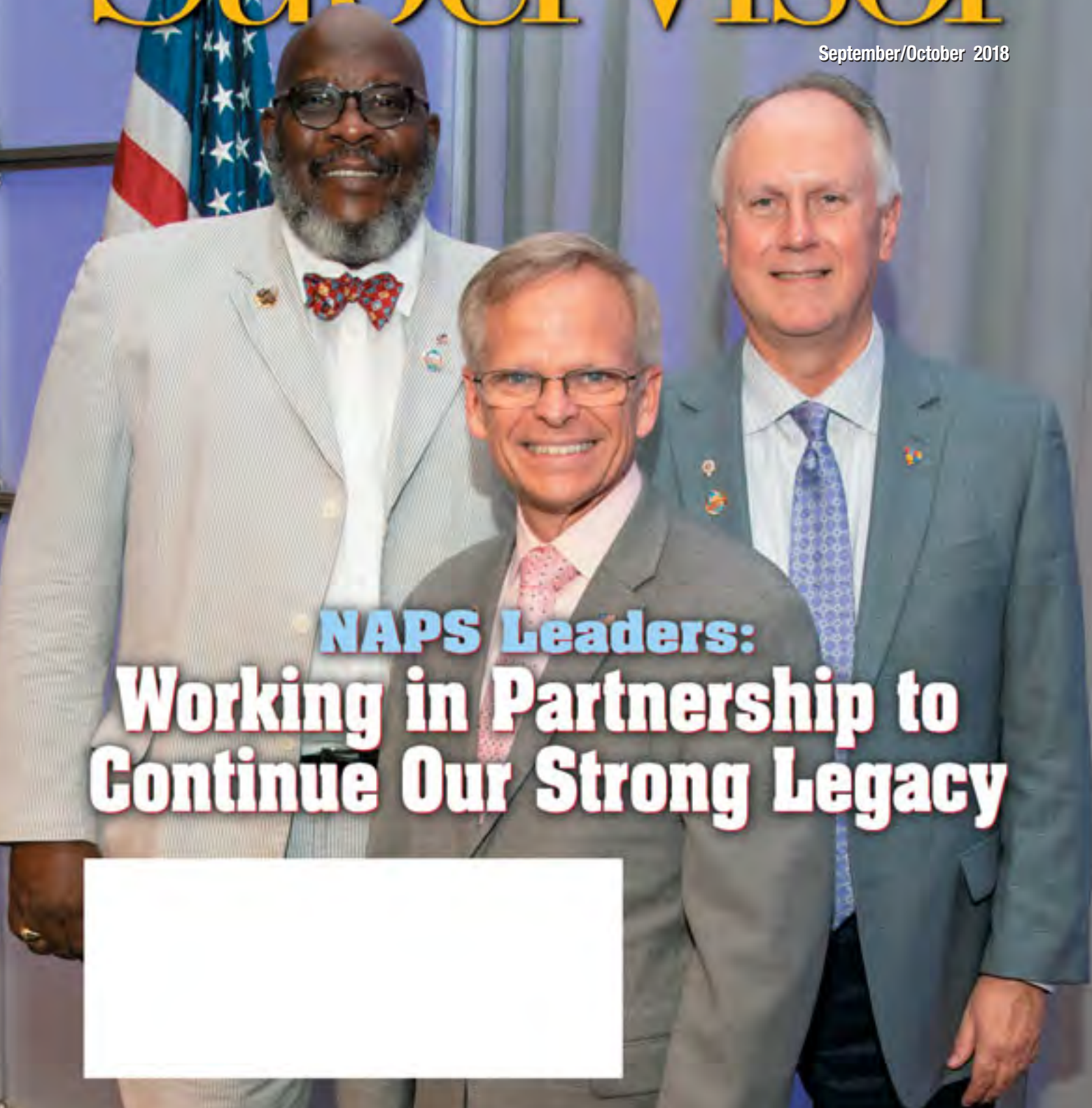
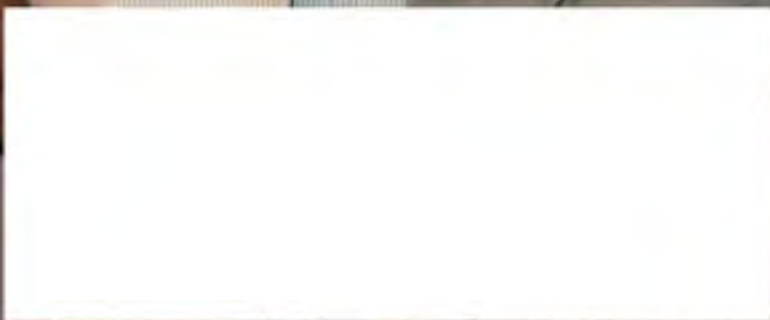


the Postal Supervisor

September/October 2018



NAPS Leaders:
Working in Partnership to
Continue Our Strong Legacy



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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 New Term With More Focus!

It is an honor and privilege to serve NAPS and its members for another term as national president. I thank you for the opportunity to represent the largest, best and most professional postal management association in the country.

Please join me in thanking Hartford, CT, Branch 5 and the entire host committee for all their hard work to make this year's NAPS national convention a very

positive, productive and memorable event. Many thanks go out to those delegates who attended our national convention and to the branches for sending them. The business of NAPS could not have been completed without everyone's participation, discussion and vote.

As we finish our 2016-2018 term of office and begin the 2018-2020 term, our focus as an Executive Board must be to continually

promote the welfare and best interests of our members. However, our focus must be everywhere. Here's the scoop!

With an organization representing approximately 27,000 members, it's imperative that our association remain focused on addressing members' issues in a professional and business manner. Whether our focus on NAPS issues comes from NAPS Headquarters or from advocates at the local, state, area and regional NAPS levels, our focus must remain clear: Protect and represent our members' best interests at all levels of the Postal Service, on Capitol Hill and in our own association. Our focus must have purpose and continue throughout this new NAPS term and well into the future.

Keeping focused can be accomplished by staying informed by attending NAPS branch meetings, legislative and area training seminars, state conventions and, of course, national conventions. No matter where you derive your focus, don't lose it. The strength of your focus and that of your branch will remain strong when you share what you have learned with others.

For example, due to postal retirements, promo-

tions and various detail assignments, changes in postal leadership will occur in postal facilities and units throughout the country. When this happens, an approach that may have worked with one postal leader to resolve member or NAPS issues may require a different approach when seeking a resolution with a different postal leader.

This is where staying focused and seeking the knowledge and wisdom of others in NAPS can help provide you a different approach to resolve issues. However, whenever you are addressing a member's issue, staying professional and focused regarding the issue at hand will help when seeking a satisfactory resolution.

At the time of this writing, NAPS will be fully engaged in and focused on fact-finding to ensure our members receive a fair and equitable pay agreement from the Postal Service for Fiscal Years 2016-2019. Our approach is to present sufficient and appropriate data to the fact-finding panel that supports NAPS' position that, in accordance with the statutory requirements reflective in the 1970 Postal Reorganization Act, 39 U.S.C. § 1004, EAS employees have earned and deserve a favorable USPS pay agreement.

As this is our special national convention issue of *The Postal Supervisor* magazine, I hope you remain focused on reading the entire issue our NAPS editor, Karen Young, has produced for your reading pleasure. I am confident you will enjoy reading about the business NAPS delegates accomplished during our national convention and viewing the wonderful gallery of convention pictures that our NAPS photographers, Dave Scavone and Bob Stevens, took during our week at Mohegan Sun.

Now, it is time to focus on my ice-cream flavor of the month recommendation: caramel hot chocolate!

naps.bw@naps.org



Brian J. Wagner
President

Moving Our Association Forward

There are some moments in life where affirmation for the fruits of our labors seems so vast and overwhelming that we find ourselves at a loss for words. Knowing that when we are lost for words or at a loss for words, you are so amazed, shocked or sad that you do not know what to say or how to express your feelings.

I found myself experiencing this during our national convention in August in Uncasville, CT. Well, maybe not a total loss of words because you know I do love talking about NAPS. However, I consider it such a humbling honor to serve the members of our great association as executive vice president.



Ivan D. Butts
Executive Vice President

I know I must earn this right to serve every day. My leadership model that I have made my NAPS life's work always has been merely to help somebody. So, I do not

take it lightly to be re-elected to this position unopposed.

Before I get too far, I want to thank Lisa Douglas, president of NAPS Hartford, CT, Branch 5, and her team for hosting a fantastic convention—from the greeters at the airports, to the Sunday-night welcome reception, Monday's opening ceremony and beyond. What a great job in hosting a great NAPS convention. Thank you for your attentiveness and leadership.

Now, back to the issue of service. To reach back, forward or to the side to serve the needs of someone other than ourselves helps us build reliable networks of connectedness that move our association further. According to prolific, forward-thinking, thought-architect Venessa Miemis, the future is networks. Our networks empower us; they connect us with resources. These resources give us security, freedom and more possibilities.

This commitment to service continues to drive me to give my utmost in leadership for our association. Anything less would be a disservice to the support you have

given me as I have executed the duties of this position.

You have heard me speak of NAPS being at the top of the constituency pyramids of multiple legislators. You have helped us reach that goal by your generous support to our SPAC campaigns at the LTS and national conventions, as well as your general giving. We continue to see record-making growth in our giving to SPAC at national events.

This year's national convention brought in \$38,937.73 for SPAC. Your kind acts to memorialize Ann Konish contributed over \$4,100 to this effort and are much appreciated. Thank you to every NAPS branch and individual member who donated items that made our 2018 National Convention SPAC effort an overwhelming success. Thanks also to our fantastic Auxiliary for all their work in staffing the tables.

In 2016, you voiced your concerns on how we announced the SPAC winners at the 2016 National Convention in National Harbor, MD. I heard you and changed the process to announce the winners before the end of Friday's business session. This change was a daunting task for SPAC Manager Katie Maddocks to complete. But Katie handled it in the exemplary manner that has marked her work at NAPS Headquarters. The Legislative Team and I always will be receptive to constructive ideas that identify concerns and provide solutions to help us move forward.

At the end of August, Katie let me know she will be leaving NAPS Headquarters for a job opportunity with the APWU. I wish Katie the best of luck with her new job. I very much have appreciated her consistency and


professional work ethic. I truly enjoyed Katie working with me to drive our NAPS initiatives to new heights.

However, it does not end here. I have committed my leadership model to the purpose of serving you—the members of our association—to the best of my ability. I appreciate the opportunity you give me to do just that.

I look forward to continuing to move our association and my leadership model forward.

In solidarity ...

naps.ib@naps.org



On the Move?

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

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

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

Let's Get Back to Work!

Wow! For the nearly 1,200 delegates who attended the 2018 NAPS National Convention in Uncasville, CT, at the beautiful Mohegan Sun resort, it truly was an amazing week. As your newly re-elected national secretary/treasurer, I only can say I am humbled by the faith shown in me by our members. Thank you so much for the privilege of serving you at NAPS Headquarters and allowing me the opportunity to return for another term on your behalf. I will work hard to reward your confidence in me.



Chuck Mulidore
Secretary/Treasurer

Kudos to Lisa Douglas, NAPS Branch 5 president, and all the NAPS branch members throughout New England for their hard work in making this a memorable convention. Their dedication, commitment and vision gave NAPS a convention that long will be remembered; thank you one and all!

One of the great things about a national convention is seeing so many friends and making new ones. Each convention is unique, yet some things never change. Those of us who are convention veterans always are happy to see first-timers. This year, over 130 members came to a NAPS national convention for the first time; that's remarkable!

These first-timers got to see debates on many resolutions—some adopted, some not. While some discussions were contentious in the best democratic traditions of our country, the point is NAPS members come together every two years to respectfully determine the future of the organization.

And that really is the true strength of NAPS: It is owned and operated by its members! And in true NAPS fashion, after the debates finally are settled and all the votes taken, we celebrate like no other group because, at the end of the day, we are one united organization—strong, passionate and growing.

So, now the work begins anew. Your team of resident officers at NAPS Headquarters and your newly elected and re-elected Executive Board members always

will put your interests first because NAPS belongs to you—the members. And our job is to work for you!

Every decision, first and foremost, must be considered based on “How does this impact our members?” And that applies whether we are discussing an issue involving the NAPS budget or pay consultations with the Postal Service. I am reminded that NAPS was established Sept. 7, 1908, when a group of 50 supervisors gathered in Louisville, KY, to unify around the goal of improving the pay and working conditions of all supervisors.

We can take heart in the fact that our first president, L.E. Palmer of Pittsburgh, would be proud of the organization created in Louisville. Yet, he probably would be dismayed to learn that many of the same struggles that brought supervisors together to create NAPS in the first place still remain today. However, the commitment born in the late summer of 1908 never wanes and our resolve never falters.

Our challenge is to continue the legacy that was begun 110 years ago and to keep NAPS strong, viable and growing for the next 100 years. You've got our commitment and I know we have yours. Let's get back to work!

naps.cm@naps.org

Send Us Your Photos

NAPS is pleased to announce that we now have a mailbox for members to submit photos for our social media outlets. Members can send photos of their NAPS activities directly to NAPS Headquarters at socialmedia@naps.org. We will review the submissions before posting on our social media outlets.

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

When submitting a photo, please tell us about the event, the names of the members in the photo and when the event occurred. Also, try to send high-resolution photos; we want everyone to look good! We look forward to increasing our presence on social media with this initiative.

Denial of *ELM* 650 Mediation, Compensation for NAPS Representatives' Travel Costs Discussed

President Brian Wagner, Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore were present for the June 19 consultative meeting with the Postal Service. Representing the Postal Service were Bruce Nicholson, Phong Quang and Henry Bear, USPS Labor Relations Policy Administration.

Agenda Item #1

NAPS Headquarters has received advocacy cases where the USPS denied the appellant's request for *ELM* 650 mediation. NAPS noted these cases are of a nature that has afforded the appellant access to an *ELM* 650 mediation process as part of the appellant's due process in the past.

NAPS contends the USPS is taking unilateral action to deny due process to EAS employees under a broad definition of "egregious" for allegations that, in the past, always have warranted and provided for the due process of an *ELM* 650 mediation.

NAPS requested a statistical review of *ELM* 650 mediation requests over the past three fiscal years (FY14-FY 17).

Eloise Lance, manager, EEO Compliance/Appeals; Tracy Wattree-Bond, manager, EEO Programs; and Will Farley, EEO Regulatory Policy & Compliance, Diversity, attended to address this agenda item.

Chapter 650 of the ELM covers disciplinary, grievance and appeal procedures, including due process and mediation for eligible non-bargaining employees. Whether the Alternative Dispute Resolution process of mediation

is approved or not, employees continue to have their appeal/due process rights.

Requests for mediation are reviewed and approved by the ELM 650 facilitator under the authority of EEO Compliance and Appeals—not by the proposing official or district office. Mediations are considered on a case-by-case basis and in accordance with ELM 652.51. If mitigation requests are found to be inappropriate, the reasons will be provided to the employee.

Mediation may not be found appropriate when it is determined that the charges involve egregious misconduct, criminal activity, repeated misconduct, inability to perform and other conduct as determined by the Postal Service. The following are examples of requests for mediation that have been deemed inappropriate in the past by EEO Compliance and Appeals:

- *Falsification or misappropriation*
- *Violence or threats of violence*
- *Sexual misconduct*
- *Misuse of position*
- *Misuse of user ID*
- *Misuse of government credit card*
- *Intentional delay of mail*
- *OIG or Inspection Service investigations*
- *Criminal activity*
- *Repeated misconduct*

NAPS responded that its concerns continue to center on the definition of "egregious" and the fact the determination of egregious behavior relies solely on the discipline file. Appellant input is not sought or necessarily included as part of the discipline file. Therefore, the *ELM* 650 facilitator is relying only on one part of the story in determining egregious behavior and denying an appellant the right to have a 650 mediation meeting.

Agendas Item #2

NAPS Headquarters has been made aware that the Lakeland District has been hosting quarterly meetings with management association representatives. The NAPS reps have had the choice of attending in person or via WebEx (telecon).

At the latest quarterly meeting, the district manager said she would like everyone to attend in person in the future. After the meeting, which the NAPS representative attended via WebEx, the district secretary sent out an email regarding the next meeting in June and asked who planned to participate. The NAPS representative said they would attend via WebEx. The secretary stated there would be no WebEx as the district manager wanted as many as possible to participate in person.

An email was sent to the district manager, asking if the district would pick up the travel per *USPS Handbook F-15*. NAPS did not receive a reply from the district manager. At the Great Lakes Area meeting with NAPS and UPMA in April, the NAPS repre-

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Issue	Copy Deadline*	Mails
DEC	OCT 22	NOV 15
JAN	NOV 27	DEC 20
FEB	JAN 2	JAN 24

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

sentative personally asked the district manager if the district would pick up travel per *Handbook F-15*. She responded the district would not pay; she canvassed other district managers in the Great Lakes Area and none has paid that expense.

The Great Lakes Area HR manager was in attendance and, after the meeting, was asked for clarification. The response was not immediately forthcoming. The Great Lakes Area is saying it has no policy regarding inviting management representatives to a meeting and paying them and is leaving it up to the districts to decide how to handle this issue.

NAPS contends that the policies and procedures for management association travel are found in the *F-15: 2-2.1.3 For Employees Representing Employee Organizations*

“Approving officials (see Appendix C) may approve travel of employees who are representatives of employee organizations. However, the travel must pertain to one of the following:

“a. Activities of joint employee-management cooperation committees when the activity is primarily in the interest of the Postal Service—for example, preventing accidents, reducing absenteeism, improving communication, ensuring equal employment opportunity, or maintaining employee productivity and morale.

“b. Special consultation or special negotiation sessions when called by postal officials.

“See Chapter 9, Handling Expenses for Special Travel Situations, for more information.”

9-5 As a Representative of an Employee Organization

“If you are a representative of an employee organization, you may be approved to travel depending upon the purpose.”

If Your Travel Pertains to ...	Then ...
a. Activities of joint employee-management cooperation committees when the activity is primarily in the interest of the Postal Service—for example, preventing accidents, reducing absenteeism, improving communication, ensuring equal employment opportunity, or maintaining employee productivity and morale.	The Postal Service may approve travel.
b. Special consultation or special negotiation sessions when called by Postal Service officials.	The Postal Service may approve travel.
c. Internal employee-organization business—such as attending meetings, conferences or training—sponsored by an employee organization.	The Postal Service does not authorize travel. Exception: Such travel will be authorized if these activities meet the needs of the Postal Service and the Postal Service requires the employee to attend.
d. Regularly scheduled negotiation sessions for negotiating an agreement.	The Postal Service does not authorize travel.

NAPS finds that USPS policies and procedures make it permissible for the agency to authorize USPS travel for NAPS representatives attending meetings initiated by the USPS for attendance. NAPS requested that if the USPS requires in-person attendance at USPS meetings, the travel be approved per the policies.

