

the Postal Supervisor

October 2019

**Employee Satisfaction Leads to
Customer Satisfaction:**

**Take Care of
EAS Employees
Who Move the Mail
Every Day**

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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 'Law' Time Coming!

For some, it has been a long time, or law time, coming that the National Association of Postal Supervisors has taken legal action to challenge the Postal Service's violation of 39 U.S.C. §§ 1003 and 1004 (*Title 39*) in relation to EAS pay and representation of all EAS employees. Here's the scoop!

On July 26, 2019, NAPS' Executive Board, by unanimous vote, authorized our association to initiate legal proceedings against the USPS in federal court in Washington, DC, to pursue all declaratory and injunctive relief necessary on three legal issues related to violations of *Title 39*: 1) EAS pay; 2) Representation of USPS Headquarters and area office EAS personnel; and 3) Recognition of NAPS as a postmaster's organization.



Brian J. Wagner
President

On July 26, 2019, NAPS' Executive Board, by unanimous vote, authorized our association to initiate legal proceedings against the USPS in federal court in Washington, DC, to pursue all declaratory and injunctive relief necessary on three legal issues related to violations of *Title 39*: 1) EAS pay; 2) Representation of USPS Headquarters and area office EAS personnel; and 3) Recognition of NAPS as a postmaster's organization.

Before the close of business on July 26, NAPS filed the respective lawsuit. The following provides an overview of what precipitated our current legal action against the USPS:

First, a year earlier in July 2018, NAPS requested that the Federal Mediation and Conciliation Service (FMCS) hold a fact-finding proceeding regarding the USPS' final 2016-2019 pay package for Field EAS employees. The fact-finding hearing took place in December 2018. At the hearing, NAPS contended that the USPS' final EAS pay decision did not meet the requirements of *Title 39*.

The FMCS fact-finding panel concurred with NAPS on nearly all the issues raised. The panel held that the Postal Service's Pay-for-Performance (PFP) system was *seriously flawed*, the supervisor differential was not calculated properly, PFP does not attract and retain qualified EAS employees and overtime and locality pay need to be addressed.

The panel recommended that NAPS and the USPS form a workgroup with a mediator and a pay-compensation expert to help resolve these issues. Despite these definitive findings, the Postal Service disregarded most of them and issued its final May 15, 2019, pay decision that denied EAS personnel the pay improvements

unanimously recommended by the three-member fact-finding panel.

Following our legal counsel's close review of the Postal Service's decision, NAPS concluded that the decision did not adhere to the specific statutory requirements of *Title 39* that require the USPS to: 1) Provide for an EAS pay package comparable to the private sector; 2) Provide a reasonable pay differential to those supervised at the craft level; 3) Attract and retain qualified EAS employees; and 4) Provide for a well-motivated EAS workforce.

Second, *Title 39* clearly states that NAPS may represent all Postal Service supervisory and other managerial personnel, except postmasters, when certain criteria are met. NAPS concluded that the Postal Service, in violation of *Title 39*, failed to recognize NAPS as the representative of all USPS EAS Headquarters and area personnel and to consult with NAPS on their pay and benefits before issuing the final pay decision.

Third, per 39 U.S.C. § 1004(i)(4), when a postal management association represents at least 20% of postmasters, the association may petition the USPS to be recognized as a postmaster's organization. As of mid-2018, more than 20% of postmasters were NAPS members, leading NAPS to petition the USPS on Oct. 1, 2018, to recognize NAPS as a postmaster's organization.

The Postal Service denied NAPS' representation petition in February 2019. This decision prompted NAPS, in its lawsuit against the USPS, to seek a court order directing the Postal Service to recognize NAPS as a rightful representative of postmasters for pay and benefits consultation.

The FMCS fact-finding panel agreed with NAPS that the USPS pay system for managers and supervisors is seriously flawed and fails to meet the expectations of the law. Given the USPS' continued resistance to the pay administration requirements of *Title 39*, its failure to recognize NAPS as the representative of all EAS personnel (field, area and Headquarters) and its refusal to recognize NAPS as a postmaster's organization, NAPS had no choice but to seek the legal relief to which all supervisors, managers and postmasters are entitled.

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NAPS' DDF Is Your Best Defense

The adage “The best defense is a good offense” has been applied to many fields of endeavor, including games and military combat. It also is considered the strategic offensive principle of war. Generally, the idea is that proactivity (a robust offensive action), instead of a passive attitude, will preoccupy the opposition and ultimately hinder its ability to mount an opposing counterattack, leading to a strategic advantage.



Ivan D. Butts
Executive Vice President

I apply this adage to NAPS' Disciplinary Defense Fund (DDF) advocacy. On May 30, 2019, NAPS completed its first full fiscal year of advocacy under the leadership of the Labor Relations Admin Group LLC (LRAG). After decades of fee-free advocacy for NAPS

membership provided by Scialla Associates, headed by Charlie Scialla, NAPS made the transition to LRA effective Jan. 1, 2018.

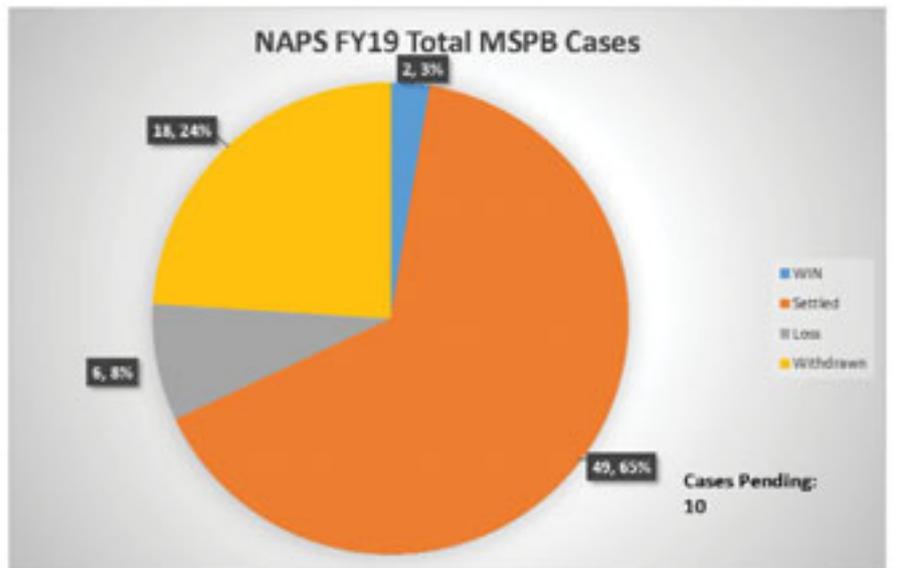
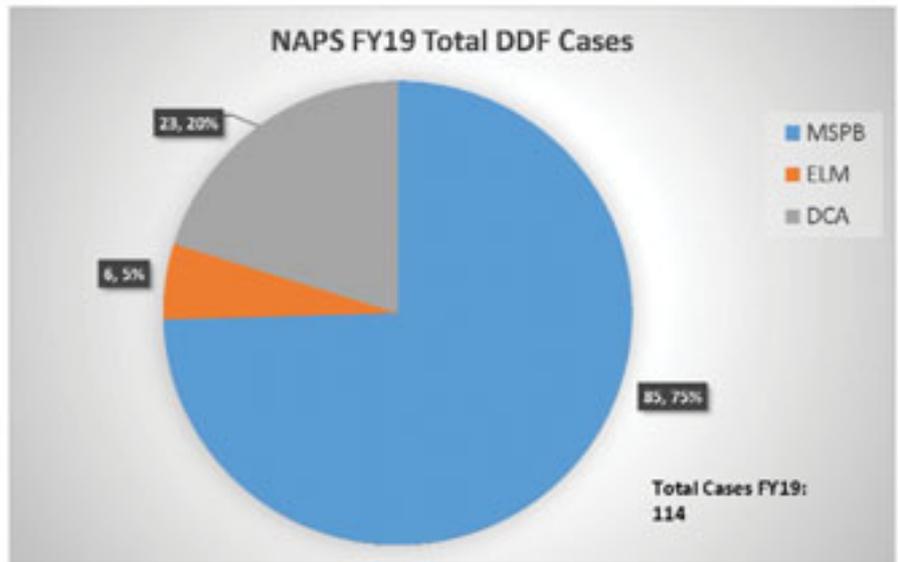
Headed by Al Lum, LRA has implemented a smooth transition in advocating for NAPS members. Our advocacy has been strengthened through the addition of several advocates who have tremendous knowledge, skills and abilities in USPS policies and procedures and advocacy. Al has made himself available to NAPS members via phone calls and emails, as well as at NAPS training seminars throughout the country.

This level of advocacy has allowed NAPS to remain proactive in presenting an affirmative defense for its members. What also helps in this effort is the excellent work being done by local NAPS advocates in cases at the initial level. You are making my battle cry in advocacy a reality—that is document, document, document. The better the level and quality of documentation you submit with your cases puts NAPS in the most advantageous position to

have a positive result from the DDF process.

So, let's look at the numbers from NAPS' FY19 regarding DDF. For tracking purposes, NAPS' fiscal year runs June 1 through May 31. For FY19, the NAPS DDF provider represented members in 114 total cases. The “NAPS FY19 Total DDF Cases” graph identifies 75% (85) of those cases were designated for MSPB, 20% (23) cases were assigned to DCA and 5% (six) cases were assigned to the ELM 650 hearing process.

Yearly, cases heard in the ELM 650 hearing process are the smallest part of NAPS' DDF effort. However, they are the costliest—career-wise—for those members who do not have MSPB appeal process rights. Despite this, in FY19, NAPS settled 60% (three) of these cases.



In the MSPB arena in FY19, NAPS brought 75 cases before the administrative judges overseeing this process. I want to point out this is the average number of cases quoted to NAPS by Charlie Scialla (see "NAPS FY19 Total MSPB Cases" graph). Despite NAPS' overall success in representing members with an 8% (six) loss rate compared to the approximately 82% loss rate across all appellants—all agencies going before the MSPB courts—NAPS continues to see a reliable and robust DDF in fighting for its members.

I have heard comments about the cost of NAPS' DDF versus other associations' costs doing similar work. So, for the record, in FY19, NAPS represented EAS members in 114 various DDF cases at an average cost of \$2,475 per case, paid by NAPS. So, despite the changing times and changing our DDF provider, NAPS continues to provide

100% free representation to its members through the NAPS DDF.

The last area of data I would like to summarize is the types of cases (see "DDF Case Types" chart) being alleged by the USPS against NAPS

members in the field of MSPB. The chart speaks for itself regarding those allegations.

In solidarity ...

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A 'Law' Time Coming!

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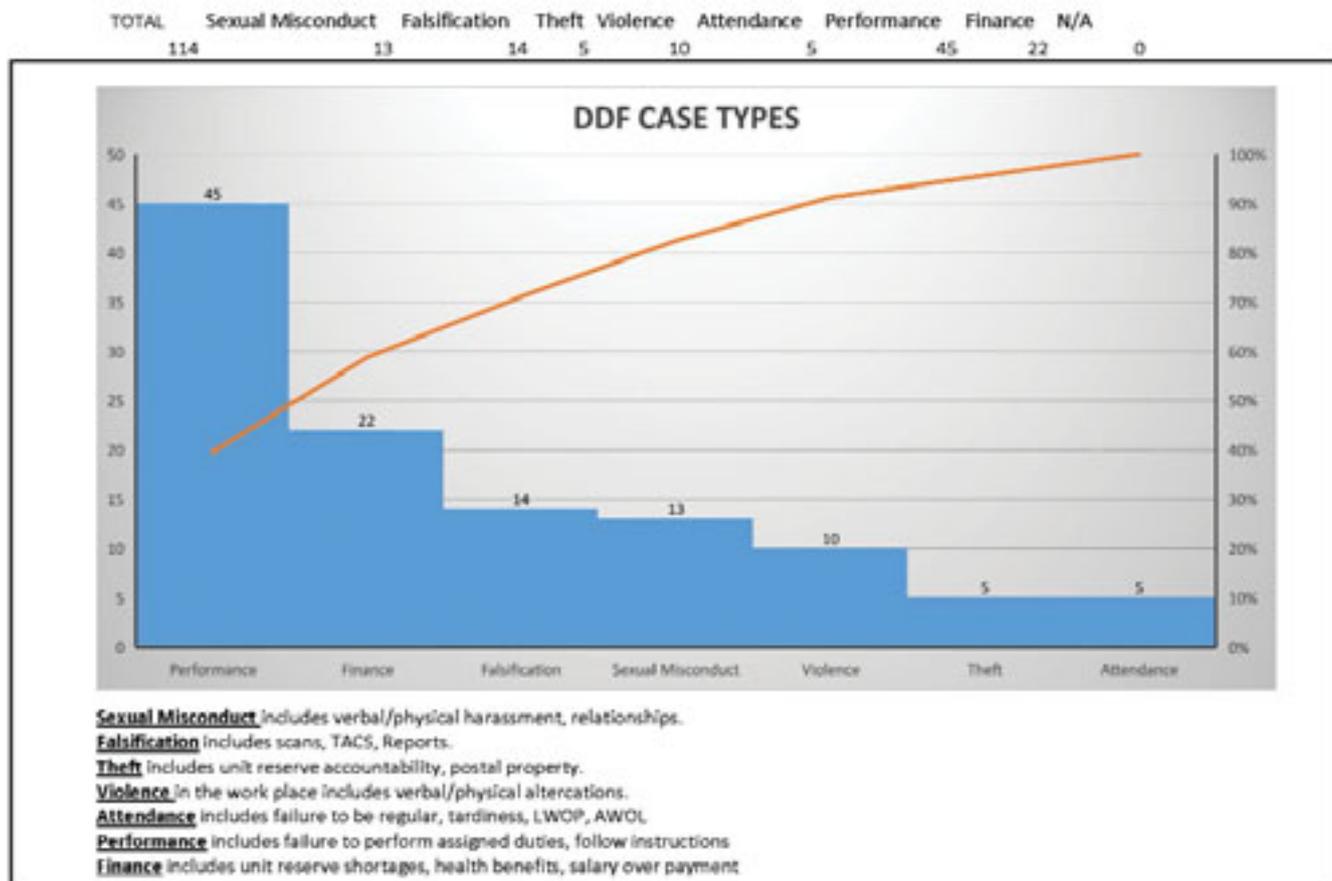
In its lawsuit against the Postal Service, NAPS is urging the court to direct the USPS to: 1) Implement the fact-finding panel's entire April 30, 2019, findings and recommendations; 2) Acknowledge NAPS' right to represent all EAS employees—field, area and Headquarters personnel; and 3) Recognize NAPS as an official postmaster's organization, entitled to represent postmasters in pay and benefits at consultation.

