

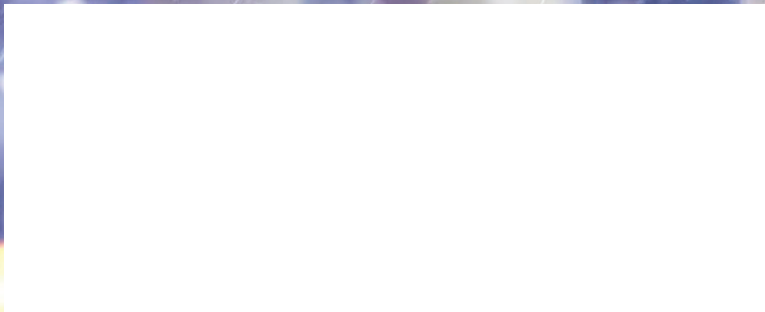
the Postal Supervisor

December 2021



***The Proud EAS
Employees of
the U.S. Postal
Service Always
Come Through
for America***

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NAPS members receive *The Postal Supervisor* as part of their membership dues. Members not receiving the publication on a regular basis should notify their branch secretaries. Non-member subscription price: \$25 per year.



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.

High-resolution photos may be e-mailed to kbalentyoung@gmail.com. Please include your non-USPS e-mail. NAPS neither assumes responsibility for the contents of the articles published herein, nor does it necessarily agree with the opinions expressed. Moreover, opinions expressed by an author do not necessarily reflect the opinions of the author's branch.

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The publication of any advertising herein does not necessarily constitute NAPS endorsement of the products or services offered.

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Our NAPS Members Are the Best of the Best

As we move from the Thanksgiving holiday season to the Christmas holiday season, I want to pause to wish you, my NAPS family, a joyous and wonderful holiday season.

This time of year always poses challenges to us as managers. We deal with employees who may be struggling with personal issues that are intensified due to the holiday. We may be dealing with our own personal

issues. And to top it all off, we still must be the guiding force to ensure this agency continues to move the mail during this important time of year.

This year has been extensively more challenging as we continue to deal with the effects of COVID-19 and its impact on our total operating expenses (TOE) and employee availability with the implementation of the liberal leave policy, Emergency Federal Employee Leave

(EFEL) and the delivery of America's election ballots with reduced processing capabilities that created exorbitant overtime usage.

This has left us with a NPA ranking that fails to bring, at a minimum, the 3% that was advocated for with NAPS' request to do away with the NPA process for FY21 due to the Postal Service's failure to properly administer the process from the beginning of FY21.

Still fresh in my mind are the pain and sorrow felt from the senseless murders of two of our fellow NAPS members in Memphis, TN. Also, the less-than-engaging response seen by NAPS members in the lack of presence of USPS Headquarters leadership outside the ser-

vice team that was dispatched to the city and the WTIL-failure telecon that was deemed necessary for the day of homegoing services for our fallen members.

Yet still you rise to bind a nation together by connecting families across the world. You do this by managing the operations that process all the letters, cards and packages received.

I have seen the results of this firsthand as my son received the care packages I sent him during the holidays he spent in Iraq. It was because of your dedication to provide the highest quality service to the American public that can be given that the lives of not only my son, but also the lives of others in his unit, were blessed.

Your commitment to excellence is further demonstrated during this period of great change and subjective leadership. We are operating in an time when the often empty words of "dignity and respect" are spoken by leaders who appear unable or unwilling to make them more than just two nouns around a conjunction.

These words understandably could harden our hearts as this type of leadership impacts our lives and also could easily impact how we manage the day-to-day operations. However, day in and day out, you prove yourselves to be the best of the best, giving your all to get the job done.

I thank you for all you are doing to keep the United States Postal Service moving in the right direction as you provide the services constitutionally promised by law to bind the people of America together. And I thank you for your pledge to support the effort to live up to the mission statement of our great association.

God bless and best holiday wishes to you and your family.

In solidarity ...

naps.ib@naps.org



Ivan D. Butts
President

The Postal Supervisor 2022 Production Schedule

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.

Because You Persevere

Please allow me to wish you a wonderful Christmas and holiday season, a joyous and happy New Year and many blessings to you and your family. Fall mailing season has passed into peak. These are two of the most stressful times to be a supervisor, manager, postmaster or really any level of EAS employee in the Postal Service.

You perform heroic, oftentimes thankless work for long hours away from your family during the holiday season. Your sacrifices do not go unnoticed. This year has been even more distressing as the COVID global pandemic continues across our world. Not only have fall mailing and peak been stressful, much of 2021 has been one stressful event after another. Yet, somehow, the proud EAS employees of the U.S. Postal Service weather all the storms and still move the mail.

As the worldwide pandemic exploded across our country last year, the likes of which had not been seen in over 100 years, you persevered. As hurricanes and tropical storms rolled across the Gulf states, you persevered. As fires consumed major areas of the western

U.S., Rockies and southwestern areas of our country, you persevered. As floods overran the banks of rivers in the Midwest, you persevered.

As employee shortages made mail processing and delivery even more difficult, you persevered. As staggering parcel volumes continue to descend on the Postal Service, straining our capacity to operate, you persevere. As the American people—once again—trusted the Postal Service to deliver ballots on time in the face of unprecedented mail delays generated by senior postal leaders' poorly implemented plans, you persevered.

As a nationwide EAS promotion freeze, followed by an EAS RIF, led to shortages in the organization's ranks, you persevered and kept the nation's mail flowing. You persevered through all this for one reason: because you care. You put up with all the negatives aimed at you by multiple postal sources because you care.

You are the one thread that runs through all the challenges. You are the one constant that always comes through for America. You persevere.

NAPS appreciates you and all you do for the Postal Service and your family. You may not hear that from senior postal leaders. Or, perhaps, you hear politically correct platitudes. As Maya Angelou so eloquently said, "When someone shows you who they are, believe them."

So, we see who *you* are; you have shown us time and time again. NAPS understands what you do each day in service to the public. You are the ones who come to work to face the challenges. The ones who run the plants, cover the vacancies, run the delivery units and provide all the many other functions that go into delivering the nation's mail. And in so doing, keeping the promise of more than 245 years that this essential agency, America's Postal Service, created by the Founding Fathers in the U.S. Constitution, would persevere.

And so it does—and always will—because of you, because you persevere.

naps.cm@naps.org



Chuck Mulidore
Executive Vice President

Thrift Savings Plan

Fund	G	F	C	S	I
October 2021	0.13%	(0.04%)	7.00%	5.43%	2.46%
12-month	1.26%	(0.33%)	42.88%	49.31%	34.48%

The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.

Fund	L Income	L 2025	L 2030	L 2035	L 2040
October 2021	1.28%	2.33%	3.14%	3.43%	3.72%
12-month	9.15%	18.66%	23.68%	26.08%	28.52%

Fund	L 2045	L 2050	L 2055	L 2060	L 2065
October 2021	3.97%	4.22%	5.12%	5.11%	5.11%
12-month	30.66%	32.84%	40.68%	40.68%	40.68%

These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so that investors' shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010. The L 2020 Fund was retired June 2020.

Visit the TSP website at www.tsp.gov

You Are the Heroes

The holiday season once again is here—a time of joy and thanks! Unfortunately, it's peak season in the Postal Service. The time of the year when package volume soars and we are asked to meet monumental demands and challenges. But, year after year, we all endure and meet those demands and customer expectations.

Just as during the COVID-19 pandemic, postal employees keep America open and moving forward by continually delivering to every address in the country every day, every peak season. You are the true heroes! And for that I am thankful. Your actions instill pride in all of us.

I have a great deal to be thankful for this holiday season. Not just the honor of serving as NAPS secretary/treasurer, but also for the great family support I have received in the Warden family and my NAPS

family, as well. Many of us have had a tough 2021.

