

# the Postal Supervisor

December 2019

*We Deliver—  
Thanks to the  
Commitment of*  
**EAS Employees**

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NAPS members receive *The Postal Supervisor* as part of their membership dues. Members not receiving the publication on a regular basis should notify their branch secretaries. Non-member subscription price: \$25 per year.

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

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

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### Objective

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

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# A Gift of Time and Talent

Season's greetings and best wishes to you and your family for a happy holiday season. The holidays are for a time of giving, whether that includes an actual gift or gifting by volunteering your time and talent to help others or an organization. What if there was a way you could gift your time and talent for NAPS this holiday season, but defer the giving until August 2020? Here's the scoop!



**Brian J. Wagner**  
President

In 2020, NAPS will host its 67th National Convention at the beautiful Gaylord Texan Resort in Grapevine, TX, Aug. 17-21. Before the start of the convention, a small number of delegates will arrive to serve on various national convention committees. If you plan to attend, consider gifting your time and talents to serve on one of the nine committees. You can make

your committee request now, but deliver later. Consider it a holiday layaway.

Volunteering to serve on a national committee supports the business of NAPS, which makes NAPS a stronger organization to better serve our 27,000-plus members. This is a gift that keeps on giving. If selected to serve, a delegate will fellowship with many NAPS members, play a critical role in the operation of a national convention, experience NAPS from a different viewpoint and provide input to promote and enhance the welfare and livelihoods of NAPS members and their respective families. There is no stress, holiday or otherwise, when requesting consideration to serve on a national

convention committee. The process is very simple.

First, NAPS is all about building our committee bench by expanding the opportunity to serve. This makes our association stronger and members more actively engaged and efficient for years to come. Therefore, just as at our 2018 national convention, approximately 20 percent or more of national convention committee members will be serving for the first time. To clarify, this means that delegates who have attended a national convention before or for the first time and never have served on a national committee will have a greater chance to serve.

Second, convention delegates no longer are required to have their respective branch president nominate them to serve on a national committee. A member may simply self-nominate themselves. This is done in two ways. First, a delegate may submit a self-nomination committee request form. Go to [www.naps.org](http://www.naps.org) to download, print, complete and mail the form to NAPS Headquarters. You also can find the self-nomination form on page 13 of this issue.

In my November column, I cited just a part of Article IX, Section 2, of the *NAPS Bylaws*. Below is the entire section regarding being eligible for representation through the DDF.

**“Section 2.** The DDF only is to be used for active and associate members, including individuals who were members in good standing at the time of retirement. To be eligible for representation through the DDF, an active member must meet the following criteria:

“(a) the active member must have signed an application for NAPS membership sixty (60) days from the effective date of promotion from the craft, or

“(b) the active member must have been a NAPS member no fewer than ninety (90) days prior to the charge being issued, and

“(c) any additional criteria outlined in the “Disciplinary Defense Fund: Procedures and Guidelines for Branch Presidents” in the *NAPS Officer Training Manual*.”

The second way—and new for 2020—is to request committee consideration online at [www.naps.org](http://www.naps.org). Please note: All national convention committee requests must be received at NAPS Headquarters by midnight, March 31. NAPS will not accept committee requests via email or fax—only those that are mailed or submitted through our new online system.

When completing a self-nomination form, delegates may request consideration for up to three committees. Designate preferences with a number one, two or three next to the committee for which you want to be considered, with one being top choice. However,

*Continued on page 6*

# 'Tis the Season

**G**reetings, NAPS brothers and sisters. In this issue of *The Postal Supervisor*, I would like to take time thanking you for your continued hard work and dedication to completing the mission of the USPS. I also want to wish you and your family the very best of the holiday season—the times we can, indeed, hold onto and cherish into the new year.



**Ivan D. Butts**  
Executive Vice President

For some of us, the holidays can bring extreme challenges in dealing with prior losses in our lives. Know that you are not alone; there are resources available to help you through these times. Whether you use the USPS Employee Assistance Program or your own provider through your FEHBP, help is available to assist you in making it through.

In the same spirit I do at our annual Legislative Training Seminar in celebrating the tremendous achievements we have made with contributors to our Supervisors' Political Action Committee (SPAC), I would like to celebrate, yet again, all supervisory and managerial personnel in leading the USPS to be the most trusted federal agency.

Americans still have a mostly positive view of the jobs each of the eight high-profile federal departments

and agencies are doing out of 13 such entities measured in a new Gallup poll (*see box*). The U.S. Postal Service remains the top-rated agency, with 74% of respondents rating it as doing an “excellent” or “good” job. This conforms with the agency’s number-one status *in all* prior years Gallup has measured it, including 2014, 2017 and 2018.

This is a tremendous achievement that demonstrates the total commitment of EAS employees to the vital and necessary task of leading employees daily in moving America’s mail. Regardless of whether you are on the front line in the field or serve in support positions in the plants, districts, areas or USPS Headquarters, collectively, we keep those iconic words flowing as if on eagles’ wings: We Deliver, We Deliver.

Thank you for the work you are doing. Your consistent efforts in leading the USPS is validation that our fight for fairness and equality is well-rooted in your dedication—the men and women who are the leaders of the USPS. I am continually humbled to serve you and voice your needs to the Postal Service’s Executive Leadership Team.

As we move into the new year, I wish you and your family a truly blessed Christmas season and a happy, prosperous 2020. See America’s results below on the job that you do.

In solidarity ...

[naps.ib@naps.org](mailto:naps.ib@naps.org)

## America's Ratings of Job—Key Federal Departments and Agencies

How would you rate the job being done by ... Would you say the department or agency is doing an excellent, good, only fair or poor job?

	Excellent/Good %	Only Fair %	Poor %
The U.S. Postal Service	74	18	8
The Secret Service	69	19	8
The Centers for Disease Control (CDC)	64	22	12
The Central Intelligence Agency (CIA)	60	25	12
NASA, the U.S. Space Agency	60	26	5
The Federal Bureau of Investigation (FBI)	57	23	19
The Department of Homeland Security	55	26	17
The Federal Emergency Management Agency (FEMA)	52	29	16
The Internal Revenue Service (IRS)	50	30	19
The Federal Reserve Board	48	34	13
The Food and Drug Administration (FDA)	44	33	22
The Environmental Protection Agency (EPA)	43	30	26
The Veterans Administration (VA)	39	31	28

Gallup, April 17-30, 2019

# You're Welcome, USPS. Now, About That Raise ...

**F**all has faded into winter and, as such, fall mailing season has passed into peak. It's a time of joy in our hearts for the coming holidays, but also a time of long hours, no days off, unrealistic expectations and, finally, exhaustion.



**Chuck Mulidore**  
Secretary/Treasurer

Fall mailing and peak seasons are two of the most stressful times to be a supervisor, manager, postmaster or, really, any level EAS employee in the Postal Service. You perform heroic, oftentimes thankless work for long hours away from your families during the holiday season. It's even more complicated by the fact we have been hearing for some time now a litany of bad news:

1. Mail volume for the Postal Service is down significantly; con-

sequently, revenue is down.

2. Employee schedules in the plants often do not match mail arrival or workload.

3. There seems to be no legislative relief from Congress on the horizon.

4. The vehicle fleet is outdated.

5. Too many employees are "disengaged."

Yet, are these problems unsolvable? Clearly there is work to do, but the Postal Service should not attempt to fix these problems on the backs of EAS employees. I believe that nothing says thank you like a raise in pay. I mean, it's nice for senior leaders to thank you for your work and sacrifices. But it sure makes all the long hours and stress a whole lot easier to take when that same senior leadership ensures you get a raise that matches your commitment to the job.

