

the Postal SUPERVISOR

November 2021

THE NATIONAL ASSOCIATION OF POSTAL SUPERVISORS
VINCENT A PALLADINO BUILDING

New Executive Board Convenes to Forge the Future for NAPS



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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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On the cover: The NAPS 2021-2022 Executive Board held its fall meeting Oct. 17-20. Front row, from left: Texas Area VP Jaime Elizondo Jr., Capitol-Atlantic Area VP Troy Griffin, Immediate Past President Brian Wagner, Northwest Area VP John Valuet, Rocky Mountain Area VP Myrna Pashinski, Pacific Area VP Chuck Lum, Central Gulf Area VP Roy Beaudoin, Northeast Region VP Tommy Roma, Western Region VP Marilyn Walton, Cotton Belt Area VP Shri Green, Illini Area VP Luz Moreno, Pioneer Area VP Tim Needham and Michiana Area VP Kevin Trayer.

Back row: President Ivan D. Butts, Secretary/Treasurer Jimmy Warden, Southeast Area VP Bob Quinlan, Central Region VP Craig Johnson, Executive Vice President Chuck Mulidore, MINK Area VP Bart Green, New York Area VP Dee Perez, Southern Region VP Tim Ford, Eastern Region VP Richard L. Green Jr., North Central Area VP Dan Mooney, Mideast Area VP Tony Dallojacono and New England Area VP Bill Austin.

Photo by Dave Scavone

Surviving the RIFtide

As I write this column, we just completed the 2021 organizational change that involved closing 17 districts, reclassifying EAS positions and changing district and area reporting structures, as well as the reduction-in-force (RIF) associated with the change.

In the federal government, layoffs are called RIF actions. When an agency must abolish positions, the RIF regulations determine whether an employee keeps their present position or has the right to a different position.

In past years, the USPS has conducted numerous RIF actions impacting the lives of thousands of EAS employees. My mind goes back to the reorg of '92 under then-PMG Marvin Runyon.

Marvin Travis Runyon (Sept. 16, 1924 - Oct. 3, 2004) was an American business executive and civil servant.

He had a long career as a manufacturing executive at Ford Motor Company until his retirement, then joined Nissan as head of North American operations. He later served as chair of the Tennessee Valley Authority and as postmaster general. He was a forceful and charismatic figure who picked up the nickname "Carvin' Marvin" while serving as PMG.

The reorg of '92 brought out the absolute worst in some EAS employees who had their fears of losing their livelihoods continually stoked by postal leadership. I clearly remember my plant manager holding weekly "update" meetings where he would proclaim, "I'm the only one in this room with a job!"

That level of insensitivity had a trickle-down effect on almost every EAS employee in that plant. I watched career-long relationships turn sour and group successes turn into individual finger-pointing.

We survived that RIF. Because the USPS followed RIF regulations found in *Title 5*, Code of Federal Regulations, Part 351, only the most-junior supervisors were relocated to other EAS positions. The morale of EAS employees in the plant was restored; the plant manager was replaced soon after the reorg was completed.

Since that RIF, the USPS has conducted many others. It is a challenge for NAPS to see a different process used under the USPS RIF avoidance process, with the latest RIF running simultaneously with the USPS RIF avoidance.

These variations of RIF avoidance implementation call for us to validate whether USPS supervisory and other managerial personnel would be better served by the USPS adhering to federal law when executing a RIF.

With all the uncertainties of this process, NAPS had the opportunity to work closely with the USPS to ensure every RIF-impacted EAS employee who wanted to remain employed by the USPS did so by landing a new position. There is one thing we surely need that can be achieved with the support of the members of our great association. In the last week of the RIF process, 42 impacted NAPS members remained on the list. Researching our NAPS membership database, we found we did not have contact information for over half of those members.

How can you help? If you signed as a member, but did not give us your phone number or personal email address, complete the form on page 10 and submit it to NAPS Headquarters at [NAPSHQ.org](https://naps.org). This is the same form that must be completed and sent to NAPS Headquarters when you change addresses. The form also can be downloaded at https://naps.org/files/galleries/MEMBER_CHANGE_OF_ADDRESS_FORM_2015-0001.pdf.

As we approach the Veterans Day and Thanksgiving holidays, thanks to all of us who stood and took the pledge to make the ultimate sacrifice, if needed, in defense of America's freedom. Laurie and I pray that you all have a blessed Thanksgiving with all the love and joy that come with times shared with family and friends.

In solidarity ...

naps.ib@naps.org



Ivan D. Butts
President

Issue	Copy Deadline*	Mails
JAN	NOV 30	DEC 23
FEB	JAN 4	FEB 1
MAR	JAN 27	FEB 23
APR	FEB 22	MAR 17
MAY	MAR 28	APR 26
JUNE	APR 18	MAY 12
JULY	MAY 18	JUNE 14
AUG	JUNE 21	JULY 19
SEPT/OCT	AUG 25	OCT 4
NOV	OCT 4	OCT 28
DEC	OCT 25	NOV 22
JAN 23	NOV 28	DEC 22
FEB	JAN 4	JAN 31

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

November—A Time of Thanks

Fall has arrived—and the onset of peak season for postal employees. It is a time of joy in our hearts for the approach of Thanksgiving, but also a time of long hours, no days off, unrealistic expectations and, finally, exhaustion.

November has two federal holidays. By the time we recover from Veterans Day, we are heading into Thanksgiving, with volumes growing daily—especially parcel volumes. It is even more complicated by the fact the nation still is emerging from a worldwide pandemic. Also, we continue to hear a litany of bad news regarding the Postal Service:

1. Mail volume is down significantly; consequently, revenue is down.
2. There seems to be no legislative relief from Congress on the horizon.
3. The vehicle fleet is outdated.
4. Too many employees are “disengaged.”
5. COVID-19 has impacted service and staffing.

We know the Postal Service has problems—some of which were inflicted on the agency, but many self-inflicted. Regardless, the bottom line is we just need the truth if we are to become truly engaged as employees and ensure the Postal Service remains the integral part of American life it is today.

Of course we cannot talk about November without remembering our veterans. On Nov. 11, we honor the lives of so many veterans who sacrificed so much for this great and wonderful country. Many are buried on distant shores; many are interred for eternity here at Arlington National Cemetery in Virginia and in countless cemeteries across the country. We honor their sacrifice and the sacrifice across generations of their families.

Where would this country be today without our vet-

Continued on page 6



Chuck Mulidore
Executive Vice President

NPA National Scorecard - August YTD	Goal	August YTD		New Weight	Weighted Rating
		Score	Cell		
Controllable Income	-5.65	-2.56	7	14.5%	1.02
Total Revenue FPR % Plan	0.00	7.82	10	10.5%	1.05
Total Operating Expense (TOE) % Plan	0.00	3.50	0	10.5%	0.00
Market Dominant Composite	85.86	85.34	4	6.0%	0.24
Competitive Composite	90.72	91.56	6	10.0%	0.60
Scanning Visibility	97.95	97.16	2	6.0%	0.12
Customer Experience - Delivery	86.33	70.21	0		
Customer Experience - C360 Rate	55.00	33.20	0		
Customer Experience - C360 Imp	10.00	-17.68	0		
Customer Experience - BSN	97.2	97.84	8		
Customer Experience - BMEU	96.73	95.61	0		
Customer Experience - POS	90.42	84.31	1		
Customer Experience - CCC	60.03	61.45	5		
Customer Experience - USPS.com	73.41	66.89	3		
Customer Experience Index	5	2.10	2	10.5%	0.21
Total Accidents Rate - National	13.75	13.53	5		
Total Accidents Imp	-10.00	4.13	0		
Total Accidents	5		5	10.5%	0.53
Employee Availability Rate	94.82	91.00	1		
Employee Availability Imp	1.12	-2.02	0		
Employee Availability	5		1		
Employee Retention	50.48	48.20	4		
Grievance - Step 3 + B	0.05	1.56	0		
Grievance - Case Pending	0.00	31.06	0		
Grievance - Cost Reduction	0.00	-4.81	5		
Grievance Index	5		2		
Employee Utilization	5		2	21.5%	0.43
Functional Effectiveness	5			0.0%	0.00

National Composite Score

4.19

Keeping Our Members Informed

Representing and advocating for the members is the main purpose the National Association of Postal Supervisors exists. Those in management need an association they can turn to when they seek assistance and are in need of guidance. Members are the key to our great association.

Our latest membership report shows our percentage has increased to 74%. This positive trend is a good

thing, but what we also need to look at is our overall membership has dropped. The primary impact on the increase in our membership percentage is the fact we lost a large number of nonmembers. Though some recently have joined NAPS—realizing the benefits that come with being a NAPS member, especially those affected during the recent RIF—many have elected to retire.

Membership also has been affected by the recent freeze on manage-

ment positions. Now that the freeze is being lifted and positions posted, we have a great opportunity to increase membership as approximately 900 initial-level positions have been posted. I urge all branches to reach out to all the newly promoted supervisors and tell them about NAPS.

Verify your branch's nonmember report and contact those who are on the list. The New Supervisor Program training classes will resume in January. Reach out to your district leadership and ask when the class will be scheduled and ask to attend so you can speak to the new supervisors about the benefits of joining NAPS. They need to know what NAPS can do for them.

Many times, I have been approached by a supervisor who was issued corrective action, but who was not a NAPS member. When told we are an association and don't provide representation to nonmembers, they often respond that no one approached them about joining.

Branches receive a change report on a monthly basis. This report needs to be looked at closely. With the recent RIF, many employees have been placed in new positions and/or had their finance numbers changed. This has resulted in many members being placed in another branch associated with the new finance number, but still domiciled in their previous branch.

If you notice this has occurred on your change report, I recommend reaching out to them. Ask them, being they remain domiciled in the area represented by your branch, if they want to file an exception to return to the branch or belong to their new branch.

Many members probably haven't realized their branch affiliation has changed. In the event the member would need representation, their branch may be located in another part of the country. Reach out to them and inform them of the option. Many NAPS areas have been proactive in this process. Members need to be aware; it is our responsibility to inform them.