This holiday season will be a time of happiness and sadness, smiles and tears and joys and sorrows. Every one of us has been put to the test of endurance this past year, whether it was grieving the loss of a loved one or rebuilding one's life after losing a home or relocating due to a wildfire, flood, hurricane or tornado.

Many of us might have been affected in other ways, including shattered plans and dreams as graduations, wedding plans and trips had to be postponed or canceled. Also, the inability to simply gather with friends and family, a loss of security and safety. Friendships have become estranged over issues such as politics.

For many of us, our roles as family members changed as we became tutors to our children and grandchildren with remote school learning. This year has been unprecedented; it has had

an effect on everyone in one way or another. And those are just changes in our private lives. Look at all the change you have gone through in 2021 in the Postal Service! But, through it all, we have endured.

We all should give thanks this holiday season. As I always say, never forget the past, but look forward to the future. Help us understand others. Recognize both sides of the equation by showing empathy toward family, friends and co-workers.

When asked who I worked for, I always responded, "My family." I was employed by the Postal Service, but I worked for my family. This always has been my belief that has helped me get through difficult times. Be thankful our glass is half full; don't cry believing it is half empty. Remember, many don't even have a glass. Maya Angelou said, "When we give cheerfully and accept gratefully, everyone is blessed."

I wish everyone a very happy and healthy holiday. Enjoy and be thankful.

Stay safe!

naps.jw@naps.org



Jimmy Warden
Secretary/Treasurer

A blue rounded rectangular graphic with a white border. At the top, the text "We're Social" is written in a large, bold, blue font. Below this, there are several overlapping circular icons, each containing a white thumbs-up symbol. At the bottom of the graphic, the text "Connect With Us!" is written in a bold, blue font, underlined.

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.

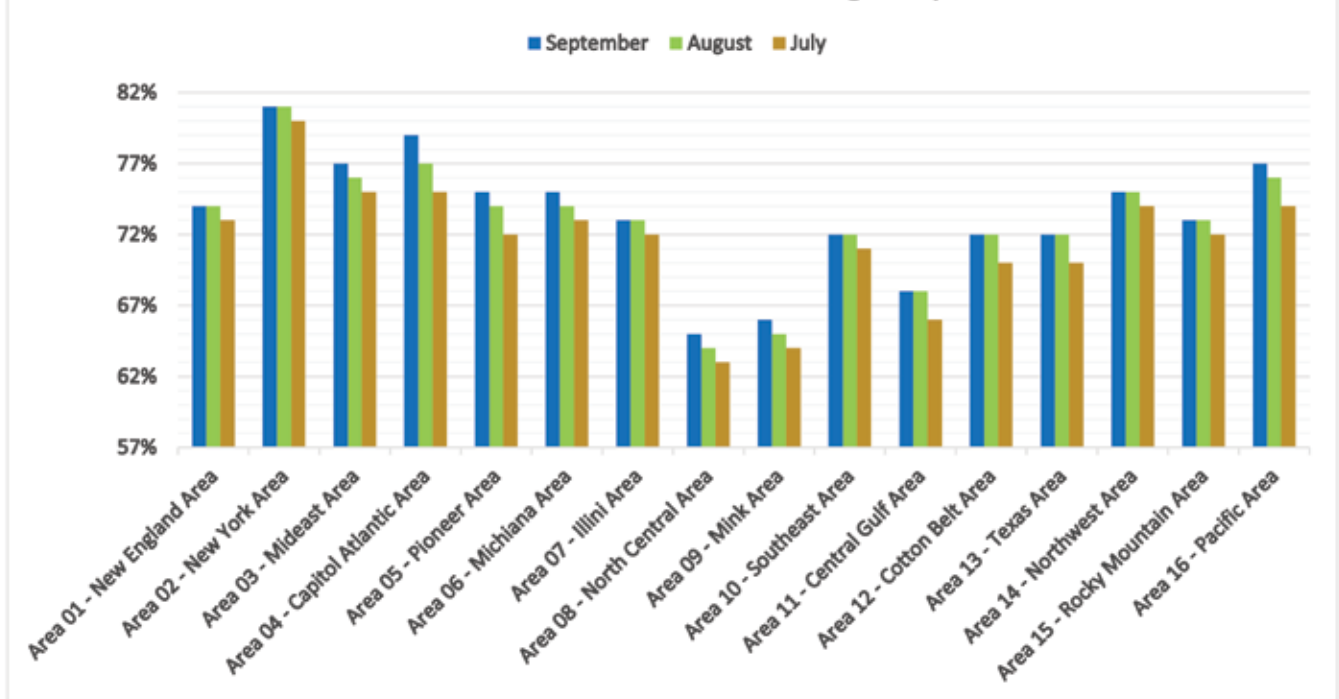
When submitting a photo, please tell us about the event, the names of the members in the photo and when the event occurred. Also, please send hi-resolution photos; we want everyone to look good.

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

National Association of Postal Supervisors Membership Report

September 2021

3 Month Member Percentage by Area



Regular Member Totals By Area	September 2021	August 2021	July 2021
Area 01 - New England Area	74%	74%	73%
Area 02 - New York Area	81%	81%	80%
Area 03 - Mideast Area	77%	76%	75%
Area 04 - Capitol Atlantic Area	79%	77%	75%
Area 05 - Pioneer Area	75%	74%	72%
Area 06 - Michiana Area	75%	74%	73%
Area 07 - Illini Area	73%	73%	72%
Area 08 - North Central Area	65%	64%	63%
Area 09 - Mink Area	66%	65%	64%
Area 10 - Southeast Area	72%	72%	71%
Area 11 - Central Gulf Area	68%	68%	66%
Area 12 - Cotton Belt Area	72%	72%	70%
Area 13 - Texas Area	72%	72%	70%
Area 14 - Northwest Area	75%	75%	74%
Area 15 - Rocky Mountain Area	73%	73%	72%
Area 16 - Pacific Area	77%	76%	74%
Total Regular Member %	74%	74%	72%
Total Regular Members	24,651	24,815	24,973
NonMember Totals	September 2021	August 2021	July 2021
Total NonMembers	8,247	8,569	9,335
Total NonMember %	26%	26%	28%

NAPS Disciplinary Defense Fund Representation Request Form

DDF Applicant Name: _____
SS#: _____

Office: _____
Branch: _____

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

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

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

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

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

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

**NOTE: I have been a member of NAPS since: Month _____ Year _____
If you have been a NAPS members less than 90 days from the date of the proposed action, you should supply a statement that you signed a NAPS membership application within 30 days of your promotion from the craft.**

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

Signature of Member

Signature of Branch President

Date

Date

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

Labor Relations Admin Group, LLC
PO Box 25822
Brooklyn, NY 11202

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

Postmaster General Louis DeJoy addressed NAPS Executive Board members at the fall board meeting. From left: NAPS President Ivan D. Butts, PMG Louis DeJoy, Secretary/Treasurer Jimmy Warden and Executive Vice President Chuck Mulidore.



From left: NAPS Secretary/Treasurer Jimmy Warden, Deputy Postmaster General Doug Tulino, NAPS Executive Vice President Chuck Mulidore and President Ivan D. Butts.

At the NAPS fall board meeting, Executive Vice President Chuck Mulidore recognized and congratulated Executive Board members who reached the President's Ultimate SPAC (\$1,000+) level:

From left: New England Area Vice President Bill Austin, Rocky Mountain Area Vice President Myrna Pashinski, Mulidore and Western Region Vice President Marilyn Walton.



From left: Eastern Region Vice President Richard L. Green Jr., Mulidore, Pioneer Area Vice President Tim Needham and Pacific Area Vice President Chuck Lum.