NAPS is not willing to concede its members' rights as established under the law. To do otherwise

would be an injustice to our members by denying them their statutory consultation rights to pay, benefits and appropriate representation. Until the USPS agrees to uphold NAPS' positions in the three areas addressed here, we will remain determined to exercise our rights under the law and seek a final resolution for our members through the federal court.

I, too, will remain determined and provide you with my ice-cream flavor-of-the-month recommendation for October: strawberry lemon cheesecake!

naps.bw@naps.org



Survey Says ... Employee Satisfaction?

During my more than 30 years with the U.S. Postal Service—20-plus of those years as an EAS employee at various levels of management—I have heard about employee satisfaction. From the “voices” we used to hear to today’s concept of “engagement,” the USPS claims that customer

satisfaction is the critical piece necessary for its long-term survival.

While customer satisfaction is important, the quality of EAS work life, or “engagement,” has not been a factor senior USPS leadership has ever seriously addressed. There is ample evidence that many visionary companies promote employee satisfaction as the key to their survival. The theory is that when employees are well motivated,

they naturally will take care of their customers.

“My philosophy is put your employees first, your customers second and your investors third and, in the end, everyone will be happy.” Such is the business philosophy of Sir Richard Branson, entrepreneur and business leader and CEO of the Virgin Group. Obviously, we know this is not the business philosophy of the USPS as has been measured over the years and is reflected in today’s bottom-dwelling employee satisfaction scores in Gallup’s employee engagement surveys.

In the interest of discovering what employees seek in terms of satisfaction at work, I referenced a 2009 survey by the Society for Human Resource Management (SHRM). This study looked at 24 factors that regularly are thought to relate to employee satisfaction. Interestingly, the study found that employees identified the following five factors as most important:

1. Job security
2. Benefits—especially

health care, with the importance of retirement benefits rising with the age of employees

3. Compensation/pay
4. Opportunities to use skills and abilities, and
5. Feeling safe in the work environment.

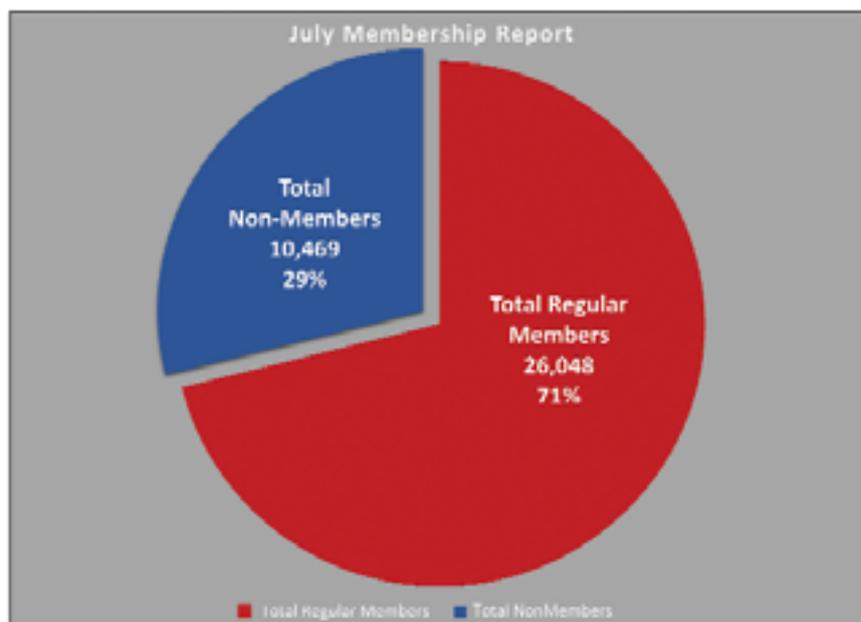
I can’t say that I disagree with any of those top five. The basis of the lawsuit NAPS has filed against the USPS deals largely with pay, benefits and job security. And who can argue with the next five most-important factors affecting employee satisfaction based on the SHRM survey?

6. The employee’s relationship with their immediate supervisor
7. Management recognition of employee job performance
8. Communication between employees and senior management
9. The work itself, and
10. Autonomy and independence in the employee’s job.

Thus, we see that employees across the spectrum seek good pay, job security, clear communication with their leaders and recognition of job performance, among others, as critical components of engagement and satisfaction. Perhaps most telling are the factors that were not strongly connected to employee satisfac-



Chuck Mulidore
Secretary/Treasurer



tion based on the SHRM survey, yet seem to be of great focus in the Postal Service today:

- The organization’s commitment to a green workplace
- Networking opportunities
- Career development opportunities
- Paid training and tuition reimbursement programs, and
- The organization’s commitment to professional development.

While I support employees having the opportunity to improve their work lives through promotion, we know that, in today’s Postal Service, many employees no longer are seeking advancement into management. Perhaps, if senior USPS leadership took care of numbers 1 through 10 in the SHRM survey, there would be

more interest in career and professional development. While NAPS completely supports the career and networking conferences being held throughout the Postal Service, it’s quite clear that, in general, employees are not focused on career development as a measure of job satisfaction.

NAPS reminds the Postal Service that it’s the EAS employees who ensure the mail moves each day by making countless decisions in the face of endless telecons, layers of redundant reports and reporting requirements that hinder—not facilitate—the movement of America’s mail. We do all this, despite what often seems like the Postal Service’s efforts to get in our way.

So, here are my recommendations after all the surveys have been

The Postal Supervisor 2019 Production Schedule

Issue	Copy Deadline*	Mails
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.

reviewed: Pay EAS employees fairly by eliminating the PFP system, let us do our jobs, recognize our work and talk to us with the respect we deserve, but so often never receive. Do these things and the employee satisfaction measurements will take care of themselves and our customers will reap the benefits.

naps.cm@naps.org

NAPS Member Percentage Report July 2019

Area	Total Regular Members	Total NonMembers	Membership % Change Since Last Month	Membership Percentage
Area 01 - New England Area	1,488	606	↑	71%
Area 02 - New York Area	2,279	686	▬	76%
Area 03 - Mideast Area	2,296	774	▬	74%
Area 04 - Capitol Atlantic Area	2,893	965	▬	74%
Area 05 - Pioneer Area	1,421	572	▬	71%
Area 06 - Michiana Area	1,250	488	▬	71%
Area 07 - Illini Area	1,120	468	▬	70%
Area 08 - North Central Area	911	591	▬	60%
Area 09 - Mink Area	1,182	682	▬	63%
Area 10 - Southeast Area	2,179	915	▬	70%
Area 11 - Central Gulf Area	781	407	▬	65%
Area 12 - Cotton Belt Area	997	447	▬	69%
Area 13 - Texas Area	1,802	703	▬	71%
Area 14 - Northwest Area	1,133	400	▬	73%
Area 15 - Rocky Mountain Area	1,494	628	▬	70%
Area 16 - Pacific Area	2,822	1,137	▬	71%
Report Totals	26,048	10,469	▬	71%

New Transportation Yard Visibility System, Collapsed EAS-12 Positions, Confirmed Mercury Spills Among Items Discussed

President Brian Wagner, Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore attended the July consultative meeting. Executive Board Chair Tim Ford attended via telecon. Representing the Postal Service were Bruce Nicholson, Phong Quang and Henry Bear, USPS Labor Relations Policy Administration.

Agenda Item #1

NAPS has received numerous concerns over the new Transportation Yard Visibility System (YV) currently being pilot-tested at the Atlanta NDC. There are concerns regarding the mandate for no late-departing trips.

NAPS has been informed that EAS employees are being instructed to dispatch these trips empty, despite having mail staged for loading on the trailers. NAPS has been advised this is resulting in extra trips having to be called to dispatch mail that should/could have been loaded on the scheduled transportation.

NAPS asked for a briefing on the pilot and the data on all transportation loads and dispatch information for the Atlanta NDC pilot site.

Veronica Hale, manager, Visibility Business Systems, and Jason Tamayo, senior Visibility Program specialist, provided the overview. The current Yard Management System (YMS) is outdated; the new system, the Transportation Yard Visibility System (YV), is a component of IV—integrated visibility. The

current pilot at the Atlanta NDC does not affect the Trips on Time indicator. Trips are scheduled to leave at a specific time in order to arrive before the critical time entry at the destination P&DC for mail to be processed and delivered in a timely manner.

If trips are held at the origin facility, the risk of failing containers and, possibly, full loads of mail is increased significantly. Many trips also have additional stops en route to their final destinations, as well as scheduled trips to Surface Transfer Centers where containers are transferred to other trailers awaiting transportation to other destinations. Employees may believe that holding a truck to ensure every piece of mail gets on the truck is the right thing to do. However, this increases the chance of failing every piece of mail on that truck.

There is limited data available at this time on this pilot at the Atlanta NDC.

Agenda Item #2

NAPS has been made aware of an issue where the USPS informed a non-veteran, preference-eligible EAS employee in a written proposed removal that, because they had been an EAS employee for less than one year, they did not have any appeal rights. The EAS employee was not granted Merit Systems Protection Board (MSPB) rights or rights to an ELM 650 hearing.

Local NAPS representatives discussed this lack of appeal rights with the respective district to no avail.

NAPS escalated this appeal issue to the respective USPS area office, but received no response.

NAPS asked whether the district, in this case, was correct in not granting any appeal rights.

Grievances of individual employees shall not be matters that may be included as agenda items for consultation.

Agenda Item #3

On May 15, 2019, the USPS issued the “final decision concerning changes in pay policies, schedules and fringe benefit programs for Field Employee and Administrative Schedule (EAS) employees.” Included in this policy was collapsing EAS-12 positions:

7. Position Upgrade

“The salary schedule of EAS-12 will be collapsed, and the position of Administrative Assistant (FLD) EAS-12 (OCC Code 0318-0007) will be upgraded to EAS-15. Incumbents in this position will receive a 2% basic salary increase. The increase is adjusted higher, if necessary, to bring the salary to the minimum of the new grade. The increase is adjusted lower, if necessary, to keep the salary from exceeding the maximum of the higher grade.”

Collapsing the EAS-12 positions impacted current administrative assistants (FLD) EAS-12 (OCC Code 0318-0007), resulting in an upgrade to EAS-15. NAPS requested a time frame for when these administrative

Continued on page 16

**They run the nation's
biggest retail network.**

**Facilitate the largest
one-day food drive.**

AND HELPED RAISE \$8 BILLION.

The United States Postal Service does more than deliver 480 million mail pieces each day, to every address in America. They're leading the way with the greatest gantry robotic fleet in the world and are one of the largest employers of veterans in the country. Plus, year after year, USPS has been one of the top

contributors to the Combined Federal Campaign, helping raise \$8 billion over the past 50 years. Their commitment and generosity have helped find cures for children with cancer, supported injured military veterans, provided meals and housing for families in need, rescued abused animals and much more.

WHEN IT COMES TO LEADING BY EXAMPLE, USPS DELIVERS.

#Thanks8billion



#POSTALPROUD



Healthcharities.org/CFC



Postal Pulse Survey Postcards, Excessive Heat While Performing 3999s, Collapsed EAS-12 Positions Among Items Discussed

President Brian Wagner, Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore attended the August consultative meeting. Representing the Postal Service were Bruce Nicholson, Phong Quang and Henry Bear, USPS Labor Relations Policy Administration.

Agenda Item #1

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NAPS has been informed that EAS employees are being instructed to dispatch these trips empty, despite having mail staged for loading on the trailers. NAPS has been advised this is resulting in extra trips having to be called to dispatch mail that should/could have been loaded on the scheduled transportation.

While NAPS appreciated the process overview presented at the July consultative meeting, NAPS asked for a briefing on the operational issues ultimately impacting the PFP Corporate indicators.

NAPS contends implementing such a pilot impacts the benefits of EAS employees and, therefore, entitles NAPS to “participate directly in the planning and development of pay policies and schedules, fringe benefit programs and other programs relating to supervisory and

other managerial employees.” NAPS noted the USPS did not afford the association direct participation in the initial development of the YV program as outlined in 39 U.S. Code § 1004(b).

The Postal Service notified NAPS regarding implementation of the YV pilot on March 15; a briefing was provided during July’s consultative meeting. During July’s meeting, the Postal Service responded that this pilot does not affect the Trips on Time indicator or any other NPA indicators. Therefore, another briefing on this pilot to reaffirm that it does not impact NPA serves no purpose.

The YV system is a replacement/enhancement to the Yard Management System (YMS) and provides visibility to the transportation functions, such as allowing users to see what is in the yard, just as Surface Visibility. The system does not make decisions, such as directing drivers to depart to destinations.

As stated during the July consultative meeting, trips are scheduled to leave at a specific time in order to arrive before the critical time entry at the destination P&DC for mail to be processed and delivered in a timely manner. If trips are held at the origin facility, the risk of failing containers and, possibly, full loads of mail is increased significantly.

Many trips also have additional stops en route to their final destination, as well as scheduled trips to Surface Transfer Centers where containers are transferred to other trailers awaiting transportation to other destinations. Employees may believe that holding a

truck to ensure every piece of mail gets on the truck is the right thing to do, but this increases the chance of failing every piece of mail on that truck.

Agenda Item #2

On July 15, 2019, NAPS inquired about directions received from USPS Headquarters on the use of personal time that NAPS believes was in violation of Postal Service policies and procedures.

On July 26, 2019, the USPS responded with the policy and procedure that cover the use of personal leave for nonbargaining employees. However, the USPS did not affirm this issue was addressed with the USPS manager whose action violated USPS policies and procedures.

NAPS asked if the respective USPS manager was given proper guidance to adhere to USPS policies and procedures.