EAS employees are the only Postal Service employees who are not guaranteed a raise. In spite of the

## NAPS Member Percentage Report September 2019

Area	Total Regular Members	Total NonMembers	Membership % Change Since Last Month	Membership Percentage
Area 01 - New England Area	1,486	593		71%
Area 02 - New York Area	2,286	651		77%
Area 03 - Midwest Area	2,284	761		75%
Area 04 - Capitol Atlantic Area	2,891	942		75%
Area 05 - Pioneer Area	1,413	559		71%
Area 06 - Michiana Area	1,273	454		73%
Area 07 - Illini Area	1,127	454		71%
Area 08 - North Central Area	907	577		61%
Area 09 - Mink Area	1,176	663		63%
Area 10 - Southeast Area	2,190	884		71%
Area 11 - Central Gulf Area	789	398		66%
Area 12 - Cotton Belt Area	1,012	429		70%
Area 13 - Texas Area	1,796	695		72%
Area 14 - Northwest Area	1,137	386		74%
Area 15 - Rocky Mountain Area	1,486	610		70%
Area 16 - Pacific Area	2,874	1,074		72%
<b>Report Totals</b>	<b>26,127</b>	<b>10,130</b>		<b>72%</b>

litany of issues I listed above, craft employees get pay raises, step increases and cost-of-living adjustments. Senior executives get pay increases, yearly bonuses and deferred compensation payable at retirement and beyond. EAS employees get a pay-for-performance (PFP) system that provides neither pay nor performance.

PFP disincentivizes work, out-of-the-box thinking and breakthrough capabilities, as well as being too complex. PFP does not reward hard work; rather, it devalues your contributions to the Postal Service and has long outlived its usefulness as a compensation system. This is the basis of the lawsuit NAPS has brought against the Postal Service. Thus, the battle continues.

Terry Mark, a motivational speaker, said: "The strong always face the battle and fight until they conquer, while the weak keep trying to escape every battle until they are defeated." NAPS is strong, unafraid and dedicated to fighting for all EAS



employees. Remember this when you seek to sign new members.

NAPS is fighting for all EAS employees. NAPS is strong and financially capable of fighting this battle until, ultimately, we will prevail. That is our mission, our commitment to you. We will not stop until EAS employees have a fair and just compensation system.

Your sacrifices, however, do not go unnoticed. NAPS appreciates you and all you do for the Postal Service and for your family. So, in closing, please allow me to wish you a wonderful Christmas and holiday season, a joyous and happy New Year and many blessings to you and your family in the year ahead.

[naps.cm@naps.org](mailto:naps.cm@naps.org)

## A Gift of Time and Talent

*Continued from page 3*

er, if selected, a delegate will serve on only one committee, but it may not be the member's first choice.

Also, in the October 2019 issue of *The Postal Supervisor*, NAPS published the duties and responsibilities of each national convention committee, including the number of members that will be required for each committee. This provides delegates insight on what to expect when serving on a committee, including when certain committee members need to arrive at the Gaylord Texan Resort to be ready for their first committee meeting.

Third, after the committee submission deadline closes on March 31, committee selections will be made

and delegates notified no later than April 20 whether they were selected or not. Those selected need to ensure they have registered for the national convention and have their submitted delegate credential. Newly selected committee members, if they haven't already done so, need to ensure they have confirmed their Gaylord Texan Resort room reservation and made their final travel arrangements.

Fourth, if selected to serve, delegates will be required to arrive on either Friday or Saturday, Aug. 14 or 15, 2020, respectively, before the start of their respective committee's first scheduled meeting on either Aug. 15 or 16. In mid-July, additional committee information will be forthcoming to those selected, including specific committee meeting

times and room locations at the Gaylord Texan Resort.

Here is hoping the holiday spirit moves many 2020 convention delegates to consider sharing their gift of time and talent by requesting to serve on a national committee this August. If selected to serve, your gift to NAPS will be priceless, as well as your national convention committee experience. I also hope the holiday spirit moves members to volunteer their time and talent this 2019 holiday season or any season during the year to help those less fortunate.

Now, I am fortunate to be moved by the holiday spirit to volunteer my December ice-cream-flavor-of-the-month recommendation—sugar cookie dough!

[naps.bw@naps.org](mailto:naps.bw@naps.org)

**National Association of Postal Supervisors**

# **Louis M. Atkins Presidential Student Scholarships**

**Deadline: Dec. 27, 2019**

**T**he **Louis M. Atkins Presidential Student Scholarships** are awarded to honor former President Louis Atkins and other former NAPS presidents for their dedication to NAPS members and their families. These scholarships are sponsored solely by NAPS.



Applications must be received no later than Dec. 27, 2019. Online applications only will be accepted using the NAPS website. Please go to [www.naps.org](http://www.naps.org) under the “Members” tab to apply for the **Louis M. Atkins Presidential Student Scholarships**, or go to <https://naps.org/Members-Scholarship>.

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

NAPS will award five \$1,000 **Louis M. Atkins Presidential Student Scholarships**. One winner will be randomly selected from each of the NAPS regional areas: Northeast, Eastern, Central, Southern and Western.

Scholarship winners will be announced in January 2020. In addition, the scholarship winners will be listed in the March 2020 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Louis M. Atkins Presidential Student Scholarship** will receive a check, payable to the college or university listed in the application, in January 2020. Scholarships may be used to pay expenses in the student’s current or following semester.

**Online applications only: <https://naps.org/Members-Scholarship>**

## New Address for DDF Provider

Effective Nov. 2, DDF Provider Al Lum's new address is:  
 Labor Relations Admin Group LLC  
 PO Box 25822  
 Brooklyn, NY 11202  
 (347) 384-2519 (office)

## In Memoriam

NAPS is saddened to report that Bridget Evans, California State secretary, San Diego Branch 159 president and chair of the 2014 NAPS National Convention, died Oct. 9. She was an Operations support specialist at the Margaret Sellers Processing Plant in San Diego. She is survived by her family and her many NAPS friends and co-workers. A celebration of her life was held Nov. 18.

NAPS extends its condolences to Eastern Region Vice President Richard Green Jr. whose father, Richard Green Sr., died Oct. 11.



Heart of Illinois Branch 255 President Dan Rendleman (right) and his wife Linda met with Rep. Mike Bost (R-IL).



Attending the Central Plains Career Conference were, from left: USPS District Manager Rick Pivovar, NAPS MINK Area Vice President Bart Green, Wichita District Branch 205 Vice President Kit Rogers, President Kathie Simmons, Vice President Lori Moats, Central Plains Senior Plant Manager Mark Talbott and Branch 205 Secretary/Treasurer Dawn Neece.



From left: Rep. Brenda Lawrence (D-MI), NAPS Detroit Branch 23 President Ken Bunch and member June "June Bug" Wardell visited during a district fundraiser.

Miami's 2019 Susan B. Komen Race for the Cure was held Oct. 12. From left: NAPS Miami Branch 146 member Caroline Williams, Rep. Debbie Wasserman Schultz (D-FL) and Rep. Donna Shalala (D-FL).







NAPS President Brian Wagner (front row, center) attended Nashville, TN, Branch 32's meeting on Oct. 29. Also attending were Cotton Belt Area Vice President Shri Green (front row, left), Southern Region Vice President Tim Ford (front row, right), Tennessee State Branch 947 President Donna Aaron (second row, fourth from right) and Vice President Robert McMurray (back row, right). The meeting was at the Loveless Café in Nashville. The NAPS officers discussed membership, representation, contributing to SPAC and being legislatively active. Wagner discussed NAPS' pending lawsuit against the USPS and answered questions regarding EAS pay.



On Oct. 4, longtime Bronx, NY, Branch 459 member Scott Farrar was installed as Postmaster of the Bronx Post Office. The installation took place at Borough Hall in the Bronx. The Honorable Judge Doris Gonzalez administered the oath to Farrar, who was joined on stage by his family; his wife Yvette held the Bible.



