

# the Postal Supervisor

January 2022

Let's Start the Year  
Legislatively Strong:  
**Contribute  
to SPAC!**

*page 4*

***Charging Into '22  
SPAC Raffle***



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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](mailto:naps.cm@naps.org).

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# The Heat Is On

**H**appy New Year, my NAPS brothers and sisters. I hope you have a wonderfully blessed, merry Christmas and a joyous New Year. I want to take some time to discuss a new collaboration between Dr. Joshua Colin, chief Retail and Delivery officer and executive vice president, and Isaac Cronkhite, chief Logistics and Processing Operations officer and executive vice president. The process is called the CRDO/CLPO IOP Scorecard.

As part of peak season preparations, Colin and Cronkhite met with their leadership teams. The goal is to ensure we deliver for America daily and on time; this peak will be like no other.

The look of this scorecard will be familiar to those who previously worked under Colin. As a Philadelphia District support manager working in the Eastern Area, as well as a former NAPS Eastern Region

vice president before being elected to serve you as a resident officer, I had the opportunity to meet quarterly with then-USPS Eastern Area Vice President Colin and his team.

The “Heat Map” was the tool that provided transparency into operations daily. Using the consistently collected data, a spreadsheet was created that documented processing successes and failures, which were visualized with red, yellow and green indicators. Thus, the name, Heat Map.

This latest scorecard could be considered the Heat Map on steroids. The process takes all operational data between Logistics/Plant and Delivery operations and establishes goal parameters for achievement. On Tuesday, Nov. 23, 2021, the daily report from Headquarters Retail and Post Office Operations began to be delivered to the field. The Heat Map enables Retail and Delivery and Logistics and Processing executives to address opportunities in the integrated operating plan performance that may help operations better serve America.

The daily report includes the following information:

Region, Division, P&DC, Area, District Summary—

- DPS and CRRT Processing
- FSS and CRRT Flats Processing
- Unit Recorded Manual Volume
- Mail Arrival to and from Delivery Unit
- Carrier Return
- Carrier Office Time
- Delivery Unit Impact for PCES and Level-26 Postmaster
- Prior Day, WTD, MTD, QTD
- Overall Composite Ranking Based on Goals

I acknowledge that the USPS is a much different agency now than when Colin catapulted the Eastern Area to consistently be number one or two in the USPS year after year. We face diminished resources in processing equipment with the wholesale dismantling of equipment.

We continue to be handcuffed with poor employee availability driven by a liberal leave policy, EFEL leave, COVID leave and employee retention. We have more EAS employees than ever before actually carrying mail daily. We have received reports of managers working seven days a week for weeks, delivering mail every day.

We still have thousands of vacant EAS jobs that are slow to be filled due to many reasons—too many to address in this column. The lack of resources needed to move this process to the success that could be achieved will present a challenge for managers in charge of the day-to-day operations of America’s Postal Service.

There is one, almost undisputed point here. When operations are looked at with this level of transparency and detail, as we have seen the Heat Map do in the past, performance can reach heights of sustainability that help the USPS be rated one of the top federal agencies years after year.

In solidarity ...

**naps.ib@naps.org**



**Ivan D. Butts**  
*President*

# Charging Into 2022, Legislatively Speaking!

One of my duties as your executive vice president is to manage NAPS' legislative portfolio on your behalf. This means communicating our legislative priorities to members of Congress and pushing for passage of legislation that benefits not only working postal managers, supervisors and postmasters, but protects all postal and federal retirees, as well.

Accomplishing this mission requires NAPS to have a

political action committee to support those candidates and incumbent legislators who support our legislative agenda. Thus, in 1978, the NAPS Executive Board established the Supervisors' Political Action Committee (SPAC) as the organization's legislative fundraising arm.

Since then, SPAC has raised millions of dollars to aid political candidates who support NAPS' legislative priorities. One of our key

legislative priorities this year has been passage of H.R. 3076, as well as its companion bill in the Senate, S. 1720. The chairmen and ranking members of the House and Senate committees with jurisdiction over postal matters have introduced this bipartisan legislation with the goal of bringing financial stability to the U.S. Postal Service.

H.R. 3076 promotes key NAPS priorities, which include repealing the mandate to prefund retiree health premiums, fair integration of FEHBP and Medicare for future postal retirees and the protection of universal, sustainable and affordable postal products. H.R. 3076 already has been approved by the House Committee on Oversight and Reform. NAPS continues to lobby members of the House and Senate to pass these bipartisan legislative proposals.

The keystone of our legislative agenda each year is the Legislative Training Seminar (LTS) that brings

NAPS members from across the country to our nation's capital to lobby members of Congress personally on behalf of postal and NAPS issues. The in-depth, multi-day training event educates NAPS members on current legislative and political issues confronting them and the Postal Service.

The comprehensive legislative instruction provided at LTS results in effective meetings with lawmakers and their staff members. In addition, key senators, representatives and USPS leaders address LTS delegates. This year, LTS will be March 27 to 29 at the Crystal Gateway Marriott in Arlington, VA.

As you can see, NAPS has a strong, targeted legislative message on behalf of our members. How do we make all this happen? Well, it's up to you! Your contributions fund SPAC; without those dollars, NAPS' legislative work could not happen. As we move closer to the 2022 midterm elections, funding SPAC becomes even more critical.

How can you help? NAPS regular, associate and Auxiliary members are eligible to contribute to SPAC. You can contribute online or send a check or money order to NAPS Headquarters. If you are a working EAS NAPS member, we encourage you to sign up for easy payroll deductions through our "Drive for 5" program.

We make it easy and your dollars help improve your working conditions and secure your retirement into the future. Postal annuitants also can sign up for "Drive for 5."

Look on the NAPS website, [www.naps.org](http://www.naps.org), and click on "Legislative Center" for more valuable information. Help us charge into 2022!

[naps.cm@naps.org](mailto:naps.cm@naps.org)



**Chuck Mulidore**  
*Executive Vice President*

## The Postal Supervisor 2022 Production Schedule

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

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

# Be a Leader! Help Increase Membership

I hope everyone has a safe, happy and healthy holiday season. The holidays are a good time to reflect on the positives in our lives and be grateful for them. John F. Kennedy said, “As we express our gratitude, we must never forget that the highest appreciation is not to utter words, but to live by them.” Let 2022 be the year we live by our words. Thank you for all you do!



**Jimmy Warden**  
Secretary/Treasurer

As I am sure most of you have seen, our membership is steady at 74%. I continue to ask everyone to reach out to the nonmembers in your branch. On your recent DCO nonmember report, you might have seen the names of members who retired now listed as nonmembers. Every year during peak season, many districts hire retirees—former EAS employees—to work at post offices.

Although temporary, these retirees are placed in a pay status. Therefore, they show up as a nonmember if they are not already a NAPS associate member. Once peak season is over and they no longer are working, they will come off your nonmember list.

Unfortunately, this has created another situation. If a retiree who is an associate member decides to work temporarily during peak season, they will remain an associate member until their temporary employment term ends. They then are removed from the Postal Service’s payroll; therefore, they also are removed as an associate member.

NAPS Headquarters no longer receives associate dues taken from the DCO, but the branch still is collecting dues from the associate member. This has raised concerns as we have had branches submit registrations for retirees to attend the national convention and LTS, but they no longer are members based on our records. There are retirees holding officer positions in branches, but are not associate members.