Grievances of individual employees shall not be matters that may be included as agenda items for consultation. The Postal Service, as a courtesy, is open to discussing this matter outside this forum.

Agenda Item #3

NAPS members have reported receiving a postcard from the USPS thanking them for participating in the Postal Pulse survey. Some employees received the postcard without the benefit of completing the survey.

NAPS pointed out there are approximately 600,000 USPS employ-

ees; according to recent Postal Pulse results, fewer than 40% completed the latest survey. NAPS asked why the Postal Service mailed postcards to more than 300,000 employees, thanking them for taking a survey they did not take.

NAPS contends that sending such a mailing to approximately 225,000 employees who took the survey—and thought they were doing so anonymously—as well as including 300,000 employees who did not complete the survey, serves to devalue the survey and the sincerity of the USPS' thank-you.

NAPS asked what the cost was associated with the Postal Pulse thank-you postcard mailing.

The Postal Pulse postcard mailing cost approximately \$20,000. The Postal Service sends the postcard to every postal employee because Gallup controls the information regarding the individuals who completed the survey; it is not shared with the Postal Service. The Postal Service believes that exhibiting common courtesy by saying "thank you" to all employees, regardless of whether one completes the survey, improves the level of engagement.

Agenda Item #4

NAPS has received concerns about the excessive heat currently in the NAPS Southeast Area and the USPS mandate for EAS employees to perform 3999s. This mandate is requiring EAS employees to be in the back of LLVs with no ventilation, no air conditioning and without the benefit of a fan available for carriers to use in these non-air-conditioned vehicles.

NAPS' concerns are based on documented findings that recorded temperatures in Florida are record-setting. NAPS has not received a response from the USPS area on this issue. The response received from local leadership reflects a lack of

concern for the health and welfare of EAS employees:

"EAS employees should be taking preventive measures similar to all other employees on staying hydrated and being attentive to signs of overheating, whether it's in the back of an LLV, on a dock or in any other scenario. Yes, it's hot, but it's also hot for our carriers, mail handlers and custodians cutting lawns."

NAPS pointed out that it's not carriers, mail handlers or custodians sitting in the back of LLVs where temperatures can be hot enough to cook a steak. NAPS asked why these inspections cannot be made regarding USPS policies and procedures found in "Handbook M-41," which reads, in part:

"912—Frequency Counts of mail shall be conducted on one or more routes when it is determined to be operationally necessary. These inspections will be conducted between the first week of September and May 31, excluding December. A physical inspection of the route shall be made on one or more days during the count week by a route examiner who accompanies the carrier during his or her full tour."

NAPS asked that the USPS follows the policies and procedures in "Handbook M-41" in regard to physical inspection of the routes.

"Handbook M-41," *City Delivery Carriers' Duties and Responsibilities, Section 912, outlines the frequency for mail counts and inspections determined by the Postal Service. This provision is not applicable to special route inspections that may be requested by a regular city carrier in accordance with "Handbook M-39," Management of Delivery Services, Section 271.g, which reads:*

"If over any 6 consecutive week period (where work performance is otherwise satisfactory) a route shows over 30 minutes of overtime or auxiliary assistance on each of 3 days or more in each

NAPS Training Calendar

Central Region Training

Oct. 4-5, 2019

Conducted by: Central Region VP Craig Johnson, Illini Area VP Luz Moreno, North Central Area VP Dan Mooney, Michiana Area VP Kevin Trayer and MINK Area VP Bart Green

Location: Hyatt Regency Bloomington near Mall of America, 3200 East 81st St., Bloomington, MN 55425; (952) 922-1234 or (800) 233-1234; the hotel offers a free, daily shuttle to and from the airport; parking at the hotel is free. Room block cutoff is Sept. 1.

Hotel Rate: \$109/one king or two queens; \$139/Regency Club one king or two queens; \$209/one king suite—tax is additional

Registration Fee: \$135 until Sept. 1; \$175 thereafter. Fee includes Friday reception and hospitality room, snack breaks, Saturday lunch and training materials. Make checks payable to NAPS Headquarters. Branch and state presidents are asked to bring a \$50 gift item for SPAC.

Training Topics: Legislative advocacy, retirement, OIG, financial controls, advocacy, NPA, ELM 650, Delivery Management, membership branch officer training, sexual harassment, HERO profile, informed visibility, attendance control and NAPS national officers Q&A

Instructors: Resident officers, Kevin Trayer, Dan Mooney, Glenn Smith, Esmeralda Dominguez, Steve Dillard and others

Eastern Region Cabinet Meeting

Jan. 16-19, 2020

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

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

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

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

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

week during this period, the regular carrier assigned to such route shall, upon request, receive a special mail count and inspection to be completed within 4 weeks of the request. The month of December must be excluded from consideration when determining a 6 consecutive week period. However, if a period of overtime and/or auxiliary assistance begins in November and continues into January, then January is considered as a consecutive period even though December is omitted. A new 6 consecutive week period is not begun."

The instance cited by NAPS and addressed in a July 9 correspondence from senior leadership in the Suncoast District was in regards to a special route inspection, not a mail count. Therefore, the Postal Service's actions are consistent with its policies and procedures, specifically "Handbook M-39," Section 271.g. If NAPS has concerns with a response from district leadership, then the matter should be forwarded to the area Human Resources manager for discussion.

Overseeing carrier activities and conducting route inspections are responsibilities of managers and supervisors. District leadership, installation heads, managers and supervisors have a responsibility to ensure that a PS Form 3999, Inspection of a Letter Carrier Route, is performed at least once per year and should plan to conduct these inspections throughout the year.

Supervision of carrier activities is expected to be performed daily. The following are provisions from "Handbook M-39" that address street management:

"M-39 134.11—Street Management is a natural extension of office management. All carriers are to be notified to expect daily supervision on the street just as they receive daily supervision in the office."

"M-39 134.12—Accompanying carriers on the street is an essential responsibility of management and one of the manager's most important duties."

"M-39 134.13—Certain criteria

may call attention for individual street supervision such as when overtime or auxiliary assistance is used frequently on a route."

NAPS has expressed concerns about supervisors' exposure to heat during these route inspections; the safety of our employees is paramount. In keeping with that priority, all employees are expected to comply with the Heat Illness Prevention Program (HIPP). The HIPP is designed to educate our employees about the effects of heat on the body, outline the risk factors for heat-related illness, promote recognition of symptoms associated with heat-related illnesses and provide guidance about when to seek help.

To that end, the HIPP requires annual completion of a course on heat stress by all employees, regardless of job title, position duties, facility location or frequency of exposure to heat. This course discusses the effects of heat on the body, outlines the risk factors for heat-related illnesses and describes the associated treatments.

In addition to the annual training course, all employees are provided with visual aids that are affixed to the window of all postal vehicles and attached as laminated cards to ID badges that describe the various symptoms of and proper first-aid responses to heat-related illness and can be used to help guide decisions to seek medical attention.

The HIPP also encourages employees to take adequate precautions when working in the heat. Potable water is available in all facilities and employees are encouraged to stay hydrated. The Postal Service also advises employees to err on the side of caution and call 911 immediately if they experience or witness another employee exhibiting signs of heat-related illness.

Agenda Item #5

NAPS brought Agenda Item #3 from the July consultative. It was noted the USPS affirmed that pay ad-

justments would be processed in pay periods 15 and 16.

On May 15, 2019, the USPS issued the "final decision concerning changes in pay policies, schedules and fringe benefit programs for Field Employee and Administrative Schedule (EAS) employees." Included in this policy was collapsing EAS-12 positions:

7. Position Upgrade

"The salary schedule of EAS-12 will be collapsed, and the position of Administrative Assistant (FLD) EAS-12 (OCC Code 0318-0007) will be upgraded to EAS-15. Incumbents in this position will receive a 2% basic salary increase. The increase is adjusted higher, if necessary, to bring the salary to the minimum of the new grade. The increase is adjusted lower, if necessary, to keep the salary from exceeding the maximum of the higher grade."

Collapsing the EAS-12 positions impacted current administrative assistants (FLD) EAS-12 (OCC Code 0318-0007), resulting in an upgrade to EAS-15. NAPS requested a time frame for when these administrative assistants will receive their upgrade, salary level increase and retroactive pay from the January 5, 2019, effective date.

Field EAS impacted by this upgrade have reported that, as of pay period 16, the adjustment had not been made.

A response to this agenda item was provided during the July consultative meeting; processing those adjustments has been consistent with that response. Form 50 actions and payroll adjustments have been completed for employees formerly in the EAS-12 administrative assistants (FLD) position. If NAPS Headquarters is contacted by any employee who claims a payroll adjustment was not received, please obtain and review the most recent earnings statement before forwarding to Labor Relations Policy Administration for review.

Agenda Item #6

NAPS requested copies of the performance data for the Annandale, VA, Post Office to validate impacts to NPA scores. In addition, NAPS requested the following:

- The district ranking of the Annandale, VA, Post Office before the pilot test of casing multiple carrier routes in one case.

- The current district ranking of the Annandale, VA, Post Office after the start of the pilot test of casing multiple carrier routes in one case.

NAPS noted that it was not afforded the opportunity to directly participate in developing and implementing the multiple carrier route

case program as outlined in 39 U.S. Code § 1004(b).

The initiative to test restructured city letter carrier assignments by using modified letter carrier case configurations—consolidated casing—at the Annandale, VA, Post Office is related to city carrier operations. There is no obligation for the Postal Service to follow the consultation process with its management associations on pilots related to work performed by bargaining-unit employees, similar to the Postal Service not being required to send Article 19 notices to our unions for issues such as changes to supervisory position descriptions. However, Labor Relations provided correspondence on April 15 to NAPS

regarding its intent to pilot consolidated casing in Annandale, VA, on May 18 and has followed up with seven additional correspondences in regard to that initiative.

A minimal number of NPA performance indicators for the Annandale Post Office have achieved lower cell values since implementation of the pilot, but those indicators did not have a direct correlation with the pilot. Total Operating Expense, an indicator that includes all expenses—not just expenses related to the pilot—decreased in cell value. However, that decrease did not affect the NPA composite performance summary. The Postal Service's invitation to a site visit and briefing on this pilot still stands.

Take Stock of Your TSP Investments

When it comes to investing, there's no such thing as "set it and forget it." Saving consistently and staying the course have proven successful for many investors like you. And it's equally important to review your strategy every so often to make sure your choices still align with your goals.

That means you should check your **account distribution** and your **contribution allocation**, both available as convenient pie charts in My Account and on your statements. Then make sure those choices still work for your situation. Even if you don't need to make a change, you can rest easy knowing you're on the right track for you.

And if you do decide to make a change? You'll find step-by-step instructions on how to complete those requests under "Online Transactions" when you log into My Account.

Learn about your "time horizon," diversification and how to meet your retirement needs on tsp.gov.

TSP Flexible Withdrawals Begin

Significant changes to TSP withdrawal rules went into effect Sept. 15, 2019:

New Flexible Withdrawals

Any in-serve withdrawals you make have no effect on the number of post-separation partial withdrawals you can make. You'll be able to make partial withdrawals, even if you receive installment payments.

You never have to make a full withdrawal election. When you need to make IRS-mandated required distributions (RMDs) at age 70½ and after, we'll automatically send you the right amount if you don't withdraw enough during the year.

You can choose to withdraw traditional money only, Roth money only or a proportional amount of both.

You can request withdrawals easily using fast and secure online tools by logging into My Account on tsp.gov.

You can customize your installment payments and change your payment frequency at any time as your needs change. You can choose among monthly, quarterly and annual installment options.

Former Rules

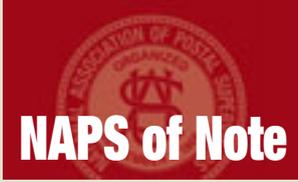
Only one age-based, in-service withdrawal or post-separation partial withdrawal allowed in a lifetime. Then, a full withdrawal election is required.

A full withdrawal election is required the year you are separated and 70½ or older or your account becomes abandoned.

All withdrawals include both traditional and Roth funds as a pro rata (i.e., proportional) distribution.

Paper forms must be submitted by mail or fax to make or change a withdrawal election.

Requests to change monthly installment amounts can be made only once each year during a designated open season.



NAPS of Note

The Great Lakes Area held its Heroes Career Conference in August. From left: Mike Melendez, Great Lakes Area Operations Support manager; Pam Cunningham, Great Lakes Area Human Resources manager; Darrel Kordie and Esther Mendoza, Great Lakes Area Employee Engagement Ambassadors; and Luz Moreno, NAPS Illini Area vice president.



Attending Baltimore, MD, Branch 42's annual crab feast were, from left: NAPS Eastern Region Vice President Richard Green, Executive Vice President Ivan D. Butts, former Eastern Region Vice President Dotty Wileman, Secretary/Treasurer Chuck Mulidore and former Capitol-Atlantic Area Vice President John Geter.

NAPS Pioneer Area Vice President and Canton, OH, Post Office OIC Tim Needham (left) attended the grand opening of a new USPS Finance Unit in North Canton. Also at the event was special guest Rep. Anthony Gonzalez, former Ohio State Buckeye and Indianapolis Colts football player.





The Postal Service launched its new Supervisor Mentorship Program in New York. The New York District was chosen to pilot the new eight-month program in which supervisors will be mentored by members of the Greater Boston District. The program aims to promote professional and personal development, reduce learning costs, increase productivity and increase job satisfaction. Supervisors will meet and converse weekly with other mentees and reach out to their mentors, who will be monitoring their progress. From left: Irene Kearney, CX Support Team; Carrie Dittmer, CX improvement specialist; Imelda Bruce, director of CX & Strategy; Thomas Diefenbach, manager of CX Design & Strategy; Lorraine Castellano, manager, New York District; Jimmy Warden, NAPS New York Area vice president; Chatika Copeland, CX Process Improvement analyst; Michael Rakes, manager, Greater Boston District; Margaret Pepe, manager, Northeast Area Marketing; and Tom Hughes, NAPS New York City Branch 100 president.



