

the Postal Supervisor

December 2022



**NAPS Executive Board
Committed to
Working for You**



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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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EAS Employees Set the Standard

As we move from Thanksgiving to Christmas, I want to wish my entire NAPS family a joyous and beautiful holiday season. This time of year always poses challenges to us as managers as we deal with employees who may be struggling with personal issues.

We recently witnessed the devastation of these struggles with the death of a young 204-B in Chattanooga, TN, at the hands of a mail handler. Such problems can be magnified due to the holidays. We all must deal with our personal life issues. But, through it all, we must remain the guiding force to ensure the Postal Service continues to move the mail during this critical time of year.

Your efforts bind our 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 these results firsthand when my son received care packages I sent during the holidays he spent in Iraq.

Because of your dedication to providing the highest-quality service possible to the American public, the lives of not only my son, but also the lives of others in his unit, were blessed. I forever will be grateful to America's Postal Service for being there for our men and women in the military.

Your commitment to excellence is further demonstrated during this period of the agency's constant change and subjective leadership. We still operate in an age where the words "dignity and respect" are empty and seldom spoken by postal leaders. They appear unable or un-

willing to make them more than just two nouns with a conjunction in between when it was the flavor of the month.

This disengagement, understandably, could harden our hearts as it impacts our lives and how we manage 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. Thank you.

There is a good reason why we never can give up serving America or fighting for the members of NAPS, despite being pressed down in service. On March 23, 2021, the USPS unveiled its 10-year plan. The agency admitted, "We have failed to meet service commitments to our customers for many of our mail and package products. In particular, we have not met First-Class Mail service targets in eight years. This is due to both unattainable service standards and a lack of operational precision."

Despite NAPS voicing this issue to the USPS since 2009, we have seen no action to address and correct this postal fact that has led to the suppression of EAS

pay for years. What was most striking to me was this text from the 10-year plan was an unsolicited statement being used to justify diminishing service to America. We must continue to stay strong, brothers and sisters.

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 together the people of America. And thank you for your pledge to support our efforts to live up to the mission statement of our great association.

God bless, merry Christmas and best holiday wishes to you and your family.

In solidarity ...

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Ivan D. Butts
President

The Postal Supervisor 2023 Production Schedule

Issue	Copy Deadline*	Mails
JAN	11-28	12-22
FEB	1-4	1-31
MAR	1-30	2-23
APR	2-21	3-21
MAY	3-31	4-25
JUN	4-28	5-23
JUL	5-25	6-20
AUG	6-28	7-25
SEP	8-1	8-29
OCT	9-5	10-3
NOV	10-4	10-31
DEC	11-1	11-30
JAN '24	12-1	1-2
FEB	1-4	1-31

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

The 10-Point Plan

During my 33 years with the U.S. Postal Service—22 as an EAS employee at various levels of management—I heard about employee satisfaction. From the “Voices” we used to hear, to the concept of “Engagement” and onward to “Delivering for America,” the USPS has claimed that customer satisfaction is a critical piece for the long-term survival of the agency.



Chuck Mulidore
Executive Vice President

While customer satisfaction is important, the quality of EAS work life, or EAS engagement, has not been a factor that USPS senior leadership ever has seriously addressed, as is obvious by the way senior leadership treats EAS employees in the Postal Service. Nor is it addressed in the “Delivering for America” plan. There is, however, ample evidence that many visionary companies promote employee satisfaction as

the key to company survival.

The theory is that when employees are well motivated, they naturally will take care of their customers. “My philosophy is put your employees first, your customers second and your investors third and, in the end, everyone will be happy.” Such is the business philosophy of Sir Richard Branson, entrepreneur and business leader and founder of Virgin Group.

Obviously, we know this is *not* the business philosophy of the USPS, as has been measured over the years and is reflected in today’s bottom-dwelling employee satisfaction scores in employee engagement surveys. In the interest of discovering what employees seek in terms of satisfaction at work, I referenced a 2009 survey by the Society for Human Resource Management (SHRM). This study looked at 24 factors regularly thought to relate to employee satisfaction. Interestingly, the study found that employees identified these five factors as the most important:

1. Job security

Fiscal Year 2022 Review of the NAPS Disciplinary Defense Fund (DDF)

The following information for NAPS FY22, June 1, 2021, through May 31, 2022, was shared with the NAPS Executive Board at its October 2022 meeting:

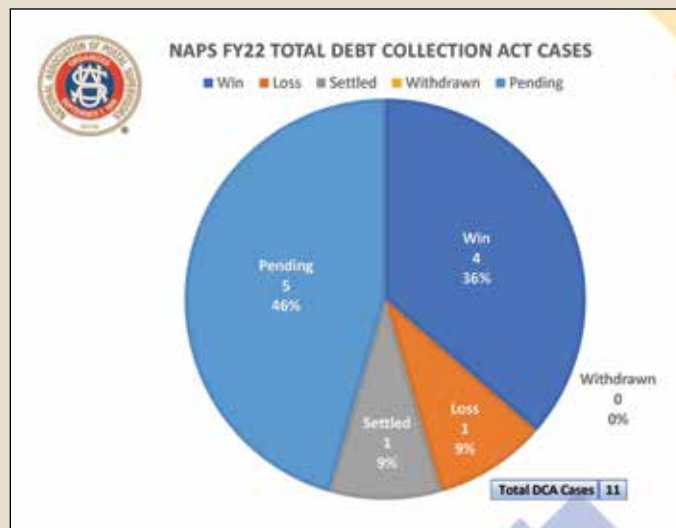
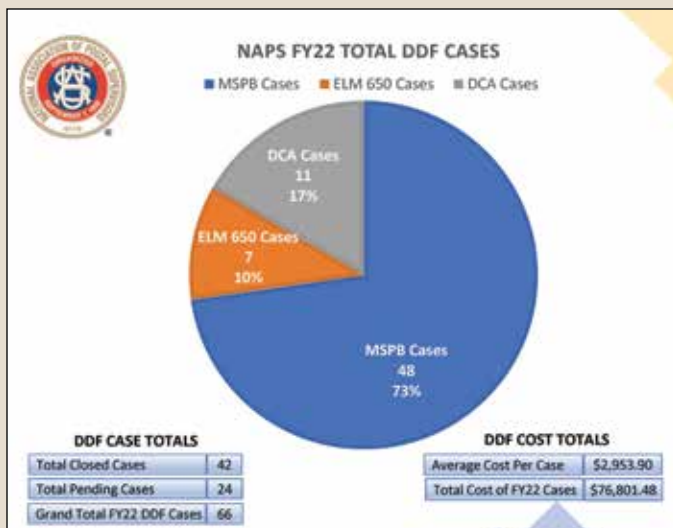
NAPS continues to see excellent and successful representation of its members through DDF monies allot-

ted to members at no out-of-pocket costs to them in defense of adverse action and Debt Collection Act (DCA) cases. The slides give an overview of NAPS’ performance in advocacy for its members.