To rectify this, I need all branches to verify their respective associate member list and ensure those who are associate members are, indeed, listed. If someone has been dropped—meaning they no longer are list-

ed—please have them submit *Form 1187-A*. Our retirees are a great asset to our association. Their experience and knowledge are priceless!

Recently, I have been able to obtain a biweekly listing of those who have received promotions and had their *Form 50s* processed during that specific pay period. This listing has been sent to all NAPS Executive Board members to share with their respective branches. The report can be drilled down to specific districts. NAPS Membership Director Emily Christophersen has helped me with this report and annotated those who already are members and those who are not.

Although the report shows all promotions nationwide, the primary intention of sending this report is to see who just was promoted to an initial-level position. More than likely, those newly promoted employees are not NAPS members. This gives us a great opportunity to increase membership. I urge all branches and National Executive Board members to reach out to the newly promoted supervisors and encourage them to join our association.

This report allows you to know who was recently promoted; we no longer have to wait until the next Supervisor Training class to sign them as members. Regardless, we still should attend all new Supervisor Training classes. Using this listing and knowing who was promoted will help us touch base with them before other associations do.

This will make recruitment easier!

As a reminder, please continue to monitor your DCO Change Report. Due to the recent RIFs, many members have been placed in new Finance numbers; hence, they have been placed into

other branches. Please contact those members who remain domiciled in your branch to ask if they want to remain in your branch. If so, have them complete an exception request found on the NAPS website and submit it to your respective area vice president.



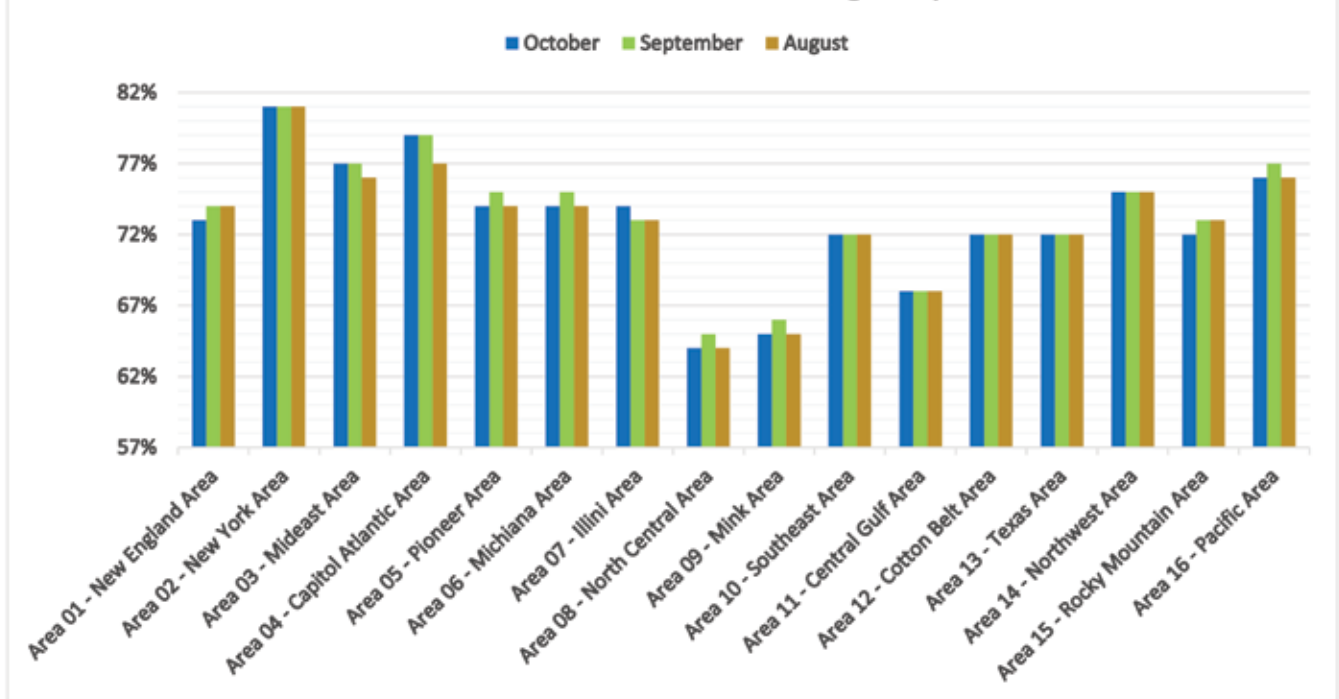
**Pacific Area Vice President Chuck Lum challenged everyone to work on increasing membership at the November Western Region Training Seminar.**

*Continued on page 20*

# National Association of Postal Supervisors Membership Report

October 2021

## 3 Month Member Percentage by Area



Regular Member Totals By Area		October 2021	September 2021	August 2021
Area				
Area 01 - New England Area		73%	74%	74%
Area 02 - New York Area		81%	81%	81%
Area 03 - Mideast Area		77%	77%	76%
Area 04 - Capitol Atlantic Area		79%	79%	77%
Area 05 - Pioneer Area		74%	75%	74%
Area 06 - Michiana Area		74%	75%	74%
Area 07 - Illini Area		74%	73%	73%
Area 08 - North Central Area		64%	65%	64%
Area 09 - Mink Area		65%	66%	65%
Area 10 - Southeast Area		72%	72%	72%
Area 11 - Central Gulf Area		68%	68%	68%
Area 12 - Cotton Belt Area		72%	72%	72%
Area 13 - Texas Area		72%	72%	72%
Area 14 - Northwest Area		75%	75%	75%
Area 15 - Rocky Mountain Area		72%	73%	73%
Area 16 - Pacific Area		76%	77%	76%
<b>Total Regular Member %</b>		<b>74%</b>	<b>74%</b>	<b>74%</b>
<b>Total Regular Members</b>		<b>24,407</b>	<b>24,651</b>	<b>24,815</b>
NonMember Totals		October 2021	September 2021	August 2021
<b>Total NonMembers</b>		<b>8,288</b>	<b>8,247</b>	<b>8,569</b>
<b>Total NonMember %</b>		<b>26%</b>	<b>26%</b>	<b>26%</b>

# Modified Retail Customer Experience Survey Script, Matrix for Determining MPOO Levels, Juneteenth Federal Holiday Among Items Discussed

The Oct. 19 consultative meeting was held in conjunction with the fall NAPS Executive Board meeting; all board members were present. Representing the Postal Service were Bruce Nicholson and James Timmons, Labor Relations Policy Administration.

## Agenda Item #1

NAPS has been made aware that two postal unions have disseminated information regarding Office of Workers' Compensation Programs (OWCP) claims that could negatively affect NPA. With the end of emergency federal employee leave, there could be craft employees making these claims. Will these OWCP claims count toward an office's Total Accident Rate (TAR)? If so, will the Postal Service mitigate this process in order not to negatively impact NPA?