Sacramento Branch 77 members and San Francisco Branch 88 Auxiliary members represented NAPS at Rep. Mike Thompson's (D-CA) annual pasta dinner in St. Helena, CA. Thompson (center) helped serve pasta. The event honored Thompson for his 28 years of serving the community. Special guest speakers included House Speaker Nancy Pelosi and California Governor Gavin Newsom. NAPS, NARFE and the postal unions meet often with Thompson to discuss postal legislation.



From left: Representing NAPS were Patricia Grisby (Branch 77), Toni Walton, (Branch 77), Yunia Graham (Branch 88) and Barbara Kelly (Branch 77).



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



NAPS California State Area Vice President Mariel Murillo met Rep. Mark Takano (D-CA) at his town hall meeting in Riverside, CA. Murillo had an opportunity to discuss postal issues with the congressman.

Correction: In the September 2019 *Postal Supervisor* magazine, page 10, James E. Park Jr. Northern Virginia District Branch 526 was misspelled; it should be James E. Parks Jr. We apologize for the error.

Attending the Greater Indiana District Career Conference were, from left: NAPS Central Region Vice President Craig Johnson, Secretary/Treasurer Chuck Mulidore and Michiana Area Vice President Kevin Trayer.



On behalf of the NAPS Michiana Area, Kevin Trayer presented an award to Indiana District Manager Todd Hawkins. From left: NAPS Fort Wayne Branch 204 President Alice Williams, Central Region Vice President Craig Johnson, Secretary/Treasurer Chuck Mulidore, Hawkins, Trayer, Indianapolis Branch 8 President Monique Mosley, Indiana State Branch 917 President Marcel Webb and USPS HRSSC Manager Rochelle Israel.

July 15 Consultative

Continued from page 8

assistants will receive their upgrade, salary level increase and retroactive pay from the January 5, 2019, effective date.

The Form 50 actions upgrading the EAS-12 administrative assistants (FLD) position to EAS-15 were processed in pay period 13 of FY19. Processing of the salary increases and retroactive pay as a result of the upgrade was done in pay period 14. Employees should see these adjustments reflected on their paystub in pay periods 15 and 16.

Agenda Item #4

Other than the Pittsburgh NDC, NAPS asked if there have been other confirmed mercury spills in Postal Service facilities in the United States and U.S. Territories (Puerto Rico, Virgin Islands, Guam) in FY19.

A spill occurred at the Arecibo Pueblo, PR, Post Office on Friday, April 12, 2019. A parcel containing a blood

pressure monitor that mailed from New York to the Arecibo Pueblo Post Office broke open at Arecibo. The facility was closed that Friday afternoon and re-opened Monday, April 15. An Emergency Planning, Response and Recovery Services contractor was brought in to assess and remediate the spill. Communication was sent to local employee organization representatives by the Northeast Area Office.

Agenda Item #5

On May 21, 2019, the USPS notified NAPS of changes to various craft positions. The changes included the addition of lobby assistant and passport duties to six identified craft positions. NAPS acknowledged this change and contends that EAS employees no longer should be mandated to complete lobby assistant duties due to the USPS formally designating this as a craft function.

Assisting our customers is an essential function of the Postal Service's mis-

sion. Post office lobbies are the principal business offices of the Postal Service. While providing lobby assistance was added to the duties and responsibilities for certain craft positions, customer service remains everyone's responsibility.

When necessary, supervisors should conduct lobby sweeps for customers who are conducting nonrevenue transactions when lines are long due to retail associates conducting lengthy transactions. Having frequent contact with the public, providing information on postal services and accepting mail at public windows remain part of the supervisor's duties and responsibilities.

Lobby assistance is not a position, but, rather, duties in the lead SSA and SSA job descriptions. These duties should be performed by available SSAs. Prior to a supervisor providing assistance in the lobby, all clerks in the office should be used (including using overtime, as appropriate) at the window or as lobby assistants.

Black Plank & Black Asbestos Floors

Step 1

Detco's low odor quick acting floor stripper. Dilute and mop on **Mega-Strip 4**: 1 with water for heavy buildup and 8:1 for light to medium buildup.

Use low speed buffer with pad or scrubbing machine. **Mega-Strip** immediately starts to reliquify old waxes and finishes.

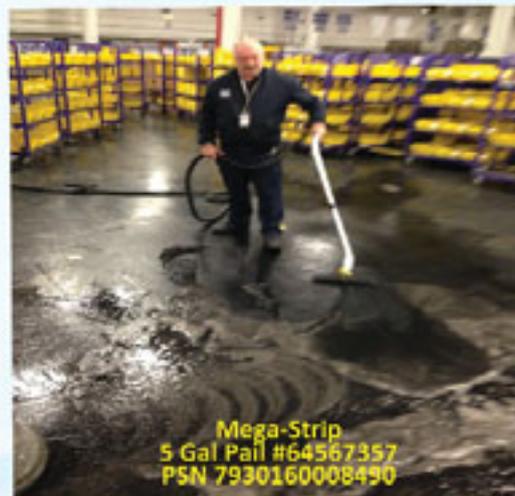
Pick up stripper residue with mop, wet vac or floor machine. Wet rinse 2-3 times with mop or floor machine and then dry with blower if available. Floor should be dry to touch before going to step 2.

Step 2

Apply 3 thin coats of Detco's **Black Beauty II**. Drying time is normally 20-30 minutes per coat and a fan or blower may be utilized after each coat dries 10 minutes on it's own. Alternate directions of application of coats to ensure proper coverage.

Step 3

Make sure the last coat of **Black Beauty II** is dry before applying 3 thin coats of Detco's **Magna Gloss 25** finish. Alternate directions of applying coats. No Buffing is needed to apply the sealer or finish.



USPS Facilities with Detco Products

Maintain with sweeping and Detco's **Kwik Mop** 64:1 with water.

Kwik Mop | 5 Gal Pail #81632325
PSN 7930160008436

Use **ShurFloor** to remove odors from urinals and drains while leaving the floor clean.

Shurfloor | 5 Gal Pail #64568108
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For Detco Product Support: 800.282.2133 | Phil Morrison Floorcare Specialist

USPS Pacific Area Leadership Meeting

By Marilyn Walton

Western Region Vice President

Pacific Area Vice President Chuck Lum, California State Branch 905 President Marilyn Jones and Secretary Bridget Evans and I were invited to the USPS Pacific Area Leadership meeting at the USPS Santa Clarita Processing Plant. USPS Pacific Area Vice President of Operations Larry Munoz and his staff hosted the two-day meeting.

The Pacific Area and the Eastern Area are vying for the number-one position in the nation. At the meeting, area management shared strategies developed at their recent three-area meeting in Chicago. Each year, before peak season, the Pacific, Western and Great Lakes areas meet to identify concerns that will impact processing, transporting and delivering mail among these crucial areas.

Safety is the number-one issue; reducing motor vehicle accidents is priority. We were reminded there are seven weeks before the start of Fiscal Year 2020, so the Pacific Area goal has reduced identified goals by 50% during peak season. The Pacific Area currently is number one nationwide.

The recent Postal Pulse survey was discussed. There was an increase in responses in the Pacific Area, but there needs to be a significant increase in participation to add value to the survey and measure whether the employee engagement process is working.

One of the training highlights was an awesome motivational speech

by Coach Robert Mendez, JV football coach at Prospect High School in Gilroy, CA. Mendez was born without arms and legs; he gets around on a special motorized wheelchair. He said that, throughout his childhood and into adult life, his motto has been, "Who says I can't!"

As a result of hard work and determination, as well as a love of people and football, he was hired as a coach at Gilroy High School. He uses his cell

phone to write plays for the team, as well as sign autographs. Mendez' presentation started with a brief movie about his life at home and his work on the football field coaching his team.

The entire presentation was so inspirational. He was given several standing ovations and we all were cheering, "Who says I can't!"



From left: NAPS Pacific Area Vice President Chuck Lum, California State Branch 905 Secretary Bridget Evans, motivational speaker Coach Rob Mendez, California State Branch 905 President Marilyn Jones, Western Region Vice President Marilyn Walton and USPS Pacific Area Delivery Program Manager Doug Smith.

Mendez recently received ESPY's Jimmy V Award for Perseverance and has been featured on several sports channels.

The NAPS Pacific Area officers appreciated the invitation to attend the area meetings. A lot of great information was shared that we can take back and share with our members. Munoz gave us time to address the managers and continues to thank us for our partnership.

Western Region Training Seminar

The NAPS Western Region team hosted a two-day training seminar in Henderson, NV, in early August at the Sunset Station Hotel & Casino. National Secretary/Treasurer Chuck Mulidore was our special guest. National Auxiliary President Patricia Jackson-Kelley also attended.

Day 1 focused on postal training, including new USPS technology and the USPS Headquarters' Human Re-

sources HERO program. The program's intent is to track employees with online technology in all phases of their training, development, promotions and other aspects.

We had a great presentation from the Inspection Service. Acting Las Vegas District Manager Tracie Hill-Sandifer had an outstanding motivational presentation titled, "Are You Up to the Challenge?" The

climb to success is hard, the challenges are many, but, in the end, we all yelled back, "We are up to the challenge!"

The USPS Western Area Finance Department sent a team of experts to discuss the do's and don'ts of USPS financial accountability. The feedback from attendees indicated it was the best financial training they have had. We also had presentations about the FMLA and managing multiple generations in the Postal Service.

Day 2 focused on NAPS representation training. The keynote presenter was Jack Barry, a NAPS DDF provider. He was scheduled for three hours, but his presentation and follow-up questions lasted 4 1/2 hours. We had discussions on ELM 650, mediation, the Douglas Factors, debt collection and membership.

Mulidore provided updated information on NAPS' recently filed lawsuit, which generated a lot of questions and comments. He also presented two plaques honoring Margarete A. Grant, which were accepted by Glen Gray, vice president of the Margarete A. Grant Branch (Oakland).

Mulidore also presented a plaque to Dorothea Bradley, former NAPS



Las Vegas Branch 463 sponsored this year's successful Western Region training seminar. From left: Pacific Area Vice President Chuck Lum, Branch 463 members Sherry Patterson, Becky Jones, Evelyn Sjolie, Michell Brown, Jackie Clayton, David James, Cecilla Pelletier, Jerry Wilfling, George Pixley, Rocky Mountain Area Vice President Myrna Pashinski, National Secretary/Treasurer Chuck Mulidore, Northwest Area Vice President Cindy McCracken and Western Region Vice President Marilyn Walton.

Western Region vice president, who was present. The plaques were found recently in NAPS Headquarters' archives of former national officers. The plaques are being given to those honored or their family members.

Due to time constraints, we provided handouts on bullying in the workplace and involuntary reassignments, as well as my updated NAPS Tool Kit. Our team presented as much information as possible in the two days. Feedback on our surveys was very positive.

We had a lot of help from Hill-Sandifer and her management team. Thanks to NAPS Las Vegas Branch 463 members, who did a fantastic

job hosting two days of hospitality parties. We also have to recognize our hard-working volunteers on the Registration, Sergeants-at-Arms and SPAC committees and the Auxiliary team. Over \$3,600 was raised for SPAC.

A special thanks goes to Rocky Mountain Area Vice President Myrna Pashinski whose area hosted this successful event. Her behind-the-scene efforts helped make sure the event ran smoothly. Thanks to the Western Region delegates for their attendance and support. We hope you enjoyed your time in Las Vegas!



From left: NAPS Western Region Vice President Marilyn Walton, Pacific Area Vice President Chuck Lum, Las Vegas Branch 463 President David James, Northwest Area Vice President Cindy McCracken, acting Las Vegas District Manager Tracie Hill-Sandifer and acting Las Vegas Postmaster Joe Zarate.



National Secretary/Treasurer Chuck Mulidore presented former Western Region Vice President Dorothea Bradley with a plaque found in the archives at NAPS Headquarters. From left: Pacific Area Vice President Chuck Lum, Bradley, Mulidore and Western Region Vice President Marilyn Walton.

Bob Levi

Director of Legislative & Political Affairs



The U.S. Capitol complex resembles a ghost town during August. Members of Congress are home in their respective districts and states, on fact-finding trips

there was a permanent, staffed post office in that ancient city. This assured the recipient got their mail before the onset of Sabbath, which began at sunset on Friday evening. Needless to say, post offices were closed on Saturdays; there were no mail deliveries.

services have suffered dramatically.

Israel's Postal Company makes residential mail deliveries every other workday, meaning only 2½ days a week. Only 61% of accumulated letter mail is delivered in three work days; it takes almost a week to reach the 95% target. Please note: This is in a country the size of New Jersey.

Moreover, I was told that "franchised" post offices have irregular hours, resulting in confusion among postal customers. Also, "licensees," rather than postal employees, are able to deliver mail to residential delivery points.

These factors have led to a high degree of public dissatisfaction with the Israeli postal system. In fact, a June 2019 report issued by the state comptroller proclaimed that, in

Lessons To Be Learned From Other Postal Systems

abroad or vacationing with their families. Most congressional staffers also are chilling outside Washington, DC.

So, with the Capitol virtually empty, I took a much-needed, two-week opportunity to recharge my batteries—physically and spiritually—during a trip to Israel. I visited many archeological and religious sites and took a delightful one-day excursion to two vineyards/wineries in the Upper Galilee region to sample wine and, yes, goat cheese. Besides the exotic tourist venues, I took the opportunity to visit Jerusalem's main post office.

In ancient times, Israel was at the crossroads of the civilized world. Ancient commerce was an important byproduct of the area. Roman and Persian roads, which led to and from Israel, were the conduits by which governmental and personal correspondence transited—from the west to the east and everywhere in-between. There were hard-and-fast rules relating to mail delivery in Israel's walled cities—even in Jesus' lifetime.

For example, in strict observance of the Sabbath, Friday mail delivery to a city only could take place if

Now, flip the calendar two millennia. On the surface, the modern-day Israel Postal Company's menu of services is impressive. However, it masks serious issues that should serve as a warning to those in our country who advocate postal deregulation and privatization.

About five years ago, Israel Post embarked on its march to corporatization of the government authority. In addition, it authorized private investment in the newly established postal system. In fact, last year, the government authorized the sale of 40% of the Israeli postal system through Israel's stock exchange.

Before corporatization, Israeli post offices provided banking services, non-postal government functions and utility bill-paying and sold basic office and stationery supplies. Those enhanced services were not reduced as a result of corporatization; nevertheless, basic postal



Bob Levi visited Jerusalem's Central Post Office Building during his trip to Israel in August.

