

the Postal Supervisor

January 2019

**Start Your Year
by Setting
SMART Goals**

*Make NAPS
One of Your
Priorities*

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Objective

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

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

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

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A SMART Start to a New Year

Happy 2019! I wish you and your family all the best for a happy, healthy and blessed New Year. As you begin the year, have you started setting goals on what you want to accomplish this year? Do you have a plan on how to get there? Let me remind you what Ben Franklin once said, "If you fail to plan, you are planning to fail!" Not sure where to start? Let me help. Here's the scoop!



Brian J. Wagner
President

You have to be smart when you are establishing goals, whether at the beginning, middle or end of a year. What do I mean? The acronym SMART is widely used as an effective way of defining goals in a clear, objective, structured and detailed way. Its criteria are commonly attributed to Peter Drucker's "Management by Objectives" concept. The term first was used by George T. Doran in the November 1981 issue of *Management Review*.

A SMART goal must conform to the following criteria: specific, measurable, attainable, relevant and timely:

- **S**—A goal should be **specific**. What exactly is it you want to achieve? How, when and where will it happen?

- **M**—A goal should be **measurable**. What will it look like if you achieve your objective? What evidence will show you have been successful?

- **A**—A goal should be **attainable**. Can you realistically reach your goal? The whole point of a goal is for it to be a challenge—something that will push, not punish you, but shouldn't be impossible.

- **R**—A goal should be **relevant**. Is it personal? Why do you want to reach it?

- **T**—A goal should be **timely**. When will you achieve it? All objectives need a deadline that will

hold accountability to your actions and progress.

What is your personal or career focus for the new year? Did you make NAPS part of your New Year's goals? It's easy to do. How?

Take time to list your priorities with pen and paper and rank them in order of importance. Determine what essential commitments you already have made. What important dates—anniversaries, birthdays, holidays, weddings and other special events—do you need to plan around?

Get them scheduled on a yearly calendar. Once you have the major events on your calendar, you will have a better idea of what kinds of projects and goals for the year will be realistic for you to complete.

Besides using a calendar to plan your events to reach a goal, also list your projects for the year. This step is all about figuring out the "big" things you want to accomplish, then breaking down those goals into smaller steps.


Here are some suggestions to get you started thinking about setting realistic goals for 2019:

- **Financial**—save for a family vacation, college education or a new car.
- **Work**—earn a promotion.
- **Home**—paint the house, remodel a bathroom or plant a garden.
- **Health**—lose 10 pounds, establish a workout routine or run a marathon.

- **NAPS**—attend your branch meetings, state convention and training, volunteer for a committee, sign new members or donate a set amount to SPAC.

Whatever goals you establish for yourself in 2019, make the SMART choice. Set goals you will enjoy accomplishing and that will make you happy in the new year. What makes me happy is recommending a SMART ice cream flavor of the month. January 2019's flavor is peppermint bark.

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On the Move?

Have you moved or are planning a move? *Let NAPS know, too!*

Keeping your mailing address current at NAPS Headquarters helps us keep *The Postal Supervisor* coming to you without interruption and avoid unnecessary "Address Service Requested" charges.

Please let us know your new address and its effective date as soon as you know it. Address changes may be mailed to NAPS at 1727 King St., Suite 400, Alexandria, VA 22314-2753, or faxed to (703) 836-9665.

Our Legislative Efforts Continue

In an assembly during my senior year of high school, a science teacher called me and a friend to the stage for an experiment to see which one of us could make two magnets come together. My friend went first. She quickly brought the magnets together several times without issue.

Then came my turn. The teacher turned and handed me the magnets for my attempts, which all turned

out to be feeble in bringing the magnets together. By flipping the magnets around, he had changed the polarity of the magnets, which made it impossible for me to bring them together. The magnets fought against one another to do what easily was done moments earlier.

Sometimes, despite our best efforts, it's difficult to work toward a common, good goal. At our 69th National Con-

vention, California State Branch 905 submitted a resolution with the best of intentions for the convention body to affirm the association's support of current legislation. As your executive vice president, I was honored to see this resolution affirm the work being done legislatively for NAPS members. However, these types of resolutions can cause some confusion—not only for your NAPS Headquarters Legislative Team, but also for our partners in working to ensure the USPS has a sustainable future.

This is not because of the resolution itself, but because of the misinterpretation that can result from what some members may perceive these resolutions are stating outside the actual clear language of the resolution. Resolution 25 passed, as amended, by the convention body. The resolution stipulates that NAPS supports:

- H.R. 760, "Postal Service Financial Improvement Act of 2017"
- H.R. 942, "Postal Employee Appeal Rights Amendments Act"
- H.R. 3617, "Providing Opportunities for Savings, Transactions, and Lending Act of 2017" or the "Postal Act of 2017"

- H.R. 4024, "United States Postal Service Shipping Equity Act"

However, this cannot be the only legislation NAPS will pursue and support. The ever-changing legislative landscape dictates this cannot be the case. We are entering a new session of Congress and will be seeing new bills and bill numbers to review and offer—or not—support.

Rest assured your Legislative Team at NAPS Headquarters will continue to do its best to make the magnets connect to continue advancing the USPS and NAPS members. I appreciate the work of Branch 905 in coming up with Resolution #25. However, we are better served with our continued growth of active engagement at the local level to meet legislators in their home districts and reinforce and reaffirm our desire for their support.

In solidarity ...

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Ivan D. Butts
Executive Vice President



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 socialmedia@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!

Working to Stay Strong

Happy New Year; 2019 is upon us! Hopefully, your holiday season was safe, blessed and merry. Even though winter is in full force in some parts of the country, I know many of you are thankful peak season is over. I am certain you gave it all your effort—as you do each peak season—for your customers on behalf of the U.S. Postal Service.

Hopefully, you received a warm thank you from your boss or district leadership—maybe even USPS executive leadership—recognizing your service and sacrifices to keep the Postal Service strong and viable. And while we certainly appreciate some recognition, I follow the old adage that nothing says thank you like a pay raise each year.



Chuck Mulidore
Secretary/Treasurer

Even if you were in a district or office that had a challenging year, I know you worked hard and gave your all, as you always do. It is a

travesty that so many EAS employees will not receive pay increases in 2019 due to a faulty compensation system, in spite of your best efforts.

However, in this first 2019 column for *The Postal Supervisor*, I want to focus on membership because NAPS can stay strong only if we continue to promote membership in our association. Stay strong to fight this unfair EAS compensation system, stay strong to continue representing members at all levels from arbitrary and capricious corrective actions and stay strong to represent all EAS employees in legislative actions that will affect the future of the Postal Service.

The business dictionary defines membership as the state of belonging to or being a part of a group or an organization, often a non-profit or voluntary organization, whose members have a common cause for which they seek to influence public policy, without seeking control; special privileges or benefits are entitled to members. I think this defines NAPS perfectly—an organization that seeks to influence public policy both on Capitol Hill and at

USPS Headquarters. And an organization that regards its members as family and joins them together in a common cause.

I can report to you that, as of the October 2018 DCO, membership has increased to nearly 27,300. Most impressively, over 95 percent of those are actively working EAS employees: supervisors, managers, postmasters, SDOs, MDOs, MMOs, plant managers, HR personnel, OPS support and district, area, and Headquarters employees—so many. We represent them all, continuing to make NAPS the best, largest and most effective management organization representing EAS employees in the Postal Service.

We do not inflate those numbers by signing craft employees whom we cannot represent. Because of the growth in membership, NAPS Headquarters is able to return over \$380,000 to our local branches each month in the form of electronic transfers of funds, allowing our branches to provide excellent service to our members in terms of education, training and local representation.

However, the most pressing reason to grow our membership may be because we have many new EAS employees who may not even realize they need to be part of NAPS. There are currently over 10,000 EAS employees not a part of NAPS. Why? Many have been in the Postal Service only for a short time. Thus, we need to mentor them in their EAS roles and also as NAPS members. Explain the value of NAPS membership to

them, invite them to branch meetings and fellowship with them. They need us and we need them to continue to grow the mission of this great organization.

As winter slowly moves toward spring, please talk to the non-members in your branch, sign them up and receive a \$25 check from NAPS Headquarters for doing so! It is a duty and responsibility we have to the future of our grand association to keep NAPS strong, viable and growing for decades to come. Have a safe, happy and productive 2019!

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The Postal Supervisor 2019 Production Schedule

Issue	Copy Deadline*	Mails
FEB	JAN 2	JAN 24
MAR	JAN 25	FEB 22
APR	FEB 19	MAR 14
MAY	MAR 18	APR 16
JUNE	APR 19	MAY 14
JULY	MAY 13	JUNE 6
AUG	JUNE 18	JULY 11
SEPT	AUG 5	AUG 27
OCT	SEPT 5	SEPT 26
NOV	SEPT 26	OCT 22
DEC	OCT 23	NOV 19
JAN 20	NOV 25	DEC 19
FEB	JAN 2	JAN 28

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

Western Region Events

By **Marilyn Walton**

Western Region Vice President

A Day by the San Francisco Bay

On Saturday, Nov. 3, San Francisco Branch 88 hosted its annual retirement luncheon at Dominic's Oyster Point on the Marina in south San Francisco. It was a beautiful, sunny afternoon overlooking San Francisco Bay. Debbie Johnson, Branch 88 secretary, was a very entertaining emcee.

Special invited NAPS guests were National President Brian Wagner and his wife Carol, Pacific Area Vice President Chuck Lum and me. Postal guests were Noemi Luna,

district manager; Raj Sanghera, senior plant manager; and Abraham Cooper, postmaster, San Francisco District.

Each guest offered remarks and greetings. The attendees enjoyed an elegant luncheon buffet. Eighteen retirees were recognized and presented with an appreciation gift. There was an opportunity conducted by the Auxiliary to donate to SPAC. After the tables were cleared, we listened and danced to the sounds of DJ William Throwing as we closed out an afternoon of great food and fellowship.