From left: USPS Long Island District Manager Frank Calabrese, NAPS New York Area Vice President Jimmy Warden, Yvette Farrar, Scott Farrar and USPS New York District Manager Lorraine Castellano.



Rep. Debbie Mucarsel-Powell (D-FL) held a town hall meeting this fall. She expressed her continued support for legislation beneficial to NAPS and the Postal Service.



Rep. Debbie Mucarsel-Powell with Miami Branch 146 members Ilia Marino and Eddy Suarez.



NAPS Executive Vice President Ivan D. Butts and Rocky Mountain Area Vice President Myrna Pashinski met with Albuquerque Branch 295's Executive Board. From left: Gino Martinez, Joel Wadsworth, Branch President Joe Alberti, Pashinski, restaurant staff member, Butts and Earlie Brown.



Ivan D. Butts and Myrna Pashinski gave a special thanks to Branch 295 members Joel Wadsworth and Frank Gallegos for their work at the state level to promote voting by mail.



The NAPS Margarete A. Grant Branch 127 (Oakland, CA) Scholarship Committee hosted a bus trip from the Bay Area to a casino in the Sacramento Foothills—one of the many scholarship fundraisers held each year for the Margarete A. Grant Scholarship Fund. The branch awards four \$500 scholarships to the children and grandchildren of branch members. The scholarships are awarded each year at the branch's retirement luncheon. Thanks to Scholarship Committee Chair D'Arcy Bush, Branch 127 President Vontina Swygert, Treasurer Yolanda Lewis and member Rachel Gholsten for providing games and raffles on the fun trip.

## Treat Others With Dignity and Respect

By **Jimmy Warden**

New York Area Vice President

I would like to first take this opportunity to wish everyone a happy holiday season and a very happy and healthy New Year! I wish you and your family all the happiness the holidays will bring.

When we hear the initials D&R, the first thing that probably comes to mind is drops and relays, especially during peak season. With package volume extremely high, drops and relays usually are greatly impacted. Most often, we become so tied up in our jobs that we fail to remember we are a people business.

Yes, machinery has taken over many of the jobs previously performed by human resources, but we must not forget it still is people who get the job completed and satisfy our customers' expectations. It's for this reason that when I hear the acronym D&R, I think of dignity and respect.

So often, I hear members of management complain their bosses don't treat them with dignity and respect. Whether they do or don't does not give us the right to then also treat our subordinates improperly. Regardless of the levels of those involved, all people want to be treated with dignity and respect.

We all should look at ourselves in the mirror and ask, "Do I treat others the way I want to be treated?" Yelling and barking out commands accomplishes nothing. You strip a person of their dignity, then expect

them to achieve high results. How can you expect that person to give you 100% of their commitment to success?

Respect is something that must be earned and not forced on someone. It's not something enforceable or an entitlement based on your title, grade or level. People wonder

why their job is so difficult where others performing the same job seem to have it much easier.

Hint: Maybe start appreciating your staff for what they can contribute or accomplish as part of a

solution and not always say they are part of the problem! We need accountability, but there is a proper



way to administer it.

If we don't respect our subordinates, how can we expect our superiors to respect us? You are just as wrong as they are. The only difference is, besides not earning the respect of your subordinates, you've also been stripped of your dignity by your boss. You lose on both ends. Then those people wonder why they take the job home with them.

The great American poet Maya Angelou wrote: "I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel!" Isn't that what engagement is all about?

Dignity and respect makes good business sense. Happy holidays!

[nyareavp@aol.com](mailto:nyareavp@aol.com)

## Western Area Year-End Meeting Recognizes Success

By **Marilyn Walton**

Western Region Vice President

USPS Western Area Vice President of Operations Greg Graves invited NAPS' Western and Central Region officers to the area's year-end meeting.

Attendees included NAPS Northwest Area Vice President Cindy McCracken, Rocky Mountain Area Vice President Myrna Pashinski, Illini Area Vice President Luz Moreno, North Central Area Vice President Dan Mooney, MINK Area Vice President Bart Green, Col-



orado/Wyoming Bi-State President Robert Aldrich and me.

The meeting's theme was SuperHEROES. Several impressive videos were shown that depicted each Western Area district management team as HEROES who chanted, "We

Are All In." Each district had an opportunity to review the past year to discuss what might have been left on the table and on what they were going to focus to make up any goals not achieved in FY19.

There also was a commitment by each district to focus on Quarter 1,

which is a challenge due to peak season and impact from weather. Each district is focused on strategies that will ensure success during this challenging time. Successful first quarters set the pace for a prosperous performance year.

The meeting also offered information on Lean Six Sigma projects (black, green and yellow belts) and how information gained from projects helps other areas realize success.

Graves took the opportunity to present awards to each district team in recognition of their significant achievements in FY19. The Western Area is working hard to ensure a successful FY20, including sharing information on NPA targets.

There was an informative ethics seminar presented by a USPS Headquarters lawyer. The information was clear and concise and touched on many subjects problematic to many postal employees. As always, there was a focus on safety, customer



From left: Northwest Area Vice President Cindy McCracken, Colorado/Wyoming Bi-State President Robert Aldrich, Rocky Mountain Area Vice President Myrna Pashinski, USPS West Area Vice President Greg Graves, NAPS Western Region Vice President Marilyn Walton, Illinois Area Vice President Luz Moreno, North Central Region Vice President Dan Mooney and MINK Area Vice President Bart Green.

service and employee engagement.


The NAPS Western and Central Region teams covering the vast Western Area postal districts appreciate the partnership and hospitality

offered by Graves, Western Area staff and the district managers with whom we interact throughout the year.

[marilynwalton@comcast.net](mailto:marilynwalton@comcast.net)

**ORIGINAL:**  
Present at Convention  
Mail copy to:  
NAPS HQ  
1727 King St STE 400  
Alexandria VA 22314

**National Association of Postal Supervisors**  
**Delegate Credential**



.....  
(Print or Type Delegate's Name)

.....  
(Delegate's Home Street Address)

.....  
(Delegate's Home City, State and Zip+1)

**Check Here if First-Time Delegate**  **USPS EIN #** .....

is a certified member in good standing of .....  
(Branch Number) (Date)

and has been duly elected to represent that branch at the national convention of the National Association of Postal Supervisors.

.....  
**Printed Name Branch President or Designee Branch #**

.....  
**Signature of Branch President or Designee**

Confidential Information

# Self-Nomination: National Convention Committee Request

Please print or type name. Use one form to self-nominate. Unless an exception is granted by the NAPS National President, a National Convention Committee may only have one (1) branch member appointed per committee. Committees may have up to 25% of selectees who have never before served on a National Convention Committee.

**Deadline for Self-Nomination Request due at NAPS HQ by midnight, March 31, 2020.**

**Committee Choices:** Select up to three (3) committees. Number your selection(s) in the boxes below with "1" representing your top choice, "2" next priority and "3" as 3<sup>rd</sup> choice, if so desired. Committee assignments and notifications of selected delegates will be announced on or before April 20, 2020. If requesting advance committee consideration, schedule transportation accordingly.

	Assistant Secretaries (4 positions)
	Audit (10 positions)
	Balloting and Election (18 positions)
	Constitution & Bylaws (16 positions)
	Credentials & Registration* (21 positions)

	Postmaster (12 Positions)
	Resolutions (14 positions)
	Rules (6 positions)
	Sergeant-at-Arms (18 Positions)

\* NOTE: Except for *Credentials and Registration*, all committee members must arrive on Saturday, August 15, 2020 at the convention hotel and will meet with their respective committee on Sunday, August 16. *Credentials & Registration Committee* members must arrive on Friday, August 14, 2020 and will meet on August 15. Selected committee members must schedule their transportation accordingly to ensure arrival for first committee meeting.