2018, Israel's postal service topped the list in the percentage of upheld complaints from members of the public—a depressing 73%. In sum, while the Israel Postal Company is not identical to what some American postal privateers envision, its lessons are instructive.

Now, back to the United States. It is important that NAPS members continue to provide the essential facts to their members of Congress and their communities, stressing the importance of a universal, accessible and affordable United States Postal Service. It also is important that, through our elected leaders, we remind individuals tasked with postal governance that EAS employees guarantee the viability of the institution and the high-quality services the agency provides to the American public.

In this light, members of Congress and postal policy-makers took note of the stunningly positive decision the independent Federal Mediation and Conciliation Service panel issued on behalf of NAPS only a few short months ago. Indeed, they were dismayed by the Postal Service's summary and groundless rejection of the mediators' valid conclusions and recommendations. Those findings and proposals were grounded in legislation enacted into law 40 years ago—legislation championed by NAPS.

NAPS' ongoing legal actions in the U.S. federal court system, in concert with our legislative strategy on Capitol Hill, underscore NAPS' unwavering commitment to fight on behalf of all EAS employees.

naps.rl@naps.org



2019 Vince Palladino Scholarship Winners

NAPS awards Vince Palladino Memorial Scholarship annually in honor of the late NAPS president to honor his dedication to NAPS and its members. The children and grandchildren of NAPS members are eligible to participate.

This year, 10 scholarships were randomly drawn and awarded, representing two winners from each NAPS region. The winners have been notified; NAPS mailed the \$1,000 scholarship checks, payable to the college or educational institution each scholarship winner is attending.

Northeast Region

Ashlee R. Sarnie, daughter of Deborah, H. Sarnie, Branch 932. She is attending Rivier University, Nashua, NH, majoring in English.

Noah Ackerman, son of Michael Ackerman, Branch 7. He is attending Brockport College, Brockport, NY, majoring in business management.

Eastern Region

Curtis D. Golson, son of Detva R. Golson, Branch 225. He is attending South Carolina State University, majoring in biology.

Brianna Worthington, daughter of Iris Rivera, Branch 355. She is attending Immaculata University, Malvern, PA, majoring in criminology.

Central Region

Marriah Williams, daughter of Mary McCoy, Branch 493. She is attending Loyola University, Chicago, majoring in psychology.

Robert A. Burcar II, son of Robert A. Burcar, Branch 508. He is attending Siena Heights University, Adrian, MI, majoring in business.

Southern Region

Courtney Conners, daughter of Ronda Reister-Conners, Branch 154. She is attending Olivet College, Olivet, MI, majoring in chemistry.

Kameron C. Mack, son of Robert C. Mack, Branch 45. He is attending the University of North Alabama, majoring in graphic design.

Western Region

Kimberley Callo, daughter of Godofredo Callo, Branch 61. She is attending Green River College, Auburn, WA, majoring in nursing.

Nihalbir Singh Jammu, son of Siasat Singh, Branch 94. He is attending Saint Mary College of California, majoring in business administration.

Legislative Report Card

You—our NAPS members—are among our most effective tools in promoting legislation beneficial to NAPS and the Postal Service. Having personal contact with your representative is so important and makes a difference. Following is a list of legislation NAPS supports and a report card indicating who are sponsors and co-sponsors. If your representative is not a co-sponsor, please contact them and explain the important role the Postal Service plays in the economy. Let them know the agency provides service to the American public in every community. Ask for their support by co-sponsoring this important legislation.

Legislation

H. Res. 23—Nonbinding House resolution to maintain door delivery of mail; 240 co-sponsors.

H. Res. 33—Nonbinding House resolution opposing privatization of the U.S. Postal Service; 259 co-sponsors.

H. Res. 54—Nonbinding House resolution to maintain six-day delivery of letter mail; 272 co-sponsors.

H.R. 141—Legislation to eliminate the Social Security Windfall Elimination Provision (WEP) and Government Pension Offset (GPO); 195 co-sponsors.

H.R. 597—Legislation to provide all EAS-level postal employees the

right to appeal adverse personnel actions to the Merit Systems Protection Board; 27 co-sponsors.

H.R. 1254—Legislation to provide a full COLA to FERS and CSRS annuitants; eight co-sponsors.

H.R. 2382—Legislation to eliminate the requirement that the USPS prefund future retiree health premiums; 213 co-sponsors.

H.R. 2517—Legislation to permit the USPS to accept and deliver alcoholic beverages; 37 co-sponsors.

H.R. 3934—Legislation to replace the WEP with a more equitable formula; 31 co-sponsors.

* sponsor • co-sponsor

	H. Res. 23	H. Res. 33	H. Res. 54	H.R. 141	H.R. 597	H.R. 1254	H.R. 2382	H.R. 2517	H.R. 3934
Alabama									
Bradley Byrne (R-1st)				•					
Martha Roby (R-2nd)									
Mike Rogers (R-3rd)									
Robert Aderholt (R-4th)									
Mo Brooks (R-5th)									
Gary Palmer (R-6th)									
Terri Sewell (D-7th)	•	•	•		•		•		
Alaska									
Don Young (R-at-large)									
Arkansas									
Rick Crawford (R-1st)									
French Hill (R-2nd)									
Steve Womack (R-3rd)									
Bruce Westerman (R-4th)									
American Samoa									
Amata Coleman Radewagen (R-at-large)									
Arizona									
Tom O'Halleran (D-1st)	•	•	•	•				•	
Ann Kirkpatrick (D-2nd)	•	•	•	•				•	
Raul Grijalva (D-3rd)	•	•	•	•				•	•
Paul Gosar (R-4th)									

	H. Res. 23	H. Res. 33	H. Res. 54	H.R. 141	H.R. 597	H.R. 1254	H.R. 2382	H.R. 2517	H.R. 3934
Andy Biggs (R-5th)									•
David Schweikert (R-6th)									
Ruben Gallego (D-7th)	•	•	•					•	
Debbie Lesko (R-8th)									
Greg Stanton (D-9th)	•	•	•					•	
California									
Doug LaMalfa (R-1st)									
Jared Huffman (D-2nd)	•	•	•	•	•			•	
John Garamendi (D-3rd)	•	•	•	•				•	•
Tom McClintock (R-4th)									
Mike Thompson (D-5th)									
Doris Matsui (D-6th)	•	•	•	•					
Ami Bera (D-7th)									
Paul Cook (R-8th)	•	•	•	•				•	
Jerry McNerney (D-9th)									
Josh Harder (D-10th)	•	•	•	•				•	•
Mark DeSaulnier (D-11th)	•	•	•	•				•	•
Nancy Pelosi (D-12th)									
Barbara Lee (D-13th)	•	•	•	•				•	•
Jackie Speier (D-14th)									*
Eric Swalwell (D-15th)	•	•	•	•				•	
Jim Costa (D-16th)									
Ro Khanna (D-17th)									
Anna Eshoo (D-18th)	•	•	•	•				•	•
Zoe Lofgren (D-19th)	•	•	•	•				•	

	H. Res. 23	H. Res. 33	H. Res. 54	H.R. 141	H.R. 597	H.R. 1254	H.R. 2382	H.R. 2517	H.R. 3934
Jimmy Panetta (D-20th)	•	•	•	•				•	
T.J. Cox (D-21st)	•	•	•	•				•	
Devin Nunes (R-22nd)									
Kevin McCarthy (R-23rd)									
Salud Carbajal (D-24th)	•	•	•	•				•	
Katie Hill (D-25th)	•	•	•	•	•		•	•	
Julia Brownley (D-26th)	•	•	•	•				•	
Judy Chu (D-27th)	•	•	•	•				•	
Adam Schiff (D-28th)	•	•	•	•				•	
Tony Cardenas (D-29th)									
Brad Sherman (D-30th)									
Pete Aguilar (D-31st)									
Grace Napolitano (D-32nd)	•	•	•	•				•	
Ted Lieu (D-33rd)	•	•	•	•	•				
Jimmy Gomez (D-34th)	•	•	•	•				•	
Norma Torres (D-35th)	•	•	•	•				•	
Raul Ruiz (D-36th)			•	•					
Karen Bass (D-37th)	•	•	•	•				•	
Linda Sanchez (D-38th)	•	•	•	•				•	
Gil Cisneros (D-39th)									
Lucille Roybal-Allard (D-40th)	•	•	•	•				•	
Mark Takano (D-41st)	•	•	•	•				•	
Ken Calvert (R-42nd)									
Maxine Waters (D-43rd)	•	•	•						
Nanette Barragan (D-44th)	•	•	•					•	
Katie Porter (D-45th)									
Lou Correa (D-46th)									
Alan Lowenthal (D-47th)	•	•	•	•				•	•
Harley Rouda (D-48th)		•		•				•	
Mike Levin (D-49th)	•	•	•	•				•	
Duncan Hunter (R-50th)				•					•
Juan Vargas (D-51st)	•	•	•	•				•	
Scott Peters (D-52nd)	•	•	•	•				•	
Susan Davis (D-53rd)	*	•	•	•				•	•
Colorado									
Diana DeGette (D-1st)	•	•	•					•	
Joe Neguse (D-2nd)									
Scott Tipton (R-3rd)			•	•	•				
Ken Buck (R-4th)									
Doug Lamborn (R-5th)									
Jason Crow (D-6th)	•	•	•	•				•	
Ed Perlmutter (D-7th)									
Connecticut									
John Larson (D-1st)	•	•	•					•	
Joe Courtney (D-2nd)									
Rosa DeLauro (D-3rd)	•	•	•	•				•	
Jim Himes (D-4th)									
Jahana Hayes (D-5th)	•	•	•	•				•	

	H. Res. 23	H. Res. 33	H. Res. 54	H.R. 141	H.R. 597	H.R. 1254	H.R. 2382	H.R. 2517	H.R. 3934
District of Columbia									
Eleanor Holmes Norton (D-at-large)									
Delaware									
Lisa Blunt Rochester (D-at-large)									
Florida									
Matt Gaetz (R-1st)									
Neal Dunn (R-2nd)									
Ted Yoho (R-3rd)									
John Rutherford (R-4th)	•			•					
Al Lawson (D-5th)									
Michael Waltz (R-6th)									
Stephanie Murphy (D-7th)	•	•			•				
Bill Posey (R-8th)									
Darren Soto (D-9th)	•	•	•	•				•	
Val Demings (D-10th)									
Dan Webster (R-11th)									
Gus Bilirakis (R-12th)	•								
Charlie Crist (D-13th)									
Kathy Castor (D-14th)	•	•	•	•				•	
Ross Spano (R-15th)									
Vern Buchanan (R-16th)					•				
Greg Steube (R-17th)									
Brian Mast (R-18th)	•	•	•					•	
Francis Rooney (R-19th)									
Alcee Hastings (D-20th)		•	•	•				•	
Lois Frankel (D-21st)	•	•	•						
Ted Deutch (D-22nd)									
Debbie Wasserman Schultz (D-23rd)									
Frederica Wilson (D-24th)	•	•						•	
Mario Diaz-Balart (R-25th)	•	•	•						
Debbie Mucarsel-Powell (D-26th)		•	•						
Donna Shalala (D-27th)	•	•						•	
Georgia									
Buddy Carter (R-1st)									
Sanford Bishop (D-2nd)	•	•	•					•	
Drew Ferguson (R-3rd)									
Hank Johnson (D-4th)									
John Lewis (D-5th)									
Lucy McBath (D-6th)									
Rob Woodall (R-7th)									
Austin Scott (R-8th)								•	
Doug Collins (R-9th)									
Jody Hice (R-10th)									
Barry Loudermilk (R-11th)									
Rick Allen (R-12th)									
David Scott (D-13th)	•	•						•	

	H. Res. 23	H. Res. 33	H. Res. 54	H.R. 141	H.R. 597	H.R. 1254	H.R. 2382	H.R. 2517	H.R. 3934
Tom Graves (R-14th)									
Guam									
Michael San Nicolas (D-at-large)									
Hawaii									
Ed Case (D-1st)	•	•	•	•					
Tulsi Gabbard (D-2nd)	•	•	•					•	
Iowa									
Abby Finkenauer (D-1st)	•	•	•	•				•	
Dave Loebsack (D-2nd)									
Cindy Axne (D-3rd)	•	•	•	•				•	•
Steve King (R-4th)									
Idaho									
Russ Fulcher (R-1st)									
Mike Simpson (R-2nd)									
Illinois									
Bobby Rush (D-1st)	•	•	•	•				•	
Robin Kelly (D-2nd)	•	•	•	•					
Dan Lipinski (D-3rd)									
Chuy Garcia (D-4th)									
Mike Quigley (D-5th)									
Sean Casten (D-6th)	•	•	•	•				•	
Danny Davis (D-7th)	•	•	•						
Raja Krishnamoorthi (D-8th)	•	•	•	•	•			•	
Jan Schakowsky (D-9th)									
Brad Schneider (D-10th)									
Bill Foster (D-11th)	•	•	•	•				•	
Mike Bost (R-12th)	•	•	•	•				•	
Rodney Davis (R-13th)	•	•	•	*				•	
Lauren Underwood (D-14th)	•	•	•						
John Shimkus (R-15th)	•	•	•	•					•
Adam Kinzinger (R-16th)	•	•	•	•				•	
Cheri Bustos (D-17th)	•	•	•	•				•	
Darin LaHood (R-18th)	•	•	•						
Indiana									
Pete Visclosky (D-1st)									
Jackie Walorski (R-2nd)									
Jim Banks (R-3rd)									
Jim Baird (R-4th)									
Susan Brooks (R-5th)		•							
Greg Pence (R-6th)									
Andre Carson (D-7th)	•	•	•	•				•	
Larry Bucshon (R-8th)									•
Trey Hollingsworth (R-9th)									