This event was well attended; several NAPS branches traveled to

San Francisco to attend: Sacramento Branch 77, Los Angeles Branch 39, Margarete A. Grant Branch 127 (Oakland), San Diego Branch 159, San Bernardino Branch 466 and Central Valley Branch 197.

Marilyn Jones, California State



San Francisco Branch 88 officers: Carolyn Thompson, president; Deborah Johnson, secretary; and Linda Thomson, vice president.



Standing, from left: Western Region Vice President Marilyn Walton, San Francisco Branch 88 President Carolyn Thompson and National President Brian Wagner. Seated: District Manager Noemi Luna, Postmaster Abraham Cooper and Senior Plant Manager, San Francisco District, Raj Sanghera.



From left: Marilyn Jones, California State president; Yolanda Grayson, Los Angeles Branch 39 legislative chair; and Marsha Danzy, California State legislative consultant.



Members of several NAPS California branches attended San Francisco Branch 88's annual retirement luncheon.

From left: Chuck Lum, Pacific Area vice president; Charles Patterson, California State area vice president; and Sam Booth Jr., Los Angeles Branch 39 vice president.

president, and her state board conducted their fall meetings later the same afternoon. Brian, Carol, Chuck and I attended and shared updated information from NAPS Headquarters. We recently had returned from our fall Executive Board meeting.

We had a very productive day at the annual luncheon and California State board meeting. Special thanks to NAPS Branch 88 and California State for a very productive day.

Western Area Finishes Third Nationwide in NPA

The USPS Western Area end-of-year and FY19 kick-off meeting was held Oct. 30 in Denver. The theme focused on ramping up, getting motivated to go forward and leave 2018 in the rear-view mirror and focusing on achieving goals for FY19.

The meeting started with a video highlighting the motivational spirit of each Western Area district. Each attendee was given a small lump of coal and a mini-bottle of hot sauce. The coal represented firing up their motivation to achieve and the hot sauce to keep it spicy. Attendees also were given motivational quotes to use and share as they go forward and work toward achieving goals.

The Western Area finished NPA in third place nationwide. The top performing districts were The Dakotas, Alaska and Central Plains. All EAS employees in these districts will receive a payout. All Western Area districts were recognized for im-

provements in their safety goals, employee availability, scanning, revenue and other significant successes during FY18. The final NPA/PFP achievements have been shared with EAS employees.

There were many presentations and shared strategies on how to work toward achieving FY19 targets. Along with the service awards, there were announcements on newly promoted managers throughout the Western Area. Service awards and special recognition awards were presented at lunch and dinner.



Western Area Vice President Greg Graves welcomed the management associations and thanked us for our organizations' involvement in working on 2019 NPA goals. The management association representatives found the information informative and thanked Graves and his staff for their hospitality.

We then were given time to



Representatives from the management associations at the Western Area end-of-year meeting were, from left: Wendy Trautman, UPMA; Michelle Feldhacker, UPMA; Cindy McCracken, NAPS; Ellen Opperman, UPMA; Marilyn Walton, NAPS; and Myrna Pashinski, NAPS.

share our thoughts on how we can offer support and assistance to management. We invited all the managers present to call on us for support and to provide help and assistance. We always appreciate being included in area and district meetings so we can share important information with our members.

Pacific Area Ranked Second Nationwide in NPA

USPS Pacific Area Vice President of Operations Larry Munoz hosted the area's year-end meeting in San Diego. The focus was a review of FY18 and strategies for FY19.

Munoz told attendees he was thankful for the dedication and commitment of all employees for providing exceptional service to customers, despite the tragic wildfires and mud slides, as well as the volcanic eruptions in Hawaii. Despite all the challenges, the Pacific Area was the second-best area in the country in NPA.

Honolulu, San Diego and San Francisco were the top-performing districts. However, Munoz stressed that each district contributed to the success and improvements that helped the Pacific Area achieve its nationwide second-place ranking.

The two-day meeting reviewed employee benefits, employee engagement and coaching and mentoring. There were presentations from the Postal Inspection Service and OIG, as well as senior district and plant manager panel discussions and information-sharing regarding best practices across districts.

Nichole Cooper, chief postal inspector, Los Angeles Division, and her partner Rafael Nunez thanked all postal employees for their vigilance in helping the Inspection Service and other law enforcement apprehend the suspect shipping suspicious packages containing pipe bombs.



From left: NAPS Western Region President Marilyn Walton, California State President Marilyn Jones, USPS Pacific Area Vice President of Area Operations Larry Munoz, NAPS California State Secretary Bridget Evans and Pacific Area Vice President Chuck Lum.



From left: Bridget Evans; Marilyn Walton; Chief Postal Inspector Nichole Cooper, Los Angeles Division; Chuck Lum; and Marilyn Jones.

Once it was known what law enforcement was looking for, postal workers were able to capture the packages; the suspect was tracked and identified in just four days.

Munoz and area staff offered recognition to managers representing all Pacific Area districts to commemorate the outstanding achievements of EAS employees for FY18. Munoz closed his remarks by stating there are business costs that are set and there are costs that can be con-

trolled. He challenged all managers to work on costs that can be controlled operationally—safety, work-hours, overtime reduction, employee availability and scanning—to ensure the Pacific Area achieves success in FY19 and be ranked number one.

NAPS representatives appreciated the opportunity to attend and share our concerns and partner with our USPS peers.

marilynwalton@comcast.net

Moving Forward

By Jimmy Warden

New York Area Vice President

I want to wish everyone a very happy and joyous holiday season and a happy, healthy and prosperous New Year. Please remember this holiday season that family always should come first—enjoy!

The midterm elections did not offer any surprises. As predicted, the Democrats regained the majority in the House and the Republicans retained control of the Senate. Despite these results, we need to prepare and move forward educating the freshmen representatives and senators and all our elected officials to focus on the needs of NAPS members and the Postal Service.

One major issue we need to ad-



Tom Barone (left), Long Island Branch 202 president and legislative chair, and his branch members organized a cigar night to raise money for SPAC.

dress and put to rest is protecting the retirement benefits of all federal employees. This is or should be a concern of all postal employees, whether active or retired. We need to protect the benefits that were prom-

ised to us when we took this job! This should be a non-negotiable issue.

Of the 27 congressional districts in New York, 17 were occupied by Democrats before the midterm elections and nine by Republicans; one seat was vacant. New York now has

The New York Area held a successful training seminar in October for its branches' legislative chairs. Photo by Butch Maynard, president, Postal Police Branch 51.



21 districts represented by Democrats and six represented by Republicans. A swing occurred in three districts: two districts previously represented by Democrats now have freshman Democrats representing them. The two Senate seats remain Democratic; Sen. Kirsten Gillibrand handily won her race.

In preparing to move forward, we asked each New York Area NAPS branch to establish a legislative chair. Training was held on Oct. 28, facilitated by me, with the great assistance of Executive Vice President Ivan D. Butts, Northeast Region Vice President Tommy Roma and all three New York State Branch officers: President Dennis Gawron, Executive Vice President John Yuen and Secretary/Treasurer Phyllis Morrissey.

Each branch legislative chair (with some branches deciding to have two or three chairs) were given a binder containing all the information needed to conduct a visit with their representatives, as well as the “Do’s and Don’ts” regarding SPAC and the Hatch Act. A detailed section also was included with all the information of each representative: their bios, office locations, committees and the caucuses on which they

serve and the neighborhoods (ZIP codes) they represent, as well as their photos. The attendees found this training extremely educational.

It was great to see new members become involved with NAPS. As branch legislative chairs, they feel it is a position of interest and enables them to be involved in NAPS. Legislation is a major part of the work that NAPS does, but, at times, seems to be forgotten.

Special thanks to Long Island Branch 202 President and Legislative Chair Tom Barone. Following the training, he held a cigar bar night that raised \$325 for SPAC. All attendees were urged to raise money for SPAC. Thanks to Tom for grabbing the baton and moving forward!

I am writing this article to urge *all* branches to get involved in legislation. We should not be sitting back, waiting for someone else to do it and, one day, discover it’s too late to do anything. We must be proactive if we want to protect our benefits.

Participating in the yearly Legislative Training Seminar is great, but we all need to do something in addition to LTS. We need to visit our representatives in their home offices

and let them see the faces who cast the votes that elect them to office.

I wish everyone a safe and joyous holiday! Remember—family first. We need to protect our benefits as that is what protects our families.

nyareavp@aol.com

NAPS Training Calendar

Eastern Region Cabinet Meeting

Jan. 17-20, 2019

Conducted by: Eastern Region VP Richard L. Green Jr.; (804) 928-8261, rgreen151929@aol.com

Location: Omni Hilton Head Oceanfront Resort, 23 Ocean Lane, Hilton Head, SC 29928; (843) 842-8000

Hotel Rate: \$129 plus tax; room reservation cut-off is Dec. 18

Registration Fee: \$225

Training Topics: Latest information from NAPS and USPS leadership, legislative update and retirement training

Instructors: NAPS officers and USPS subject matter experts

Northeast Region Training March 29-31, 2019

Conducted by: Northeast Region VP Tommy Roma, New York Area VP Jimmy Warden, Mideast Area VP Tony Dallojano and New England Area VP Cy Dumas

Location: Marriott San Juan Resort and Stellaris Casino, 1309 Ashford Ave., San Juan, PR 00907; (800) 223-6388

Hotel Rate: \$255, single/double, plus taxes

Registration Fee: \$125; make checks payable to NAPS and mail to Tommy Roma, 385 Colon Ave., Staten Island, NY 10308-1417

Training Topics: SWCs, Sales, NPA, Labor Relations and other issues affecting the Postal Service and NAPS

Instructors: Bruce Nicholson, Doug Tulino, Ed Phelan, Carissa Surprise, Elvin Mercado (Sales), Brian Wagner, Ivan D. Butts, Chuck Mulidore and Richard Green

Thrift Savings Plan

Fund	G	F	C	S	I
November 2018	0.26%	0.62%	2.04	1.92%	(0.13%)
12-month	2.85%	(1.18%)	6.24%	2.08%	(7.58%)

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
November 2018	0.53%	0.65%	0.99%	1.12%	1.22%
12-month	2.48%	2.45%	1.94%	1.68%	1.48%

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

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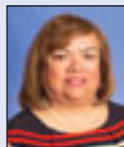
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nwareavp@icloud.com

15—Rocky Mountain Area (AZ/CO/NV/NM/UT/WY)



Myrna Pashinski
21593 E. Layton Dr., Aurora, CO
80015-6781
(303) 931-1748 (C)
vprma6state@aol.com

16—Pacific Area (CA, HI, Guam, American Samoa)



Chuck Lum
95-12222 Moea St., Mililani, HI 96789-
5965
(808) 227-5764 (C)
lump013@hawaii.rr.com

NAPS Mourns Mary Burkhard

NAPS is saddened to report that Mary Burkhard, president of Pacific to Sierras Branch 244, died Nov. 14. Mary was a longtime NAPS member and advocate who gave of her time and talents to help her fellow members; the Postal Service was her second family.

