make CSV because of overstaffed it should follow the process to right size the office. Are GEMBA s being done to correct CSV? Not aware.

HQ pay system will have two parts NPA will be the same 10 block system across the Board,

Legal Counsel – Bruce Moyer and Andy Freeman

Chair Chuck Lum informed the Board they are now in Executive Session for this presentation.

The Board discussed supervisors delivering mail. The question was asked to our legal counsel. There is a path to go but specific as we are an Association. Discussion was held if an injunction can be filed if legally an amendment can be added to the lawsuit or possibly go to Congress and inform them of the issue and seek their assistance. The CRDO sent a message out stating if employee availability is over 80% why is there a need to rotate the



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delivery of mail? As stated by the CRDO that employee availability is over 80% then our question is why are supervisors delivering mail? President Butts emailed the CRDO asking this question and has not received a response.

President Butts presented the newly elected Board members with their Executive Board pin. President Butts presented the pin to Robert Bock, Executive Vice President Chuck Mulidore presented the pin to Edward Laster, Secretary/Treasurer Jimmy Warden presented the pin to Dwight Studdard and Past President Brian Wagner presented the pin to Pamela Davis. New Board members were congratulated for stepping up into this new Leadership role!

13. Legislative/SPAC Report – Chuck Mulidore, Bob Levi

Chuck Mulidore spoke of SPAC. The Executive Board Leadership was challenged to demonstrate their leadership by all becoming members of the Presidential Elite Club for SPAC. SPAC is what assists us in getting things accomplished for the membership. Ivan, Chuck and Jimmy have been attending many events seeking support for our issues. It was spoken of the oversight we need by some of the committees and SPAC is the way we need to approach this. Board members were asked to contribute \$100 each towards the Executive Board Gift Card Raffle for the upcoming LTS. Marilyn Walton asked if it is possible, we can have Venmo and other cash apps where folks can donate to SPAC through cash apps.

New Business –

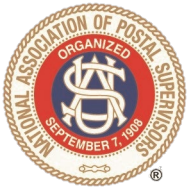
Membership

Richard Green wanted to revisit membership. He wanted to discuss new strategies to build membership. We have conversations regarding budgets but with a 31% non-member rate we can help keep our Association stabilized financially.

Marilyn Walton suggested recommended to present retirees with an 1187A when they hold a Branch retiree acknowledgement meeting. Also recommended each Branch needs to get someone with the enthusiasm and drive to speak to the new supervisors. Make folks aware of the \$25 check they will receive as a Sponsor for each new member signed up.

Tommy Roma recommended that his Branch Brooklyn 68 held a weekly zoom meeting with their Executive Board and they reviewed the non-member list. Non-members were assigned to members of their Executive Board to reach out to the non-members.

Brian Wagner recommended that his Branch is having small training sessions throughout the geographical area and members and non-members will be invited. They feel this will show the non-members what NAPS is all about. If the small session is near the border line



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of another Branch they will invite the other Branch to participate. These meetings will be held in restaurants in small groups.

Dee Perez stated he developed a sheet with talking points. He spoke to his Branch Presidents time and time again having zoom meetings with them even on Sundays. Membership cannot be the flavor of the day. It needs to be a continuous function of our Association. Challenge members to sign up other members. Dee has set up zoom meetings for some of the Branch in the New York Area.

Bobby Bock recommended we need to have time on during the training session as they are now held on zoom for two weeks. President Butts stated this request had been made and the Postal Service replied they isn't time during the training to accommodate management associations during the training that this request should be done at the local levels.

Richard Green stated UPMA is aggressively seeking new members. They sent out an email on Postal computers seeking new members. This obviously is not allowed. Richard made the point we need to be aggressive in getting the non-members to realize the need to be a NAPS member. UPMA appears to have a sustainability issue and they are basically concerned with signing up anyone not just Postmasters. It is believed they are in financial trouble.

President Butts stated we need to continued our course and tell the story straight. UPMA is telling mis-information about who they represent and also about their Association. They are doing this to just try and stay sustainable. We need to take the high road and tell the truth and take care of our own. We can't get distracted by the noise coming from UPMA. The members and EAS will see this.

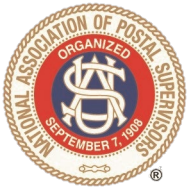
John Valuet recommended we go to the Oklahoma when the classes are being held and speak to the new supervisors not during the actual training but possibly attend and speak to them after the class. Shri Green said she spoke to one of the trainers in Oklahoma and was informed they would give them the space but unfortunately this training is performed on zoom. Tony Dallojacono stated it appears each District is doing this differently. We need to stay engaged with L&DC locally to see where the first two weeks of training are being held at and request to attend.

Tommy Roma offered should a Board member wish to attend the Brooklyn weekly zoom meeting to see how they conduct this weekly meeting concerning membership.

Dee Perez spoke of keeping the foot on the throttle.