Attendance by local leaders of the management associations at these district and area meetings are by invitation—not a requirement. Management has the authority to set specific parameters for these meetings. This authority includes discretion in approving travel for these events in accordance with Handbook F-15 Travel and Relocation, Section 2-2.1.3, For Employees Representing Employee Organizations, which reads in part, “Approving offi-

*cial*s **may** [emphasis added] approve travel of employees who are representatives of employee organizations.”

Therefore, compensation for travel costs is at the discretion of management as long as the purpose of the travel meets business activities defined in Handbook F-15, 2-2.1.3 and Chapter 9-5, As a Representative of an Employee Organization.

NAPS responded it continues to believe that if Postal Service leadership is hosting a meeting and not providing any other method of attendance besides attending in person, then the Postal Service should cover the travel expenses of NAPS representatives. NAPS believes the term “may” in *Handbook F-15*, Section 2-2.1.3, should be changed to “must.”



NAPS Disciplinary Defense Fund Representation Request Form

DDF Applicant Name: _____

USPS EIN #: _____

Office: _____

Branch: _____

Work Phone: (____) _____

Home Phone: (____) _____

**Date of Notice of Proposed Action
or Notice of Debt Determination:** _____

**Date of Letter of Decision or
Notice of Involuntary Offset:** _____

I request representation from the NAPS Disciplinary Defense Fund (DDF). Representation will be provided by Labor Relations Admin Group, LLC. The representative provided may not be an attorney. The DDF covers fees and expenses up to \$3,500, authorized evidentiary expenses not to exceed \$1,000, and all travel costs.

If fees or expenses incurred for my defense are expected to exceed the \$3,500 limit, Labor Relations Admin Group, LLC will notify me, in advance. No additional fees or expenses will be incurred for my representation without my authorization. If I do authorize additional fees and expenses, I will be personally liable to the provider for these additional expenses.

In the event the MSPB should award any payment for my legal fees, it is understood that the monies will be used to reimburse the NAPS DDF for monies expended for my representation by Labor Relations Admin Group, LLC to the extent possible under the award.

**NOTE: I have been a member of NAPS since: Month _____ Year _____
If you have been a NAPS member less than 90 days from the date of the
proposed action, you should supply a statement that you signed a NAPS
membership application within 60 days of your promotion from the craft.**

I understand that should I seek representation through any means other than the NAPS DDF at any time, I will, in effect, discharge the National Association of Postal Supervisors and Labor Relations Admin Group, LLC of any further obligation regarding my case. Furthermore, I understand that I will have to bear the cost and consequence of any outcome resulting from this action.

Signature of Member

Signature of Branch President

Date

Date

Send this signed form and a copy of the adverse action file by **Priority Express Mail** to:

Labor Relations Admin Group, LLC
PO Box 780128
Maspeth, NY 11378-0128

A copy of this completed DDF Form **MUST** be sent to NAPS Executive Vice President at NAPS HQ
NAPS HQ, 1727 King St, STE 400, Alexandria VA 22314

New CTC Cleaning Method, AAU and ADE Scan Performances Combined on NPA Scorecard, Springdale Annex Among Items Discussed

The Aug. 4 consultative was held in conjunction with the 2018 NAPS National Convention. The entire NAPS board was present. Representing the Postal Service were Bruce Nicholson and Henry Bear, USPS Labor Relations Policy Administration.

Agenda Item #1

NAPS has been made aware of an initiative being implemented in the Customer Care Centers with mandates that are raising concerns about the creation of a hostile work environment. This initiative mandates that career EAS employees resubmit to a background investigation, consumer report and *SF85P*.

NAPS does not find these job requirements in postings for Customer Care EAS positions. NAPS has the following concerns:

1. These EAS employees do not have access to sensitive information, only general caller information. Why is this additional vetting now required?

2. The *SF85P* is for new hires. Why is this form being mandated for career EAS employees already vetted?

3. New hires are fingerprinted. Why are career EAS employees being mandated to submit fingerprints again?

4. Career EAS employees are mandated to sign a *Form 2181-D*, which reads, "I acknowledge that I have received a copy of 'Summary of Your Rights Under the Fair Credit Report-

ing Act.'" However, this document is not part of the attachments.

5. Career EAS employees are being mandated to release information concerning their mental health. NAPS contends the USPS has an established process for making this type of employment determination. If the USPS has appropriate grounds, it can mandate that a psychiatric FFD be completed.

Everything that is seen by USPS EAS employees on the video screen regarding customer information also is provided in the phone recording. This includes name, address, phone number and article number of Track and Confirm—fundamental issues that a unit's postal employees address every day. These EAS employees do not have access to credit card information.

NAPS requested the USPS refrain from mandating EAS employees to complete voluntary forms. NAPS also requested to be consulted on all organizational changes that impact the employment of its members.

The Postal Service does not agree this initiative creates a hostile work environment. This initiative has been suspended.

Agenda Item #2

This is a follow-up to the April 11 consultative when NAPS brought back to the table Agenda Item #1 from the Feb. 14 consultative for an update:

NAPS requested an OCC code review for consideration of the Super-

visor Differential Adjustment (SDA) for the following EAS positions assigned to the Stamp Fulfillment Services Center (SFSC):

- OCC Code 2355-0011, EAS-17 Supervisor, Maintenance Operations Support (SFS). Currently, this SFSC EAS employee supervises five PS-10 ETs, 10 PS-4 labor/custodians and one PS-7 MOS clerk.

- OCC Code 2375-0015, EAS-17 Supervisor, Order Processing (SFS). Currently, this SFSC EAS employee supervises one PS-7 Customer Service clerk, one PS-6 general clerk and 17 PS-6 Stamp Fulfillment Services clerks.

NAPS requested the salaries for the EAS positions with OCC-codes 2355-0011 and 2375-0015 be corrected and updated in *ELM 412.12b*. NAPS also asked whether the USPS authorizes the SDA for work that has been and still is being performed by these two EAS positions.

These positions are being reviewed by USPS Headquarters Compensation. NAPS will be informed of the Postal Service's decision.

NAPS requested an update on this request.

Following is the Postal Service's response at the April 11 consultative:

The Supervisor, Maintenance Operations Support (SFS), and Supervisor, Order Processing (SFS), will be included in the position group "All Other Eligible" of the SDA, effective May 12, 2018. Retroactive pay adjustments are not applicable when positions are added to or removed from the SDA chart.

The Postal Service's latest response:

As indicated in our response during the April consultative meeting, both jobs were added as SDA-eligible in the position group "All Other Eligible." Salary adjustments for employees in the two occupation codes were made effective on May 12, 2018, with no retroactive pay.

Agenda Item #3

NAPS has been made aware of a new CTC cleaning method that has been initiated by the USPS. NAPS has received concerns from the field regarding the cost and impact this new method will have on TOE, which equals 30 percent on the NPA scorecard.

The new CTC cleaning method is costing thousands of dollars in new supplies for offices. NAPS asked how TOE is being adjusted to account for this program. NAPS also asked what method the USPS will use to educate managers on tracking this TOE impact in accordance to the USPS response found in USPSOIG Audit HR-AR-17-010 FY15, which, on page 23, reads:

"With regard to the OIG's second recommendation, the Postal Service will continue to communicate to supervisors the evaluation criteria of the PFP to reduce the risk of negative perceptions and employees being disengaged. In that regard, the Postal Service already has trained all PES coordinators in every district concerning the PFP system and their role in support of the system and the employees that utilize it. The Postal Service also has implemented mandatory PES training for all PFP-eligible employees who participate in the program beginning this calendar year."

*We will reach out to the resident of-
ficers after the NAPS National Conven-
tion to schedule a briefing on the CTC
Program. Questions regarding TOE for*

*an office should be directed to the dis-
trict budget office. Employees are provid-
ed information daily by email on NPA to
include best practices by Performance
and Field Operations Support.*

Agenda Item #4

NAPS has received a concern that on the NPA scorecard, AAU/ADE scan performance is combined, which is 20 percent on the NPA scorecard. This combined score does not afford the opportunity for a unit to provide additional focus that may be needed on one scanning aspect.

NAPS requested that YTD AAU and YTD ADE scores be reported separately so offices can know and focus on where they are failing under the transparency discussed in USPSOIG Audit HR-AR-17-010 FY15 noted in Agenda Item #3.

The Postal Service disagrees that scan performance for AAU/ADE on the NPA scorecard should be separated. Scanning is an essential function of the Postal Service and provides customers with full transparency of mail and package delivery. There should be a focus on all scan performances, all the time. AAU/ADE scans represent a package arriving at a delivery unit and taken out for an attempt or delivery. They are tied together; we don't see a good business reason to separate them.

*If an office is having difficulties pulling scan reports to identify a specific deficiency in scanning performance, local management should contact dis-
trict Operations Support for guidance.*

Agenda Item #5

NAPS has reached out and requested on several occasions to meet with Sales and Customer Relations Senior Vice President (A) Dennis Nicoski. NAPS now is asking the USPS to do what it can to schedule this meeting.

We have contacted Headquarters Sales and Customer Relations requesting available dates for a meeting. An update will be provided once we are informed of those dates.

Agenda Item #6

SDA for the position of Supervisor, Business Mail Entry, is provided under the category of "All Other Eligible EAS-15 to EAS-19" on the SDA scale found in ELM Exhibit 412.12:

412.12 New Career Appointment

"A new employee hired into the EAS schedule is paid the minimum salary for the grade of the position to which hired. The appointing official has the flexibility to set the starting salary up to the midpoint of the grade. Further variation may occur in the following circumstances:

"a. Supervision of Bargaining Unit Employees. When an appointment is to an exempt EAS-15 through EAS-19 grade position that involves directly supervising two or more full-time-equivalent, bargaining-unit employees, current supervisory differential adjustment (SDA) pay policies will apply as described in Exhibit 412.12b."

Exhibit 412.12b

Position Groups Eligible for Supervisory Differential Adjustment Rate

Position Group	Minimum Salary Is 5 Percent Above
Plant Maintenance	PS-10, step P
Vehicle Services	PS-8, step O
Postal Police	RSC Y, step 23
All Other Eligible EAS-15 to EAS-19	PS-6, step O

When Does the Rubber Meet the Road?

By **Tim Ford**
Southern Region Vice President

While this article was being written, NAPS received the final pay package from the Postal Service. Your Executive Board has voted to go to fact-finding. On July 6, NAPS filed for fact-finding in accordance with *Title 39*.

During consultations, every effort was made to ensure fair and adequate compensation for all the work every EAS employee does. But, in NAPS' view, those efforts were not successful.

While I do not know what the final outcome will be, I do have some thoughts on EAS compensation.

What I struggle with is the message we receive from postal officials when they address us at meetings and conventions: You are the backbone of the Postal Service, you are the glue that holds the Postal Service together, you are pressured between craft employees and upper-management and—my personal favorite—you are “where the rubber meets the road.”

Every one of those statements regarding EAS employees rings true; I believe the postal officials making these statements sincerely believe them. But how do you reconcile these words with the actions of Postal Headquarters?

The tires on your vehicle are where the rubber meets the road and your vehicle depends on those tires. If your tires are over- or under-inflated, your vehicle does not perform properly. When I listen to our members speak about the work they do, the efforts

they make to ensure all mail is processed and delivered each and every day—regardless of the conditions—and the constant pressure to perform, I can assure you their “tires” are under-inflated, not over-inflated.

Every craft employee who comes to work and just does their job gets an annual pay increase; I applaud their efforts securing these benefits. But I find it insulting to tell EAS employees who come to work, do their jobs and guide our business every day that their efforts are not worthy of compensation and, even worse, result in them being labeled a non-contributor. It is just not right or fair. And that is the message being received in the field.

EAS employees *do* contribute, they *do* make a difference and you *do* need to inflate the EAS tires that meet the postal road with compensation—not air. EAS employees cannot pay their bills or feed their family with praise and words; it takes money—*real* money.

NAPS hears those under-inflated EAS tires squealing as they meet the road every day. NAPS will continue to pursue a fair and equitable compensation package that recognizes and adequately compensates those EAS employees who do their jobs, get the mail processed and delivered and manage their employees.

Postal Headquarters: Let your actions match your words and fairly compensate EAS employees. Quite simply, they've earned it.

seareavp@aol.com

NAPS has been made aware that this EAS position/occupational code does not supervise any PS-6 craft employees. NAPS contends this EAS position is not being paid a proper SDA per the employees being managed.

NAPS requested the *ELM* be changed to adequately reflect the SDA for the position of Supervisor, Business Mail Entry. This SDA category should be at the craft position of PS-7, step O.

NAPS also requested the USPS consults with NAPS on providing compensation for monies not paid to these impacted employees due to their not being correctly categorized for SDA purposes.

The position is appropriately classified under “All Other Eligible” on the SDA list and is consistent with SDA policy.

NAPS rejected the Postal Service's position on this agenda item and reiterated its view that the *ELM* be changed to adequately reflect the SDA for the position of Supervisor, Business Mail Entry. This SDA category should be at the craft position of PS-7, step O. NAPS asked to consult with the Postal Service on this issue outside the pay talks process.

This ELM change request is a matter that should be discussed during pay talks that address “changes in pay policies and schedules and fringe benefit programs for members of the supervisors’ organization.”

Agenda Item #7

NAPS received correspondence dated July 11, 2018, from the Eastern Area Vice President, announcing Melvin J. Anderson as the project lead for implementation of the new Springdale facility. NAPS has not been consulted on the implementation of this project and its impact on NAPS members in the commut-

Continued on page 20



NAPS Contests USPS Pay Decision, Officially Files for Fact-Finding

On July 6, NAPS initiated the fact-finding process and filed—under the auspices of the Federal Mediation and Conciliation Service (FMCS)—its challenge of the Postal Service’s pay decision for EAS employees for 2016-2019.

In its filing, NAPS requested FMCS assistance in appointing a panel of three experts in supervisory and managerial pay policies to review the USPS pay decision and its conformance with statutory require-

ments. In NAPS’ view, the USPS pay decision will not provide for sufficient catch-up increases for 2016-2018 and likely would not result in pay increases for the majority of the approximately 45,000 Postal Service supervisors, managers, postmasters, technical specialists and others covered by the Executive and Administrative Schedule.

In authorizing the pursuit of fact-finding, the NAPS Executive Board on July 1 concluded the Postal Service’s pay decision does not adequately address important EAS pay issues and likely will further impact already poor morale among EAS employees.

Furthermore, the USPS pay deci-

sion fails to meet the statutory requirements that the Postal Service: (1) provide compensation that is comparable to that in the private sector; (2) assure that the compensation is sufficient to attract and retain qualified and well-motivated supervisors and managers; and (3) provide for reasonable pay differentials between supervisors and the clerks and carriers they supervise.

NAPS’ decision to enter into fact-finding represents the second time the association has pursued such a challenge since it became available in 1980. NAPS will provide further information to its members regarding developments in the fact-finding process as they become available.



On Sunday, July 15, Tacoma, WA, Branch 31 held its annual summer brunch. Executive Vice President Ivan D. Butts (right) arrived in time to join Northwest Area Vice President Cindy McCracken in congratulating newly elected Branch 31 Vice President Calvin Edwards (second from left) and President Charlie Krough.

NAPS Maryland State Legislative Chair Tony Jones (left) and Capitol-Atlantic Area Vice President Troy Griffin (right) with Rep. Elijah Cummings (D-MD)



Bobby Bock, Central Florida Branch 406, facilitated a visit by Rep. Stephanie Murphy (D-FL) to the Orlando P&DC.

Illini Area Vice President Luz Moreno (left) and Milwaukee Branch 72 President Julie Joers at the Lakeland Career Awareness Conference



Long Island, NY, Branch 202 President Tom Barone (right) held an event for SPAC at the Belmont Park race track; \$240 was raised. Branch 202 members joined jockey Eric Cancel in the winner's circle.



Members of Long Island Branch 202 attended a fundraiser—"A Day at the Beach"—for Rep. Kathleen Rice (D-NY) who represents New York's 4th Congressional District. From left: Frank Baselice, Vincent Violante, Branch 202 President Tom Barone, Kathleen Rice, Dee Perez and George Karman.



Louisiana/Mississippi Bi-State President Larry Hamilton and Louis M. Atkins Branch 209 Secretary/Treasurer Cinderella Clark represented NAPS at the Louisiana Career Awareness Conference, which had more than 200 people registered.



Central Gulf Area Vice President Cornel Rowel Sr. swore in the officers of Huntsville, AL, Branch 399: President Ricky Frazier, Vice President Regena Ashanti, Secretary Sandra Harris and Treasurer Latisha Hughes.



Southeast Area Vice President Bob Quinlan and former USPS Southern Area Vice President Joann Feindt (right), helped celebrate the retirement of Jann Miller, South Florida District HR manager.



Joining the newly installed officers were Birmingham Branch 45 President Dwight Studdard (left) and Alabama State Branch 901 President John Carson.



NAPS members took advantage of the DDF training provided by former DDF provider Charlie Scialla (fourth from right) and current DDF provider Al Lum (sixth from right) at the New Jersey State convention in late June.

Sundance, UT, Branch 139 held its annual steak fry in July at the Wasatch National Campground. State Legislative Chair Melissa Gerber raised over \$700 for SPAC; branch officers were elected. As the sun set, the adults watched the kids roasting marshmallows. From left: Executive Vice President Ivan D. Butts, Branch 139 Vice President Jill Jensen, Secretary/Treasurer Kristen Tesner, President Jeff Fratto, Legislative rep Melissa Gerber, Rocky Mountain Area President Myrna Pashinski and Western Region Vice President Marilyn Walton.



Members of Boston Branch 43 members attended a fundraiser for Rep. Stephen Lynch (D-MA). Clockwise, from lower left: Mike Dematteo, Paul Lennon, Vinny Ignoto, John Russell, Marci Russell, Dom Russo, John Paz, Maggie Paz, Audrey Lakes and Ed Raleigh.



Members of the Texas branches and Texas State Auxiliary, with NAPS national officers, enjoyed the Texas State Convention, June 22-24.



Los Angeles Branch 39 held its Family Day Picnic in July at Westchester Park in Los Angeles.

Branch 39 member Tesa Hodges and her family enjoyed the picnic.

Picnic Committee





NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

Office of the Administrator

Phone: (855) 208-1154

"\$2,000 IN NAPS SCHOLARSHIPS FOR MEMBERS AND ASSOCIATE MEMBERS ONLY!"

GUARANTEED, TAX-DEFERRED INTEREST RATE OF 4.00%!¹

TAX-FREE LIFE INSURANCE UP TO \$500,000!²

NO MEDICAL QUESTIONS OR EXAMINATIONS, AND NO BLOOD TESTS!

PLEASE RESPOND BY NOVEMBER 2, 2018!

Dear NAPS Member:

We are proud to announce the new NAPS Guaranteed Acceptance Supplemental Life Insurance Program with cash accumulation, Long Term Care, Critical Care, Terminal Illness, and Disability Waiver for members and their families. This new, permanent coverage was approved by the NAPS Executive Board.