Membership is everyone's responsibility. There is strength in numbers.

I want to wish everyone a happy Thanksgiving! Let us not forget everything for which we should be thankful—especially family, friends and health.

Stay safe!

naps.jw@naps.org



Jimmy Warden
Secretary/Treasurer

NAPS Training Calendar

Western Region Training Seminar

Nov. 4-7, 2021

Conducted by: Western Region team

Location: Atlantis Casino Resort, 3800 S. Virginia St., Reno, NV 89502

More information: TBD

Eastern Region Cabinet Meeting

Jan. 13-16, 2022

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

Location: Hotel Roanoke & Conference Center, 110 Shenandoah Ave., Roanoke, VA 24016; (540) 985-5099. For reservations, ask for "Business of Brewing" room block.

Hotel Rate: \$139/single, \$159/double, plus taxes. Self-parking is \$11/day.

Registration Fee: \$185 before Dec. 1, 2021; \$200 after Dec. 1. Make checks payable to NAPS Headquarters and mail to Richard Green, 7734 Leyland Cypress Ln., Quinton, VA 23141. Fees for guests' meals who are not registered are \$25/day, breakfast; \$30/day, lunch; and \$65 per banquet ticket.

Training: To be conducted by NAPS resident officers; will include panel discussions and Q&A with resident officers.

Stovepipe Management—Is It for Us?

Dioenis D. Perez

New York Area Vice President

Will the stovepipe management style work for the Postal Service? I'm not saying it won't; time will tell. But there has been some ugly fallout that doesn't necessarily paint a rosy picture.

Wikipedia explains the stovepipe management style as follows: "A stovepipe organization has a structure that largely or entirely restricts the flow of information within the organization to up-down through lines of control, inhibiting or preventing cross-organizational communication. Many traditional, large (especially governmental or transnational) organizations have (or risk having) a stovepipe pattern."

A stovepipe pattern most often develops in organizations with some or all of the following characteristics:

- Hierarchical, with sharply defined roles or areas of influence
- Long reporting lines (that is, many intermediary layers of management) and narrow spans of control



(each manager has only a small number of direct reports)

- A culture of suspicion or dictatorial management style
- Multiple sites (or subsites within a larger site)

In the aftermath of the RIF and with the agency's stovepipe management style, we have lost some very valuable, knowledgeable employees who retired—in other words, a brain drain. They retired, even though they had many productive years left to contribute to the well-being of our beloved Postal Service.

Unfortunately, the jobs they landed during the RIF turned out to be nightmares. Some of the expectations required in the new positions were mandated travel to different locations, being away from their loved ones for days and working all types of different tours and locations.

We now have MPOO positions with an extraordinary number of routes and offices, while the same level in a different area does not. Is this fair? It has become an impossible workload

to manage unless someone works 12 hours a day.

Another problem created was excessive promotion positions. We are seeing some persons who may not be the most qualified. However, due to no fault of their own, they may be the most qualified depending on whom they competed against. If you don't allow everyone to compete, the cream never will rise to the top.

To NAPS Headquarters' credit, from the beginning, they wanted to allow everyone to bid for a job, but they were denied. We now have higher levels who never were managers, postmasters, MDOs and more. These are our leaders. The sad part is those in the field know their experience levels too well, which is laughable in some cases in that they are leaders. But they are not to blame; they are the product of the RIF and stovepipe management.

I hope everything works out for the Postal Service and these issues are cleared up by the active leadership role NAPS Headquarters has taken in sorting out this mess. Our goal is that the agency we all love and to which we have devoted our lives prospers!

nyavpdee@aol.com

November—A Time of Thanks

Continued from page 4

erans? Let's honor them at gravesites across America on Nov. 11. Also, don't forget to honor the brave young men and women serving today when we see them in grocery stores, on the train, at birthday parties, coffee shops or just walking down the street. We owe them a debt of thanks and gratitude.

And, finally, Thanksgiving will be celebrated this year on Nov. 25. It is a

time to give thanks and offer your gift of time, food or help in any way to those less fortunate. Even in the midst of difficult days in our country and at the Postal Service, we truly are blessed to have a job that allows us to support our families, educate and clothe our children and offer us the opportunity for a secure retirement.

Please, never forget those who struggle with addiction, disease or poverty. We are blessed to work for the

U.S. Postal Service. We must continue to do all we can to keep the organization strong and viable for the future.

My hope for you is to have a safe and blessed November and be healthy and strong for the challenges ahead. May God bless you and keep you in his heart at this time of year. Thank you for caring and thank you for all you do for NAPS, your families and for America.

naps.cm@naps.org

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NAPS v. USPS

On Sept. 21, the oral arguments in *NAPS v. USPS* were heard at the District of Columbia Circuit Court of Appeals. The 70-minute recording of the arguments can be heard at [https://www.cadc.uscourts.gov/recordings/recordings2021.nsf/06E0482BF86B8CAF85258757006671B/\\$file/20-5280.mp3](https://www.cadc.uscourts.gov/recordings/recordings2021.nsf/06E0482BF86B8CAF85258757006671B/$file/20-5280.mp3). Hearing the case were Judge Cornelia Pillard, Judge Harry T. Edwards and Judge Robert T. Wilkins. The lawyers who argued were Abigail Graber (Brown, Goldstein & Levy LLP, for NAPS) and Sean Janda (U.S. Department of Justice's Civil Division, Appellate Staff, for the USPS).

Khorri Atkinson, with additional reporting by Jon Steingart, covered the argument for Law360, a legal news service. Titled, "USPS Grilled at DC Circuit Over Postal Supervisor Pay," the article reads, in part:

"Two D.C. Circuit judges took the U.S. Postal Service to Task Tuesday, saying it had failed to fulfill statutory requirements to provide a differential in pay rates between thousands of supervisors and the employees they supervise and had not set compensation comparable to that provided in the private sector.

"U.S. Circuit Judges Harry T. Edwards and Cornelia Pillard asserted this view while hearing oral arguments in the National Association of Postal Supervisors' appeal to revive its lawsuit accusing the agency of underpaying supervisors. A D.C. federal judge had dismissed the case in July 2020, finding that the Postal Reorganization Act, or PRA, which the worker group accused the Postal Service of violating, requires the agency to consult employee representatives about pay scales and other matters but does not allow them to seek judicial review.

We Mourn for the Postal Lives Lost in Memphis

NAPS is deeply saddened by the tragic news of the violence at the Lamar Annex of the Memphis Post Office. We stand in mourning for the lives lost in this senseless act and the devastated families who have been left behind to grieve.

The challenges of delivering America's mail through the adversities of a worldwide pandemic and the ever-changing and demanding conditions of America's Postal Service can be overwhelming at times. NAPS calls for all USPS employees to look for new ways of relating to one another

as we seek to continue binding our nation together through mail delivery. We remain in solemn prayer for these families and our postal family in this time of sorrow.

NAPS Headquarters would like to express its gratitude to Shri Green, Cotton Belt Area vice president, for her leadership, care and support during this difficult time to impacted employees and for her continued service to America.

God bless the United States Postal Service and God bless America.

"U.S. Department of Justice attorney Sean Janda, who argued on behalf of the agency, told a three-judge panel Tuesday that U.S. District Judge Royce Lamberth correctly threw out the dispute because the law the group cited does not authorize complaints to force it into compliance. Moreover, Congress created the independent agency with the determination that the Postal Service must have the freedom to control costs

and manage itself, Janda argued.

"But Circuit Judge Harry T. Edwards was not convinced by Janda's notion that the statutory provisions at issue in the case are merely 'policy goals' that don't limit the Postal Service's authority enforceable through non-statutory or ultra vires review."

To read the entire article, go to <https://naps.org/Post/USPS-Grilled-At-DC-Circ-Over-Postal-Supervisor-Pay>.



In early October, New England Area Vice President Bill Austin conducted his first swearing-in ceremony for members of Southeastern Massachusetts Branch 120. From left: Secretary-Treasurer Helen Kelley, Vice President Rich Walter, President Paul Foley, Executive Board members Patricia Groves and Robert Awalt and Austin. Not pictured: Executive Board members Dominic Russo and Linda Wagner.



New York Area Vice President Dee Perez (left) met with USPS Atlantic Area Vice President Sal Vacca.

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!

Fresno, CA, Branch 274 honored its retirees with a buffet dinner hosted by branch members Arvin and B.J. Sekhorn. Branch 274 President Henry De Latorre introduced the retirees and shared memories of their days working together.

Each retiree shared their thoughts

and memories as they embark on new chapters in their lives. Pacific Area Vice President Chuck Lum said we all are *ohana* (family) and hopes the retirees stay in touch and continue to support the branch.

California State President Marilyn Jones extended an invitation to

Branch 274 to rejoin the California State Branch and attend the convention in April 2022, to be hosted by Mary Burkhard Branch 244 in the Santa Barbara area.

Attending the Fresno Branch 274 retiree luncheon were, from left: Western Region Vice President Marilyn Walton, retiree Phyllis Hunter, California State Branch President Marilyn Jones, Pacific Area Vice President Chuck Lum, Al Navarro Branch 373 members Jesse Dominguez and Sylvia Estrada, Branch 274 member Arvin Sekhorn, Branch 244 member Ed Moore, retirees Judy Metcalf, Richard Anderson, Jesse Puente, Rudy Almara, Mike Coleman and Sean Terrio, Sacramento Branch 77 Auxiliary member Barbara Kelly, Branch 244 member Stephen Prevulsky (front row), Branch 274 President Henry De Latorre and Branch 274 member Drew Esquer.



Branch 274 retirees, clockwise, from center-top: Richard Anderson, Phyllis Hunter, Judy Metcalf, Rudy Almara, Sean Terrio, Mike Coleman, Jesse Puente and Shea Owens.



NAPS MEMBER CHANGE OF ADDRESS FORM

Updated June 2012

Mail copies to: NATIONAL ASSOCIATION OF POSTAL SUPERVISORS
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Branch # _____

Date submitted: _____

Membership Type:

Active

Associate

Name

Street Address

City, State, ZIP+4

Daytime Telephone Number

Member's SSN # or USPS EIN Number
(USPS EIN preferred)

Member's Personal/Home Email address
(No USPS or government email)

Branch Officer (Y / N)? If so, title?