In late October, Executive Vice President Chuck Mulidore met with lawmakers to discuss H.R. 3076, the "Postal Service Reform Act of 2021."

Mulidore with Rep. James Comer (R-KY), ranking member on the House Oversight and Reform Committee. Chairwoman Carolyn Maloney and Comer introduced H.R. 3076.



Sen. Gary Peters (D-MI), chairman of the Senate Committee on Homeland Security and Governmental Affairs, and Mulidore.



NAPS Training Calendar

Michiana Area Vice President Kevin Trayer met with members of Michigan's congressional delegation in late October:



Trayer and Rep. Dan Kildee (D-MI)



Trayer and Rep. Haley Stevens (D-MI)



Trayer and Rep. Brenda Lawrence (D-MI)



Members of New York Branch 100 and Tommy Roma Branch 68 met with House Oversight and Reform Committee Chairwoman Carolyn Maloney in New York. Maloney, with Ranking Member James Comer (R-KY), introduced H.R. 3076. From left: Frank Smith, Branch 68 Vice President Donna Russell, Branch 100 President Tom Hughes, Maloney, Branch 100 Vice President Jim Puccio and Branch 100 Advocate Lijia Sanchez-Dyer. Taking the photo was Branch 68 Vice President Walter DeBerry.



From left: John Roma, manager, Maintenance Operations; Tommy Roma, NAPS Northeast Region Vice President; Joe Raguso, area manager; and Scott Farrar, Attendance Pilot Program ambassador, met to share their views on zero workhours.

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.

Northeast Region Training Seminar

April 22-23, 2022

Conducted by: Northeast Region VP Tommy Roma, New England Area VP Bill Austin, New York Area VP Dee Perez and Mideast Area VP Tony Dallojacono

Location: Marriott San Juan Resort & Stellaris Casino. For reservations, call Marriott Reservations at 888-817-2033 or the hotel directly at 787-722-7000, ext 44.

Hotel Rate: \$296/single and double (includes taxes). Mention "NAPS" for the special rate, which is available April 21-25, based on availability. Registration cut-off is March 21.

Registration fee: \$150. Make check payable to NAPS and mail to Tommy Roma, 385 Colon Ave., Staten Island, NY 10308. Fee includes giveaways, coffee breaks, Friday luncheon and a SPAC raffle for a free weekend at the Marriott San Juan.

Training: To be conducted by Deputy PMG Doug Tulino, USPS Executive Manager Carissa Laino, Vice President of Retail and Post Office Operations Elvin Mercado, Labor Relations Policy Administration Manager Bruce Nicholson, NAPS Mideast Area Vice President Tony Dallojacono and others.

Special Guests: NAPS resident officers and USPS officials will conduct a Q&A for attendees.

Newly elected Illinois State Branch 916 Executive Board with NAPS officers, from left: NAPS President Ivan D. Butts, Illini Area Vice President Luz Moreno, Branch 916 President Greg Harris, Vice President Cynthia Edward-Bender, Secretary/Treasurer Theresa Crayton, Legislative Chair Olajide Okedina, Christa Carey, former Illini Area Vice President Lynn Lacey and NAPS Executive Vice President Chuck Mulidore.



From left: NAPS President Ivan D. Butts, Branch 88 President Linda Thompson, Vice President Deborah Johnson, Secretary Rosemarie Johnson, Treasurer Sally Simpao, Sergeant-at-Arms Lelton Gibson and Trustees Juanda Stewart, Margaret Taylor, Patricia Dangerfield and Lovey Wilson.

San Francisco Branch 88 hosted its retirement/installation luncheon at Dominic's at Oyster Point Yacht Club on the beautiful San Francisco Bay. Special guests included NAPS President Ivan D. Butts and National Auxiliary President Laurie D. Butts, NAPS Western Region Vice President Marilyn Walton, Pacific Area Vice President Chuck Lum, California State Branch 905 President Marilyn Jones and Branch 905 Secretary Stephnia Campbell.

Members from Margarete A. Grant Branch 127 (Oakland), Los Angeles Branch 39, Central Valley Branch 197 (Stockton), Sacramento Branch 77 and Branch 88 Auxiliary members attended. Butts installed the new Branch 88 officers; 21 retirees were recognized from FY20-21.

Walton recognized Branch 88 Auxiliary member Yumina Graham. Immediate Past President Carolyn Thomas was honored for having served as president for

the past 20 years. Branch 88 Editor Dianne Ayon was recognized for her many years of service.

NAPS members enjoyed the fellowship as this was the first in-person Northern California event in 18 months.



Members of San Francisco Branch 88 Auxiliary with National Auxiliary President Laurie D. Butts (fourth from right) and NAPS Western Region Vice President Marilyn Walton (fourth from left).

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)



Ivan D. Butts
President
naps.ib@naps.org



Chuck Mulidore
Executive Vice President
naps.cm@naps.org



James "Jimmy" Warden
Secretary/Treasurer
naps.jw@naps.org

Regional Vice Presidents

Central Region (Areas 6, 7, 8 and 9)



Craig O. Johnson
9305 N. Highland Ct., Kansas City, MO 64155-3738; (816) 914-6061 (C) craigj23@sbcglobal.net

Northeast Region (Areas 1 and 2, including all NJ, except Branch 74)



Thomas Roma
385 Colon Ave., Staten Island, NY 10308-1417; (718) 605-0357 (H) (917) 685-8282 (C) troma927@cs.com

Eastern Region (Areas 3—DE, PA and NJ Branch 74—4 and 5)



Richard L. Green Jr.
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Southern Region (Areas 10, 11, 12 and 13)



Tim Ford
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Western Region (Areas 14, 15 and 16)



Marilyn Walton
PO Box 103, Vacaville, CA 95696-0103 (707) 449-8223 (H) marilynwalton@comcast.net

Area Vice Presidents

3—Midwest Area (DE/NJ/PA)



Tony Dallojacono
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4—Capitol-Atlantic Area (DC/MD/NC/SC/VA)



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5—Pioneer Area (KY/OH/WV/Evansville, IN, Branch 55)



Timothy Needham
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6—Michiana Area (IN/MI)



Kevin Trayer
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7—Illini Area (IL)



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8—North Central Area (MN/ND/SD/WI)



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10—Southeast Area (FL/GA)



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11—Central Gulf Area (AL/LA/MS)



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12—Cotton Belt Area (AR/OK/TN)



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13—Texas Area (TX)



Jaime Elizondo Jr.
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14—Northwest Area (AK/ID/MT/OR/WA)



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



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



Chuck Lum
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Immediate Past President



Brian J. Wagner
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It's Everyone's Responsibility To Be a NAPS Member

Dioenis D. Perez

New York Area Vice President

I'd like to thank everyone in the New York Area, which includes Puerto Rico and the U.S. Virgin Islands, for voting for me as New York Area vice president. My predecessor, James Warden, still is going to be mentoring me, along with Northeast Region Vice President Tommy Roma. I couldn't ask for two better mentors.

I want to wish everyone a safe, wonderful and festive holiday and Christmas this year. We all remember what it was like last year in the throes of COVID-19. Let's pray this year isn't a repeat.

The time has come for all of us to roll up our sleeves and get to work by starting a movement to sign anyone as a NAPS member you know or suspect is a nonmember. The reward is a \$25 check from NAPS Headquarters per each member signed. I personally have signed members in the past and received this reward. It's not going to make you rich, but it's going to help the association to which we all belong become stronger.

I'm certain everyone has heard the phrase, "Strength in numbers." This is important because when NAPS sits across the table from the USPS to discuss pay, benefits and working conditions for our 26,190 dues-paying members, there's another 8,569 nonpaying-dues members who reap this benefit, as well.

