

the Postal Supervisor

June 2019

Practicing Forgiveness in the Workplace

*Can Help EAS Employees
Navigate the Road
to Leadership*

page 5



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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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Finding the Truth in Fact-Finding

After a very long pay consultation and fact-finding process, NAPS received the final “Report and Recommendations” from the fact-finding panel on April 30. NAPS began the FY16-19 pay consultation journey back in September 2017 when it received the Postal Service’s initial FY16-19 pay proposal. What has this journey taught us?

Here is the scoop:

The fact-finding panel basically supported NAPS’ position that the Postal Service’s EAS pay rate and pay system have *serious flaws*—their term, not mine. The panel agreed with NAPS on nearly every aspect of its challenge to the USPS pay plan and recommended substantial changes to the agency’s pay rates for EAS employees, as well as their calculation.

Now that the fact-finding report has been received, the Postal Service, as required by law, must “give full and fair consideration to the panel’s recommendation(s)” and issue its final pay package within 15 days of the panel’s report. The law also requires the USPS to explain in writing any differences between its final decision and the panel’s recommendation.

That does *not* mean the Postal Service must agree with any or all of the panel’s recommendations in the final EAS pay decision to NAPS. The recommendations are just that—recommendations that are not binding to the USPS.

In NAPS’ opinion, the panel’s report validates the longstanding concerns NAPS and many EAS employees have had about the fairness of their pay and how it was determined and administered by the Postal Service.

I encourage members to read the panel’s report. Go to www.naps.org and click on “News.” You will note the panel determined the USPS’ Pay-for-Performance (PFP) system is broken and counterproductive. In the panel’s opinion, the PFP program, as currently designed and administered, is seriously flawed in that it does not accomplish its objectives or comply with the

requirements of the Postal Reorganization Act.

Furthermore, the panel strongly recommended that NAPS and the USPS establish a joint work group to examine and report on the issues of locality pay, Supervisor Differential Adjustment (SDA), PFP and, possibly, a permanent cost-of-living adjustment for career, non-bargaining unit employees who are in field EAS positions.

NAPS is pleased with the fact-finding results, not only for what they mean for all our members, but what they mean for all EAS employees. Why? NAPS took a stand—a big step forward—to hold the Postal Service accountable in accordance with *Title 39* to ensure all EAS employees receive the proper respect and compensation in pay and benefits.

NAPS was challenged many times during the pay talks process. But we were not willing to step down, roll over or cave to accepting an EAS pay package that was less than desirable for our members or, for that matter, all EAS employees.

NAPS presented a solid business case at fact-finding with relevant documentation, credible witnesses, facts and the truth. Yes, pay consultation and fact-finding took longer than NAPS Headquarters and our members expected. Getting to the truth took time and patience.

The few extensions in time granted to the panel gave it the time necessary to review the facts and find the truth about the flawed EAS pay rates and pay system. I commend the panel for its thoroughness and unbiased review of the facts and recommendations.

I also want to commend our NAPS pay talks team. This was nothing less than a team effort by everyone involved in this pay process. When called on, everyone stepped up to be the leaders NAPS needed to get the job done. This includes our excellent legal counsel, NAPS witnesses, resident officers and entire Executive Board.

I commend all NAPS members for being part of the pay team, too. Indirectly, members played a vital part in our pay talks and fact-finding process. Members participated in our NAPS pay survey in 2016 and provided NAPS with information related to PFP and pay anomalies, SDA and salary levels, to name just a few. More importantly, our members contributed when it



Brian J. Wagner
President

counted by being patient, understanding and trusting in their national officers while awaiting the fact-finding report and recommendations.

NAPS members now know the fact-found truth and can be proud that the panel's report validates NAPS' position that its EAS members deserve better pay rates and a better pay system. Now that fact-finding is completed, we must wait to see if the truth will present itself in an EAS field pay decision from the Postal Service.

Besides being pleased with the fact-finding panel's recommendations, I also am pleased with my ice cream flavor of the month recommendation for June: true vanilla.

naps.bw@naps.org

Fact-Finding Report Validates NAPS' Position that EAS Pay Rates and Pay System Have 'Serious Flaws'

On April 30, 2019, a fact-finding panel commissioned by the Federal Mediation and Conciliation Service issued its "Report and Recommendations" in response to NAPS' challenge to the Postal Service's pay plan for postal managers and supervisors covering fiscal years 2016-19. Approximately 45,000 managers, supervisors and postmasters are covered by the Executive-Administrative Schedule (EAS).

The panel agreed with NAPS on nearly every aspect of its challenge to the USPS pay plan and recommended substantial changes to the Postal Service's pay rates for EAS employees, as well as their calculation.

The panel's recommendations are *not* a final Postal Service pay decision. The Postal Service, as required by law, must "give full and fair consideration to the panel's recommendation(s)" and issue its final pay package within 15 days of the panel's report. The law also requires the Postal Service to "explain in writing any differences between its final decision and the panel's recommendation."

"We are gratified by the panel's findings and recommendations to the Postal Service about how it pays EAS employees," said President Brian Wagner. "The

panel's report validates the longstanding concerns of EAS employees about the fairness of their pay and the Postal Service's compliance with the law."

The panel found that the USPS' Pay-for-Performance (PFP) system is broken and counterproductive. "[T]he panel is of the opinion that the PFP program, as currently designed and administered, is seriously flawed in that it does not accomplish its objectives or comport with the requirements of the PRA [Postal Reorganization Act]." The panel "strongly recommends that the parties establish a joint work group to examine and report on the issues of locality pay, SDA, PFP and, possibly, a permanent cost-of-living adjustment for career, non-bargaining-unit employees who are in field EAS positions"

NAPS presented a solid business case at fact-finding with relevant documentation and credible witnesses. NAPS is pleased with the fact-finding results, not only for all of its members, but for all EAS employees, too.

"We trust that the Postal Service will agree to implement the panel's recommendations," Wagner said. "NAPS looks forward to working with the Postal Service in promptly convening a work group to focus on those issues that require further joint study."



We're Social
Connect With Us!

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

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

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

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

Accident Forgiveness

A national insurance carrier is airing numerous commercials using actor Dennis Haysbert to advertise its “accident forgiveness” coverage. The company is one of the largest insurance providers in the United States. With this insurance, you are eligible for five years of accident- and violation-free driving, regardless of when you switched.



Ivan D. Butts
Executive Vice President

What a great way to honor dedication and loyalty. Wouldn't that be a great thing to have in the workplace? Over the past two decades, much research has been published about the positive impact of forgiveness, particularly for the forgiver and in relationships. Now, another study building on a smaller, but growing, body of research in the workplace supports the power of forgiveness to potentially improve well-being and pro-

ductivity in professional settings.

I know this study flies in the face of some of the things we see as NAPS advocates: longtime, front-line, middle- and senior-level managers with impeccable records calling for NAPS advocacy. New EAS employees who have yet to receive and, in some cases, even completed New Supervisor Training (NSP) calling for NAPS advocacy. New EAS employees with fewer than two years of postal knowledge, skills and abilities being promoted to management calling for NAPS advocacy assistance.

What I have seen in the various versions of NSP is what Postal Service leadership has admitted. That is the consistent failure to properly mentor and develop new leaders. However, this same leadership stands ready, willing and able to toss these new EAS employees out of the USPS with the first incident in their unprepared venture on the road of leadership.

We recently were briefed on the latest aberration of the NSP. When asked what will make this process any better than other programs, we were told new EAS employees would be assigned a coach when they go to their assigned unit. NAPS realizes that all prior programs have failed to allow new EAS employees to develop because of a lack of proper mentoring and developing and, in some cases, never even completing the program. The only exception to this was the original 16-week Associate Supervisor Program (ASP) course

that was managed at the area level.

Now, don't get me wrong. I understand the sink-or-swim mentality. This mentoring-and-developing attitude continues to be a part of the managerial growth process, despite efforts to change the culture. However, it now is being exacerbated by the continuing trend of our most experienced employees having no desire to move into management based on how they see EAS employees treated by leadership. We actually hear about EAS employees now having no desire to move up the ranks of leadership as potential change agents because of how this culture of unforgiveness is festering.

In the study, forgiveness was linked to increased productivity, decreased absenteeism (fewer days missing work) and fewer mental and physical health problems, such as sadness and headaches. The study also showed these benefits were explained partly by reductions in interpersonal stress that went along with a forgiving disposition.

This research is vital to employees and employers alike, as a lack of forgiveness negatively affects the individuals involved and organizations as a whole. Holding onto negative feelings after a conflict may lead to disengagement at work, a lack of collaboration and aggressive behavior. Carrying a grudge also is associated with increased stress and a host of negative emotions, including anger, hostility and vengeful rumination.

What impact could be made with forgiveness for non-fatal errors versus crucifixion (Merit Systems Protection Board)? What if an apology led to a right teaching moment to help mentor and develop an EAS employee to correct leadership skills? We may never know. What we do know is that there is an increase in DDF cases going to the MSPB (crucifixion). We also are seeing that more and more adverse action cases are being denied *ELM 650* mediation (teaching moments).

Forgiveness, of course, does not mean we condone or ignore bad behavior. We should have policies and procedures for dealing quickly with serious transgressions. However, we should be ready, if the situation warrants, to give forgiveness a try. Until then, NAPS continues to stand willing and able to support members through our DDF process.