	H. Res. 23	H. Res. 33	H. Res. 54	H.R. 141	H.R. 597	H.R. 1254	H.R. 2382	H.R. 2517	H.R. 3934
Kansas									
Roger Marshall (R-1st)	•	•	•						
Steve Watkins (R-2nd)		•	•					•	
Sharice Davids (D-3rd)	•	•	•						
Ron Estes (R-4th)			•						
Kentucky									
James Comer (R-1st)			•	•					
Brett Guthrie (R-2nd)			•	•					•
John Yarmuth (D-3rd)	•	•	•	•				•	
Thomas Massie (R-4th)	•		•						
Hal Rogers (R-5th)									
Andy Barr (R-6th)			•						
Louisiana									
Steve Scalise (R-1st)									
Cedric Richmond (D-2nd)	•	•	•	•					
Clay Higgins (R-3rd)						•			
Mike Johnson (R-4th)			•	•					
Ralph Abraham (R-5th)						•			
Garret Graves (R-6th)				•					•
Maine									
Chellie Pingree (D-1st)	•	•	•	•				•	
Jared Golden (D-2nd)	•	•	•	•	•			•	•
Maryland									
Andy Harris (R-1st)									
Dutch Ruppersberger (D-2nd)									
John Sarbanes (D-3rd)	•	•	•	•					
Anthony Brown (D-4th)	•	•	•					•	
Steny Hoyer (D-5th)									
David Trone (D-6th)			•						
Elijah Cummings (D-7th)		•		•					
Jamie Raskin (D-8th)									
Massachusetts									
Richard Neal (D-1st)	•	•	•					•	
Jim McGovern (D-2nd)									
Lori Trahan (D-3rd)	•	•	•	•				•	
Joe Kennedy III (D-4th)									
Katherine Clark (D-5th)	•	•		•					
Seth Moulton (D-6th)			•	•					
Ayanna Pressley (D-7th)		•	•	•				•	•
Stephen Lynch (D-8th)	•	*	•	•	•			•	
Bill Keating (D-9th)									
Michigan									
Jack Bergman (R-1st)									
Bill Huizenga (R-2nd)									
Justin Amash (I-3rd)									

	H. Res. 23	H. Res. 33	H. Res. 54	H.R. 141	H.R. 597	H.R. 1234	H.R. 2382	H.R. 2517	H.R. 3934
John Moolenaar (R-4th)									
Dan Kildee (D-5th)									
Fred Upton (R-6th)									
Tim Walberg (R-7th)									
Eliissa Slotkin (D-8th)	•	•	•			•			
Andy Levin (D-9th)	•	•	•			•			
Paul Mitchell (R-10th)									
Haley Stevens (D-11th)						•			
Debbie Dingell (D-12th)									
Rashida Tlaib (D-13th)		•		•		•			
Brenda Lawrence (D-14th)		•	•						
Minnesota									
Jim Hagedorn (R-1st)									
Angie Craig (D-2nd)									
Dean Phillips (D-3rd)	•	•	•			•			
Betty McCollum (D-4th)	•	•	•	•		•	•		
Ilhan Omar (D-5th)		•				•	•		
Tom Emmer (R-6th)									
Collin Peterson (D-7th)		•	•			•			
Pete Stauber (R-8th)	•	•	•	•					
Missouri									
Lacy Clay (D-1st)									
Ann Wagner (R-2nd)									
Blaine Luetkemeyer (R-3rd)	•		•						
Vicky Hartzler (R-4th)				•					
Emanuel Cleaver (D-5th)	•	•	•			•			
Sam Graves (R-6th)									
Billy Long (R-7th)									
Jason Smith (R-8th)	•		•						
Mariana Islands									
Gregorio Kilili Camacho Sablan (D-at-large)									
Mississippi									
Trent Kelly (R-1st)									
Bennie Thompson (D-2nd)	•	•	•	•		•			
Michael Guest (R-3rd)	•		•						
Steven Palazzo (R-4th)									
Montana									
Greg Gianforte (R-at-large)			•						
Nebraska									
Jeff Fortenberry (R-1st)		•	•			•			
Don Bacon (R-2nd)									
Adrian Smith (R-3rd)									

	H. Res. 23	H. Res. 33	H. Res. 54	H.R. 141	H.R. 597	H.R. 1234	H.R. 2382	H.R. 2517	H.R. 3934
Nevada									
Dina Titus (D-1st)									
Mark Amodei (R-2nd)	•	•	•						
Susie Lee (D-3rd)	•	•	•	•				•	
Steven Horsford (D-4th)	•	•	•					•	
New Hampshire									
Chris Pappas (D-1st)									
Ann Kuster (D-2nd)	•	•	•					•	
New Jersey									
Donald Norcross (D-1st)	•	•	•						
Jeff Van Drew (D-2nd)									
Andy Kim (D-3rd)									
Chris Smith (R-4th)									
Josh Gottheimer (D-5th)	•	•	•	•					
Frank Pallone (D-6th)	•	•	•	•		•	•		
Tom Malinowski (D-7th)	•	•	•	•				•	
Albio Sires (D-8th)	•	•	•	•	•				
Bill Pascrell (D-9th)									
Donald M. Payne Jr. (D-10th)									
Mikie Sherrill (D-11th)									
Bonnie Watson Coleman (D-12th)									
New Mexico									
Deb Haaland (D-1st)									
Xochitl Torres Small (D-2nd)									
Ben Ray Lujan (D-3rd)									
New York									
Lee Zeldin (R-1st)	•	•	•	•				•	
Pete King (R-2nd)									
Thomas Suozzi (D-3rd)	•	•	•	•				•	•
Kathleen Rice (D-4th)	•	•	•	•				•	•
Gregory Meeks (D-5th)	•	•	•	•				•	
Grace Meng (D-6th)	•	•	•	•				•	
Nydia Velazquez (D-7th)	•	•	•					•	
Hakeem Jeffries (D-8th)	•	•	•					•	
Yvette Clarke (D-9th)	•	•	•					•	
Jerry Nadler (D-10th)									
Max Rose (D-11th)	•	•	•		•			•	
Carolyn Maloney (D-12th)	•	•	•					•	•
Adriano Espaillat (D-13th)	•	•	•					•	
Alexandria Ocasio-Cortez (D-14th)	•	•						•	
Jose Serrano (D-15th)	•	•	•					•	
Eliot Engel (D-16th)	•	•	•	•				•	
Nita Lowey (D-17th)	•	•	•					•	•
Sean Patrick Maloney (D-18th)									
Antonio Delgado (D-19th)	•	•	•					•	

	H. Res. 23	H. Res. 33	H. Res. 54	H.R. 141	H.R. 597	H.R. 1254	H.R. 2382	H.R. 2517	H.R. 3934
Paul Tonko (D-20th)	•	•	•	•				•	•
Elise Stefanik (R-21st)	•	•	•	•				•	
Anthony Brindisi (D-22nd)	•	•	•	•				•	•
Tom Reed (R-23rd)									
John Katko (R-24th)	•	•	•	•				•	
Joe Morelle (D-25th)									
Brian Higgins (D-26th)	•	•	•					•	•
Chris Collins (R-27th)									
North Carolina									
G.K. Butterfield (D-1st)									
George Holding (R-2nd)									
Walter Jones (R-3rd)									
David Price (D-4th)	•	•	•	•				•	
Virginia Foxx (R-5th)									
Mark Walker (R-6th)									
David Rouzer (R-7th)									
Richard Hudson (R-8th)									
Patrick McHenry (R-10th)									
Mark Meadows (R-11th)									
Alma Adams (D-12th)	•	•	•					•	
Ted Budd (R-13th)									
North Dakota									
Kelly Armstrong (R-at-large)									
Ohio									
Steve Chabot (R-1st)									
Brad Wenstrup (R-2nd)									
Joyce Beatty (D-3rd)	•	•	•	•				•	
Jim Jordan (R-4th)									
Bob Latta (R-5th)									
Bill Johnson (R-6th)									
Bob Gibbs (R-7th)			•	•					
Warren Davidson (R-8th)	•								
Marcy Kaptur (D-9th)	•	•	•	•				•	
Mike Turner (R-10th)									
Marcia Fudge (D-11th)	•	•	•	•				•	
Troy Balderson (R-12th)								•	
Tim Ryan (D-13th)									
Dave Joyce (R-14th)									
Steve Stivers (R-15th)									
Anthony Gonzalez (R-16th)	•							•	
Oklahoma									
Kevin Hern (R-1st)				•					•
Markwayne Mullin (R-2nd)				•					
Frank Lucas (R-3rd)			•						
Tom Cole (R-4th)									
Kendra Horn (D-5th)			•						

	H. Res. 23	H. Res. 33	H. Res. 54	H.R. 141	H.R. 597	H.R. 1254	H.R. 2382	H.R. 2517	H.R. 3934
Oregon									
Suzanne Bonamici (D-1st)	•	•	•	•				•	•
Greg Walden (R-2nd)				•					
Earl Blumenauer (D-3rd)	•	•	•					•	
Peter DeFazio (D-4th)	•	•	•	•	•			*	•
Kurt Schrader (D-5th)	•	•	•					•	
Pennsylvania									
Brian Fitzpatrick (R-1st)	•	•	•	•				•	
Brendan Boyle (D-2nd)	•	•	•	•				•	
Dwight Evans (D-3rd)	•	•	•					•	
Madeleine Dean (D-4th)	•	•	•	•				•	
Mary Gay Scanlon (D-5th)									
Chrissy Houlahan (D-6th)									
Susan Wild (D-7th)	•	•	•	•				•	
Matt Cartwright (D-8th)									
Dan Meuser (R-9th)									
Scott Perry (R-10th)				•					
Lloyd Smucker (R-11th)				•					
Fred Keller (R-12th)									
Tom Marino (R-12th)									
John Joyce (R-13th)	•	•	•						
Guy Reschenthaler (R-14th)	•	•	•					•	
Glenn Thompson (R-15th)	•	•	•					•	
Mike Kelly (R-16th)									
Conor Lamb (D-17th)	•	•	•	•					
Mike Doyle (D-18th)									
Puerto Rico									
Jennifer Gonzalez-Colon (R-at-large)									
Rhode Island									
David Cicilline (D-1st)	•	•	•	•					
Jim Langevin (D-2nd)									
South Carolina									
Joe Cunningham (D-1st)									
Joe Wilson (R-2nd)									
Jeff Duncan (R-3rd)									
William Timmons (R-4th)									
Ralph Norman (R-5th)									
Jim Clyburn (D-6th)									
Tom Rice (R-7th)									•
South Dakota									
Dusty Johnson (R-at-large)									
Tennessee									
Phil Roe (R-1st)									
Tim Burchett (R-2nd)	•								

	H. Res. 23	H. Res. 33	H. Res. 54	H.R. 141	H.R. 597	H.R. 1254	H.R. 2382	H.R. 2517	H.R. 3934
Chuck Fleischmann (R-3rd)									
Scott DesJarlais (R-4th)									
Jim Cooper (D-5th)	•								
John Rose (R-6th)									
Mark Green (R-7th)									
David Kustoff (R-8th)									
Steve Cohen (D-9th)									
Texas									
Louie Gohmert (R-1st)			•		•	•			
Dan Crenshaw (R-2nd)									
Van Taylor (R-3rd)									
John Ratcliffe (R-4th)									•
Lance Gooden (R-5th)			•						
Ron Wright (R-6th)			•						•
Lizzie Pannill Fletcher (D-7th)									
Kevin Brady (R-8th)									*
Al Green (D-9th)	•								
Michael McCaul (R-10th)									•
Mike Conaway (R-11th)									
Kay Granger (R-12th)									•
Mac Thornberry (R-13th)									
Randy Weber (R-14th)									•
Vicente Gonzalez (D-15th)	•	•	•	•	•				•
Veronica Escobar (D-16th)	•	•	•	•					•
Bill Flores (R-17th)									
Sheila Jackson Lee (D-18th)									
Jodey Arrington (R-19th)									•
Joaquin Castro (D-20th)	•	•	•			•			
Chip Roy (R-21st)									
Pete Olson (R-22nd)									
Will Hurd (R-23rd)									
Kenny Marchant (R-24th)									•
Roger Williams (R-25th)									
Mike Burgess (R-26th)									
Michael Cloud (R-27th)				•					
Henry Cuellar (D-28th)	•	•	•	•		•			
Sylvia Garcia (D-29th)									
Eddie Bernice Johnson (D-30th)									
John Carter (R-31st)									•
Colin Allred (D-32nd)	•	•	•	•	•	•			
Marc Veasey (D-33rd)		•				•			
Filemon Vela (D-34th)	•	•	•	•		•			•
Lloyd Doggett (D-35th)	•	•	•			•			
Brian Babin (R-36th)									•
Utah									
Rob Bishop (R-1st)									
Chris Stewart (R-2nd)									
John Curtis (R-3rd)									

	H. Res. 23	H. Res. 33	H. Res. 54	H.R. 141	H.R. 597	H.R. 1254	H.R. 2382	H.R. 2517	H.R. 3934
Ben McAdams (D-4th)									
Vermont									
Peter Welch (D-at-large)	•	•	•	•	•			•	
Virginia									
Rob Wittman (R-1st)	•		•	•					
Elaine Luria (D-2nd)	•	•	•	•				•	•
Bobby Scott (D-3rd)									
A. Donald McEachin (D-4th)									
Denver Riggleman (R-5th)			•					•	•
Ben Cline (R-6th)									
Abigail Spanberger (D-7th)		•							
Don Beyer (D-8th)									
Morgan Griffith (R-9th)	•	•							
Jennifer Wexton (D-10th)	•	•	•	•				•	
Gerry Connolly (D-11th)			*		*	*			
Virgin Islands									
Stacey Plaskett (D-at-large)									
Washington									
Suzan DelBene (D-1st)	•	•	•	•				•	
Rick Larsen (D-2nd)	•	•	•	•				•	
Jaime Herrera Beutler (R-3rd)									
Dan Newhouse (R-4th)									
Cathy McMorris Rodgers (R-5th)									
Derek Kilmer (D-6th)	•	•	•	•	•	•		•	
Pramila Jayapal (D-7th)	•	•	•	•				•	
Kim Schrier (D-8th)		•	•					•	
Adam Smith (D-9th)	•	•	•					•	
Denny Heck (D-10th)									
West Virginia									
David McKinley (R-1st)	•	•	•	•	•			•	
Alex Mooney (R-2nd)									
Carol Miller (R-3rd)			•						
Wisconsin									
Bryan Steil (R-1st)									
Mark Pocan (D-2nd)	•	•	•	•	•			•	•
Ron Kind (D-3rd)									
Gwen Moore (D-4th)									
Jim Sensenbrenner (R-5th)	•								
Glenn Grothman (R-6th)		•	•						
Sean Duffy (R-7th)									
Mike Gallagher (R-8th)									
Wyoming									
Liz Cheney (R-at-large)		•							

From Legislation to Regulation: Newest PRC Commissioners Discuss Their New Roles

By Karen Young, NAPS editor

Earlier this summer, the Senate confirmed the nominations of Ann Fisher and Ashley Poling to the Postal Regulatory Commission. These newest members have extensive postal and legislative experience; both served on the staffs of senators who sat on the Homeland Security and Governmental Affairs Committee.