*These OWCP claims must be recorded and will count toward the TAR when final numbers are provided. An OWCP COVID-19 claim must be supported by a positive diagnosis. The USPS will follow the current mitigation process.*

*A mitigating factor is a significant occurrence beyond a unit's control that triggers a measurable impact not only on the NPA composite summary, but on the Pay-for-Performance (PFP) overall performance rating, as well. In order to qualify for consideration, there must be so significant a change in a unit indicator(s) that it will cause a downward change in the NPA composite summary resulting in the PFP overall performance rating to be lowered by at least one cell.*

*Certain unique situations might con-*

*stitute mitigating factors. For example: a retail unit consumed by fire, an AMF destroyed by flood or an act of terrorism that shuts down a transportation network or plant. What is considered is how the occurrence had a profound impact on the unit indicator, whether the occurrence caused a downward change in the NPA composite summary and what efforts the unit made to offset the occurrence.*

*If an installation head determines there was a significant number of OWCP claims due to COVID-19 exposure and the number of claims impacted the TAR indicator by greater than a one-cell rating, mitigation would be the appropriate forum to request consideration.*

## Agenda Item #2

The Retail Customer Experience (RCE) program was modified at one time for SSAs to follow a script. Then, the script was removed because it made SSAs sound robotic. The new RCE format was rolled out to the field on Sept. 23, with a script, specifically asking each customer to take the survey portion of the RCE shop. What was the rationale for bringing back the script?

*The script for the sales associates is to invite customers to take the survey; this is different from the "Greet, Inquire, Suggest, Thank" (GIST) script. The sales associate personally inviting the customer to take the survey is not new. Instead of circling or highlighting the receipt, the sales associate will use the verbiage, "We value your feedback. Please take this short survey to share your experience."*

1. Is there an overall numerical percentage number the USPS wish-

es to reach for customers who have taken this survey?

*The overall satisfaction (OSAT) POS survey score goal is 90.42%. The USPS does not have a national response rate goal.*

What is the actual percentage of customers who take the survey nationally? This data will help identify expenses associated with the survey; if the data shows our customers don't care about the survey, then why waste our time and/money?

*The POS survey response rate nationally, week ending 10/8/21, was (.31%).*

2. What percentage of complaints are related to delivery issues, which have nothing to do with rating SSAs? Allowing customers to show their displeasure with a delivery issue skews the survey's numerical value.

*The POS survey questions are directed toward the customer's overall retail-visit experience, knowledge of the sales associate, efficiency, positive attitude, courtesy and wait-time-in-line. Questions on mail delivery are not included.*

3. Has the USPS considered a different wait-time-in-line (WTIL) maximum time limit for offices located in cities and high-density population areas as opposed to scoring everyone equally, compared to low-population rural communities?

*Low-population rural communities might not be on the RCE program due to revenue criteria. Larger offices would be expected to have proper staffing based on the office's complement. Additionally, the WTIL measurement on the POS survey is customer acceptability and*

# NAPS Training Calendar

## Eastern Region Cabinet Meeting

Jan. 13-16, 2022

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

**Location:** Hotel Roanoke & Conference Center, 110 Shenandoah Ave., Roanoke, VA 24016; (540) 985-5900. For reservations, ask for "Business of Brewing" room block.

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

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

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

## Northeast Region Training Seminar

April 22-23, 2022

**SOLD OUT**

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

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

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

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

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

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

Number of Minutes	Wait Time	Acceptable Wait Time	OSAT
0-3 minutes	60.14%	97.84%	92.24%
4-5 minutes	20.26%	87.30%	84.36%
6-10 minutes	10.47%	64.08%	76.15%
11-15 minutes	4.26%	43.04%	67.48%
16 or more minutes	4.86%	22.18%	48.49%

reported number of minutes they waited, which, in turn, has a direct correlation to OSAT (see chart above).

### Agenda Item #3

A new mandate is for a lead 7 clerk in Function 4 to do TACS time-keeping. How will these additional duties/time in operation 5580/LDC 48 be calculated to earn time and contribute to CSV score?

*The performance of timekeeping duties by bargaining-unit employees is not new. NAPS was notified of a time study dated April 2, 2021, on Function 4 operations.*

*Operations sent a team to 185 randomly selected sites to perform a national time study on F4 work performed. During the study, the team gathered data on TACS duties performed and whether those duties were completed by a clerk or management. The team still is in the process of analyzing the data.*

*Once the analysis is completed, the results and any proposal from the team will be presented to postal leadership for approval and feedback. We intend to provide NAPS with the time study results following any determination from USPS leadership.*

NAPS responded that the NPA CSV goal is an unreasonable increase of 30% in one year. What analysis was used to calculate that 30% was possible in a year?

*This change was proposed as part of the NPA Planning team. The CSV/SOV Opportunity Improvement to SPLY indicator likely will be among the Func-*

*tional Effectiveness indicators for Retail and Delivery. Functional Effectiveness has a 30% weight on a scorecard, not CSV. Functional Effectiveness has three indicators. In FY21, prior to the restructuring, the CSV indicator had a 10% weight on a scorecard.*

NAPS said that, currently, the prior week in CSV is available to be viewed on Monday of the current week. However, standby time is not factored into the CSV percentage earned from the prior week. Could the USPS begin to factor in the standby time to give an accurate CSV percentage earned from the prior week when the report is pulled on Mondays? If standby time isn't factored in, a manager or postmaster must do this mathematical computation weekly and keep copies for a full year in case they need to use the data for mitigation.

*Standby time is a rare occurrence for late trucks or lack of work to be performed while clerks are in a waiting status. Normally when there are transportation issues or mail arrival problems, there are other duties in a facility for clerks to perform. A few examples might be boxing mail, performing UBBM duties, second notices and mark-ups. The variance programs, CSV and SOV, are designed to track productive work practices and provide a performance assessment based on the actual workhours spent versus the workhours earned for that workload. Standby time is not a productive function or an earned workhour metric.*

Continued on page 10



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For questions, email [naphq@naps.org](mailto:naphq@naps.org) or call us at 703-836-9660

The Supervisors' Political Action Committee (SPAC) will neither favor nor disadvantage a member based on the amount of a contribution or a decision not to contribute to the nonpartisan political action fund.

## Oct. 19 Consultative

Continued from page 8

### Agenda Item #4

What is the matrix for determining MPOO levels?

*The matrix was revised in May 2021 due to the realignment of districts. The MPOO workload indicators were unchanged:*

- *Workload Service Credits from the PS150s*
- *# of authorized EAS management positions*
- *# of offices within the district*

#### Prior Matrix

Min	Max	#MPOOs Earned
0	6.99	1
7	12.99	2
13	18.99	3
19	24.99	4
25	30.99	5
31	36.99	6
37	42.99	7
43	60.99	8

#### Current Matrix

Min	Max	#MPOOs Earned
0	7.99	1
8	17.99	2
18	24.99	3
25	30.99	4
31	35.99	5
36	40.99	6
41	46.99	7
47	60.99	8
61	69.99	9
70		10

*Districts with Level-24 post offices 75 miles or more from another Level-24 may qualify for an EAS-23 MPOO to be upgraded to a Level-25 MPOO, beyond their authorized Level-25 complement.*

### Agenda Item #5

Currently, the USPS tracking system does not correctly inform customers when they are tracking

their parcels. The tracking information reads, "System Generated and Container Generated." EAS employees know what this means; postal customers may not. As a result, customers call to complain and file unnecessary C-360 complaints regarding parcels not delivered primarily because they don't know what the tracking information means.

There needs to be language on this page so customers know what "System Generated and Container Generated" means in order to limit phone calls and C-360 complaints.

*The Postal Service has two tracking systems, one is the intranet (internal) website that our employees use versus the external website (USPS.com), which is reviewed by customers. Mail & Package Information Systems is not aware of any changes in either system.*

*The internal tracking site provides information such as "System Generated and Container Generated" input methods. This information is not displayed on the external website (USPS.com).*

### Agenda Item #6

The field currently is being informed that in order to train a backup lead 7 clerk to perform TACS-related duties, it must be on their bid; otherwise, they cannot be trained. The consequences of this issue will lead to EAS employees performing necessary TACS functions, therefore allowing the APWU to file grievances and win due to EAS employees performing craft work.