ORIGINAL FORM

MAKE A COPY BEFORE USING

Please submit one (1) form per member

NAPS Executive Board Directory

Resident Officers

The resident officers may be contacted at 1727 King St., Suite 400, Alexandria, VA 22314-2753; (703) 836-9660; (703) 836-9665 (fax)



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



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Director of Legislative & Political Affairs



Last month, I visited an optometrist for my annual eye exam. The vision assessment concluded that the prescription on my glasses needed to be tweaked a bit. So,

It's Time for Congress to Act

I purchased new glasses.

As I am sure most spectacle wearers know, the essential diagnostic exam does not take very long, but the consequential decision over new eyeglass frames takes way too long. Rimless or full rims, acetate or metal, rectangle or round. The lenses are corrective, yet the frames are cosmetic. Where are the priorities?

Earlier this year, Congress declared postal legislation as a priority. The broad postal community and postal-wise policymakers rendered a valid diagnosis for the current woes confronting the Postal Service and proposed a preliminary repair to America's most-trusted federal agency. The House Oversight and Reform Committee did its job by approving the first steps to postal viability.

Those initial steps are condensed in two bills approved by that committee in mid-May: H.R. 3076 and H.R. 3077. It's now November. Where's the urgency? The bills still are pending before the House Ways and Means and Energy and Commerce committees. The lenses have been selected by the postal experts on the Oversight and Reform Committee, but the framing is languishing before the two other committees.

Unless proven otherwise, it would appear there is a lack of sincere political commitment to the task at hand. Yes, other issues have been elevated over the past five months.

Regardless, delivery performance has suffered, the challenges of the pandemic remain and retiree health prefunding remains. Therefore, the broad postal community needs to hold our legislators accountable for the lack of progress and demand action.

On Oct. 13, NAPS Executive Vice President Chuck Mulidore and I conducted a well-attended legislative Zoom meeting with NAPS legislative chairs and other legislative activists to scope out a fourth-quarter legislative advocacy strategy for 2021. This battle plan comes in the midst of a highly anticipated decision by President Biden over whether he will renominate Ron Bloom and John Barger to the Postal Board of Governors.

Critics of Postmaster General Louis DeJoy are pushing Biden to nominate an alternative to Bloom, whose seat becomes vacant on Dec. 8 until the Senate confirms a presidential nomination. Barger can retain his seat though next year, unless the president nominates and the Senate confirms an alternative governor before Dec. 8.

Members of the Board of Governors serve a six-year term; no more than five members can be of the same political party. With the three newly confirmed governors—Ron Stroman, Amber McReynolds and Anton Hajjar—the Democrats hold a one-seat majority. There is palpable concern that the delay in considering bipartisan postal legislation (i.e.,

Continued on page 18

STATEMENT OF OWNERSHIP, MANAGEMENT AND CIRCULATION

1. Publication title: **The Postal Supervisor**. 2. Publication number: **0032-5384**. 3. Filing date: **Sept. 29, 2021**. 4. Issue frequency: **monthly, with a combined September/October issue**. 5. Number of issues printed annually: **11**. 6. Annual subscription price: **\$18**. 7. Complete mailing address of known office of publication: **NAPS, 1727 King St., Ste 400, Alexandria, VA 22314-2753**. 8. Complete mailing address of headquarters or general business office: **NAPS, 1727 King St., Ste 400, Alexandria, VA 22314-2753**. 9. Full names and complete mailing addresses of publisher, editor and managing editor: **Publisher—NAPS, 1727 King St., Ste 400, Alexandria, VA 22314-2753; Editor—Karen Young, PO Box 734, Front Royal, VA 22630-1600; managing editor—N/A**. 10. Owner: **National Association of Postal Supervisors, 1727 King St., Ste 400, Alexandria, VA 22314-2753**. 11. Known bondholders, mortgagees and other security holders owning or holding 1 percent of total amount of bonds, mortgages or other securities: **none**. 12. Tax status: **Has not changed during preceding 12 months**. 13. Publication title: **The Postal Supervisor**. 14. Issue date for circulation data below: **Aug. 1, 2020**. 15. Extent and nature of circulation: **NAPS membership**. A. Total number of copies—Average number copies each issue during preceding 12 months: **24,913**; number copies of single issue published nearest to filing date: **23,889**. B. Paid circulation. B1. Mailed outside-county paid subscription stated on *PS Form 3541*—Average number copies each issue during preceding 12 months: **24,131**; number copies of single issue published nearest to filing date: **23,619**. B2. Mailed in-county subscriptions stated on *PS Form 3541*—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. B3. Paid distribution outside the mails including sales through dealers and carriers, street vendors, counter sales and other paid distribution outside USPS—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. B4. Paid distribution by other classes of mail through the USPS—average number copies each issue during preceding 12 months: **238**; number copies of single issue published nearest to filing date: **211**. C. Total paid distribution—average number copies each issue during preceding 12 months: **24,369**; number copies of single issue published nearest to filing date: **23,830**. D. Free or nominal rate distribution. D1. Free or nominal rate outside-county copies included on *PS Form 3541*—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. D2. Free or nominal rate in-county copies included on *PS Form 3541*—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. D3. Free or nominal rate copies mailed at other classes through the USPS—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. D4. Free or nominal rate distribution outside the mail—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. E. Total free or nominal rate distribution—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. F. Total distribution—average number copies each issue during preceding 12 months: **24,369**; number copies of single issue published nearest to filing date: **23,830**. G. Copies not distributed—average number copies each issue during preceding 12 months: **544**; number copies of single issue published nearest to filing date: **59**. H. Total—average number copies each issue during preceding 12 months: **24,913**; number copies of single issue published nearest to filing date: **23,889**. I. Percent paid—average number copies each issue during preceding 12 months: **100%**; number copies of single issue nearest to filing date: **100%**. I certify that all information furnished on this form is true and complete. **Karen B. Young**, editor.

National Association of Postal Supervisors

Louis M. Atkins Presidential Student Scholarships

Deadline: Dec. 31, 2021

The **Louis M. Atkins
Presidential Student
Scholarships** are

awarded to honor former President Louis Atkins and other former NAPS presidents for their dedication to NAPS members and their families. These scholarships are sponsored solely by NAPS.



Applications must be received no later than Dec. 31, 2021. Online applications only will be accepted using the NAPS website. Please go to www.naps.org under the “Members” tab to apply for the **Louis M. Atkins Presidential Student Scholarships**, or go to <https://naps.org/Members-Scholarship>.

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

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

Scholarship winners will be announced in January 2022. In addition, the scholarship winners will be listed in the March 2022 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Louis M. Atkins Presidential Student Scholarship** will receive a check, payable to the college or university listed in the application, in January 2022. Scholarships may be used to pay expenses in the student’s current or following semester.

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

Make Contributing to SPAC a Habit:

Contributions via USPS Payroll Deduction

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

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

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

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



PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

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

7 7 2 2 5 5 5 5 5 _____

(Example: 77225555512345678).

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



2021 SPAC Contributors



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

Salmon, James	AZ	Branch 246
Boisvert, Michael	CA	Branch 159
Campbell, Stephnia	CA	Branch 159
Derden, Margaret	CA	Branch 39
Meana, Frances	CA	Branch 159
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Bailey, Virgil	CO	Branch 561
Douglas, Lisa	CT	Branch 5
Moss, Donald	DC	Branch 135
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

Moreno, Luz	IL	Branch 489
Wagner, Brian	IL	Branch 255
Foley, Paul	MA	Branch 120
Trayer, Kevin	MI	Branch 142
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Johnson, Craig	MO	Branch 36
Weiland, Heather	ND	Branch 937
Dallojacono, Anthony	NJ	Branch 568
Amash, Joseph	NY	Branch 83
Gawron, Dennis	NY	Branch 27
Perez, Dioenis	NY	Branch 202
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Mulidore, Chuck	OH	Branch 133

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.

SPAC Scoreboard

(Statistics reflect monies collected Jan. 1 to Sept. 30, 2021)

National Aggregate:

\$186,109.42

National Per Capita:

\$6.82

Region Aggregate:

1. Western	\$44,664.50
2. Eastern	\$41,919.00
3. Southern.....	\$37,317.00
4. Central.....	\$33,551.02
5. Northeast.....	\$28,657.90

Region Per Capita:

1. Western	\$7.68
2. Central.....	\$7.19
3. Eastern	\$7.05
4. Southern.....	\$6.32
5. Northeast.....	\$5.77

Area Aggregate:

1. Capitol-Atlantic ...	\$21,300.00
2. Pacific.....	\$20,742.00
3. Southeast	\$19,794.00
4. Mideast	\$17,293.00
5. New York	\$14,297.40
6. Northwest.....	\$12,815.00
7. Rocky Mountain...	\$11,107.50
8. North Central	\$ 9,925.00
9. Michiana.....	\$ 9,820.02
10. Texas	\$ 9,773.00
11. New England	\$ 9,352.50
12. Illini	\$ 9,270.00
13. Pioneer	\$ 8,334.00
14. Cotton Belt.....	\$ 4,720.00
15. MINK	\$ 4,536.00
16. Central Gulf	\$ 3,030.00

Area Per Capita:

1. Northwest.....	\$11.26
2. North Central	\$10.57
3. Southeast	\$ 8.66
4. Michiana.....	\$ 8.41
5. Rocky Mountain.....	\$ 7.29
6. Mideast	\$ 7.26
7. Capitol-Atlantic	\$ 7.20
8. Illini	\$ 6.87
9. Pacific.....	\$ 6.58
10. New York	\$ 5.86
11. New England	\$ 5.69
12. Pioneer	\$ 5.63
13. Texas	\$ 5.34
14. Cotton Belt.....	\$ 4.80
15. Central Gulf	\$ 3.77
16. MINK	\$ 3.75

State Aggregate:

1. Florida	\$18,264.00
2. California	\$17,742.00
3. New York	\$13,912.40
4. Pennsylvania	\$ 9,900.00
5. Texas	\$ 9,773.00