In solidarity ...

naps.ib@naps.org

Don't Let the Bell Toll for You

Today is only one day in all the days that will ever be. But what will happen in all the other days that ever come can depend on what you do today." These words were written by Ernest Hemingway in his 1940 novel, "For Whom the Bell Tolls." You may wonder how words from a novel based on the Spanish Civil War can have relevance to your life as an EAS employee in the Postal Service.



Chuck Mulidore
Secretary/Treasurer

I recently attended a NAPS event where one of the issues that came up was EAS falsification of time and scans. In other words, EAS employees changing employee clock rings or entering scanning data that is not accurate. This often is done to meet a mandate from some higher-level entity indicating all carriers must be off the street by a certain time or all scans must be validated prior to the facility closing or meeting a cut-off time.

NAPS preaches that each employee must resist these artificial and often conflicting mandates and that each employee must maintain their personal integrity and not falsify scan data. NAPS further urges all EAS employees to confront these mandates by letting their bosses know the mandate is impossible to attain or simply cannot be done that day.

We understand this can be a difficult task. Is it easy to tell your boss the mandate they are attempting to enforce from their boss and their bosses' boss is not possible? No, it is not; we recognize that. Yet, each of us must maintain our honesty and truthfulness because if we cannot do that in the face of an impractical or illogical mandate, then we open ourselves to the risk of a variety of events that may occur, none of which will be good.

In the minutes of the spring 2019 Executive Board meeting published in this issue (*see page 23*), it is noted that, in 2018, 150 cases were processed through the NAPS Disciplinary Defense Fund (DDF). These included adverse

action cases appealed to the Merit Systems Protection Board (MSPB). One of the leading charges made by the Postal Service against EAS employees is falsification.

While the NAPS DDF is the best in the business and one of the benefits of your membership in NAPS, we do not want to see any EAS employee put themselves in jeopardy of losing their job. You see, the very people who give you an unrealistic directive are the same people who will issue your adverse action for falsifying data to accomplish their absurd instruction.

So, just don't do it! Push back; send an email that explains you cannot accomplish the order of the day and you need your boss to help you accomplish the mission. You most likely will not receive an email in response, but continue to document your concerns and, at the end of the day, do *NOT* falsify any data. You will not be fired for having integrity and courage, but you may be fired for falsifying data.

And, by the way, your boss most likely will develop postal amnesia when you plead you only were trying to enforce an impossible order; you will, most likely, suffer all the consequences. Thus, please maintain your personal honesty and integrity because, remember: While today is but only one day in all the days of your life, what will happen in all those other days may depend on what you do today.

Do the right thing—for yourself, your family and the Postal Service.

naps.cm@naps.org

Thrift Savings Plan

| Fund | G | F | C | S | I |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------|---------------|--------------|----------------|
| April 2019 | 0.21% | 0.02% | 4.05% | 3.69% | 2.92% |
| 12-month | 2.90% | 5.42% | 13.48% | 8.71% | (2.78%) |
| <small>The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.</small> | | | | | |
| Fund | L Income | L 2020 | L 2030 | L 2040 | L 2050 |
| April 2019 | 0.89% | 1.16% | 2.23% | 2.62% | 2.96% |
| 12-month | 4.20% | 4.56% | 6.07% | 6.54% | 6.91% |
| <small>These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so that investors' shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010.</small> | | | | | |
| Visit the TSP website at www.tsp.gov | | | | | |

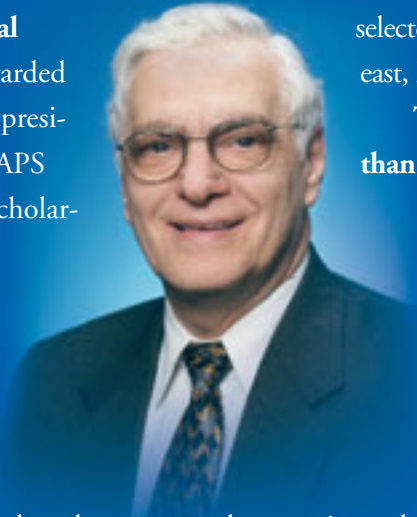
National Association of Postal Supervisors Vince Palladino Memorial Student Scholarships

2019 Official Application Form

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

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

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



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

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

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

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

deadline: July 31, 2019

Student's name (please PRINT legibly)

Major course of study

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

City and state of the college or university

NAPS member's name

NAPS member's branch number

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

NAPS member's PO box/street address

City

State

ZIP+4

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

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

SDA Adjustment for Business Mail Entry Supervisor, HERO Process for 204-Bs and Extreme Weather Effects on NPA Among Items Discussed

The March 14 consultative meeting was held in conjunction with the spring NAPS Executive Board meeting; all board members were present. Representing the Postal Service were Bruce Nicholson, Phong Quang and Henry Bear, USPS Labor Relations Policy Administration.

Agenda Item #1

NAPS brought Agenda Item #6 from the Aug. 18, 2018, consultative to the table:

The Supervisor Differential Adjustment (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 412.12b.

NAPS has been made aware 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.

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

NAPS brought this item back to the table in disagreement with the USPS' determination. During the August 2018 consultative, the USPS alleged this position did supervise PS-6 employees, which supported its SDA determination.

NAPS has confirmed that the supervisor, Business Mail Entry, position does not supervise any PS-6 or

lower-level craft employees. NAPS provided a list of all employees assigned to supervisor, Business Mail Entry; all these craft employees are Level PS-7.

The Postal Service advised in August 2018 that this requested change to SDA policy was a matter that should be addressed during pay talks. This is the proper forum to address "changes in pay policies and schedules and fringe benefit programs for members of the supervisors' organization."

Labor Relations received correspondence from NAPS asking to discuss several items outside the pay consultation process with the Postal Service, including the SDA for the position of supervisor, Business Mail Entry. A meeting was scheduled for Feb. 20, 2019. Unfortunately, due to unforeseen circumstances, the meeting was cancelled. We have requested NAPS' availability to reschedule.

Agenda Item #2

NAPS requested the USPS create a HERO process that would allow 204-Bs to access everything to which a regular supervisor is authorized with successful completion of the required training.

NAPS contends this type of educational process might help; when 204-Bs become supervisors, they will need less training.

Local management is empowered to determine the programs to which acting supervisors should have access; there is a process in place to request access to those programs. The Postal Service is open to discussing any specific programs

Exhibit 412.12b

Position Groups Eligible for Supervisor 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 |

to which NAPS believes acting supervisors should have access.

Agenda Item #3

Our nation recently observed a national day of mourning for the funeral of President George H.W. Bush, Wednesday, Dec. 5, 2018. NAPS asked what specifically was done to mitigate all the affected NPA indicators (including, but not limited to, multiple service score indicators, workhours, scanning, etc., at the national, area, district, MPOO, Lead Finance number and Unit Finance number levels) impacted as a result of this national day of mourning.

The Postal Service applied the existing business rules used for federal holidays in the same manner as the national day of mourning. If the scheduled delivery date or expected delivery date was on this day, based on service standards, it was shifted to the next applicable delivery day. The Postal Service did not identify any negative impacts to the NPA indicators as a result of this national day of mourning.

Agenda Item #4

NAPS asked about the impacts of the extreme polar vortex. The USPS did not deliver mail in many districts on Wednesday, Jan. 30. On Thursday, Jan. 31, some districts did not deliver mail for the second consecutive day; some districts did not deliver mail for their first day.

The impact of these two non-delivery days affected areas and districts differently because of various volumes of origination and destination locations in and outside the impacted non-delivery days.

NAPS asked what specially was done to mitigate all the affected NPA indicators (including, but not limited to, multiple service score indicators, workhours, scanning, etc., at the national, area, district, MPOO, Lead Finance number and Unit Fi-

nance number levels) impacted by these non-delivery days.

The Postal Service conducted an initial analysis to determine the impacts of the polar vortex resulting in non-deliveries on Jan. 30 and 31 in some districts. Results did not show a significant impact to year-to-date NPA scores and, therefore, no mitigation was done. The Postal Service plans to review the data again later in the fiscal year to make final determinations.

The following are regarding resolutions adopted at the 2018 NAPS National Convention:

Resolution 55: Current EAS Level-18 post offices that are CSV offices and report their CSAWs have their weekly F4 earned hours that the postmaster “can” work reduced by 15 hours. NAPS requested the CSAW program in Level-18 offices be changed so as not to automatically deduct the 15 hours the postmaster could work as allotted by the contract, but only deduct the actual hours worked by the postmaster.

This resolution is not adopted. The expectation is for non-bargaining employees in Level-18 offices to work the 15 hours of bargaining-unit work per week.

Resolution 61: Investigative, corrective and disciplinary actions by the Postal Service are not timely. Some actions in response to allegations have been issued as long as two years after the incidents. Some of these issues involve alleged procedural, instructional, financial, conduct and behavioral actions against NAPS members.

NAPS contends there are no such deadlines/timelines that pertain to these procedures being adhered to at times by USPS leadership when corrective or disciplinary actions are brought against NAPS members.

The Postal Supervisor 2019 Production Schedule

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

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

NAPS requests the Postal Service define timelines/deadlines that afford its members due process in a more capsulated timeframe and those same actions be progressive in corrective and disciplinary proceedings (that is, discussions, letters of warning, suspensions, last-chance agreements and termination).