The USPS is fully aware of NAPS'

percentage of EAS employees it represents as members. If you don't think this plays a calculated role in their minds in every negotiation, you are mistaken. Currently NAPS represents about only 74% of total active EAS members. I don't see how any of us can allow this to happen any longer.

We need to sign those 8,569 nonmembers. Having this many nonmembers reap the benefits of those of us who pay dues is not right and can't continue any longer. Every-

one needs to pay their dues to reap the benefits of this association—period.

We all know EAS employees who are not NAPS members. The excuse they often use is, "What has NAPS done for me lately?" Here's what you say: The other management association copies what NAPS receives all the time. NAPS does all the heavy



Postmaster General Louis DeJoy and NAPS New York Area Vice President Dee Perez at NAPS Headquarters during the fall NAPS Executive Board meeting in October.

lifting; they get the free ride. There's no extra benefit you get from them. Craft union dues are almost double compared to what you pay your local NAPS branch and we have a much better pay package.

On Aug. 23, NAPS secured a pay package for every EAS employees' benefit. When you read the accomplishments of the pay package, both the Postal Service and NAPS should be commended for working together to make this happen. NAPS accomplished many good things; now it's time to reward them with increased membership!

- SDA—EAS employees will receive 5% higher base pay than the highest craft employee as of Nov. 20, 2021.
- FY22 top increases by 2%
- FY23 top increases by 1%
- No increases in your health benefits contributions
- In FY 22, you can carry over 640 hours.
- In FY22 and 23, you can exchange up to 168 hours' annual leave.
- Modification to promotional increases are awarded depending where you fall in your pay band to get you closer to the top.
- NPA—2.5 to 3% in FY21; everyone receives a raise.

Each NAPS member needs to make it their personal goal to sign four nonmembers so NAPS can send you a \$100 check for your efforts in making this association stronger.

With dignity, integrity and respect always!

nyavpdee@aol.com

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>

With NAPS, You Never Are Alone!

Brian J. Wagner

Immediate Past President

First things first. Best wishes to all for a safe and happy holiday season. May 2022 bring plenty of health, happiness, prosperity, joy and ice cream to you and your family. Now, it's time to bring this month's column for your holiday reading.

As immediate past president, I had the opportunity to provide training at the Illini Area Training Seminar at the NAPS Illinois State Convention in October. My training topic dealt with EAS rights and appeals under the *USPS Employee and Labor Relations Manual (ELM)*, specifically, "Section 650 Non-bargaining Disciplinary, Grievance and Appeal Procedures." Basically, known in NAPS as *ELM 650*. The good thing about being a NAPS member is you never have to go it alone when it comes to your rights as an EAS employee. Here's the scoop!

ELM 650 establishes procedures related to disciplinary actions against employees not subject to collective bargaining (i.e., EAS employees) and emergency action for conduct. I encourage all NAPS members to take the time to not only read, but also study the entire *ELM 650* chapter. Fully understanding your rights as an EAS employee can help you throughout your postal career.

In brief, following are some helpful tips if you happen to be called into an USPS interview related to your postal unit or workplace performance. Although not under *ELM 650*, this next reference may play a role if you are

called into a Postal Service investigation. Here is why. Under *ELM* Section 665.3, "Cooperation in Investigations," employees must cooperate in any postal investigation, including Office of Inspector General (OIG) investigations.

Therefore, if you are called by your manager or the OIG to answer questions about your operation, mail delays, TACs issues, your performance or conduct or more per *ELM 650*, refer specifically to *ELM 652.4*, "Representation." It reads, in part: "Employees covered under these provisions may request representation during investigative questioning if the employee has a reasonable belief disciplinary action may ensue."

In most cases, an EAS employee may be called into an investigative interview (I&I), OIG investigation or told to report to their manager's office for a pre-disciplinary interview (PDI). Although PDIs are craft-based and not reflected in the *ELM* or recognized by NAPS, when called on to attend a PDI, it's best to follow the instruction, including that of an I&I and OIG investigation.

It's also best not to go alone. Exercise your right under *ELM 652.4* to have a representative present. In this case, I recommend you call your NAPS representative.

Once you are called into an I&I, OIG investigation or PDI, here are some recommended tips to consider:

- Per *ELM 652.4*, bring your NAPS representative. With NAPS, you are never alone, so don't go it alone.
- Be professional in your tone and manner at all times.

- Ask the reason for the investigation.

- Ask if there are charges being considered against you.

- When answering questions, keep answers short and factual.

- Tell the truth. Lying during an investigation could lead to additional charges or you being recognized as not cooperating.

- Answer only what is asked. Avoid speculating or elaborating beyond what is asked and what you know as fact.

- If you do not recall something, simply state you do not recall. Ask for information that might help you recall the answer being sought. Again, do not speculate on what you do not know.

Let me repeat, with NAPS, you never are alone. This column of about 700 words is not intended to provide a full understanding of your EAS rights under *ELM 650* but to give you a glimpse or taste of what information is out there as EAS/NAPS members to discover and make your lives better.

Besides recommending that you read and fully understand your rights under *ELM 650*, I highly encourage members to attend NAPS training. Such training doesn't cover just *ELM 650*, but explores a wide range of topics related to your postal career and rights as an EAS employee.

Check the NAPS website—naps.org—for upcoming NAPS training near you. I guarantee you won't be alone or have to go it alone when you attend NAPS training.

You also don't have to go it alone when tasting my ice-cream-flavor-of-the-month recommendation: white-chocolate peppermint. Take me with you!

brian4naps@aol.com



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Bob Levi

Director of Legislative & Political Affairs



One of my favorite television series was “ER,” a 15-seasons-long medical drama that aired on NBC between 1994 and 2009. Over the course of the series, I can’t

Postal Code Blue

fathom the number of times I heard the term “code blue” shouted by one of the program’s doctors or nurses.

In medical jargon, the term “code blue” alerts hospital personnel that a patient requires immediate resuscitation because of a medical crisis. Unless Congress acts, those who bleed “Postal Blue” will need to call a code blue.

On Oct. 15, House Oversight and Reform Government Operations Subcommittee Chairman Gerry Connolly (D-VA) convened a postal oversight hearing in Chicago to review postal performance. The hearing focused on the historically poor on-time performance in the Chicago metropolitan area.

Thirteen members of Illinois’ congressional delegation and Senate Majority Whip Richard Durbin participated in the hearing. Also testifying were Chicago’s new acting postmaster, a regional officer of the National Association of Letter Carriers and the deputy assistant Inspector General for the Postal Service.

One of the key legislative takeaways from the hearing was that Oversight and Reform Committee Chairwoman Carolyn Maloney (D-NY) announced she planned to introduce legislation to provide the Postal Regulatory Commission (PRC) with the authority to suspend Postal Service-

initiated operational changes that negatively impact performance, absent clear evidence that such changes benefit the agency and the American public.

In addition, Congress will be carefully watching postal performance during the peak holiday mailing season. Rather than looking at what percentage of mail meets the Postal Service’s newly established performance goals, Congress will be looking at how many days it takes from mail acceptance to mail stream delivery and how that duration compares with previous years.

Despite the enduring financial and operational instability presently characterizing the agency, there is considerable doubt that Washington policymakers will call a code blue for the Postal Service. The only viable legislative vehicle for postal relief, H.R. 3076, the “Postal Service Reform Act of 2021,” still was pending in the Ways and Means Committee as this issue went to press in mid-November.

In late October and early November, NAPS’ Massachusetts legislative activists urged Committee Chairman Richard Neal (D-MA) to have his committee either vote on H.R. 3076 or discharge it from committee consideration. NAPS members whose representatives sit on the Ways and Means Committee also conveyed a similar message to their members of Congress.

Finally, rank-and-file NAPS members communicated with their representatives, requesting they urge the Ways and Means Committee to report the bill to the House floor. This initiative follows a letter sent by the NAPS resident officers to House leadership, urging them to bring H.R. 3076 up for a floor vote.