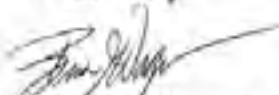
The following are the coverage and cash accumulation benefits of this special NAPS Guaranteed Acceptance Life Program:


1. **Guaranteed Acceptance Life Insurance** - low-cost, income tax-free, death estate insurance benefits for members and family members up to **\$150,000** (Maximum of **\$500,000** available).
2. **Guaranteed Tax-Deferred Interest** - on cash accumulations of **4.00%**.¹
3. **Guaranteed Cash Accumulations** - can be taken in a lump sum or lifetime retirement income.
4. **Long Term Care Benefit** - allows the payment of **200%** of death benefits at **6%** per month for Long Term Care after a 90 day elimination period for a maximum of **\$500,000**.² Members may choose a **25%** of death benefit lump sum in lieu of monthly payments.³
5. **Critical Care Benefit Option** - allows the withdrawal of **25%** of death benefits for lump sum payments up to **\$100,000** upon diagnosis of life-threatening cancer, heart attack, stroke, renal failure, or major organ transplant.³
6. **Terminal Illness Benefit** - allows the withdrawal of **75%** of death benefits for terminal illness for a maximum of **\$150,000**.³
7. **Disability Waiver Benefit** - available to age 55, pays for coverage after six months of total disability.³
8. **Guaranteed Increases** - allows future increases in death benefits for ten years without evidence of insurability.³
9. **Guaranteed Lifetime Retirement Income** - can be requested from cash accumulations.
10. **Program Is Portable** - If you change jobs, you can take it with you at the same rates.
11. **Guaranteed Paid-up Insurance Options** - provides a guaranteed paid-up life insurance policy with increasing cash values, pre- or post-retirement.
12. **Convenient Premiums** - affordable, convenient, systematic, automatic bank draft or payroll deduction.

What Action Must I Take?

Simply return the priority information request form in the enclosed postage-paid privacy envelope today. Do not miss this opportunity for Guaranteed Acceptance Life Insurance and Tax-deferred cash accumulation, Long Term Care, Critical Care, Terminal Illness, and Disability Waiver benefits. **Please return the priority information request form and scholarship application by November 2, 2018!**

Faternally,


Brian J. Wagner
President


Ivan D. Butts
Executive Vice President


Charles (Chuck) Mulidore
Secretary/Treasurer

¹ After mortality and expenses. ² Based on current IRS regulations. ³ Consult your policy for details.

⁴ After 100% of the face amount is exhausted, the member will receive a paid-up life policy for 25% of the initial death benefit.



Benefits Administered by
M³ Technology, LLC

NAPS MEMBERS AND ASSOCIATE MEMBERS ONLY
NEW BENEFIT INFORMATION & SCHOLARSHIP REQUEST

I would like information about the following benefit offering for NAPS Members:

- | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|
| <input type="checkbox"/> Life Insurance With Guaranteed Cash Accumulation at 4.00% ¹ and "Living Benefits" for Long Term Care, Critical Care, Terminal Illness, and Disability. | <input type="checkbox"/> Disability Income Benefits |
| <input type="checkbox"/> Member | <input type="checkbox"/> Hospital Income Benefits |
| <input type="checkbox"/> Member and Family | <input type="checkbox"/> Accident Benefits |
| | <input type="checkbox"/> Pre-Paid Legal Benefits |
| | <input type="checkbox"/> Discount Homeowners and Auto |

PLEASE PRINT AND RETURN BY NOVEMBER 2, 2018

Name: _____ Date of Birth: _____

Home Address: _____ Branch Number: _____

City: _____ State: _____ Zip: _____

Home Phone: (____) _____ Work Phone: (____) _____

Cell Phone: (____) _____ E-mail Address: _____

Work Address: _____ Member's Title: _____

Work City: _____ State: _____ Zip: _____

Work Hours: From: _____ am/pm To: _____ am/pm Days Off: _____

Type of Postal Facility: _____ Number of Employees: _____

I would also like to apply for \$2,000 Student Scholarship by M³ Technology
You must complete the entire form to qualify!
You do not need to request benefit information to qualify for the scholarship.

Student's Name: _____

Relationship to NAPS Member: _____

Name of Accredited Two or Four Year College: _____

Course of Study (Major): _____

Eligibility: Children and grandchildren of NAPS members and associate members; no participation in insurance program required. Student must be accepted or attending an accredited college.

Bruce Moyer

NAPS Legislative Counsel



As Election Day approaches, NAPS continues to target resources through SPAC, its political war chest, to House and Senate candidates—both Democrat and Re-

publican—committed to a strong postal system and the preservation of civil service benefits. When you vote on Nov. 6, please vote for congressional lawmakers committed to these same goals.

Real Clear Politics, was even larger than the 11.5 percentage point lead Democrats held in generic congressional polls in 2006 when they took over both the House and Senate.

A Democratic takeover of the Senate, however, faces challenges. In the Senate, Democrats are defending three times as many seats as Republicans, with

10 Senate Democrats running in states won by Trump two years ago. Three of the most endangered Democrats are strong allies to NAPS on postal issues: Sens. Heidi Heitkamp in North Dakota, Jon Tester in Montana and Claire McCaskill in Missouri.

All three are members of the Senate committee that oversees the Postal Service; McCaskill is the ranking Democrat on that panel. All three have been particularly aggressive in their oversight of the Postal Service and insistent on prompt service to their rural constituents. In 2015, Tester became the first sponsor of MSPB appeal rights legislation for EAS employees.

Mindful of the re-election challenges these key allies face, NAPS has targeted SPAC funds to their campaigns, along with other Senate and House candidates—Democrat and Republican—committed to a strong Postal Service and the preservation of civil service employee and retiree benefits.

Postal Task Force Report Remains Under Wraps

The Trump administration, according to press reports, is planning to keep secret until after the mid-term elections a report delivered to the President in early August with recommendations for reorganizing the Postal Service. The report was generat-

ed by a task force appointed by the President earlier this year to take a long-term look at the Postal Service.

An Office of Management and Budget report earlier this year recommended privatizing the Postal Service; it's expected the White House task force report will recommended privatization, as well. The Trump administration and Republican congressional leaders likely did not want to subject vulnerable Republican candidates to defending Postal Service privatization in the run-up to the election.

The Board of Governors Begins to Gain Members

Seven seats on the Postal Service Board of Governors remain unfilled after the Senate finally confirmed two members by a voice vote on Aug. 28: Robert M. Duncan of Kentucky and David C. Williams, the former inspector general of the U.S. Postal Service. The Board of Governors, as the body responsible for overseeing the Postal Service, has been without members for the past 20 months because of political stalemates and, at times, congressional indifference.

Under current arrangements, Duncan and Williams will not serve very long. Duncan's term will expire Dec. 8; Williams' appointment will expire a year later on Dec. 8, 2019. Two more BOG candidates are in the wings. Trump has announced he intends to nominate Ron A. Bloom of New York for a term expiring in 2020 and Roman Martinez IV of Florida for a term ending in 2024.

That means five more slots would remain, giving the Trump White House added opportunity over the next two years to create a board of governors committed to Trump's emerging vision of a privatized postal system.

bruce@moyergroup.net

Vote Postal on Nov. 6

publican—committed to a strong postal system and the preservation of civil service benefits. When you vote on Nov. 6, please vote for congressional lawmakers committed to these same goals.

There is no doubt about it. The upcoming mid-term congressional elections could be consequential for the Postal Service and its employees. Most notably, a Democratic takeover of at least one legislative chamber of Congress could seriously obstruct efforts by President Trump and others to privatize the Postal Service and cut employee and retiree benefits.

Right now, the most likely result, polls suggest, is a "blue wave" of Democrat wins that upend Republican control in the House. An even bigger blue wave could put control of the Senate in play, although that is less likely. Control by the Democrats of even one legislative chamber would create obstacles for Trump's legislative agenda on Capitol Hill.

To take control of the House, Democrats need to gain at least 23 seats in the Nov. 6 election. Polls suggest Democrats could take 20 to 40 seats. Over the past several months, polls increasingly have shown Democrats with a significant lead among registered voters in the so-called generic congressional ballot. The Democrat lead in mid-September, according to

National Association of Postal Supervisors

Louis M. Atkins Presidential Student Scholarships

2018 Official Application Form

The **Louis M. Atkins Presidential Student Scholarships** will be awarded to honor former President Atkins' longtime dedication to NAPS members and their families. The scholarships are funded by Dillard Financial Solutions in conjunction with NAPS Headquarters.

Applicants for the scholarships must be the children or grandchildren of a living NAPS member—active or associate—at the time of the 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 \$500 **Louis M. Atkins Presidential**



Scholarships. The winners will be randomly selected from each of the NAPS regional areas: Northeast, Eastern, Central, Southern and Western.

This application must be received no later than Dec. 21, 2018, at the address provided below.

For 2018, the scholarship winners will be announced and listed in the January 2019 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Louis M. Atkins Presidential Scholarship** will receive a check, payable to the college or university listed in the application, in January 2019. Scholarships may be used to pay expenses in the student's current or following semester.

Deadline: Dec. 21, 2018

Student's name (please PRINT legibly)

Major course of study

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

City and state of the college or university

NAPS member's name

NAPS member's branch number

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

NAPS member's PO box/street address

City

State

ZIP+4

**Applications must
be received at
NAPS Headquarters
no later than
Dec. 21, 2018**

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

NAPS Secretary/Treasurer's
Financial Report Chuck Mulidore

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

Balance Sheet—May 31, 2018

Assets:	
Cash and Investments	\$14,763,607.93
Dues Withholding Receivable	392,043.58
Prepaid Expenses and Other Assets	406,576.43
Total Current Assets	15,562,227.94
Building and Equipment, Net of Accumulated Depreciation	3,135,672.03
Total Assets	\$18,697,899.97

Liabilities and Fund Balances:

Accounts Payable	\$ 22,102.00
Accrued Expenses	517,119.69
Deferred Revenues	189,364.00
Dues to be Remitted to Branches	635,896.68
Total Liabilities.	1,364,482.37
General and Designated Fund Balances	17,333,417.60
Total Liabilities and Fund Balances	\$18,697,899.97

Statement of Revenues and Expenses

(For the period March 1, 2018, through May 31, 2018)

Revenues:

Dues and Assessments	\$ 1,846,287.79
Less: Dues Remitted to Branches	1,232,545.47
Net Dues and Assessment Revenue.	613,742.32
Investment Income	110,492.20
NAPS Property, Inc. Net Income Before Depreciation	\$59,595.74
Less Depreciation	(70,495.30)
NAPS Property, Inc. Net Income.	(10,899.56)
Royalties	10,456.30
Legislative Conference Income	127,498.00
Training Fees.	15,775.00
Other	18,186.35
Total Revenues	885,250.61

Expenses:

National Headquarters	378,350.24
Executive Board	321,664.25
<i>The Postal Supervisor</i>	72,842.51
Legal/Fact Finding/Pay Consultation	50,743.25
Legislative Counsel	32,270.68
Legislative Expenses	6,725.60
Legislative Training Seminar	326,048.52
Education and Training	22,770.49
Training Registration Expense	6,800.00
Disciplinary Defense	152,534.37
Total Expenses	1,370,749.91

Expenses in Excess of Revenues \$ (485,499.30)

Substantially all disclosures required by GAAP are omitted.
 The financial statements do not include a statement of cash flows.
 The financial statements do not include the financial position and operations of the SPAC.
 No assurance is provided on these financial statements.

Aug. 4 Consultative

Continued from page 11

ing area of this facility, as well as other potential impacts.

NAPS asked to be briefed on this project to discuss its impact on members, as well as on any other proposed projects.

The Springdale Annex, which reports to the Cincinnati P&DC, was opened as a result of additional package volume that cannot be absorbed within the Cincinnati P&DC. Staffing is determined by workload. The consultation process is for national programs; implementation of a new facility is not applicable. Specific questions pertaining to a new facility should be addressed locally.

Agenda Item #8

NAPS received a letter dated July 18, 2018, from Bruce Nicholson notifying NAPS of the establishment of the Learning Development & Diversity Specialist (EAS-16, exempt) position. This position will be under the HR function assigned to the Manager, Diversity Development.

NAPS is concerned and does not agree with the FLSA designation of exempt for this newly designated position. NAPS noted the two positions currently performing these duties are both exempt and non-exempt. NAPS contends the work of OCC Code 0201-0078, reclassified as the new position, Learning Development & Diversity Specialist, also must be classified as FLSA non-exempt.

NAPS also noted that other EAS-16 positions assigned to the HR function of the USPS also are FLSA non-exempt. NAPS requested the FLSA designation for the established position of Learning Development & Diversity Specialist be classified as FLSA non-exempt.

The Postal Service proposed establishing the Learning Development &

Diversity Specialist (EAS-16, exempt) position through the consultation process with NAPS in accordance with Title 39, § 1004. We provided a briefing on May 23. NAPS requested the criteria used to evaluate and decide whether or not a job meets the Administrative Exemption. NAPS also requested a list of all current exempt and non-exempt HR specialists. Both information requests were furnished to NAPS on June 6.

We provided NAPS a copy of the Department of Labor (DOL) FLSA fact sheet, which outlines the criteria used to evaluate whether or not a job meets the Administrative Exemption. The Learning Development & Diversity Specialist position meets the Administrative Exemption test.

The HR specialists—exempt and non-exempt—performing functions outside of LD&D will remain in those positions.

Agenda Item #9

NAPS has been made aware that members in the position of EAS-17, Safety Specialist (TL), OCC Code 0018-0031, are not receiving pay for the SDA level of the employees being supervised. Craft employees who work in the position of Driving Safety Instructors, P-08, report directly to the Safety Specialist (TL).

NAPS requested that the OCC Code for the position of Safety Specialist (TL) be added to the SDA Position Group Vehicle Services and all EAS employees in this OCC Code be paid accordantly.

NAPS also requested that the USPS consults with NAPS on providing compensation for monies not paid to these impacted employees due to their not being correctly categorized for SDA purposes.

The position was created in 2006. We will need to review current job requirements to determine if the position is a supervisor position and update the job description accordingly.

Be an Informed Voter

By Katie Maddocks

Legislative Representative and SPAC Manager

It's only a few short weeks until the 2018 midterm elections on Nov. 6. The ability to vote is a great privilege and constitutional right. As you are filling in your ballot for the candidate who you feel would be represent you in Congress, NAPS Headquarters wants to remind its members to keep in mind postal issues when you vote.



As elected officials look at the possibility of privatization, changes to federal retirement benefits and general cost cutting to the federal budget, the smart voter should examine how their representatives and senators voted on postal issues in the past and how they support current legislation.

NAPS Headquarters makes it easy for its members to review this information on the Legislative Center of the NAPS website, featuring supported House and Senate bills, with links to bill language, lists of co-sponsors and actions the chamber has taken. Additionally,

NAPS members can find a list of representatives and senators NAPS financially supported throughout the current election cycle. These men and women have supported and championed issues positively impacting postal supervisors and are working to create a sustainable future for the Postal Service.

While NAPS is ensuring its members are well-educated, states also are working to make sure citizens know not only if they are registered to vote, but what is on

local ballots. By conducting an easy internet search of your state and its elections, you effortlessly can find if you are registered to vote, where you can vote and what candidates and initiatives are on your ballot. Knowing what exactly you'll be voting on come November can help you better prepare and strengthens the democratic process.

If you need help researching your federally elected officials' voting history or their stances on postal issues, please feel free to contact NAPS Headquarters at (703) 836-9660.

Agenda Item #10

NAPS has received salaries provided by the USPS for public information for 2018. NAPS noted the craft employees used to determine the SDA received pay raises effective March 3, 2018.

NAPS requested updated documentation showing the list of EAS

employees the USPS is designating to the positions of Supervisor, Customer Service, and Supervisor, District Operations, who are receiving SDA in accordance with the March 3, 2018, pay raise to APWU employees.

Salaries were updated on March 3, 2018, in accordance with SDA policy.



2018 CFC Campaign Update

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

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

Ethics video by Mary Capul6, OPM CFC available on youtube at
<https://www.youtube.com/watch?v=FBM0J4UzMrw>





NAPS 66th National Convention

- 24** Church Service
- 26** Delegates' Orientation
- 29** Monday Events
- 37** Tuesday Events
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Convention coverage by
Karen Young, NAPS editor;
photos by Dave Scavone and
Bob Stevens; design by
Christopher Smith

Convention coverage of the National Auxiliary will be in the November 2018 issue of The Postal Supervisor.



NAPS 2018 National Convention

Non-Denominational Church Service



Lloyd Cox



Ivan D. Butts



Paul Foley



Richard L. Green Jr.

The Dejahnee Davis Singers





Rev. Prescott Butler





NAPS 2018 National Convention

Don't Be Intimidated by the Process

New this year was the NAPS and Auxiliary Delegates' Orientation. President Brian Wagner welcomed everyone Sunday afternoon and explained the orientation was an opportunity for first-timers, as well as seasoned delegates and Auxiliary members, to learn about the parliamentary procedures and processes that take place during the convention. "This is an opportunity for everyone to hear from our parliamentarian so you know what's happening," Wagner explained. "Take the knowledge you learn and help the person next to you."

Executive Vice President Ivan D. Butts welcomed everyone and thanked them for taking part in the convention. "This is the biggest networking event we have," he said. "We represent over 500 job titles in the Postal Service. You need to take advantage of the opportunity



to mingle, get to know other supervisors and exchange contact information. Keep working and build our strength as an association in fellowship with one another."

Secretary/Treasurer Chuck Mulidore also welcomed everyone, especially the first-timers. "I'm a ninth-timer!" he declared. Mulidore said he welcomed the new format for this year's orientation because the most intimidating aspect of the convention is parliamentary procedure.



President Brian Wagner



Executive Vice President Ivan D. Butts



Secretary/Treasurer Chuck Mulidore



Convention first-timers with NAPS resident officers

“There’s a lot to it,” he said. “Just getting together with members for the first time at a national convention is a little intimidating. Besides taking care of NAPS business during the day, we encourage you to have fun, as well.”

National Auxiliary President Patricia Jackson-Kelley encouraged members to have their significant others join the Auxiliary. She talked about the Auxiliary helping with SPAC. “We are proud that, at the past three Legislative Training Seminars, we continued to increase the amount collected for SPAC,” she said. “Auxiliary members do whatever they can to help you.”

NAPS Parliamentarian Bruce Bishop pro-



**Auxiliary President
Patricia Jackson-Kelley**

ceeded to instruct delegates about parliamentary procedure and its role in the national convention. He said it’s an honor to serve as NAPS parliamentarian. This is his third NAPS convention.