Total case data highlights average cost-per-case far below \$3,500 per

DDF case, with the option to request additional funds for depositions (as needed). The DDF remains a no-additional-cost benefit to you as part of your NAPS membership.

The majority of NAPS’ DDF monies are used representing members in cases before the Merit Systems Protec-



- 2. Benefits—especially health care—with the importance of retirement benefits rising with the age of the employee
- 3. Compensation/pay
- 4. Opportunities to use skills and abilities
- 5. Feeling safe in the work environment

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

- 6. The employee's relationship with their immediate supervisor
- 7. Management recognition of employee job performance
- 8. Communication between employees and senior management

- 9. The work itself
- 10. Autonomy and independence in their jobs

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

- The organization's commitment to a green workplace
 - Networking opportunities
 - Career development opportunities
 - Paid training and tuition reimbursement programs
 - The organization's commitment to professional development
- While NAPS does support employees having the opportunity to improve their work lives through

Continued on page 6

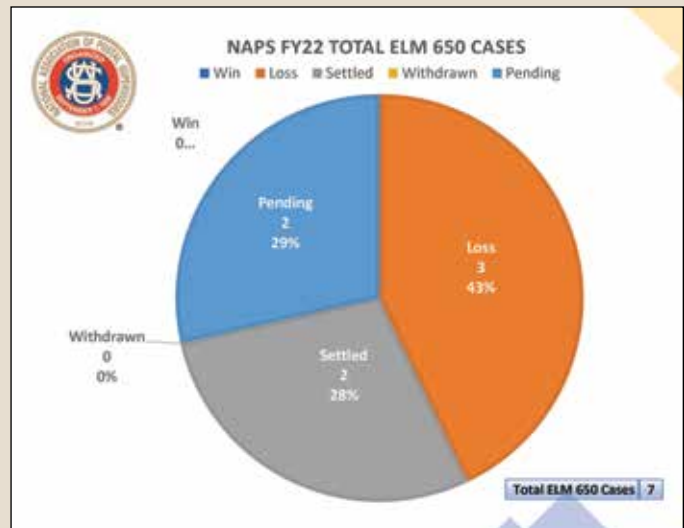
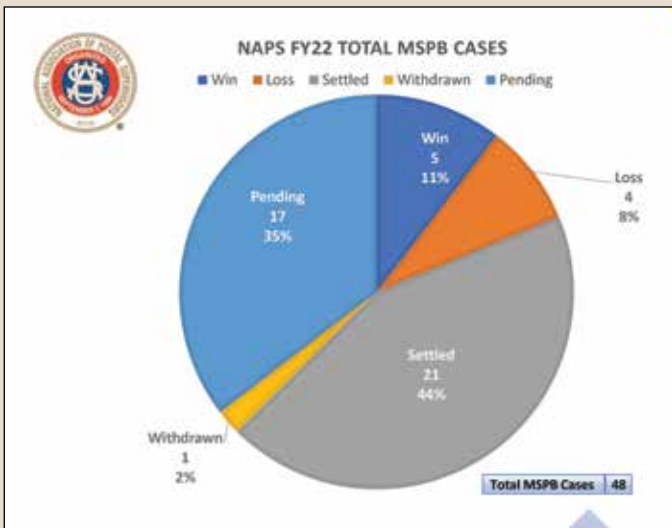
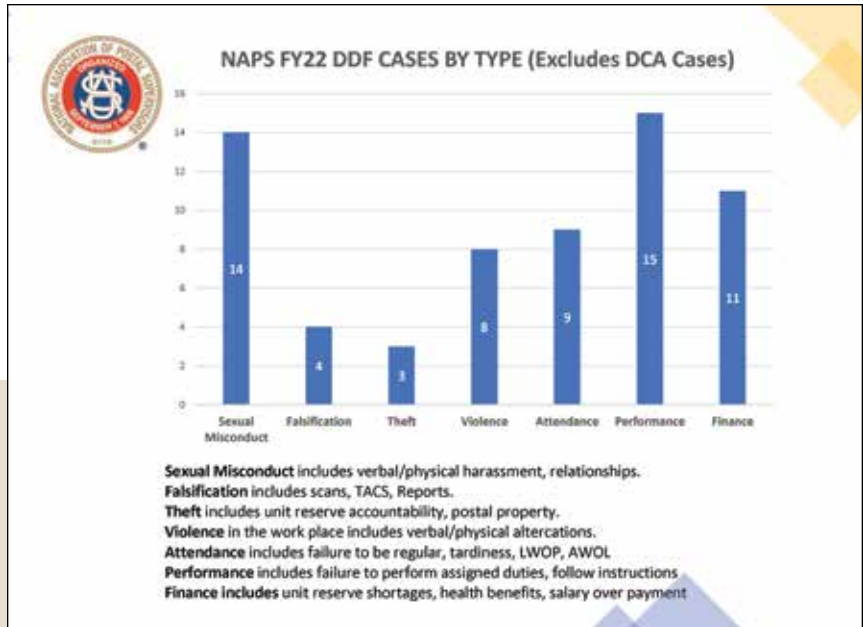
tion Board (MSPB). The performance of our DDF provider, Labor Relations Admin Group LLC, in the MSPB arena continues to be outstanding.

Performance in DCA cases continues to be highly favorable for NAPS members, as well. NAPS' performance in ELM 650 hearings will be looked at more closely as we develop our legislative agenda for 2023 in support of

MSPB rights for all EAS employees.

The last area of information is the types of cases alleged by the USPS

against NAPS members and the breakdown of cases per NAPS area. These slides speak for themselves.



My Favorite Time of Year

The holiday season is here! This always has been my favorite time of the year. Despite the hectic days working during peak season, I remember seeing the happiness and satisfaction on customers' faces; assisting them in the lobby made it all worthwhile.

This is the time of year when package volume soars and postal employees are asked to meet monumental

demands and challenges. And you meet those challenges year after year. It is your dedication and commitment that bring happiness and joy to so many!

May this holiday season be bright and the year ahead turn out to be just right. Warmest wishes for good health and happiness to you and your family.

Membership—yes, you guessed it! I cannot forget about membership. I want to give you an update

on Resolution #9 passed at our 68th National Convention this past August in New Orleans. We are working with the Postal Service to acknowledge using a member's Finance number where they are domiciled, plac-

ing them into that specific branch. The Postal Service has been informed and is assessing what programming is needed to accomplish this change.