NAPS further requests the defined timelines be no more than 30 days from the first Investigative Interview or no more than 60 days from the date of incident, whichever is first.

Actions such as non-disciplinary corrective measures, letters of warning, letters of warning in lieu of time-off suspensions and adverse actions are different corrective measures that may be imposed on non-bargaining employees and should be on a progressive basis, depending on the seriousness of the offense.

The Postal Service expects that decisions concerning whether disciplinary action will be imposed are to be made without undue delay. Such decisions should be made based on consideration of relevant factors and should comport, where applicable, with regulations delineating elements that should be considered. Some circumstances may allow for such decisions in less or more time than others. Some circumstances may call for investigatory consideration,

evaluation and other situation-specific elements that could require more time than is needed in other circumstances. The Postal Service will not establish the time limit NAPS recommends in this item.

Resolution 62: The USPS has changed the processing of delivery standards of mail. NAPS notes that, currently, mail is not under the same time standards and networks as it was in the past. In concert with this, NAPS advocates have only 10 days to file an *ELM* 652.231 appeal for LOWs and mediations.

NAPS requests that *ELM* 652.231—in reference to time limits to request an appeal, records or mediation—be changed to 30 days and that *ELM* 652.231 be revised to reflect the new time limit.

This resolution is not adopted. Following is the response provided during the January 2017 consultative meeting to the same agenda item/resolution:

ELM 652 provides an opportunity for employees who receive a notice of discipline, including adverse actions, an opportunity to be heard prior to and after a final decision is issued by the management officials involved. The change in the mail delivery standards does not affect an employee's time limits when they are issued or receive a

Continued on page 21

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.

NAPS Training Calendar

Rocky Mountain Area Training

June 6-8, 2019

Conducted by: Rocky Mountain Area VP Myrna Pashinski

Location: Phoenix Airport Marriott, 1101 North 44th St., Phoenix, AZ 85008; (800) 228-9290

Hotel Rate: \$94 plus tax; rate expires May 17; use group code NPSNPSA

Registration Fee: \$135, due by May 17; make checks payable to NAPS Headquarters (in the memo section, indicate "RMA Training"). Mail checks to Myrna Pashinski, 21593 E. Layton Dr., Aurora, CO 80015-6781.

Training Topics: TBD

Texas Area Training

June 6-8, 2019

In conjunction with the Texas State Convention

Conducted by: Texas Area VP Jaime Elizondo

Location: Holiday Inn Downtown Marina, 707 N. Shoreline Dr., Corpus Christi, TX 78401; (361) 882-1700

Room Rate: \$149 plus tax (before May 17)

Training Topics: Adverse action, EAP, millennials

Instructors: Texas Area VP Jaime Elizondo, EAP staff

Michiana Area Training

June 7, 2019

In conjunction with the Michigan State Convention

Conducted by: Michiana Area VP Kevin Trayer and attorney Glenn Smith

Location: Four Points by Sheraton, 3600 E. Cork Street Ct., Kalamazoo, MI 49001; 269-385-3922

Hotel Rate: \$102

Registration Fee: Free

Training Topic: *ELM* 650

Northwest Area Training

June 21-22, 2019

In conjunction with the Northwest Area Convention

Conducted by: Northwest Area VP Cindy McCracken

Location: Hilton Garden Inn, 1840 Hwy.,

U.S. 93 S, Kalispell, MT 59901; 406-756-4500; www.kalispell.hgi.com; use group code "NAPS19"

Room Rate: \$120

Registration Fee: \$110

Training Topics: TBD

Western Region Training Seminar

Aug. 1-4, 2019

Conducted by: Western Region VP Marilyn Walton, Northwest Area VP Cindy McCracken, Rocky Mountain Area VP Myrna Pashinski and Pacific Area VP Chuck Lum

Location: Sunset Station Hotel & Casino, 1301 West Sunset Rd., Henderson, NV 89014; 888-786-7389; use group code "SCINAPS"

Hotel Rate: \$49 plus taxes/Thursday; \$89 plus taxes/Friday and Saturday. You must stay Friday and Saturday night to receive this rate.

Registration Fee: \$175; \$220 if not staying at the host hotel. After July 12, registration is \$220. Make checks payable to NAPS Headquarters and mail to Myrna Pashinski, 21593 E. Layton Dr., Aurora, CO 80015-6781. Everyone eating lunch must be registered for the seminar or purchase a meal ticket: \$45 per person per day.

Training Topics: representation training, panel discussion and Q&A sessions; other topics TBD

Central Region Training

Oct. 4-5, 2019

Conducted by: Central Region VP Craig Johnson

Location: Hyatt Regency Bloomington, 3200 E. 81st St., Bloomington, MN 55425; (866) 238-4218. The Hyatt offers free shuttle service to and from the airport, as well as to the Mall of America. Light rail service to the mall and downtown is available outside the airport.

Room Rate: TBD

Training Topics: TBD

NAPS Postmaster Named Semi-Finalist in Poetry Competition

April was National Poetry Month. NAPS member and Kingston, NJ, Postmaster Richard Micallef is a semi-finalist in Poetry Nation's National Amateur Poetry Competition. Poems were accepted until April 2, so the results won't be known until after this issue goes to print. Following is the first stanza of the poem he entered:



“Wings”

*You are the drive on other side of me
I look to one side and you are there,
I glance to the left and there you are still.
You keep me flying on the straight and narrow
Not allowing me to stray off course.*

During his meeting with NAPS members, Rep. Max Rose (D-NY) agreed to co-sponsor H. Res. 23, a non-binding resolution that residential and business door delivery should be continued. Rose previously co-sponsored three of the four bills NAPS pursued. From left: Staten Island Branch 110 President John Schlosser, New York Area Vice President Jimmy Warden, Rose and Northeast Region Vice President Tommy Roma.



Lehigh-Pocono, PA, Branch 387 held a retirement celebration this past October. From left: Ernesto Rodriguez, Rick Roccobono, Peter Marth, Branch 387 President Dee Mahoney, Jerry Radocha, Kim Organetti and Mary Dion.

On April 2, the Postal Service held a First Day of Issue dedication ceremony for the Marvin Gaye commemorative stamp at the historic Greek Theater in Los Angeles. Joining postal executives for the event were Motown Records founder Berry Gordy, singer Smokey Robinson and emcee Mary Wilson from the Supremes.



Branch 39 Vice President Sam Booth Jr. and Membership Chair Alvetia E. Smith were at the dedication ceremony for the Marvin Gaye stamp. Alvetia is retired, but the Postal Service continues to use her for special events and first-day ceremonies. She also coordinates swearing-in ceremonies for new postmasters. Alvetia is an exceptional event planner and has been successful increasing revenue for the district with product sales from the first-day ceremonies.



Alvetia E. Smith and Sam Booth Jr. with Howard Hewett, former lead vocalist with the R&B group Shalimar. Hewitt addressed the crowd at the first-day ceremony and sang a dedication to Marvin Gaye.



The 2019 Northeast Region Training Seminar had an outstanding turnout.

Northeast Region Training Seminar

Northeast Region Vice President Tommy Roma, with the help of New York Area Vice President Jimmy Warden, Mideast Area Vice President Tony Dallojacono and New England Area Vice President Cy Dumas, conducted the Northeast Region Training Seminar March 29-31 in San Juan, PR. Topics included Labor Relations, SWCs, Sales, operational excellence and the New Supervisor Program, among others. President Brian Wagner discussed the status of pay talks. Executive Vice President Ivan D. Butts talked about legislation and SPAC. Secretary-Treasurer Chuck Mulidore promoted membership and explained the DCO. Special thanks to Auxiliary Executive Vice President Laurie Butts and Hazel Green for staffing the SPAC raffle table; \$5,640 was raised for SPAC.

From left: USPS Northeast Area Vice President Eric Chavez, USPS A/Westchester District Manager Elvin Mercado, NAPS New York Area Vice President Jimmy Warden, USPS Caribbean District Manager Lisa Ojeda, USPS Labor Relations Policy Administration Manager Bruce Nicholson, USPS Labor Relations Vice President Doug Tulino and NAPS Northeast Region Vice President Tommy Roma.



From left: Bruce Nicholson, USPS Labor Relations Policy Administration manager; Kendrick Comulada, UPMA, Caribbean District; Josian Pineiro, NAPS Caribbean Branch 216; Jose Rodriguez, Branch 216 president; Elvin Mercado, USPS A/Westchester District manager; Jimmy Warden, NAPS New York Area vice president; Tommy Roma, Northeast Region vice president; Lisa Ojeda, USPS Caribbean District manager; Carissa Surprise, USPS Northeast Area A/Senior Operations program analyst; Antonio Carbrera, NAPS Branch 216 president; and Eric Chavez, USPS Northeast Area vice president.



A Q&A session was held with Postal Service officials.



USPS Caribbean District Manager Lisa Ojeda warmly welcomed the seminar attendees. She provided an update on the status of operations since Hurricane Maria.



USPS Northeast Area A/Senior Operations Program Analyst Carissa Surprise addressed attendees.



USPS Northeast Area 2 Sales Director Michelle Sherbert addressed attendees.