Fisher, a Republican, served on the staff of the late Thad Cochran (R-MS), former Sen. Larry Pressler (R-SD) and Sen. Susan Collins (R-ME). She also worked in the Postal Service's Government Relations Department and, for the past 12 years, at the PRC. At the confirmation hearing, Fisher was introduced by Sen. Tom Carper (D-DE).

Poling, a Democrat, worked for Sens. John Tester (D-MT), Heidi Heitkamp (D-ND) and Gary Peters (D-MI). She was introduced by Rep. Mark Meadows (R-NC). Poling, with John Kane, Carper's senior policy adviser, talked to NAPS delegates at the 2018 LTS about the challenges of formulating postal reform legislation.

NAPS Director of Legislative & Political Affairs Bob Levi interviewed the new commissioners on Sept. 12 for his weekly *NAPS Chat* podcast. He asked the women how it felt to be introduced at their



Bob Levi with new PRC Commissioners Ann Fisher and Ashley Poling

confirmation hearing by a member of the opposite party. Fisher said it was an honor to have been recommended by Carper. Poling said it was unique, but shows that postal issues are bipartisan issues; they touch everyone across the country, no matter the party. "It's symbolic of how impor-

tant this issue is for everyone," she said.

Fisher and Poling were referred to by Carper and Meadows as experts in the postal field, which can be considered a rather "boutique" area of legislation. Levi asked how working in the Senate prepared them for their new positions.

Fisher agreed that postal legislation is a niche area. "There are not very many of us in this area who develop legislative experience to a great extent," she affirmed. Poling said working on the Senate Homeland Security and Governmental Affairs Committee throughout her congressional career gave her the opportunity to develop expertise and specialize in postal issues.

"Having legislative experience is a wonderful skill to have when you are in the weeds of developing legislation," she explained. "Having meetings with postal stakeholders and congressional members and their staffs, I got to hear what mattered to people across the postal community."

Levi asked what is unique about the Postal Service that necessitates having a regulator. Fisher said Congress created the PRC as part of the 1970 Postal Reorganization Act to ensure the Postal Service was legally setting rates. "We have an important role overseeing the pricing of market-dominant products in the USPS," she said.

Levi referred to Poling's comments during her testimony at the confirmation hearing regarding the PRC's function of overseeing accessibility and service performance of the agency. He asked how she sees the PRC taking an active role in ensuring the USPS' performance is up to the standards the American public expects and deserves.

Poling responded that one of the PRC's responsibilities is monitoring the Postal Service's compliance and ability to meet service performance targets. "That's something I worked on a lot when I was in the Senate and was passionate about," she said. "Working on that in a legislative context made me realize how important that issue is. I now have a very different role. I'm interested in seeing if the PRC can make sure there is accountability and transparency."

Levi said transparency and accountability dominated a lot of the conversations at the confirmation hearing. He pointed out that, historically, the accuracy of data the Postal Service has provided has been called into question. He asked if the PRC has a role in ensuring accuracy of data provided to the legislative body.

Fisher said it's up to the USPS to ensure the data provided to Congress is accurate. "What is often the case," she explained, "is Congress may come to the PRC seeking a second opinion. But when the PRC is requesting data or when it's formulating the annual compliance determination, then we expect accurate

and complete data."

Levi asked if the PRC has a role in developing postal legislation.

Fisher said the PRC does not play a role in developing legislation, but is there to provide analytical information to legislation being considered. "In general," she said, "Congress will take something an interest group or the USPS has drafted as legislation and ask us for technical advice. But we don't lobby; we're not allowed to lobby. Our guidance is technical."

Poling added that one of the strategic goals of the PRC is to have more engagement with Congress. "I think that's fantastic," she added. "Having a postal community in contact with each other and collaborating to the extent they can always is a good thing. I agree it's not our role to develop legislation. If someone reaches out to us to weigh in technically on something, that's where the PRC would play a role."

Levi raised the issue of updating a survey done in 2008 relating to the universal service obligation (USO). At the confirmation hearing, Fisher suggested the PRC may revisit the scope of that obligation. It may be time to find out what Americans want or need, which would be part of developing a new, comprehensive approach to what the USPS is.

"There's no definition in statute," Levi affirmed. "Rather, it's operationally defined. How would the PRC approach that exploration?"

"This is overdue," Fisher declared. "It's time for a full discussion and thorough examination of all issues related to the USO. I was glad to see the president's task force [on the postal system] get into this and start to lay out some different ideas. That's not saying I agree 100 percent or completely disagree with the recommendations, but I appreciate the fact they tackled some of these issues.

"At the time of the 2006 Postal

Accountability and Enhancement Act, Congress asked the PRC to do a large report on the USO and the two monopolies and issue their recommendations to Congress. That was a fascinating undertaking. Unfortunately, nothing was done with it once the report was sent to Congress. And, at the time, I didn't think large-scale changes were needed.

"But now, the time is ripe for a discussion of those issues. My hope is, time willing, the commission will be able to possibly update its 2008 report or, if not update, have some other involvement. I would like to work again with the USPS and Congress to advance some considerations as they relate to the USO. I don't know the best way to get at this, but I suggested, off the top of my head, a nationwide survey to find out what people want. I think if you ask the everyday person what they need and must have from the Postal Service, the answers will be quite different from what you heard in 2008."

Levi suggested it's possible that if a survey were conducted today, there would be different needs from different parts of the country. People who live in downtown Manhattan have different needs than those who live in Yankton, SD—where Fisher is from.

Fisher said her father, who is 85 and lives in Yankton, watched her confirmation hearing on his computer. "He discussed ideas I brought up at the hearing with me," she shared. "He didn't think five-day mail delivery was a bad idea and had no issue with opening up the mail box to other responsible parties. My guess is there are a lot of other people now who might think differently about these issues."

Poling added that it's important to get a sense of what matters to different people in different parts of the

country. “And I don’t know if you can generalize and say one area needs something another area doesn’t,” she suggested. “But, from my experience spending a lot of time in North Dakota and Montana, there is real reliance on the mail in those areas because it’s accessible and affordable for everyone. A lot of small businesses are really reliant on the Postal Service.

“It’s something you have to really think about because in some of these places, post offices are central to the community. But I also think a lot has changed in the past 10 years. It’s never a bad thing to get a current sense of what people are using the agency for and what they need. It’s important to stay in touch.”

Levi referred to a question during the confirmation hearing regarding why it’s taking so long to enact postal reform, which Poling attributed to a lack of consensus among stakeholders. “As we get closer and closer to meaningful legislation,” Levi pointed out, “the fissures become larger.

“One of the third-rail issues is the USO and six-day mail delivery. The House has a resolution to maintain six-day and door delivery. Each resolution has overwhelming support. You have that political pressure on one side as you explore the USO and, as Fisher suggested, if you ask, there may not be as definitive an answer as we think. How do you achieve consensus when there are such diametrically opposed views?”

Poling explained that, in working on legislation, people are very passionate about their interests. With postal legislation, it takes a lot of iterations. “I don’t know if there’s anyone out there who expects to be happy with the final product. You try to find the best compromise you can and work through issues that arise.

“Often, you might think you’re introducing a bill on a certain day,

but, at the last minute, something comes up on which you have to engage. But, you have to stick with it because it’s a service to the American customer and Congress is who represents them. It helped me to think about that as we pushed through some marathon sessions, at times, to get bills introduced.”

Levi moved to the subject of the PRC’s 10-year rate review and implementing a new rate regime that would ensure postal viability. At the confirmation hearing, Fisher said the review should have been done much sooner—perhaps five years out because of the recession, mail diversion and the issue of prefunding. The commission is well beyond the 10-year mark now, but one reason for not being ready to implement was the lack of a full complement. Now, the PRC is complete with five commissioners. “Is there a timeline for implementation of a new rate

regime?” he asked. “The USPS is waiting, as well as the mailing community and revenue needs of the agency.”

Fisher said she made clear at the hearing that she thought the PRC needed to move forward as expeditiously as possible. “There is a tremendous amount of work that goes on by the PRC staff to pull all this together,” she stressed. “We were stalled with four commissioners. With the addition of a fifth commissioner, we’re able to move forward. I can’t tell you exactly when the public will see something, but I can say we are moving forward. The staff’s intention is to get this back in the hands of the commissioners for review again as soon as possible.”

Levi thanked Poling and Fisher for joining him for the *NAPS Chat*. He said NAPS looks forward to continuing working with them in their new capacities.



We're Social Connect With Us!

NAPS is pleased to announce we have a mailbox for members to submit photos for our social media outlets. We want to hear from you! Members can send photos of NAPS activities directly to NAPS Headquarters at social-media@naps.org. 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!

2020 NAPS National Convention Committees

Preparations continue for the 2020 NAPS National Convention in Grapevine, TX, Aug. 17-21, at the Gaylord Texan. One of the major requirements for a smooth-running convention is the selection of delegates to serve on various national convention committees. All members should be mindful of several important rules concerning committee assignments:

- NAPS members no longer have to get their branch president's recommendation for a national convention committee assignment.

- Members may self-nominate for their national convention committee selections. Self-nominations may be made through NAPS' new online committee registration process at www.naps.org or by mail only. No fax or email requests will be accepted.

- All committee members must be certified delegates. National convention delegate credential forms (*see next page*) will be mailed to each branch before Dec. 31, 2019. Credentials also will be available for downloading and printing from the NAPS website at www.naps.org.

- All national convention committee members must be registered guests of the Gaylord Texan Resort & Convention Center from the date of their first committee assignment until the conclusion of the convention on Friday, Aug. 21. Committee chairs will verify hotel registrations of their respective committee members.

- Delegates serving on committees will receive lodging and per diem as follows: Credentials & Registration—two nights' lodging and two days' per diem; Audit, Constitution & Bylaws, Postmaster, Resolutions and Rules—one night's lodging and one day per diem; Assistant Secretaries and Sergeants-at-Arms—\$100 per day, no lodging.

- A national convention committee may have only one branch member appointed per committee, unless granted an exception by the NAPS national president. Furthermore, committees may have up to 25% of members who never before have served on a national convention committee.

When expressing an interest in serving, members must give careful consideration to the fact that one committee will meet on **Saturday, Aug. 15**, and the others on **Sunday, Aug. 16**, in advance of the convention's opening day. Some committees will meet throughout the national convention.

Moreover, members serving on these "advance" committees *must attend all meetings* of their respective com-

mittees, which generally begin at 9 a.m., although some could begin earlier. *No exceptions will be made to this attendance rule.*

Members should make their hotel reservations early enough so they won't have a problem getting a room for an extra day or two in advance of the convention. If members are not selected for advance committee assignments, they simply may cancel their room reservations for the extra days as soon as possible. Do not cancel your entire hotel stay—only the extra days. Otherwise, reserve your hotel room after you have been confirmed to serve on a national convention committee.

If traveling to the national convention via airline and you purchase your ticket before being selected for a committee, NAPS Headquarters will not reimburse you for any airline change fees. It is suggested you purchase an airline ticket after you have confirmation that you have been selected for a national convention committee.

For the 2020 National Convention, self-nominations may be made through NAPS' new online committee registration process at www.naps.org or by mail only. No fax or email requests will be accepted. **The deadline to request consideration for a committee is midnight, March 31, 2020.** No requests will be accepted after the deadline.

Listed here are the national convention committees, including the tentative dates of their first meetings, the minimum number of members on each committee and a brief description of their responsibilities:

Assistant Secretaries (no advance meeting, four members)—Sit at the dais during all business sessions and keep a record of the actions taken on all resolutions, including amendments; help conduct vote counts and assist the national parliamentarian and resident officers, as needed.

Audit (Sunday, Aug. 16, 10 members)—Audits four months of NAPS financial records chosen by the chair and assistant chair from the previous two fiscal years. Discrepancies or errors, if any, are noted and a written report (to the secretary/treasurer) and verbal report (to the entire convention) are made.

Ballot and Election (no advance meeting; 18 members, includes chair and assistant chair, one member from each of the 16 NAPS areas)—Conducts the balloting and election for national officers and site selection for the national convention that will take place four years hence.

Only the Ballot and Election Committee chair and

assistant chair are notified of their selection before the convention. Members of this committee do not know they have been selected until their names are read by the national president on Tuesday of the convention week.

Committee members will be sequestered from the time they leave the convention floor with the sealed ballot boxes until the committee chair, alone, later announces the election results before the convention body.

Constitution & Bylaws (Sunday, Aug. 16, 16 members)—Reviews all resolutions having to do with the *NAPS Constitution & Bylaws*, as well as those directing NAPS to take action on other matters.

Credentials & Registration (very early Saturday, Aug. 15, 21 members)—Processes the registrations of all NAPS and Auxiliary delegates and guests. Committee members verify credentials and hand out name badges, *One Books*, delegate cards, souvenirs bags and more.

Postmaster (Sunday, Aug. 16, 12 members)—Reviews matters of particular interest to postmaster members. Will meet with members of the NAPS Executive Board Postmaster Committee.

Resolutions (Sunday, Aug. 16, 14 members)—Reviews all resolutions (except those related to the *NAPS Constitution & Bylaws*) having to do with pay, working conditions and postal policy.

Rules (Sunday, Aug. 16, six members)—Reviews and

edits the convention rules and ultimately provides each delegate with a copy of the rules.