State Per Capita:

1. North Dakota	\$35.22
2. Maine	\$23.39
3. Hawaii	\$19.35
4. South Dakota.....	\$17.80
5. Montana	\$17.13

Drive for 5

Members by Region:

1. Central.....	46
2. Southern.....	45
3. Eastern	42
4. Western	40
5. Northeast.....	33

Aggregate by Region:

1. Western	\$12,519.00
2. Eastern	\$12,051.00
3. Southern.....	\$11,977.00
4. Central.....	\$10,803.00
5. Northeast.....	\$ 9,650.93

Butts, Ivan	PA	Branch 355
Kernahan-Beals, Carol	PA	Branch 387
Austin, Jessie	TX	Branch 122
Krogh, Charlie	WA	Branch 31
McCracken, Cindy	WA	Branch 61

September Contributors

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

Walton, Marilyn	CA	Branch 77
Bailey, Virgil	CO	Branch 561
Douglas, Lisa	CT	Branch 5
Moss, Donald	DC	Branch 135
Foley, Paul	MA	Branch 120

VP Elite (\$750)

Ayon, Celia	CA	Branch 88
Bock Jr., Robert	FL	Branch 406
McKiernan, Michael	NJ	Branch 74
Burgasser, Ted	OH	Branch 29
Muir, James	PA	Branch 20
Elizondo Jr., Jaime	TX	Branch 122
Joers, Julie	WI	Branch 72

Secretary's Roundtable (\$500)

Swygert, Vontina	CA	Branch 127
Castleberry, Richard	CO	Branch 561
Jones, Regina	CO	Branch 561
Smith, Kathleen	CO	Branch 561
Vigil, Michael	CO	Branch 561
Ford, Timothy	FL	Branch 353
Parker, Laroma	HI	Branch 214
Randle, Kay	IL	Branch 369
Schneider, Irene	MI	Branch 508
Newcomb-Evans, Theresa	MN	Branch 926
Rutter, Gary	NJ	Branch 74
Skjelstad, Aric	OR	Branch 66
Erickson, David	SD	Branch 946
Bradford, Robert	TX	Branch 203
Foster, Debra	TX	Branch 9
Trevino, Barbara	TX	Branch 124
Butler, Phillip	VA	Branch 98

Chairman's Club (\$250)

Jones, Marilyn	CA	Branch 39
Loera, Valarie	CA	Branch 127
Williams, Alma	CA	Branch 266
Herzog, Rosemarie	FL	Branch 154
Sims, Reginald	GA	Branch 82
Crowe, Brian	IL	Branch 14

Continued on page 18

Make Contributing to SPAC a Habit:

OPM Contributions to SPAC (for Retired EAS Employees)

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 online "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.



2021 SPAC Contributors

Continued from page 16

Gramblin, Reginald	MD	Branch 531
Moore, Robert	MN	Branch 104
Price-Booker, Virginia	MO	Branch 131
Washington, Robert	MO	Branch 131
Manning, Randy	NC	Branch 177
Guzman, Jesus	NM	Branch 295
Clayton, Jackie	NV	Branch 463
Gill, Kathy	PA	Branch 50
Lach, Joe	PA	Branch 20
Stephens, Patricia	SC	Branch 225
Laquita, Benjamin	TN	Branch 41
Shropshire, Larry	TN	Branch 245
White Jr., William	VA	Branch 526
Sederholm Marti, Susan	WI	Branch 72
Baldwin, Craig	WV	Branch 212

Supporter (\$100)

Atkinson, Ron	CA	Branch 373
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Francisco, Daryel	CA	Branch 159
Gishi, Sharon	CA	Branch 94
Lewis, Yolanda	CA	Branch 127
Murillo, Mariel	CA	Branch 466
Pennington, Felicia	CA	Branch 39
Mauro, Cynthia	CO	Branch 141
Young, Darrell	DC	Branch 135
Batastini, Kenneth	FL	Branch 478
Martin, Jessica	IL	Branch 14
Helfrich, Robert	IN	Branch 8
Ciccone, Alexander	MA	Branch 43
Blevins, Diane	MD	Branch 42
Mason Jr., Garland	MD	Branch 592
Wright, Sharon	MI	Branch 23
Warren, Anitra	MO	Branch 36
Hoag, Roberta	NJ	Branch 53
Tillyer, Patrick	NJ	Branch 343
Schirching, Christy	NY	Branch 27
Aglidian, Hans	PA	Branch 35
Patterson, LaTanya	WA	Branch 61

It's Time for Congress to Act

Continued from page 12

H.R. 3076) could ensnare potential passage of the bill in a possible Senate confirmation fight over a Postal Board of Governors nominee, whomever that nominee may be.

Just in case you might think the president does not have postal matters on his mind, in October, Biden renominated Michael Kubayanda to the Postal Regulatory Commission (PRC) for a term expiring on Dec. 8—just as Ron Bloom. It should be expected that the Senate Homeland Security and Governmental Affairs Committee will hold a confirmation hearing on Kubayanda this month. As this issue went to press, there's no word on the Board of Governors.

Also in October, 19 states and the District of Columbia filed a formal complaint with the PRC against the Postal Service regarding the implementation of the USPS' 10-year plan. The attorneys general of the 20 jurisdictions argue the agency should have submitted the entire 10-year plan to the PRC for an advisory opin-

ion, rather than only two components of the plan: the service standard changes for First-Class Mail and First-Class parcels. The commission must begin proceedings on the complaint or dismiss it by Jan. 10, 2022.

A long-cherished aspiration of a number of members of Congress is making basic banking services available at local post offices. Sens. Bernie Sanders (I-VT) and Kirsten Gillibrand (D-NY) and Reps. Bill Pascrell (D-NJ) and Marcy Kaptur (D-OH) have proposed authorizing financial services in postal facilities. A number of years ago, the Office of the Postal Inspector General projected that providing such services could raise about \$9 billion in additional revenue.

Indeed, revenue of this magnitude would help sustain the Postal Service. Nevertheless, the agency has not been supportive of the initiative. The Postal Service, however, recently disclosed that it has launched a postal pilot program to provide limited check-cashing at four postal locations: Bronx, NY; Baltimore, MD; Falls Church, VA; and Washington, DC.

Commercial and community bank interests are leaning on Congress to nip the program in the bud. I would not be shocked if these interests try to bury an anti-postal banking provision in an appropriations bill or add it to H.R. 3076.

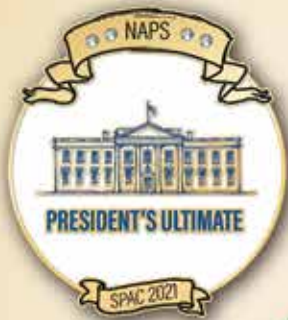
There are two nonpostal issues I would like to address. FEHBP open season runs from Nov. 8 through Dec. 13. On average, health insurance premiums have increased about 3.8%. Although the increase is less than being experienced in the private sector, it is important for NAPS members to use the open season to shop around to find the best plan to meet their health care needs.

On a related note, federal retirement COLAs will be 5.9% for Civil Service Retirement System annuitants and 4.9% for Federal Employee Retirement System annuitants. It is important to note that, through the efforts of NAPS legislative activities, recurrent attempts to slash health and retirement benefits were not proposed this year.

naps.rl@naps.org

Here Are the 2021 SPAC Pins

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



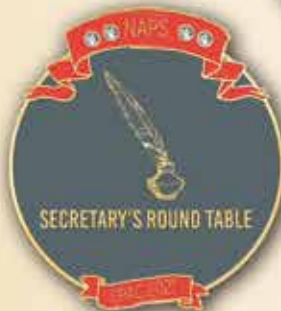
President's Ultimate SPAC

\$1,000 level includes LTS SPAC reception for donor plus one guest



VP Elite

*\$750 level includes LTS SPAC reception
for donor plus one guest*



Secretary's Roundtable

\$500 level includes LTS SPAC reception for donor plus one guest



Chairman's Club

\$250 level



Supporter

\$100 level

Drive for 5

*Contribute to SPAC
by payroll deduction
or direct payment.*



*National Association of
Postal Supervisors*

Constitution & Bylaws

Revised September 2021

Constitution

ARTICLE I

NAME

Section 1. The Association, organized September 7, 1908, shall be known as the National Association of Postal Supervisors (NAPS).

Section 2. The National Association of Postal Supervisors shall maintain offices in the locale in which the United States Postal Service (USPS) Headquarters is located.

ARTICLE II

OBJECT

The object 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.

ARTICLE III

MEMBERSHIP

Section 1. NAPS shall have three classes of members. These classes of members shall be (1) active, (2) associate, (3) honorary.

Section 2. Active Members

(a) Included are all supervisory/managerial and post-master personnel who are not subject to collective bargaining agreements under Chapter 12 of *Title 39*, US Code, and who are employed in processing and distribution centers and facilities, including but not limited to, Headquarters, area and district offices; post offices; network distribution centers; and other installation personnel.

(b) NAPS is not the representative of personnel employed as PCES installation heads, postal inspectors or other PCES positions in USPS field facilities or at USPS Headquarters.

Section 3. Associate Members

(a) Former active members who were active members for at least 90 days prior to the date of their official postal retirement are considered to be in good standing with the association at the time of retirement and may not be denied associate membership. Associate members may affiliate with the

local or state branch of their choice.

(b) Associate members shall be entitled to all the same benefits granted active members.

(c) Associate members shall pay dues at the national or branch level no less than an amount one-half the national per capita tax, which will include a subscription to *The Postal Supervisor*.

(d) Associate members who hold offices at the national level shall pay the full share and same dues and assessments as active members of their branches.

Section 4. Honorary Members

(a) Members of this Association who are in good standing at the time of retirement or promotion shall be entitled to honorary membership.

(b) Honorary members shall not be required to pay dues, and, except for attending meetings, shall not be eligible for any of the benefits described in Section 3.

Section 5. Any employees eligible for active membership, who are employed in an installation having a local branch, or in an installation affiliated with a state branch, shall be eligible for NAPS membership only by affiliation with said local or state branch.