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

Member Name \_\_\_\_\_

Mailing Address \_\_\_\_\_

City, State, ZIP+4 \_\_\_\_\_

EIN or last 4 SS # \_\_\_\_\_ Contact Phone # \_\_\_\_\_

Member of Branch # \_\_\_\_\_ Non-postal email: \_\_\_\_\_

*(Branch # listed on delegate credential)*

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

Have you ever served on any National Convention Committee before?  Yes\*  No

\* If Yes, previous committee(s) served? \_\_\_\_\_

Individual's Credential  Enclosed  Previously Submitted

**NOTE:** For National Convention Committee assignment consideration, NAPS Headquarters must receive member's self-nomination request via mail or online on or before **March 31, 2020**. No branch officer approval is required. NAPS HQ will confirm delegate's request has been received. If confirmation is not received by April 10, contact NAPS President immediately. Final committee selections will made on or before April 20, 2020 and requesters notified accordingly.

### NAPS HEADQUARTERS USE ONLY

Date Self-Nomination Received \_\_\_\_\_

Must be **received** by mid-night March 31, 2020.

Register online at [www.naps.org](http://www.naps.org).  
Do Not FAX or email request.

**Mail Request to:**  
2020 National Convention Committee Request  
c/o NAPS National President  
1727 King Street, STE 400  
Alexandria, VA 22314

**2020 NAPS National Convention**  
**Gaylord Texan, Grapevine, TX - August 17-21, 2020**



# Resolutions-Writing 101

***Learn how to better express yourself by using the proper format to write your national convention resolutions.***

**A**ction on resolutions is a major part of the business of NAPS national conventions. But first, those resolutions must be written and acted on at NAPS state branch conventions in the coming months. Then, those resolutions a branch adopts *that do not involve local issues* will be forwarded to NAPS Headquarters to be included in the convention *One Book*.

That's well and good, you may be thinking, but how do you write a resolution? That's what this article is about. Let's call it Resolutions-Writing 101.

You'll soon discover that writing simple, effective

resolutions everyone can understand is not all that difficult if you keep a few pointers in mind. So let's get started.

Before you begin putting your thoughts in "whereas" and "resolved" resolution form, write down—in a short sentence—the action you're requesting. This later will form the basis of the "resolved" of your resolution. Don't give all the reasons ("whereases") just yet why you want the action to be taken. We'll get to all that in a moment.

Let's come up with a sample resolution that will request an action to be taken; in this instance, one by family members. The same basic thought process will apply to any NAPS-related resolution you may later write.

At the dinner table one evening, family members decide they need to get a dog. That "action," in a short sentence, might read: "The Smith family needs to get a dog."

Now, the Smith family needs to state the reasons why that action is desirable. Using the simple-sentence method, family members state all the reasons why the Smith family needs to get a dog:

"Protection against intruders"

"A loyal, loving family companion"

"A reason to get off the couch and get more exercise by walking the dog"

Well, what do you know? We've almost put together a simple resolution! All we have to do



now is state everything in resolution format, using “whereases” and “resolveds.”

Whereas, A dog would be protection against intruders, and

Whereas, A dog would be a loyal, loving family companion, and

Whereas, A dog would be a reason to get off the couch and get more exercise walking, now therefore be it

Resolved, That the Smith family needs to get a dog.

Remember, a resolution may have one “whereas” or several. Likewise, it may have one or several “resolveds.” In our sample resolution, the “resolved” could have read:

Resolved, That the Smith family needs to get a dog, and be it further

Resolved, That the dog be obtained from a shelter, and be it finally

Resolved, That the dog be housebroken.

Other resolution-writing pointers to keep in mind are:

- Resolutions should always request a certain action, never demand or threaten it.

- A “resolved” (or “resolveds”) should be a complete, stand-alone statement that clearly and completely states the issue. For example, “The Smith family needs to get a dog.” Don’t say, “Be-

cause of all these reasons, it’s important to do this.” The reader shouldn’t have to reread an entire resolution to know what “this” is.

- Avoid using complex “resolveds” that request unrelated actions. Our sample resolution shouldn’t read: “Resolved, That the Smith family needs to get a dog and

## A Note About Submitting Convention Resolutions

All resolutions, in a Microsoft Word document, must be emailed to Executive Vice President Ivan D. Butts, naps.ib@naps.org. Receipt of the resolutions will be acknowledged by return email. If you have any questions, contact Ivan by email or phone, (703) 836-9660. If you do not receive an acknowledgement, you can assume your resolutions were not received; please contact Ivan.

**All resolutions from states with conventions ending on or before May 24, 2020, must be received by NAPS Headquarters by May 29.**

The deadline for all other resolutions to be received by NAPS Headquarters is **July 7**. Resolutions received at NAPS Headquarters after this deadline will not be printed in the convention *One Book*—no exceptions!

Resolutions not received by the July 7 deadline, including any offered from the convention floor, will need to be submitted to Executive Vice President Ivan D. Butts at the convention for referral to the Resolutions Committee for consideration and assignment of a number.

After assignment of a resolution number—*not before*—the submitting branch then will need to arrange for 1,400 copies of each resolution to be made at branch expense. The NAPS Convention Office may not be used to photocopy resolutions.

have the family room remodeled.”

- Resolutions should request actions over which the named persons, groups or organizations have control. The Smith family has the ability to get a dog, so a resolution requesting that is in order. However, a “resolved” that reads, “The Smith family needs to make sure everyone on its block gets a dog,” would be inappropriate because the Smith family has no control over that request.

- Don’t use fancy words when simple ones will do (say “use,” instead of “utilize,” for example). And don’t use long, complex or run-on sentences. The beauty of “whereases” is they encourage a listing of simple reasons why an action should be taken. Break up those long sentences into several shorter “whereases.”

- Spell out the first reference to any program or initiative, especially postal ones, that might not readily be known to the reader. For example, some newer postal employees may not know that WSCs are work service credits (as opposed to the more familiar SWCs—supervisory workload credits).

If the reader doesn’t instantly know what you’re talking about, you could lose

support for your resolution. It’s perfectly okay to refer to an acronym, such as WSCs, in second and subsequent references.

Here’s to writing simple, more effective resolutions for consideration at our 67th National Convention, Aug. 17 to 21, at the Gaylord Texan Resort, Grapevine, TX.

# NAPS Executive Board Directory

## Resident Officers

The resident officers may be contacted at 1277 King St., Suite 400, Alexandria, VA 22314-2753; (703) 836-9660; (703) 836-9665 (fax)



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**Ivan Butts**  
Executive Vice  
President  
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**Chuck Mulidore**  
Secretary/Treasurer  
naps.cm@naps.org

## Regional Vice Presidents

*Central Region* (Areas 6, 7, 8 and 9)



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*Northeast Region* (Areas 1 and 2, including all NJ, except Branch 74)



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## Area Vice Presidents

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## Bob Levi

Director of Legislative & Political Affairs



**A**t the beginning of the year and of the current Congress, the House adopted a series of changes to the rules that govern considering legislation. In part, H.

Calendar. The bill can be removed if the number of co-sponsors falls below 290 or the committee of jurisdiction approves the bill for House consideration. Finally, the House is required to consider at least one bill on the Consensus Calendar during any week in which the House is in session.

## Urge Your Representative to Co-Sponsor H.R. 2382

Res. 6 creates a “consensus calendar” in which a bill can be voted on by the full House, even if it has not been approved by the committee of jurisdiction.

To be eligible for this expedited procedure, the bill must have acquired at least 290 co-sponsors and not have been reported by the committee of primary jurisdiction. Once the 290-co-sponsor threshold has been reached, the sponsor of the bill may submit a motion to the clerk of the House to place the bill on the Consensus Calendar.