Brian Wagner suggested getting the non-member list for the Postmasters and HQ employees and do a mailing to all informing them of the lawsuit and other issues.

Myrna Pashinski stated she use to get a listing from her District when the training classes were and where they would be held. It appears they no longer want to give out this listing. That list was very helpful.



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Marilyn Walton stated that UPMA is only concerned with signing up people but they won't represent all of them. In California it was heard that the President of UPMA was asked a question about supervisors and he didn't respond he stated you need to talk to the NAPS person.

Craig Johnson stated that Dan Mooney was allowed to attend the zoom training class and was allowed to send an electronic 1187 to all the attendees.

Kevin Trayer stated it is beneficial to establish those connections at the local level. Kevin said NAPS members have told him when asked the best advantage of being a NAPS member is the DDF. Kevin has a contact with the L&DC.

Dan Mooney stated we also need to attend the Postmasters Essential Training. We represent Postmasters. Dan also said the district held a Kick-Off meeting which he was allowed time to speak for 10 minutes. Dan also recommended to use the promotion report and contact one of the new supervisors and after signing them up ask them to let you know when their training class will begin this way a request can be made to attend the class.

Chuck Mulidore stated maybe we need to be better about our messaging. The other management association sends mis-telling messaging. We need to contact our social media group to look at establishing better messaging to send out. The other management association also has extremely minimal legislative representation. They brag when something gets passed but were not really part of the process to get there. Takes credit on the work of others. We need to message better that it was NAPS.

John Valuet stated that new members of UPMA are given one year of free membership but all they get for that is a magazine. They don't get representation during that first year. Should they receive any corrective or adverse action they don't defend them.

Brian Wagner stated in the past an incentive was giving the new member a check for \$25.00 along with the sponsor. Possibly do this for six months from January through June.

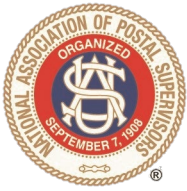
Discussion on a membership drive by doing a mailing. It was said it hasn't been that affective in the past

Bill Austin recommend as far as UMPA goes we need to take the high road. Stick with the facts. Mailings in the past haven't generated much interest.

Bobby Bock suggested putting a hype link to retrieve and 1187. Possible use our social media outlets for this.

Ed Laster recommended we should state the truth when UPMA gives mis-leading information. President Butts stated it's not that we shouldn't respond but state the real facts in defending.

Chuck Mulidore stated all our traffic is up on our social media outlets. It may be best to set something up on Facebook for membership as the traffic is up. Chuck said all wars are won with boots on the ground. Not from the air. Meeting face to face is the key to



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bringing on new members.

Myrna Pashinski stated the new promotion list is a great tool to determine who is a non-member and we can reach out to them.

Brian Wagner our methodology of calculating non-members is different. Our list comes from the Postal Service.

Dan Mooney asked why city carriers are listed as non-members? Rural carriers we realize have a form 50 processed.

Jaime Elizondo cautioned us we need to watch what we do with social media. There is a great deal of hacking occurring. Question regarding 1188s when does a person come off the rolls. It is stated in the ELM in March and September is when they will come off the DCO.

Labor Relations Administration Group – DDF Al Lum

Update

Al Lum stated the case where an EAS was paid the extra pay after the period ended as an exempt during the granted COVID period for pay due to staffing incurred by COVID the Postal Service withdrew the case.

Al Lum gave a presentation on the numbers of cases received, won, settled, lost, and pending.

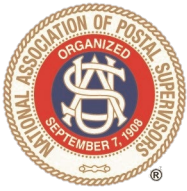
F/Y 22 Total DDF Cases – 91

MSPB Cases	Debt Collection	ELM 650
Settled – 42 = 61%	Settled – 5 = 33%	Settled – 2 = 29%
Won – 9 = 13%	Won – 8 = 53%	Won – 1 = 14%
Loss – 8 = 12%	Loss – 1 = 7%	Loss – 4 = 57%
Pending – 7 = 10%	Pending – 1 = 7%	
Withdrawn – 3 = 4%		
TOTALS 69	TOTAL 15	TOTAL 7

Top five charges in FY 2022 were Performance – 24, Sexual Misconduct – 16, Finance – 15, Attendance – 13 and Violence 12.

F/Y 23 Total DDF Cases – 23

MSPB Cases	Debt Collection	ELM 650
Settled – 2 = 11%	Settled – 1 = 20%	No Cases
Pending – 16 = 89%	Pending – 4 = 80%	
TOTAL 18	TOTAL 5	



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Top five charges for FY 2023 were Falsification – 8, Finance – 5, Theft – 4, Sexual – 3 and Attendance – 3.

Tony Dallojacono gave the Board a copy of the overall exit interviews questions and answers. The responses were as of October 7, 2022. Interesting how these responses are in contradiction to what NAPS has been informed of in the past. Retention issue doesn't appear to be working to many hours as question 13 asks 61.20% responded I was offered fewer hours than I expected. Question 14 60.50% responded I was not offered as many hours as I would have liked.