Mary was politically active and a member of the



Ronald Reagan Presidential Library, where she attended many events. She was a familiar face at LTS each year and knew her way around the halls of Congress.

A celebration of life

Mary Burkhard, a passionate supporter of her fellow postal employees, posed a question at the 2018 LTS Town Hall meeting.

was held Nov. 30. The program read, in part: "She loved helping, guiding and promoting other people so much that she forgot that she, too, needed personal time. For this, I hope we all can forgive her. We miss her so much."

New USPS Inspector General Named

The Postal Service Board of Governors announced the appointment of Tammy L. Whitcomb as the third inspector general (IG) on Nov. 29. Whitcomb has been acting IG since February 21016 and served as deputy IG since November 2011. She joined the Postal Service in November 2005 as an audit director.



Former Mideast Area Vice President Hans Aglidian (left) was recognized by Southeastern Pennsylvania Branch 355 President Roy Lark (center) and Vice President Kevin Mathis for his years of leadership as area vice president.

Service Honors Tom Wong

A celebration of life was held Nov. 10 to honor Tom Wong, California State area vice president and Branch 210 officer who died Oct. 27 after a long illness. The service was at the Episcopal Church of Our Savior in Oakland's Chinatown; Tom was very active in the church and Oakland's Asian community.

He retired from the USPS after 38 years of service and was an active NAPS member for more than 30 years.

Western Region Vice President Marilyn Walton represented NAPS Headquarters.



NAPS California State board members provided a resolution presented by Area Vice President Charles Patterson. Many local NAPS members and postal retirees attended the service. The congregation expressed their appreciation to Tom's NAPS and postal friends for joining them in celebrating his life.



Attending Kansas City Branch 36's Christmas meeting were, from left, MINK Area Vice President Bart Green, Branch 36 President Jeff Crisafulli, National Secretary/Treasurer Chuck Mulidore and Central Region Vice President Craig Johnson.



On Nov. 9, New York District Manager Lorraine Castellano invited NAPS to the quarterly manager's meeting. Information from the recent National Delivery Symposium was shared. Breakout groups, in which NAPS participated, were formed to discuss office/street management, customer experience and marketing. Members of the Inspection Service talked about the recent mail bombs sent to addresses in New York, as well as other important issues.

From left: Jim Puccio, Branch 100 vice president; Rodney Hopkins, assistant inspector-in-charge, New York Division; Jimmy Warden, New York Area vice president; Charles Conliffe, postal inspector team leader; Lorraine Castellano, New York District manager; and Tom Hughes, Branch 100 president.

On Nov. 16, Triboro District Manager Elvin Mercado invited NAPS to the district's quarterly manager's meeting. District leadership discussed safety, operations and finance and marketing. The Postal Inspection Service also discussed issues facing the agency. Mercado announced he was leaving to cover as the Westchester district manager. Despite their disappointment at this news, the managers wished him well; he will be missed.

From left: Bobby Gonzalez, Flushing Branch 164; Mark Velez, Branch 164; Darius Evans, Jamaica Branch 85, Adela Livingston, Brooklyn Branch 68; Elvin Mercado, Triboro district manager; and Jimmy Warden, New York Area vice president. Not shown: Mary Rafferty, Staten Island Branch 110.



NAPS Executive Vice President Ivan D. Butts, fifth from right, and Pittsburgh Branch 20's Executive Board at its annual Christmas party at the Fox Chapel Yacht Club.



From left: Branch 20 President Diane Smith, Executive Vice President Ivan D. Butts, Branch 20 Vice President Jeanine Adams and Treasurer Joe O'Donnell. The branch donated \$500 to PERF.

Attending Boston Branch 43's annual Scholarship & Retirement Brunch on Nov. 4 were, from left: Cy Dumas, New England Area vice president; Duane Lareviere, Boston lead plant manager; Mike Mullen, branch rep; Keith Dinsmoor, recording secretary; Maggie Paz, branch rep; John Paz, past president; Al Ciccone, treasurer; Tommy Roma, Northeast Region vice president; Vinnie Ignoto, president; John Russell, sergeant-at-arms; Nick Francescucci, Boston postmaster; Domenic Russo, vice president; Billy DiSisto, retiree rep; and Ed Raleigh, corresponding secretary.



Northeast Region Vice President Tommy Roma and Branch 43 President Vinnie Ignoto at the Nov. 4 Branch 43 Scholarship & Retirement Brunch.



Six \$500 scholarships were awarded to undergraduate daughters and sons of Branch 43 members. Also, two recent retirees were recognized. The branch raised \$1,230 for SPAC. Branch 43 President Vinnie Ignoto (center) with some of the scholarship recipients and their parents and recent retirees.

Please Help

Donate to PERF

As of Nov. 10, 24 Postal Service employees had lost their homes in California's Camp Fire—carriers, clerks, supervisors and postmasters. It was unconfirmed whether six additional employees lost their homes. Employees were evacuated and offices closed. As of Nov. 13, these offices remain closed:

Sacramento District—Paradise, Magalia, Stirling City, Forest Ranch and Berry Creek.

Los Angeles District—Malibu, Point Dume, La Costa Malibu and Topanga.

The Camp Fire is the worst wildfire in California's history. The level of devastation is unbelievable. When disaster strikes, PERF provides tax-free relief grants to postal employees and retirees to help them re-establish their homes and replace necessities.

PERF is *your* charity. Grants go *directly* to postal employees affected by natural disasters such as the Camp Fire. Please help your postal family. Mail your checks to PERF, PO Box 7630, Woodbridge, VA 22195.

Bob Levi

Director of Legislative & Political Affairs



I want to bring to your attention a new source of information important to NAPS members. It's called *NAPS Chat*—a weekly podcast posted on the NAPS website's legislative page. It's intended to in-

Trump has yet to nominate individuals to fill the five remaining board vacancies.

The seismic changes in the House, combined with frustrating stagnation in the Senate, provide NAPS with key opportunities to define the legislative narrative to be written about postal reform during the first few months of the 116th Congress. In

House Oversight and Government Reform Committee is Rep. Elijah Cummings (MD); the chairman of the primary subcommittee dealing with NAPS issues is Rep. Gerry Connolly (VA).

In a November interview with *The Washington Post*, Cummings stated that one of his top priorities is "reforming the Postal Service to place it on a more sustainable financial footing." Both Cummings and Connolly are strong supporters of NAPS-promoted postal reform legislation; they zealously oppose proposals to privatize the Postal Service. Both chairmen are outspoken foes of health and retirement cuts to federal employees and retirees.

During the previous session of Congress, Connolly introduced legislation that would have extended Merit Systems Protection Board appeal rights to EAS-level employees currently denied such rights. In addition to the leadership changes, the Democrats will be adding at least seven new members to the committee.

While the Cummings and Connolly committee leadership appointments were predictable, there was a surprise on the Republican side of the committee dais. Postal reform advocate Rep. Mark Meadows (NC) stepped aside as the new ranking Republican on the Oversight and Government Reform Committee in favor of Rep. Jim Jordan (OH). Originally, Jordan wanted to assume the lead GOP position on the Judiciary Committee; however, it appeared he did not have the votes to secure that ranking position on the committee. Therefore, at the 12th hour, he shifted gears, asserted his seniority on the Oversight and Government Reform Committee and informed

Continued on page 18

Seismic Changes in Congress Provide New Opportunities

form NAPS members about the latest legislative and political goings-on in our nation's capital.

In November, the 2018 midterm congressional elections yielded significant changes to the legislative landscape for NAPS members and the Postal Service. It's important to note that the Supervisors' Political Action Committee (SPAC) can boast that more than 91 percent of SPAC-supported candidates won on Nov. 6. These races were not sure things. SPAC invested in many candidates, in competitive races, who will be strong advocates for NAPS' legislative agenda.

Probably the most consequential result for NAPS is that new chairmen will wield the gavels at the House Oversight and Government Reform Committee and its subcommittee with jurisdiction over the Postal Service and federal employee benefits. In addition, two strong postal allies lost their Senate seats.

At the same time, there has been no movement on the two Postal Board of Governor nominations still pending before the Senate Homeland Security and Governmental Affairs Committee. Also, President

late November, Executive Vice President Ivan D. Butts sent a letter to each incoming member of Congress, congratulating them and offering NAPS' assistance as they begin to navigate postal issues. Furthermore, the timing of our Legislative Training Seminar (LTS) creates those opportunities.

November's electoral outcome delivers NAPS a crucial opening to school new members of Congress—approximately 100 freshmen House and Senate members—about NAPS and the important role its members play to safeguard a high-quality and accessible mail system. By the early-March LTS, House and Senate committee rosters will have been decided and President Trump will have submitted his Fiscal Year 2020 federal budget to Congress. It also is likely that postal reform bills will have been introduced.