When the motion is filed, the bill sits for 25 legislative days, after which the bill is placed on the Consensus

Calendar. Why am I sharing these technical rules of the House with you? Well, there is a postal bill that, as of Oct. 31, had earned 272 bipartisan co-sponsors and demands prompt consideration by the House. H.R. 2382, which currently is only 18 votes short of the 290 mark, would eliminate the unfair and financially devastating requirement that the Postal Service pre-fund future retirees’ health benefits. A super-majority of two-thirds of the House is 290 members.

The bill, introduced by Rep. Peter DeFazio (D-OR), presently has 227 Democratic and 45 Republican co-sponsors. Noteworthy is this House majority includes 19 members of the

House Oversight and Reform Committee. Clearly, the total number is well over the 218 votes necessary for House passage on a simple floor vote.

It’s important for each NAPS member to determine whether their representative is a co-sponsor. You can view a list of co-sponsors by visiting the NAPS website’s Legislative Center. Go to the drop-down menu and click on “2019 NAPS Supported Legislation.” Scroll down and click “read more” under H.R. 2382. Once you are on the Congress.gov page, go to the “Summary” block, then click on the “co-sponsor tab.” Click on your state to see the co-sponsors’ names listed alphabetically.

If your representative is not listed, it is crucial for you to urge your elected official to join the majority of their colleagues to relieve the Postal Service of the unfair burden Congress itself imposed on the agency 13 years ago. The prefunding requirement has siphoned off billions of dollars that could have been used for postal operations.

It’s important that NAPS members educate first-term members of Congress that the Postal Service is the only entity—public or private—required to pre-fund retiree health premiums. It’s also important to remind veteran representatives of that fact.

In mid-October, the NAPS Executive Board conducted its semi-annual meeting. A presentation was made reviewing recent legislative and political events and NAPS’ strategy for the immediate future. While the board was in town, its Legislative Committee participated in the 50th episode of *NAPS Chat*, NAPS’ weekly podcast that focuses primarily on legislative, political and regulatory affairs that impact postal supervisors and managers. To listen, go to



The NAPS Executive Board’s Legislative Committee met during the board’s October meeting. From left: Southeast Area Vice President Bob Quinlan, Committee Chair and Western Region Vice President Marilyn Walton, Texas Area Vice President Jaime Elizondo, NAPS Director of Legislative & Political Affairs Bob Levi, New York Area Vice President Jimmy Warden and Michiana Area Vice President Kevin Trayer.

www.naps.org under the “Legislative Center” and click on “NAPS Chat—Weekly Podcast.”

Legislative Committee Chair and Western Region Vice President Marilyn Walton, New York Area Vice President Jimmy Warden, Michiana Area Vice President Kevin Trayer, Southeast Area Vice President Bob Quinlan and Texas Area Vice President Jaime Elizondo discussed the importance of engaging members of Congress back home in their states and congressional districts about legislative issues important to NAPS members. We also underscored the importance of attending the upcoming 2020 NAPS Legislative Training Seminar, March 8-10.

Finally, as you may have learned in the national media, NAPS has lost a dear friend and legislative champion. Rep. Elijah Cummings (D-MD), chairman of the House Committee on Oversight and Reform, died Oct. 17. He leaves a legacy of dedication to postal and federal employees and annuitants.

Cummings was particularly effective in preventing painful and deep cuts to health and retiree bene-

*Continued on page 27*

### The Postal Supervisor 2020 Production Schedule

Issue	Copy Deadline*	Mails
JAN	NOV 25	DEC 19
FEB	JAN 2	JAN 28
MAR	JAN 27	FEB 18
APR	FEB 25	MAR 19
MAY	MAR 23	APR 21
JUNE	APR 17	MAY 12
JULY	MAY 12	JUNE 9
AUG	JUNE 22	JULY 16
SEPT/OCT	AUG 24	SEPT 22
NOV	SEPT 28	OCT 22
DEC	OCT 23	NOV 17
JAN 21	NOV 23	DEC 22
FEB	JAN 4	JAN 28

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



**T**he 2020 LTS will focus on advancing a NAPS agenda designed to strengthen EAS employee rights and the Postal Service, enhance our presence on Capitol Hill and cultivate loyal legislative champions. As LTS delegates, whether first-timers or veteran advocates, we will prepare to promote our issues to elected policymakers with intensive orientation on the status of postal issues that impact NAPS and the USPS.

We also will sharpen our skills essential to conducting successful meetings with members of Congress and their staffs. These LTS activities will culminate in us heading to Capitol Hill to educate Congress about the dynamic role the Postal Service continues to play in our nation’s economy and legislative proposals that will improve the Postal Service. We also will caution legislators about proposals that would harm the agency and erode our earned benefits.

**This is a reference for the order of events; all times are tentative.**

#### Sunday, March 8

9 a.m. – 6 p.m.  
Registration

9 – 10:15 a.m.  
Non-Denominational  
Worship Service

9 a.m. – 11 a.m.  
Secretary/Treasurers  
Training

12:15 p.m.\*  
Wreath-laying ceremony  
at Arlington National  
Cemetery

2:30 – 3:30 p.m.  
First-Timers’ Orienta-  
tion

4 – 5:30 p.m.  
Town Hall with the  
Executive Board

6:30 – 8:30 p.m.  
State Legislative Chairs  
Dinner

#### Monday, March 9

6:30 a.m.  
Continental Breakfast

6:30 – 7:50 a.m.  
Registration continues

8 a.m. – 5:30 p.m.  
SPAC Café

7:45 a.m.  
Opening Session and  
Legislative Training

noon  
Luncheon

1:30 p.m.  
Legislative Training  
continues

4:45 p.m.  
State Caucus Meetings

4:45 – 5:15 p.m.  
SPAC Photos

6:30 – 8:30 p.m.  
SPAC Reception

#### Tuesday, March 10

6:30 – 8:30 a.m.  
Continental Breakfast

morning/afternoon  
Delegate meetings on  
Capitol Hill

2 – 5 p.m.  
Capitol Hill Debriefings  
with NAPS Legislative  
Team

#### Wednesday, March 11

8 a.m. – 4 p.m.  
Debriefings with NAPS  
legislative team contin-  
ue

\*Arlington National Cemetery has updated security measures. In addition to random identification checks and other measures already in place, all visitors must go through additional physical screening. The cemetery recommends bringing minimal to no bags to expedite the screening process; personnel strive to keep wait times to under 20 minutes. Please allow additional time in order to attend the NAPS wreath-laying ceremony.

Persons with handicap placards can get cemetery shuttle bus tickets at no cost to the right of the entrance.



# 2020 Legislative Training Seminar Registration Information

Hotel room block expires on Feb. 13, 2020 • LTS registration closes on Feb. 28, 2020

Register for LTS online only at [www.naps.org](http://www.naps.org)

## LTS Registration Fee—\$225

The 2020 LTS online registration fee is \$225 if registration is submitted on or before Feb. 14. After Feb. 14, the fee is \$300. **No LTS registrations or payments will be accepted after Feb. 28.**

## No on-site registrations will be accepted.

Each official LTS registrant will receive an LTS confirmation receipt from NAPS Headquarters via email immediately after completing registration. If you registered for LTS and did not receive your confirmation, contact NAPS Headquarters immediately.

## Refund Requests

All refund requests must be submitted in writing and received at NAPS Headquarters on or before March 1. All approved refunds will be paid on approval.

## Substitutions

If you need to make a substitution of an LTS registrant, call NAPS Headquarters at 703-836-9660. All requests for LTS delegate substitutions must be received no later than March 1. No substitutions will be honored after March 1. On-site LTS substitutions will not be allowed.