We also are looking into using employee identification numbers (EINs) instead of full Social Security numbers (SSNs) on 1187s. We still may need the last four digits of SSNs for tracking purposes, but are trying to get away from requiring the entire number. We are working with the Postal Service on this initiative, as well.

I want to sincerely thank those who are actively recruiting new members. At our recent Executive Board meeting in October, the Executive Board Postmaster Committee committed to reach out to nonmember postmasters and explain the benefits of belonging to NAPS. Thanks to Committee Chair New York Area Vice President Dee Perez and his committee members Midwest Area Vice President Tony Dallojacono, Texas Area Vice President Pam Davis, MINK Area Vice President Kelly McCartney and Michiana Area Vice President Kevin Trayer.

As I keep stressing, increasing membership demonstrates leadership. Happy holidays, everyone! Stay safe.

naps.jw@naps.org



Jimmy Warden
Secretary/Treasurer

The 10-Point Plan

Continued from page 5

promotion, we know that, in today's Postal Service, many employees no longer are seeking advancement into management. Perhaps if senior Postal Service leadership took care of numbers 1 through 10 in the SHRM survey, there would be more interest in career and professional development.

As we know, the workforce has changed. Employees want to be talked to in a certain way, as well as respected and treated with dignity. They value quality of life outside the workplace.

NAPS often reminds the Postal Service that EAS employees are the ones who ensure the mail moves

each day by making countless decisions in the face of endless telecons, harassment and layers of redundant reports and reporting requirements that hinder, rather than facilitate, the movement of America's mail. We do all this, despite what often seems like the Postal Service's efforts to get in our way.

So, here's my recommendation after all the surveys have been reviewed:

- Pay our EAS employees fairly by eliminating the PFP system.
- Let us do our jobs.
- Recognize our work.
- Talk to us with the respect we deserve, yet rarely, if ever, receive.

How about alongside the 10-

year plan we have a 10-point plan to improve how the USPS treats its own managers, postmasters and supervisors?

In fact, it already is laid out for senior leadership right here in this column! Do that and our customers, the American people, will reap the benefits of an engaged and motivated EAS workforce.

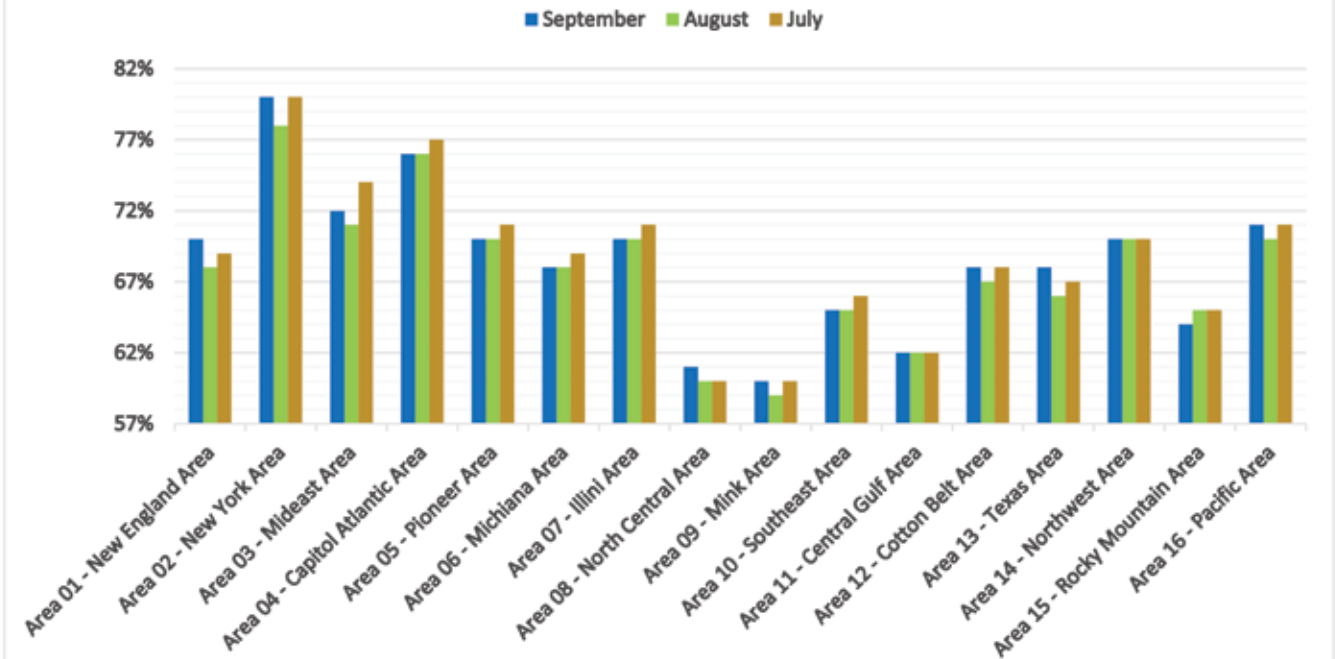
Lastly, I wish each of you sincere happy holidays, a merry Christmas and a joyous New Year. Thank you and God bless you for all you do for NAPS, the Postal Service and our nation.

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National Association of Postal Supervisors Membership Report

September 2022

3 Month Member Percentage by Area



Regular Member Totals By Area	September 2022	August 2022	July 2022
Area 01 - New England Area	70%	68%	69%
Area 02 - New York Area	80%	78%	80%
Area 03 - Mideast Area	72%	71%	74%
Area 04 - Capitol Atlantic Area	76%	76%	77%
Area 05 - Pioneer Area	70%	70%	71%
Area 06 - Michiana Area	68%	68%	69%
Area 07 - Illini Area	70%	70%	71%
Area 08 - North Central Area	61%	60%	60%
Area 09 - Mink Area	60%	59%	60%
Area 10 - Southeast Area	65%	65%	66%
Area 11 - Central Gulf Area	62%	62%	62%
Area 12 - Cotton Belt Area	68%	67%	68%
Area 13 - Texas Area	68%	66%	67%
Area 14 - Northwest Area	70%	70%	70%
Area 15 - Rocky Mountain Area	64%	65%	65%
Area 16 - Pacific Area	71%	70%	71%
Total Regular Member %	70%	69%	70%
Total Regular Members	24,184	23,714	23,728
NonMember Totals	September 2022	August 2022	July 2022
Total NonMembers	10,359	10,548	10,046
Total NonMember %	30%	31%	30%

'Taking Care of Business' *Advocating for NAPS'* *Legislative Priorities*

The 2023 Legislative Training Seminar will advance NAPS' core legislative priorities: To enact a fair and equitable consultative process over EAS pay and benefits, legislate an adverse action appeal process that covers all EAS-level postal employees, ensure Congress fully exercises its oversight responsibilities regarding USPS operations and finances and protect the earned retirement and health benefits of current and future NAPS retirees.