We have pointed out this measure would bring financial stability to the Postal Service and promote key NAPS priorities that include repealing the mandate to prefund retiree health premiums, providing fair integration of FEHBP and Medicare for future postal retirees and protecting universal, sustainable and affordable postal products. NAPS has been advised that the Senate Homeland Security and Governmental Affairs Committee is poised to act on the measure once the House passes it.

NAPS Executive Vice President Chuck Mulidore has engaged with numerous key policymakers, including Homeland Security and Governmental Affairs Committee Chairman Gary Peters, House Oversight and Reform Committee Ranking Member James Comer (R-KY) and staff members of the White House Domestic Policy Council to discuss effective strategies to send postal relief legislation to President Biden’s desk for his signature. These conversations will continue and include a widening universe of key House and Senate legislators.

Tangential to legislation is a looming vacancy on the Postal Board of Governors. As of early November, President Biden had yet to nominate anyone to fill the vacancy created by Chairman Ron Bloom’s expiring term. Also, the likely Senate confirmation of Michael Kubayanda, who was renominated to the PRC, has been delayed. The Nov. 4 Senate Homeland Security and Governmental Affairs Committee confirmation hearing on his renomination was postponed due to Peters attending the funeral of Michigan’s former Rep. Dale Kildee.

Bloom’s term expires on Dec. 8; Kubayanda’s term expired on Nov. 22. It is expected the Senate will confirm Kubayanda in December, but it is

Continued on page 26

PERF Offers a Helping Hand

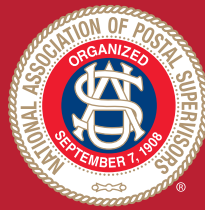
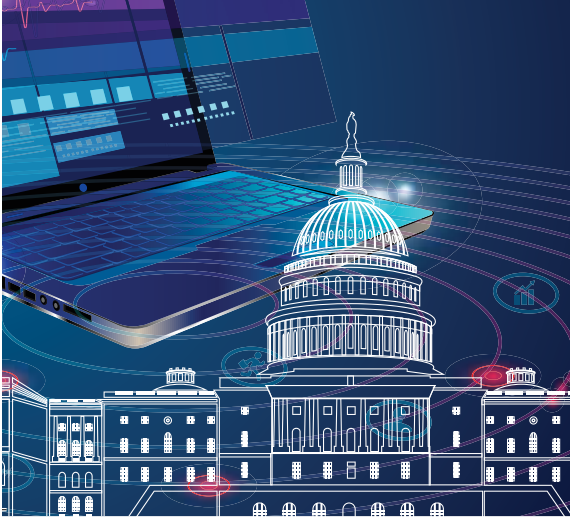


From tornadoes to floods and winter storms, many parts of the nation are experiencing extreme weather. The Postal Service is reminding employees they can turn to the Postal Employees Relief Fund (PERF). The fund helps postal employees and retirees whose homes were significantly damaged by natural disasters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

2022 LEGISLATIVE TRAINING SEMINAR
MARCH 27 - 29, 2022

CRYSTAL GATEWAY MARRIOTT HOTEL
ARLINGTON, VIRGINIA

Promoting NAPS' Legislative Agenda

The 2021 LTS will focus on promoting three unshakable NAPS priorities: Legislating a fair and equitable consultative and adverse action appeals process for all EAS-level postal employees, creating the statutory framework for a financially and operationally sound Postal Service and protecting the hard-earned retirement benefits of current and future NAPS retirees.

As the entire country and the U.S. Capitol emerge from the almost two-year-long coronavirus pandemic, NAPS is committed to equip LTS delegates with effective tools and essential information to be visible and articulate legislative advocates on behalf of all NAPS members. LTS delegates, whether first-timers or veterans, will benefit from engaging legislative

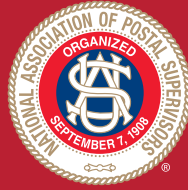
seminars, hearing from key legislators and delivering our message to Capitol Hill on legislation that impacts NAPS members and the U.S. Postal Service.

Fundamental to our Washington mission is to become more comfortable with new ways to communicate with Congress and conduct meetings with our elected officials. Despite the proven importance of the Postal Service in delivering letters, periodicals, packages—and, yes, even democracy—NAPS LTS delegates still need to educate members of Congress about how the Postal Service continues to be an integral part of our nation's essential infrastructure.

Delegates will be advising legislators of the importance of the Postal Service to the mailing public, mail recipients and American businesses. Legislation to enhance mail service benefits all America.

Finally, LTS delegates will advise legislators to reject any proposals to tamper with the earned benefits of NAPS members.





NATIONAL ASSOCIATION OF POSTAL SUPERVISORS
2022 LEGISLATIVE TRAINING SEMINAR
MARCH 27 - 29, 2022

CRYSTAL GATEWAY MARRIOTT HOTEL
 ARLINGTON, VIRGINIA

2022 Legislative Training Seminar Registration Information

Hotel room block expires on March 2, 2022 • LTS registration closes on March 13, 2022

Online registration for LTS will be available on Nov 30. More information will be available on the NAPS website at naps.org.

LTS Registration Fee—\$225

The 2022 LTS online registration fee is \$225 if registration is submitted on or before March 6. After March 6, the fee is \$300. **No LTS registrations or payments will be accepted after March 13.**

No on-site registrations will be accepted.

Each official LTS registrant will receive an LTS confirmation receipt from NAPS Headquarters via email immediately after completing registration. If you registered for LTS and did not receive your confirmation, contact NAPS Headquarters immediately.

Refund Requests

All refund requests must be submitted in writing and received at NAPS Headquarters on or before March 18. All approved refunds will be paid on approval.

Substitutions

If you need to make a substitution of an LTS registrant, call NAPS Headquarters at 703-836-9660. All requests for LTS delegate substitutions must be received no later than March 18. No substitutions will be honored after March 18. **On-site LTS substitutions will not be allowed.**



Marriott Crystal Gateway
 1700 Richmond Hwy
 Arlington, VA 22208

Hotel Rates and Reservations

Delegates and guests attending the 2022 LTS are responsible for making their own lodging reservations directly with the Marriott Crystal Gateway Hotel.

To make a reservation, please call the Marriott at 703-920-3230 or toll-free at 877-212-5752. Reference the group's name: **National Association of Postal Supervisors**. To reserve a room online, go to www.naps.org.

The LTS single/double room rate is \$275, plus applicable state and local taxes. Check-in time is 3 p.m.; check-out, noon.

The room block expires on March 2, 2022. Reservations made after that date may be at a higher room rate, if available at all.

To guarantee reservations, the hotel must receive a deposit of one night's room rate and tax by major credit card at the time of the reservation.

Cancellations must be received at least 24 hours before arrival or the deposit will be applied to your credit card. The hotel confirmation is your responsibility.

NAPS Headquarters does not confirm lodging reservations.

68th NAPS National Convention Committees *New Orleans*



Preparations continue for the 68th NAPS National Convention in New Orleans, Aug. 8-12, at the Hyatt Regency. One of the major requirements for a smooth-running convention is the selection of delegates to serve on various national convention committees. All members should be mindful of several important rules concerning committee assignments:

- NAPS members no longer have to get their branch president's recommendation for a national convention committee assignment.
- Members may self-nominate for their national convention committee selections. Self-nominations may be made **online only** through NAPS' committee registration process at www.naps.org. No mail-in, fax or email requests will be accepted.
- All committee members must be registered for the national convention and be certified delegates prior to the NAPS national president's committees' selections.
- All national convention committee members must be registered guests of the Hyatt Regency New Orleans from the date of their first committee assignment until the conclusion of the convention on Friday, Aug. 12.