On March 29, Las Vegas District Branch 463 members Jackie Clayton, treasurer, and Cecilia Pelletier, legislative rep, attended a reception with House Speaker Nancy Pelosi at Spago at the Bellagio Hotel to benefit Nevada Democratic Reps. Steven Horsford and Susie Lee.



NAPS members Jackie Clayton (left) and Cecilia Pelletier with House Speaker Nancy Pelosi



Jackie Clayton and Rep. Steven Horsford



Jackie Clayton, Rep. Dina Titus (D-NV) and Cecilia Pelletier



Jackie Clayton, Sen. Jacky Rosen (D-NV) and Cecilia Pelletier



Jackie Clayton, Rep. Susie Lee and Cecilia Pelletier



South Jersey Branch 74 members presented Rep. Jeff Van Drew (D-NJ) with a copy of "How the Post Office Created America." From left: Russell Carmody, Pete Clemens, George Barrett, Van Drew, James Fisher and Robert Hudson.

Rep. Raja Krishnamoorthi (D-IL) addressed NAPS members at the Illinois State convention. From left: Central Region Vice President Craig Johnson, Illini Area Vice President Luz Moreno, Illinois Legislative Chair Ricky Hilliard, Krishnamoorthi, National Secretary/Treasurer Chuck Mulidore, Michiana Area Vice President Kevin Trayer and West Suburban Branch 289 President Ray Elliott.



Miami Branch 146 members Eddy Suarez and Ilia Marino met Rep. Donna Shalala (D-FL) at a town hall meeting.



Westchester District held a career day at the Holiday Inn in Mount Kisco, NY. Westchester County Branch 336 members staffed a table and spoke to many attendees about potential career paths in management. From left: Michael Landers, associate; Linda Morgan-Glover, president; Elizabeth David, vice president; and Rita Cody, treasurer.



Attending the April 12-13 Tennessee State Convention and training seminar were, from left: Cotton Belt Area Vice President Shri Green, Tennessee District Manager Christopher Alexander, Memphis Plant Manager Jamel Jones, Memphis NDC Manager Leslie Hawkins, NAPS Tennessee State Vice President Robert McMurry, Treasurer Robert Wakefield, NAPS Executive Vice President Ivan D. Butts, Tennessee State President Donna Aaron, Memphis Postmaster Reginald Capers and Eastern Area MOS Angela Curtis.



NAPS Executive Board members and DDF provider, from left: Executive Vice President Ivan D. Butts, Southern Region Vice President Tim Ford, Central Gulf Area Vice President Cornel Rowel Sr., Cotton Belt Area Vice President Shri Green, Southeast Area Vice President Bob Quinlan, DDF provider Al Lum and Texas Area Vice President Jaime Elizondo Jr.



This year's state convention and training boasted 25 first-timers, some who are pictured here.

2019 LTS Hill Visits



So. California Bay District Branch 266 Secretary Evelyn Benjamin (left) and Legislative Chair Willie Ann Hawkins with Jose Miranda, aide to Rep. Lucille Roybal-Allard (D-CA).

Los Angeles Branch 39



Michael Chernin, legislative assistant to Rep. Ted Lieu (D-CA), with Branch 39 legislative rep Yolanda Grayson, Vice President Sam Booth Jr., Auxiliary President Patricia Jackson-Kelley and Branch 39 member Velma McClinton.



Rep. Nanette Barragán (D-CA), right, and her chief-of-staff Robert E. Primus with Branch 266 members Willie Ann Hawkins and Evelyn Benjamin.



Khaula Kaiser, aide to Rep. Karen Bass (D-CA), with Patricia Jackson-Kelley, Yolanda Grayson, Velma McClinton and Sam Booth Jr.



Rep. William Lacy Clay (D-MO), center, with Gateway, MO, Branch 31 Vice President Robert Daggs, President Virginia Price Booker and Byron Edwards.



Patrick Fergusson, legislative director for Rep. Maxine Waters (D-CA), with Sam Booth Jr., Yolanda Grayson, Velma McClinton, Branch 39 President Marilyn Jones and Patricia Jackson-Kelley.

Say Hello



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Bob Levi

Director of Legislative & Political Affairs



In case you don't appreciate the extraordinary consequence that postal legislation has for American businesses, allow me to share

look at the final lobbying report for 2018. The 2018 filing lists about the same number of registered lobbyists as reported for the first quarter of 2019. The "leader board" for 2018 is not surprising. Heading the pack was Amazon at \$14.4 million, FedEx spent \$10.1 mil-

lion and the expedited delivery giant was followed closely by UPS at \$9.4 million. Those were the big three.

Other notable postal players included the Magazine Publishers, which spent \$550,000, the combination of Hallmark Cards and the Greeting Card Association expended \$320,000 and the newly established Package Coalition paid out \$300,000. Finally, the combined reported expenses of the postal labor unions and management associations totaled \$1.5 million.

It is important to note that these numbers do not include the millions of dollars in campaign contributions made through established political action committees (PACs) or through direct contributions from corporate officers to congressional candidates. That's for another article.

Each of the postal players have specific interests regarding the content of postal legislation and will use all the resources at their disposal to advance their cause. (NAPS will do the same.) For example, in the past year, UPS (aka Big Brown) pushed its weight with the White House to include a number of recommendations in the President's Task Force on the U.S. Postal System harmful to the Postal Service, its employees and

many parcel customers. For this reason, in addition to smart, targeted lobbying, NAPS needs to maximize our most valuable asset: our extensive and effective grassroots network.

NAPS members live and work in every state and virtually every congressional district. We are over 27,000 members strong, committed to fighting for postal viability. Without a viable Postal Service, there are no supervisors. So, please tune in to our weekly podcast—NAPS Chat—to get the scoop on the latest issues in the postal world.

The sustainability of the Postal Service came into clearer focus with two recent reports issued by the Postal Regulatory Commission (PRC): the Annual Compliance Determination (ACD) and the FY18 Financial Analysis of the Postal Service. Both reports were sobering. The ACD reviews the USPS' compliance with postal law, paying particular attention to service; the Financial Analysis examines the USPS' 10-K Statement, a comprehensive, year-end fiscal statement.

In the ACD, the PRC concluded that USPS performance declined for a majority of postal products as compared to the previous fiscal year and, for most products, the USPS failed to meet performance targets for FY18. The PRC also took note of declines in postal accessibility. The PRC documented the continuing decrease in the number of retail outlets and collection boxes. As compared to the previous year, the USPS reduced the number of USPS-managed outlets by 53 (a two-year reduction of 261) and reduced the number of non-USPS-managed outlets by 205 (a two-year reduction of 508).

Ironically, the data shows that, although the USPS is promoting alternative channels for conducting

There's Value in Fighting for Meaningful Postal Reform

some eye-opening lobbying data filed for calendar year 2018. In a way, this information can quantify the value that enactment or defeat of meaningful postal legislation has to specific postal stakeholders.

Current law requires organizations retaining registered lobbyists, whether in-house or by contract, to report the amount of money those organizations spend on trying to influence public policy. As part of the filing, the organizations must list the bills and issues on which they have lobbied. This information is submitted to the clerk of the House of Representatives and the Senate and is publicly disclosed on the House and Senate websites.

Postal-interested groups range from the American Lung Association, a charitable organization interested in nonprofit postage, to Walmart, a brick-and-mortar retailer competing with Amazon for e-commerce. Of course, NAPS, labor unions and the "usual suspects" in the postal world also must file. In the most recent submissions, which were for the first quarter of 2019, more than 80 postal lobbyists registered with the House and Senate.

To fully grasp the magnitude of this influential group, you need to

postal business (for example, usps.com and “postal partners”), postal walk-in revenue declined by only 0.7 percent as compared to the decline in internet-generated revenue of 3.7 percent and the decline of “other means of conducting postal commerce” by 5.2 percent. This demon-

strates the importance of postal-branded retail outlets staffed by well-trained postal employees.

The Financial Analysis reported a USPS net loss of \$2.1 billion in FY18 and attributed the loss primarily to the persistent decline of First-Class Mail and increased operating expenses. Revenue from First-Class Mail fell by about 4 percent. Also,

NAPS 2019 State Conventions

| Dates | State(s) | Location |
|------------|----------------|----------------------------------|
| June 6-8 | Michigan | Kalamazoo |
| June 6-8 | Texas | Corpus Christi |
| June 7-8 | Minnesota | Fair Hills Resort, Detroit Lakes |
| June 20-23 | GA/FL Bi-State | St. Augustine, FL |
| June 20-22 | Pennsylvania | Best Western, Bethlehem |
| June 21-22 | Northwest Area | Kalispell, MT |
| June 23-25 | New Jersey | Resorts Hotel, Atlantic City |
| Aug. 1-4 | Pioneer Area | Holiday Inn, Youngstown, OH |

Information and registration forms are available at www.naps.org.

while the volume and revenue grew for competitive classes of mail, including small parcels, the increase slowed as compared to last year. Moreover, the PRC illustrated that the retiree health “unfunded liability” continues to be a drag on postal vitality.

With the release of these two reports, NAPS urges the PRC to release

its final recommendations for establishing a revised postal rate-setting system. Late last year, the PRC issued preliminary rate-setting recommendations that would help the Postal Service. Since then, the vacancy on the PRC has been filled; the five-member commission now is operating at full strength.