*In installations that are authorized a lead clerk, local management can determine the clerk(s) in the installation to train as a "backup lead 7 clerk" to perform TACS related duties. A relief (backup) lead clerk serves as a replacement when the lead clerk is off on nonscheduled days or leave.*

*There is no requirement to change an existing duty assignment of a Level-6 clerk to perform as a relief lead clerk.*

*Note: The relief clerk is paid in accordance with ELM 233.3.*

### 233.3 Criteria for Evaluating Mixed Assignments

*"233.3.b. Regularly scheduled on intermittent days in two bargaining unit positions. When a full-time employee is regularly scheduled on intermittent workdays to perform the work of two separate bargaining unit positions in different grades, the employee is placed in the position in which more than 50 percent of the time is spent. If the time is equally divided, the employee is placed in the higher-grade position."*

### Agenda Item #7

What will happen to all the detail positions once the USPS allows normal postings to resume and the RIF ending Oct. 8? Will those employees be put back to their positions? Some who did not want to go back to their Form 50 positions may have retired, which, in turn, would have created more positions that could have been put up for impacted employees if they ended those details before the RIF.

*Policies for details have not changed. Vacant authorized jobs can be posted as early as Oct. 19.*

### Agenda Item #8

In regard to the domicile policy, in paragraph 2, it reads, "they will remain in the domicile position and will be told where prior to the selecting." Under Approval Process number 5, bullet 2, it reads, "if the position is supporting the local geographic District or Area, they have preference."

Clarification is needed because the policy says if a person is domiciled in an office and works solely for Headquarters, but later, someone who needs to be domiciled who works for Headquarters, but whose responsibilities support the District or Area, now can have that office.

*Employees who support the local*

geographic district shall have preference over Headquarters employees who do not. If this circumstance were to occur, then consideration would be given to a duty station in the geographic boundaries and in an employee's local commuting area. There must be a business for a change in a duty station and requires approval by a vice president or designee.

**Agenda Item #9**

NAPS Headquarters has received inquiries regarding the Juneteenth federal holiday. The holiday was not observed by the USPS this year due to its passage by Congress in June, then going into effect the same month. The understanding was EAS employees would be provided another day for this holiday. How will the Juneteenth holiday be granted to EAS employees?

*Incorporation of this holiday for nonbargaining employees should be proposed as a matter of pay consultation. This proposal will be sent to NAPS' Headquarters soon and discussed. The current intent is to propose this change for calendar year 2022 (see page 12).*

**Agenda Item #10**

If an EAS employee took a lateral downgrade to a Level-17 BMEU or any position upgraded to a higher level, but below their two-year saved grade period, will they keep their two years' saved grade pay?

*Individuals will continue to be recognized at the same level for the two-year saved-grade period. Although the individual may be assigned to a position lower in grade, the Postal Service recognizes the individual at saved grade. An individual would not be eligible for a position upgrade unless the position is reclassified at a grade higher than the saved grade.*

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

**Statement of Financial Position (Balance Sheet)**—May 31, 2021

**Assets:**

Cash and Investments	\$ 13,871,995.67
Dues Withholding Receivable	591,448.88
Prepaid Expenses and Other Assets	689,876.01
Total Current Assets	15,153,320.56
Building and Equipment, Net of Accumulated Depreciation	2,797,853.51
Total Assets	\$ 17,951,174.07

**Liabilities and Net Assets:**

Accounts Payable	\$ 180,409.09
PPP Loan Payable	\$ 134,575.00
Accrued Expenses	251,335.39
Deferred Revenues	502,990.68
Total Liabilities	1,202,870.16
Unrestricted and Designated Net Assets	16,748,303.91
Total Liabilities and Net Assets	\$ 17,951,174.07

**Statement of Activities (Revenues and Expenses)**

(For the period April 1, 2021, through May 31, 2021)

**Revenues:**

Dues and Assessments.	\$ 1,866,510.27
Less: Dues Remitted to Branches.	1,268,368.09
Net Dues and Assessment Revenue	598,142.18
Advertising Income From The Postal Supervisor	14,186.00
Royalties	832.29
Other Revenues	39,027.99
Revenues Before Investment & Real Estate Income	652,188.46
Investment Income	730,295.68
NAPS Property, Inc. (Net Loss) Before Depreciation & Amortization	\$(153,947.89)
Less Depreciation & Amortization	(28,256.50)
NAPS Property, Inc. (Net Loss)	(182,204.39)
Total Revenues Net of Real Estate Loss	1,382,484.14

**Expenses:**

National Headquarters	382,998.02
Executive Board	151,763.31
<i>The Postal Supervisor</i>	83,452.77
Legal/Fact Finding/Pay Consultation	89,639.37
Legislative Counsel	2,887.50
Legislative Expenses	(5,113.20)
Membership	(2,917.00)
Education and Training	76,487.04
Disciplinary Defense	68,203.40
Total Expenses	847,401.21

**Revenues in Excess of Expenses (Change in Net Assets)** \$ 535,082.93

Substantially all disclosures required by GAAP are omitted.

The financial statements do not include a statement of functional expenses and cash flows.

The financial statements do not include the financial position and operations of the SPAC.

No assurance is provided on these financial statements.

**Juneteenth Federal Holiday Will Be Recognized by the USPS**

The Juneteenth National Independence Day Act was signed into law on June 17, 2021, immediately making June 19 a federal holiday. Because of the short notice, the USPS was unable to cease operations to observe the holiday. Beginning in 2022, the agency will recognize Juneteenth as a holiday eligible to full-time and part-time career employees. The observance will be included in the *ELM* 518, "Holiday Leave."

**NAPS Responds to OSHA's COVID-19 Emergency Temporary Standard**

On Nov. 5, the Occupational Safety and Health Administration (OSHA) issued an emergency temporary standard (ETS) to protect unvaccinated employees of large employers (100 or more employees) from the risk of contracting COVID-19. In its issuance, OSHA noted the ETS applies to the Postal Service because the Occupational Safety and Health Act recognizes the Postal Service as a covered private employer.

Under the ETS, covered employers must develop, implement and enforce a mandatory COVID-19 vaccination plan, unless they adopt a policy requiring employees to choose either to be vaccinated or undergo regular COVID-19 testing and wear a face covering at work. Dec. 6 was the deadline for employees to comply with all requirements other than testing.

This includes establishing a vaccination policy, determining employee vaccination status, providing the requisite paid time off and ensuring unvaccinated employees are masked. Beginning Jan. 4, 2022, unvaccinated employees must undergo weekly testing. Any employee who has received all doses of the vaccine by Jan 4. does

Executive Administrative Schedule (EAS) Annual Salary Effective January 1, 2022 (Day 1, Week 1, PP 02-2022)		
RSC E		
Grade	Minimum	Maximum
15	\$51,650	\$74,850
16	\$54,330	\$83,730
17	\$57,640	\$87,440
18	\$59,160	\$91,260
43 (18B)	\$64,500	\$92,900
19	\$65,290	\$95,590
20	\$76,170	\$100,800
21	\$76,910	\$105,660
22	\$79,680	\$114,530
23	\$84,070	\$120,770
24	\$89,060	\$126,760
25	\$100,460	\$133,060
26	\$107,670	\$139,670

not have to be tested.

NAPS has begun reviewing the ETS, including its impact on the Postal Service and its employees. NAPS has not received any communication from the USPS regarding how the ETS will be rolled out.