NAPS legislative advocates will come to the U.S. Capitol at the dawn of a newly sworn-in 118th Congress, with many new legislators who need to be educated about the Postal Service and the issues important to the employees who supervise and manage its operations. LTS offers one of the most effective opportunities for supervisors, managers and postmasters to bring their message directly to the ears of their elected representatives.

NAPS will equip LTS delegates with the effective tools and essential information to be successful citizen lobbyists, conveying crucial information to members of the House and Senate on behalf of the almost 48,000 members of the EAS postal workforce. Whether first-timers or Washington veterans, LTS delegates will benefit from engaging legislative seminars, listening to key legislators and delivering our message to Capitol Hill on legislation that impacts NAPS members and the U.S. Postal Service.

A major component of LTS is to become acclimated to the political tone on Capitol Hill and how to best use the different communication channels on which our federal legislators and their staff members rely. Letters and phone calls are not enough anymore.

The clear-cut message LTS delegates will deliver is that the Postal Service and its employees are integral

components of our nation's essential infrastructure. And, just as importantly, this fact cannot be obscured by whatever is on Congress' radar screen at the time.

NAPS LTS delegates will urge legislators to fortify the Postal Service and ensure the mail, its employees, its facilities and its properties are well-protected. In addition, a universal, affordable, accessible and vital Postal Service benefits all America.

Finally, NAPS LTS delegates will be traveling to Washington at a crucial time—just as the White House and Congress will be taking up the Fiscal Year 2024 federal budget. Therefore, we will be fighting to protect our well-earned benefits and fight budget-vultures who seek to cut the benefits earned by NAPS members.





2023 Legislative Training Seminar Registration Information

LTS registration closes on March 12, 2023 • Hotel room block expires on March 16, 2023

Online registration for LTS will be available on Nov 27. More information will be available on the NAPS website at naps.org.

LTS Registration Fee—\$225

The 2023 LTS online registration fee is \$225 if registration is submitted on or before March 4. After March 4, the fee is \$300. **No LTS registrations or payments will be accepted after March 12.**

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 17. 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 17. No substitutions will be honored after March 17. **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 2023 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 16, 2023. 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.

NAPS Questions Use of 'EAS Carry Survey'

On Oct. 20, NAPS President Ivan D. Butts sent a letter to Bruce Nicholson, USPS Labor Relations Policy Administration, regarding the "EAS Carry Survey." Butts reiterated the issue of EAS employees carrying mail was discussed at the Nov. 22, 2021, consultative meeting.

In response to NAPS' request that USPS Headquarters issue directives that EAS employees may not be forced, coerced or otherwise required to case route or deliver mail, the USPS said:

"Non-bargaining employees only may be permitted to perform bargaining-unit work in emergency situations. (The exception is for Level-18 post offices and part-time post offices where 15 hours of bargaining-unit work can be performed.)

"These emergency situations must be just that—an emergency. The circumstance or circumstances must be unforeseen. If a facility, installation or district is planning to schedule a non-bargaining unit employee to perform bargaining-unit work and because planning is not an unforeseen circumstance and not an emergency, it should be reported to District Labor Relations or Human Resources immediately and escalated."

Butts affirmed NAPS' contention of a secondary issue regarding properly recording workhours and how it impacts budgets. Deputy PMG Doug Tulino committed to addressing these issues at a June 2022 meeting.

NAPS is questioning why there is a need for the EAS Carry Survey when there already is a reporting system designed to capture workhours transferred to another Labor Distribution Code. In his letter, Butts stressed, "NAPS has stated and reaffirmed that the USPS needs to use its established time-recording process to accurately record the workhours EAS employees are being mandated to perform craft work."



Executive Vice President Chuck Mulidore presented newly elected Pioneer Area Vice President Ed Laster with his Executive Board pin during the mid-October board meeting.

NAPS Legislative Advocates



Sen. Catherine Cortez Masto (D-NV) and Reno Branch 249 President Raja Mostafa



Rep. Tammy Duckworth (D-IL) and Illinois State Legislative rep Okie Okedina



Capitol-Atlantic Area Vice President Troy Griffin, Rep. Kweisi Mfume (D-MD), Maryland Legislative Chair Cheryl Pulley and Baltimore Branch 42 Constitution & Bylaws Chair William Neal.



President Joe Biden and Fort Lauderdale Branch 296 member Patti Lynn



James E. Parks Jr. NOVA District Branch 526 President Lloyd Cox and Rep. Hakeem Jeffries (D-NY)

NAPS California State Branch 905 officers hosted a NAPS booth at the USPS Southern California Career Conference in Anaheim in October. The event featured USPS district and Headquarters speakers, as well as counseling on upward mobility and help with eCareer and HERO submissions. The NAPS officers invited nonmembers to join NAPS and provided information to potential EAS employees, letting them know that, once they are promoted, they are encouraged to join NAPS.

From left: California State Branch 905 Area Vice President Marques Ceaser, Secretary Stephnia Campbell, Area Vice President Mariel Murillo and Legislative consultant Felicia Pennington.



Brooklyn Plant Manager Tara Murray was a guest speaker at Brooklyn Branch 68's meeting in October. From left: Branch 68 members John Bu, Frank Smith, Northeastern Region Vice President Tommy Roma, Janet Scantelbury, Murray and Walter Deberry.

NAPS New York Area Vice President Dee Perez attended the installation for new Jamaica, NY, Postmaster Dermot Tuohy. USPS Retail and Post Office Operations Vice President Elvin Mercado (left) swore in Tuohy, accompanied by his wife Manuela and mother-in-law Tina Kucic.



From left: New York Area Vice President Dee Perez, Jamaica Postmaster Dermot Tuohy and USPS Retail and Post Office Operations Vice President Elvin Mercado.

Continuing Education Is Key

Robert “Bobby” Bock
Southeast Area Vice President

It's hard to believe three months already have passed since our 2022 National Convention and I started in my new position representing NAPS Southeast Area members. I have participated in local meetings in the Florida panhandle and Atlanta, where we arranged meetings with USPS and NAPS branch leadership. There was open and frank dialogue that addressed issues from both sides to help develop solutions for NAPS members and the Postal Service.



I also was invited to attend and participate in the Gulf Atlantic Area's end-of-year meeting with USPS Area Vice President Mark Dahlstrom and his plant managers. They shared their successes for the close of this fiscal year and opportunities for improvement in the new fiscal year. It was a good opportunity for NAPS to collaborate with postal executives.