Committee chairs will verify hotel registrations of their respective committee members.

- Delegates serving on committees will receive lodging and per diem as follows: Credentials & Registration—two nights' lodging and two days' per diem; Audit, Constitution & Bylaws, Postmaster, Resolutions and Rules—one night's lodging and one day per diem; Assistant Secretaries and Sergeants-at-Arms—\$100 per day, no lodging.
- A national convention committee may have only one branch member appointed per committee, unless granted an exception by the NAPS national president. Furthermore, committees may have up to 25% of members who never before have served on a national convention committee.

When expressing an interest in serving, members must give careful consideration to the fact that one committee will meet on **Saturday, Aug. 6**, and the others on **Sunday, Aug. 7**, in advance of the convention's opening day. Some committees will meet throughout the national convention.

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

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

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

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

For the 68th National Convention, self-nominations may be made only through NAPS' online committee registration process at www.naps.org. No mail-in, fax or email requests will be accepted. **The deadline to request consideration for a committee is midnight, March 31, 2022.** No requests will be accepted after the deadline.

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

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

Audit (Sunday, Aug. 7, 10 members)—Audits four months of NAPS financial records chosen by the chair and assistant chair from the previous two fiscal years. Discrepancies or errors, if any, are noted and a written report (to the secretary/treasurer) and verbal report (to the entire convention) are made.

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

Only the Ballot and Election Committee chair and assistant chair are notified of their selection before the convention. Members of this committee do not know they have been selected until their names are read by the NAPS

national president on Tuesday of the convention week.

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

Constitution & Bylaws (Sunday, Aug. 7, 16 members)

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

Credentials & Registration (very early Saturday, Aug. 6, 21 members)—Processes the registrations of all NAPS and Auxiliary delegates and guests. Committee members verify credentials and hand out name badges,

One Books, delegate cards, souvenirs bags and more.

Postmaster (Sunday, Aug. 7, 12 members)—Reviews matters of particular interest to postmaster members. Will meet with members of the NAPS Executive Board Postmaster Committee.

Resolutions (Sunday, Aug. 7, 14 members)—Reviews all resolutions (except those related to the *NAPS Constitution & Bylaws*) having to do with pay, working conditions and postal policy.

Rules (Sunday, Aug. 7, six members)—Reviews and edits the convention rules and ultimately provides each delegate with a copy of the rules.

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

Again, the Self-Nomination National Convention Committee Request is available online at www.naps.org. Delegate credential information will be mailed to branches before Dec. 31, 2021. Final committee assignments will be made by the NAPS national president.

When nominating yourself for a national convention committee, indicate your first, second and third choice (if applicable) committee assignment. **All committee requests must be received by midnight, March 31, 2022.**

Please note: No committee recommendation will be considered unless the delegate has registered and submitted their credential prior to the national president's selection of committees on April 20. All those requesting national convention committee consideration will be subsequently notified whether or not they have been selected for a committee assignment.



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
Kerns, John	CO	Branch 141
Pashinski, Myrna	CO	Branch 65
Austin, William	CT	Branch 47
Douglas, Lisa	CT	Branch 5
Moss, Donalda	DC	Branch 135
Bock Jr., Robert	FL	Branch 406
Gilbert, Belinda	FL	Branch 425

McHugh, James	FL	Branch 386
Mullins, Kym	FL	Branch 81
Quinlan, Robert	FL	Branch 154
Sebastian, Gerald	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Williams, Carolyn	FL	Branch 146
Lum, Chuck	HI	Branch 214
Lum, Laurie	HI	Branch 214
Maxwell, Sherry	IL	Branch 255
Moreno, Luz	IL	Branch 489
Wagner, Brian	IL	Branch 255
Foley, Paul	MA	Branch 120
Rosario Jr., Arnold	ME	Branch 96
Trayer, Kevin	MI	Branch 142
Randall, C. Michele	MD	Branch 531

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 Oct. 31, 2021)

National Aggregate:

\$199,555.86

National Per Capita:

\$7.31

Region Aggregate:

1. Western	\$46,505.50
2. Eastern	\$43,728.00
3. Southern.....	\$42,287.50
4. Central.....	\$35,395.02
5. Northeast.....	\$31,639.84

Region Per Capita:

1. Western	\$8.00
2. Central.....	\$7.59
3. Eastern	\$7.36
4. Southern.....	\$7.16
5. Northeast.....	\$6.37

Area Aggregate:

1. Southeast	\$23,827.00
2. Capitol-Atlantic	\$22,485.10
3. Pacific.....	\$21,494.50
4. Mideast	\$17,841.00
5. New York	\$15,264.34
6. Northwest.....	\$13,276.00
7. Rocky Mountain.....	\$11,735.00
8. New England	\$11,115.50
9. Illini	\$10,341.00
10. North Central	\$10,225.00
11. Texas	\$10,185.50
12. Michiana.....	\$10,172.02
13. Pioneer	\$ 8,661.90
14. Cotton Belt.....	\$ 5,044.00
15. MINK	\$ 4,657.00
16. Central Gulf	\$ 3,231.00

Area Per Capita:

1. Northwest.....	\$11.67
2. North Central	\$10.89
3. Southeast	\$10.43
4. Michiana.....	\$ 8.71
5. Rocky Mountain.....	\$ 7.70
6. Illini	\$ 7.67
7. Capitol-Atlantic	\$ 7.60
8. Mideast	\$ 7.49
9. Pacific.....	\$ 6.82
10. New England	\$ 6.76
11. New York	\$ 6.26
12. Pioneer	\$ 5.85
13. Texas	\$ 5.57
14. Cotton Belt.....	\$ 5.13
15. Central Gulf	\$ 4.02
16. MINK	\$ 3.85

State Aggregate:

1. Florida	\$22,149.00
2. California	\$18,344.50
3. New York	\$14,869.34
4. Illinois.....	\$10,341.00
5. Texas	\$10,185.50

State Per Capita:

1. North Dakota	\$ 35.82
2. Maine	\$ 25.67
3. Hawaii	\$ 20.32
4. South Dakota.....	\$ 18.32
5. Montana	\$ 17.21

Drive for 5

Members by Region:

1. Southern.....	44
2. Central.....	43
3. Eastern	42
4. Western	36
5. Northeast.....	32

Aggregate by Region:

1. Western	\$14,410.00
2. Eastern	\$13,785.00
3. Southern.....	\$13,619.00
4. Central.....	\$12,117.00
5. Northeast.....	\$11,182.34

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
Needham, Timothy	OH	Branch 186
Butts, Ivan	PA	Branch 355
Kernahan-Beals, Carol	PA	Branch 387
Green, Shri	TN	Branch 41
Austin, Jessie	TX	Branch 122
Green Jr., Richard	VA	Branch 98
Krogh, Charlie	WA	Branch 31
McCracken, Cindy	WA	Branch 61

October Contributors

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

Kerns, John	CO	Branch 141
Pashinski, Myrna	CO	Branch 65
Austin, William	CT	Branch 47
Bock Jr., Robert	FL	Branch 406
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Williams, Carolyn	FL	Branch 146
Lum, Chuck	HI	Branch 214
Lum, Laurie	HI	Branch 214
Maxwell, Sherry	IL	Branch 255
Rosario Jr., Arnold	ME	Branch 96
Needham, Timothy	OH	Branch 186
Green, Shri	TN	Branch 41
Green Jr., Richard	VA	Branch 98

VP Elite (\$750)

Valuet, John	ID	Branch 915
Harmon, Rosemary	KY	Branch 920
Amergian, Raymond	ME	Branch 96
Evans, Darius	NY	Branch 85
Forde, Nicholas	NY	Branch 202
Skjelstad, Aric	OR	Branch 66
Yut, Rachele	OR	Branch 66

Secretary's Roundtable (\$500)