Tommy Roma informed the Board of the Northeast Regional training seminar scheduled for 2023 in Puerto Rico. Richard Green informed the Board of the Eastern Region training seminar scheduled for 2023 in Atlantic City NJ. Marilyn Walton informed the Board of the Western Region training seminar scheduled for 2023 that will be held in Honolulu Hawaii.

Chuck Mulidore spoke of SPAC that each Region has a banner that can be used to show a goal and how the progress is. It can be used at local conventions and training seminars as a visual when raising money for SPAC.

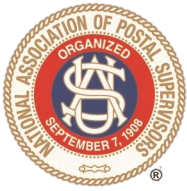
Legal Counsel – Bruce Moyer

Reference to the Montgomery case was discussed as we are still awaiting a decision from the 7th District Court of Appeals. We submitted our brief and was told it could take 3 – 6 months for a decision. No other update. Hope fully by the Spring Board meeting we will have a final decision. The case was explained to the new Board members.

Consultative – USPS Bruce Nicholson, James Timmons, Paulita Winbush

10-18-01 Scanning upload issue - currently carrier scan data is not showing delivered when tracked it on usps.com. or on the USPS internal tracking site. The information only shows being delivered in RIMS. As you can see from the images attached, this needs to be addressed as it affects scanning clearance rate and NPA. This is from RIMS (**See scanning attachment**)

Response: The Postal Service has investigated this and has not found any transmission



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issues between Regional Intelligent Mail Servers (RIMS) and Product Tracking & Reporting (PTR). The example that NAPS provided did not receive a Stop the Clock (STC) scan in RIMS as stated by NAPS. Both RIMS and PTR have an Arrival at Unit scan on the correct date. Neither RIMS nor PTR have a STC scan, which indicates that the piece was not scanned. *NAPS did not provide a RIMS scanning attachment.

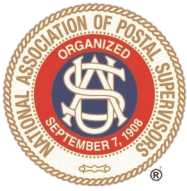
10-18-02 Logistics Job Analysis Surveys were distributed on January 24 to 859 employees. The survey deadline was Friday, February 4. NAPS understands this was part of a “team process” reviewing the accuracy of EAS levels of specific logistic positions. NAPS is requesting an update on this, survey results, and any relevant information on the accuracy of EAS levels discovered in this process.

Response: The focus groups and interviews were utilized to only establish the new job descriptions for Logistics. The proposal for updating the Logistics staffing model and jobs is under development and will be provided to NAPS. This will include proposed job levels.

10-18-03 NAPS is requesting a Network Transformation briefing on the “NDC unwind” that Jim Herrmann briefed Westpac on recently. This “unwind” is underway in Chicago and all NDC’s will be following suit.

Response: The NDC unwind initiative is to explore changes in processing at the NDC such as elimination of originating processing of marketing/periodicals and retail ground processing while continuing to provide excellent service. Every NDC will need an individual plan. The plan is to modify and possibly eliminate the NDC-to-NDC network. A briefing will be provided on this initiative.

10-18-04 Attached is a list of S&DC spoke offices (downloaded from a group on Facebook) with the offices affected in the near future highlighted. (Yellow is scheduled in Feb 1, 2023, GOLD is the 1st ones in Athens GA, supposed to have been 9-24-22 now later in October and Green is the 2nd set to be adjusted later this year). (See attachment) With the S&DC process being implemented, NAPS continues to seek information and regular briefings from the Postal Service. EAS supervisors, Postmasters, and Managers are concerned about their jobs, with few specifics from Postal leadership. When can NAPS expect to receive from USPS leadership the plan to address EAS staffing not only at the gaining S&DC’s, but also those offices that have carriers and clerks moved to the gaining S&DC? Also, who will be the facility head of these S&DC’s?



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Response: Briefings have been provided to NAPS on the S&DCs since July 2022. Bi-weekly touchpoints are provided to the employee organizations, including NAPS to inform of developments and to respond to questions and solicit feedback. The Athens installation is staffed by a Postmaster who will oversee all operations of the S&DC. This is the only site scheduled to be implemented in 2022. Non-bargaining staffing for any of the sites in calendar year 2023 is undetermined.

10-18-05 Currently, offices are being given flex time to set up their DPS, however, the 10.18 seconds per route is not reflective of the actual time needed to perform this task, especially when the office has many routes. Could this measurement be revisited?