Foremost, the 40-seat Democratic net gain in the House resulted in a Democratic majority. It also produced a modified "changing of the guard" for committees that have jurisdiction over the Postal Service and postal employee health and retirement benefits. The chair of the

President's Postal Task Force Report: 'The Good, the Bad and the Ugly'

On Dec. 4, the President's Task Force on the United States Postal System finally released its assessment and recommendations regarding changes to the Postal Service and the nation's postal system. The report had been provided to President Trump back in August.

The 69-page document recommends a reformed USPS business model, with more cost efficiencies, a reduced universal service obligation and added reliance on private competitors to meet the nation's communication and commerce needs. The report favors keeping the comprehensive USPS delivery network, but would loosen the delivery and mailbox monopolies and provide greater advantage to the Postal Service's competitors.

The report's 25 recommendations—15 for implementation by the Postal Service and Postal Regulatory Commission and the remainder for congressional approval—do not call for privatization of the Postal Service, but represents a glide path for transition to a privatized Postal Service. In that context, there are recommendations that are good, others that are bad and some that are ugly.

The Good

The task force recognized the reliance that rural America and outlying communities have on the Postal Service and the necessity to preserve the comprehensive postal network without undermining its use to rural residents and businesses. The report also notes the seven current vacancies on the Postal Board of Governors to exercise the board's important strategic planning and governance responsibilities.

The task force also suggested that the Postal Service explores and implements new products and services that generate revenue and co-locates complementary retail establishments in existing postal facilities. Finally, the task force suggested that the Postal Service's retiree health liability be reamortized and recalculated using actuarial data limited to current retirees and employees near retirement, rather than all postal employees and retirees.

The Bad

There are recommendations that are problematic. The task force urged the Postal Service to expand contracting out postal operations, including retail services,

mail acceptance and mail processing. And it recommended the pricing of competitive products, such as small parcels, bear a significantly larger portion of the Postal Service's overhead costs, a view consistent with UPS' agenda and the President's view regarding Amazon. This recommendation sets the stage for a full-frontal pricing assault on package shippers through pricing that captures the greater costs associated with financing the Postal Service's Universal Service Obligation (USO), capital expenditures and long-term liabilities.

This new burden would result in escalating prices for parcels and items originating from or delivered to rural and outlying areas. Also, the task force would restrict the scope of the USO to those postal products and services deemed to be "essential" versus types of mail and packages deemed "commercial" and without government protection.

The Ugly

Finally, there are recommendations that upend the Postal Service's historic role as a government-reliant contributor to commerce and communication throughout the nation. The task force recommendation that delivery mail boxes be opened to private-sector competitors through licensing agreements raises a host of policy, privacy and operational concerns, as does the conversion of more post offices into privatized contract units.

The task force's recommendation that the USO be narrowed and defined by the content of the mailed item and that access to a government-operated postal retail facility be limited raises concerns about the affordability and accessibility of the nation's postal system. The task force's recommendation that postal services be reduced, along with delivery days, disregards steadfast directives of Congress for decades.

Similarly, the changes recommended by the task force in the Federal Employees Retirement System, in which USPS employees participate, to increase employee contributions and to convert, where possible, to a defined contribution system would generate strong resistance in Congress.

NAPS will be working with Congress and postal policymakers to help implement the good, but reject the bad and the ugly.

Legislative Update

Continued from page 16

Meadows of his desire to assume the ranking position on the committee.

The end result likely will be a sort of power-sharing arrangement between Jordan and Meadows who are friends and, in the past, served as chairs of the conservative House Freedom Caucus. Unlike Meadows, Jordan does not have a record of legislative bipartisanship. It is not clear how Jordan's role as ranking member of the Oversight and Government Reform Committee will impact the bipartisan track record of postal reform legislation in the House. NAPS will be pushing for the introduction of postal legislation to address postal viability and NAPS' priorities.

While the House shifted its partisan majority, Senate Republicans strengthened their majority by two seats. In the elections, NAPS lost two strong allies: Sens. Claire McCaskill (MO) and Heidi Heitkamp (ND). Both senators were passionate promoters of rural mail service and relentless advocates of improved service standards. Sen. Ron Johnson (WI) remains chair of the Homeland Security and Governmental Affairs Committee. Sen. Gary Peters (MI) will inherit the top Democratic slot on the committee. We expect Republicans will add one new member to the committee. It is unclear whether Democrats will be able to replace both McCaskill and Heitkamp on the committee, or just one.

Many of the pending questions relating to committee composition, organization and legislative priorities will be settled by the end of January—just in time for the final preparations for LTS. Stay tuned.

naps.rl@naps.org



The 2019 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 10

9 a.m. – 6 p.m.
Registration

9 a.m. – noon
Secretary/Treasurers
Training

10:30 a.m.
Wreath-laying ceremony
at Arlington National
Cemetery

1 – 2 p.m.
First-Timers' Orientation

2:30 – 3:30 p.m.
Non-Denominational
Worship Service

4 – 5:30 p.m.
Town Hall with the Resident Officers

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

Monday, March 11

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 12

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 13

8 a.m. – 4 p.m.
Debriefings with NAPS
legislative team continue

2019 Legislative Training Seminar Registration Information

Hotel room block expires on Feb. 14, 2019 • LTS registration closes on Feb. 22, 2019

Register for LTS online only at www.naps.org

LTS Registration Fee—\$225

The 2019 LTS online registration fee is \$225 if registration is submitted on or before Feb. 15. After Feb. 15, the fee is \$300. **No LTS registrations or payments will be accepted after Feb. 22.**

No on-site registrations will be accepted.

Each official LTS registrant will receive an LTS confirmation receipt from NAPS Headquarters. If you registered for LTS and do not receive your confirmation by March 1, 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 after LTS and before April 1.

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 2018 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.

The LTS single/double room rate is \$270, plus applicable state and local taxes. Check-in time is 3 p.m.; check-out, noon.

The room block expires on Feb. 14, 2019. 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.

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): _____.



2018 SPAC Contributors



Top 2018 SPAC Contributor

Konish, Ann	NY	Branch 11
-------------	----	-----------

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

Bruffett, Shawn	AZ	Branch 376
Salmon, James	AZ	Branch 246
Boisvert, Michael	CA	Branch 159
Goodman, James	CA	Branch 39
Meana, Frances	CA	Branch 159
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Franz, Kenneth	FL	Branch 146
Gilbert, Belinda	FL	Branch 425
McHugh, James	FL	Branch 386
Mullins, Kym	FL	Branch 81
Murray, Donald	FL	Branch 93
Quinlan, Robert	FL	Branch 154

Sebastian, Gerald	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Williams, Carolyn	FL	Branch 146
Maxwell, Sherry	IL	Branch 255
Wagner, Brian	IL	Branch 255
Winters, Michael	IL	Branch 255
Harmon, Rosemary	KY	Branch 920
Foley, Paul	MA	Branch 120
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Trayer, Kevin	MI	Branch 142
Johnson, Craig	MO	Branch 36
Geter, John	NC	Branch 183
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202

SPAC Contribution Form

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

- \$1,000**—President's Ultimate SPAC
- \$750**—VP Elite
- \$500**—Secretary's Roundtable
- \$250**—Chairman's Club
- \$100**—Supporter

Current as of February 2018

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

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____

Name _____

Home Address/PO Box _____

City _____ State _____

ZIP+4 _____ Date _____

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



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

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

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

Card number _____

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

Card expiration date: ____ / ____

Signature (required for credit card charges) _____

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

Describe gift _____ Value _____

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

SPAC Scoreboard

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

National Aggregate:

\$252,001.34

National Per Capita:

\$9.72

Region Aggregate:

1. Southern	\$68,196.33
2. Western	\$51,817.84
3. Eastern	\$45,682.44
4. Central	\$45,374.00
5. Northeast	\$40,930.73

Region Per Capita:

1. Southern.....	\$11.87
2. Central.....	\$10.31
3. Western	\$9.58
4. Eastern	\$8.52
5. Northeast.....	\$8.18

Area Aggregate:

1. Southeast	\$41,011.49
2. Pacific	\$25,455.64
3. Capitol-Atlantic.....	\$21,007.81
4. New York	\$18,786.73
5. Mideast	\$17,342.75
6. New England	\$16,120.00
7. Michiana	\$13,761.00
8. Texas	\$13,269.49
9. Rocky Mountain.....	\$12,159.40
10. Illini	\$11,754.00
11. Northwest.....	\$11,429.80
12. North Central	\$9,318.00
13. Pioneer	\$9,157.97
14. MINK	\$7,581.00
15. Central Gulf	\$5,730.35
16. Cotton Belt	\$5,385.00

Area Per Capita:

1. Southeast	\$17.71
2. Michigan	\$12.98
3. Northwest.....	\$11.08
4. North Central	\$10.53
5. New England	\$9.49
6. Illini	\$9.20
7. Pacific	\$8.87
8. Capitol-Atlantic.....	\$8.08
9. Rocky Mountain.....	\$8.05
10. Mideast	\$7.73
11. New York	\$7.70
12. Texas	\$7.53
13. Central Gulf	\$7.44
14. Pioneer	\$6.63
15. MINK	\$6.44
16. Cotton Belt.....	\$6.00

State Aggregate:

1. Florida	\$39,007.99
2. California.....	\$24,302.64
3. New York	\$18,619.73
4. Texas.....	\$14,126.99
5. Michigan	\$12,766.00

State Per Capita:

1. Florida	\$22.89
2. Maine	\$21.27
3. Michigan	\$17.58
4. North Dakota	\$17.56
5. Washington.....	\$17.54

Drive for 5

Members by Region:

1. Central.....	74
2. Western	55
3. Southern.....	55
4. Eastern.....	53
5. Northeast.....	41

Aggregate by Region:

1. Western	\$24,720.00
2. Central	\$24,106.00
3. Southern	\$21,832.50
4. Eastern.....	\$20,064.00
5. Northeast	\$13,052.00