**USPS Modifies the Aug. 27 Pay Decision**

After consulting with NAPS, the Postal Service has decided to modify the Aug. 27 pay decision for EAS employees. The agency will modify the 2.0% and apply a 2.2% increase to the salary range maximums of each grade in the EAS schedule and apply

the dollar amount increase of each maximum to the respective salary minimum range (*see chart above*).

For example, the current maximum of an EAS-20 is \$98,630. A 2.2% increase will be applied to that maximum and result in an increase of \$2,170. The maximum will become \$100,800 and the \$2,170 will be applied to the salary range minimum. The minimum will be increased to \$76,170.

The effective day of modifications to the salary ranges is Jan. 1, 2022, immediately before applying any Pay-for-Performance salary-related adjustments.

NAPS is saddened to report the death of Rich Wilson, a long-time member of Seattle Branch 61. Rich retired from the Postal Service in 2005 as a senior manager with almost 40 years of service.



He was a longtime member of the NAPS National Convention Credentials & Registration Com-

mittee and was planning on attending the 67th National Convention, but became ill with COVID just before the convention. He died Sept. 7.

Rich also served in many leadership positions in NARFE, the last as Region IX vice president. He served 26 years in the Navy Reserve.

Executive Vice President Chuck Mulidore continues to visit lawmakers on Capitol Hill to urge passage of H.R. 3076, the “Postal Service Reform Act of 2021.”

In early December, Mulidore met with Rep. Richard Neal (D-MA), chairman of the House Ways & Means Committee, and discussed advancing H.R. 3076 to the House floor for action.

Mulidore and Sen. Maggie Hassan (D-NH)



Mulidore and Sen. John Hickenlooper (D-CO)



Mulidore and Sen. Chris Van Hollen (D-MD)



Members of the 67th National Convention Host Committee enjoyed an appreciation dinner with Texas Area Vice President Jaime Elizondo, Jr. (fourth from left).

Illini Area Vice President Luz Moreno swore in new officers for North Suburban Facility, IL, Branch 489. From left: Moreno, Sergeant-at-Arms Robbin Gillespie, Legislative rep Esther Mendoza; Treasurer Cynthia Stone-Mobley, President Edgar Young and Vice President Olajide Oke-dina.



New England Area Vice President Bill Austin (right) swore in new officers for Portland, ME, Branch 96. From left: Derek Lothridge, vice president at large; Darrel Hafford, vice president, Eastern Maine; Doug Handy, vice president, Southern Maine P&DC; Amanda Sadler, vice president, Customer Services; Arnie Rosario, secretary/treasurer; and Eric Parent, president.

Northeast Region Vice President Tommy Roma made his annual Christmas visit to the grave of former NAPS President Vincent A. Palladino.



Linda Donnelly, North Coast, CA, Branch 497, attended Rep. Mike Thompson's (D-CA) Sonoma Harvest Celebration on Nov. 13. Thompson is a member of the House Ways & Means Committee. As a retired postal supervisor, Donnelly was pleased to hear Thompson supports postal reform legislation.

Bronx, NY, Branch 459 held its holiday party and swore in new officers.

From left: Branch 459 Vice President Frank Leto, Vice President John Vincenzi, Bronx Postmaster Adella Livingston, NAPS Northeast Region Vice President Tommy Roma and New York Area Vice President Dee Perez.



**National Association of Postal Supervisors**

# Vince Palladino Memorial Student Scholarships

**Deadline: June 30, 2022**

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

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

NAPS will award 10 \$1,000 **Vince Palladino Memorial Student Scholarships**. Two winners will be randomly selected from each of the NAPS regional areas (Northeast, Eastern, Central, Southern and Western).



Applications must be received no later than June 30, 2022. Online applications only will be accepted using the NAPS website. Please go to [www.naps.org](http://www.naps.org) under the “Members” tab to apply for the **Vince Palladino Memorial Student Scholarship**, or go to <https://naps.org/Members-Scholarship>.

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the September/October 2022 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a Vince Palladino Memorial Student Scholarship will receive a check, payable to the college or university listed in the application, in October 2022. Scholarships may be used to pay expenses in the student’s current or following semester.

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



New England Area Vice President Bill Austin and the new Providence, RI, Branch 105 Executive Board, from left: Legislative rep David Costa, Executive Board members William Downes, Richard Wilson and Victor Giorgio, Treasurer Anthony Alviti, Austin, Vice President Shaun Branch, President Jamal Salih and Executive Board members Kristine Moore and James Bourque.

Members of Mary Burkhard, CA, Branch 244 met on Nov. 18 at the Red Lobster Restaurant in Valencia, CA. Special guests were NAPS Executive Vice President Chuck Mulidore, Western Region Vice President Marilyn Walton and Pacific Area Vice President Chuck Lum.

There was a great turnout; members had lots of questions regarding final Pay-for-Performance numbers, concerns about EAS employees expected to perform craft duties, staffing shortages going into peak season and more. Mulidore provided updated news from NAPS Headquarters and discussed the strategies the resident officers are using to address many of the concerns from the field. He also touched on NAPS' focus on legislation and encouraged everyone to stay engaged.

Chuck Lum talked about membership, urging every-



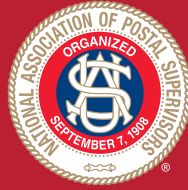
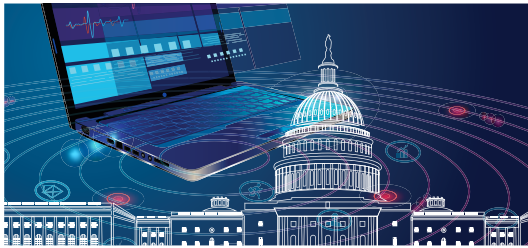
one to reach out and invite nonmembers to join the NAPS family. As the NAPS Executive Board Legislative Committee chair, Walton encouraged everyone to be more informed about legislation, particularly legislation that impacts postal and federal employees.

Branch 244 will be hosting the 2022 California State Convention, April 20-24, in Solvang.



New Branch 244 officers were installed: From left: Michelle Ortiz, area vice president; Mulidore; Rizwan Chaudry, sergeant-at-arms; Oscar Salazar, area vice president; Sherrie Torres, area vice president; Karesha Banner, area vice president; Delmy Alarcon, area vice president; Stephen Prevulsky, treasurer; Clarissa Bognot, secretary; Ed Moore, president; and Lum. Not pictured: Stephen Kobliska, vice president.





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

CRYSTAL GATEWAY MARRIOTT HOTEL  
 ARLINGTON, VIRGINIA

# 2022 Legislative Training Seminar Registration Information

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

**Online registration for LTS will be available on Nov 30. More information will be available on the NAPS website at [naps.org](http://naps.org).**

## LTS Registration Fee—\$225

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

## No on-site registrations will be accepted.

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

## Refund Requests

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

## Substitutions

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



Marriott Crystal Gateway  
 1700 Richmond Hwy  
 Arlington, VA 22208

## Hotel Rates and Reservations

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

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

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

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

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

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

NAPS Headquarters does not confirm lodging reservations.

## EAS Employees—AKA Santa’s Postal Elves

**Dioenis D. Perez**

*New York Area Vice President*

It’s that stressful time of year again. We all know who should receive most of the credit for delivering parcels and selling stamps: carriers and clerks. But what makes that all possible is every EAS employee—from the mail plants to Customer Service, which the general public does not see.