Response: The assumption of the 10.18 seconds/route calculation for DPS set-up is inaccurate. Offices were given 10.18 seconds PER TRAY. This is reflective of the time needed to perform the task. The following statement was consistently provided to each office who requested Flextime for DPS, and the calculation used:

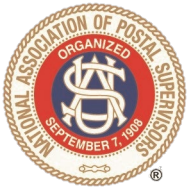
DPS BREAKDOWN: Breakdown of brick stacked DPS on bread racks. Based on FY21 daily average of DPS / avg # of trays per route (21" tray) *10.18 sec per tray”

Breakdown and spreading of Delivery Point Sequence mail (DPS) was factored into the newly adjusted time allowances for Labor Distribution Code (LDC) 4300 allied during the CSV time study completed in FY2022. The study was conducted at randomly selected sites based on the number of routes to align workload to work methods within the Variance programs. The offices studied ranged from sites with zero routes up to the sites with the largest number of routes in the nation. The newly implemented CSV time factors for FY 2023 now include breakdown and spreading of DPS mail.

(Calculation: DPS volume divided by 398 pieces per 21" tray times 10.18 seconds per tray)

10-18-06 On Wednesday, September 28, 2022, while Hurricane Ian was impacting Florida including, but not limited to Southwest Florida, the United States Postal Service informed EAS employees in the Orlando and Tampa areas to report to work the next day, putting lives and property in danger. Safety concerns were raised as federal and local authorities provided instruction to stay home. Following is a statement from an EAS forced to report to work on September 29, even as then Tropical Storm Ian was spinning directly over Orlando:

“Due to the negligence, lack of care for employees and personal property, and wrongdoing by the United States Post Service on my way to work in Orange Blossom Trail Orlando, FL 32804 (near my workplace) my car got stuck in a flooding area. I was not able to see due to the poor visibility due to the weather conditions (heavy rain and wind combined with road condition). At 6:50 AM (approx.) Orlando Police and fire department had to rescue me and assisted



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removing my personal car (Fiat 500L) and myself from the danger area. After I was rescued by local authorities, they questioned me why I was not in a safe location after all the federal and government officials instructed to stay home. Finally, the United States Postal Service decided to change the instructions after 7:30 AM on Thursday, September 29, 2022 after they were informed of all the accidents ... and more than 300 employees that called to report that they would not go to work due to unsafe conditions. Situation created stress and fear for my life. In addition, to the stress created to my family and friends in top of all the negligence, lack of care and disregard for the life and property of the employees the United States Postal Service offer not solution or assistance to help me during the accident created by them. At the time, that I am writing the statement on September 30, 2022 my personal property still in the location of the accident and no management official or leadership contacted me to ask me if I am ok, need something or concern for my safety, wellbeing or personal property affected.” There are others who have recited similar stories, including a Station Manager in Tampa ordered to report to work on September 29, but due to flooded streets and downed power lines could not get to the office. Another EAS employee in the Orlando area traveling to work in the early hours of September 29 had a tree fall on his car, injuring his eye. (See Hurricane Ian attachments)

NAPS is wondering what Postal official(s) made this potentially disastrous decision to open operations on the day following a hurricane, despite local, state, and federal authorities advising Floridians to stay home, and why this decision was made? What process will the USPS institute to ensure that in future catastrophic events, Postal employees will not be forced to

report for work in the face of overwhelming federal, state, and local guidance to the contrary?

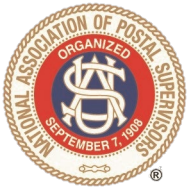
Will USPS provide tort claim reimbursement for property and/or bodily loss and damage to employees who were mandated to report work during a natural disaster by Postal Authority?

Response: Employees are not forced against their will to report to work. Mail processing operations were halted prior to the storm and hurricane preparedness measures were followed.

The Postal Service touches every delivery point nationwide and disasters can affect every part of the country. As with other events, hurricanes can affect communities differently and, at times, these types of events can be unpredictable.

The Postal Service is currently evaluating its preparedness and responsiveness to this hurricane. As with any disaster, we should evaluate our preparedness and responsiveness to determine whether any of our actions can be improved. The policy for employee claims is included, however travelling to and from work is not part of the employee’s workday.

ELM, 640 Employee Claims



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641 Non-bargaining Unit Employees

641.1 Policy

It is Postal Service policy to reimburse non-bargaining unit employees for loss or damage to their personal property when suffered in connection with, or incident to, their employment while on duty or while on postal property.

10-18-07 USPS is stopping processing of FSS flats in many parts of the country. How will USPS account for changes/impacts on city or rural routes? When and how will routes be adjusted? Until the routes are adjusted supervisors, Managers & Postmasters will be expected to hold those routes to their evaluations, and held accountable for those workhours.

Response: Cased volume will continue to be counted to determine the necessary office time. Route adjustments will continue to be made in accordance with Handbooks M-39, M-41 & PO-603.

Rural routes, specifically, will be adjusted in accordance with PO-603,541.45.

Handbook PO-603, Rural Carrier Duties and Responsibilities

541.45 Adjustments

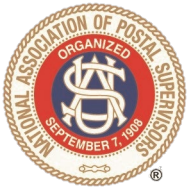
If, for any reason, management removes a route from the DPS flats sort scheme and the route will no longer receive DPS flats, Form 4003, *Official Rural Route Description*, will be prepared to appropriately adjust time allowances and processed to be effective on the first day of the pay period in which the automated processing is discontinued.