We just completed a successful Southeast Area training seminar in Orlando that broke all previous attendance records. We had a presentation on NPA from Don Flak, USPS executive director, Performance

and Field Operations Support. Jamie Brown, USPS program manager, Wellness, discussed retirement issues. The emphasis on timely and quality training cannot be overstated. We need to continue to educate our branch leaders.

I attended the fall NAPS Executive Board meeting in mid-October. We focused on increasing membership—an issue close to my heart. We must continue our efforts to increase membership by reaching out to new supervisors as they are promoted and educate them on the benefits of NAPS membership. We also need to review the most recent nonmember listings regularly provided to all local branches for opportunities to sign



Southeast Area Training Seminar



NAPS President Ivan D. Butts spoke at the seminar.



Southeast Area Vice President Bobby Bock and Florida Legislative Chair Ann Strickland

new members.

Deputy Postmaster General Doug Tulino addressed the board, stressing the importance of two-way communication with our resident officers and executive board. I spoke privately with Tulino about a local issue, to which he responded he would take care of it. I also had the opportunity

to meet with senior fleet management leaders who were in the area for an important meeting.

We discussed support for the Postal Employees' Relief Fund (PERF), especially postal employees in Florida who were affected by Hurricane Ian. I made a motion, which passed, for NAPS to donate \$25,000 to PERF to

support our fellow employees and members in need.

I want to thank all the branch presidents for welcoming me to my new position. I am committed to helping each branch provide professional representation, increase morale and grow our membership.

bocknapsseavp@aol.com

Welcome Postmasters and All EAS Employees to the NAPS Family

Dee Perez

New York Area Vice President

Happy “peak” holiday season, everyone. And welcome to all our brothers and sisters who hold the title of postmaster. After so many years, NAPS now can represent postmasters in pay and benefits in consultations with the Postal Service.

On NAPS' website, you can read this breaking news item from February:

“In a landmark decision issued on Feb. 22, 2022, the United States Court of Appeals for the District of Columbia recognized the National Association of Postal Supervisors as entitled to represent all United States Postal Service supervisors, managerial personnel and postmasters in consultation with the Postal Service regarding compensation and pay policies. The court held that NAPS' representation extends to virtually all supervisory and managerial personnel, regardless of whether the Postal Service classifies them as Field, Area or Headquarters employees.”

As postmasters continue to be welcomed into the NAPS family, NAPS is making a concerted effort to communicate regularly with them and asking them to bring more post-

masters into our family. We can begin to grow our association, gain more strength and have a louder voice in all matters that concern supervisors and postmasters.

But let's not forget our roots. For every postmaster, your first promotion was becoming a supervisor. Remember how proud you were of this accomplishment? Every high-level manager—you, too—started as a supervisor. Remember?

We now have one association that truly represents all EAS employees in every form and title under which they work. No other postal management association has mentored and developed current and future leaders from the beginning as NAPS has.

As chair of the NAPS Executive Board Postmaster Committee, I and my colleagues and committee members—Tony Dallojacono, Mideast Area vice president; Kevin Trayer, Michiana Area vice president; Kelly McCartney, MINK Area vice president; and Pam Davis, Texas Area vice president—are a very proactive, five-member group committed to communicating concerns, resolving issues and sharing information with the NAPS Convention Postmaster Committee, led by Chair Jimmy Salmon.



These members will share via email all NAPS-related policy issues and concerns and inform those who work near them of the benefits of being a NAPS family member. I am committed to leading the effort to effect the continued growth of postmaster members.

Some serious concerns are coming soon that will affect supervisors, postmasters and managers. NAPS is ready to address them all and support our EAS members at each level and every turn. These issues include:

1. EAS employees delivering mail
2. SDC
3. Settlement of the NAPS lawsuit with the Postal Service

May you all try and enjoy the upcoming, stressful holiday season, while dealing with the increasing emphasis on the 6-9 play, the beginning of Tour 2 delivery up time, Line “H” responsibilities and Gembas being done by people who never managed an office or ran a floor.

Stay cool and do your job. Be the professional you are expected to be. Always take the high road and wish everyone good cheer. Ho ho ho!

Do your part for membership. I need everyone to sign a postmaster monthly!

nyavpdee@aol.com

Delegate-at-Large Voting Delight

Brian J. Wagner

Immediate Past President

As we start the 2022 holiday season, I can't believe it's been four months since our 68th NAPS National Convention in New Orleans. What I can believe is that our delegation passed a constitutional resolution to ensure all active and associate dues-paying members in good standing with NAPS Headquarters can have their voices heard at future national conventions. Here's the scoop:

Since joining NAPS over 32 years ago and before becoming a NAPS officer, I was encouraged to attend and actively participate in various association events. That participation included having my voice heard during a branch meeting, at a floor microphone or through a voice vote on a convention resolution.

When the officer's torch was passed to me 28 years ago—first as an elected branch officer, then as a state officer and, ultimately, as NAPS president—it became my goal to encourage all NAPS members, just as I was encouraged, to participate and provide input at all levels of our great association.

Thanks to the 68th National Convention delegation, a delegate-at-large (DAL) resolution was passed. Resolution #12 gives all NAPS members, including associate members-at-large (MALs), an opportunity to officially participate in the democratic process of our association's national convention business. Here's how:



Before passage of this resolution, per National Convention rules, delegates with credential cards shall be admitted to the NAPS business sessions. Delegates shall be seated in the same area of the convention floor and only registered delegates certified by their branches may speak and vote on the convention floor.

As noted in the voting strength section of the convention *One Book*, national associate MALs did not have a vote. Therefore, without a delegate credential, an associate MAL was not allowed to participate in NAPS' democratic process at a national convention.

It's easy to understand that any dues-paying member in good standing may attend their respective branch meetings. It's also understandable that, due to various reasons—whether financial or established in a branch's constitution and bylaws—not all dues-paying members may be selected to attend a national convention as a certified branch delegate.

Unfortunately, that meant some branch members interested in attending could not attend unless their branch signed a delegate credential. Now, national associate MALs and branch members not selected by their local or state branch to be delegates to a national convention have another option to participate in official NAPS national convention business.

Specifically, convention delegates voted in favor of adding a new Section 5 to Article VII, "Elections," to

the NAPS *Constitution and Bylaws*. Section 5 reads:

"Effective after the 68th NAPS National Convention, any member, including Associate Members-at-Large (MALs), who is in good standing with NAPS Headquarters and has paid the respective national convention registration fee, may request a Delegate-at-Large (DAL) credential to the national convention from NAPS Headquarters, which must be approved and signed by two resident officers.