Melchert, Pamela	AK	Branch 435
Hilliard, Ricky	IL	Branch 489

Continued on page 26

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 24

Robinson, Theresa	NC	Branch 299
Timothy, Pat	NJ	Branch 548
Englerth, Scott	NY	Branch 11
Jessmer, Spencer	NY	Branch 11
Paige, Lillie	OH	Branch 46
Weber, Camron	SD	Branch 946
Brooks, Lamaricus	TN	Branch 41
Cooper, Karen	TX	Branch 124
Hubbard, Jim	VA	Branch 22
Taylor, Georgia	WA	Branch 31
Simmons, Brandi	WI	Branch 213

Chairman's Club (\$250)

Carson, John	AL	Branch 901
Collen, Helen	CT	Branch 3
Wright, Marcellus	DC	Branch 135
Hoerner, Thomas	FL	Branch 420
Alos, Kanani	HI	Branch 214
Crowe, Brian	IL	Branch 14
Wesley, Nancy	IL	Branch 493
Coleman-Scrugs, Toni	IN	Branch 171
Moreau, Steven	MA	Branch 102
Gramblin, Reginald	MD	Branch 531
Bradley, Anthony	MI	Branch 142
Felicioni, Dora	MT	Branch 929
Perman, Kally	MT	Branch 929
Stephenson, Tabitha	MT	Branch 929
Barrett, George	NJ	Branch 74
Bell, Andrew	TN	Branch 32
Blakely, Kathy	TN	Branch 41

Supporter (\$100)

Nash, Leon	AL	Branch 45
Summerfield, John	CO	Branch 65
Ross, Randy	FL	Branch 81
Lacey, Lynn	IL	Branch 489
Webb, Marcel	IN	Branch 8
Waddell, Corey	KS	Branch 52
Smiley, David	KY	Branch 390
Clarke, Shirley	LA	Branch 73
Hampton, Annette	LA	Branch 73
Lastrapes, Ebony	LA	Branch 209
Rowel, Cornel	LA	Branch 73
Lewin, Kim	MA	Branch 118
Saccoccio, Michaela	MA	Branch 6
McCarthy, Bernard	MI	Branch 23
Roundtree, Wanda	MI	Branch 140
Nelson, Matthew	MN	Branch 104
Marley, Carol	MO	Branch 131

Holland, Dana	ND	Branch 937
Leingang, Michael	ND	Branch 937
Fuller, Tamyra	NE	Branch 64
Henkel, Tammy	NJ	Branch 287
Walker, Veronica	NJ	Branch 237
Schnepple, Kathleen	NM	Branch 295
Andersen, Karen	NV	Branch 463
Yuen, John	NY	Branch 100
Bennett, Kelley	OH	Branch 33
Kolecki, Michele	PA	Branch 941
Robinson, Andrea	PA	Branch 35
Rodriguez, Jose	PR	Branch 216
Branch, Shaun	RI	Branch 105
Giorgio, Victor	RI	Branch 105
Moore, Delisa	SC	Branch 228
Blanck Lovelace, Deborah	SD	Branch 946
Magnuson, Sonny	SD	Branch 946
Young, Laura	SD	Branch 946
Shoemaker, Justin	TN	Branch 165
Hensley, Sheila	TX	Branch 124
Irving, Mary	TX	Branch 122
Slaughter, Donna	TX	Branch 229
Zamudio, Juan	VA	Branch 526
Haslett, James	WA	Branch 31
Reedy, James	WA	Branch 61
Abrams, Darlene	WI	Branch 72
Burdick, James	WI	Branch 213
Canada, Pamela	WI	Branch 72

Legislative Update

Continued from page 16

unclear what will happen on the Board of Governors.

Finally, NAPS members should prepare for an exciting, instructive and effective 2022 Legislative Training Seminar, March 27-29. We will be rolling out more information about LTS in the coming weeks.

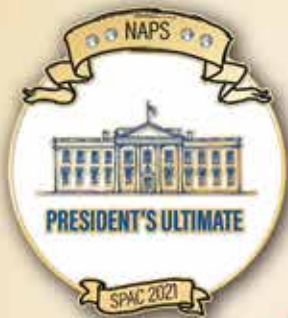
Successfully engaging legislators is our goal. As much as practicable and consistent with accepted health standards, we will seek in-person meetings and presentations. And we will strive to demonstrate how congressional action—or inaction, as we have seen most recently—impacts the American public and, most importantly, NAPS members.

In this election year, we must ensure that elected policymakers seeking our votes and support are clear about NAPS' legislative priorities. One of the most valuable tactics is to be present and counted among the NAPS delegates attending LTS. We need to ensure that Congress responds to the "Postal Code Blue."

naps.ri@naps.org

Here Are the 2021 SPAC Pins

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



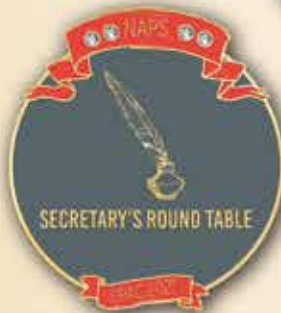
President's Ultimate SPAC

\$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.*



BURNOUT

Know the
Signs and
What You
Can Do

Submitted by the USPS Employee Assistance Program

Burnout is a real concern for working individuals. It impacts our physical and mental health. Feeling overwhelmed and overworked can result in high levels of stress. And high levels of stress for prolonged periods can result in physical and mental exhaustion, which causes burnout.

Burnout can negatively impact your work performance, keep you from enjoying time with your family and inhibit your ability to relax outside of work and can cause health concerns, such as depression and high blood pressure. Burnout also can increase your risk

for cardiovascular disease and diabetes. It is important to pay attention to the signs of burnout and know what to do.

Following are signs you might be headed toward burnout:

- Forgetfulness and difficulty concentrating or focusing
- Loss of pride in your work
- Losing sight of yourself and your goals
- Problems maintaining relationships and being present with your family and friends
- Frustration and irritability with co-workers and employees
- Unexplained muscle tension, stomach

or bowel problems, aches and pains, headaches and fatigue

- Using food, drugs or alcohol to feel better or help you relax
- Problems sleeping
- Lack of energy to be productive
- Feeling depressed or even angry
- Starting to feel resentful toward your work environment

The first step is recognizing burnout and acknowledging you are experiencing it. Next, it is time to evaluate the possible causes. Burnout could be due to unclear job expectations, dysfunctional workplace dynamics, an inability to find your right work/life balance or feeling you have no control in your job, such as in your schedule or workload. Identifying the source is important to finding a solution to help improve your overall well-being.

If you are spending more and more time at work, perhaps you have taken on too many commitments or responsibilities. It is easy to become bitter toward your work environment if you say “yes” to every extra assignment that comes your way. Some people find it difficult to say “no” because they fear appearing incompetent or unprofessional.

It is important to have healthy boundaries inside and outside of work when it comes to committing to tasks. Say “no” in a professional manner by emphasizing you would be glad to help, but, right now, you don’t believe your schedule would allow you to complete the request in a timely manner. Overcommitting can result in a poor work/life balance. If work takes up so much of your time that you don’t have the energy to enjoy time with family and friends, you already may be experiencing burnout.

The key to overcoming burnout lies in you. You can do this by prioritizing your work, delegating tasks to others, having a conversation with someone you trust about your work-

load and productivity and, most importantly, leaving work at work.

Once you have left work for the day, find a little time to relax before you get home. For some, the drive home and listening to upbeat music is enough to help focus and disconnect from the office. Others may need to stop at the park and take a brief walk or stop at the gym and get in a workout before going home for the day.

When we are feeling overwhelmed and stressed, we need to have compassion for ourselves and include some extra self-care into our daily routine. If we allow ourselves to reach the point of burnout, we might start feeling like a failure or questioning our purpose in life. You might feel powerless to achieve your goals.