Sergeants-at-Arms (meeting day and time TBD, 18 members)—Maintain order during the convention, escort guests to the dais, assist in the vote count and distribute materials, including the convention *Daily Newsletter* and amended resolutions, to delegates. Members of this committee must attend all business sessions.

Again, the Self-Nomination National Convention Committee Request is available online at www.naps.org and in *The Postal Supervisor* magazine (*see next page*). Delegate credential forms will be mailed to branches before Dec. 31, 2019. Members also may find credential forms on the NAPS website. Final committee assignments will be made by the NAPS national president.

When self-nominating yourself for a national convention committee, indicate your first, second and third choice (if applicable) committee assignment. **All committee requests must be received by midnight, March 31, 2020.**

Please note: No committee recommendation will be considered unless the delegate's credential has been received at NAPS Headquarters before the national president's selection of committees on April 20. All those requesting national convention committee consideration will be notified if selected or not for a committee assignment.

ORIGINAL: Present at Convention Mail copy to: NAPS HQ 1727 King St STE 400 Alexandria VA 22314	National Association of Postal Supervisors Delegate Credential	
..... (Print or Type Delegate's Name)		
..... (Delegate's Home Street Address)		
..... (Delegate's Home City, State and Zip+1)		
Check Here if First-Time Delegate <input type="checkbox"/>	USPS EIN #	
is a certified member in good standing of		
	(Branch Number)	(Date)
and has been duly elected to represent that branch at the national convention of the National Association of Postal Supervisors.		
..... Printed Name Branch President or Designee Branch #		
..... Signature of Branch President or Designee		

Confidential Information

Self-Nomination: National Convention Committee Request

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

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

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

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

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

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

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

Member Name _____

Mailing Address _____

City, State, ZIP+4 _____

EIN or last 4 SS # _____ Contact Phone # _____

Member of Branch # _____ Non-postal email: _____

(Branch # listed on delegate credential)

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

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

* If Yes, previous committee(s) served? _____

Individual's Credential Enclosed Previously Submitted

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

NAPS HEADQUARTERS USE ONLY

Date Self-Nomination Received _____

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

Register online at www.naps.org.
Do Not FAX or email request.

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

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



2019 SPAC Contributors



Top 2019 SPAC Contributor

Butts, Ivan PA Branch 355

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

Salmon, James	AZ	Branch 246
Boisvert, Michael	CA	Branch 159
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Franz, Kenneth	FL	Branch 146
Gilbert, Belinda	FL	Branch 425
Mullins, Kym	FL	Branch 81
Quinlan, Robert	FL	Branch 154
Sebastian, Gerald	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Wagner, Brian	IL	Branch 255

Winters, Michael	IL	Branch 255
Foley, Paul	MA	Branch 120
Griffin, Troy	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Geter, John	NC	Branch 183
Amash, Joseph	NY	Branch 83
Gawron, Steven	NY	Branch 27
Gawron, Dennis	NY	Branch 27
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Butts, Ivan	PA	Branch 355
Aaron, Donna	TN	Branch 947
Austin, Jessie	TX	Branch 122
Green Jr., Richard	VA	Branch 98

SPAC Contribution Form

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

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

Current as of February 2019

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

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____

Name _____

Home Address/PO Box _____

City _____ State _____

ZIP+4 _____ Date _____

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



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

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

Card number _____

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Signature (required for credit card charges) _____

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Describe gift _____ Value _____

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August Contributors

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

Salmon, James	AZ	Branch 246
Winters, Michael	IL	Branch 255
Griffin, Troy	MD	Branch 42

VP Elite (\$750)

Evans, Bridget	CA	Branch 159
Lum, Chuck	HI	Branch 214
Needham, Timothy	OH	Branch 133
Yut, Rachelle	OR	Branch 66
Green, Shri	TN	Branch 41
Cooper, Karen	TX	Branch 124

Secretary Roundtable (\$500)

Grayson, Yolanda	CA	Branch 39
Sutton, Catherine	CA	Branch 373
Ruckart, Kenneth	FL	Branch 386
Moore, Kevin	GA	Branch 281
Moreno, Richard	MA	Branch 498
Bollinger, Kathreen	MO	Branch 36
Carmody, Russell	NJ	Branch 74
McKiernan, Michael	NJ	Branch 74
Evans, Darius	NY	Branch 85
Holt, Brian	RI	Branch 105

Chairman's Club (\$250)

Florentin, Diana	CA	Branch 244
Thompson, Carolyn	CA	Branch 88
Roll, Gary	CO	Branch 65
Parker, Laroma	HI	Branch 214
Carter, Tonious	LA	Branch 421
Gramblin, Reginald	MD	Branch 531
Byrum, Jimmy	MI	Branch 508
Jessmer, Spencer	NY	Branch 11
Lehman, Jason	PA	Branch 554

Supporter (\$100)

Johnson, Deborah	CA	Branch 88
Rascati, Wayne	CA	Branch 244
Perkins, Ethel	MI	Branch 140
Edwards, Marilyn	MO	Branch 928
Shumate, Melisande	MO	Branch 131
Warren, Anitra	MO	Branch 36
Gilbert, Jevonda	NC	Branch 183
Schirching, Christy	NY	Branch 27
Richardson, Elizabeth	TX	Branch 86
Patterson, La Tanya	WA	Branch 61
Roberts, Charles	WA	Branch 31

SPAC Scoreboard

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

National Aggregate:

\$181,622.95

National Per Capita:

\$6.66

Region Aggregate:

1. Southern	\$54,801.50
2. Western	\$38,222.10
3. Eastern	\$36,533.35
4. Central	\$26,300.00
5. Northeastern	\$25,766.00

Region Per Capita:

1. Southern	\$9.29
2. Western	\$6.57
3. Central	\$5.64
4. Eastern	\$6.16
5. Northeast	\$5.19

Area Aggregate:

1. Southeast	\$36,732.00
2. Pacific	\$22,613.00
3. Capitol-Atlantic	\$21,701.45
4. New York	\$13,636.00
5. Mideast	\$12,649.00
6. Texas	\$10,055.00
7. New England	\$8,318.00
8. Illini	\$8,182.00
9. Northwest	\$8,023.00
10. Rocky Mountain	\$7,586.10
11. Michiana	\$7,468.50
12. North Central	\$6,393.50
13. Pioneer	\$5,994.90
14. Cotton Belt	\$4,483.00
15. MINK	\$4,256.00
16. Central Gulf	\$3,531.50

Area Per Capita:

1. Southeast	\$16.01
2. Rocky Mountain	\$11.82
3. Pacific	\$11.46
4. New York	\$11.13
5. Michiana	\$9.02
6. Capitol-Atlantic	\$9.00
7. Illini	\$8.81
8. Pioneer	\$7.83
9. Texas	\$6.83
10. Mideast	\$4.57
11. New England	\$4.34
12. Northwest	\$4.03
13. North Central	\$3.71
14. Cotton Belt	\$3.26
15. Central Gulf	\$3.13
16. MINK	\$2.81

State Aggregate:

1. Florida	\$34,244.50
2. California	\$21,048.00
3. New York	\$13,133.50
4. Texas	\$10,055.00
5. Illinois	\$8,182.00

State Per Capita:

1. Florida	\$19.91
2. Maine	\$17.60
3. Hawaii	\$12.52
4. Maryland	\$11.68
5. South Dakota	\$11.04

Drive for 5

Members by Region:

1. Central	65
2. Southern	57
3. Eastern	53
4. Western	50
5. Northeast	37

Aggregate by Region:

1. Southern	\$14,953.50
2. Central	\$14,186.50
3. Western	\$14,168.00
4. Eastern	\$13,341.35
5. Northeast	\$8,487.00

Dashboards Make it Simple

By Joe Bodary

It seems we get new tasks to perform weekly with the development of technology that allow us to focus on details of our operations. As with anything new, it takes some time to get proficient at pulling reports, analyzing them and taking action to make improvements.

I have found things are not as complicated as they appear; they are new, which makes it seem difficult. The best thing to do is break a task down into a simple process that can be repeated every day, week and month so it becomes part of your everyday routine.

How many times have you received an email with instructions on

how to get into a program that includes 45 slides with screen shots? The first thing you think is, "I don't have time for this."

First, I briefly go over the slides, then go into the program and see if I can navigate without the aids (slides). If I need to look back at them, I will, but I usually find it's not that complicated, then wonder why I had 45 slides. I make a note of what I click on in a list format so it fits on a short piece of paper, then use that to go into the program until I'm comfortable with doing it without any aids.

I break it down into simple steps, easily understandable for anyone. That's what I share with my staff. When you see a short list of steps, you

are more likely to use that program because it doesn't look time-consuming. When you see 45 slides, your mind automatically dismisses the thought of even trying to go into it.

You, as postmaster, need to break it down for your staff so they feel comfortable using the program, thus making you a more successful manager. With the hand-held scanners, we are able to gather so much information about what a carrier is doing that, if we use the data wisely, we all should have efficient operations.

Yet, most delivery supervisors do not go in to look at the reports because they feel they don't have time. With more and more of that information going into the Delivery Management System (DMS) program, it's easy to click on it and open the data by

Continued on page 38



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National Association of Postal Supervisors

Louis M. Atkins Presidential Student Scholarships

Deadline: Dec. 27, 2019

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



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

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

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

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

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

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

NAPS Swagger

By **Reginald V. Gramblin**

When I heard the news NAPS filed a lawsuit against the Postal Service, I blurted out a resounding, “Say what?!” NAPS finally reached its boiling point. I began to wonder about the challenges that lie ahead of us as members. It also piqued my curiosity to wonder how NAPS finally got its swagger back.



Over the course of time, the world has evolved with small changes that continue to transform our society. The simplicity of a simple handshake to establish a partnership has significant impact in history. Examples can easily be identified with these historical moments: John Hancock and the Declaration of Independence, Abraham Lincoln and the Emancipation Proclamation and Lyndon Johnson and the Civil Rights Act of 1964. What do these important moments in history have to do

with the history of NAPS? I’m glad you asked.

In 2016, former NAPS President Louis Atkins, with little notoriety, introduced us to Brown, Goldstein, and Levy, LLP, to represent NAPS in litigation with the Postal Service. Unbeknownst to all of us, including President Atkins, did we envision that this budding partnership would change the history of our organization.

Thank you, Louis, for igniting the firepower to promote the rights of our members. Your willingness to stand tall and commit to the best interests of our members will not be forgotten. Although the battle has just begun, you were the symbol of swagger we needed to reshape NAPS’ rightful place in history.

As NAPS continues on its crusade to rectify past deficiencies with the Postal Service in regard to the compensation of pay and benefits for our

members, I would like to take this opportunity to also applaud our current NAPS resident officers and Executive Board for their relentless effort to adjudicate these rights the Postal Service has failed to acknowledge.

When you consider the magnitude of NAPS’ decision to file suit against the Postal Service, the ramifications will affect the outcome of all our careers for the foreseeable future. So, as we forge forward as knights in shining armor, with our lances held high, may we proudly continue to slay the dragons that stand in our way.

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Reginald Gramblin is executive vice president of Maryland-DC State Branch 923 and Southern Maryland Branch 531.

The NAPS Postmaster

Continued from page 36
going into just DMS.

The USPS is working on dashboards that make data simple and allow field users quick access in an effort to eliminate organizational drag that ties us down to our desks and doesn’t allow us to actually be out in our operations. Rather than clicking away to get to a program, it’s a one-click stop.

With these new dashboards, it should help eliminate the excessive emails you receive that include everyone in the district, area and country, which necessitates you having to look for your own office info. Instead, you can go to the dashboard and click your office.

We currently have a Finance dashboard that includes—with one

Thrift Savings Plan					
Fund	G	F	C	S	I
August 2019	0.18%	2.60%	(1.59%)	(4.19%)	(1.77%)
12-month	2.67%	10.23%	2.91%	(6.45%)	(2.83%)
<small>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.</small>					
Fund	L Income	L 2020	L 2030	L 2040	L 2050
August 2019	(0.12%)	(0.24%)	(0.96%)	(1.22%)	(1.46%)
12-month	2.71%	2.29%	1.48%	1.04%	0.57%
<small>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.</small>					
Visit the TSP website at www.tsp.gov					

Notes

from the National Auxiliary

Preparation Is Key

By Skip Corley

Capitol-Atlantic Area Vice President

There I was, driving north on I-85, on my way home from the Capitol-Atlantic Area's convention in Greenville, SC, in early June. I had just passed the second vehicle I saw that day pulled to the side of the road with its hood up, steam almost hiding the front of the vehicle. As I went by, I saw the driver standing there, with a look of exasperation on his face.

I wondered whether or not the driver had gotten his vehicle checked before beginning his trip. For me, this is something I do each time I'm preparing for a road trip. Many of us in the Postal Service, whether working or retired, drive to a number of conferences and conventions across the United States.

Just as we make sure we have the proper clothing and materials needed to have a successful convention, we also should make sure our vehicle is ready for the trip. When it comes to maintaining your vehicle, first check and replenish any fluids, if needed. Next, check your tires' air pressure

click to open—items such as clock ring errors, OT alerts, employee availability, Flash, consecutive days worked and many more items—all from one page. And we rarely see any emails coming from Finance. Each department is currently working on their individual dashboards.

So, any program that is not on a dashboard, break it down into a sim-

and look for any cracks and tread wear. There's nothing worse than having a flat or blowout on the highway.

Also, don't forget to check the spare tire and jack. A jack is something many of us seldom use these days, so make sure you have one and

it's working properly. Remember the old saying, "It's better to have and not need than to need and not have."

As winter approaches, it's smart to prepare early. Make a list of items, such as gloves, blankets, ice

scrapers and a first-aid kit. Be sure to inspect the heating system and brakes. Lastly, the battery needs to be thoroughly inspected for any fluid leakage or malfunction. Cold weather is hard on weak batteries.

I don't want to drive by and see you stuck on the side of the road on your way to the next NAPS meeting or convention. Being prepared and keeping your vehicle in good working order ensures your continued involvement in NAPS and the Auxiliary!

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ple process. The next time the USPS introduces you to a new dashboard, embrace it! It will save you a lot of time and help you be more successful in your operation.

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Joe Bodary is Michigan State 925 secretary and Postmaster of Lincoln Park.



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