**Parliamentarian Dr.
Bruce Bishop**

The main focus of the convention, Bishop pointed out, is to make decisions. “What is the best way for a group to make decisions and ensure that, once those decisions are made, they are supported by the entire group?” he asked. “By following parliamentary procedure.”

Parliamentary procedure provides a set of





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rules for everyone to follow in relation to how decisions are made. It assures everyone has a fair opportunity to impact outcomes by engaging in debate and voting.

Bishop stressed that parliamentary procedure is not designed to speed things up. Rather, it's designed to promote efficiency and the effective use of time. "The rules prohibit delegates from going off on a tangent," he explained. "Delegates must speak about the issue before them."

The rules are designed to prevent abuse of the microphone and other peoples' time. "The process is not supposed to be speedy if you want to give everyone the opportunity to have a voice," he said.

Following parliamentary procedure maintains an orderly process of decision-making.

The presiding officer—NAPS President Brian Wagn-

er—controls the meeting and maintains order. NAPS delegates are the decision-makers. All business is conducted through motions; there is no difference between motions and resolutions.

Bishop explained that motions are subject to debate, but not everything needs to be debated. He made the distinction that a debate is not a discussion. Resolutions are discussed by the committees; debates are arguments in favor and arguments opposed.

He said it's important that delegates be informed, are familiar with the agenda, participate in the debate, ask responsible questions, keep the debate relevant to the pending issues and don't monopolize the conversation. Most important: Vote!

Bishop stressed that delegates should not abuse "personal privilege." "You have a lot of business to do and a lot of resolutions in front of you," he said. "Although we're here to have a good time and network, we need to make

sure the business of the organization gets accomplished."

"Parliamentary procedure is designed to promote efficiency and effective decision-making," Bishop explained. "It does not assure good decisions; that's up to you—the delegates."





Monday, Aug. 6

Working to Make NAPS Stronger—Now and Into the Future

Host Branch Convention Chair Lisa Douglas welcomed delegates to the 66th NAPS National Convention Monday morning. Mohegan Tribe Chief Lynn Malerba, whose tribal name is Chief Many Hearts, addressed NAPS members and talked about the history of her tribe.

Uncasville Postmaster Ashley Bigelow-Johnson gave NAPS delegates a warm welcome. Greater Boston District Manager Michael Rakes said the convention's theme, "Passion, Purpose, People," resonates with everyone in the room. "You are where the rubber meets the road," he said. "You keep the

Host Branch
Convention Com-
mittee Chair Lisa
Douglas



President Brian Wagner with members of the Connecticut Junior Marines Color Guard, Uncasville



The Uncasville Junior Marines served as the color guard.



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Debbie Sarnie, New Hampshire State Branch 932, gave the invocation.

Denis Wright, New Haven, CT, Branch 3 president, led the Pledge of Allegiance.



Denise Carroll-Meurch, Hartford, CT, Branch 5, sang "The Star-Spangled Banner."

Bill McKeon, New Haven, CT, Branch 3, read the names of NAPS members who have died since the 2016 National Convention.



company going."

Rakes acknowledged the challenging times. But he assured NAPS members that the Postal Service is here to stay and will continue to prosper. "Taking care of our people is so important," he said. "We need to come together and take care of our employees. Having passion for what you do is important and goes a long way; people will follow you."

Connecticut Valley District Manager

David Mastroianni stressed the importance of service. "We've been the business for service; it doesn't change," he declared. "Service to our customers is paramount."

Mastroianni also stressed the importance of communication. "When you tell people the reason why," he said, "they understand and are committed. Listen to what everyone says and leave with something good."

National Auxiliary President Patricia Jack-



Mohegan Tribe Chief Lynn Malerba



Uncasville, CT, Postmaster Ashley Bigelow-Johnson



USPS Greater Boston District Manager Michael Rakes

President Brian Wagner



Executive Vice President Ivan D. Butts



National Auxiliary President Patricia Jackson-Kelley



Secretary/Treasurer Chuck Mulidore

son-Kelley thanked everyone for their support. The Auxiliary was established Sept. 20, 1933. It works closely with NAPS to make sure its members' voices are heard.

“We are proud of our SPAC efforts and the record-breaking amounts raised at the past two Legislative Training Seminars,” she declared. “If your branch does not have an auxiliary, we encourage you to establish one.”

USPS Northeast Area Vice President Ed Phelan told delegates that NAPS is near and dear to his heart. He said these are trying times for everyone in the organization.

Phelan talked about working with NAPS Northeast Region Vice President Tommy Roma and New York



USPS Northeast Area Vice President Ed Phelan



USPS Connecticut Valley District Manager David Mastroianni



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Credentials & Registration Committee Chair Rosemary Harmon and Assistant Chair Roy Madden prepared to give the first credentials report.

Area Vice President Jimmy Warden regarding SWCs. “We’ve tried to come up with the best way of looking at it,” he explained, “which is working with the people who do the jobs.

“We’re trying to develop something that makes more sense to you and the organization. We need to be realistic about when we need supervisors and how we get the work done. We hope to have something in the next few months



Rules Committee Assistant Chair Jim Isom and committee member LaNeda Pitts read the Convention Rules.



Constitution & Bylaws Committee Chair Ken Bunch (left) and Assistant Chair Richard Caruso gave the first reading of the convention resolutions referred to their committee.

that is an improvement on what we have.”

Phelan talked about the heroic efforts of postal employees in Puerto Rico since the hurricane. “Our friends in Puerto Rico have over-

come major challenges,” he said. “If you don’t think we’re leaders, read the stories from the islands.” He reiterated the important role the Postal Service plays and its value in the aftermath of natural disasters. People rely on the agency.

“Our job is service,” he proclaimed. “We all have the same mission: Be successful for the organization.”





Resolutions Committee Chair Bernie McCarthy and Assistant Chair Junemarie Brandt gave the first reading of the committee's resolutions.



UPMA Co-President Sean Acord addressed delegates during the afternoon session. He said the past four years have been challenging. One of the common issues NAPS and UPMA have had to face is the ongoing struggle to get meaningful postal reform legislation passed.

“Working to see postal reform passed is a priority,” he said, “but it seems to have hit an



iron curtain when it comes to the whole legislative process.” Despite the bill having bipartisan support in Congress, as well as the support of the unions, mailers and stakeholders, progress has stalled.

“It makes you question the political process,” he stated. “But it’s the process we have and must work through. We must continue working to make sure the USPS is in good, sound shape. Current legislation provides for flexibility and would allow us to adapt to the ever-changing environment.”

Acord remarked that the jobs EAS employees now have are not the ones they had six



UPMA Co-President Sean Acord



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years ago. “I hope everyone here is thankful for the job they have,” he said. “I am thankful for my job, but how many of you love the job you currently have? If you do, you probably are in the minority.

“I also hope everyone in this room doesn’t make the Postal Service your life. I see that a lot. You need to have a life outside of work.”



Richard Strickland sold SPAC walkathon T-shirts.



Auxiliary members kept busy selling raffle tickets.



NAPS Welcome Reception/Dinner

Convention attendees enjoyed a relaxing evening on the Mohegan Sun Roof Top with food, games and music.





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Thanks to My NAPS Family

By Leslie Vorreyer

Atlantic Coast Branch 353

Vice President

At the 2018 National Convention, I experienced a severe case of vertigo (which I never before experienced). I want to thank everyone who extended their prayers and concerns to me and Southern Region Vice President Tim Ford. The outpouring of care was overwhelming, to say the least.

What I learned from this experience:

1. You really should go to the ER to get checked out when you have a serious issue. Unless you are medically



trained, you really don't know!

2. Even if you don't want to go, you should go. Your loved ones want you to be checked and it eases their minds, as well as yours.

3. It is true that NAPS is a family! I had complete strangers come up to me and tell me they prayed for me. I also had many who commiserated regarding the vertigo issue and

gave me advice.

The warmth I received was beautiful; I really appreciated it.

Tuesday, Aug. 7

PMG Addresses NAPS Delegates

Postmaster General Megan Brennan thanked NAPS delegates for what they do for the Postal Service and its customers. She said that, despite the challenging times, it's the agency's collective responsibility to provide EAS employees with the tools, training and resources to better serve the American public. She also thanked the retirees

for being actively engaged and advocating for NAPS.

Brennan talked about the change in how people communicate, conduct business and consume information; it's all about

Minister Lynn Lacey, former Illini Area vice president, gave the invocation.



PMG Megan Brennan



NAPS members gave the Postmaster General a warm welcome.



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From left: NAPS Secretary/Treasurer Chuck Mulidore, Executive Vice President Ivan D. Butts, Postmaster General Megan Brennan and President Brian Wagner.

immediacy, she said. First-Class Mail continues to decline, as well as presort and marketing mail. The growth in package volume remains healthy, but the rate of growth has slowed due to competition. “It’s why we need to continue

to deliver the value composition: competitive pricing, reliable and accurate scanning and on-time delivery,” the PMG pointed out.

Over the course of the past decade, there has been a 30 percent overall decline in volume.

“As an organization, it’s why we need to look at every opportunity to adjust the infrastructure and make adjustments to staffing and schedule,” she said.





The Postal Service reported a controllable loss for the quarter, which includes some issues beyond its control, such as rising fuel costs. “Our message has been consistent all along,” Brennan stressed. “While our financial challenges are serious, they are solvable. But we need legislative and regulatory reform to afford us some business flexibility, coupled with our aggressive management of the business.”

The Postal Service, NAPS and other stakeholders have been advocating for reform for over a decade. Despite being able to achieve alignment on key provisions of a postal reform bill, the legislation languishes. “It has bipartisan support in the House,” she said. “We also have a pending Senate bill that has bipartisan support. In this environment, with broader public policy issues being debated, the likelihood of us being able to advance the legislation becomes narrower. But we will continue to advocate for postal reform.”

Another challenge is the lack of governors on the

USPS Board of Governors. “We’ve been very vocal that having a full board is good governance,” she stressed. “Everyone is best served with a fully functioning BOG providing oversight and direction to the Postal Service—the nation’s second-largest civilian employer and a \$70-plus billion company that matters to the American economy.”

(On Aug. 28, the Senate confirmed Robert Duncan and David Williams as members of the BOG. In addition, President Trump nominated Ron Bloom and Roman Martinez IV to the board. If Bloom and Martinez are confirmed, five board vacancies would remain.)

Brennan discussed the presidential Task Force on the U.S. Postal System whose preliminary report is expected soon. She said the USPS has remained measured in its response,

but continues to stress the need to look at the current business model. “The root cause of our financial instability is a business model imposed on us by Congress,” she said. “We’ll con-





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tinue to position the organization for success in an increasingly competitive environment, but we need more flexibility.

“We expect our stakeholders—especially Congress, which has a key role to play in any changes in statutes or laws—to recognize the role of the Postal Service in an increasingly digitized world; mail still matters. We must ensure that the stakeholders who will be making decisions about the future of the Postal Service and its role in a 21st century marketplace are educated. Thank you for your efforts at the local, state and national levels.”

The PMG said the USPS will continue to look at opportunities to prioritize investments to stay competitive: infrastructure, vehicles, people, training, development, NSP, management essentials and developing a new POOM training program. “All that is investments in people,” she declared. “Ultimately, that’s to develop you to help provide the tools you need to identify gaps in performance and ultimately drive operating efficiencies.”

Brennan urged everyone to sign up for Informed Delivery. “That’s our digital strategy,” she said. “It builds awareness and demonstrates the value of mail. We continue to benefit from package growth and that package revenue helps fund the network—an expansive network required to deliver the universal service obligation.

“I recognize we have challenges. This is a pivotal time for us to demonstrate the value of the Postal Service to the American public—to demonstrate that mail still matters, that the USPS is the platform the mailing and shipping industry relies on to reach its customers. It’s critically important the USPS has the business flexibility to compete.

“We have strong leadership. At the end of the day, we’re responsible for a public institution that just celebrated 243 years. During that time, our mission has remained unchanged: to bind this nation together. We’ll continue to do that.”

NAPS’ DDF provider Al Lum addressed delegates. During his tenure as a postal employee, Lum was active in NAPS; he was a member of Branch 100 and attended many national conventions as a delegate. “This is my first as your DDF provider,” he said, “but my first convention was in Louisville in 1992.” His company, Labor Relations Admin Group, has





Al Lum

28 cases pending in the MSPB process. As of July 30, Admin Group had picked up 63 adverse action cases.

Lum said among the hot issues are falsifications. In the past, it was falsification of clock rings but, now, falsification of scanning is becoming a big issue. “In my role as your DDF provider,” he pledged, “I am committed to assist the Executive Board, officers and members to make our members’ futures better.”

USPS Chief Operating Officer Dave Williams told NAPS members he is honored to be part of the leadership team; the leadership EAS employees provide is second to none.

He pointed out that the USPS mission has, from an operations standpoint, changed dramatically over the past five years and it will continue to change. “We’ve gone through a lot



Dave Williams

of change and consolidations. We’ve right-sized our organization and the operational footprint to match the new reality we’re working as concerns volume and revenue. We must continue to change with the new reality as we have during the past 20 years as we’ve seen First-Class Mail has continued to decline.”

Williams said the USPS has pulled out costs as it chases the cost-and-growth curve. “We’ve repurposed a lot of our operational footprint for packages,” he explained. “We’ve pulled out machines and consolidated facilities and routes. We’ll continue to do that because it’s necessary to make sure our operating foot-



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print matches the volume and revenue in our system.”

He talked about how peak volume on Mondays put enormous pressure on the operating infrastructure. “We have to change how we think about Monday. We’re calling it Master Monday.

“We have a lot of controls we must put in place and we have to build trust among the operating functions to make sure Monday is just like any other day of the week. We’ll continue to build on the strength we have on the Operations teams.”

UPMA Co-President Tony Leonardi reaffirmed that postal reform is long overdue. “I’m concerned that the longer we go without reform,” he said, “short-term decisions will be made that won’t be to our benefit. We are at the will of Congress and we have to make sure they hear our voices.”

Leonardi thanked Northeast Region Vice President Tommy Roma and New York Area Vice President Jimmy Warden for the work they’re doing with USPS Northeast Area Vice



UPMA Co-President Tony Leonardi

President Ed Phelan on SWCs. “That’s one part of the equation,” he said. “Do we have replacements when we take time off? Does your phone ring before you get up in the morning? We need enough staffing so people can leave their jobs at the end of the day and not get five phone calls. We have to be able to leave our jobs and disconnect.”

Leonardi said UPMA and NAPS are on the same page regarding NPA. “The current program is not representative of what you do,” he stressed. “We can’t have people go years without a raise. We’ll continue to work with NAPS to try and revamp NPA. This is the biggest challenge we face; if people don’t feel valued, they won’t step up.”



In Honor of Ann Konish

Ann Konish, a longtime member and SPAC champion, died June 7. She attended this year's Legislative Training Seminar where she presented \$5,000 for her 2018 SPAC contribution.

Executive Vice President Ivan D. Butts told NAPS delegates he called Ann in early June to thank her for her support of SPAC. "Ann told me she wanted to give that \$5,000 because she knew her time was short," Ivan

said. "I want to challenge everyone here to give \$100, if you can—whatever you can—in memory of Ann Konish. That will truly show

Ann Konish Branch 11 President Scott Englerth presented this year's Ann Konish SPAC Hall of Fame awards.

how much we appreciated this woman who believed in what we needed to do legislatively."

Ivan told Ann NAPS was going to rename the SPAC Hall of Fame Award the Ann Konish SPAC Hall of Fame.

Scott Englerth, president of Ann

Konish Branch 11, presented this year's awards. "Ann was known as the Queen of SPAC," he said. "She took it to heart and wore it with great pride. On behalf of our branch and her family, this is a great honor."



Executive Vice President Ivan D. Butts challenged NAPS delegates to donate \$100 to SPAC in memory of Ann Konish.



This year's winners, with the resident officers, from left: President Brian Wagner, Secretary/Treasurer Chuck Mulidore, Michael Boisvert, Paul Foley, Steve Shawn, Scott Englerth and Executive Vice President Ivan D. Butts. Winners Laurie Well and Patti Lynn were not at the convention.



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NAPS Postmasters

On Tuesday, Postmaster Committee Chair Joe Bodary reported they had a lot of good issues to discuss this year. He reviewed recommendations from the 2016 National Convention, including asking the Executive Board to get a seat at the consultative table for postmasters, publish the finance numbers for non-member postmasters, mail copies of *The Postal Supervisor* to USPS Headquarters and print the Postmaster Com-



Postmaster Committee Chair Joe Bodary

mittee's recommendations in *The Postal Supervisor*.

NAPS Headquarters will explore options for representing postmasters in the consultative process; finance numbers cannot be published for non-member postmasters; copies of *The Postal Supervisor* are mailed to USPS

Headquarters and the committee's recommendations are printed in the magazine.

Regarding new business: Send mailings to non-member postmasters and include members of the Postmaster Committee on the NAPS Ex-

Golf Tournament

NAPS golfers enjoyed a great day of golf at the Mohegan Sun Golf Club in Baltic, CT, on Sunday. The winning team, consisting of Tennessee members Robert McMurry, William Cook and Kevin Proctor, shot 8 under 64.

Closest to the Pin:

Hole 4—Kevin Proctor, Nashville Branch 32, 10 feet

Hole 8—Franklin Broadmax, Greensboro, NC, Branch 157, 6 feet, one inch

Hole 16—Hector Cuadrado, Hartford, CT, Branch 5, 12 feet, 7 inches

Straightest Drive and Closest to the Center Line:

Charles May, Chicago Branch 14—1 foot.



The winning team, with tournament organizers, from left: Lenny Caruso, Branch 5 Host Committee; Kevin Proctor; Robert McMurry; Tom Rokosa, Branch 5 Host Committee; and William Cook.

Golf tournament participants



ecutive Board Postmaster Committee.

The committee also discussed postmaster-only issues, including telecons and staffing. Telecons often are on Saturdays and after hours; postmasters are the ones responsible. Postmasters' 60-hour weeks go on. Smaller offices have no relief; they have to borrow PMRs. Holiday pay for postmasters is not al-

lowed. With 1260 issues, postmasters can't work more than 15 hours of admin work. Managers are delivering mail. Offices need to be updated to reflect a positive image.

Bodary said NAPS works with UPMA on postmaster issues. "We have to move issues up," he said. "If you're being abused, move it up."

Charlie Scialla Honored

During his address to delegates, DDF provider Al Lum dubbed former NAPS DDF provider Charlie Scialla "Mr. DDF." In appreciation of the many years of service Scialla gave to NAPS, President Brian Wagner presented him a certificate of appreciation. "You always will be with us in spirit and knowledge, and you now will be known as 'Mr. DDF,'" Wagner proclaimed.

Wagner thanked Scialla for his commit-

ment in representing members in adverse action and debt collection cases. "Your tireless work has been greatly appreciated," he said.

Charlie said it was a big surprise to have that title bestowed on him. "These past 28-plus years as NAPS' DDF provider were enjoyable," he told delegates. "I know we did a good job; we probably were the best in the country in wins, losses and settlements. We never charged any member money for representing them. Support the DDF; it's important."