Rural District Support Specialists (DSS) will make the appropriate calculation to determine the amount of time to be added to the base hour of the route. The DSS would notify the unit of the changes to route classification or evaluation. The local manager would adjust the schedules for any routes where evaluations changed.

10-18-08 Would the USPS allow NAPS to use the postal internet to email employees to join our Association like UMPA was able to do in the Virginia District on 9/23/22?

Response: This inquiry was sent to Tom Blum, Acting VP, Labor Relations for response prior to submission of this agenda item. A response will be provided.

10-18-09 Could the USPS provide NAPS with a completed Gemba to show overstaffed offices with all regulars above earned hours in F-4 what steps they need to take in order to attain the CSV goal of 92%? Is it possible to reach the F-4 92% goal in CSV with an over-earned complement of all regular employees?



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Response: GEMBA's are not intended to focus on staffing or CSV achievement. Rather, GEMBA's are to ensure the correct processes are in place for the unit to succeed, adequately service our customers and represent the brand.

Function-4 review is the platform used to analyze staffing and performance. Once a need for change or improvement is identified, it is the responsibility of local management to adjust staffing accordingly. Whether that is posting bids where vacancies exist, reverting vacancies or excessing where overstaffing has been identified. If these steps are taken and GEMBA's are completed to identify process efficiencies, yes, 92% CSV can be achieved.

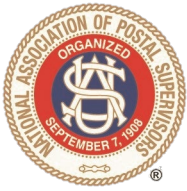
10-18-10 On October 4th, NAPS was informed by various members who work under Postal HQ of a change to be made in PFP for HQ employees for FY 2023. This presentation was made within HERO, changing how EAS employees under Postal HQ would earn yearly PFP increases. Why was NAPS not consulted about this new pay process? 39 U.S.C. § 1004 Section 1004(b) references "organizations of supervisory and other managerial personnel who are not subject to collective-bargaining agreements," and Congress indicated its intent that all non-executive employees of the Postal Service would be represented either by a craft union under a collective bargaining agreement or by a supervisors' organization or postmasters' organization. In its opinion earlier this year, the D.C. Circuit agreed with NAPS on this point, holding that, "[S]ection 1004(b) indicates that

employees are either entitled to representation by a union for the purposes of collective bargaining under chapter 12 of the Act, or permitted representation by a 'program for consultation with recognized organizations of supervisory and other managerial personnel.'" *NAPS v. USPS*, 26 F.4th 960, 976 (D.C. Cir. 2022). "Executive and Administrative Service" (which is not a term in the statute) is the term that the Postal Service has chosen to refer to middle management, which is what the statute refers to as "supervisory and other managerial personnel." As the Court of Appeals observed, all Postal Service employees, including all employees classified as "Headquarters" or "Area" employees, are entitled to representation, either by the supervisor's organization or by a union.

Why has USPS denied NAPS' right to be consulted on this pay process in accordance with the law?

Response: This complaint was sent to headquarters by NAPS's national president and a response will be provided.

10-18-11 On the attached PS form 50 which is reflective of the 3% increase granted to EAS employees effective September 24, 2022, why does line 68 (Special Salary Code) indicate S-Saved Rate? Also, for EAS employees in this



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category who receive a PFP increase as a result reflecting FY 2022, upon what salary will that PFP increase be based? For example, on the attached Form 50, after the 3% pay increase the EAS, salary increased to \$108,830, while the top salary in that pay range is \$105,660. Upon which of those salaries will the FY 2022 PFP increase be based, or will this particular EAS receive a lump sum payout with no increase in base salary? Finally, how will this impact an EAS employee's high 3 retirement calculations?

Response: The saved rate allows for an individual's salary to exceed any range maximum. The FY22 PFP award will be based on the individual's salary of record as of September 30, 2022. As for the example, the PFP award would be based on \$108,830. The 3% PFP award will likely be maintained following annual increases in salary ranges just prior to implementation of the PFP awards. These salary ranges will be provided to NAPS in advance for review and comment as it is done every year.

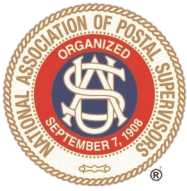
10-18-12 The attached "Integrity Scans" PowerPoint was sent to the field by Tyrone Williams from the CRDO department at Postal HQ. Why was this document sent to the field? This document can be considered threatening and harassing, as it seems to alter the process outlined in ELM 651, and replace it with a table of penalties, specifically citing a 14 Day Suspension as the punishment for a 1st offense, and Removal for the 2nd offense. The issue of incorporating a "table of penalties" for the USPS has come up in the past and been rejected by the USPS. However, this attachment is embracing the "table of penalties" process. If the USPS is considering implementing a Table of Penalties for EAS, then NAPS must be consulted on this process under the law. If the USPS is not considering a Table of Penalties process, then NAPS asks that this message be withdrawn by Tyrone Williams in a message to the field.