Any employees eligible for active membership who are employed in an installation that is not affiliated with a local branch shall become a member of the state branch. Where there is no state branch, the applicants will become members of a local branch within the state.

Section 6. 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.

c) When no local branch in a members' home state is located within 50 miles of their assigned work location.

Section 7. If an installation has been realigned to an area outside the area of the present state, branches and/or state branch members may affiliate with either state branch.

Section 8. The secretary of each local and state branch, upon the addition of new members, shall immediately furnish the Secretary/Treasurer with the original and a copy of Forms 1187 for members on dues withholding, and/or the names, addresses and social security numbers of direct pay and associate members. Branches shall notify the Secretary/Treasurer of those direct pay and associate members that they wish to have removed from their rolls for whatever reason.

NAPS membership shall be effective the date from which a local, state or national officer signs and dates the Form 1187, after the eligible person has signed and dated their respective Form 1187. The effective date of membership cannot be prior to the date signed by the respective local, state or national officer.

Section 9. NAPS will not discriminate, for any reason, against any eligible persons seeking membership in NAPS, or any of its chartered branches, or in any action taken by the Association or its members.

ARTICLE IV ORGANIZATION

Section 1. 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 there is no local branch in their home state located within 50 miles of their assigned work location, unless in accordance with Article III, Section 6.

Local branches may be established within the provisions of this *Constitution and Bylaws* upon application by a majority of, but not fewer than ten (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.)

Section 2. Local branches may likewise be formed upon application of ten (10) or more members who constitute a majority of each of two (2) or more post offices. Members of other offices in the vicinity may affiliate with a local branch by consent of the local branch, provided that the application to affiliate shall be signed by a majority of members of such office. The member's current area vice president shall investigate, confirm and approve the majority members' request to affiliate with another local branch and report such findings to NAPS Headquarters for final concurrence by at least two-thirds of the resident officers.

Section 3.

(a) State branches may likewise be formed by application of ten (10) or more members, or two (2) or more local branches in a state, and when two (2) or more adjoining states desire, if approved by a majority vote of members from each

state, they may affiliate to become a bi-state or tri-state branch. A state may withdraw from a bi-state or tri-state branch by a vote of the majority of the members of that state.

(b) 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.

Section 4. Secretaries of chartered branches shall notify the state secretary and Secretary/Treasurer of any changes in the membership of said branch.

Section 5. The NAPS Headquarters office may dissolve a chartered branch of the Association under the following conditions and with the indicated consequences:

(a) The membership of the branch falls below the required minimum needed to charter a branch and stays below that minimum for a period of six (6) months or more. The members of the dissolved branch shall then be made members of a local branch within the state, if no local branch exists with the state, then the members will belong to the state branch.

(b) The area vice president requests the dissolution of a branch that has not had an elected or appointed officer for one year or more and when, after contacting the members of said branch, the area vice president has not been able to persuade the membership to elect officers or merge with another branch. The members of said branch will then be made (1) members of the nearest local branch within their respective state or (2) members of their respective state/bi-state branch as members-at-large.

Section 6.

(a) The US and its possessions shall be divided into five (5) regions to be known as Northeast, Eastern, Central, Southern and Western, each region to be represented by a National Vice President. These five (5) regions are further defined as the:

Northeast Region: New England Area, New York Area and New Jersey, except Branch 74.

Eastern Region: Mideast Area (Delaware, Pennsylvania and Branch 74 only), Capitol-Atlantic Area and Pioneer Area.

Central Region: Michiana Area, Illini Area, North Central Area and MINK Area.

Southern Region: Southeast Area, Central Gulf Area, Cotton Belt Area and Texas Area.

Western Region: Northwest Area, Rocky Mountain Area and Pacific Area.

(b) The US and its possessions shall be subdivided into sixteen (16) areas, each to be represented by an Area Vice President. The areas are identified as follows:

New England Area: The states of Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont.

New York Area: The state or territories of New York, Puerto Rico and Virgin Islands.

Mideast Area: The states of Delaware, New Jersey and Pennsylvania.

Capitol-Atlantic Area: District of Columbia and the states of Maryland, North Carolina, South Carolina and Virginia.

Pioneer Area: The states of Kentucky, Ohio and West

Virginia, and Evansville, IN Branch 55.

Michiana Area: The states of Michigan and Indiana, except Evansville, IN, Branch 55.

Illini Area: The state of Illinois.

North Central Area: The states of Minnesota, North Dakota, South Dakota and Wisconsin.

MINK Area: The states of Missouri, Iowa, Nebraska and Kansas.

Southeast Area: The states of Florida and Georgia.

Central Gulf Area: The states of Alabama, Louisiana and Mississippi.

Cotton Belt Area: The states of Arkansas, Oklahoma and Tennessee.

Texas Area: The state of Texas.

Northwest Area: The states of Alaska, Idaho, Montana, Oregon and Washington.

Rocky Mountain Area: The states of Arizona, Colorado, Nevada, New Mexico, Utah and Wyoming.

Pacific Area: The states or territories of California, Hawaii, American Samoa and Guam.

(c) Where regional boundaries divide a state, a proportionate share of the votes will be allotted for electing national vice presidents. The votes of a state branch will be prorated at one-tenth for each member employed in the area.

ARTICLE V MEETINGS

Section 1. National conventions of this Association shall be held biennially during the month of August, September or October of each even-numbered year, the convention site to be selected four (4) years in advance. If there is no application from any city desiring the convention, or if the final applicant remaining withdraws the invitation, the selection of a convention city shall be made by the Executive Board.

Section 2. The Executive Board shall meet at least once each year, and more frequently if conditions require. Such meetings shall be held at the call of the President or by petition to the President, signed by at least twelve (12) Executive Board members. A summation of the minutes of Executive Board meetings shall be reported in subsequent issues of *The Postal Supervisor*.

Section 3. A convention shall be called upon the written request of twenty (20) percent of the chartered branches filed with the Secretary/Treasurer ninety (90) days prior to the proposed meeting. The Secretary/Treasurer shall give notice of such call to all branches not later than ten (10) days after such request.

ARTICLE VI REPRESENTATION

Section 1. Votes of state and local branches in national conventions shall be based on the average number of active and associate members for whom the branch has paid dues each pay period during the preceding biennial period, May 1

to April 30, between national conventions. Each branch shall be entitled to one (1) vote for each ten (10) members, or major fraction thereof, of the average paid membership during the preceding biennial period. All branches shall be entitled to a minimum of one (1) vote.

Section 2. Any branch may be represented by one (1) or more delegates, the vote to which the branch is entitled to be prorated if necessary. A duly elected state delegate may be authorized by his/her local branch to likewise represent said local branch of which he/she must be a member.

Section 3. Any state branch without any members shall have one (1) vote at the national convention to recognize the entity of the state branch.

Section 4. Each Executive Board member shall have a voice and vote in the national convention by virtue of his/her office.

ARTICLE VII ELECTIONS

Section 1.

(a) There shall be a President, Executive Vice President, Secretary/Treasurer, five (5) National Vice Presidents and sixteen (16) Area Vice Presidents.

(b) These officers, all of whom must be active or associate members, shall hold office for a two-year period between biennial conventions, or until their successors are duly appointed or elected, unless ineligible under provisions of Article III, Section 2, provided that not more than one (1) member from any one (1) local branch may hold any of these offices.

(c) NAPS Executive Board members shall relinquish any offices they might hold in a state or local branch at the time of their election or appointment to the Executive Board.

Section 2. On or before the afternoon of the next to final day of the convention, the President shall appoint a Ballot Committee of three (3) or more members, and declare the convention open for the nomination of candidates for the various offices.

President, Executive Vice President and Secretary/Treasurer shall be elected on a nationwide basis in accordance with Article VI. Candidates for all other national and area vice president positions shall be eligible for election to office only if they are active or associate members of a branch within the area or region served and shall be elected only by the votes of the duly accredited delegates from the area or region served.

Each of the officers shall have equal voice and vote in all Executive Board action.

The Ballot Committee shall assume full control of the election. Before the opening of the morning session of the final day, ballots shall be prepared containing the names of all candidates for the various offices and the names of the cities desiring the next convention. Where only one person is nominated for any office, and no eligibility considerations under Section 1 (b) are involved, the convention may decide to waive the balloting for such office and elect the nominee by

acclamation or otherwise.

The first order of business on the final day of the convention shall be the distribution of the ballots to the accredited delegates who shall deposit them in a ballot box provided by the committee. Balloting shall close fifteen (15) minutes after the roll call is completed.

The candidates receiving a majority of the votes cast shall be declared elected in the order in which they are listed in Section 1 (a). If there are more than two (2) candidates for any office, or more than two (2) cities desiring the convention, and a majority vote is not obtained by a candidate or city, a runoff election shall be held between the two (2) candidates, or cities, receiving the greatest number of votes. If then, because of eligibility considerations under Section 1 (b), an otherwise elected candidate shall be ineligible to serve, a new election shall be conducted in such manner as shall be recommended by the Ballot Committee to fill the vacancy thus occurring. The newly elected officers shall assume their respective offices at the close of the convention and shall hold office for their respective terms or until their successors are elected and qualified. The city receiving a majority of the votes cast shall be declared the next convention city.

In the event a runoff election is necessary in the case of any office, or for the selection of the convention city, such runoff election shall be made the first order of business following the noon recess on the final day of the convention, and shall follow the procedure outlined in the fifth paragraph of this section.

Section 3. Vacancies, other than that of the President, occurring between conventions shall be filled by an interim appointment by the President, subject to the approval of the Executive Board, to serve until the next national convention. National or Area Vice President vacancies must be filled after consultation with the state presidents from the areas involved, for their input before a final determination is made. National or Area Vice President vacancies must be filled by a member from the region or area in which the vacancy exists.

Section 4. A branch interested in hosting a national convention in its city or geographic area shall express such interest by contacting NAPS Headquarter in writing on or before Dec. 31 of the year prior of the selection of the convention city. NAPS Headquarters 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 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 runner-up for that convention year.