Marriott Crystal Gateway  
1700 Jefferson Davis Hwy  
Arlington, VA 22208

## Hotel Rates and Reservations

Delegates and guests attending the 2020 LTS are responsible for making their own lodging reservations directly with the Marriott Crystal Gateway Hotel.

To make a reservation, please call the Marriott at 703-920-3230 or toll-free at 877-212-5752. Reference the group's name: **National Association of Postal Supervisors**. To reserve a room online, go to [www.naps.org](http://www.naps.org).

The LTS single/double room rate is \$275, plus applicable state and local taxes. Check-in time is 3 p.m.; check-out, noon.

The room block expires on Feb. 13, 2020. Reservations made after that date may be at a higher room rate, if available at all.

To guarantee reservations, the hotel must receive a deposit of one night's room rate and tax by major credit card at the time of the reservation.

Cancellations must be received at least 24 hours before arrival or the deposit will be applied to your credit card. The hotel confirmation is your responsibility.

NAPS Headquarters does not confirm lodging reservations.

# 2019 SPAC Contributors



President's Ultimate SPAC (\$1,000+)		
Salmon, James	AZ	Branch 246
Boisvert, Michael	CA	Branch 159
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Franz, Kenneth	FL	Branch 146
Gilbert, Belinda	FL	Branch 425
Lynn, Patti	FL	Branch 296
Mullins, Kym	FL	Branch 81
Quinlan, Robert	FL	Branch 154
Sebastian, Gerald	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Lum, Chuck	HI	Branch 214
Maxwell, Sherry	IL	Branch 255
Wagner, Brian	IL	Branch 255
Winters, Michael	IL	Branch 255

Rowel, Cornel	LA	Branch 73
Foley, Paul	MA	Branch 120
Trayer, Kevin	MI	Branch 142
Griffin, Troy	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Mooney, Dan	MN	Branch 16
Johnson, Craig	MO	Branch 16
Geter, John	NC	Branch 183
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202
Gawron, Dennis	NY	Branch 27
Gawron, Steven	NY	Branch 27
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Butts, Ivan	PA	Branch 355

## SPAC Contribution Form

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

**\$1,000**—President's Ultimate SPAC

**\$750**—VP Elite

**\$500**—Secretary's Roundtable

**\$250**—Chairman's Club

**\$100**—Supporter

Current as of February 2019

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

**Mail to:**

SPAC  
1727 KING ST STE 400  
ALEXANDRIA VA 22314-2753

Contribution Amount \$ \_\_\_\_\_ Branch # \_\_\_\_\_

Name \_\_\_\_\_

Home Address/PO Box \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_

ZIP+4 \_\_\_\_\_ Date \_\_\_\_\_

Employee ID Number (EIN) or  
Civil Service Annuitant (CSA) Number \_\_\_\_\_



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

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

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

Card number \_\_\_\_\_

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

Card expiration date: \_\_\_\_ / \_\_\_\_

Signature (required for credit card charges) \_\_\_\_\_

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

Describe gift \_\_\_\_\_ Value \_\_\_\_\_

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

Aaron, Donna	TN	Branch 947
Green, Shri	TN	Branch 41
Austin, Jessie	TX	Branch 122
Cooper, Karen	TX	Branch 124
Green Jr., Richard	VA	Branch 98

## October Contributors

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

Lynn, Patti	FL	Branch 296
Lum, Chuck	HI	Branch 214
Maxwell, Sherry	IL	Branch 255
Rowel, Cornel	LA	Branch 73
Trayer, Kevin	MI	Branch 142
Mooney, Dan	MN	Branch 16
Johnson, Craig	MO	Branch 36
Green, Shri	TN	Branch 41
Cooper, Karen	TX	Branch 124

### VP Elite (\$750)

Ruckart, Kenneth	FL	Branch 386
Moreno, Luz	IL	Branch 489
Murphy, Gregory	MA	Branch 102
Amergian, Raymond	ME	Branch 96
Butler, Phillip	VA	Branch 98
Johnson, Stanley	WA	Branch 60

### Secretary's Roundtable (\$500)

Melchert, Pamela	AK	Branch 435
Cherry, Hayes	CA	Branch 466
Kerns, John	CO	Branch 141
Pashinski, Myrna	CO	Branch 65
Rosario Jr., Arnold	ME	Branch 96
Bodary, Joseph	MI	Branch 268
Bunch, Kenneth	MI	Branch 23
Santiago, Jose	NJ	Branch 538
Arroyo, Victor	NY	Branch 85
Brooks, Lamaricus	TN	Branch 41
Lomba, John	TX	Branch 103
Trevino, Barbara	TX	Branch 124
Gruetzmacher, Bjoern	WA	Branch 61
Taylor, Georgia	WA	Branch 31

### Chairman's Club (\$250)

Gavin, Angela	CA	Branch 159
Thomas, Linda	CA	Branch 88
Thompson, Carolyn	CA	Branch 88
Collen, Helen	CT	Branch 3
Cox, Jacqueline	FL	Branch 93
McPhee-Johnson, Tayloria	FL	Branch 146
Pitts, La Neda	IL	Branch 14

# SPAC Scoreboard

Statistics reflect monies collected from Jan. 1 to Oct. 31, 2019

### National Aggregate:

\$211,854.95

### National Per Capita:

\$7.76

### Region Aggregate:

1. Southern .....	\$59,066.50
2. Western .....	\$42,311.10
3. Eastern .....	\$41,795.85
4. Central .....	\$38,608.50
5. Northeastern .....	\$30,073.00

### Region Per Capita:

1. Southern .....	\$10.01
2. Central .....	\$8.27
3. Western .....	\$7.28
4. Eastern .....	\$7.03
5. Northeast .....	\$6.06

### Area Aggregate:

1. Southeast .....	\$38,318.00
2. Capitol-Atlantic .....	\$25,304.15
3. Pacific .....	\$24,560.00
4. New York .....	\$15,175.50
5. Mideast .....	\$14,377.00
6. Illini .....	\$11,730.00
7. Texas .....	\$11,419.00
8. Michiana .....	\$11,046.50
9. New England .....	\$10,461.50
10. Northwest .....	\$9,052.50
11. Rocky Mountain .....	\$8,698.60
12. North Central .....	\$8,504.00
13. MINK .....	\$7,328.00
14. Pioneer .....	\$6,550.70
15. Cotton Belt .....	\$5,343.00
16. Central Gulf .....	\$3,986.50

### Area Per Capita:

1. Southeast .....	\$16.73
2. Rocky Mountain .....	\$13.55
3. Michiana .....	\$13.34
4. Illini .....	\$12.63
5. Pacific .....	\$12.45
6. New York .....	\$12.39
7. Capitol-Atlantic .....	\$10.50
8. Pioneer .....	\$8.55
9. Texas .....	\$7.75
10. New England .....	\$5.46
11. Mideast .....	\$5.20
12. North Central .....	\$4.94
13. MINK .....	\$4.85
14. Northwest .....	\$4.54
15. Cotton Belt .....	\$3.89
16. Central Gulf .....	\$3.53

### State Aggregate:

1. Florida .....	\$35,482.50
2. California .....	\$22,300.00
3. New York .....	\$14,640.50
4. Illinois .....	\$11,730.00
5. Texas .....	\$11,419.00

### State Per Capita:

1. Florida .....	\$20.63
2. Maine .....	\$19.76
3. Hawaii .....	\$14.58
4. South Dakota .....	\$14.38
5. Maryland .....	\$14.22

## Drive for 5

### Members by Region:

1. Central .....	64
2. Southern .....	56
3. Eastern .....	54
4. Western .....	49
5. Northeast .....	37

### Aggregate by Region:

1. Southern .....	\$18,120.50
2. Western .....	\$17,295.00
3. Central .....	\$17,292.50
4. Eastern .....	\$16,448.35
5. Northeast .....	\$10,541.00