Response: This was provided to Tom Blum, Acting VP, Labor Relations by NAPS's national president prior to its submission prior to submission of this item. A response will be provided.

The Board was given a presentation on the pilot HERO program.

DPMG – Doug Tulino

Struggled with what his message would be today. He is disappointed with the relationship with NAPS. He expanded his desire for a better relationship. USPS is in a unique position with new leadership to move in a new direction and do things differently. The two people at the top are and want to make things better with the NAPS organization. The past is the past. We need to go forward and forge a new path. We need to make change and need to do it together. Mr. Tulino wanted to talk about how we can move forward. The



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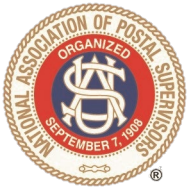
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Stakeholders are the most important part of this company. Positive changes have been made with all Stakeholders except with NAPS. He does not understand why. The Postal Service is not the enemy of Postal supervisors. He is not against Postal supervisors and is tired of being depicted as such. Us versus them needs to stop. He is not opposed to the success of supervisors and is willing to do what needs to be done to change that relationship but we both need to join in. Not implementing changes to the infrastructure is one of the reasons we are where we are today. We now have a PMG that has a vision based on growth and the Postal Service is moving forward with changes. The Postal Service is moving slowly in order to make the correct decisions, but NAPS continues to be negative about the changes, poking holes at every opportunity. When have supervisors ever been given a 3% raise in the middle of a year but NAPS did not appear appreciative. We need to be upfront with each other so we can move forward. Commentary is offensive implying the Postal Service is out to hurt supervisors. When instituting change that doesn't mean it will be perfect. Mr. Tulino is asking for a different path forward working together. To institute change moving forward. We have a once in a life time opportunity to get things right. The relationship is not good and needs to change. It is time to lay our cards on the table, we have nothing to hide. This is all about a vision to capture the market in packages and generate enough revenue to survive. He does not understand why that would be perceived as negative.

President Butts stated the past is the roadway to the future. We look at the past where we were marginalized and those issues just don't go away. Our members are struggling in the field. President Butts would love to march forward and see a new day but we need to see that moving forward and see a leadership change. The people underneath are bad actors and tarnish what the PMG and DPMG want to do. Mr. Tulino responded that there have been changes in upper leadership. We have an opportunity now to see change and move forward. In the past our only strategy was to focus on managing the down-side. They are trying to change the culture. Example more reasonable goals in NPA. The past was bad for many different reasons as it was a chaotic place to manage. Mr. Tulino wants to change this and we need to work with hm not against him to make this change.

Chuck Mulidore said we met in June talking about the law suit. It was disingenuous that 3% was to settle the lawsuit but it was giving to everyone. Mr. Tulino said the only way he could give the 3% that everyone would get 3% and he told the three Resident Officers that at the meeting in June. Mr. Mulidore then stated NAPS was never given the job titles of the positions we could not represent. Mr. Tulino said there were certain confidential jobs that he wouldn't allow us to represent. Mr. Tulino is still willing to talk about settling the law suit. Mr. Tulino is willing to allow us to represent HQ and employees in other entities but not the positions in confidential positions. Mr. Mulidore then stated if the Postal Service informs us the group, they refer to we can discuss and move forward.

Luz Moreno asked that the Illini Area is not getting information even through RFI. Mr. Tulino will look into the situation. He is trying to make a culture change. He knows people are reacting differently. Big ship, big place and some people do not want to get on board.



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Not all individual problems will be fixed but culture change takes time.

Craig Johnson stated it is hard to embrace change based on the past. Example EAS delivering mail and being forced to use a private vehicle. Threats are being made when supervisors don't want to deliver mail. Craig said we need to set a date with Doug and sit down and talk. There use to be a candidate list for hiring with 75 to 100 people. Today the list has 4-5 candidates. Back ground checks usually cancel them out leaving no candidates. Mr. Tulino replied the hiring process is a struggle as Minneapolis for example only has a 1.6% unemployment rate. Certain geographical areas hiring is a major struggle and asked for our patience. PTFs have been hired to try and fill the vacancies in many areas.

Tommy Roma stated Mr. Tulino said "Work with me". He is offering the olive branch but way to often the message gets lost in the communication when filtered down. Mr. Roma mentioned we were going to have bi-weekly meetings to discuss issues with supervisors delivering mail. Mr. Tulino said that can be done. They did institute a tracking system to see where it is being conducted. Mr. Tulino said 46 locations in the country where PTFs are being hired.

The Board went into Executive Session discussing the suit pertaining to the meeting with Doug Tulino DPMG. Legal Counsel Bruce Moyer participated.

Legislative & Political Affairs – Bob Levi, Chuck Mulidore

Suit has been filed in four separate courts by states to stop the S&DC projects. All four courts gave four different decisions.