Gawron, Dennis	NY	Branch 27
Konish, Ann	NY	Branch 11
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Butts, Ivan	PA	Branch 355
Williams, Darryl	PA	Branch 554
Croswell, Darnel	SC	Branch 225
Aaron, Donna	TN	Branch 97
Bradford, Robert	TX	Branch 203
Cooper, Karen	TX	Branch 124
Elizondo Jr., Jaime	TX	Branch 122
Foster, Debra	TX	Branch 9
Green Jr., Richard	VA	Branch 98
McCracken, Cindy	WA	Branch 61
Reedy, James	WA	Branch 61
Weilep, Laurie	WI	Branch 956

November Contributors

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

Williams, Carolyn	FL	Branch 146
Croswell, Darnel	SC	Branch 225
Elizondo Jr., Jaime	TX	Branch 122
Foster, Debra	TX	Branch 9

VP Elite (\$750)

Hernandez, George	AZ	Branch 246
Evans, Bridget	CA	Branch 159
Douglas, Lisa	CT	Branch 5
Bock Jr., Robert	FL	Branch 321
Perteet, Cynthia	IL	Branch 541
Moreno, Richard	MA	Branch 498
Walter, Richard	MA	Branch 120
Anderson, Shareen	MI	Branch 23
Bollinger, Kathreen	MO	Branch 36
Dallojacono, Anthony	NJ	Branch 568
Butler, Phillip	VA	Branch 98

Secretary/Treasurer's Roundtable (\$500)

Swygert, Vontina	CA	Branch 127
Lum, Laurie	HI	Branch 214
Pierce, Annette	IL	Branch 255
Norton, Paul	IN	Branch 8
Bunch, Kenneth	MI	Branch 23
Davis, Lisa	MO	Branch 131
Laster, Jacshica	OH	Branch 46
Paige, Lillie	OH	Branch 46
Keefe, Laura	PA	Branch 112
Cattron, Patricia	TN	Branch 555
Davis, Pamela	TX	Branch 122

Continued on page 32

Make Contributing to SPAC a Habit:

OPM Contributions to SPAC (for Retired Postal Supervisors)

Below are step-by-step instructions for making an allotment to SPAC through your OPM retirement allotment, using either OPM's telephone-based account management system or the on-line "Services Online" portal.

Please note: The amount you key in will be your *monthly* allotment to SPAC. The start of your allotment will depend on the time of the month it was requested. If you make your request during the first two weeks

of the month, expect the withholding to take place the first of the following month. If the allotment is requested after the first two weeks of the month, the change will take place the second month after the request.

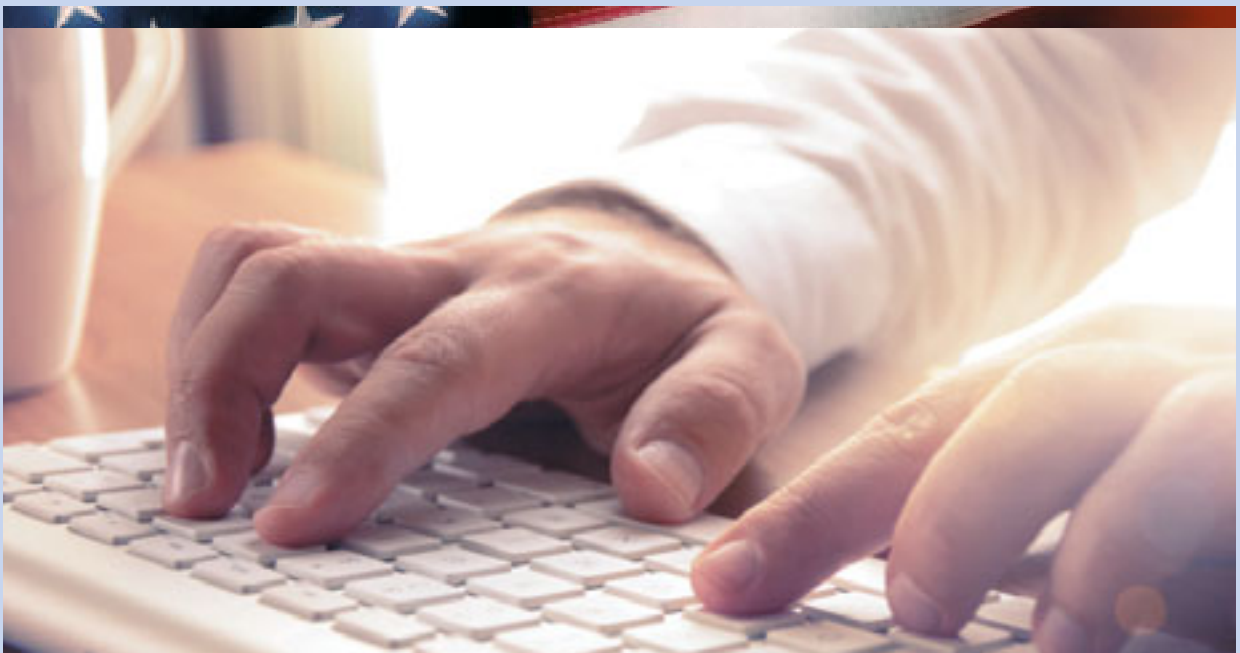
By internet:

To sign up online, go to the OPM website at www.servicesonline.opm.gov, then:

- Enter your CSA number and PIN, and log in.
- Click on "Allotments to Organizations," and then select "Start" to begin a new allotment.
- Click on "Choose an Organization."
- Select "National Association of Postal Supervisors (SPAC)."
- Enter the amount of your monthly contribution and then click "Save."

By telephone:

- Dial **1-888-767-6738**, the toll-free number for the Office of Personnel Management (OPM)'s Interactive Voice Response (IVR) telephone system.
- Have your CSA number and Personal Identification Number (PIN) on hand when you call. You may speak to an OPM customer service representative or you may use the automated system.
- Simply follow the prompts provided in the telephone system.



NAPS Executive Board Works for the Members

Submitted by Chuck Mulidore
Secretary/Treasurer

The fall 2018 Executive Board meeting was called to order at 1 p.m. on Oct. 21 by President Brian Wagner. Central Region Vice President Craig Johnson gave the invocation. Secretary/Treasurer Chuck Mulidore conducted the roll call of officers; all board members were present.

Candidates for board chair were Tim Ford, current board chair and Southern Region vice president, and Kevin Trayer, Michiana Area vice president. Each candidate gave a two-minute presentation outlining their candidacy.

Wagner appointed a Ballot Committee, chaired by Northwest Area Vice President Cindy McCracken, with New York Area Vice President Jimmy Warden and Capitol-Atlantic Area Vice President Troy Griffin as members.

Ford was re-elected board chair. Central Gulf Area Vice President Cornel Rowel Sr. made a motion, seconded by Northeast Region Vice President Tommy Roma, to destroy the ballots. The motion passed on a voice vote.

Wagner welcomed the new board members and congratulated all board members on their elections at the recent national convention. He thanked the resident officers for working as a team for the betterment of the membership. He let board members know there are new staff

members at NAPS Headquarters; they were welcomed, as well.

Wagner said there would not be any postal officials attending the board meeting this week. He thanked the board for coming in early Sunday to work on their respective committees.

Executive Vice President Ivan D. Butts said he was glad everyone had safe travels to Alexandria, VA, for the board meeting. He welcomed and congratulated the new and returning board members. He encouraged everyone to work for the membership this week at the board meeting. Butts announced that he hired Bob Levi to be director of Legislative & Political Affairs.

Mulidore also welcomed the new and returning board members. He said he is excited about the next two years as it may be a historic and consequential time for NAPS. He said he was proud to have been re-elected secretary/treasurer to take care of the business of NAPS members each day at NAPS Headquarters.

A motion was made by Trayer, seconded by Cotton Belt Area Vice President Shri Green, to adopt the agenda and program. The motion passed on a voice vote.

Johnson made a motion, seconded by Roma, to suspend reading the minutes of the spring 2018 board meeting. The motion passed on a voice vote.

Texas Area Vice President Jaime Elizondo Jr. made a motion, seconded by Pioneer Area Vice President

Tim Needham, to accept the minutes of the Aug. 4 and 11 board meetings, previously submitted to the board. The motion passed on a voice vote.

Board Chair Tim Ford thanked board members for their confidence in him and electing him as board chair. The meeting rules were explained.

Mulidore presented the financial report. As of Oct. 1, 2018, NAPS investments totaled \$13,611,042.98. On June 1, 2017, NAPS investments totaled \$13,700,686.15. This is a 2018 Fiscal Year-to-date decrease of \$89,643.17 or (.654%).

As of Oct. 1, 2018, the NAPS General Fund Signature FCU checking account balance was \$504,118.18 and the Signature FCU money market account was \$49,157.09, for a total of \$553,275.27.

NAPS filed with the U.S. Patent and Trademark Office on Feb. 20, 2017, to trademark two NAPS logos: the most-recognized red/white circle logo, as well as the modern-looking logo used at LTS. This is an effort by NAPS to have control over who or what entities use the logos for various purposes. This process has concluded and NAPS will issue regulations on the use of the NAPS logos early in 2019.

As of Oct. 1, 2018, the NAPS building was 80 percent leased. The former Ladas and Parry space on the lobby level now is occupied by LRB under a long-term lease. The third-floor office formerly occupied by Marstel-Day has been vacant since

Jan. 1, 2018. On March 31, 2018, AACP vacated the second floor. NAPS did not receive regular owner distributions through FY18 and is continuing that process into FY19 due to projected maintenance, tenant improvements, commissions and potential lost revenue through non-renewed leases. NAPS Property Inc. (NPI) had \$471,000 set aside through Sept. 30, 2018, to cover these costs.

As of Oct. 1, 2018, NAPS Headquarters social media results were as follows:

- Facebook—2,110 followers, up from 1,703 on Jan. 1
- Twitter—510 followers, up from 460 on Jan. 1

Most traffic and activity is occurring on Facebook as opposed to Instagram and LinkedIn.

This fall, we started posting articles from *The Postal Supervisor* on the NAPS website in order to share this information with a broader audience. We're also sharing the links through social media and including links to some of the articles through a monthly email.