EAS employees are the forgotten elves who set the daily expectations, manage last-minute instructions, post schedules, authorize additional work, observe the workforce, issue corrective actions, deal with the unions and handle labor issues tossed into their laps.

EAS employees help our customers with their delivery inquiries, follow a litany of processes and SOPs that continually fluctuate, disseminate information to our craft employees, adhere to safety rules and practices, put up with hours-long Zoom meetings toward the end of the day and, at times, throughout the day.

EAS employees tolerate being verbally disrespected by higher-level EAS employees, while USPS and NAPS MOUs are not followed by upper-management. They have to deal with an overall lack of professional courtesy and respect from the upper ranks of facility heads to their EAS employees on the front lines.

That list should give nonpostal workers a brief idea of what EAS employees, Santa’s “other elves,” do on a daily basis behind the scenes—not

just during the holiday season, but every day. I left out all the extra hours EAS employees put in to make this all come together and make it possible for the Postal Service to be successful.

But then, EAS employees are questioned about the necessary extra hours they worked; worst yet, they are told they should not put in for the extra hours. The answer is simple: Bring back the Level-19 supervisor of Postal Operations positions, as well as relief positions.



The agency has changed dramatically, as well as its management philosophy. We are a statistics-driven organization, just like every other business. But we are a service—not a business; that’s the fundamental difference. Remember

this quote: “Figures don’t lie, but liars do figures.”

The most recent RIF seemingly has made us more Headquarters-heavy than ever, with barely any middle-management to help in the field these days. Most of us in the field have no idea what these new job titles actually do. Who is responsible for what?

We do know they are great at sending emails, having Zoom meetings and telling us what needs to be done and when. Have they ever handled the same challenges themselves? What is clear is postmasters and their EAS staffs now are responsible for everything, but they still are not allowed to run their units as they see fit.

May you all be safe and have a merry Christmas. Enjoy the holiday you celebrate! God bless.

[nyavpdee@aol.com](mailto:nyavpdee@aol.com)

## Western Region Training Seminar Was a Success

**Marilyn Walton**

*Western Region Vice President*

The 2021 Western Region Training Seminar (WRTS), held in early November in Reno, NV, is over, but the great information will continue to be disseminated as our seminar attendees return home and share the knowledge gleaned from our outstanding presenters. This was our first opportunity since 2019 to host the Western Region NAPS family in person.



The opening ceremony was called to order by Lynn Holmes, Reno Branch 249 secretary/treasurer. Presentation of the Colors was led by Master Sgt. Javier Contreas, a Branch 249 officer and member of the Nevada Air Guard, and his fellow service members Senior Master Sgt. David Hill, Master Sgt. Patrick Faenza and Technical Sgt. James Reeser.

The Western Region was honored to have NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden and



The 2021 Western Region Training Seminar was well-attended. Delegates enjoyed meeting in person for the first time since 2019.

Immediate Past President Brian Wagner attend.

USPS WestPAC Area leadership sent Reno Postmaster Jerry DaPaoli, Nevada/Utah District Manager Kevin Romero and Pacific Northwest Division Processing Director John DiPeri. Their messages were positive and well-received. Attendees asked questions and the postal guests responded.

The overall feedback was engagement should filter down to middle-management; there still are managers who manage with a stick instead of a carrot. There needs to be a culture change throughout the Postal Service. We agreed that communication and conversations can improve our workplace culture.

Presentations included an OIG review and information on USPS Stamp Stock Compliance, a 650/101 and representative training skit, how to update your unit's SWCs using USPS electronic reports, Zoom train-

ing, NAPS membership strategies, DDF provider case prep, OWCP information, officer duties and responsibilities, legislative updates and communicating with Congress. Lastly, we had a great overview from President Ivan D. Butts: "Where Do We Go from Here?" The seminar ended with a NAPS Q&A and updates from the resident officers.

The Western Region consists of 13 Western states; all were represented. These include the Rocky Mountain Area, led by Area Vice President Myrna Pashinski; the Pacific Area, led by Area Vice President Chuck Lum; and the Northwest Area, led by Area Vice President John Valuet.

The National Auxiliary met and conducted training and meetings. They welcomed President Laurie D. Butts and Immediate Past President and Western Region Vice President Patricia Jackson-Kelley. Auxiliary training included a history of the Auxiliary,

Members of the Nevada Air Guard—Master Sgt. Javier Contreas, Senior Master Sgt. David Hill, Master Sgt. Patrick Faenza and Technical Sgt. James Reeser—presented the colors.



NAPS President Ivan D. Butts



NAPS Executive Vice President Chuck Mulidore



NAPS Secretary/Treasurer Jimmy Warden



NAPS Immediate Past President Brian Wagner



OIG Western Pacific Area Field Office Acting Special Agent-in-Charge Glenn San Jose



NAPS DDF Provider Al Lum



Front row, from left: Los Angeles Branch 39 Vice President Sam Booth Jr., NAPS Immediate Past President Brian Wagner, National Auxiliary Immediate Past President Patricia Jackson-Kelley, Branch 39 Auxiliary member Chanel Dodson, Branch 39 member Alvetia Smith, NAPS Pacific Area Vice President Chuck Lum and Western Region Vice President Marilyn Walton.

Back row: NAPS Secretary/Treasurer Jimmy Warden, Branch 39 member Felicia Pennington, Branch 39 President Marilyn Jones, NAPS Executive Vice President Chuck Mulidore, Branch 39 member Velma McClinton, NAPS President Ivan D. Butts and Branch 39 member Youvet Profit.



From left: Margarete A. Grant Branch 127 Vice President Glenn Gray, President Vontina Swygert, NAPS President Ivan D. Butts and Branch 127 members D'Arcy Bush, Edna Gray, Dorothea Bradley, Verlina Covington, Charles Patterson and Regina Black.



Auxiliary members, top row, from left: Barbara Kelly, Branch 77; Laurie D. Butts, National Auxiliary president; Nina Graham, Branch 88; Patricia Jackson-Kelley, National Auxiliary immediate past president; and Nan Coppolella, Branch 373.  
Bottom row: Chanel Dodson, Branch 39; Rachel Hansen and Carrie Hansen, Branch 373.



NAPS President Ivan D. Butts (right) conducted a joint installation of Western Region officers. To his right are Tanner Esler, Branch 300, Wyoming; Kanani Alos and Keliinani Eberhart, Branch 214, Honolulu; Bob Aldrich, Branch 907, Colorado; Laroma Parker and Laurie Lum, Branch 214; Henry Medel and Billy Gans, Branch 915, Idaho; NAPS Secretary/Treasurer Jimmy Warden; Executive Vice President Chuck Mulidore; and Immediate Past President Brian Wagner.



NAPS Rocky Mountain Area Vice President Myrna Pashinski presented California State President Marilyn Jones with a gift for her excellent presentation, "Zoom Tips & Techniques."

legislative and Zoom meetings, personal health tips and an update from NAPS President Ivan D. Butts.

The Auxiliary conducted two days of 50-50 raffles and raised \$1,690, which was instrumental in helping NAPS exceed its Western Area SPAC challenge. The raffle and in-kind donated items and gift cards boosted the final total to \$7,390, exceeding our goal of \$5,000 for this event. A special thanks to all the branches that contributed.

With the NAPS resident officers, we ended the seminar with a joint installation of officers for Cheyenne, WY, Branch 300, Honolulu Branch 214, Idaho State Branch 915 and Col-

orado/Wyoming Bi-State Branch 907.