An approved DAL, with a paid registration, will have access to the national convention floor to vote on official NAPS business by voice and division vote only. The DAL will not be affiliated with any local or state branch. A registered and approved DAL is eligible to receive a national convention committee assignment. A DAL is prohibited from participating in any roll call votes and from collecting and/or casting any official election ballot(s)."

I hope this new DAL designation will provide an opportunity and encourage more members to attend future national conventions so they may become more involved in the NAPS democratic process. And by participating, they can positively contribute to the future success of NAPS with their votes.

Best wishes to you and your family for a DAL (delightful and leisurely) holiday season. Just to let you know, my ice-cream-flavor-of-the-month recommendation, peppermint stick, has been certified DAL—delightful and luscious.

brian4naps@aol.com

Bob Levi

Director of Legislative & Political Affairs



During the waning days of the 2022 election campaigns and at the launch of the 2022 holiday mailing season, the U.S. Postal Inspection Service apparently broadcast a

Who's Watching the Mail Box?

missive that was picked up by many news sources. It went viral and has threatened to undermine further confidence in the national mail system.

The media conveyed this postal alert to many areas of the country. The Inspection Service's message could have not have come at a worse time and unintentionally may have suppressed absentee voting by mail.

In late October, online, televised and printed news media reported that postal officials were cautioning Americans against using mail collection boxes for depositing outgoing mail, particularly in the afternoon (i.e., after the last mail pickup) and during weekends. The bottom line is the Inspection Service declared it was not able to safeguard postal property, a function for which it is tasked to do under existing law.

The Postal Service's capability to protect mail, property and personnel associated with our national postal system is paramount and written in statute. For many Americans, post offices may not be conveniently located or accessible and office hours have been reduced. Mail collection boxes fill the void.

The agency's law enforcement arm, the Postal Inspection Service, is

charged with, among other functions, protecting the security of postal employees, facilities and equipment. This role is underscored by the fact crimes

against postal activities are enumerated under federal law.

Yet, for over two years, the postal law enforcement agency has strived to disengage from ensuring the sanctity of the mail and protection of postal property and personnel unless the mail, property and personnel are located within the strict confines of a postal-owned or -leased facility. Consequently, mail, property and personnel beyond the defined borders of such postal facilities are unprotected. This purposeful retreat leaves mail collection boxes as "soft targets" for postal crime.

NAPS has been working side by side with the Postal Police Officers Association, an affiliate of the Fraternal Order of Police, to restore the full authority of the postal police force to protect, enforce and investigate all crimes against mail and postal personnel and property. In the current Congress, NAPS has supported legislation introduced by Reps. Andrew Garbarino (R-NY), Bill Pascrell (D-NJ) and Eleanor Holmes Norton (D-DC) to clarify that postal police protection of mail, property and personnel is not at the discretion of the Inspection Service's leadership—it's part of the Postal Service's core mission.

As readers may recall, in September, NAPS President Ivan D. Butts testified before the House Oversight and Reform Subcommittee on Government Operations. As part of his presentation, he decried the two-year-old jurisdictional restraints Postal Inspection Service leadership imposed on its police officers.

NAPS Training Calendar

Eastern Region Cabinet Meeting

Jan. 12-15, 2023

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

Location: Tropicana Atlantic City, 2831 Boardwalk, Atlantic City, NJ 08401. To make reservations, call 1-888-516-2215; group name: National Association of Postal Supervisors; group code: ST01PS3. For online reservations: <https://book.passkey.com/go/ST01PS3>.

Hotel Rate: Wednesday (Jan. 11) and Thursday, \$91; Friday, \$152; Saturday and Sunday, \$209.

Registration Fee: \$249, postmarked no later than Nov. 15; \$299 after Nov. 15. Make checks payable to NAPS Headquarters and mail to Richard Green, 7734 Leyland Cypress Ln., Quinton, VA 23142.

Training: Provided by NAPS resident officers and USPS officials.

Illini Area Training

April 27, 2022

In conjunction with the Illinois State Convention

Conducted by: Illini Area VP Luz Moreno

Location: Fairfield by Marriott Chicago Schaumburg, 700 National Parkway, Schaumburg, IL 60173.

Hotel Rate: \$119/king or double

Registration Fee: TBD

In addition, Butts advised the subcommittee of how the agency appears to have retaliated against NAPS Branch 51 President Butch Maynard for his support of legislation to restore the protection of mail, personnel and property. Now, in part, because of the Postal Inspection Service's ill-advised, self-imposed policies, mail boxes are left exposed and vulnerable.

And, as a consequence, the Inspection Service felt the need to caution postal customers about using a convenient and accessible means of voting and depositing letters. NAPS believes that postal customers and the nation, as a whole, would be better

served by vigorous and effective postal law enforcement and property protection by restoring the authority already afforded to the postal police force.

By the time you receive this issue of *The Postal Supervisor*, we will have a good idea of the composition of the 118th Congress, which convenes the first week of January. Notwithstanding which party holds the majority in either or both houses, NAPS will have its work cut out.

We should anticipate that the federal budget will play a prominent role in congressional deliberations next year. We also should expect that the House and Senate committees with jurisdiction over the Postal Service will exercise their oversight functions to evaluate implementation of the Postal Service's 10-year plan, aka "Delivering for America."

By the time you receive this magazine, it is our hope President Biden will have made his intentions clear about the future governance of the Postal Service through his nominations to the Postal Board of Governors and Postal Regulatory Commission (PRC). The terms of Govs. Donald Moak and William Zollars expire on Dec. 8; the terms of PRC Commissioners Robert Taub and Mark Acton expired in October.

All four may continue to serve as "holdovers" through the confirmation of a replacement or for one year after their term expires, whichever comes first. The President renominated former PRC Chair Robert Taub in mid-September.

In the meantime, as you can view in other sections of this issue, NAPS' Legislative Training Seminar (LTS) plans are well underway. So, as you make plans for the holiday season, also make plans to attend LTS, March 26-29. Have a joyous holiday season.

naps.rl@naps.org



We All Can Help **Build Membership**



October High-Five Club Members

Edili Acosta, Branch 216, PR

Susan Bartko, Branch 20, PA

Rafael Brathwaite, Branch 45, AL

John Bu, Branch 68, NY

Stacey Cannon, Branch 26, AL

Robert Daggs, Branch 131, MO

Henry De La Torre, Branch 274, CA

David DeNosky, Branch 255, IL

Jessie Gholston, Branch 545, MI

Vincent Ignoto, Branch 43, MA

Deborah Johnson, Branch 88, CA

Cheyenne Lindsey, Branch 119, MO

Derek Lothridge, Branch 96, ME

Patricia Nolan, Branch 146, FL

Renee Rafuse,* Branch 102, MA

Roxanne Robinson, Branch 531, MD

Dawn Rosenberry, Branch 376, AZ

Christy Schirching, Branch 27, NY

Jimmy Spruill, Branch 1, KY

Robert Wakefield,* Branch 32, Tennessee

*Signed 10+ new members in 90 days

NAPS Executive Board Directory

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James "Jimmy" Warden
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*National Association of
Postal Supervisors*

Constitution & Bylaws

Revised August 2022

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 postmaster 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 a 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.

d) When a Finance number change occurs with no change in domicile as validated by PS Form 50 information in blocks 35 and 36, the member will remain in their domicile branch without requiring the submission of the Request for Exception of Branch Affiliation.