From January to September 2018, traffic on the NAPS website had 172,176 page views; visitors went to an average of 3.17 pages per session. During that same time frame, about 3 percent of our website visitors came from social media. But, more importantly, social media is being used to build community and also share other relevant postal news and photos of members, information about events, answering questions and more.

About 45 percent of our web traffic is direct and about 45 percent is from organic searches online (Google, Bing, etc.). The rest comes from referrals (6 percent—top three

are blue-search.usps.gov, fedsmith.com and postalnews.com), email and others.

As of the August 2018 DCO (reflecting DCO membership through PPs 16 and 17 2018) NAPS had 26,998 members (25,670 active and 1,328 associates; 95 percent and 5 percent, respectively). Total membership from a year ago (PPs 16 and 17 2017) was 27,064 (25,748 active and 1,316 associate); an overall total SPLY decrease of 66 members or (.243 percent).

As of the August 2018 DCO, the total number of active EAS non-members was 10,569. This number is based on the USPS payroll files of non-member EAS employees who are coded non-postmasters. Based on current membership totals, there are approximately 28.13 percent non-members.

NAPS continues to encourage membership growth by providing sponsors of new members a \$25 NAPS check. Local and state branches continue to receive their NAPS Non-Member and Change Summary reports, along with their DCO and Mail reports, on a monthly basis.

Per a board motion, the contracts expiring prior to the spring 2019 Executive Board meeting are M3 Technologies and STOLADI Property Group.

NAPS Disciplinary Defense Fund provider Al Lum, Labor Relations Admin Group (LRAG), updated members on wins/losses/settlements and reviewed current cases.

NAPS Legal Counsel Bruce Moyer presented an update on the current status of pay talks. There was discussion among board members regarding the pay consultation process.

There was no old business.

Under new business, Signature Federal Credit Union proposed offering NAPS gift cards to use as prizes, membership promotions, awards or other uses. This proposal was held over from the previous NAPS Executive Board meeting. Signature FCU will be invited to the spring 2019 Executive Board meeting.

There was discussion of the contract renewal with the STOLADI Property Group; their contract will expire prior to the next Executive Board meeting in March 2019.

There was discussion of the NAPS 2018 financial audit completed by Cohn Reznick, the auditing firm that conducted the audit.

Carina May and Rick Morris from Smith & Haroff gave a presentation on NAPS' use of social media to reach members and non-members. Much of these efforts are reflected in the web and social media report presented to the board.

Executive Board Committee updates:

Ethics—Chair Craig Johnson discussed the committee's review of the Code of Ethics and potential revisions. Resolution 104 from the 2016 National Convention, which allows a member to address the committee directly, was discussed. It was interpreted by the Ethics Committee as applying to the Executive Board and should be part of the Code of Conduct. The Code of Conduct was updated by the committee, passed by the board on a voice vote.

SWCs—Chair Jimmy Warden discussed proposed changes/updates to the SWCs program. Meetings with the USPS Northeast Area vice president and staff are continuing to ensure the program meets the needs of current operations. Once all parties

agree on the SWCs program, it will be presented to the Postal Service's Executive Leadership Team.

Legislative—Chair Marilyn Walton, Western Region vice president, gave the board an update on legislative efforts. Committee members are Executive Vice President Ivan D. Butts, New York Area Vice President Jimmy Warden, Southeast Area Vice President Bob Quinlan, Texas Area Vice President Jaime Elizondo Jr. and NAPS Director of Legislative & Political Affairs Bob Levi.

The committee's consensus was to have a lunch meeting on Monday during the board meeting. This would give the committee the opportunity to meet with Levi so he could share his focus of his new position.

The committee shared its current legislative structure:

- Each state has a legislative chair.
- Each local NAPS branch has been asked to appoint a legislative consultant or branch officer/member to focus on and give a legislative report at the branch meeting; current legislative chairs receive updated information from Bruce Moyer's legislative updates.
- Legislative alerts also are communicated to the field legislative reps to inform members to call House or Senate members when a crucial vote is scheduled.
- Legislative reps provide updates and coordinate SPAC activities at state conventions and training seminars.
- Other legislative activity includes promoting direct deposits to SPAC from NAPS active and retired members.
- NAPS currently is using its website and Capwiz as its social media

outreach. However, during the committee's discussion, Levi explained the new political-tracking tool NAPS is using: Bloomberg Government. Levi will be communicating information to the field on how to use this service.

Levi said the NAPS legislative activities are popular and working; there is no reason to change. He said he is looking to increase interest in legislation by conducting webinars. His goal is to reach beyond the legislative chairs and get more members involved. During webinars, there can be a Q&A. Also, the webinars can be recorded so members who miss the original session can view them. Levi said he also will be sending out legislative updates.

Regarding SPAC, there were very successful, generous, in-kind donations fundraisers at the 2018 LTS and National Convention. In-kind donations don't cost anything and can bring in a lot of money.

Butts suggested that NAPS encourage its legislative reps, along with the Auxiliary, to get more volunteers to keep up with tracking in-kind donations, gift card raffles and the SPAC Café.

Committee members were asked to solicit volunteers to help at the 2019 LTS. Executive Board members' donations of \$100 each to finance the gift card raffle help raise significant funds. Although members like 50/50 raffles, the focus should be on trying to raise 100 percent of funds for SPAC whenever possible.

Warden has scheduled legislative training for the New York Area. His first presentation is scheduled for Sunday, Oct. 28 (*see page 10*). The training is approximately two hours long and follows a guidebook he pre-

pared that lists New York's congressional representatives, with pictures, and outlines of their district geographical areas. The binder also includes information on how to meet with the congressional rep.

Warden is focusing on NAPS members meeting with their congressional reps at their local district offices. Getting to meet with the reps at home will ensure NAPS reps will have a good experience meeting with congressional reps and aides on Capitol Hill during LTS. His booklet has everything needed for conducting grassroots legislation at the local level.

The committee recognized Chuck Lum for joining the Columbus Day Rally with the Honolulu unions to reject and protest efforts to privatize the Postal Service. Chuck said over 300 union and management postal workers participated in this event.

Levi was welcomed to the NAPS Legislative team. Team members were thanked for all their efforts in promoting legislation on a national level.

PFP Advisory Committee—Chair Dan Mooney, North Central Area vice president, discussed the committee's input to the Postal Service regarding the 2019 NPA program. While NAPS has been involved in the process, offering input and suggestions, it doesn't mean NAPS necessarily agrees with the final product. NAPS Headquarters will use the consultative process to review the final program prior to implementation in the field.

Postmaster—An update was given on the committee's efforts to increase postmaster membership in NAPS and to highlight the issues of postmasters.

Training and Advocacy—Chair Myrna Pashinski, Rocky Mountain Area vice president, discussed her committee's work on updating the *Officer Training Manual* and various other programs to place on the NAPS website, such as a leadership training component for branch officers and grassroots legislative training, as well. Committee members are Chuck Lum, Tim Ford and Brian Wagner.

Membership—All Executive Board members are responsible for increasing membership. Discussion centered on new ways to increase membership and potential revisions to the current membership award program, as well as social media opportunities.

Executive Board Duties & Responsibilities—Chair Shri Green presented proposed changes to the *Executive Board Duties & Responsibilities Guide*. After discussion, the changes were passed on a voice vote.

Plant Committee—Chair Cy Dumas, New England Area vice president, discussed his committee's discussions on 22-1 and 25-1 ratios, indicating a need for proper staffing models that focus on data based on workload.

Karen Young, *The Postal Supervisor* editor, provided the board an update on magazine costs, editorial challenges and the need for additional articles from board members.

Sheri Davies, ConferenceDirect, gave the board a wrap-up of the 2018 National Convention. New additions to the convention were complimentary transportation to and from the airport, a mobile app and professional marketing, such as clings and a charging station, plus daily breakfasts for the members. The 2019 LTS was discussed, as preliminary planning is

underway.

STOLADI Property Group provided an update on the building's management. The STOLADI Group began managing the building property when NAPS moved into the building in 1994. STOLADI team members discussed the budgeting projects that have been completed and those planned for the remaining duration of the two-year budget year that began June 1, 2018. NAPS Property Inc. is a part of two associations with which NAPS shares property space. The board also was updated on the hotel being constructed next to NAPS Headquarters. In 2017, the vacancy rate in Alexandria was 13.4 percent; currently, the vacancy rate is 17.2 percent. This impacts NAPS' ability to lease its vacant tenant space.

Stacey Herndon, PNC Investments, gave the board an update on NAPS investments. There has been volatility in the market, but NAPS has a good investment strategy. It was recommended that NAPS stay the course over the next months.

Levi discussed the upcoming midterm elections. Up to 100 women may be elected to Congress. There are 38 open seats currently held by Republicans in congressional races. This may be a "check-and-balance" election, he said, although there is no obvious leader of the Democratic party.

Regarding the Presidential Task Force on the Postal System, President Trump was briefed on the results in August, yet the report never has been released to the public. There is no requirement to ever release this report, although the White House indicated it may be released by the end of the year. The wait for the report suspends any possibility of postal reform for

the time being (*see page 17*).

Despite two governors being confirmed by the Senate for the Postal Service Board of Governors, there still are seven vacancies. Besides the postmaster general and deputy postmaster general, nine governors are presidentially appointed. At this point, the board does not have a quorum.

The Postal Regulatory Commission has four of its five commissioners, but members have deadlocked in two-two ties. The commission has suspended action until the fifth commissioner is approved.

As far as new legislative issues, Levi said the U.S. may withdraw from the Universal Postal Union based on the administration's belief that some nations get more favorable treatment than companies in the U.S. in terms of mailings costs.

Current legislation of interest to NAPS includes:

- H.R. 993 and S. 633 oppose privatization of the Postal Service.
- H.R. 6076 and S. 2629 include MSPB rights for all EAS employees.
- H.R. 559 proposes a shortened time frame to make MSPB appeals.
- H.R. 6391 would charge an employee a fee to file a MSPB case and the board could issue a summary judgement without a hearing.