From left: Secretary/Treasurer Chuck Mulidore, Executive Vice President Ivan D. Butts, Marie Scialla, Charlie Scialla and President Brian Wagner.



NAPS 2018 National Convention

Thursday, Aug. 9

Everyone Is an Advocate

At 6:15 a.m., 75 NAPS members met and walked to raise funds for SPAC at the convention walkathon.

NAPS Legislative Counsel Bruce Moyer thanked the state legislative chairs and branch



Chuck Lum, president of Honolulu Branch 214, gave the invocation.

legislative reps for their efforts. “You all should consider yourselves legislative advocates for the organization,” he told delegates. “In addition, your support through SPAC, our legislative war chest, helps assure our champions in Washington, DC, remain in office. SPAC

also helps us elect new champions to continue representing the best interests of postal super-



Bruce Moyer

visors and the Postal Service.

“No one needs to remind us of the challenges we face,” he said. “In the course of the 20 years I have served you and NAPS, I have witnessed the erosion and dysfunction of our





process in DC. The partisanship only has grown deeper—at times, more hostile and more infantile.”

Moyer attributed this dysfunction to the reason why postal reform legislation has stalled in Congress. Another contributing factor to the delay has been the establishment of the presidential task force to examine the USPS.

“We have played an active role in contributing our comments and views to the task force,” he pointed out. “Ivan, Katie and I met

with the task force staff on May 21.” According to the charter of the task force, its report to the president is due Aug. 10. “That doesn’t mean, however, the report will be released to the public tomorrow,” he pointed out.

Moyer predicted the report likely will call for privatization of the Postal Service. He based that outlook on the Office of Management and Budget’s report issued two months ago that called for privatization of the agency, preceded by fixing its finances and bringing it into a state of greater financial stability. “The

same kind of stability,” he stressed, “that could be achieved if the House postal reform bill was to pass.”

Moyer noted that privatization is not something the President can accomplish by, for example, an executive





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The assistant secretaries closely followed the proceedings. From left: Nancy McVicker, Angela Gavin-Mitchell, LaTasha Brown and Marcia Jones.

order. The existence of the Postal Service and its operations are bound in statute. In fact, over the past two months, there have been hearings in the House and Senate where members of both parties roundly criticized the OMB report for its recommendation to privatize.

“NAPS—at its very core—is opposed to privatization for obvious reasons,” he declared. “We will continue to remain opposed.” Right now in the House, there is a resolution, H. Res. 993, that would put the House on record as being opposed to privatization of the USPS; to date, 80 members have signed on as co-sponsors of the resolution.

Moyer credited NAPS members for their efforts in calling their House members to vote for this resolution. “If you have not yet made a call to your House member, please do so,” he urged. “Call the Capitol Hill switchboard and ask your representative to support H. Res. 993 and stop any efforts by this administration or Congress to privatize the Postal Service.”

Moyer pointed out that, despite not having

achieved postal reform, NAPS has been successful in stopping proposals by this administration and members of Congress to trim and reduce NAPS members’ retirement and health benefits. “Not a single penny of your benefits earned in the past two years has been eroded or cut by Congress, despite the budget proposal that would have cut over \$3 billion of

your well-deserved health and retirement benefits,” he said. “That’s due to your support and work and active engagement at LTS and beyond. The system works in that regard.” Next year’s LTS will be March 10-13.

Moyer talked next about the NAPS pay talks and fact-finding. The process for this is laid out in law; *Title 39*, Section 1104, provides for consultation between the Postal Service and the management organizations to occur following completion of negotiations with the agency’s largest collective-bargaining





Those two members identified a chairman of the panel.

unit, which currently is the NALC.

Those talks were concluded this past summer. In September, the USPS provided NAPS and UPMA its proposal for pay covering 2016 to 2019. “Here we are in 2018,” Moyer said, “with one more year governing the pay period. There is a problem with how the process works. We are way behind and the USPS has vigorously opposed any type of treatment and retroactive treatments of those prior years. We are handicapped by the statute and the slow speed of collective-bargaining talks and pay talks with the USPS.”

NAPS finally received the pay decision on July 6. It was unacceptable due to the denial of pay increases, problems associated with NPA itself and the lack of a sufficient supervisor differential and comparability with private-sector jobs.

The NAPS Executive Board responded by exercising its rights to go to fact-finding. In July, a panel was commissioned by the Federal Mediation and Conciliation Service (FMCS). NAPS chose the first member of the panel; the USPS identified the second member of the panel.

Those three represent the fact-finding panel to which NAPS and the USPS will appear, probably in October or November, for a series of hearings where each will present its case. Following that, the panel will make its findings and a recommendation to the USPS with regard to any changes to supervisor pay and benefits.

“Within a very brief time,” Moyer explained, “the panel is required by law to provide its recommendations to the USPS. Up to that point, it’s very similar to arbitration, but our process might be referred to as arbitration-light because the decision only is a recommendation—not a binding decision on the USPS.

“When the unions go to arbitration, that recommendation is binding. The panel’s findings are recommended to the USPS. The agency has a brief time to consider them, then declare which it will adopt and which it will refrain from adopting and why. That is the process under law we are required to follow.”

He said there are two additional steps that may unfold. The first involves any kind of further legal action NAPS may choose to pursue.



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The other is changing the law itself and the unfair platform that exists for pay talks: the tendency of the law to fall behind the pace and the failure to provide for retroactivity in catch-up raises.

Also, regarding any recommendations not being binding on the Postal Service, NAPS could go back to the FMCS and ask for another panel to be formed to examine the process itself and make recommendations to Congress for changes.

“We have to follow the law regarding whatever administration steps there are,” Moyer pointed out. “This is a process in which your resident officers, board and the pay talks team have been incredibly diligent, savvy and tactical in working with the USPS to arrive at an outcome most favorable to your interests, hard work and the passion you devote to your jobs. They will continue to demonstrate that kind of dedication and energy to achieve an outcome that serves your interests and the greater inter-

ests of the American public regarding what the USPS stands for.”

Audit Committee Chair Stephnia Campbell and Assistant Chair Arnold Rosario Jr. presented their report:

The Audit Committee reviewed records pertaining to vendors and bank statements. The committee selected 40 vendors from the following four months for the audit: September 2016, April 2017, August 2017 and February 2018.

Documentation of the income and expenses of the organization were in order. The records also were in order.

The Audit Committee recommendations from 2016 were in order, as noted:

- Any section used to report an expense on the expense voucher should be filled out completely with the date and amount of the expense.
- We recommend that a copy of the audit report be printed in *The Postal Supervisor*.

The Audit Committee recommendations for 2018 were as follows—

- We recommend that all corrections to vouchers by a reviewer are initialed.
- We recommend that Wite-Out™ or similar products are not used to correct vouchers.

NAPS Headquarters now is using QuickBooks, state-of-the-art accounting software that will enhance the financial reporting process of the organization.



Stephnia Campbell and Arnold Rosario Jr.

Winners of the 2018 Best Website Competition were announced:



1st place—Miami Branch 146
<https://www.napsbranch146.org>



2nd place—Brooklyn Branch 68
<http://napsbklyn.org>



3rd place—Boston Branch 43
<https://napsboston.com>

Winners of the 2018 Best Newsletter Competition were recognized:



Best Layout and Best News/Feature Article—North-eastern Massachusetts District Branch 498, *The Nor'easter*, Rick Moreno, editor.



Best Bylined Column/Editorial—Central Florida Branch 406, A.J. Arborn, accepted by fellow branch member Ernesto Gonzalez.



Overall Excellence—*NAPS Branch 42 News* (Baltimore, MD), editors Marcia Jones, Maxine Campbell, Diane Blevins and Jackie Hill.



NAPS 2018 National Convention

Friday, Aug. 10

2018-2020 Executive Board Elected

Ann Strickland, Florida State legislative director and organizer of the SPAC Walkathon, reported that 300 walkathon shirts were sold for \$6,000; all proceeds went to SPAC.

were the top four fundraisers:

1st place—Bob Bradford, Branch 203, collected \$1,150.

2nd place—Kathy Gill, Branch 50, collected \$754.50.

3rd place—Alice Jackson, Branch 526, collected \$200.

4th place—Sandy Shumate, Branch 131, collected \$155.

Ann thanked Signature FCU for sponsoring this year's event. Between the sales of shirts and walkers' pledges, \$8,114.50 was raised. Following

John Carson, Alabama State Branch 901 president, gave the invocation.



President Brian Wagner recognized the efforts and hard work of the NAPS Headquarters staff, from left: Jovan Duncan, LaToria Bolling and Katie Maddocks.



From left: Secretary/Treasurer Chuck Mulidore, Ann Strickland, Bob Bradford, Alice Jackson, Kathy Gill, Sandy Shumate, President Brian Wagner and Executive Vice President Ivan D. Butts.

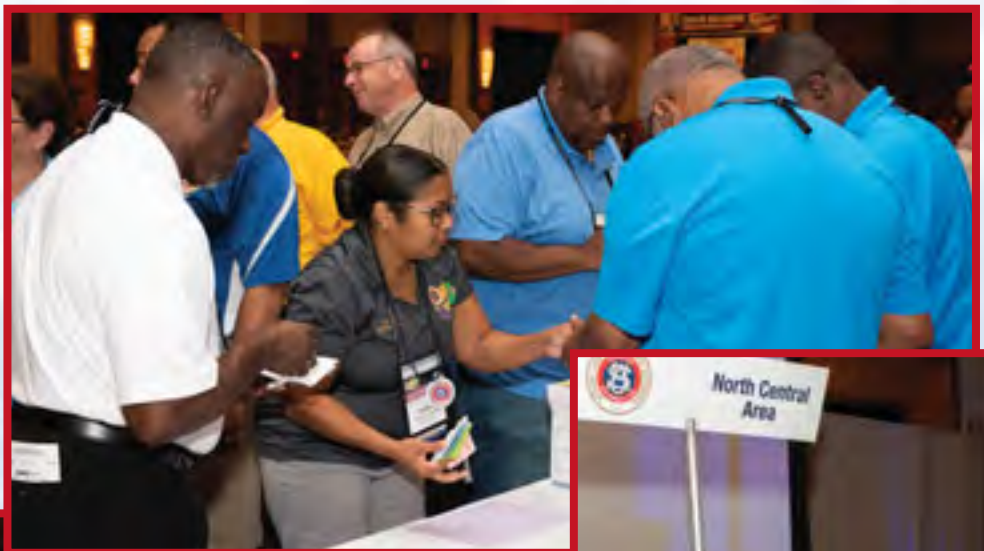




Ballot Committee members were escorted into the convention hall by Chair Roe Herzog.



Ballot Committee Chair Roe Herzog explained the voting process to NAPS delegates.





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2020 National Convention



Bob Bradford

Howdy, Y'all!

We just returned home from a three-week trip to the beautiful Northeast. On the way to the convention, we took trips to all six northeast states. We ended our trip by enjoying this year's convention at Mohegan Sun.

Being the hosts for the 2020 National Convention, we wanted to see what we needed to do to make our convention the best ever. Wow! Do we have our work cut out. Realizing this, we have started looking at ideas to make the delegates' work less stressful and their down time more enjoyable and relaxing.

We will have either a website or Facebook page telling you what is being planned and asking for your input on what you would like to have at the next convention. Until we get the internet working for us, please send your thoughts and ideas to me at PO Box 456, Hewitt, TX 76643-0456.

We have only one year, 11 months, 26 days and a few hours to organize the best convention ever.

Texas Bob

Election Results

President—Jay Killackey, 812; **Brian J. Wagner**, 1,756

Executive Vice President—Ivan D. Butts

Secretary/Treasurer—**Chuck Mulidore**, 2,477; Toni Coleman-Scruggs, 75

Northeast Region Vice President—Tommy Roma

Eastern Region Vice President—Richard L. Green Jr.

Central Region Vice President—Craig Johnson

Southern Region Vice President—Tim Ford

Western Region Vice President—Marilyn Walton

New England Area Vice President—**Cy Dumas**, 97; Jeff Salamon, 70

New York Area Vice President—Jimmy Warden

Midwest Area Vice President—**Tony Dallojacono**, 116; Darryl Williams, 96

Capitol-Atlantic Area Vice President—Troy Griffin

Pioneer Area Vice President—Tim Needham

Michiana Area Vice President—Kevin Trayer

Illini Area Vice President—Greg Harris, 23; **Luz Moreno**, 97

North Central Area Vice President—Dan Mooney

MINK Area Vice President—Bart Green

Southeast Area Vice President—Bob Quinlan

Central Gulf Area Vice President—Cornel Rowel Sr.

Cotton Belt Area Vice President—Shri Green

Texas Area Vice President—Jaime Elizondo Jr.

Northwest Area Vice President—Joe Lahman, 27; **Cindy McCracken**, 75

Rocky Mountain Area Vice President—Myrna Pashinski

Pacific Area Vice President—**Chuck Lum**, 259; Charles Patterson, 32

2022 National Convention—Sheraton Denver Downtown, 1,169; **New Orleans Hyatt Regency**, 1,400



NAPS 2018 National Convention

The newly elected 2018-2020 Executive Board was sworn in by Immediate Past President Louis Atkins. The area vice presidents, from left: Cy Dumas, New England Area; Jimmy Warden, New York Area; Tony Dallojacono, Mideast Area; Troy Griffin, Capitol-Atlantic Area; Tim Needham, Pioneer Area; Kevin Trayer, Michiana Area; Luz Moreno, Illini Area; Dan Mooney, North Central Area; Bart Green, MINK Area; Bob Quinlan, Southeast Area; Cornel Rowel Sr., Central Gulf Area; Shri Green, Cotton Belt Area; Jaime Elizondo Jr., Texas Area; Cindy McCracken, Northwest Area; Myrna Pashinski, Rocky Mountain Area; and Chuck Lum, Pacific Area.

On the stage, from left: President Brian Wagner, Executive Vice President Ivan D. Butts, Secretary/Treasurer Chuck Mulidore, Eastern Region Vice President Richard L. Green Jr., Northeast Region Vice President Tommy Roma, Southern Region Vice President Tim Ford, Central Region Vice President Craig Johnson and Western Region Vice President Marilyn Walton.



Immediate Past President Louis Atkins administered the oath of office to the resident officers.



Secretary/Treasurer Chuck Mulidore



Executive Vice President Ivan D. Butts



President Brian Wagner



"It is an honor to stand before you," re-elected President Brian Wagner told NAPS members. "We are a family. And with my fellow officers—we are a team. We will represent our members to the best of our ability. Let's continue to move forward, every day."



Adopted Resolutions

Constitution & Bylaws Committee

1 (as amended)

RESOLVED, That Article III, Section 3(c), be changed to read, "Associate members shall pay dues at the branch level no less than an amount one-half the national per capita tax, which will include a subscription to *The Postal Supervisor*," and be it further

RESOLVED, That in Article III, Section 9, the word "employee" be changed to "persons."

3

RESOLVED, That Article III, Section 3, Associate Members, subsection (a), be changed to read: "Former active members of this Association who were in good standing at the time of retirement may not be denied associate membership. Associate members may affiliate with a local or state branch of their choice."

4

RESOLVED, That the respective area vice president's findings regarding a member's branch affiliation exception request be submitted to NAPS Headquarters for concurrence by at least two-thirds of the resident officers, and be it further

RESOLVED, That Article III, Section 6, be changed to read:

"A member's place of residence does not qualify as a criterion for requesting an exception to affiliate with another branch. NAPS Headquarters shall accept requests from members for branch affiliation exceptions in the following situations:

"(a) When members are affected by Postal Service-initiated consolidations, or

"(b) When a member's office of physical domicile is different from his or her employing office (USPS Finance number of record).

"In both cases, the member's attendance and participation at branch meetings and activities

would be hampered by physical distance from their employing office. The member's current area vice president shall investigate written exception requests and report said findings to NAPS Headquarters for concurrence by at least two-thirds of the resident officers."

5 (as amended)

RESOLVED, That a new paragraph be added at the beginning of Article IV to define "local branch;" current paragraph one now becomes paragraph two in Section 1, and be it further

RESOLVED, That Article IV, Section 1 be changed to read:

"A local branch is not a state branch, but recognized as a branch within the state in which it is located. A local branch may not accept for membership current or eligible active members who are in employing offices outside the local branch's respective state, unless in accordance with Article III, Section 6.

"Local branches may be established within the provisions of this *Constitution & Bylaws* upon application by a majority of, but not fewer than 10 members, to the president of the existing NAPS branch and to the NAPS Area Vice President, who shall review and forward the application to the Secretary/Treasurer, who shall, in turn, issue a charter. An office would be limited to only one charter." (For purposes here, the word "office" means those units that fall under the direct dominance of an installation head and/or a PCES manager-in-charge who reports to an area vice president or directly to USPS Headquarters.)

7 (as amended)

RESOLVED, That Article IV, Section 3(b), be changed to read, "Any chartered branch of a state branch that has been realigned to an area outside the area of their present state may affiliate with either state," and be it further



RESOLVED, That, in Article IV, Sections 5(a) and (b), the following text, “(1) members of the nearest branch, or (2) members-at-large of the state branch,” be changed to read, “members of a local branch within the state, if no local branch exists within the state, then the members will belong to the state branch,” and be it finally

RESOLVED, That in Article IV, Section 6(c), delete the final sentence of 6(c).

8

RESOLVED, That the wording “except Branches 71 and 74” in Article IV, Section 6(a), *Northeast Region*, be changed to “except Branch 74,” and be it further

RESOLVED, That the wording “Branches 71 and 74 only” in Article IV, Section 6(a), *Eastern Region*, be changed to “Branch 74 only.”

9 (as amended)

RESOLVED, That Article VII, Elections, Section 4, be changed to read:

“A branch interested in hosting a national convention in its city or geographic area shall express such interest by contacting NAPS Headquarters in writing on or before Dec. 31 of the year prior to the selection of the convention city. NAPS Headquarters will handle the Request for Proposal (RFP) on behalf of the local branch. NAPS Headquarters will confirm the proposed host city meets NAPS’ convention criteria.

“The convention criteria require that the assembly hall where the general convention session will be hosted, along with committee rooms and accommodations for delegates, must be within walking distance and no more than one-quarter mile from the front door of each designated convention hotel to the front door of the main facility hosting the general convention session. A sufficiently large block of rooms must be available from the Friday before the convention through the Saturday following the convention. When the Executive Board is satisfied that a convention is feasible based on the results of the RFP, it shall report its findings to the convention.

“Nomination of cities desiring the convention shall follow the nomination of officers. Any city that has not fulfilled the requirements outlined in the preceding paragraph concerning the written proposals shall not be eligible for nomination. In the event no proposals are acceptable, the Executive Board shall be empowered to select a city. Balloting on the convention city shall be conducted as provided in Section 2.