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 the election period between biennial conventions, or until their successors are duly elected or appointed under provisions of Article VII, Section 2, paragraph 6, 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 time of the closing gavel for the final adjournment of the national convention and shall hold office for their respective terms or until their successors are duly elected or appointed. 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.

Section 5. Effective after the 68th NAPS National Convention, any member, including Associate Members-at-Large (MALS), who are in good standing with NAPS Headquarters and has paid the respective national convention registration fee, may request a Delegate-at-Large (DAL) credential to the National Convention from NAPS Headquarters, which must be approved and signed by two resident officers.

An approved Delegate-at-Large (DAL), with a paid registration, will have access to the national convention floor to vote on official NAPS business by voice and division vote only. The DAL will not be affiliated with any local or state branch. A registered and approved DAL is eligible to receive a national convention committee assignment. A DAL is prohibited from participating in any roll call votes and from collecting and/or casting any official election ballot(s).

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 \$150,000.00 shall be allocated each fiscal year for the Education and Training Fund, 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.

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): _____.



2022 SPAC Contributors



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

Sisco, Bret	AK	Branch 435
Burton, Dawn	AZ	Branch 246
Salmon, James	AZ	Branch 246
Ayon, Celia	CA	Branch 88
Benjamin, Evelyn	CA	Branch 266
Boisvert, Michael	CA	Branch 159
Campbell, Stephnia	CA	Branch 159
Derden, Margaret	CA	Branch 39
Gishi, Sharon	CA	Branch 94
Jones, Marilyn	CA	Branch 39
Meana, Frances	CA	Branch 159
Nguyen, Nicole	CA	Branch 373
Pennington, Felicia	CA	Branch 39
Randle, Carol	CA	Branch 39
Travena, April	CA	Branch 94

Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Kerns, John	CO	Branch 141
Pashinski, Myrna	CO	Branch 65
Austin, William	CT	Branch 47
Cuadrado, Hector	CT	Branch 5
Douglas, Lisa	CT	Branch 5
Moss, Donald	DC	Branch 135
Bock Jr., Robert	FL	Branch 406
Lynn, Patti	FL	Branch 296
McHugh, James	FL	Branch 386
Mullins, Kym	FL	Branch 81
Ruckart, Kenneth	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Williams, Carolyn	FL	Branch 146

SPAC Contribution Form

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

\$1,000—President's Ultimate

\$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, 2022)

National Aggregate:

\$259,698.29

National Per Capita:

\$10.18

Region Aggregate:

1. Western	\$63,285.20
2. Northeast.....	\$55,699.18
3. Eastern	\$51,386.94
4. Southern.....	\$51,024.09
5. Central.....	\$38,302.88

Region Per Capita:

1. Northeast.....	\$12.26
2. Western	\$11.99
3. Southern.....	\$ 9.62
4. Central.....	\$ 8.92
5. Eastern	\$ 8.75

Area Aggregate:

1. Pacific.....	\$44,460.20
2. Capitol-Atlantic....	\$30,945.10
3. Southeast	\$29,013.59
4. New York	\$28,160.18
5. Mideast	\$20,204.00
6. New England	\$19,592.00
7. Illini	\$12,658.50
8. Texas	\$11,858.00
9. Michiana.....	\$11,023.00
10. Northwest.....	\$ 9,590.00
11. North Central	\$ 9,556.38
12. Rocky Mountain. \$	9,235.00
13. Pioneer	\$ 8,184.84
14. Cotton Belt.....	\$ 6,423.00
15. MINK	\$ 5,065.00
16. Central Gulf	\$ 3,729.50

Area Per Capita

1. Pacific.....	\$15.55
2. Southeast	\$14.46
3. New England	\$13.48
4. New York	\$12.42
5. Illini	\$11.24
6. North Central	\$10.97
7. Capitol-Atlantic.....	\$ 9.63
8. Mideast	\$ 9.32
9. Northwest.....	\$ 9.18
10. Michiana.....	\$ 9.04
11. Texas	\$ 7.29
12. Rocky Mountain.....	\$ 6.71
13. Cotton Belt.....	\$ 6.63
14. Pioneer	\$ 6.20
15. Central Gulf	\$ 5.31
16. MINK	\$ 4.71

State Aggregate:

1. California.....	\$41,630.20
2. New York	\$26,735.18
3. Florida	\$26,295.59
4. Illinois	\$12,658.50
5. Texas	\$11,858.00

State Per Capita:

1. Maine	\$51.09
2. North Dakota	\$34.56
3. Idaho	\$22.45
4. Alaska.....	\$20.72
5. Hawaii	\$19.38

Drive for 5

Members by Region:

1. Southern.....	50
2. Eastern	44
3. Western	42
4. Central.....	38
5. Northeast.....	36

Aggregate by Region:

1. Western	\$17,922.00
2. Southern.....	\$15,019.48
3. Eastern	\$14,939.00
4. Northeast.....	\$11,803.34
5. Central.....	\$ 8,381.00

Lum, Chuck	HI	Branch 214
Lum, Laurie	HI	Branch 214
Valuet, John	ID	Branch 915
Coleman-Scruggs, Toni	IL	Branch 493
Moreno, Luz	IL	Branch 489
Winters, Michael	IL	Branch 255
Foley, Paul	MA	Branch 120
Murphy, Gregory	MA	Branch 102
Amergian, Raymond	ME	Branch 96
Lothridge, Derek	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Randall, C. Michelle	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Trayer, Kevin	MI	Branch 142
Johnson, Craig	MO	Branch 36
Weiland, Heather	ND	Branch 937
Ayers-Cohen, Pamela	NJ	Branch 79
Dallojacono, Anthony	NJ	Branch 568
McKiernan, Michael	NJ	Branch 74
Amash, Joseph	NY	Branch 83
Arroyo, Victor	NY	Branch 85
Gawron, Dennis	NY	Branch 27
Hughes, Thomas	NY	Branch 100
Perez, Dioenis	NY	Branch 202
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Mulidore, Chuck	OH	Branch 133
Aglidian, Hans	PA	Branch 35
Bartko, Susan	PA	Branch 20
Butts, Ivan	PA	Branch 355
Dickey, Azilee	SC	Branch 225
Shoemaker, Justin	TN	Branch 165
Austin, Jessie	TX	Branch 122
Cox, Lloyd	VA	Branch 526
Green Jr., Richard	VA	Branch 98
Jackson, Alice	VA	Branch 526