Randle, Kay	IL	Branch 369
Wesley, Nancy	IL	Branch 493
Neece, Dawn	KS	Branch 205
Berger, Ricky	MD	Branch 531
Jones, Marcia	MD	Branch 42
Rosario, Tamara	ME	Branch 96
Bradley, Anthony	MI	Branch 142
Perkins, Ethel	MI	Branch 140
Baker, Neil	MN	Branch 104
O'Donnell, Curt	MN	Branch 16
Green, Bart	MO	Branch 36
Weiland, Heather	MT	Branch 929
Olson, Chad	ND	Branch 946
Paige, William	OH	Branch 46
Dumas, Cyril	RI	Branch 105
Blakely, Kathy	TN	Branch 41

### Supporter (\$100)

Nash, Leon	AL	Branch 45
Moore Tucker, Carolyn	CA	Branch 301
Summerfield, John	CO	Branch 65
McKeon, William	CT	Branch 3
Viola, Joseph	CT	Branch 47
Guyton, Patricia	FL	Branch 146
Kindle, Delloria	GA	Branch 82
Barkley, Bradley	IA	Branch 172
Coy, Daniel	IA	Branch 172
Eue, Loretta	IA	Branch 172
Behrens, Elizabeth	IL	Branch 270
Billups, Juanita	IL	Branch 17
Brady, Derrick	IL	Branch 17
Levernier, Catherine	IL	Branch 270
Small, Felicia	IL	Branch 14
Sneed, Rheda	IL	Branch 493
Coleman-Scrugs, Toni	IN	Branch 171
Derby, Karen	IN	Branch 169
Helfrich, Robert	IN	Branch 8
Mosley, Monique	IN	Branch 8
Waddell, Corey	KS	Branch 52
Smiley, David	KY	Branch 390
Chambliss, Brenda	LA	Branch 170
Hampton, Annette	LA	Branch 73
Anderson, Paul	MA	Branch 498
Lewin, Kim	MA	Branch 118
Balch, Karen	MI	Branch 142
Hunsanger, Laurianne	MI	Branch 508
McCarthy, Bernard	MI	Branch 23
Yancy, Frederick	MI	Branch 508
Lincoln, Lonnie	MN	Branch 16
Nelson, Matthew	MN	Branch 104
Bye, Angie	MO	Branch 119

Marley, Carol	MO	Branch 131
Petersen, Lisa	MO	Branch 36
Holland, Dana	ND	Branch 937
Leingang, Michael	ND	Branch 937
Lichtsinn, Cynthia	ND	Branch 937
Fuller, Tamyra	NE	Branch 64
Gorans, Carrie	NE	Branch 10
Henkel, Tammy	NJ	Branch 287
Walker, Veronica	NJ	Branch 237
Wadsworth, Joel	NM	Branch 295
Andersen, Karen	NV	Branch 463
James, David	NV	Branch 463
Yuen, John	NY	Branch 100
Fleck, Darren	OH	Branch 33
Sudberry, Norris	OH	Branch 46
Lahmann, Joseph	OR	Branch 276
Bednar, Margaret	PA	Branch 20
Robinson, Andrea	PA	Branch 35
Giorgio, Victor	RI	Branch 105
Saccoccio, Michaela	RI	Branch 105
Blanck Lovelace, Deborah	SD	Branch 946
Nation, Linda	SD	Branch 946
Flaherty, Daniel	TX	Branch 9
Hammock, Alessandra	TX	Branch 86
High, Gwendolyn	TX	Branch 86
Howard, Marsha	TX	Branch 9
Scott, Michael	TX	Branch 589
Slaughter, Donna	TX	Branch 229
Archer, Eddie	VA	Branch 98
Archer, Sylvia	VA	Branch 98
Brandt, Junemarie	VA	Branch 526
Farmer, Joanne	VA	Branch 526
Wade, Harold	VA	Branch 526
White Jr., William	VA	Branch 526
Zamudio, Juan	VA	Branch 526
Haslett, James	WA	Branch 31
Reedy, James	WA	Branch 61
Abrams, Darlene	WI	Branch 72
Burdick, James	WI	Branch 213
Canada, Pamela	WI	Branch 72
Knepfel, Kim	WI	Branch 549
Strobl, Roy	WI	Branch 442

*Make Contributing to SPAC a Habit:*

# Contributions via USPS Payroll Deduction

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

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

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

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



## PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

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

7 7 2 2 5 5 5 5 5 \_\_\_\_\_

(Example: 77225555512345678).

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



# Holiday Pay

By Stan Johnson

**A**s we start peak season, it's time to reflect on the past year as an EAS employee and the fact we still don't agree on a pay package.

But what I really want to write about is something that's in the *ELM* concerning pay during the Christmas period. Starting in December, usually around the first week, supervisors and managers can enjoy some extra pay, but it does not affect postmasters.

Here is the section, word for word, from the *ELM* regarding special pay procedures during December so managers and supervisors can take advantage and make some much-deserved extra money.

### 434.143 Eligible for FLSA-Exempt EAS Additional Pay

"FLSA special-exempt employees in EAS-18 positions and below are eligible for EAS additional pay if author-

ized to work over 8.5 hours on a scheduled day or any hours on a non-scheduled day, even while on a temporary assignment such as to an OIC position. When authorized work exceeds 8.5 hours on a scheduled day,



EAS additional pay is received for the first half hour as well as for the authorized work over 8.5 hours. Regular FLSA-exempt employees in EAS-23 positions and below positions except postmasters and officers-in-charge are

eligible during the designated Christmas period provided they are authorized to work over 8.5 hours on a scheduled day or any hours on a non-scheduled day and the additional hours are spent directly supervising bargaining unit employees in mail processing or delivery functions."

It is up to supervisors and managers who are affected by these changes during December to take advantage; otherwise, we're leaving

## NAPS Training Calendar

### Eastern Region Cabinet Meeting

Jan. 16-19, 2020

**Conducted by:** Eastern Region VP Richard Green, Capitol-Atlantic Area VP Troy Griffin, Pioneer Area VP Tim Needham and Mideast Area VP Tony Dallojacono

**Location:** Tropicana Executive Conference Center, 421 NW Riverside Dr., Evansville, IN 47708; (800) 544-0120

**Hotel Rate:** Tropicana—\$129/night plus tax; Le Merigot at Tropicana—\$149/night plus tax. Use code "NAPS" for room rates.

**Registration Fee:** \$225 before Dec. 1; \$250 after Dec. 1. Make checks payable to NAPS and mail to NAPS Branch 936, PO Box 478, Newell, NC 28126-0478. Fees for meals for guests without a registration is \$25 a day/breakfast, \$30 a day/lunch and \$50 for a banquet ticket.

**Instructors:** NAPS resident officers; NAPS national officers will conduct panel discussions and Q&A sessions.

more money on the table. So, if you find yourself working more than 8.5 hours, you need to have a conversation with your immediate supervisor.

Ask them what they want you to do: go home or be paid for your hours after 8.5 hours. If necessary, swipe your time card so those employees who look at TACS either approve or decline it. As always, special-exempt employees are eligible for additional pay after 8.5 hours all year. That's extra pay you deserve, so it's up to you, if you're affected by this, to take advantage of something already in the handbooks.

I hope everybody has a safe and joyous holiday season and the New Year brings us a pay package we deserve as managers of this great company—the USPS. Also, please engage your fellow managers and supervisors who might be struggling and offer them words of encouragement.

stan240@msn.com

Stan Johnson is a member of Spokane, WA, Branch 60 and postmaster of Airway Heights.