Furthermore, the House Committee on Oversight and Reform tentatively scheduled a hearing for late April, after this issue went to the printer. NAPS is pushing for the introduction and prompt consideration of a constructive postal bill soon after the hearing. Watch for NAPS legislative updates for news.

naps.rl@naps.org

SPAC Contribution Form

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

\$1,000—President’s Ultimate SPAC

\$750—VP Elite

\$500—Secretary’s Roundtable

\$250—Chairman’s Club

\$100—Supporter

Current as of February 2019

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

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____

Name _____

Home Address/PO Box _____

City _____ State _____

ZIP+4 _____ Date _____

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



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

- Check or money order made payable to SPAC; *do not send cash*
 Credit card (*circle one*): Visa American Express MasterCard Discover

Card number _____

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

Card expiration date: ____ / ____

Signature (required for credit card charges) _____

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

Describe gift _____ Value _____

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

2019 SPAC Contributors



Top 2019 SPAC Contributor

| | | |
|-------------|----|------------|
| Butts, Ivan | PA | Branch 355 |
|-------------|----|------------|

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

| | | |
|-----------------|----|------------|
| Walton, Marilyn | CA | Branch 77 |
| Mullins, Kym | FL | Branch 81 |
| Foley, Paul | MA | Branch 120 |
| Wileman, Dotty | MD | Branch 923 |
| Geter, John | NC | Branch 183 |
| Amash, Joseph | NY | Branch 83 |
| Roma, Thomas | NY | Branch 68 |
| Warden, James | NY | Branch 100 |
| Butts, Ivan | PA | Branch 355 |
| Austin, Jessie | TX | Branch 122 |

April Contributors

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

| | | |
|----------------|----|------------|
| Mullins, Kym | FL | Branch 81 |
| Wileman, Dotty | MD | Branch 923 |
| Roma, Thomas | NY | Branch 68 |
| Warden, James | NY | Branch 100 |

VP Elite (\$750)

| | | |
|---------------------|----|------------|
| Wagner, Brian | IL | Branch 255 |
| Rowel, Cornel | LA | Branch 73 |
| Randall, C. Michele | MD | Branch 531 |
| Barone, Thomas | NY | Branch 202 |

Secretary's Roundtable (\$500)

| | | |
|------------------|----|------------|
| McHugh, James | FL | Branch 386 |
| Winters, Michael | IL | Branch 255 |
| Griffin, Troy | MD | Branch 42 |
| Arroyo, Victor | NY | Branch 85 |
| Gawron, Dennis | NY | Branch 27 |
| Aaron, Donna | TN | Branch 947 |

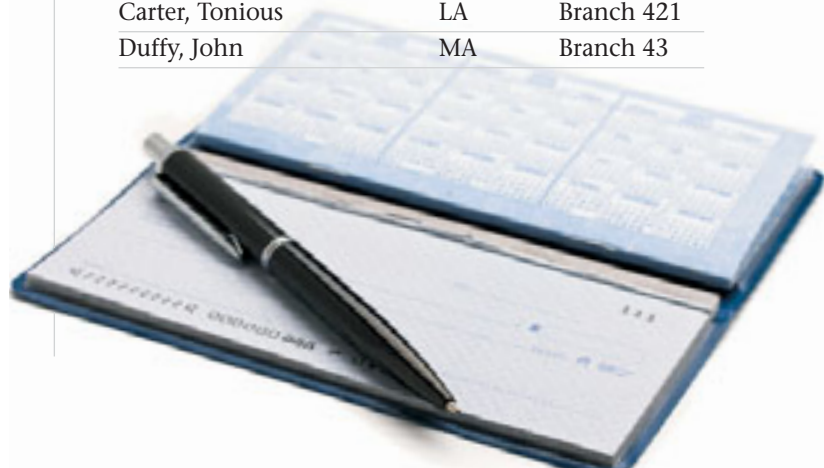
Chairman's Club (\$250)

| | | |
|--------------------|----|------------|
| Kiszcak, Sharon | AZ | Branch 246 |
| Luna, Juan | AZ | Branch 246 |
| Salmon, James | AZ | Branch 246 |
| Campbell, Stephnia | CA | Branch 159 |
| Dominguez, Jesse | CA | Branch 373 |
| Love, Valerie | CO | Branch 65 |
| Pashinski, Myrna | CO | Branch 65 |

| | | |
|---------------------|----|------------|
| Douglas, Lisa | CT | Branch 5 |
| Bock Jr., Robert | FL | Branch 406 |
| Long, Pamela | FL | Branch 577 |
| Murray, Donald | FL | Branch 93 |
| Ruckart, Kenneth | FL | Branch 386 |
| Sebastian, Gerald | FL | Branch 386 |
| Moreno, Luz | IL | Branch 489 |
| Perteet, Cynthia | IL | Branch 541 |
| Moreno, Richard | MA | Branch 498 |
| Amergian, Raymond | ME | Branch 96 |
| Anderson, Shareen | MI | Branch 23 |
| Bollinger, Kathreen | MO | Branch 36 |
| Winters, Joseph | NC | Branch 177 |
| Carmody, Russell | NJ | Branch 74 |
| Evans, Darius | NY | Branch 85 |
| Muhammad, Jamaal | NY | Branch 68 |
| Needham, Timothy | OH | Branch 133 |
| Skjelstad, Aric | OR | Branch 276 |
| Yut, Rachelle | OR | Branch 66 |
| Kolecki, Michele | PA | Branch 941 |
| Croswell, Darnel | SC | Branch 225 |
| Johnson, Stanley | WA | Branch 60 |

Supporter (\$100)

| | | |
|------------------|----|------------|
| Cherry, Hayes | CA | Branch 466 |
| Florentin, Diana | CA | Branch 244 |
| Collen, Helen | CT | Branch 3 |
| Sims, Reginald | GA | Branch 82 |
| Alos, Kanani | HI | Branch 214 |
| Parker, Laroma | HI | Branch 214 |
| Cook, Carol | IL | Branch 14 |
| Pitts, La Neda | IL | Branch 14 |
| Walsh, John | IL | Branch 289 |
| Warren, Susan | IL | Branch 255 |
| Wesley, Nancy | IL | Branch 493 |
| Carter, Tonious | LA | Branch 421 |
| Duffy, John | MA | Branch 43 |



| | | |
|-------------------|----|------------|
| Ignoto, Vincent | MA | Branch 43 |
| Jones, Marcia | MD | Branch 42 |
| Perkins, Ethel | MI | Branch 140 |
| Baker, Neil | MN | Branch 104 |
| Davis, Lisa | MO | Branch 131 |
| Barrett, George | NJ | Branch 74 |
| Cusy, Kathleen | NY | Branch 7 |
| Hughes, Thomas | NY | Branch 100 |
| Jessmer, Spencer | NY | Branch 11 |
| Parson, Corina | NY | Branch 164 |
| Russell, Donna | NY | Branch 68 |
| Vincenzi, John | NY | Branch 459 |
| Wiggins, Derrick | NY | Branch 85 |
| Wilensky, Jeffrey | NY | Branch 100 |
| Bennett, Kelley | OH | Branch 33 |
| Baldwin, Terry | OR | Branch 66 |
| Ellis, David | OR | Branch 66 |
| McNulty, Linda | OR | Branch 66 |
| McVicker, Nancy | OR | Branch 66 |
| Adams, Jeanine | PA | Branch 20 |
| O'Donnell, Joseph | PA | Branch 20 |
| Smith, Diane | PA | Branch 20 |
| Cabrera, Antonio | PR | Branch 216 |
| Rodriguez, Jose | PR | Branch 216 |
| Blakely, Kathy | TN | Branch 41 |
| Brooks, Lamaricus | TN | Branch 41 |
| Proctor, Kevin | TN | Branch 32 |
| Brown, Lorraine | VA | Branch 98 |
| Johnson, Sarah | VA | Branch 98 |
| Krogh, Charlie | WA | Branch 31 |

March 14 Consultative

Continued from page 10

proposed notice of discipline or decision. The time limits upon their receipt of discipline.

If an employee is eligible for mediation, then 10 days is a reasonable amount of time from receipt of a proposed notice of discipline to request mediation. Mediation is a means of alternative dispute resolution and an attempt to resolve disputes by controlling costs, producing quicker and more lasting results and preserving the resources needed to carry out the Postal Service's mission. Extending the time limit to 30 days to request mediation would not be an effective and efficient use of this process.

NAPS notes this marks the end of the resolutions delegates at the 2018 National Convention passed with the expressed desire for inclusion in the monthly consultative process as defined by 39 U.S. Code § 1004(c)(1).