NAPS Postal Priorities:

EAS Consultative Rights, USPS Manager Appeal Rights, Postal Police Authority

Congressional Oversight:

Implementation of Postal Reform Act, Postage Rates and Delivery Speed, Sorting and Delivery Center Initiative

GPO/WEP bill was discussed

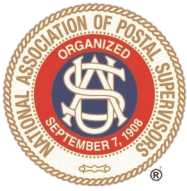
Presidential Nominations for the U.S.P.S. Board of Governors

12/8

William Zollar BOG (R) Trump Donald Moak BOG (D) Trump Both can be held over 1 year

Those who want to be on the BOG Carolyn Maloney, Brenda Lawrence Michigan and Donald Moak

Mark Acton PRC R 10/14 Robert Taub R 10/14 Both Obama appointed Both can be held over 1 year Both already renominated



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If House goes Republican James Comer KY would become Chair of the House Committee on Oversight & Reform. If so, Congressman Comer might establish a sub-committee on the Postal Service. Pete Sessions TX or Nancy Mace SC to chair the sub-committee

Should the House remain majority Democratic – Contested Gerry Connolly VA, Jamie Raskin MD, Steve Lynch MA all stated they wish be the Chair of the Committee on Oversight and Reform.

Senate Committee on Homeland Security & Government Affairs

Republican – James Lankford OK or Democratic Gary Peters MI will probably be the Chair.

Decision 24 – Fight for Congress

House GOP needs to pick up 5 seats

Senate GOP needs to pick up 1 seat

Electoral Overview:

Highly volatile election

Choice election, rather than approval election

Projected large turnout

Will voting behavior be on fundamentals?

Tossups don't break 50-50

SPAC

Seven-year trend shows we have exceeded previous years. Presently at \$245,494.00 for 2022.

SPAC through September 30th. Western Region #1 and California is the #1 State.

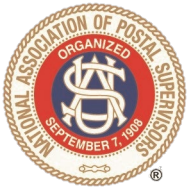
NAPS Property Inc. – Stoladi Group

Jim Stokes, Stephanie, Jillian

Property and legal entities. 1727/1729 NPI pays 100% of expenses. KSMPOA 1731/1733 Wyndham, Hilton and Office we pay .58 cents

KSOE Lot This is the driveway all contribute to maintenance. .20 of each dollar NPI contributes .11 of the .20 cents

KSOE – Plaza we don't contribute.



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Developed in 1989. 1994 became a tenant. Purchased for 3.1 million. Building assessed for 9.3 million yea Eric Cushman Wakefield. 3 mgt and 3 engineers are onsite.

One delinquency report LRB. End of 2019 a settlement agreement \$191,000. Agreed to moveout on 1/31/22. Security was applied to balance \$33,000. Balance owed \$134,000. NAPS is going after LRB in the courts for the \$191,000.

AC Units have been replaced by in house engineers. Next fiscal year 2 will be replaced to complete the cycle. This cycle will begin again in 2029.

All lights in the common areas have been updated to LDs.

No capital expenses projected for this year.

In Alexandria 11 million feet of office 2.3 million is vacant Never been this high percentage wise. Sub-lease space is not doing well. Sub-lease space is 12 million feet in DC area. Sub-lease space has been filling up. With the amount of sub-lease space, it is difficult renting at a certain square footage.

Building reduced from 11 million to just over 6 million which reduced the taxes. The building is actually worth 14 million. If we did not own the building, we would be paying approximately \$24,000 in rent a month.

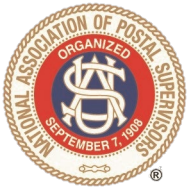
PNC Bank – Amy Bartosh

Amy introduced herself as she has taken over our portfolio this year. She has worked greatly with non-profits.

Page 4 Chart of Returns Year to Date every class is negative. Russia/Ukraine issue hurt Supply issues. Inflation is very high reflecting negative in the portfolio. The economy is growing but a slow growth. Employment markets are positive as they appear strong. Some are eliminating open positions as they cannot be filled. Looking at inflation rate going higher. Looking at February for it to start to decline. Supply chain issues are still there. Giving where we are there is a potential for an upswing for Quarter 4. 50% of a chance for a recession in 2023.

If the railroad doesn't have an agreement with their Unions this will affect the Supply chain issues resulting in affecting the stock market. Expecting a divide in Congress which results in nothing being accomplished and this usually helps the market. We the anticipate a rebound in the market. How long will a possible recession last is the questions. We would then see a rebound approximately 12 – 18 months after.

The situation in Russia is a concern and being closely watched. Oil prices are greatly



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having an effect. The US Government is about to release oil reserves. Rate hike will occur approximately 1.5% (interest) We will have continued volatility. Volatility will be here for a while. Our portfolio is pretty defensive. This gives us more protection in a downfall. We will see decelerating growth. We won't see a 12% growth like last year. Looking at a 5% to a 6% annual return. It is believed the market wasn't prepared for higher oil prices and the war in Ukraine. Inflation projected to normalize to 2% – 2.5% in 2023. Our portfolio's Mutual Fund with exposure to Russia is .1% - \$12,000.00 Our exposure is very low as we have a conservative portfolio. We still need to be prepared for volatility.