## Thrift Savings Plan

Fund	G	F	C	S	I
<b>October 2019</b>	<b>0.14%</b>	<b>0.28%</b>	<b>2.16%</b>	<b>1.93%</b>	<b>3.60%</b>
<b>12-month</b>	<b>2.46%</b>	<b>11.50%</b>	<b>14.31%</b>	<b>9.07%</b>	<b>11.48%</b>

The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.

Fund	L Income	L 2020	L 2030	L 2040	L 2050
<b>October 2019</b>	<b>0.70%</b>	<b>0.79%</b>	<b>1.67%</b>	<b>1.95%</b>	<b>2.20%</b>
<b>12-month</b>	<b>5.21%</b>	<b>5.89%</b>	<b>9.28%</b>	<b>10.45%</b>	<b>11.36%</b>

These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so that investors' shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010.

Visit the TSP website at [www.tsp.gov](http://www.tsp.gov)



A photograph of a house with a satellite dish on its roof, partially submerged in floodwater. The house is surrounded by trees and a large willow tree is in the foreground. The text is overlaid on the image.

# **Not Your Back Yard?**

**It Still Could Be Another  
Postal Employee's  
Back Yard!**

**P**lease make a donation to the Postal Employees' Relief Fund (PERF) during the Combined Federal Campaign's open solicitation period, Sept. 10-Jan. 11. And help fellow postal employees—active or retired—whose homes were destroyed or left uninhabitable by natural disasters.

Designate **CFC#10268** on the Combined Federal Campaign's contribution form to make a *tax-deductible* contribution to PERF. You also may send a check directly to PERF, PO Box 7630, Woodbridge, VA 22195-7630. Do your part to support postal employees throughout the country.

*For more information, go to [www.postalrelief.com](http://www.postalrelief.com).*

# It's Only Fair

By Peter Piteira

**O**n April 30, 2019, Federal Mediation and Conciliation Service panel members Susan E.

Halperin, Robert S. Hite and Joshua M. Javits issued their report and recommendations on the fact-finding proceedings between NAPS and the USPS. Among its findings, the panel recommended that EAS employees represented by NAPS should be afforded locality pay and retroactive increases in base salary, as a lump-sum payment, for 2017 (1.10%) and 2018 (2.15%). (See the August 2019 issue for the complete fact-finding report.)

The Postal Service argued that it is “essentially insolvent and has experienced 12 consecutive years of net losses, with a cumulative loss of \$69 billion dating back to FY06. Thus, it can’t afford to reward its supervisory and managerial employees with pay increases.”

Here’s my counter response to the Postal Service. No one disputes the agency is under financial duress. How can the Postal Service afford to give retroactive pay increases, as well as cost-of-living adjustments and contractual pay increases, to the hundreds of thousands of *craft* employees, but it can’t afford the same for its few thousand EAS employees? It seems the Postal Service is determined to balance its budget on the backs of EAS employees.

The only thing EAS employees ask is to be treated the same as craft and PCES employees.

[peterpiteira@hotmail.com](mailto:peterpiteira@hotmail.com)

Peter Piteira is Orlando, FL, Branch 321 vice president.

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

## Statement of Financial Position (Balance Sheet)—Aug. 31, 2019

Assets:	
Cash and Investments	\$12,777,721.46
Dues Withholding Receivable	289,168.75
Prepaid Expenses and Other Assets	787,032.68
Total Current Assets.	13,853,922.89
Building and Equipment, Net of Accumulated Depreciation	2,736,807.65
Total Assets	\$16,590,730.54

## Liabilities and Net Assets:

Accounts Payable	\$ 120,664.61
Accrued Expenses	207,766.25
Deferred Revenues	18,093.98
Dues to be Remitted to Branches	587,062.78
Total Liabilities.	933,587.62
Unrestricted and Designated Net Assets	15,657,142.92
Total Liabilities and Net Assets	\$16,590,730.54

## Statement of Activities (Revenues and Expenses)

(For the period June 1, 2019, through Aug. 31, 2019)

### Revenues:

Dues and Assessments	\$ 1,882,050.64
Less: Dues Remitted to Branches	1,271,100.28
Net Dues and Assessment Revenue	610,950.36
NAPS Property, Inc. Net Income Before Depreciation	\$ 15,675.62
Less Depreciation	(61,736.00)
NAPS Property, Inc. (Net Loss)	(46,060.38)
Advertising Income From <i>Postal Supervisor</i>	21,305.00
Royalties	4,923.64
Training Fees	13,292.13
Other	1,065.00
Revenues Before Investment Income	605,475.75
Investment Income	561,781.77
Total Revenues For the Period	1,167,257.52

### Expenses:

National Headquarters	388,933.24
Executive Board	163,224.37
<i>The Postal Supervisor</i>	62,283.67
Legal/Fact Finding/Pay Consultation	48,654.56
Legislative Counsel	24,917.89
Legislative Expenses	4,936.05
Membership	17,529.36
Education and Training	25,209.57
Disciplinary Defense	117,361.04
Total Expenses	853,049.75

**Revenues in Excess of Expenses (Change in Net Assets) \$ 314,207.77**

Substantially all disclosures required by GAAP are omitted.

The financial statements do not include a statement of functional expenses and cash flows. The financial statements do not include the financial position and operations of the SPAC.

No assurance is provided on these financial statements.

# Notes

from the National Auxiliary

## Happy Holidays!

With warm thoughts to our association  
And warmest thoughts and best wishes  
For a wonderful holiday season  
and a very happy New Year  
To all of our NAPS family.

From the National Auxiliary Executive Board



### Legislative Update

Continued from page 18

fits. Such cuts have been proposed by the current White House in its three annual budgets, as well as reductions recommended by anti-public-service members of Congress.

NAPS was privileged to hear directly from Cummings at Legislative Training Seminars; Maryland NAPS members always were thrilled with their personal interactions with him.

In addition, I know how proud Capitol-Atlantic Area Vice President Troy Griffin, Maryland State President Steve Shawn, Branch 42 President Maxine Campbell and all the members of Branch 42 were of Cummings; they cherished their relationship with him. NAPS has extended its deepest sympathies to Cummings' family and the members of his loyal staff.

[naps.rl@naps.org](mailto:naps.rl@naps.org)

A blue-bordered graphic with the text "We're Social" in a large, bold, blue font at the top and "Connect With Us!" in a similar font at the bottom. In the center, there are several circular icons representing social media: a Facebook 'f', a Twitter bird, and several thumbs-up icons.

NAPS is pleased to announce we have a mailbox for members to submit photos for our social media outlets. We want to hear from you! Members can send photos of NAPS activities directly to NAPS Headquarters at [social-media@naps.org](mailto:social-media@naps.org). We will review the submissions before posting on our social media outlets.

We encourage members to submit photos of branch meetings, social outings, meetings with postal leaders, meetings with congressional leaders in their districts, attendance at career awareness conferences and more.

When submitting a photo, please tell us about the event, the names of the members in the photo and when the event occurred. Also, please send hi-resolution photos; we want everyone to look good.

We look forward to increasing our presence on social media with this initiative. Like, follow, share!

## National Auxiliary Executive Board

### National Officers

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*President*

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**Rebecca Turner**

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(323) 997-5651; [rebeccaturner52@att.net](mailto:rebeccaturner52@att.net)

*Region vacant: Northeast*

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



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\*APR = Annual Percentage Rate. Your actual APR will be determined at the time of application and will be based on your application and credit information. Not all applicants will qualify for the lowest rate. Rate quoted assumes excellent borrower credit history. Rates are set by the board of directors and may change without notice. †Holiday loan rate discount available from October 1, 2019 – December 31, 2019. ‡Estimated payment is \$30.38 per \$1,000 financed and is based on the lowest rate available. Payments will vary based on the rate you qualify for.

### Are you ready to get started?

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