SPAC Scoreboard

Statistics reflect monies collected from Jan. 1 to April 30, 2019

National Aggregate:

\$87,337.45

National Per Capita:

\$3.20

Region Aggregate:

1. Eastern\$20,982.85
2. Southern\$18,751.50
3. Western\$16,925.60
4. Northeast\$16,054.00
5. Central\$14,623.50

Region Per Capita:

1. Eastern\$3.53
2. Northeast\$3.23
3. Southern\$3.18
4. Central\$3.13
5. Western\$2.91

Area Aggregate:

1. Capitol-Atlantic\$13,191.40
2. New York\$9,272.00
3. Southeast\$8,922.00
4. Pacific\$8,564.00
5. Mideast\$6,787.00
6. Illini\$5,587.00
7. Texas\$5,203.50
8. New England\$5,149.00
9. Northwest\$4,199.00
10. Rocky Mountain\$4,162.60
11. Michiana\$3,376.50
12. North Central\$3,194.00
13. Pioneer\$2,637.45
14. MINK\$2,466.00
15. Cotton Belt\$2,338.00
16. Central Gulf\$2,288.00

Area Per Capita:

1. Rocky Mountain\$7.57
2. New York\$6.48
3. Illini\$6.01
5. Capitol-Atlantic\$5.47
5. Pacific\$4.34
6. Michiana\$4.08
7. Southeast\$3.89
8. Texas\$3.53
9. Pioneer\$3.44
10. New England\$2.69
11. Mideast\$2.45
12. Northwest\$2.11
13. Central Gulf\$2.03
14. North Central\$1.85
15. Cotton Belt\$1.70
16. MINK\$1.63

State Aggregate:

1. New York\$8,852.00
2. California\$7,699.00
3. Florida\$7,728.00
4. Illinois\$5,587.00
5. Texas\$5,203.50

State Per Capita:

1. Maine\$8.11
2. South Dakota\$7.76
3. Maryland\$6.86
4. Hawaii\$5.58
5. Arizona\$5.24

Drive for 5

Members by Region:

1. Central70
2. Southern59
3. Eastern54
4. Western52
5. Northeast39

Aggregate by Region:

1. South\$7,003.00
2. Central\$6,956.00
3. Western\$6,904.00
4. Eastern\$6,360.35
5. Northeast\$3,937.35

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): _____.



NAPS Board Meeting Follows Successful LTS

Submitted by Chuck Mulidore
Secretary/Treasurer

The spring 2019 Executive Board Meeting was called to order at 8:30 a.m. on March 13 by President Brian Wagner. New England Area Vice President Cy Dumas gave the invocation; Northeast Region Vice President Tommy Roma led the Pledge of Allegiance. Secretary/Treasurer Chuck Mulidore conducted the roll call of officers; all board members were present.

Wagner welcomed the Executive Board members and thanked them for their commitment and dedication representing NAPS not just at board meetings, but throughout their NAPS terms. He said he appreciated everyone's counsel and leadership and he thanked Butts and Mulidore for their leadership.

Wagner congratulated Butts and his Legislative Team for another successful LTS. Members appreciated having the opportunity to hear from the PMG. Wagner said the board members later will hear from USPS Chief Operating Officer Dave Williams. He asked the board to keep their questions nationally based and make sure any issue they may bring up already has been through the district and area levels.

He asked members to please notice the NAPS state convention assignments; at this time, they are official, but subject to change.

Wagner said NAPS had offered,

and Jovan Duncan accepted, a promotion to the position of executive office manager. The position is exempt and included a salary increase commensurate with her new responsibilities, which includes managing NAPS' new office assistant. The effective date is March 16.

The goal at the board meetings is to promote the welfare of NAPS and its members by being productive and respectful of each other's opinions and final decisions made as an Executive Board during its meetings, Wagner said. He urged board members to stay focused on the agenda items and continue to improve the organization with positive actions that will enhance the livelihoods of its members well into the future.

Executive Vice President Ivan D. Butts welcomed everyone to the spring board meeting and thanked them for their support during the LTS, especially regarding contributions from board members for the Executive Board raffle. He also thanked Director of Legislative & Political Affairs Bob Levi, Legal and Legislative Counsel Bruce Moyer and the office staff for their help in again making LTS so successful. He expressed special thanks to the NAPS Auxiliary, without whom NAPS would be hard pressed to have a great LTS. It is a team effort, he said.

Mulidore welcomed the board and offered his congratulations to the NAPS Headquarters Legislative Team, led by Butts, for another outstanding LTS. He pointed out there

is a full agenda for the board meeting at an exciting and consequential time for NAPS.

A motion was made by MINK Area Vice President Bart Green, seconded by Central Gulf Area Vice President Cornel Rowel Sr., to adopt the agenda and program. The motion passed on a voice vote.

Central Region Vice President Craig Johnson moved, seconded by Roma, to suspend reading the minutes of the fall 2018 board meeting. The motion passed on a voice vote. Johnson then moved, seconded by Cotton Belt Area Vice President Shri Green, to accept the minutes of the fall board meeting, previously submitted to the board. The motion passed on a voice vote.

Executive Board Chair and Southern Region Vice President Tim Ford welcomed the board to Alexandria and reminded members they are present to do the work of the membership and be respectful of each other's views.

Mulidore presented the financial report. As of March 1, 2019, NAPS investments totaled \$12,589,624.22. On June 1, 2018, NAPS investments totaled \$14,157,521.51. This is a 2019 fiscal year-to-date decrease of \$1,567,879.29, or 11%.

As of March 1, 2019, the NAPS General Fund Signature FCU Checking account balance was \$302,873.02 and the Signature FCU Money Market account was \$51,884.51, for a total of \$354,757.53.

NAPS filed with the U.S. Patent

and Trademark Office on Feb. 20, 2017, to trademark two NAPS logos: the most-recognized, red/white circle logo, as well as the modern-looking logo. This is an effort by NAPS to have control over who or what entities use the logos for various purposes. This process is now complete. NAPS has finalized the new logos with trademark identifiers and will issue policy guidance on the use of the logos no later than Aug. 1, 2019.

As of March 1, 2019, the NAPS building was 90% leased. The third-floor space, formerly occupied by Marstel-Day, has been vacant since Jan. 1, 2018. However, an agreement to lease this space is pending for May 2019. On March 31, 2018, AACP vacated the second floor. NAPS did not receive regular owner distributions through FY18 and is continuing that process into FY19 due to projected maintenance, tenant improvements, commissions and potential lost revenue through unrenewed leases. NAPS Property Inc. (NPI) currently has \$403,538 set aside to cover these costs.

NAPS Headquarters social media results were as follows:

- Facebook—as of March 1, 2,276 followers (up from 1,802 in March 2018, a 26.3% increase).
- Twitter—as of March 1, 515 (up from 463 in March 2018, a 12% increase).
- An Instagram account was established in April 2018; NAPS has 111 followers.
- *The Postal Supervisor* (blog/articles)—This past fall we started posting articles from the magazine on the NAPS website. The intent is to share this information with a broader audience by putting it online, sharing links through social media

and including links to some of the articles through a monthly email called “NAPS News.”

Traffic to the NAPS webpage has doubled from last year, with 7,000-8,000 visits per month, compared to 3,000-4,000 visitors per month in 2018. This trend started in December and corresponded to the launch of “NAPS News,” which goes out bi-weekly to approximately 15,000 NAPS members.

From January through December 2018, the NAPS website had 229,045 page views, with an average of 3.11 page views per session. For all of 2018, about 5% of website visitors came from social media. But, more importantly, social media is being used to build community and also share other relevant postal news and photos of members, information about events, answering questions and more.

For 2018, about 46% of our web traffic was direct; about 40% was from organic searches online (Google, Bing, etc.). The rest came from referrals (8%—top three are blue-search.usps.gov, fedsmith.com and postalnews.com), email and others. So far this year, however, 64% of traffic to the naps.org website is direct and 29% is from organic searches, referrals, email and others.

As of the March 2019 DCO, the total number of active EAS non-members was 10,310. This number is based on the USPS payroll files of non-member EAS employees who are coded non-postmasters. Based on current membership totals, there are approximately 27.42% non-members.

NAPS continues to encourage membership growth by providing sponsors of new members a \$25 NAPS check. Local and state branch-

es continue to receive their NAPS Non-Member and Change Summary reports, along with their DCO and Mail reports on a monthly basis.

Current contracts, per board motion, expiring before the fall 2019 Executive Board meeting are Jack Wallace (May 31, 2019), NAPS accountant; and Balent-Young Publishing, Inc. (actually December 2019).

Disciplinary Defense Fund (DDF) provider Al Lum, Labor Relations Admin Group (LRAG), and Butts updated the board on the DDF regarding wins/losses/settlements and a review of current cases.

LRAG’s first year as the DDF provider has been eventful. While it took some time to get acclimated, standard operating procedures were put in place to address calls from members, hire staffing and organize activities of the DDF. Currently, there are 12 advocates working for LRAG; four are attorneys.

From January through December 2018, 150 DDF cases were processed; the DDF has been very busy. The top issues include performance, followed by falsification issues, sexual harassment (often involving the use of postal cellphones to send pictures and texts) and issues surrounding the NALC’s use of the Joint Statement on Violence in the Workplace against EAS employees. So far in 2019, there have been 84 DDF cases, with the major issues continuing from 2018.

Legal and Legislative Counsel Bruce Moyer provided an update on the current state of pay talks. There was discussion among the board about the pay consultation process.

There was no old business.

Under new business, there was discussion about the new SPAC en-

velope to be used for contributions. National Auxiliary President Patricia Jackson-Kelley told the board over \$30,000 had been collected so far from LTS. She expressed her thanks and appreciation to Butts and the Legislative Team for their support of the Auxiliary at LTS.

She thanked Auxiliary Executive Vice President Laurie Butts and Secretary-Treasurer Bonita Atkins, as well as staff members at NAPS Headquarters, for their help during LTS. The resident officers thanked the Auxiliary for all its hard work, not only at LTS, but throughout the year and at so many events.