PFP Committee Update Report – Dan Mooney

Dan informed the Board of the concerns that will be given to the Postal Service regarding specific indicators. The Committee asked for access to the Blue Page and were denied but the Postal Service did say they would give data to NAPS. Don Flak also said he is open to quarterly meetings with the Committee to address updates and any concerns. One concern why only using the bottom 10% for a block 1 and 1-2% to determine block 10. Don Flak was asked to assist in putting a power point presentation together describing the mitigation process and how to file for mitigation.

One main concern is what can be mitigated? At times Installation Heads do not want to file for mitigation therefore an individual should be allowed to.

Dan thank the committee.

Conference Direct – Sheri Davies

An overview was presented to the Board. 2022 National Convention, LTS, Creative Vision Board LTS SPAC Dinner, San Francisco Site Inspection.

2022 Final Pick up was 6367 room nights. 2021 Texas 5599. 768 additional room nights.

Food & Beverage 515,922.08 475,739.79 40,182.29 S

AV 102,000 126,590.40 24,590.40 O

Marketing 18,000 29,734.70 11,734.70 O

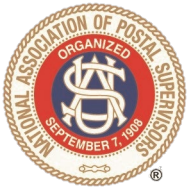
Misc. 36,250 30,765 5,485.00 S Convention bags, entertainment, décor, overlays etc.

Total 672,172.08 662,829.89 9342.19 S

Credits 130,000 200,085.55 70,058.55 S

Total Forecast 542,172.08 462,771.34 79,400.74 S

Recommendation from Sheri is we need to continue to increase the Sponsors. The



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Sponsor fee brought in \$100,000.00.

LTS 2023 update information to the Board. The Board was shown the marketing for the LTS.

The wreath laying ceremony will be at 12:15 PM on Sunday March 26, 2023.

Marriott Marquis at San Francisco the site of the 70th National Convention. 2026 An update was given to the Board based on the site visit.

New Business

18. Dates for the LTS (March 26, - March 28, 2023) Dates for the Spring 2023 Executive Board Meeting (March 29-April 1, 2023)

Good of the Association

Southeast Area V.P. Robert Bock spoke on the recent hurricane that hit the State of Florida. Robert submitted a Motion to have NAPS donate \$25,000 to the Postal Employee Relief Fund (PERF).

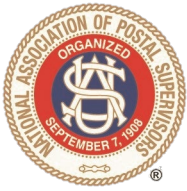
Motion # 1 That NAPS donates \$25,000 to PERF

Submitted by Bobby Bock Second by Chuck Mulidore Motion passed 21 – 3 Voting yes were Ivan Butts, Chuck Mulidore, Jimmy Warden, Tommy Roma, Richard Green, Craig Johnson, Jaime Elizondo Jr., Marilyn Walton, Bill Austin, Dee Perez, Tonay Dallojacono, Ed Laster, Luz Moreno, Dan Mooney, Kelly McCartney, Robert Bock, Dwight Studdard, Shri Green, Pam Davis, Myrna Pashinski, John Valuet. Voting No were Troy Griffin, Kevin Trayer, Brian Wagner.

John Valuet who had a bet with Chuck Mulidore lost the bet and gave \$100.00 to SPAC.

Brian Wagner welcomed the new Board members and said they could call on him for any assistance. Brian also thanked the SWCs team and Chuck Lum as the new Board Chair.

Kevin informed the Board that the Michigan State Convention will be held at the Upper Peninsula. He thanked everyone for putting the Upper Peninsula back with the State of Michigan.



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Chuck Mulidore thanked everyone for their prayers and concerns when he was out with his hip surgery.

Chuck Lum thanked everyone and said NAPS proud. He remembers sitting at his first Board meeting and he has witnessed the proudness of this group motivated him to continue serving the members. Chuck was very heart felt glad to be part of the Executive Board.

Jaime thanked his Southern Region Team as he has three new members. Jaime said they have been doing fantastic out in the field as a team.

Dee Perez thanked the Postmasters committee as he plans on moving forward building membership among Postmaster. He challenged his team with this initiative to make the Postmasters Committee a vital committee.

21. Final Remarks

President Butts thanked the Board for the great work during the Fall Board meeting. Ivan looks forward to the work ahead by the committee's and all the collaboration on the Board. Ivan quoted the Bible "Love is slow to anger." It was great seeing everyone and it is an honor working in this position. Ivan said he prays to God everyone has a safe travel home.

22. Closing prayer – Led by Illini Area V.P. Luz Moreno

23. Shri Green made a motion to adjourn Second by Kevin Trayer. All were in favor.

Respectfully Submitted,

James "Jimmy" Warden

NAPS Secretary Treasurer