October Contributors

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

Sisco, Bret	AK	Branch 435
Derden, Margaret	CA	Branch 39
Randle, Carol	CA	Branch 39
Austin, William	CT	Branch 47
Ruckart, Kenneth	FL	Branch 386
Lum, Chuck	HI	Branch 214
Valuet, John	ID	Branch 915
Lothridge, Derek	ME	Branch 96

Continued on page 31

National Association of Postal Supervisors

Louis M. Atkins Presidential Student Scholarships

Deadline: Dec. 31, 2022

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, 2022. 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 2023. In addition, the scholarship winners will be listed in the March 2023 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 2023. Scholarships may be used to pay expenses in the student’s current or following semester.

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

Ride the Postmaster Coaster

Joe Bodary

I recently took my grandsons to an amusement park. The two youngest ones, 6 and 7, just hit the 48-inch mark to ride the big roller coasters. I watched them go on the rides; my days are over for those big coasters.

When they got off, I asked, “How was it?” They responded, “Well, first it was going okay, then it started to climb slowly up-hill. That was okay, too, because it was slow. Then it went over the top and I was screaming because it came down so fast I could hardly breathe!

“Then it went over a few smaller hills before I could catch my breath. Then it smoothed out and it was good, but then it started climbing again. I was so nervous because I knew what was going to happen, but I was ready this time and it was fun coming down. It was a great ride! I’m getting back in line to go again.”

This sounded like a summary of my postal career! First it was going okay as I climbed the corporate ladder and became a supervisor. Then, much to my surprise, many times, things would be going great, but, suddenly, I was hit with something I didn’t know anything about, yet was held accountable. I learned to accept my mistake and take responsibility for it. Then, I was prepared for the next bump in my career, such as climbing up to postmaster.

We all have those days, weeks or even months when we only seem to be going down—so many reports, adding new reports all the time, time

crunches, customer issues, employee issues and missing one thing to handle another while trying to balance on that coaster. You must remember to take a breath, relax and be prepared for the next loop you are approaching.



I often wrote down on a piece of paper everything I had to do, then crossed each item off as I did it. I carried the leftovers to the next day, added the new stuff and continued. I seemed to catch my breath doing this and became more productive.

But then you hit that corkscrew turn, such as the OIG walking into your office, requesting your key log, but you don’t have it current as it seemed less important than everything else. Accept responsibility, correct the issue, add it to your list and keep going.

Each hill seems to get smaller as you develop into a professional, organized leader. When those big hills suddenly pop up, you are prepared. You take a deep breath and glide over.

Your employees look up to you for direction. When they see you get up and go back in line for the next coaster, they trust your leadership and feel safe following your lead. December is one of the tallest hills coming directly after election season—it’s a double hit. Yet you handle both with ease as you ride the coaster of postmaster.

Enjoy your holiday season; ride on!
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Joseph Bodary, Michigan State Board corresponding secretary, is the retired postmaster of Lincoln Park, MI.

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Region vacant: Northeast

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

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Become a Member

Linda Rendleman
Illini Area Vice President

I want to thank National Auxiliary President Laurie D. Butts for reappointing me Illini Area vice president. I also want to thank the Illinois State Auxiliary and my local Branch 255 for their support.

The main objective of the Auxiliary is to support NAPS and be there for the members. We especially help with legislative issues and raise money for SPAC.



We were so pleased to have many Auxiliary members attend the National Convention this past August. We also were pleased to have 13 first-timers attend.

An Auxiliary member is a spouse, family member or significant other of a supervisor in good standing with NAPS. We look forward to welcoming new members.

Helen Reganti, past National Auxiliary president, 1978-1980, turned 100 on Nov. 6! Helen and her husband Harry were

active members in the Rockford and Illinois State branches. Harry was a NAPS national officer.

I hope this finds everyone well and want to wish you a merry Christmas and happy New Year!

danrendleman@gmail.com

2022 SPAC Contributors

Continued from page 28

Shoemaker, Justin	TN	Branch 165
Cox, Lloyd	VA	Branch 526

VP Elite (\$750)

Gibson, Lelton	CA	Branch 88
McClinton, Velma	CA	Branch 39
Mooney, Dan	MN	Branch 16
Englerth, Scott	NY	Branch 11
Peters, Diana	TX	Branch 122

Secretary's Roundtable (\$500)

Wittic, Eileen	FL	Branch 231
Olson, Chad	ND	Branch 937
Laster, Edward	OH	Branch 46
Aldape, Pamela	OR	Branch 66
Skjelstad, Aric	OR	Branch 66
Hubbard, Jim	VA	Branch 22

Chairman's Club (\$250)

Collen, Helen	CT	Branch 3
Wright, Marcellus	DC	Branch 135
Gucmeris, Algimantas	FL	Branch 420
Murray, Donald	FL	Branch 93
Quinlan, Robert	FL	Branch 154
Rendleman, Daniel	IL	Branch 255

Wesley, Nancy	IL	Branch 493
Berger, Ricky	MD	Branch 531
Kuiper, Bruce	MN	Branch 16
Hill, Mildred	MS	Branch 199
Blakely, Kathy	TN	Branch 41
London, Geneva	TN	Branch 32
Garcia, Mario	TX	Branch 288
Holley, Deborah	VA	Branch 526

Supporter (\$100)

Nash, Leon	AL	Branch 45
Summerfield, John	CO	Branch 65
Delucia, Keith	FL	Branch 386
Donaldson, Gene	FL	Branch 577
Goldstein, Diane	FL	Branch 156
Long, Pamela	FL	Branch 577
McCoy, Dustin	FL	Branch 577
Terry-McCloud, Lancia	FL	Branch 386
Kindle, Delloria	GA	Branch 82
Clarke, Shirley	LA	Branch 73
Bye, Kevin	MO	Branch 119
Gary, Robert	NJ	Branch 207
Yuen, John	NY	Branch 100
Robinson, Andrea	PA	Branch 35
Howard, Marsha	TX	Branch 9
Burdick, James	WI	Branch 213
Helleckson, Randy	WI	Branch 213



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³A 60-point monthly cap on streaming services applies to all points cards.

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