“Should new construction or renovations prevent the necessary rooms from being available, the Executive Board shall attempt to relocate the convention to the city chosen as runner-up for that convention year.”

15 (as amended)

RESOLVED, That a new Section 4 be added to Article XIV to read:

“Section 4. Each local and state branch must hold elections of officers at least once every two years to elect two or more officers, with one officer being the president. Elected officers of a local branch must be members of that respective branch. Elected officers of a state branch (i.e., state, bi-state or tri-state) must be members of the respective state branch or a member affiliated with a local branch within that state (i.e., state, bi-state or tri-state). Branches should report a change in branch officers to NAPS Headquarters within 30 days of any said change, with the submission of all relevant meeting minutes.”

Resolutions Committee

25 (as amended)

RESOLVED, That NAPS supports the following bills:

1. **H.R. 760**, “Postal Service Financial Improvement Act of 2017.” This bill would authorize the investment of Postal Service Retirement Health Benefit Fund assets in index funds. This would modernize how these funds are invested and bring these investment practices in line with private-sector business and investment practices.



NAPS 2018 National Convention

2. **H.R. 942**, “Postal Employee Appeal Rights Amendments Act.” The bill would confer to approximately 7,500 non-supervisory managerial postal employees the right to appeal significant personnel actions to the Merit Systems Protection Board. Non-supervisory postal personnel currently may only appeal such actions through an internal USPS process that lacks impartial third-party review. Postal supervisory personnel and nearly all federal civil service employees already enjoy MSPB appeal rights.

3. **H.R. 3617**, “Providing Opportunities for Savings, Transactions, and Lending Act of 2017 or the POSTAL Act of 2017.” The bill seeks to expand the specific powers of the Postal Service to include the provision of basic financial services, including: (1) small-dollar loans; (2) checking accounts, interest-bearing savings accounts and services relating to international money transfers, each of which may be provided by the USPS alone or in partnership with depository institutions and credit unions; (3) other basic financial services as appropriate in the public interest; and (4) the creation of a postal card that would allow users to engage in such financial services.

4. **H.R. 4024**, “United States Postal Service Shipping Equity Act.” This bill would end the Prohibition-era ban that prevents the Postal Service from shipping alcoholic beverages to consumers. It would allow the USPS to ship alcoholic beverages directly from licensed producers and retailers to consumers over the age of 21, in accordance with state shipping regulations. Consumers and manufacturers currently are prohibited from using the Postal Service to ship or deliver alcoholic beverages. These needless restrictions hurt Postal Service market share and revenues; private shippers, such as UPS and FedEx, are exempt from such rules.

28 (as amended)

RESOLVED, That each time a new program or task is assigned to any EAS Operations, the USPS will provide NAPS with an outline of how much time is required to effectively perform each new

program or task added, and be it further

RESOLVED, That each time a new program or task is assigned to any EAS Operations, the USPS will provide NAPS with an outline of how each new program or task is to be integrated into the existing workload and prioritized with current duties.

29 (as amended)

RESOLVED, That EAS positions posted must not have a lunch period that exceeds one hour.

30

RESOLVED, That NAPS Headquarters uses an online survey service to create online surveys to be used to quickly identify workplace issues in the field and respond appropriately once the results have been reviewed, and be it further

RESOLVED, That once a NAPS area vice president determines that a significant workplace issue may exist in an area they represent, NAPS Headquarters will have 14 days to implement an online survey in the identified “hot spot.”

32

RESOLVED, That EAS employees be treated as human beings with skills and knowledge they give of themselves on a daily basis to ensure the success of their units, and be it further

RESOLVED, That EAS employees be treated with dignity and respect and be positively *engaged* for the good of the service.

33

RESOLVED, That EAS employees be allowed training time to go to a training room equipped with computers so they may be afforded uninterrupted time to complete all required training.

34

RESOLVED, That NAPS becomes fully engaged in these proposed closures and relocations by actively asking where the profits of the sales are going, and be it further

RESOLVED, That NAPS follows up with the



current OIG investigation and supports the people of the United States in their fight to save historic, brick-and-mortar buildings for the good of the service and the people.

35

RESOLVED, That a tort claim coordinator position be created as a Level EAS-18 or higher due to the heightened responsibility and coordination of claims required by the position, as well as adhering to all deadlines required by each district, for the good of the service.

36

RESOLVED, That the USPS consults with local NAPS representatives prior to vacant EAS positions being held for longer than 75 days.

37

RESOLVED, That NAPS consults with the Postal Service to implement a policy where no NTE details will be granted to craft employees before EAS employees are made aware of and given the opportunity and availability to apply.

38

RESOLVED, That the USPS ceases using craft employees to oversee Sunday delivery operations and rightfully assign these duties to EAS supervisors, and be it further

RESOLVED, That the NAPS National SWCs Committee be directed to formulate a SWCs model that takes into consideration the following elements:

- Hours of operation
- Days of operation
- Complexity of operations
- All evaluated workload
- Authorized earned complement where all employees are counted
- The inclusion of the workload associated with any test delivery program that exceeds one year in a staffing model
- The inclusion of relief supervisors in a staffing model, and be it finally

RESOLVED, That NAPS enters into consultation with the USPS to immediately update the SWCs process.

39

RESOLVED, That NAPS enters into consultations with the USPS to develop and implement a supervisor staffing workload model for mail processing facilities, and be it further

RESOLVED, That the supervisor staffing workload evaluation process encompasses all duties, employees, machinery and responsibilities of SDO positions.

41

RESOLVED, That the Postal Service be required to ensure the workload for every EAS employee is no more than eight hours of work in an eight-hour day to ensure harmony, stress reduction, success and a sense of accomplishment at the end of the day for every EAS employee, for the good of the service.

42

RESOLVED, That NAPS consults with the USPS to reimburse the full cash value to the postal employee who controls the unused benefit (lost benefit).

43 (as amended)

RESOLVED, That NAPS consults with the USPS to implement a COLA process for the EAS pay package.

44

RESOLVED, That NAPS consults with the Postal Service to change the language in the *ELM* 519.733 to read, "When an exempt employee is directed to work a full day on a holiday or other full day in addition to normal workdays, the supervisor will grant a full day of personal absence without charging it to official leave, of the employee's choosing."



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45 (as amended)

RESOLVED, That the Postal Service compensates all special-exempt and non-exempt EAS employees who work a sixth day in a service week at a rate of 150 percent of their calculated base hourly rate for all hours worked on a sixth day, and be it further

RESOLVED, That the Postal Service compensates all special-exempt and non-exempt EAS employees who work a seventh day in a service week at a rate of 200 percent of their calculated base hourly rate for all hours worked on a seventh day, and be it finally

RESOLVED, That the Postal Service be required to pay either straight time or overtime and Sunday differential to every EAS postmaster and manager who is requested or required to work above and beyond their normal five-days-a-week schedule, for the good of the service.

46

RESOLVED, That no EAS supervisor shall earn less than 5 percent more than the top of the pay scale of any craft employee they supervise, and be it further

RESOLVED, That no manager or postmaster shall earn less than 5 percent more than the top of the pay scale of any employee they supervise, including subordinate EAS employees.

47

RESOLVED, That the current waiting period for higher-level compensation for EAS employees be abolished, and be it further

RESOLVED, That a new, higher-level compensation procedure be created that will acknowledge and compensate EAS employees immediately when they are required to perform higher-level duties in shift durations.

50

RESOLVED, That the Postal Service allow EAS employees to work the hours required to get their jobs done without fear of reprisal or, alternatively, EAS staffing be added as necessary to ensure

the success of their units and for the good of the service.

51

RESOLVED, That instructions from Postal Headquarters be sent to all area and district managers that stipulate EAS non-exempt employees must be issued timecards.

53

RESOLVED, That proper credit be given to APOs for the workload involved in managing RMPOs, and be it further

RESOLVED, That APOs receive additional credit to reflect the workload.

54

RESOLVED, That Level-18 post offices be assigned a staff car to be use by postmasters to complete all the duties assigned to them regarding RMPOs, for the good of the service.

55 (as amended)

RESOLVED, That the CSAW program in Level-18 offices be changed to not automatically deduct the 15 hours the Postmaster could work as allotted by the contract, but only deduct the actual hours worked by the Postmaster.

57 (as amended)

RESOLVED, That the resident officers appoint, with approval of the National Executive Board, a task force to create a process to routinely update the NAPS membership mailing list.

59

RESOLVED, That NAPS members oppose this exclusive contract, and be it further

RESOLVED, That NAPS members ask the contract to be terminated as soon as legally possible.

61

RESOLVED, That the NAPS national officers request the Postal Service to define timelines/deadlines that afford NAPS members due process in a

more capsulated timeframe, and be it further

RESOLVED, That those same actions be progressive in corrective and disciplinary proceedings (that is, discussions, letters of warning, suspensions, last chance agreements and terminations), and be it further

RESOLVED, That these timelines be no more than 30 days from the first Investigative Interview or no more than 60 days from the date of incident, whichever comes first.

62 (as amended)

RESOLVED, That the *ELM* 652.231 time limit to request an appeal, records or mediation be changed to 30 days, and be it further

RESOLVED, That *ELM* 652.231 be revised to reflect the new time limit.

63 (as amended)

RESOLVED, That for any detail assignments and/or special projects that total more than 90 days in a calendar year, the USPS will create a career, funded position to accommodate the vacancy, and be it further

RESOLVED, That the new position be created and posted no more than 60 days from the date the USPS is informed of the violation of the agreement, and be it finally

RESOLVED, That the new EAS position is at a comparable level as other EAS employees doing the same duties and functions.

65 (as amended)

RESOLVED, That Fleet Management/VMF, having been restructured as a Headquarters function, has no direct control over the corporate goals we use for NPA, and be it further

RESOLVED, That Fleet Management/VMF functions be returned to field EAS NPA.



Hartford, CT, Branch 5, the Convention Host Branch, wants to say “Thanks!” to NAPS delegates, their families and friends for attending the 66th National Convention at Mohegan Sun.

2016-2018 NAPS Executive Board



Sitting, from left: Myrna Pashinski, Rocky Mountain Area; Luz Moreno, Illini Area; Brian Wagner, President; Cindy McCracken, Northwest Area; Shri Green, Cotton Belt Area; and Marilyn Walton, Western Region.

Standing, from left: Louis Atkins, Immediate Past President; Tommy Roma, Northeast Region; Cornel Rowel, Sr., Central Gulf Area; Chuck Mulidore, Secretary/Treasurer; Richard L. Green Jr., Eastern Region; Kevin Trayer, Michiana Area; Tim Ford, Southern Region; Jaime Elizondo Jr., Texas Area; Craig Johnson, Central Region; Ivan D. Butts, Executive Vice President; Bob Quinlan, Southeast Area; Greg Murphy, New England Area; Bart Green, MINK Area; Jimmy Warden, New York Area; Dan Mooney, North Central Area; Hayes Cherry, Pacific Area; Troy Griffin, Capitol-Atlantic Area; Tim Needham, Pioneer Area; and Hans Aglidian, Mideast Area.

2018-2020 NAPS Executive Board



Sitting, from left: **Myrna Pashinski**, Rocky Mountain Area; **Luz Moreno**, Illini Area; **Brian Wagner**, President; **Cindy McCracken**, Northwest Area; **Shri Green**, Cotton Belt Area; and **Marilyn Walton**, Western Region.

Standing, from left: **Tommy Roma**, Northeast Region; **Chuck Lum**, Pacific Area; **Chuck Mulidore**, Secretary/Treasurer; **Richard L. Green Jr.**, Eastern Region; **Cornel Rowel, Sr.**, Central Gulf Area; **Kevin Trayer**, Michigan Area; **Tim Ford**, Southern Region; **Craig Johnson**, Central Region; **Jaime Elizondo Jr.**, Texas Area; **Bob Quinlan**, Southeast Area; **Ivan D. Butts**, Executive Vice President; **Bart Green**, MINK Area; **Jimmy Warden**, New York Area; **Dan Mooney**, North Central Area; **Tony Dallojacono**, Mideast Area; **Troy Griffin**, Capitol-Atlantic Area; **Tim Needham**, Pioneer Area; and **Cy Dumas**, New England Area.

Former NAPS Executive Board Members



Seated, from left: **Lynn Lacey**, former Illini Area vice president; **Delores Hunter**, former Michiana Area vice president; **Ted Keating**, past president; **Jim McHugh**, former New York Area vice president; and **Roy Beaudoin**, former Central Gulf Area vice president.

Standing, from left: **Jerry Sebastian**, former Southeast Area vice president; **Stevan Gerber**, former Rocky Mountain Area vice president; **Joe Musolf**, former North Central Area vice president; **Ray Elliott**, former NAPS treasurer; **Dan Rendleman**, former Illini Area vice president; **Bob Bradford**, former Texas Area vice president; **Dotty Wilman**, former Eastern Region vice president; **John Geter II**, former Capitol-Atlantic Area vice president; **Ben Clapp**, former Northwest Area vice president; and **John Aceves**, former Rocky Mountain Area vice president.

Former and Current National Auxiliary Executive Board



Seated, from left: **Skip Corley**, Capitol-Atlantic Area vice president; **Jane Finley**, Southeast Area vice president; **Bonita Atkins**, Secretary; **Jo Geter**, former Capitol-Atlantic Area vice president; **Patricia Jackson-Kelley**, president; and **Beverly Austin**, Southern Region vice president.

Standing, from left: **Felecia Hill**, Texas Area vice president; **Linda Rendleman**, Illini Area vice president; **Sue Elliott**, former president; **Elsie Vazquez**, New York Area vice president; **Laurie Butts**, Executive Vice President; **Cathy Musolf**, former North Central Area vice president; and **Mary Caruso**, MINK Area vice president.

2018 Vince Palladino Scholarship Winners

NAPS awards Vince Palladino Memorial Scholarships 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 were notified and NAPS mailed the \$1,000 scholarship checks, payable to the college or educational institution each scholarship winner is attending.

Northeast Region

Patrick Smolyn, son of Gary Smolyn, Branch 100. He is attending Cornell University, studying government.

Jared Pedro, son of Edd Pedro, Branch 105. He is attending Rhode Island College, studying criminal justice.

Eastern Region

Rachel Feng, daughter of Savina Feng, Branch 526. She is attending George Mason University, studying computer engineering.

Chad O'Bryan, grandson of Jill Carr,

Branch 526. He is attending the University of Louisville, studying equine business.

Central Region

Danielle Clark, daughter of Tammy Clark, Branch 527. She is attending Ozark Technical Community College, studying dental hygiene.

Myles Jefferson, grandson of Linda Algee, Branch 72. He is attending Odessa College, studying computer science.

Southern Region

Hannah Bassham, daughter of Matt Bassham, Branch 41. She is attending the University of Memphis, studying marketing/business.

Jay Crandell, son of Shannon Crandell, Branch 901. He is attending Garden State Community College, studying law/paralegal.

Western Region

Kevin McDonald, son of Chad McDonald, Branch 244. He is attending Cal Poly San Luis Obispo, studying aerospace engineering.

Tara Kern, daughter of Stephen Kern, Branch 246. She is attending Northern Arizona University, studying biochemistry.



NAPS 2018 National Convention

In Memoriam

Following is a list of NAPS members who have died since the 2016 National Convention as reported to NAPS Headquarters:

Olden Abron, 555
Jacinto Acebal, 146
Andrew Adams, 100
Ginger Ballard, 33
Anthony Bangust, 72
William Barker, 105
Thomas Barnes, 94
Dianne Bercy, 73
Brenda Blyther, 43
Curtis Bruns, 255
Marty Bunch, 353
Michael Buzzeo, 47
Ronald Cervantes, 159
Lee Clark, 65
John Clemons, 127
John Cobb, 14
Katie Coffee, 14
Thomas Coyne, 255
Bridget Cross, 53
Michael Cuccia, 105
Frankie Dallas, 14
Green Lee Davis, 14
Richard Decker, 110
James DiBiase, 224
David Dupart, 127
Frank Farrow, 321
Robert Fleming, 567
Dina Flotte, 127
Ruth Flowers
Patsy Ford, 127
Robert Franklin, 80
Charles Gaskill, 33
Craig Getty, 463
Ida Gilmore, 26
Jesse Gilmore, 26
Russell Ginert, 224
Robert Gordon, 53
Ezzelle Graham, 46
Beatrice Grimsley, 127

Susan Guevara, 463
Gwendolyn Hall-Pendleton, 26
James Harrington, 105
John Harris, 127
Olivia Helm, 88
Tori Henson, 155
Charlotte Herndon, 526
Dennis Hinds, 255
Edna Holmes, 548
John Holmes, 548
Paul Hooftallen, 27
Farley Hopps, 46
Myla J. Hostetler, 33
Yvonne Hoyer, 336
William Huges, 14
Joe Ingraham, 14
Gregory Isom, 493
Joseph Kalesnik, 102
Ann Konish, 11
Anthony LaGreca, 330
Michael Laswell, 255
John Legardy, 39
Paul Lennon, 43
Sharon Lowery, 154
Sharon Lucas, Branch 85
Leslie Lyman, 159
Tiborcio Maltezo, 110
Albert Martinez, 205
Pamela McNary, 23
Terence McNiven, 435
Anton Miskulin, 202
Rick Montgomery, 72
Carolyn Moore, 559
Margarito Najera, 139
Alfonso Navarro, 373
Bill Nolan, 146
Timothy O'Connell, 498
Arthur Olevsky, 74
William Pagano, 53

Stan Patrick
Richard Pereira, 237
Obie Phillips, 159
Chasity Pointer, 270
Lillian Powell, 239
Paul Randazzo, 100
Harrison Rankin, 322
Tammie Reyes, 23
Kenneth Richardson, 498
Earl Riggan, 8
Barbara Jean Rochelle, 14
Aldolph Ruiz, 65
Kenneth Sage, 31
Charles Sheppard, 159
Harold Sims, 559
Christopher Sjorup, 526
Gary Smith, 45
Julia Snell, 80
Frank Spatarella, 100
Brenda Taylor, 493
Joseph Testa, 224
Donna Thomas, 14
Daniel Trezza, 100
Sally Tuomi, 929
Vincent Varia, 373
Pedro Vazquez, 224
Enid Walters, 16
Richard Washington, 355
Bill Weber, 20
Steve Wenzel, 72
Elizabeth Whiteford, 77
Carl Williams, 14
Teak Williams, 548
Lavada Williams-Gutierrez, 127
Shirley Williford, 41
Earnest Wolff, 124
Dorothy Womack, 127

Convention Committees

Credentials & Registration



Front row, from left: Ann Mitchell, Pamela Cothrine, Cheryl Warren-Woodard, Nancy Muschette, Jill Jensen, Richard Walter, Charles Singer, Loretta Reed, Rosemary Harmon (chair) and Debra Moore.