• H.R. 6 deals with mailing opioids and includes the "STOP Act." The USPS could incur costs up to \$3 million per year as a result of provisions that require the agency to provide advance electronic data notifications for 70 percent of shipments—and all shipments from China—by the end of 2018 and 100 percent of shipments by the end of 2020.

Butts and Levi reported that

Continued on page 35



How Adult Students

Make Time for School

By Ashford University Staff

While the percentage of working college students continues to rise, it is becoming more evident that an educated workforce hinges on how much students—and their employers—are willing to commit to the future.

Adult professionals who sometimes fear opportunity has passed them by are able to keep their dreams alive through tuition assistance programs—often a partnership between a university and their employer. These alliances benefit all involved, but are most beneficial to students who are able to finish school with a degree without burdensome loan payments.

The ‘Wave of the Future’

When Allan Webb left his job of nearly 20 years, the U.S. Army veteran thought he’d be able to secure a new role at the same level. “What I found out was it wasn’t experience that got you a job,” he said. “You needed to have experience

along with an actual degree.”

Like many adult learners, Webb sought out an online university and degree program that would allow him greater flexibility. He ultimately chose Ashford University’s bachelor of arts in business leadership.

For students with full-time work and family commitments, “this online program, and Ashford itself, is pretty much the wave of the future,” Webb said. “As an adult learning program, it is excellent.”

Removing the Financial Obstacle

Often, the greatest thing hindering one’s ability to go to college is the financial commitment. Despite the advantages of holding a degree, including the salary gap that leans heavily in favor of college graduates, the stress of student loans can deter those with great potential to pass on the opportunity.

This is when it pays (in more ways than one) to work for an employer willing to invest in an employee’s future. Webb, who graduated in 2018, was

able to take advantage of tuition benefits through a partnership between Ashford University and his employer.

There are companies that offer tuition reimbursement programs with Ashford. Employees who have taken advantage of the benefits have praised their employers for developing talent from within.

"I actually have people who work for me right now who I've pushed this program to," Webb said. "Offering tuition benefits to people currently employed there helps develop a better foundation to grow the company."

Putting a Plan in Place

Like many veterans and active-duty service members, Webb began college with a leg up, having learned early on the values of discipline and commitment. Just as workers with

highly developed "soft skills" are more likely to succeed, students who are masters of time management and organization have a greater chance of excelling in the online classroom.

Sticking to a daily schedule, working ahead and staying in constant communication with instructors are three time-tested success strategies championed by online students. And new methods are being invented every day. For 2016 Ashford University graduate Beth Peter, a success plan for finishing school required an outside-the-box approach to knowledge retention.

"I downloaded the books to audio versions and would listen while I rode my bike for 10 miles after work," she said. "Then I would go home and read the same chapters. This solidified what I had listened to. It's the best advice I could give anyone. It sinks in better."

Peter, who earned her bachelor of arts in business administration with the help of employer tuition assistance, decided to go back to school at age 44 when she realized that her 28 years of experience weren't enough to advance her in her job. Following graduation, she received the promotion that had eluded her for so long.

"The saying, 'Knowledge is power,' is true; I have experienced this since I earned my degree," she said. "I feel like I can do anything I put my mind to."

Preparation and persistence are two keys to success for every student. They learn this truth early on as they face myriad expectations and must plan for every contingency. But with the benefit of tuition assistance, at least one major obstacle is removed before the hard work begins.

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Is Your Mind Full?

Mindfulness May Be the Answer

Submitted by the USPS Employee Assistance Program

We often hear the word “mindfulness,” but do we really know what it means? Mindfulness is paying attention, on purpose, in the present moment, non-judgmentally. Often, we are so focused on completing our daily tasks and to-do lists that we lose our connection with the present moment and miss out on what is right in front of us and how we are feeling in that moment.

Being mindful makes it easier to savor the pleasures in life as they occur. Practicing mindfulness can help you become fully engaged in activities and create a greater capacity to deal with adverse events. Mindfulness has been found to be a key element in stress reduction and overall happiness and can be a powerful tool to help enhance our lives.

Mindfulness is a shift in our approach to how we face life. When we learn to shut down the distracting noise of our racing thoughts, we can learn to be fully aware and present in the moment. We do not let the past or future creep into this moment. It also is important to let go of judgment about what is happening in the present moment. By focusing on the here and now, many people who practice mindfulness find they are less likely to get caught up in worries about the future or regrets over the past, are less preoccupied with concerns about success and self-esteem and are better able to form deep

connections with others.

In order to successfully practice mindfulness, we have to retrain our minds. Although many of us were told that multitasking is a desirable skill, it does not appear to always be true. Although our minds are able to adapt to numerous stimuli at once, that is not always the best way to stay focused and accomplish tasks. Taking one task at a time can be more efficient because there are fewer chances for mistakes and distractions. Being clearly focused on what we are experiencing is the best way to get the best results.

Practicing Mindfulness

There are many different ways you can practice mindfulness throughout your day. As you are doing ordinary tasks of everyday living, allow yourself the chance to just do one task at a time. Do not keep your mind crammed with all your other ideas and thoughts. To keep out distracting thoughts, narrate in your mind what you are doing. If you are folding laundry, notice the smell of the clothes, the colors and how nice they look folded.

As you learn to practice mindfulness, start with slowing your breathing and opening your awareness. One easy way is to find a comfortable posture, spine upright, hands held comfortably on your lap or on your knees. Lightly close your eyes or keep them

open, looking down in a relaxed gaze. As you breath in and out, be aware of the air moving in your body. Feel the breath ebb and flow, like waves in the ocean. Attention may wander from the breath. Just acknowledge where you went and gently bring your attention back to your breath. Ask yourself what brings you to the present moment.

When you have a meal, how often is it an experience to savor? Consider a meal without cell phones, TVs or any other electronic devices. Leave those devices in another room so you can shift your ability to be present. Now, actually notice who is there with you. Look them in the eyes when you speak and wait for answers. Slow down. Make this a social opportunity. Exchange conversations. Listen to their stories of the day. Share your thoughts and feelings with each other, which builds trust and caring in a family.

When you drive, have you ever left work and suddenly realized you were home? This is a common experience of being disconnected with your experience. Maybe you will make it home safely in this state of mind or maybe not. Warnings abound about distracted driving; it is not just cell phones that distract us. Of course, put them away when driving. But eliminate other distractions, too. Notice your surroundings as you drive. Listen to the rain on the windshield. Feel the motion of the car. Use this as an opportunity to clear your mind.

While doing a job, being distracted can be a safety hazard. A worker with heavy machinery needs clear focus to keep safe. A manager reviewing a spreadsheet cannot do the best job when there are too many interruptions or distractions. If you consider turning off the phone or TV to focus your attention,

learn to turn off all unnecessary thoughts, as well. Mindfulness is being aware of the environment you are in and creating a space for better concentration. It is both internal and external.

A body scan can be a way to take inventory of ourselves without judgment or critical thoughts. A body scan is not a medical test; it is an inventory we do of our own bodies. Allow your body to relax (deep breathing or taking three conscious breaths can help you relax). Lying down or being fully supported in a chair will improve relaxation. Slowly, and with purpose, scan your body, noticing any tension or pain. These are indicators of concern as we store our emotions in our physical selves.

Another useful tool is the ACE technique. It is a three-minute mindfulness practice that will increase awareness and redirect you to the most important aspects of yourself and your attention. ACE is an acronym for awareness, collecting and expanding. Allow one minute for each part of this exercise. You are experiencing awareness of where you are in the present moment and collecting ways you are experiencing it through all your senses. Expanding is about opening up your ability to put this experience into perspective in your world. There are many apps available with mindfulness techniques, as well.

Do you often review your day, check items you completed or missed, quickly grab a bite and collapse in an easy chair? Maybe you have a routine as you go home to change out of your work clothes and even take a shower. Begin the wind-down as you travel home.

Notice your body. Are you relaxed? Rushing? Tense? How about congratulating yourself on what you accomplished and putting the “to-

do” list out of your mind? When you arrive home, take time to look at the place as if it was your first time there. Take five to 10 minutes to be still, if you can. If you live with others, look them in the eye and say hello. If you live alone, feel the peace and quiet.

Practicing mindfulness can deepen our appreciation for the people and things in our lives. Take time to write five things for which you’re grateful at least three times a week. Allow time for reflection each day. Our lives have become overly active, creating added stress. Take time to be still. Soothe yourself with a warm bath, essential oils or a break from electronics. Slow down to savor a meal by chewing slowly and noticing the smell, taste, texture and colors on your plate.

Spending 20 to 30 minutes a day practicing mindfulness will shift your focus and improve your life. You have many choices in where you can implement these techniques in your life. Mindfulness can bring with it desirable changes in your sense of well-being, capacity to work with difficult feelings and the ability to enjoy life.

Mindfulness is a widely accepted technique used by many clinicians. You can contact the Employee Assistance Program for further information and support with this technique. EAP coaching is an excellent opportunity to learn these useful mindfulness techniques, practice them and make them helpful—professionally and personally.

Schedule time for yourself to get EAP coaching and get started. The EAP is available to all postal employees and their eligible family members. The EAP can help with resources and referrals, too. Schedule your appointment today by calling (800) 327-4968 (TTY: (877) 492-7341).

Let's Live Up to Our Reputation

By Steve Shawver

For many people, the face of the federal government is their local post office. That's not surprising considering the federal employees most people see every week or more often are postal carriers and clerks. It's an honor and a burden.

How many times have you been called the Postmaster General? That applies to postmasters, managers, carriers and clerks. Regardless, we need to present a good face to our customers. How do we do that?

It's winter. Do you have enough ice melt to keep the walks clean? Are your snow shovels in good shape? If you have a plowing contract, is it current? It's time to check our equipment: shoe chains, stiff brooms—things we think we have, but may have trouble finding.