ARTICLE VIII

EXECUTIVE BOARD

Section 1. The Executive Board shall consist of the President, Executive Vice President, Secretary/Treasurer, five (5) National Vice Presidents, sixteen (16) Area Vice Presidents and the Immediate Past President, who shall serve for not more than one (1) two-year term provided the Immediate Past President continues to be an active or associate member during such term.

Section 2. It shall be the duty of the Executive Board to carry out the orders of NAPS and conduct all business of NAPS during the interim of the conventions. The Executive Board shall have the power to levy assessments upon the membership. The Executive Board shall have the power to authorize necessary expenditures, and to draw vouchers for them upon the treasury. The Executive Board shall provide for the editing and publishing of a written communication, known as The Postal Supervisor, as appropriate to every NAPS member. The expenses of the Executive Board members in attendance at Board meetings and at the national convention shall be paid by NAPS.

The Executive Board shall not assume any financial obligation in staging a national convention that is in excess of the amount reported available by the Secretary/Treasurer for that convention. At the conclusion of each convention, any money not used for the convention shall be transferred to the general fund.

Section 3. There shall be such other committees appointed by the President as may be authorized by the Association or Executive Board. Members called for service on national committees (other than convention committees) shall be paid at their regular daily rate of postal pay for the time necessary to serve on these committees, plus per diem allowance as authorized by the Executive Board.

Section 4. If a member of the Executive Board accepts a detail to the US Postal Service Headquarters for a period of six (6) months or more, the position shall be declared vacant and the President shall appoint a replacement, subject to the approval of the Executive Board.

Section 5. There shall be no business or financial interest on the part of any member of the Executive Board or its agents which conflicts with their duty to the Association or its members.

ARTICLE IX PRESIDENT

Section 1. The President shall preside at all meetings of this Association; shall call special meetings when ordered to do so, according to Article V; shall appoint committees and Sergeants-at-Arms; shall fill all vacancies which may occur, subject to the approval of the Executive Board; shall decide all questions of order (subject to an appeal to the convention); shall enforce the laws and rules of the Association; shall approve/disapprove all vouchers drawn on the treasury, and shall perform such other duties as pertain to the President's office. The President shall be a full-time paid officer of this Association with headquarters at the national office.

Section 2. In the event of a permanent vacancy in the office of the President, through death, resignation or permanent disability, the Executive Vice President shall become the President.

If for any reason the Executive Vice President shall not be able to assume the duties of President, the Secretary/Treasurer shall assume the duties of the President. In the event the Secretary/Treasurer shall not be able to do so, the Executive Board shall meet and select a President, determined by two-thirds vote.

ARTICLE X EXECUTIVE VICE PRESIDENT

Section 1. The Executive Vice President shall serve in the absence of the President.

Section 2. The Executive Vice President shall maintain liaison with members of Congress and shall endeavor to have bills introduced as mandated by national conventions.

Section 3. The Executive Vice President shall prepare briefs and make oral testimony before committees in the House of Representatives and Senate of the United States when necessary to promote legislation of interest to NAPS.

Section 4. The Executive Vice President shall process all resolutions.

Section 5. The Executive Vice President shall assume such other duties and responsibilities as assigned by the President.

Section 6. The Executive Vice President shall be a full-time paid officer of this Association with headquarters at the national office.

ARTICLE XI SECRETARY/TREASURER

Section 1. The Secretary/Treasurer shall keep an accurate record of the meetings of the Association, including the Executive Board; shall have charge of all correspondence; and, shall be the statistician of the Association.

Section 2. The Secretary/Treasurer shall be the custodian of all funds of the Association. The Secretary/Treasurer shall receive and record all funds for the Association, deposit them in

federally insured financial institutions and transfer them to an operating and/or investment account. The Secretary/Treasurer shall review all Association expenditures, furnish quarterly financial reports and publish them in *The Postal Supervisor*. The Secretary/Treasurer shall be a permanent Budget Committee member.

Section 3. The Secretary/Treasurer shall prepare for the Credentials Committee at the national convention a list of all state branches showing the number of votes that each one is entitled to as shown on the Secretary/Treasurer's roster, as provided for in Article IV, Sections 1 and 4.

Section 4. The Secretary/Treasurer shall assume such other duties and responsibilities as assigned by the President.

Section 5. The Secretary/Treasurer shall be a full-time paid officer of this Association, with headquarters at the national office.

Section 6. The Secretary/Treasurer will ensure that *The Postal Supervisor* magazine is published monthly, except during National Convention years, when 11 issues of *The Postal Supervisor* will be published, which will include a special national convention issue.

ARTICLE XII NATIONAL VICE PRESIDENTS AND AREA VICE PRESIDENTS

Section 1. The five (5) National Vice Presidents, one (1) from each region, shall co-chair the Membership Committee and shall assume such other duties and responsibilities as assigned to them by the President.

Section 2. The National Vice Presidents shall coordinate activities of the Area Vice Presidents and shall be the chief liaison officers between the Association and the USPS area office in the regions they represent.

Section 3. The sixteen (16) Area Vice Presidents shall be responsible for membership, grievances and other problems of the members in their respective areas. They shall coordinate the activities of the state and local branches and provide proper and adequate representation in all matters of concern to the membership within their areas. They shall report to their designated National Vice President.

ARTICLE XIII DUES AND ASSESSMENTS

Section 1. The national dues (the national per capita tax) of this Association shall be \$91 per active member, per year, effective January 1, 2005. Active members shall have the option of paying national dues by signing Form 1187, authorizing dues to be withheld from their paychecks bi-weekly, or by paying a lump sum at intervals determined by their state or local branches.

Section 2. For members who do not elect to have dues withheld from their paychecks, the local and state branches shall be responsible for collecting the dues of such members using the direct pay method. Direct pay members shall pay

national dues to their branches at intervals determined by their branch.

Direct pay members will be placed on the computerized dues check-off print-out and the national per capita tax will be deducted for such members from the money that is returned to the branch.

Any branch having direct pay members must have sufficient money returned to the branch monthly on the dues check-off print-out to cover the monthly payment to be deducted for such members. Any branch not having sufficient money to cover the monthly payment to be deducted for its direct pay members shall have its members' monthly withholdings automatically raised to an amount no less than sufficient to cover such dues.

Section 3. Payments of dues and per capita tax on members in good standing who are called into active military service shall be waived during such service and said members shall be removed from the active roster until returned from active duty and restored as active branch members. *The Postal Supervisor* will be mailed only upon receipt of the necessary expenses thereof.

Section 4. Associate member national dues of the Association shall be one-half the national per capita tax. Associate members shall pay national dues to their branches at intervals determined by their local or state branches. Branches shall bill their associate members at the determined intervals to keep their membership records and dues current.

Associate members will be placed on the computerized dues check-off print-out and the national per capita tax will be deducted monthly for such members from the money that is returned to the branch.

Any branch having associate members must have sufficient money returned to the branch monthly on the dues check-off print-out to cover the monthly payment to be deducted for such members. Any branch not having sufficient money to cover the monthly payment to be deducted for its associate members shall have its members' monthly withholdings automatically raised to an amount no less than sufficient to cover such dues.

Section 5. Local and state branches will be required to pay the cost charged by the USPS, if any, for collecting dues for those in the dues withholding program.

Section 6. Funds received from Postal Data Centers by the Secretary/Treasurer will be processed by deducting one-twenty-sixth of the annual per capita per pay period, the remainder to be remitted to the branch secretaries monthly.

A list of the members from whom deductions are made will be prepared and a copy sent to the respective branches.

Section 7. The amount of \$14 of the annual per capita of each dues-paying member shall be set aside for a subscription to *The Postal Supervisor*.

The amount of \$4.00 of the annual per capita of each active and associate member shall be set aside for the national convention fund to be administered by the Executive Board.

The amount of \$4.00 of the annual per capita of each active and associate member shall be set aside for the Educa-

tion and Training Fund annually, to be administered by the Executive Board.

The amount of \$13 of the annual per capita of each active member shall be set aside for the Disciplinary Defense Fund (DDF), to be administered by the Executive Board.

Section 8. All branches are required to be on "Direct Deposit" for receipt of dues withholding checks.

ARTICLE XIV BRANCHES

Section 1. Branches shall set their own dues, fees and assessments which shall be no less than the national per capita.

Section 2. Local or state branches may enact a constitution and bylaws not in conflict with the national Constitution and Bylaws of the Association.

Section 3. Local branches shall hold at least two (2) membership meetings per calendar year and state branches shall hold at least one (1) meeting per calendar year.

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 the relevant meeting minutes.

ARTICLE XV REFERENDUM VOTE AND AMENDMENTS

Section 1.

(a) Propositions or proposed amendments to this Constitution may be submitted to referendum by the Executive Board, or upon the request of twenty (20) percent of the local and the state branches, provided the President and the Secretary/Treasurer shall certify that such endorsement was by referendum in their respective branches.

(b) The Association in convention assembled may, by majority vote, refer any resolution or amendment for referendum vote.

(c) Propositions for referendum to be voted by the membership shall be filed with the Secretary/Treasurer, who will order them printed in the next issue of *The Postal Supervisor*. Propositions or amendments shall be so stated that a "yes" or "no" vote can be registered. No more than four (4) pages of the succeeding two (2) issues in *The Postal Supervisor* shall be devoted to arguments on both sides of the question and space shall be divided evenly between the two (2) sides.

The President shall appoint a Ballot Committee of no fewer than three (3) members, composed of representatives of

both sides of the issue. Immediately after the arguments are concluded in The Postal Supervisor, the Ballot Committee shall prepare and mail a ballot to each individual member of this Association in good standing.

To ascertain the validity of the voter and to ensure secrecy of the ballot, the double-envelope system shall be used. After marking the ballot, the voter shall place it in an inner envelope which shall be plainly marked “ballot” and sealed with no identifying marks. The outer envelope shall be addressed to the Ballot Committee. The voter shall sign the outer envelope to permit checking his/her validity as a voter. Unsigned outer envelopes will render the ballot invalid. The outer envelope shall be addressed to the Ballot Committee at National Headquarters, and shall have plainly indicated space for signature and return card of the voter, who shall be instructed to sign his/her name and address as it appears on the national roster to permit easy identification. Ballots must be returned within sixty (60) days of the date of mailing.