David Williams, USPS chief operating officer, thanked the Executive Board for the opportunity to address NAPS leadership. The USPS and

NAPS must work together to meet the challenges ahead for the Postal Service, he stressed. Service has gained momentum; there were gains over last year in most categories.

Williams said scanning performance has not improved; it's slightly behind last year's score. Overall performance has not met overall goal in many categories, yet the momentum is encouraging. He said headwinds ahead for the Postal Service include a decline in Amazon volume, periodicals and marketing mail.

Advertising competition from social media has further led to declines in advertising revenue and mail volume. UPS and FedEx, along with Amazon, are building delivery point density to grow package volumes, further eroding parcel select volumes.

Williams said the USPS must find ways to respond to volume declines and continue to right-size the agency in order to keep costs in line with the challenges in revenue. Every interaction with customers happens on the frontline with our EAS employees, he said.

He told board members the fiscal YTD is 9.3 million hours over plan. Frontline EAS employees must drive efficiencies, manage overtime, dispatch trucks on time from the plants and get carriers out on time from delivery units. This is a systems issue—not a plant or delivery issue.

Air transportation scores are much worse than surface scores, Williams noted. While this has been widely accepted for years, data indicates 75% of First-Class parcel deliv-

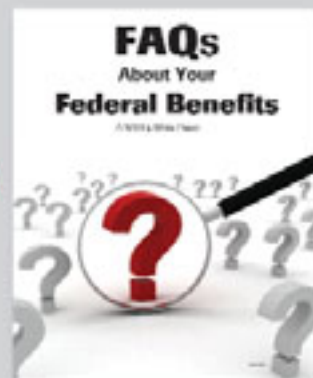
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ery failures arrive prior to air departure times. So, he professed, we do have control over the air delivery network. Only 70% of surface trips leave on time, which certainly impacts service. In closing, he stressed NAPS is part of the management team.

The monthly consultative meeting was held with Bruce Nicholson, Phong Quang and Henry Bear representing Postal Headquarters (*see page 8*).

Following are Executive Board committee updates:

Ethics—Chair Craig Johnson explained the Code of Ethics was revised in October 2018; there were no further updates at this board meeting.

SWCs—Chair Jimmy Warden, New York Area vice president, reported that the three resident officers, along with Roma and himself, met with USPS Labor Relations Vice President Doug Tulino and members of his staff on Feb. 21 at Postal Headquarters. Northeast Area Vice President Ed Phelan retired and no longer will represent the Postal Service on the SWCs team. Tulino is seeking a person with vast knowledge of Delivery to join the team.

It was agreed to perform the new SWCs proposal in one site in each area. The sites were discussed and selected based on the new SWCs module. Tulino will discuss the sites with Delivery Operations Vice President Kevin McAdams. Once approved, the sites will be released. Hopefully, the test will be done over a 60-day period.

At the conclusion of the test, a final proposal will be developed for consideration by USPS leadership. Warden recommended that, before conducting the tests, a meeting

should take place with the respective district managers and/or respective representatives to emphasize the importance of conducting the test, as well as show them the program.

Warden said it was agreed there need to be oversight and adherence from the districts.

Duties and Responsibilities—Chair Shri Green discussed that the *D&R Guide* was updated in October 2018; no further updates were made at this board meeting.

Legislative—Chair Marilyn Walton, Western Region vice president, updated the board on legislative efforts. Since the fall Executive Board meeting, she was busy helping plan the 21st Annual California Postal Employees Legislative Coalition event in February. She said the coalition was honored to host President Brian Wagner and Bob Levi, NAPS' legislative & political affairs director, at this year's event. She explained that, for many years, Levi had attended via Skype. He has many friends in California and everyone was happy he was there is person.

All the unions, both postal management associations, NARFE and the California Labor Council attended. There were Skype presentations from the national legislative directors from the APWU, Rural Carriers and Mail Handlers. Walton said attendance was up at this year's event; her counterpart from the APWU, Western Region Coordinator Omar Gonzales, led the discussion.

Walton reported that, during the various presentations and panel discussions, it appears everyone is in lockstep preparing to go to Capitol Hill and push to ensure the USPS is not privatized, six-day and door-to-door delivery are maintained and

work continues on a fair postal reform bill. While the organizations support other bills, the consensus is we need to maintain a strong, viable and secure Postal Service.

A highlight of the annual legislative event was when Walton; Marsha Danzy, California State legislative consultant; and Yolanda Grayson, Los Angeles Branch 39 legislative director, participated in a podcast with Levi. She said it was a great experience and a good way to spread the word on the coalition's and everyone's commitment to promoting postal legislation on the homefront.

Since the 116th Congress was sworn in, Walton reported she has been working with the California State legislative consultant to update the state's 52 congressional members, their building/room numbers and committee assignments. The updated listing was out in time to assist the California delegation in booking their appointments at LTS.

Walton said she also attended her congressman's—Rep. John Garamendi (D-CA)—annual Crab Fest, sponsored by NAPS. NAPS was able to take eight of Garamendi's postal constituents to the event held at the local community center. There were over 800 attendees representing labor, military and community groups. She said it was great to spend quality time with her congressional representative.

Southeast Area Vice President Bob Quinlan reported that he visited his congressman's office at home, where he informed Rep. Daniel Webster (R-FL) of the importance of postal reform. A meeting was scheduled with Webster on Capitol Hill for March 12.

Florida and Georgia finished

NAPS Executive Board Directory

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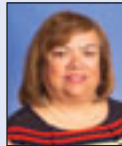
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number one in SPAC for the Southeast Area; Florida was number one in total SPAC contributions in the country. Quinlan said Florida continually strives to be number one and always challenges other states to raise the bar for SPAC. At every branch meeting, they sponsor 50-50 raffles, which helps for the year. There also is a silent auction at the state convention, to which members donate items.

Jimmy Warden reported on his Oct. 28 legislative training where he asked all the branches to establish or designate a position for their respective branch as the legislative chair; Butts also attended and assisted at the training. Information was shared with each participant on how to conduct a meeting with their respective congressional representative. A binder with information specific to the representative in their area of their branch was distributed to each participant.

All participants were urged to visit their elected representative in their home district, in addition to visiting them in Washington at LTS. Regarding LTS, there were some minor issues in getting appointments with some of the representatives. Because some NAPS legislative chairs do not live in the representatives' districts, the representatives' aides did not want to schedule meetings. Thanks to Bob Levi, these issues were rectified and meetings were scheduled.

Warden said they presently are working on scheduling meetings in those districts that were unable to send a person to LTS. A meeting has been scheduled with freshman Rep. Max Rose of Staten Island and Brooklyn to meet with Roma and

himself, along with representatives from the branch. Max Rose was unable to fit the NAPS delegation in their schedule on March 12 in Washington, DC. They will meet with Rose in his district office (*see page 11*).

Texas Area Vice President Jaime Elizondo Jr. reported that, since the fall board meeting, he has reviewed the legislative information from Levi. He forwarded the emails to his Texas NAPS members and stressed the need for everyone's legislative involvement in order to build support for NAPS' efforts.

Elizondo said he continues to be on the email lists for both Texas senators and continues to review their positions on national topics affecting the USPS and NAPS. He sends them personal emails regarding NAPS' stance on legislative issues and stresses the size of the Texas delegation. He continues to push for their support on postal reform legislation, as well as with his congressman.

Elizondo said every time he has attended branch installations or branch meetings since the fall board meeting, he has pushed for support for SPAC and talks about the current political climate the USPS faces with President Trump and his USPS agenda. He makes sure to mention the NAPS legislative agenda and the need for a good legislative presence.

PFP Advisory Committee—Chair Dan Mooney, North Central Area vice president, discussed the committee's input to the Postal Service regarding the 2019 PFP program. NAPS has been involved in the process, offering input and suggestions. Despite its efforts, this does not mean NAPS agrees with the final product.

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

Training and Advocacy—Chair Myrna Pashinski, Rocky Mountain Area vice president, discussed the committee's work on updating the *Officer Training Manual*, as well as other projects, including Pacific Area Vice President Chuck Lum's effort to continue developing his leadership training program. Tim Ford's presentation on how to stay out of trouble is being converted to a PowerPoint presentation, as well as Marilyn Walton's Representation 101 program.

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

Plant Committee—It was discussed that EAS staffing of MDO and SDO positions is inadequate. Variances between plants in size, equipment and staffing require a new model that accounts for the diverse differences in plants. This model cannot be effective with the "one-size-fits-all" premise. In addition to the primary purpose of Function 1 issues, the support functions of in-plant, maintenance and transportation have similar needs to be addressed and corrected.

Committee members will acquire and analyze the latest available data and model for EAS matrix in *all* plant functions. The committee plans to review the various-size plants in their respective regions/areas to document and recommend

Toward Financial Literacy

By Laura Hires

Are you thinking of retiring or starting to save for retirement? Whichever end of the spectrum you are on, making your money work for you should be a top priority. There are many factors related to retirement planning; it's never too early to begin.

You may need to start a Thrift Savings Plan (TSP) or IRA schedule many years in advance. If you are enrolled in the Federal Employees Retirement



System (FERS), are you on the right track to meet your goals? One thing you should know is in order to replace your income in retirement years, you need a combination of three components: your annuity, Social Security benefits and TSP contributions.