I want to thank Al Lum, NAPS DDF provider, for traveling to Reno and providing an informative presentation for attendees. Thanks also to Denver Attorney Tom Muther, OIG Acting Special Agent-in-Charge Glen San Jose, Past Rocky Mountain Area Vice President John Aceves, USPS Accounting Analyst Lyly Gellers, California State President Marilyn Jones, the resident officers and the immediate past president for providing such outstanding training.

Also, a very special thank-you to a long list of volunteers who made our seminar so successful

[marilynwalton@comcast.net](mailto:marilynwalton@comcast.net)

## Be a Leader! Help Increase Membership

*Continued from page 5*

At the recent Western Region Training Seminar, Pacific Area Vice President Chuck Lum gave an excellent presentation on membership. He challenged everyone to work on increasing membership and informed them of the benefits of being a NAPS member. Thanks, Chuck! I encourage all regional and area training seminars to have a session on membership. Increasing membership demonstrates leadership.

Stay safe!

[naps.jw@naps.org](mailto:naps.jw@naps.org)



NAPS 68<sup>th</sup> National Convention  
August 8 - 12, 2022

Hyatt Regency  
New Orleans, Louisiana

## New Delegate Credentials Process in Place for the 68th National Convention

By Emily Christophersen, NAPS office manager

**N**ational convention registration and credentials open jointly on March 1.

This year, NAPS is transitioning to a new delegate credentials process for the 68th National Convention. We no longer will use hard-copy delegate credential forms. Starting this year, the process will be fully electronic.

The new credentials process is kicked off when a member registers as a delegate for the National Convention. **(This means a member first must register in order for a credential form to be generated for them.** Please note: Registration for the National Convention will open March 1.)

So, how, exactly, will registration work? When Jane Doe registers as a delegate, a new electronic credential form will be created for her in our system. Using information provided during registration, the system automatically will populate the fields on her credential form: her name, address, EIN (if applicable), first-timer status, branch number and date.

The respective branch president then will receive an email stating NAPS Headquarters is requesting their signature on Jane Doe's delegate credential form. The branch president will be able to click on that email invitation, provide an electronic signature and then click "submit."

The completed credential form then is saved to our system by the delegate's name. Finally, the delegate, branch president and NAPS Headquarters all will receive an emailed copy of the completed and signed final credential form.

Important to note: **Under this new process, a member must register first so a delegate credential can be automatically created for them.** This guarantees that every delegate registered for the National Convention has a completed credential form ahead of their arrival in August. With this new process, delegates no longer have to complete a two-part process (registration and their credential) as the second phase now is automated.

Branch presidents: Keep an eye on your inbox for requests for electronic signatures as we begin receiving registrations after March 1. If you have any questions, please reach out to us at [napshq@naps.org](mailto:napshq@naps.org). We are here to help our members!

### Important Convention Dates

- May 31** Deadline for all resolutions from states with conventions before the end of May to be mailed to Executive Vice President Chuck Mulidore
- June 30** Deadline for entries for the Best Website and Newsletter contests
- July 5** Deadline to register for the 68th National Convention (opens March 1)
- July 10** Deadline to submit refund and substitution requests to NAPS Headquarters  
  
Deadline for all other resolutions to be emailed to Executive Vice President Chuck Mulidore
- July 15** Deadline for emailing deceased members' names to Executive Assistant LaToria Bolling

### City of New Orleans Current COVID Protocol

On Oct. 27, New Orleans entered a MODIFIED PHASE THREE: "Prior to entering the following indoor establishments, all individuals who are eligible to receive a COVID-19 vaccine must provide evidence to designate staff or leaders of: (1) having received at least one dose of a COVID-19 vaccine that has received full approval or emergency use authorization from the U.S. Food and Drug Administration or the World Health Organization; or (2) having received at least one dose of a COVID-19 vaccine as part of a clinical trial; or (3) evidence of a negative antigen or PCR COVID-19 test taken no more than 72 hours before entry, with the individual's name, date of test and result clearly visible on an official report." This is subject to change. For more information, visit [ready.nola.gov](http://ready.nola.gov).

## Bob Levi

Director of Legislative & Political Affairs



The day before I submitted this column, Executive Vice President Chuck Mulidore and I had the opportunity to have a constructive, face-to-face conversation with Rep. Richard

## ‘Let It Go’

Neal (D-MA), chairman of the House Ways & Means Committee. During the meeting, we urged him to allow his committee to approve H.R. 3076, the “Postal Reform Act of 2021,” for a vote by the full House.

Admittedly, I was tempted to break into song with the chorus of “Let It Go” from the movie “Frozen.” Fortunately, I stuck to my recognized skillset and did not challenge Tony Award-winning actress Idina Menzel’s singing talent. Nevertheless, the message that Mulidore and I conveyed was abundantly clear and resonated with Neal: Let H.R. 3076 go!

The disposition of the legislation hopefully will be inscribed by the House at the end of December; its ultimate fate will be sealed by the Senate in early 2022. For this reason, NAPS members and all those who champion a viable, universal Postal Service must continue to advocate for the only available legislative vehicle that helps achieve this goal.

The upcoming NAPS Legislative Training Seminar at the end of March will provide a key venue to hopefully complete the legislative journey of H.R. 3076. In the meantime, NAPS’ legislative advocates have been working hard to sustain grassroots support for moving postal relief legislation forward. We have communicated to members of Congress and their staffs

the importance of reducing the Postal Service’s unfair retiree health liability as the essential first step in postal restoration.

In early December, *NAPS Chat*, the weekly podcast sponsored by NAPS, hosted Bill McAllister, Washington correspondent for *Linn’s Stamp News*. Before his current position, McAllister covered the Postal Service as a *Washington Post* news reporter and editor for almost 25 years. On the podcast, available on the NAPS website and podcast platforms (Apple Podcasts, Google Podcasts, Spotify, etc.), we discussed how presidential decisions influence the operational and financial trajectory of the Postal Service and can play a role in postal restoration.

We recalled how, in early 1993, outgoing President George H.W. Bush threatened to fire all nine members of the Postal Board of Governors over its decision to raise postage by 1 cent. (The 1993 Board actually went to U.S. federal court to clarify presidential authority over postal decisions.) We also spoke about the pressure leveraged on the agency by former President Donald Trump relating to package pricing and treatment of the 2020 election absentee ballots.

Most importantly, we spoke about the contrasting characteristics that Trump and President Joe Biden sought in nominees to the Board of Governors, as well as their respective relationships with the current postmaster general. At your convenience, please listen to the Dec. 3 episode of *NAPS Chat*. It is entertaining and informative.

As you may recall, in my previous columns and at the 2021 NAPS National Convention, I mused that President Biden’s eventual decision about the two Board of Governors openings would inform us about his views on the agency and its immediate future.

He could have renominated Ron Bloom to the board and left Ron Barger in place for at least another year. Both have been supportive of Postmaster General Louis DeJoy and his policies.

Instead, Biden nominated two individuals with extensive government backgrounds to replace Bloom and Barger. Daniel Tangherlini served as administrator of the General Services Administration and chief financial officer at Department of the Treasury under President Obama. He also served in the Office of Management and Budget and the Department of Transportation in the Clinton Administration.

Derek Kan served as deputy director of the Office of Management and Budget and as an under secretary at the Department of Transportation under President Trump. He also served on Sen. Mitch McConnell’s leadership staff.

McAllister and I agreed that President Biden’s nominees appear to reflect a pivot away from political operatives and individuals grounded in the financial service industry to individuals with broad government experience who are familiar with the Postal Service. Clearly, President Biden’s three previous nominees reflected this outlook.