Extend yourself the same support and love you would to a friend who is struggling with the same issue. Ensure you are taking care of yourself by:

- Getting enough restful sleep
- Spending time with family/friends; alone-time is important, too
- Getting some exercise each day
- Taking time out of your day to read a chapter in that book you’ve never had time to read
- Eating nutritious meals (avoid processed foods) and staying hydrated
- Giving yoga, meditation or other mindfulness techniques a try to help with relaxation

Mindfulness techniques are used to help us stay fully present and in the moment. It is a way to be aware of where we are and what we are doing as opposed to being overly reactive or overwhelmed by what is going on around us. If you find your attention slipping away to future tasks or thinking about past problems, meditation might be helpful in reigning those thoughts in and bringing you back to the here and now.

Meditation is one technique you can use to bring some peace and

calm into the middle of your hectic day. Even a short, 10-to-15-minute meditation is enough to regroup and can lead to an increase in productivity and a decrease in stress.

There are many free, guided meditations available on YouTube. It may sound strange or exotic at first, but don’t be shy, give it a try! As you listen to the presenter and follow their instruction, notice the areas in your body that feel tense or tight. You might be surprised at just how calm and collected you feel after a short meditation session.

A short, 10-to-15-minute meditation can be easily included in your workday. Put it on your calendar and make a commitment to include it in your daily routine. Take notice of your body during the day. If your shoulders and neck are feeling tight, it might be a good time to take that meditation break. Meditation also is great to include in your nighttime routine to promote relaxation and restful sleep.

Burnout often leads to negative thinking, which, in turn, leaves us feeling unhappy and can lead to depression. When everything appears to be going wrong or feels out of control, it can be difficult to develop the habit of positive thinking. With some practice, though, it can be done.

You might find it helpful to start each day being thankful for what is going well in your life. Nothing is all bad all the time, but our thoughts sometimes may have us believing otherwise.

What are you grateful for? Your spouse, significant other, family, being employed, having a comfortable home, having transportation? Start small and take a moment to count your blessings. If you can focus on what is going well, it makes what is going wrong a little less impactful in the overall scheme of things.

Continued on page 30

A Wonderful Time of the Year!

By Joe Bodary

The holiday rush is here, excitement is in the air! Co-workers are bringing in treats. Christmas carols are playing. Holiday help has arrived, penalty overtime goes away, package volume increases and the workforce is happy and content. At least this is what we expect.

Then, reality sets in. The ideal scenario just mentioned may not happen. How you react to the missing pieces will be crucial to your own holiday enjoyment.

I remember many Christmas seasons that were hectic with volume overload, package overload, not enough people, getting dark too early. I didn't enjoy the season. You work hard all year and should enjoy the season like everyone else does. So, take a deep breath and let's go!

Keep calm. If you appear frantic, it shows loss of control to craft employees. They look to you as the leader; deep breaths will help you remain calm. Plus, you think better when you are calm.

The goal is to get everything de-

livered every day. With that in mind, you have to prepare for obstacles along the way; have a plan. We always went over the schedule and plan the night before. For example, if you are short-staffed, know who your overtime people are and use them. Keep one or more as a backup in case an obstacle pops up during the day.



Remember, as package volume increases, standard mail decreases. Although First-Class Mail may increase with holiday greeting cards, it's not significant. Know your volumes! A lot of carriers and clerks think they are swamped because it's the holidays, but you should be able to show it's not as much as they think. Calm them down and you got it.

Take time for yourself. Make sure you go out for lunch every day. If you brought your lunch from home, eat it in your car. Getting out of the office helps calm you down and refreshes your energy. Maybe you can check on a few carriers on your way back.

You always should check on your new carriers or holiday CCAs. They are not experienced enough to judge how far they are. If you don't check

on how they are doing earlier in the day, you could get a surprise at the end of the day.

Thank your employees. Acknowledge the hard work they do and thank them for doing it, either on their return from the field or the next morning. Keep in mind when they leave the building, they are dealing with traffic, dogs and other animals, snow, ice, cold temperatures, bad sidewalks, porches, steps and darkness. Thanking them will help make them feel better about the job and appreciated.

Take time with you family. The reason you are working is to provide for yourself and your family. You may be exhausted when you get home and may need to rest a bit, but save some time to enjoy your family. Play games, decorate the house, go shopping, go out to eat, visit holiday displays, read stories—there's so much you can do with them.

With these simple items, you will be able to say, "It's the most wonderful time of the year." Happy holidays!

jbod@aol.com

Joe Bodary, retired postmaster, is Michigan State Branch 95 corresponding secretary.

Burnout: Know the Signs and What You Can Do

Continued from page 29

Being resilient and overcoming challenges start with identifying the problem and looking for solutions. We all know burnout is a real issue in the workplace. By acknowledging you are experiencing burnout and

looking for solutions, you are fostering resilience when faced with the next challenge.

Your USPS Employee Assistance Program is here to help! If you find yourself struggling with burnout, feeling overwhelmed by your daily tasks or would like some support in implementing mindfulness tech-

niques and self-care, give us a call at 800-327-4968 (800-EAP-4YOU); TTY: 877-492-7341. Or visit EAP4YOU.com for more information.

Your EAP consultant or clinician can provide individual coaching and group training to help you and your team become more productive, efficient and manage burnout.

Notes

from the National Auxiliary

My Heart Is Smiling

Patricia Jackson-Kelley

Immediate Past President

As I write this column, my heart is filled with pride for having served five years as National Auxiliary president. I can declare with absolute certainty that every effort was made to perform the duties of the office as outlined in our National Auxiliary Bylaws with the support of the officers and members of our organization. Stepping aside allows me the privilege of sharing final thoughts of appreciation as I transition into the new role of immediate past president.

Many of you have heard my declaration of intent to support my husband George Kelley with his NAPS obligations. As I climbed the stairway to success leading to national president, it became clear my husband's goal was not mine.

I often asked myself, "What have I gotten myself into?" Through the grace of God, faith and hard work, things have worked out. I owe my husband a debt of gratitude for his continued love and support. Thank you for standing by my side and giving me the strength to carry the truth for this great organization.

Although my branch, Los Angeles Branch 39, may not be the largest in membership numbers, the support they have provided speaks volumes. A challenge most branches face has been the ability to recruit new members. As membership increases, let's work to increase Auxiliary numbers by encouraging our spouses, children over the age of 16



or designated representatives to join.

The support I received from the Auxiliary Executive Board has played a pivotal role in my success. Bonita Atkins, our secretary/treasurer, has been a mentor and giving force. I am blessed to have had the support of the "A" team.

As I close, I must recognize NAPS Immediate Past President Brian Wagner and his executive team. Each gave a high level of commitment to their role.

Your competence as officers and leaders shows your vote of confidence in this phenomenal organization.

As I pass the baton, I look forward to working with the newly elected team of NAPS President Ivan and National Auxiliary President Laurie Butts. It is with a grateful heart I know NAPS is in capable hands.

So long for now.

geekell@aol.com



On the Move?

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

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

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

National Auxiliary Executive Board

National Officers

Laurie D. Butts

President

(484) 988-0933; laurie.d.butts@comcast.net

Beverly Austin

Executive Vice President

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Bonita R. Atkins

Secretary/Treasurer

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Felecia Hill

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Patricia Jackson-Kelley

Western Region and Immediate

Past President

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Area Vice Presidents

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Skip Corley

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Linda Rendleman

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Mary Caruso

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Jane Finley

Southeast Area

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Shirley Bradford

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(254) 662-9666; andawaywego2007@hotmail.com

May Nazareno

Pacific Area

(415) 312-5813; mayumibarrion@gmail.com

Region vacant: Northeast

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



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