As a FERS employee, if you contribute 5 percent to your TSP, the Postal Service will match it, which doubles the contribution. If you are not contributing, you are not taking full advantage of the program. You don't have control over your Social Security

benefits and calculations on your annuity could change, but you do have control over your TSP.

Time is money. Take the time! Visit liteblue.usps.gov Financial Wellness. The Human Resources Department has provided numerous tools to get us pointed in the right direction. Many of the questions you have now and in the future can be answered here. Financial knowledge is the key to financial growth.

llhires@att.net

Laura Hires is Grand Rapids, MI, Branch 130 treasurer and the postmaster of Grandville.

a corrective solution to what the SWCs committee has attempted. A more detailed and comprehensive report will be made at the fall 2019 board meeting.

Sheri Davies, ConferenceDirect, provided an overview of the 2019 LTS. An outstanding feature has been the year-over-year growth in sponsorship dollars, which reduces overall costs.

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

Butts, Moyer and Levi reported on the just-concluded successful LTS.

Capitol Hill visits were productive; many members got to meet their representative or senators in person. Approximately 300 delegate feedback forms were received for review by the Legislative Team. LTS SPAC donations exceeded \$30,000.

The House should schedule a hearing soon on postal reform, potentially previewing a bill to be introduced. There was discussion about President Trump's Task Force on the Postal System. While many of the proposals most likely will not get a hearing in the current Congress, NAPS must stay focused on the long-term goals of the task force report.

An update from Signature Federal Credit Union focused on its successful and beneficial banking relationship with NAPS. There was a proposal to provide Signature gift

cards to NAPS members at a discounted rate.

Legal and Legislative Counsel Bruce Moyer provided the board a confidential update on pay talks/fact-finding and other pending legal matters.

Motion 1—Jaime Elizondo, seconded by Tommy Roma, that

“NAPS continues contract negotiations with Karen Young to publish the NAPS magazine for the standard time frame.” The motion passed unanimously.

Motion 2—Mideast Area Vice President Troy Griffin, seconded by Pioneer Area Tim Needham, that

“The resident officers take data and information from April and take appropriate measures to investigate the feasibility of establishing status

Continued on page 30

Thinking Outside the Box Regarding Revenue

By **Dioenis D. Perez**

I recently attended the Managerial Essentials for Field Leadership Group 11 training in Oklahoma. This is new training for Level-21-and-above offices. I highly recommend it. There were a number of presentations I thought had great potential for bringing in new revenue while saving money for the USPS with very little capital investment.

One idea was having the USPS logo on sport teams' uniforms in order to expand our brand, make it more recognizable and generate, in theory, more revenue. This idea was put on the e-ideas program in the blue pages; log in and vote on it, if you like it. Thank you, Steven Belmont from South Dakota.

Another idea was about how we can downsize our delivery operations and save money by making the USPS a PO box service only. Thank you, Ty Fairbourne in Utah. Also, moving all mail boxes to the curbside and installing CBU units.

It's time Congress adopts this idea and change the *Postal Operations Manual* to allow us to do this. There would be an initial outlay of money the USPS would incur, but the return on consolidation of routes would be a huge savings; it needs to be considered. Thank you, Arthur Gonzalez in Tampa, FL.

We saw a presentation illustrating the USPS is losing \$44 million a year in Priority Express Mail—an as-

tronomical amount. Not all the fault lies with our competitors who transport it. Certainly, we have some culpability with carriers failing to deliver our premier product on time.

Thank you, Peter Kong in Jacksonville, FL.



Priority Express Business is critical, even with our losses, because we are continuing in it. Therefore, why not make this product a 4 p.m. guaranteed service, advertising that, before your business closes, you will receive it

the next day? Businesses normally close at 5 p.m. This takes airline delays out of the equation and would allow us to give these pieces a bigger delivery window for success and reduce our losses.

My idea wasn't presented at this recent training. It was, however, presented in e-ideas several years ago: Lease for one year the advertising space on the back door of every postal vehicle to the highest bidder in each area office and mail plant across the nation. Just imagine your office with Amazon on all its rear doors, an office in Oyster Bay, NY, with CVS on its rear doors or a mail plant with all its tractor trailers in Chicago advertising Facebook on its rear doors. The possibilities for revenue stream ads are endless.

As an example, any business would be able to submit a bid for my office in Syosset, NY, which has 47 vehicles that could advertise their business for a full year for whatever dollar amount the bidder believes

it's worth in order to win the bid. This would generate an enormous amount of revenue over the course of the year from every office nationwide, with very little expense output from the USPS.

Thank you, MEFL Group 11 facilitators and classmates!

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Dioenis D. Perez is Long Island, NY, Branch 202 vice president and postmaster of Syosset.

Spring Executive Board Meeting

Continued from page 29

and proceed to create a NAPS Members Relief Fund." The motion passed unanimously.

Motion 3—Chuck Mulidore, seconded by Chuck Lum, that

"NAPS Headquarters funds a scholarship of \$5,000 per year in honor of former NAPS President Louis Atkins to be distributed equally among the NAPS regions."

Voting "yes" were Butts, Mulidore, R. Green, Johnson, Walton, Dallojacono, Griffin, Needham, Trayer, Mooney, B. Green, Quinlan, Rowel, S. Green, Elizondo, Pashinski, McCracken and Lum. Voting "no" were Wagner, Dumas and Moreno. Not voting were Roma, Warden and Ford (as board chair, Ford does not vote.) The motion passed.

Motion 4—Bart Green, seconded by Roma,

"To accept the NAPS Headquarters budget as presented." The motion passed unanimously.

Motion 5—Submitted by Marilyn Walton, seconded by Cornel Rowel, that

"That, based on the three pro-

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Local and state branches, now is the time to pay your National Auxiliary dues. Please submit your payments to Bonita R. Atkins, Secretary/Treasurer, PO Box 80181, Baton Rouge, LA 70898.

Make your check or money order payable to **National Auxiliary to NAPS**. If you need remittance forms, please email latkins326@aol.com or call (225) 933-9190 and forms will be mailed to you.

posals submitted to assume the duties of NAPS Headquarters account-ant effective June 1, 2019, for a three-year period, NAPS accepts the proposal submitted by Jack Wallace."

Voting "yes" were Wagner, Butts, Roma, R. Green, Johnson, Walton, Dumas, Warden, Dallojacono, Moreno, Mooney, Quinlan, Rowel, S. Green and Lum. Voting "no" were Mulidore, Griffin, Needham, Trayer, B. Green, Elizondo, Pashinski and McCracken. As board chair, Ford does not vote. The motion passed.

The fall 2019 Executive Board meeting will be held Oct. 19-24 at NAPS Headquarters.

For the good of the association, there was discussion about articles from members that are published in *The Postal Supervisor* magazine.

President Brian Wagner thanked the board for its due diligence, taking part in LTS and continuing to move forward as a team.

The closing prayer was led by Tim Ford.

Wagner moved, seconded by Mulidore, to adjourn the meeting; the motion passed on a voice vote.

Notes

from the National Auxiliary

Dedicated, Loyal and Excited

By Felicia Ann Hill

Texas Area Vice President

Throughout the years, the National Auxiliary has shared the ups and downs of the Postal Service with NAPS—an organization established Sept. 7, 1908, by a group of supervisors who wanted to protect the benefits they had gained. Members and their spouses saw the need for assistance and formed the National Auxiliary. Its first meeting was held Sept. 20, 1933, and was financed by the Iowa State Branch.

The National Auxiliary has stood firm through laughter, tears and steadfast determination in enthusiastically carrying out its commitment to NAPS. At conventions, NAPS and Auxiliary members have met new friends and made lifelong friendships across our great nation. All this is done with pleasure and excitement while working together for the betterment of NAPS.

In March, I attended the NAPS Legislative Training Seminar where Auxiliary members eagerly met again. Assignments were made during our board meeting and, before we knew it, our work began. We ultimately accompanied NAPS members to Capitol Hill where we met with congressional representatives to present our talking points during our "15 minutes of fame."

We discussed support for H.R. 597, the "Postal Employee Appeal Rights Amendment Act;" H. Res. 23, a resolution to maintain door mail delivery; H. Res. 33, a resolution to oppose privatization of the Postal Ser-

vice; and H. Res. 54, a resolution to maintain six-day mail delivery. We were well-received by everyone. Rep. Shelia Jackson Lee (D-TX) had our group escorted to her office. She had just chaired a committee meeting that

was followed by a press conference and wanted to speak with us personally.

In addition to our legislative duties, Auxiliary members also help raise funds for SPAC. We share ideas and methods that work for us at our state

conventions. During this year's LTS, we used these tried-and-true methods to raise money for SPAC. We had in-kind gift raffles, a NAPS Executive Board raffle and sold SPAC pins. We even received a contribution from a few members who did not want to take a chance on packing one extra item in their suitcases.

We are passionate about our commitment to NAPS and remain serious and purposeful in reaching our goals. This year at LTS, we raised \$32,974 for SPAC. Thanks, NAPS, for your support; we couldn't have done it without you.

The Auxiliary is proud to be part of this great organization, unwavering and steadfast through the years. We are dedicated to our original cause, which is to help NAPS with fundraisers, legislation, conventions and any other instance where our combined efforts will make a difference.

Thank you, NAPS, for allowing us the opportunity and pleasure to continue the work started by those who paved the way before us. We are here to support you.

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