Back row: George Mott III, Cyndi Potter, Maxine Campbell, Vanessa Cobb, Dorian Chastain, Gloria Mitchell, Delores Hunter, Ann Strickland, Paul Foley, Jeanette Carter, Catherine Brady, Melisande Shumate, Jacshica Laster and Roy Madden (assistant chair).

From left: Ted Burgasser, Amirah Muhammad and Deborah Holley.

Audit



From left: Carolyn Williams, Carl Brown, Cinderella Clark, Ruth Byrum, Al Gucmeris, Peggy Allen, Scott Englerth, Jackie Rominger, Tira Lewis, Stephnia Campbell (chair), Earl Baylor, Arnold Rosario, Jr. (assistant chair), Larry Shropshire, Gail Bell, William Hemphill and Joe Lach.



NAPS 2018 National Convention

Resolutions



From left: Roger Finley, Myra Tull, Michael LeCounte, Cathy Sutton, Daniel O'Donnell, Angela Garland, June-marie Brandt (assistant chair), Dionne Davis, Patricia Dangerfield, Lorraine Rudolph, Bernard McCarthy (chair), Manuel Trevino, James Park Jr., Michael McNeal, Cindy Fletcher, Tom Hoerner and Brian Crowe.

Rules



From left: Shirley Lee, Mary DiGioia, Gail Van Horn, Jim Isom (assistant chair), Beatrice Lander, LaNeda Pitts and Alice Cooper.

Ann Konish, who died June 7, was the Rules Committee's honorary chair. When her health was declining, Ann told President Brian Wagner to take her off the committee. He responded, "You'll be my chair." Wagner told convention attendees, "She is here with us in spirit."

Assistant Secretaries



From left: Angela Gavin-Mitchell, Marcia Jones, LaTasha Brown and Nancy McVicker (chair).

Postmasters



From left: Marsha Danzy (assistant chair), Aric Skjelstad, Steve Shawver, Joe Bodary (chair), Joe O'Donnell, Beverly Torain, April Trevena, Kevin Moore, Stan Johnson, James Salmon, Rick Kindsvatter, Sammie Jones and Laura Hires.

Constitution & Bylaws



Front row, from left: John Wong, Ken Bunch (chair), Edith Roundtree, Waverlye Vaughan, Rich Caruso (assistant chair), Joan Meadors, Robin Walker and Ed Laster.

Back row: Debra Johnson, Suzette James, William Paige, Eugene Smith, Rafael Brathwaite, Jackie Caffey, Kelly McCartney and John Farrell.

Sergeant-at-Arms



Front row, from left: Darryl Smith, Lloyd Cox (chair), Dorothy Gray, Paul Worley, Juanita Billups, Jose Smyly, Martin Brown and Lynn Yut.

Back row: Bjorn Gruetzmacher, Gina Hellermann, Kenny Marshall, Hal Allis, Malcolm Rawls and William McIntyre (assistant chair).

Ballot



Front row, from left: Michelle Iles, Patricia Cobb, Lori McCann, Virginia Price-Booker, David Hommerson, Mae Ann Tutt, Dianne Ayon, Toni Regozzi (assistant chair), Roe Herzog (chair), Constance Scales, Roxanne Nelson and Kym Mullins.

Second row: Kristina Moore, Virginia Hebert, Elvina Cox, Sue Bartko, Dawn Hagan, Jackie Clayton, Richard Price and Debbie Moore.

Third row: Ricky Hilliard, Trent Clark, St. Clair Maynard, Jim Misserville, Robert Tolman, Bruce Kuiper, Sharon Wright and Jessie Austin.

Fourth row: Frank Leto, Thomas Lavalais, Albert Feazell, Larry Hamilton, Charles Jacobs and Melinda Pennix.

New England Area



New York Area



Mideast Area



Capitol-Atlantic Area



Pioneer Area



Illini Area



North Central Area



Michiana Area



MINK Area



Southeast Area



Central Gulf Area



Cotton Belt Area



Texas Area



Northwest Area



Rocky Mountain Area



Pacific Area



Make Contributing to SPAC a Habit:

Contributions via USPS Payroll Deduction

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

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

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

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



PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

- Routing Number (nine digits): 121000248
- Financial Institution Name: Wells Fargo (this will appear after you enter the routing number).
- Account Number (this is a 17-digit number that starts with "77225555" and ends with your eight-digit employee ID number):

7 7 2 2 5 5 5 5 5 _____

(Example: 77225555512345678).

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



2018 SPAC Contributors



Top 2018 SPAC Contributor

Konish, Ann	NY	Branch 011
-------------	----	------------

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

Salmon, James	AZ	Branch 246
Boisvert, Michael	CA	Branch 159
Meana, Frances	CA	Branch 159
Wong, John	CA	Branch 497
Franz, Kenneth	FL	Branch 146
Gilbert, Belinda	FL	Branch 425
McHugh, James	FL	Branch 386
Mullins, Kym	FL	Branch 81
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
Harmon, Rosemary	KY	Branch 920
Foley, Paul	MA	Branch 120
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Geter, John	NC	Branch 183
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202
Gawron, Dennis	NY	Branch 27
Konish, Ann	NY	Branch 11
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Butts, Ivan	PA	Branch 355
Bradford, Robert	TX	Branch 203
Green Jr., Richard	VA	Branch 98

July and August Contributors

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

Salmon, James	AZ	Branch 246
Wong, John	CA	Branch 497
Franz, Kenneth	FL	Branch 146
Sebastian, Gerald	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Wagner, Brian	IL	Branch 255
Harmon, Rosemary	KY	Branch 920
Foley, Paul	MA	Branch 120

Wileman, Dotty	MD	Branch 923
Bradford, Robert	TX	Branch 203
Green Jr., Richard	VA	Branch 98

VP Elite SPAC (\$750)

Melchert, Pamela	AK	Branch 435
Bruffett, Shawn	AZ	Branch 376
Burkhard, Mary	CA	Branch 244
Goodman, James	CA	Branch 39
Grayson, Yolanda	CA	Branch 39
Moss, Donald	DC	Branch 135
Herzog, Rosemarie	FL	Branch 154
Murray, Donald	FL	Branch 93
Williams, Carolyn	FL	Branch 146
Moore, Kevin	GA	Branch 281
Maxwell, Sherry	IL	Branch 255
Winters, Michael	IL	Branch 255
Murphy, Gregory	MA	Branch 102
Trayer, Kevin	MI	Branch 142
Johnson, Craig	MO	Branch 36
Englerth, Scott	NY	Branch 11
Williams, Darryl	PA	Branch 554
Aaron, Donna	TN	Branch 97
Cooper, Karen	TX	Branch 124
Elizondo Jr., Jaime	TX	Branch 122
McCracken, Cindy	WA	Branch 61
Reedy, James	WA	Branch 61
Weilep, Laurie	WI	Branch 956

Secretary/Treasurer's Roundtable (\$500)

Hernandez, George	AZ	Branch 246
Campbell, Stephnia	CA	Branch 159
Hernandez, George	AZ	Branch 246
Campbell, Stephnia	CA	Branch 159
Pashinski, Myrna	CO	Branch 65
Douglas, Lisa	CT	Branch 5
Bock Jr., Robert	FL	Branch 321
Gucmeris, Algimantas	FL	Branch 420
James, Suzette	FL	Branch 154
LeCounte, Michael	FL	Branch 146
Lynn, Patti	FL	Branch 296
Roundtree, Edith	FL	Branch 154
Ruckart, Kenneth	FL	Branch 386
Vorreyer, Leslie	FL	Branch 353
Billups, Juanita	IL	Branch 17

SPAC Scoreboard

Statistics reflect monies collected from Jan. 1 to Aug. 31, 2018

National Aggregate:

\$218,458.05

National Per Capita:

\$8.43

Region Aggregate:

1. Southern	\$60,859.83
2. Western	\$44,246.84
3. Eastern	\$39,554.65
4. Central	\$37,605.00
5. Northeast	\$36,191.73

Region Per Capita:

1. Southern.....	\$10.59
2. Central.....	\$8.55
3. Western	\$8.18
4. Eastern	\$7.38
5. Northeast.....	\$7.23

Area Aggregate:

1. Southeast	\$39,538.49
2. Pacific	\$23,487.64
3. Capitol-Atlantic.....	\$19,190.61
4. New York	\$18,147.73
5. Mideast Area	\$15,314.75
6. New England	\$14,665.00
7. Michiana	\$12,596.00
8. Texas	\$11,681.99
9. Rocky Mountain.....	\$10,852.40
10. Illini	\$10,108.00
11. Northwest.....	\$9,906.80
12. Pioneer	\$8,428.29
13. North Central	\$8,138.00
14. MINK	\$6,763.00
15. Central Gulf	\$5,174.35
16. Cotton Belt	\$4,465.00

Area Per Capita:

1. Southeast	\$17.07
2. Michiana	\$11.88
3. Northwest.....	\$9.60
4. North Central	\$9.20
5. New England	\$8.64
6. Pacific	\$8.19
7. Illini	\$7.92
8. New York	\$7.44
9. Capitol-Atlantic.....	\$7.38
10. Rocky Mountain.....	\$7.19
11. Mideast	\$6.83
12. Central Gulf	\$6.72
13. Texas	\$6.63
14. Pioneer	\$6.10
15. MINK	\$5.74
16. Cotton Belt.....	\$4.98

State Aggregate:

1. Florida	\$36,937.49
2. California	\$21,662.64
3. New York	\$17,622.73
4. Texas	\$11,681.99
5. Michigan	\$11,237.00

State Per Capita:

1. Florida	\$21.68
2. Maine	\$17.30
3. Michigan	\$15.48
4. North Dakota	\$14.30
5. Washington.....	\$13.77

Drive for 5

Members by Region:

1. Central.....	75
2. Western	60
3. Southern.....	58
4. Eastern	55
5. Northeast.....	43

Aggregate by Region:

1. Western	\$17,782.00
2. Central	\$17,403.50
3. Southern	\$15,704.50
4. Eastern.....	\$14,061.64
5. Northeast	\$9,441.00

Perteet, Cynthia	IL	Branch 541
Rowel, Cornel	LA	Branch 73
Keating, Ted	MA	Branch 498
Moreno, Richard	MA	Branch 498
Russo, Dominic	MA	Branch 43
Walter, Richard	MA	Branch 120
Amergian, Raymond	ME	Branch 96
Anderson, Shareen	MI	Branch 23
Hommerson Jr., David	MI	Branch 130
Krzycki Jr., Kenneth	MI	Branch 508
Mooney, Dan	MN	Branch 16
Bollinger, Kathreen	MO	Branch 36
Carmody, Russell	NJ	Branch 74
Dallojacono, Anthony	NJ	Branch 568
Yut, Rachelle	OR	Branch 66
Gill, Kathy	PA	Branch 50
Holt, Brian	RI	Branch 105
Mitchell, Annie	TX	Branch 124
Butler, Phillip	VA	Branch 98
Mott III, George	VA	Branch 132
Johnson, Stanley	WA	Branch 60
Krogh, Charlie	WA	Branch 31

Chairman's Club (\$250)

Florentin, Diana	CA	Branch 244
Francisco, Daryel	CA	Branch 159
Gavin, Angela	CA	Branch 159
Gishi, Sharon	CA	Branch 94
Williams, Alma	CA	Branch 266
Bailey, Virgil	CO	Branch 561
Roll, Gary	CO	Branch 65
Franco, Cheryl Ann	FL	Branch 296
Hoerner, Thomas	FL	Branch 420
Jones, Sammie	FL	Branch 405
King, David	FL	Branch 420
McPhee-Johnson, Tayloria	FL	Branch 146
Misiuk, Melanie	FL	Branch 321
Montalvo, Wilfred	FL	Branch 321
Pollard, Doug	FL	Branch 386
Terry-McCloud, Lancia	FL	Branch 386
Wommack, April	FL	Branch 386
Alos, Kanani	HI	Branch 214
Iyoki, Wendy	HI	Branch 214
Parker, Laroma	HI	Branch 214
Cook, Carol	IL	Branch 14
Crowe, Brian	IL	Branch 14
Hilliard, Ricky	IL	Branch 489
Levernier, Catherine	IL	Branch 270
Randle, Kay	IL	Branch 369
Coleman-Scruggs, Toni	IN	Branch 171
Ewing, Larry	KS	Branch 52

Make Contributing to SPAC a Habit:

OPM Contributions to SPAC (for Retired Postal Supervisors)

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

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

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

By internet:

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

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

By telephone:

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



McIntyre, William	KS	Branch 458
Carter, Tonious	LA	Branch 421
Ciccione, Alexander	MA	Branch 43
Mason Jr., Garland	MD	Branch 592
Bartlett, Bruce	ME	Branch 96
Hafford, Darrell	ME	Branch 96
Bunch, Kenneth	MI	Branch 23
Burcar, Robert	MI	Branch 508
Byrum, Jimmy	MI	Branch 508
Hurless-Byrum, Ruth	MI	Branch 508
Ice, Marilyn	MI	Branch 23
Orloski, Rose	MI	Branch 508
Van Norman, Gerald	MI	Branch 130
Burger, Lucille	MN	Branch 104
Moore, Robert	MN	Branch 104
Davis, Lisa	MO	Branch 131
Green, Bart	MO	Branch 36
Turner, Linda	MS	Branch 199
Robinson, Theresa	NC	Branch 299
Newman, Edward	NE	Branch 10
Barrett, George	NJ	Branch 74
D'Martino, Pasquale	NJ	Branch 548
McKiernan, Michael	NJ	Branch 74
Phillips, Austin	NJ	Branch 224
Scales-Bradley, Constance	NJ	Branch 53
Walton, Irma	NJ	Branch 75
Maggart, Charles	NM	Branch 295
Baselice, Francisco	NY	Branch 202
Burke, Terriann	NY	Branch 11
Evans, Darius	NY	Branch 85
Krempa, Keith	NY	Branch 27
Morrissey, Phyllis	NY	Branch 164
Burgasser, Ted	OH	Branch 29
Mayes, Sean	OH	Branch 29
Mulidore, Chuck	OH	Branch 133
Needham, Timothy	OH	Branch 133
Paige, Lillie	OH	Branch 46
Smith, Ronald	OH	Branch 46
Aglidian, Hans	PA	Branch 35
Bartko, Susan	PA	Branch 20
Keefe, Laura	PA	Branch 112
Lehman, Jason	PA	Branch 554
Cabrera, Antonio	PR	Branch 216
Bowen, Randy	TN	Branch 97
Cattron, Patricia	TN	Branch 555
Shelburne, Sarah	TN	Branch 32
Clark Jr., Bobby	TX	Branch 124
Hill, Earnest	TX	Branch 122
Jones, Charleen	TX	Branch 122
Lyons, Lisa	TX	Branch 428
Gerber, Melissa	UT	Branch 139

Did you know the simplest way to contribute to SPAC is through the "Drive for 5" campaign by signing up with your EIN or CSA number? Not only does it allow NAPS members and associates to easily budget their contributions, but it also helps SPAC forecast finances for the year. If you have questions about how to sign up for "Drive for 5," please contact NAPS Headquarters at (703) 836-9660.

Tresner, Kristen	UT	Branch 139
Cox, Lloyd	VA	Branch 526
Garrett, Donald	VA	Branch 98
Jacobs, Charles	VA	Branch 132
Gruetzmacher, Bjoern	WA	Branch 61
Ware, Michael	WA	Branch 61
Sederholm Marti, Susan	WI	Branch 72
Simmons, Brandi	WI	Branch 213
McComas, Christina	WV	Branch 212

Supporter Earned (\$100)

Frazier, Rickey	AL	Branch 399
Bradley, Roxanne	CA	Branch 127
Buckley, Kent	CA	Branch 39
Hodges, Leticia	CA	Branch 39
Johnson, Deborah	CA	Branch 88
Lee, Shirley	CA	Branch 39
Rascati, Wayne	CA	Branch 244
Walker, Robin	CA	Branch 39
Austin, William	CT	Branch 47
Bush, Ruth	CT	Branch 5
Collins, Lori	CT	Branch 3
Wright, Denis	CT	Branch 3
Diamond, Dessie	DC	Branch 135
Evans-Atkins, Deborah	DC	Branch 135
Andres, Heidi	FL	Branch 386
Batastini, Kenneth	FL	Branch 478
Bivins, Rosena	FL	Branch 296
Brady, Catherine	FL	Branch 420
Brown, Wendy	FL	Branch 146
Calhoun, Clothelia	FL	Branch 354
Caruso, Karen	FL	Branch 154
De La Torre, Rita	FL	Branch 146
Delucia, Keith	FL	Branch 386
Foreman, Charles	FL	Branch 146
Fulcher, Sandra	FL	Branch 146
Gonzalez-Marino, Ilia	FL	Branch 146
Guyton, Patricia	FL	Branch 146
Haumann, Craig	FL	Branch 81
Lopez, Victor	FL	Branch 146

Here Are the 2018 SPAC Pins



President's Ultimate SPAC

\$1,000 level includes LT'S SPAC reception for donor plus one guest



VP Elite

\$750 level includes LT'S SPAC reception for donor plus one guest



Secretary's Roundtable

\$500 level includes LT'S SPAC reception for donor plus one guest



Chairman's Club

\$250 level



Supporter

\$100 level

Support SPAC to support the lawmakers who fight for what matters most to NAPS members.

Lowrey, Robert	FL	Branch 154
Lozano, Armando	FL	Branch 321
Malcolm, Kirk	FL	Branch 321
Meadors, Joan	FL	Branch 146
Melendez, Carlos	FL	Branch 386
Murphy, Michael	FL	Branch 146
Nolan, Patricia	FL	Branch 146
Scherle, Sonya	FL	Branch 154
Schulz, Mark	FL	Branch 577
Scott, Linda	FL	Branch 146
Scriven, Bernice	FL	Branch 146
Wittic, Eileen	FL	Branch 231
Finley, Roger	GA	Branch 595
Crowe, Patricia	IL	Branch 14
Howard, Katie	IL	Branch 541
Toles, Francee	IL	Branch 14
Malone, Tammy	IN	Branch 8
LaStrapes, Ebony	LA	Branch 209
Minor, Sandra	LA	Branch 209
Lewin, Kim	MA	Branch 118
Spirlet, Donald	MA	Branch 118
Brownfield, Patricia	MD	Branch 531
Rosario Jr., Arnold	ME	Branch 96

Tomaskovic, Joyce	MI	Branch 508
Hellermann, Mark	MN	Branch 16
Newcomb-Evans, Theresa	MN	Branch 926
Warren, Anitra	MO	Branch 36
Hill, Mildred	MS	Branch 199
Kindsvatter, Leo	MT	Branch 929
Gilbert, Jevonda	NC	Branch 183
Fletcher, Cindy	NE	Branch 10
Sarnie, Deborah	NH	Branch 932
Kofsky, Jonathan	NJ	Branch 568
Schirching, Christy	NY	Branch 27
Tu, Tu	NY	Branch 100
Vazquez, Frank	NY	Branch 110
Bennett, Kelley	OH	Branch 33
Kimbrough, Marcia	OH	Branch 46
Mates, Rodney	OH	Branch 33
Mates, Suzanne	OH	Branch 33
Kolecki, Michele	PA	Branch 941
Mathes, Kevin	PA	Branch 355
Uber, Casei	PA	Branch 554
Giorgio, Victor	RI	Branch 105
Keeling, Joanne	RI	Branch 105

Continued on page 94

SPAC Contribution Form

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

\$1,000—President's Ultimate SPAC

\$750—VP Elite

\$500—Secretary's Roundtable

\$250—Chairman's Club

\$100—Supporter

Current as of February 2018

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

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____

Name _____

Home Address/PO Box _____

City _____ State _____

ZIP+4 _____ Date _____

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



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

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

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

Card number _____

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

Card expiration date: _____ / _____

Signature (required for credit card charges) _____

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

Describe gift _____ Value _____

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



Thank You Postal Supervisors for Eleven Years of Support

We would like to thank all NAPS Members for the support you have given **Dillard Financial Solutions, Inc.** over the past eleven years. We have graciously donated Door prizes, Scholarships, Golf Tournament prizes, Hospitality Rooms, and hosted Social Events—just to name a few. We provide Educational Retirement Benefits Training to all NAPS Members, and have personally assisted over 4,000 NAPS Members with their Retirement Benefits.