At the expiration of the sixty-day period, the Ballot Committee shall assemble at National Headquarters to tabulate the votes. Outer envelopes shall be checked against the roster to ascertain the validity of the voter and inner envelopes shall not be opened until the entire accumulation of outer envelopes have been stripped of their contents. The results of the referendum shall be published in the next issue of The Postal Supervisor. If a majority of the members voting favor the amendment or the proposition, the same shall be operative on the first day of the succeeding month, provided no referendum shall be effective unless fifty (50) percent or more of the members of NAPS shall have voted on the proposition.

(d) After the proposition or amendment has been placed before the membership for referendum and vote, it shall not again be submitted for referendum within a year.

Section 2.

(a) Constitutional amendments not printed in the convention resolutions book must be read at one business session prior to being discussed and acted upon at a second business session.

A business session is defined as a meeting completed by noon, or between noon and 6:00 p.m., or beginning after 6:00 p.m.

(b) This Constitution may be amended at any convention of the Association by a two-thirds vote of the delegates present at the time the vote is taken, provided that if a roll call vote be demanded, each vote shall be by branches and each branch represented shall be empowered to cast the number of votes to which it is entitled, regardless of the number of delegates.

Any division of delegates of a branch shall be adjusted by the President by allowing each delegate present to have the prorated number of votes to which the delegate is entitled, unless it can be conclusively shown that such delegation is bound by the instructions of such branch to vote as a unit.

This procedure shall also govern all roll call votes at the national convention.

Bylaws

ARTICLE I QUORUM

In any convention of the Association, twenty-five (25) branches duly represented shall constitute a quorum.

ARTICLE II ORDER OF BUSINESS

The following order of business shall be observed, unless varied by vote:

- Report of Credentials Committee;
- Roll Call of Executive Board members;
- Appointment of Committees;
- Report of Officers;
- Report of Committees;
- Unfinished Business;
- New Business;
- Election of Officers and Convention City; and,
- Adjournment.

ARTICLE III PARLIAMENTARY PROCEDURE

Section 1. Robert’s Rules of Order Newly Revised shall govern the proceedings of this Association except where otherwise provided for by the Constitution and Bylaws or rules adopted by the convention in session.

Section 2. The President shall appoint a parliamentarian at the opening session of each convention, and any set of rules proposed shall be reproduced and distributed to the delegates for study. No vote to approve or reject such rules shall be taken until the Credentials Committee has made its initial report of the convention voting strength.

ARTICLE IV COMMITTEES

Section 1. The President shall appoint the following committees for the convention: Credentials, Resolutions, Audit, Rules and such other committees as deemed necessary.

Section 2. Prior to the convention, the President shall appoint and direct to report to the convention city, prior to the opening date, such committees as the President deems necessary to expedite consideration and reports to the convention. For such days in advance of the opening of the convention the members of such committees shall be compensated at the headquarters hotel single room rate plus taxes and fees. The Executive Board shall determine the amount to be paid each delegate for food based on the cost of living in the area where the convention is being held, but not less than the Postal Service per diem rate.

Section 3.

(a) The Sergeants-at-Arms shall be appointed by the President at the opening of the convention.

(b) Their duties shall be to maintain order and to compel the attendance of members at sessions when directed to do so by the President.

ARTICLE V **BONDS**

The President, Executive Vice President, Secretary/Treasurer and all employees of the Association shall be bonded in such sums as may be determined by the Executive Board. Such bond shall be executed by a reputable surety company and the premium shall be paid by the Association.

ARTICLE VI **CHARTER FEE**

The charter fee for branches shall be \$5 and shall accompany the application.

ARTICLE VII **NATIONAL CONVENTION** **REGISTRATION FEE**

The Executive Board shall establish and collect a national convention registration fee from delegates and visitors.

ARTICLE VIII **SALARIES**

The salaries of the President, Executive Vice President and Secretary/Treasurer are currently set as follows:

The salary of the President is currently \$173,035.72 annually.

The salary of the Executive Vice President is currently \$164,738.08 annually.

The salary of the Secretary/Treasurer is currently \$164,738.08 annually.

Salary and/or merit increases shall be automatically granted at the same time as those granted supervisors by the USPS on an annual basis or at whatever frequency is in use by the Postal Service to compensate EAS employees.

Salary or merit increases for NAPS resident officers shall be equal to the average national payout for active EAS employees for the compensation program in use in the applicable year for current and future years automatically at the same time salary increases are provided to active EAS employees.

In the event EAS employees experience a pay freeze, now or in the future, the resident officers' salaries also will be frozen in the same manner and for the same duration as active EAS employees.

ARTICLE IX **DISCIPLINARY DEFENSE FUND**

Section 1. NAPS is committed to representing its membership in all areas, including adverse action. The Disciplinary Defense Fund (DDF) was established by the membership, for the membership, to provide representation for NAPS members in appealing adverse actions, RIFs and debt collection actions taken against them.

NAPS is a professional organization of supervisors and managers (as opposed to a union). Under this classification, NAPS is not obliged to defend each and every member, regardless of the charges they may face. The integrity of NAPS, both national and local, and the interests of the Postal Service must be considered when receiving a request for DDF advocacy.

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

“(a) the active member must have signed an application for NAPS membership sixty (60) days from the effective date of promotion from the craft, or “(b) the active member must have been a NAPS member no fewer than ninety (90) days prior to the charge being issued, and “(c) any additional criteria outlined in the ‘Disciplinary Defense Fund: Procedures and Guidelines for Branch Presidents’ in the NAPS Officer Training Manual.”

Section 3. The DDF shall be administered by the Executive Board.

Section 4. The NAPS resident officers shall review requests for evidentiary expenses resulting from a member's DDF representation, and, when deemed necessary, authorize payment in an amount not to exceed \$1,000 above the normally authorized fees and expenses as outlined in “Disciplinary Defense Fund: Authorized DDF Provider” in the Officer Training Manual.

ARTICLE X **AMENDMENTS**

These Bylaws may be amended by majority vote at any national convention under the same voting procedure as provided for amendments to the Constitution.

PERF Offers a Helping Hand



From tornadoes to floods and winter storms, many parts of the nation are experiencing extreme weather. The Postal Service is reminding employees they can turn to the Postal Employees Relief Fund (PERF). The fund helps postal employees and retirees whose homes were significantly damaged by natural disasters or house fires.

PERF is not an emergency relief or immediate needs replacement agency, such as the Federal Emergency Management

Agency (FEMA) or the Red Cross or insurance companies that are paid to replace property. Rather, PERF (part of the Combined Federal Campaign) provides relief grants to help qualifying individuals get re-established after a loss, based on an application process.

You may make a contribution via personal check (a receipt for your tax-deductible donation will be mailed to you). Send your check to: PERF, PO Box 41220, Fredericksburg, VA 22404-1220.



National Auxiliary Conducts Its Business at the 67th NAPS National Convention

Submitted by **Bonita R. Atkins, National Auxiliary Secretary/Treasurer**

Session I

Monday, Aug. 30, 2021

National Auxiliary President Patricia Jackson-Kelley called the meeting to order at 1:41 p.m. The national officers went to their seats at the podium. Jackson-Kelley introduced the national officers in attendance. Emanuel “Skip” Corley, Capitol-Atlantic Area vice president, read the Collect. May Nazareno, Western Region vice president, led the Pledge of Allegiance.

Jane Finley, Southeast Area vice president, gave an inspiring invocation and conducted the Memorial Service, recognizing all dearly departed Auxiliary members since our previous national convention: Patricia Howard, Houston Branch 122; Frances Jackson, Richard Pereira Branch, NJ, Branch 237; Mae McGhee, North Subur-

ban Facility, IL, Branch 489; and Rebecca Turner, Southern California Bay District Branch 266. Finley asked for a moment of silence for all the souls of Auxiliary and NAPS members, as well as our own family members and friends.



Southeast Area Vice President Jane Finley gave inspiring invocations at the Auxiliary sessions.

Secretary/Treasurer Bonita Atkins read the

Audit



Sue Elliott, Mary Caruso, Jerry Eckert and Sonya Bonenberger (chair)



roll call. Those in attendance were President Patricia Jackson-Kelley, Executive Vice President Laurie Butts, Secretary/Treasurer Bonita Atkins, Eastern Region Vice President Rick Hall, Central Region Vice President Elly Soukey and Southern Region Vice President Beverly Austin. Also, Western Region Vice President May Nazareno, Capitol-Atlantic Area Vice President Skip Corley, Illini Area Vice President Linda Rendleman, MINK Area Vice President Mary Caruso and Southeast Area

Minutes



Linda Rendleman, Elly Soukey (chair), Chanel Dodson and May Nazareno

Vice President Jane Finley.

Not in attendance were Mideast Area Vice President Cathy Towns and Texas Area Vice



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President Felecia Hill; both had excused absences. Elsie Vazquez resigned as New York Area vice president; Rebecca Turner, Pacific Area vice president, died while in office. The Northeast Region vice president position is vacant.

The chair called on the Registration Committee for its report. Atkins reported that 11 states were represented, with 24 votes, which qualified as a quorum: 16 local branches represented, six national officers, five area vice presidents, three members at large, three former national presidents, 52 registered delegates and 32 delegates in attendance.

Rick Hall, chair of the Rules Committee, reported that no additional rules needed to be added, but recommended that masks be worn while in session. A motion was made by At-

kins, seconded by Austin, to accept the rules. A motion was moved, seconded and passed that the convention agenda be accepted.

Jackson-Kelley reminded delegates that the Auxiliary voted years ago to not hire a professional parliamentarian, but, instead, have former National Auxiliary presidents serve in that position during the Auxiliary's convention sessions. For this convention, Sonya Bonenberger and Sue Elliott would serve as parliamentarians.