Our customers are coming to our post offices to mail and pick up packages; we don't need any accidents.

Everyone appreciates a clean walkway.

There always are perennial budget crunches. There was a budget crunch when I started 49 years ago; there still is one today. But have you checked your vehicles? Thirty-year-old LLVs still are chugging away, but are they safe? Carriers get used to the idiosyncrasies of their trucks, but someone else may think they are deathtraps.



Get the vehicles checked and the problems fixed. If you are told by the Vehicle Maintenance Facility, "It can't get done," keep pushing to get it fixed. We are supposed to be getting new vehicles, but, in the meantime, let's make what we have safe and, hopefully, looking good.

Make sure your employees replace their worn-out clothing. Do you cringe when you see a postal employee in a heavily wrinkled, torn, stained shirt? I have seen some employees take their uniforms to the cleaners and get them professionally

done with heavy starch. There's a happy medium in there somewhere.

As the face of the government, we are noticed on a personal level. Often customers think their carrier is the best one ever in the Postal Service. Customers will wait in line for their favorite clerk because, in their eyes, that clerk is the best and the face of the government.

I've had customers sing the praises of some carriers who perhaps aren't the best. As a society, we are becoming faceless on many levels of service. We do mail order. We use the self-checkout line at the grocery store. We use ATMs instead of going inside to a teller. We complain about government on all levels as we only see them on TV or in the news.

But every day, we see a postal employee working away—delivering the mail and parcels. Let's put a shiny, happy face to our jobs and employer. We are the government to so many.

sdshawver@comcast.net

Steve Shawver is the retired postmaster of Lake Jackson, TX.

2018 SPAC Contributors

Continued from page 22

Lomba, John	TX	Branch 103
Longoria, Richard	TX	Branch 229
Trevino, Manuel	TX	Branch 124
Hubbard, Jim	VA	Branch 22
McComas, Christina	WV	Branch 212

Chairman's Club (\$250)

Cruz, Cheryl	CA	Branch 497
Thompson, Carolyn	CA	Branch 88
Collen, Helen	CT	Branch 3
Cox, Jacqueline	FL	Branch 93
Berger, Ricky	MD	Branch 531

Burger, Lucille	MN	Branch 104
Kuiper, Bruce	MN	Branch 16
Turner, Linda	MS	Branch 199
Jackson, Abner	NC	Branch 299
Barrett, George	NJ	Branch 74
Dennis Jr., Edward	NJ	Branch 53
Baldwin, Craig	WV	Branch 212

Supporter (\$100)

Norton, Charles	AL	Branch 208
Solomon, David	NY	Branch 100
Weber, Camron	SD	Branch 946
Benjamin, Laquita	TN	Branch 41

National Association of Postal Supervisors

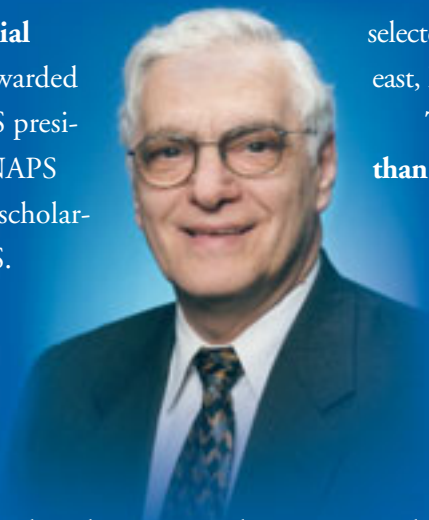
Vince Palladino Memorial Student Scholarships

2019 Official Application Form

The **Vince Palladino Memorial Student Scholarships** are awarded in memory of the late NAPS president and honor his dedication to NAPS members and their families. These scholarships are sponsored solely by NAPS.

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

NAPS will award 10 \$1,000 **Vince Palladino Memorial Student Scholarships**. Two winners will be randomly



selected from each of the NAPS regional areas (North-east, Eastern, Central, Southern and Western).

This application must be received no later than July 31, 2019, at the address provided below.

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the October 2019 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Vince Palladino Memorial Student Scholarship** will receive a check, payable to the college or university listed in the application, in October 2019. Scholarships may be used to pay expenses in the student's current or following semester.

deadline: July 31, 2019

Student's name (please PRINT legibly)

Major course of study

Name of accredited two- or four-year college or university attended or will be attending

City and state of the college or university

NAPS member's name

NAPS member's branch number

Student's relationship to NAPS member (son, granddaughter, etc.)

NAPS member's PO box/street address

City

State

ZIP+4

**Applications must
be received at
NAPS Headquarters
no later than
July 31, 2019**

Please mail completed application to **NAPS Scholarships, Attn: Chuck Mulidore, Secretary/Treasurer, 1727 King St., Suite 400, Alexandria, VA 22314-2753**. Thank you.



2018 CFC Campaign Update

The 2018 campaign continues with the 2017 rule changes made by the Office of Personnel Management (OPM). A few more changes were made. Here's what you should know:

- 1) **This year's campaign** begins September 10 and runs through January 11, 2019.
- 2) **Online giving portal:** If you pledged online in 2017, you'll be able to log in without creating a new account. One searchable giving platform supports all charities across all CFC zones. OPM listened to 2017 user feedback, so improvements this year include easier search for charities, bug fixes to charity selection, and the ability to make multiple pledges using one account.
- 3) **Donations** may be made through the giving portal, paying via payroll deduction, credit card or debit card, or by completing a paper pledge form and paying via payroll deduction, check or money order. No cash donations or undesignated donations are allowed.
- 4) **Why no cash?** While no cash collection means eliminating events that previously raised cash, this new rule simplifies and improves the security of your donations. Local CFC teams no longer need to account for, store, and send in cash donations, and can instead concentrate on creative events that raise awareness of the charities and the CFC program.
- 5) **Voluntary contributions include pledges of volunteer time.** This is the second year that CFC allows contributions of time.
- 6) **New ways for retirees to donate.** Until last year, retirees could only make one-time donations. Now, they may also make recurring gifts to charities by deductions from retirement accounts, or by donating volunteer hours.
- 7) **New hire pledges.** After the 2018 CFC campaign ends Jan. 11, new hires will be notified during onboarding that they may pledge to CFC within 30 days of their start date, from February 1 to August 1 each year.
- 8) **FUN-raising, not fundraising.** While events like bake sales and chili cook-offs to raise cash donations are no longer allowed, bake-offs, fun runs, talent shows, charity fairs, and other creative opportunities to inform employees about CFC and raise awareness for its charities are encouraged.
- 9) **All CFC events must be reviewed and approved by the Ethics Office** prior to taking place. Postal Service CFC team event organizers must submit an advance approval form. Email Ethics.Help@usps.gov or call 202-268-6346 for more information.

Ethics video by Mary Capule, OPM CFC available on youtube at
<https://www.youtube.com/watch?v=f8MQJ4UzMrw>

Helping Our Auxiliaries Grow

By **Cathy Towns**

Mideast Area Vice President

It's been more than 40 years since I attended my first NAPS national convention in 1976 in Atlanta. I have fond memories of national officer Vince Lumbusta and his wife Kitty as they welcomed our family to the convention. My husband Bob attended the convention as a delegate from Branch 327; I attended the Auxiliary meetings.

I was so impressed by the Auxiliary meetings that, on my return home, I attended a Branch 327 meeting and asked if we could start an Auxiliary.



The Auxiliary was organized and, since that time, I have served in several positions, including New Jersey State president and my current role as the National Auxiliary's Mideast Area vice president.

Over the years, I have seen various branch auxiliaries grow. However, in the current year, with the downsizing of the Postal Service, I have noticed a slight decrease in membership in the Auxiliary. I encourage all of us to reach out to potential members, share our stories and explain how they can get involved.

The Auxiliary had a wonderful

convention at the Mohegan Sun in Connecticut this past August. We had 20 first-timers and an increase in male and young members; new auxiliaries were established. I want to thank Luncheon Committee Chair Beverly Austin and her committee for a lovely luncheon. I also would like to thank our NAPS officers and NAPS members who bought tickets for the luncheon.

Looking to 2019, I hope we can continue to work together and increase our membership to sustain our organization.

Have a blessed and safe holiday season!

Fall Executive Board Meeting

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national convention years give NAPS a boost in terms of SPAC contributions—\$38,000 was contributed at the 2018 National Convention. Florida continues to be the state leader in SPAC contributions.

Recommendation #1—MINK Area Vice President Bart Green, seconded by New York Area Vice President Jimmy Warden; amended by Bart Green, seconded by Cotton Belt Area Vice President Shri Green, that

“As duties and responsibilities have changed, Jovan Duncan has assumed more and more responsibilities. It is recommended that her title be changed to Chief of Staff for NAPS Headquarters and that her salary be commensurate with the position, duties and responsibilities she now is taking on.”

Recommendation passed on a voice vote.

Recommendation #2—Bart Green, seconded by Northwest Area Vice President Cindy McCracken, to “Accept the updated *Executive Board Member Duties and Responsibilities Guide* as amended, effective as of June 1, 2018.”

Recommendation passed on a voice vote.

Recommendation #3—Eastern Region Vice President Richard Green, seconded by Bart Green, that “The resident officers enter into negotiations to renew the contract with STOLADI for property management.”

Recommendation passed on a voice vote.

Recommendation #4—Mideast Area Vice President Tony Dallojano, seconded by Secretary/Treasur-

er Chuck Mulidore, to

“Accept the *Executive Board Duties and Responsibilities Guide* as amended, effective Nov. 1, 2018.”

Recommendation passed on a voice vote.

The spring 2019 Executive Board meeting will be March 13-15 at NAPS Headquarters, following the conclusion of the 2019 Legislative Training Seminar in Arlington, VA, March 10-13.

President Brian Wagner thanked board members for their dedication and hard work in representing the membership. He wished everyone safe travels home.

Chuck Lum gave the closing prayer.

Craig Johnson moved, seconded by Chuck Lum, to adjourn the meeting; the motion passed on a voice vote.

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