Our company takes great pride in knowing that all of our Licensed Representatives stay up to speed with Federal & State Benefits Training. We are honored to be a Verified Vendor on the US Federal Registry, a member of the National Ethics Bureau, and to be featured on myfederalretirement.com as a Preferred Provider.

We look forward to continuing our work with State and Branch Presidents to help NAPS Members learn about their Federal Retirement Benefits. We believe knowledge is power. Together, we will build a strong and successful future for all NAPS Members.

To schedule an Educational Workshop for your Branch or State, please call our dedicated NAPS hotline: **803-499-6277**

DILLARD FINANCIAL SOLUTIONS, INC. IS A CURRENT MEMBER OF THESE REGISTERED ORGANIZATIONS



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United States Federal Registry



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Five Principles of **Great Managers**

By Bill Davis and Dr. Michael Reilly

To paraphrase a quote from Apple founder Steve Jobs, it's often more difficult to make things simple. By understanding and learning to apply the following universal principles, you are more likely to excel as a manager in any organization:

Principle No. 1: The Functions of Management

While managers often view their work as task oriented or supervisor oriented, this view is an illusion. The five basic functions of management are planning, organizing, leading, staffing and controlling. Understanding the functions will help managers focus efforts on activities that gain results.

The functions are summarized in the Institute of Certified Professional Managers' (ICPM) training course materials.

1. Planning—Choose appropriate goals and actions to pursue; then determine what strategies to use, what

actions to take and what resources are needed to achieve the goals.

2. Organizing—Establish worker relationships that allow employees to work together to achieve their organizational goals.

3. Leading—Articulate a vision, energize employees and inspire and motivate people by using vision, influence, persuasion and effective communication skills.

4. Staffing—Recruit and select employees for positions within the company (within teams and departments).

5. Controlling—Evaluate how well you are achieving your goals, improving performance and taking actions. Put processes in place to help you establish standards so you can measure, compare and make decisions.

Principle No. 2: The Types and Roles of Managers Within the Organization

Organizational structure is im-

portant in driving a business forward; every organization must have a structure. No matter the organizationally specific title, organizations contain front-line, middle and top managers. Above the top management team are the CEO and board-of-directors levels.

To see this structure even more clearly, visualize a pyramid model. The more you move toward the top of the pyramid, the fewer managers you have. All these managerial roles have specific tasks and duties.

Principle No. 3: Effective Management of Organizational Resources

An essential component of operationalizing an organization's strategic plan is allocating resources where they will make the most impact.

Managers participate in operational and budget planning processes and, in doing so, actively determine what should be done, in what order it is to be done and determine what resources are appropriate to be successful.

ful in achieving the plan.

Keep in mind that this is not a personality contest. The strategic plan and its specific objectives determine what is important and what may not be as important.

Principle No. 4: Understanding and Applying the Four Dimensions of Emotional Intelligence (EQ) in Maximizing Human Potential

Effective managers understand the context and culture in leadership situations. What helps these managers succeed? It is simple: *they understand EQ* (the competencies in each dimension of emotional intelligence). The four dimensions are having a high self-awareness, social awareness, being self-managed and having good social skills.

All these competencies are important; they lead to great connections with people. They also lead to

stronger and more effective managerial performance. EQ is a very important component for excelling as a supervisor.

Principle No. 5: Know the Business

A common axiom in management is that a qualified manager can manage any business. This point is only partially true. It is true that most managers are generalists, rather than specialists. However, many successful managers began their careers in specialist roles. What most successful managers bring to their work in leading crews, departments, divisions and companies are a solid knowledge of and experience in the business and of the principles of management.

For greater job satisfaction and career success as a manager, you should align to your organization's vision, mission, strategies, leader-

ship, systems, structure and culture. Treat people fairly and honestly and do your best to follow and embrace your organization's ethics and core values, as well as your own.

Talk the walk and walk the talk; remember, people are watching and seeing how you walk it. Give your very best to your teams, organizations and customers. Be an effective manager to get improved performance results for your organization and build trust and positive relationship with your team.

Bill Davis, MA, CM, is an assistant professor and Dr. Michael Reilly is a professor in the Forbes School of Business & Technology™ at Ashford University. This article originally was published on Ashford University's Forward Thinking blog: <https://www.ashford.edu/online-degrees/business/5-principles-of-great-managers>.

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Managing Your Money Worries

Submitted by the USPS EAP

Most people struggle with managing money at some time or another. When we have money troubles, we can become very worried and anxious. Money problems can ruin marriages and cause all sorts of problems in relationships. Even in the best of times, managing finances can be challenging.

The current economic climate may have you struggling with decisions about your finances and what actions to take. Whether you want to pay off debts, set financial goals, plan for retirement or just stop living paycheck to paycheck, you can try the following suggestions to help gain some control over your financial worries:

Establish a budget. Create a budget based on your monthly income and expenses. Write down your budget or save it in a computer program. Evaluate your expenses and set a realistic limit to your spending. Determine your long-term financial needs (for example, buying a house, paying for college or saving for retirement) and figure these costs into your budget.

Budget for unforeseen expenses, as well, such as car or house repairs or medical bills, and add those to your bottom-line budget. If you have a month where you don't use those funds, continue to add a small amount to those items every paycheck. That way, if you have an unforeseen expense, you will have the funds available.

In addition, cut items from your budget you don't really need. Maybe you spend \$30 a week on coffee from a coffee shop. Imagine how much you can save by brewing your own coffee and bringing it with you in a nice thermos. That could save you \$1,500 a year! A budget can help you determine where your money goes and help you make decisions that will enable you to live within your income. Write down every expenditure, every single day, to track your spending.

Pay off debts. Credit card or other high-interest loans can sink your credit rating and put your financial stability at risk. If you are paying high-interest loans, you are not getting value out of your

money. Pay down those loans or look to consolidate your debt into a lower-interest loan. If you can consolidate your debt, you then will have just one monthly payment.

One way to pay off credit card balances is to pay more money on the lowest-balance card and just pay the minimum on the other cards. Then, once the smallest amount is paid off, use that money toward the next highest card. When that card is paid off, use both amounts monthly to pay toward the next one and so on. This is called snowballing your card payments and helps you pay off debt faster.

Once your debt is paid off, consider putting that amount into a savings account to save for emergency funds. Do your best not to take out any more credit cards or charge anything until all your debt is paid off. Establish a realistic payment plan to eliminate debt.

Don't take on additional obligations until you are debt free. If you have school loans, work with the holders of each loan to establish the best way to pay these off. Make it a priority to be debt free.

Negotiate and work with creditors. If you owe creditors money, don't avoid them. Return their phone calls and cooperate with them. Communicating with creditors makes them less likely to turn your account over to a collection agency. In fact, many creditors are willing to restructure monthly payments as long as the new agreement is upheld. Ask for lower interest rates or payment plans.

Prepare for unexpected expenses. Sometimes, unexpected events such as an illness, a change in marital status or damage to your home, can create unplanned expenses. Be prepared by having emergency savings on hand for such events. If you have to, add emergencies to your budget and save for these.

Even if you can only allocate a few dollars each month to a savings account or emergency fund, save what you can. The money adds up over time if you consistently save. Seek to eventually save up six months' worth of expenses in your emergency fund. This way, you will not panic if something unexpected happens.

Involve your family in the process. Review the budget and enlist your family's help and support to reach your financial goals. Even better, get their help when writing the budget and show them where the money goes. The more the entire family is in support of the budget, the more likely it will be successful.

Use discounts. Use coupons and discounts when you do have to buy things. Use apps on your phone to also add savings to items you buy often. There are many offers you can participate in that sometimes can allow for buy-one, get-one-free savings at restaurants, clothing stores and other retailers.

Save for the things you want. Practice avoiding impulse spending. If you want something—say, a new

suit, car or something nice for your home—save for it. Budget for that item and look for discounts for that purchase. Research the best times of the year to make large purchases, such as for appliances, beds or electronics.

Many items go on sale at certain times of the year. For example, beds go on sale around Memorial Day; computers often go on sale immediately after Thanksgiving. Research and save for the items you want to buy; don't be afraid to negotiate with businesses about purchases. Sometimes they will give you discounts if you just ask.

One rule of thumb is, "Buy what you need, not what you want." You may want a new car, but if your budget won't allow it, consider a good used car. Also, using coupons and comparing prices can save even more.

Find alternatives to spending money. The old saying that "The best things in life are free" is true; they really are. For a friend's birthday, try a picnic, rather than an expensive restaurant. When someone suggests to meet for lunch, suggest meeting at the museum on a free day or going for a walk in the park. Instead of buying books, CDs and movies, borrow them from the library. You may be surprised at the many free resources available.

Create a plan for the future. If you have children, you may want to start a savings plan for future events such as college or weddings. Start a small savings account and put money into it every pay check, no matter how small an amount. Say you only can put \$20 a paycheck into a savings account and you are paid twice a month. That is \$40 a month or almost \$500 a year; it adds up over time!

When your kids are in high school, help them look for scholar-

ships and grants that may be available. Even if your child can get a few small scholarships or grants, this will help once they get to college. Encourage your children to save for their future by doing small things when they are young, such as putting money in the bank into a savings account, saving for items they want and encouraging them to work to earn money as teens.

Teach them the value of saving for their future. Help them open a savings and/or a checking account and review their balances and expenditures each month. Teach them financial responsibility and money management. That will help them have confidence in their ability to manage money in the future.

How can the EAP help? EAP counselors can help you manage the stress and emotions that can accompany the pressures of financial struggles. The EAP can help you find ways to be less anxious and have more confidence in yourself to manage the pressures financial worries can bring. The EAP can provide coaching to help you learn the skills to become confident in your money-management abilities.

There are many books and other resources available in your local library or bookstore to help manage your finances. Classes on financial management may be available in your community or at a local college. Because it often is helpful to talk about financial issues, especially if you are in need of information, guidance or help, an EAP counselor can help.

The EAP is a free service for all postal employees and their eligible family members. It is private, professional and confidential. To contact the EAP, call toll-free, 800-327-4968 (800-EAP-4YOU); TTY: 877-492-7341. Resources also are available at www.EAP4YOU.com.

A photograph of a house with a satellite dish on the roof, partially submerged in floodwater. The house is surrounded by trees and a large willow tree on the right. The water is murky and reaches up to the windows of the house.

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For more information, go to www.postalrelief.com.

NAPS Should Represent PMs in Pay Talks

By Jimmy Salmon

I was very grateful to have been a part of the Postmaster Committee at the 2018 NAPS National Convention at Mohegan Sun. The 12 of us on the committee discussed EAS issues generally, with an added interest in issues that apply to postmasters. At the convention, NAPS delegates were addressed by UPMA Co-Presidents Tony Leonardi and Sean Acord. There was a lot of information to take in between the committee meetings and those presentations.

Postmasters' biggest takeaway from the convention is that we should be able to be represented by NAPS in pay talks. Part II, Chapter 10, Section 1004 of *Title 39* reads, in part, "An organization that represents at least 20 percent of Postmasters ... such organization or organizations shall be entitled to participate directly in the planning and development of pay policies and schedules ..."

As of August, there were 3,752 postmasters in NAPS. That is well over the 20 percent threshold required by *Title 39*. A question was asked from the floor as to when NAPS reached that 20 percent threshold. That information was not readily available, but NAPS President Brian Wagner said the organization would be seeking to represent postmasters in pay talks. It will depend on the willingness of USPS Headquarters to recognize NAPS as eligible to represent



postmasters in pay talks.

Some of the other issues we discussed included:

1) A recommendation to send issues of *The Postal Supervisor* magazine to non-member postmasters once or twice a year, with the hope

it would encourage them to become members of NAPS.

2) The Executive Board Postmaster Committee should provide a representative to attend the national convention's Postmaster Committee meetings to update members regarding what the board had discussed and to help the committee.

3) It is becoming more and more common throughout the country that postmasters personally are having to deliver mail on an increasingly regular basis because, in most cases, there is a shortage of carriers. USPS Headquarters needs to fill vacancies faster to alleviate the need for postmasters to deliver mail. In some cases, postmasters are delivering mail in their personal vehicles; this situation must be alleviated.

4) The excessive number of telecons PMs are required to be on, some of which are on Saturdays or after normal work hours.

5) Postmasters not having a relief for when they need to or would like to use leave.

6) Certain EAS employees are entitled to "Christmas Pay" that at least some, if not all, postmasters do not receive.

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Pins, Pins Everywhere

By Mark Velez



Pin trading, according to Wikipedia, is the practice of buying, selling and exchanging collectible pins as a hobby. Most often these are lapel pins associated with a particular common theme, as well as related items, such as lanyards, bags and hats to store and display the pins.

Before the 2018 NAPS National Convention at the Mohegan Sun, I created Flushing, NY, Branch 164's milk carton trading pin. It was my intention to design a pin that was fun to look at and wanted by all, as well as make a statement.

Because we collect and trade pins at the convention, it was my hope this particular pin would become a collectible that would last and be traded from convention to convention, passing the test of time as a collectible. During this year's convention, hundreds of branch pins were traded. Some blinked, some had character, some were over the top and some were just plain branch pins. One thing that can be said is collecting pins is exciting.

I would like to suggest that for our 2020 convention in Texas we institute a Best Pin contest and present an award for best design and most

original. We have Best Editorial and Best Website contests. A contest that would introduce a little excitement and fun into what we already celebrate as we are looking for that one pin everyone's talking about is the next step.

I am calling on all the branches to look toward creating exciting, tradable pins—ones that show the best of your branch and your imagination. I hope NAPS members agree!

Mark Velez is a member of Flushing, NY, Branch 164.

The NAPS Postmaster

Continued from page 93

7) Postmasters are concerned about having to pay out 1260 issue grievances when reasons for going over 15 hours are lack of staffing or proper staff being unavailable (sick calls, details, etc.).

There are other topics of concern

relative to the presidential Task Force on the Postal System and privatization. A hearing by the Senate Homeland Security and Governmental Affairs Committee scheduled for later this year may shed light on the task force's findings and what the prospects are going forward into the future.

Lastly, the Postmaster Committee made a commitment to provide a column for each issue of *The Postal Supervisor*.

jimmyinrichmond@gmail.com

Jimmy Salmon is Phoenix Branch 246 vice president and postmaster of Clarkdale.

2018 SPAC Contributors

Continued from page 86

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Olson, Chad	SD	Branch 946
Shropshire, Larry	TN	Branch 245
Barnes, Marilyn	TX	Branch 86
Davila, Anselmo	TX	Branch 122
High, Gwendolyn	TX	Branch 86
Richardson, Elizabeth	TX	Branch 86
Crosby, Patrick	UT	Branch 139
Fratto, Jeff	UT	Branch 139
Jensen, Jill	UT	Branch 139
Beasley, Darryl	VA	Branch 526
Brandt, Junemarie	VA	Branch 526

Driscoll, Darcy	VA	Branch 526
Fordham, Francine	VA	Branch 98
Jackson, Alice	VA	Branch 526
Navarre, Arnold	VA	Branch 98
WARD, CHARLES	VA	Branch 132
Fields, Raymond	VT	Branch 235
Roberts, Charles	WA	Branch 31
Boston, Vicki	WI	Branch 72
Maggioncalda, Sharon	WI	Branch 213

'Drive for 5' Earned in March

Olson, Chad	ND	Branch 937
Weber, Camron	SD	Branch 946

Notes

from the National Auxiliary

Fulfilling the Promise of Passion, Purpose, People

By Patricia Jackson-Kelley

President

Our National Convention this August set the tone for commitment, strength and resilience. Mohegan Sun in Uncasville, CT, was the perfect environment to accomplish our dual purpose of taking care of business and allowing time for some fun.

The non-denominational Worship Service Sunday afternoon allowed us to gather and listen to great singing and words of inspiration. Then we were off to a running start. After the service, I was honored to partner with NAPS for the NAPS and Auxiliary Delegates' Orientation.

The number of Auxiliary attendees exceeded past conventions. Thank you, Auxiliary members, for showing up and showing out.

Later Sunday evening we were able to unwind while attending the Host Branch Committee Welcome Reception. Lisa Douglas, Hartford, CT, Branch 5 president, and her Host Branch Convention Committee members did an awesome job assuring everything was in order. Speaking of being in order, our convention planner, Sheri Davies, was in a state of perpetual motion. It is amazing how one person could appear to be in three places at once.

The Opening Ceremony Monday morning let us appreciate our youth and value their contribution as supporters. A special thanks to NAPS President Brian Wagner for allowing me

to speak and introduce members of the Auxiliary Executive Board.

My message remain unchanged: We offer unwavering support for NAPS and we need to grow our membership. At mid-day, we assembled for our Auxiliary business meeting. *(Complete coverage of our convention proceedings will be in the November issue.)*

One of our event highlights was the Auxiliary Luncheon. A special thanks to the Luncheon Committee under the leadership of chair Beverly Austin, Southern Region vice president, for an outstanding job.

We elected officers for 2018-2020. I want to thank my fellow Auxiliary members for re-electing me president. My prior term in office was a testament of endurance and fortitude. With key elements currently in place, the job should be less challenging.

On a personal note, I am so grateful for those of you who took the time to attend my 75th birthday celebration. My oldest grandson, Jai, was able to attend after my son Kyler had another commitment. It was a blessing to have my best friends travel from Ohio, New Jersey, upstate New York, the New York boroughs of Brooklyn, Manhattan and Queens, and Las Vegas and California.

A major weather situation prevented my friends from Florida from attending; we were sorely disappointed. The restaurant staff at Tuscany's was wonderful in accommodating my overflow of guests.

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