Atkins requested that delegates stand when their names were called as they were assigned as chair and members of the various committees. She advised each chair to schedule a meeting with their members. The Ways and Means chair reported on selling 50/50 tickets at six tickets for \$20; the winner would be an-





nounced before the end of NAPS' Monday business session.

Caruso reported that she, Finley and Jackson-Kelley attended the Delegates' Orientation on Sunday that included both NAPS and Auxiliary first-timers. Therefore, they did not have a chance to speak personally with the Auxiliary first-timers.

Butts gave the first reading of the proposed National Auxiliary Bylaws changes. Copies of the proposed changes were distributed to the delegates. Door prizes were given and the meeting was recessed until 9 a.m. Tuesday.

Session 2

Tuesday, Aug. 31, 2021

Jackson-Kelley called the meeting to order at 9 a.m. Finley gave another inspiring invocation.

Atkins read correspondence received from former President Rosa Norton who was unable to attend the convention due to a prior commitment. She also read thank-you notes for condolences and prayers given to board members who had lost loved ones the past three years.

Elly Soukey, chair of the Minutes Committee, gave her report from Monday, Aug. 30, and found them to be correct. One notation was made in asking delegates when making a

Bylaws



Sue Elliott, Adam Mobley, Laurie Butts (chair) and Elly Soukey

motion and second to state their name so it may be recorded. Linda Rendleman reported on registration: 11 states were represented, 16 local branches, six national officers, five area vice presidents, three members at large and four former national presidents.

The Bylaws Committee, chaired by Laurie Butts, had a second reading of the first proposed Bylaws change to Article VII, sections 4, 5 and 6; she recommended adoption. There was no discussion; the proposed change was approved unanimously.

The second proposed Bylaws change, Article XIV, Section 2, was read and recommended for adoption by the committee. There was no discussion; the change was approved unanimously.

The third proposed Bylaws change, Article XII, Section 3.a.4, was read and recommended

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for adoption. There was discussion; clarification was given by parliamentarian Sonya Bonenberger. The proposed change was approved unanimously.

The proposal for a change to Article XII, Section 3.a.5, was read and recommended for adoption. A discussion ensued from parliamentarian Sue Elliott that this change should not have been listed as it was addressed in the previous amendment.

There was further discussion between parliamentarians Bonenberger and Elliott regarding the change. Elliott recommended the change not be adopted and be revisited at the next national convention. The motion was made to adopt the committee's recommendation; the motion failed.

Jackson-Kelley asked Butts to remain

Pages



Jamie Isom, Rosita Quintero, Yolanda Souice and Ruth Cushenberry (chair)

standing and asked the delegates to wish her a very happy birthday by singing "Happy Birthday" as today was her birthday.

Jackson-Kelley next introduced NAPS Director of Legislative & Political Affairs Bob Levi. He discussed the appointments of several new USPS Board of Governors who oversee the Postmaster General's decisions. He also fo-

ocused on and spoke briefly about H.R. 3076, which addresses Postal Service finances and operations. Also, H.R. 3077, the "Postal Service Improvement Act."

Levi complimented the Auxiliary on its efforts to support and raise money for SPAC. He said SPAC funds provide the opportunity to communicate with Congress out-

Budget



Rick Hall (chair), Sherry Mattfield, Bonita Atkins and Barbara Kelly



Tellers



Carmen Landin and Sonya Bonenberger (chair)

side congressional walls. Jackson-Kelley thanked him for coming and sharing.

Atkins introduced the second guest speaker, Paula Hoelzel, CEO of Signature Credit Union. She extended an invitation to all delegates to visit the Signature FCU table in the convention hall. Jackson-Kelley recessed the meeting until 1:30 p.m.

The meeting resumed at 1:40 p.m., with an invocation by Finley. Jackson-Kelley asked Bonenberger, chair of the Audit Committee, to give her report. She advised that the committee met on Sunday, Aug. 29, to review and audit

First-Timers



Jane Finley and Mary Caruso

the books; the books were in order. Bonenberger made a motion to adopt the Audit Committee report; the motion was passed. The Audit Committee was dismissed.

Rick Hall, chair, presented the Budget Committee's report. He read the proposed budget. A question was raised and an explanation and clarification were given. The motion to adopt the budget was approved. The Budget Committee was discharged.

Corley, chair, gave the report for the Ways and Means Committee. He told delegates the committee does not have a formal meeting.

Sergeant-at-Arms



Delores Bradley

Registration



Linda Rendleman, Bertha Navarro, DeCarla Hilliard and Bonita Atkins (chair)

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Region vacant: Northeast

Areas vacant: New England, New York, Pioneer, Michiana, North Central, Cotton Belt, Central Gulf, Northwest, Rocky Mountain.

Rules



Rick Hall (chair) and Emanuel "Skip" Corley

Members meet every day at the raffle table and sell 50/50 tickets and gift cards. Thus far, they raised over \$6,000 in the Auxiliary's share of the 50/50 drawings and over \$1,400 in gift cards.

Jackson-Kelley then opened the floor for nominations of officers, starting with president. Bonita Atkins nominated Laurie Butts; no other nominations were made.

The floor was open for executive vice president. Patricia Jackson-Kelley nominated Beverly Austin; no other nominations were made.

The floor was open for secretary/treasurer. Sue Elliott nominated Bonita Atkins; no other nominations were made.

The floor was open for Central Region vice president. Linda Rendleman nominated Elly Soukey; no other nominations were made.

The office of Northeast Region Vice President was requested; no nominations were made.

The floor was open for Eastern Region vice president. Skip Corley nominated Rick Hall; no other nominations were made.

The floor was open for Southern Region



First-Timer Chanel Dodson provided exemplary service as assistant secretary for the Resolutions Committee.



Melva Seals, Yunina Graham, Patricia Grisby and Linda Rendleman (chair)

vice president. Beverly Austin nominated Felecia Hill; no other nominations were made.

The floor was open for Western Region vice president. May Nazareno nominated Patricia Jackson-Kelley; no other nominations were made. Nominations were closed.

Door prizes were given. After a lengthy discussion with the parliamentarians and president, nominations of officers were revisited. Because all nominees ran unopposed, Jackson-Kelley needed only a voice vote on each

Resolutions

nominee. She then called out the nominees of each office and asked for a voice vote in favor of the nominee for that office. All nominees were elected unanimously for the 2021-2022 term.

Jackson-Kelley told delegates to enjoy their free day on Wednesday. The next meeting will be called to order at 8:30 a.m. on Thursday. The meeting was in recess.

Parliamentarians



Sue Elliott and Sonya Bonenberger

Session 3

Thursday, Sept. 2, 2021

The meeting was called to order at 8:34 a.m. The Auxiliary delegates were released to attend the NAPS session in the main ballroom for nominations of officers and presentations from the cities vying to host the 2024 National Convention. The meeting was in recess until 1:30 p.m.

The meeting was called to order at 1:33 p.m. The president was advised that the pho-

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tographer was ready to take the Auxiliary photos. The meeting resumed shortly thereafter.

Minutes Committee Chair Elly Soukey gave her report. She advised that the minutes from Tuesday's meeting were reviewed and appeared to be correct. Ways and Means Committee Chair Skip Corley reported that, on Tuesday, \$3,520 was the Auxiliary's share collected from the 50/50.

Timekeepers Committee Chair Nan Coppolella gave her report, noting there were no debates and time was not needed. The committee was dismissed. Pages Committee Chair Ruth Cushenberry reported that all assignments were completed.

Sergeants-at-Arms Committee Chair Randolph Washington advised that her committee performed their duties, kept order and secured the doors. The committee was dismissed. Sue Elliott advised that the Parliamentarians Committee offered support and information, as needed. The committee was dismissed.

Jerry Eckert gave the report for the Luncheon Committee; Chair Beverly Austin was unavailable. Eckert said the committee met and folded the luncheon programs and completed the token gifts. She said the novelties were well-prepared and ready to go. The committee would be dismissed at the end of the luncheon.

Timekeepers



Nan Coppolella (chair) and Shelley Bracamonte

Tellers Committee Chair Sonya Bonenberger reported there was no need for ballots. The committee was dismissed.

Linda Rendleman, Resolutions Committee chair, gave her report. The committee recommended giving Chanel Dodson a standing ovation for her exemplary service as assistant secretary and being a first-timer. A standing ovation also was given to parliamentarians Sonya Bonenberger and Sue Elliott for their

Luncheon



Taylor Turner, Jerry Eckert, Sherry Mattfield, Rose Navarro and Earnestine Warren. Not shown: Beverly Austin, chair.



Ways & Means



Front row: Yunina Graham, Jesehelle Marshall, Diedre Cox, May Nazareno, Pat Crowe and Sherry Mattfield.
Back row: Rick Hall, Laurie Butts and Skip Corley (chair).

Properties



Jonathan Claudio, Randolph Washington (chair), Adam Mobley and Pat Crowe

continued support and outstanding job during the convention.

Another standing ovation was given to the Ways and Means Committee for their outstanding ticket sales in raising money for the National Auxiliary. The committee asked that a thank-you note be sent to the NAPS Executive Board for everything they do to support the auxiliary.

Lastly, the committee recommended that Patricia Jackson-Kelley, having served as president for five years under unusual circumstances, with

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Auxiliary Executive Board



Front row: Linda Rendleman, Illini Area VP; Jane Finley, Southeast Area VP; May Nazareno, Pacific Area VP; Patricia Jackson-Kelley, Western Region VP and immediate past president; Elly Soukey, Central Region VP; Bonita Atkins, secretary/treasurer; and Mary Caruso, MINK Area VP.

Back row: Rick Hall, Eastern Region VP; Laurie Butts, president; and Skip Corley, Capitol-Atlantic Area VP.

dedication and commitment to the Auxiliary and its members, be given a standing ovation, as well as a monetary gift of \$2,500.

There were several announcements, including no morning session would be held on Friday. Everyone who paid is invited to the Auxiliary Luncheon at noon on Friday. Door prizes were given and the afternoon session was recessed at 3:24 p.m. until the Auxiliary Luncheon at noon on Friday.

Past Presidents



Delores Bradley, Sue Elliott, Mary Caruso and Sonya Bonenberger



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