Interestingly, at the same time the nominations were forwarded to the Senate for confirmation consideration, White House Press Secretary Jen Psaki, in response to a reporter’s question, suggested that President Biden had “continued concerns about the postmaster general’s leadership.” How this view plays out with a potentially newly constituted Board of Governors will be consequential.

Notwithstanding the press secretary’s comments, DeJoy’s near-term

*Continued on page 35*

# Here Are the 2022 SPAC Pins

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



## President's Ultimate

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



## VP Elite

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



## Secretary's Roundtable

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



## Chairman's Club

*\$250 level*



## Supporter

*\$100 level*

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## Drive for 5

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

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# 2021 SPAC Contributors



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

Salmon, James	AZ	Branch 246
Boisvert, Michael	CA	Branch 159
Campbell, Stephnia	CA	Branch 159
Derden, Margaret	CA	Branch 39
Meana, Frances	CA	Branch 159
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Bailey, Virgil	CO	Branch 561
Kerns, John	CO	Branch 141
Pashinski, Myrna	CO	Branch 65
Austin, William	CT	Branch 47
Douglas, Lisa	CT	Branch 5
Moss, Donald	DC	Branch 135
Bock Jr., Robert	FL	Branch 406
Gilbert, Belinda	FL	Branch 425
Lynn, Patti	FL	Branch 296

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

## SPAC Contribution Form

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

**\$1,000**—President's Ultimate SPAC

**\$750**—VP Elite

**\$500**—Secretary's Roundtable

**\$250**—Chairman's Club

**\$100**—Supporter

Current as of February 2019

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

### Mail to:

SPAC  
1727 KING ST STE 400  
ALEXANDRIA VA 22314-2753

Contribution Amount \$ \_\_\_\_\_ Branch # \_\_\_\_\_

Name \_\_\_\_\_

Home Address/PO Box \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_

ZIP+4 \_\_\_\_\_ Date \_\_\_\_\_

Employee ID Number (EIN) or  
Civil Service Annuitant (CSA) Number \_\_\_\_\_



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

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

Card number \_\_\_\_\_

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

Card expiration date: \_\_\_\_\_ / \_\_\_\_\_

Signature (required for credit card charges) \_\_\_\_\_

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

Describe gift \_\_\_\_\_ Value \_\_\_\_\_

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



Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Johnson, Craig	MO	Branch 36
Weiland, Heather	ND	Branch 937
Dallojacono, Anthony	NJ	Branch 568
Amash, Joseph	NY	Branch 83
Gawron, Dennis	NY	Branch 27
Perez, Dioenis	NY	Branch 202
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Mulidore, Chuck	OH	Branch 133
Needham, Timothy	OH	Branch 186
Butts, Ivan	PA	Branch 355
Kernahan-Beals, Carol	PA	Branch 387
Green, Shri	TN	Branch 41
Austin, Jessie	TX	Branch 122
Cox, Lloyd	VA	Branch 526
Green Jr., Richard	VA	Branch 98
Krogh, Charlie	WA	Branch 31
McCracken, Cindy	WA	Branch 61

## November Contributors

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

Lynn, Patti	FL	Branch 296
Winters, Michael	IL	Branch 255
Cox, Lloyd	VA	Branch 526

### VP Elite (\$750)

Sutton, Catherine	CA	Branch 373
Moreno, Richard	MA	Branch 498
Griffin, Troy	MD	Branch 42
Englerth, Scott	NY	Branch 11
Hughes, Thomas	NY	Branch 100
Jessmer, Spencer	NY	Branch 11
Bartko, Susan	PA	Branch 20
Trevino, Manuel	TX	Branch 124
Mott III, George	VA	Branch 132
Gruetzmacher, Bjoern	WA	Branch 61

### Secretary's Roundtable (\$500)

Benjamin, Evelyn	CA	Branch 266
Jones, Marilyn	CA	Branch 39
Nguyen, Nicole	CA	Branch 373
Trevena, April	CA	Branch 94
Castleberry, Richard	CO	Branch 561
Garland, Angela	DE	Branch 909
Herzog, Rosemarie	FL	Branch 154
Crowe, Brian	IL	Branch 14
Pierce, Annette	IL	Branch 255

Continued on page 34

# SPAC Scoreboard

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

### National Aggregate:

\$215,336.80

### National Per Capita:

\$7.89

### Region Aggregate:

1. Western	\$55,275.50
2. Eastern	\$45,349.00
3. Southern	\$43,442.50
4. Central	\$36,456.02
5. Northeast	\$34,813.78

### Region Per Capita:

1. Western	\$9.51
2. Central	\$7.81
3. Eastern	\$7.63
4. Southern	\$7.36
5. Northeast	\$7.01

### Area Aggregate:

1. Pacific	\$27,284.50
2. Southeast	\$24,580.00
3. Capitol-Atlantic	\$23,372.20
4. Mideast	\$18,519.00
5. New York	\$17,431.28
6. Northwest	\$14,546.00
7. Rocky Mountain	\$13,445.00
8. New England	\$11,870.50
9. Illini	\$10,902.00
10. North Central	\$10,475.00
11. Michiana	\$10,362.02
12. Texas	\$10,293.50
13. Pioneer	\$ 8,969.80
14. Cotton Belt	\$ 5,228.00
15. MINK	\$ 4,717.00
16. Central Gulf	\$ 3,341.00

### Area Per Capita:

1. Northwest	\$12.78
2. North Central	\$11.16
3. Southeast	\$10.76
4. Michiana	\$ 8.87
5. Rocky Mountain	\$ 8.82
6. Pacific	\$ 8.66
7. Illini	\$ 8.08
8. Capitol-Atlantic	\$ 7.90
9. Mideast	\$ 7.77
10. New England	\$ 7.22
11. New York	\$ 7.14
12. Pioneer	\$ 6.06
12. Texas	\$ 5.62
14. Cotton Belt	\$ 5.32
15. Central Gulf	\$ 4.16
16. MINK	\$ 3.90

### State Aggregate:

1. California	\$23,694.50
2. Florida	\$22,764.00
3. New York	\$17,026.28
4. Illinois	\$10,902.00
5. Pennsylvania	\$10,390.00

### State Per Capita

1. North Dakota	\$36.42
2. Maine	\$28.84
3. Hawaii	\$23.16
4. Idaho	\$19.33
5. South Dakota	\$18.84

## Drive for 5

### Members by Region:

1. Southern	44
2. Central	43
3. Eastern	42
4. Western	40
5. Northeast	32

### Aggregate by Region:

1. Western	\$15,858.50
2. Eastern	\$15,095.00
3. Southern	\$14,846.50
4. Central	\$12,991.00
5. Northeast	\$12,374.28

# Executive Board Has Busy, Productive Fall Meeting

Submitted by Jimmy Warden  
Secretary/Treasurer

The fall 2021 Executive Board meeting was called to order at 1 p.m. on Oct. 17 by President Ivan D. Butts. Pioneer Area Vice President Tim Needham gave the invocation; Texas Area Vice President Jaime Elizondo Jr. led the Pledge of Allegiance. New England Area Vice President Bill Austin was appointed sergeant-at-arms. Secretary/Treasurer Jimmy Warden conducted the roll call of officers; all board members were present.

Butts welcomed board members, saying he was glad everyone arrived safely as there were travel issues at the nearby Washington airport that resulted in major delays. He welcomed the new board members and said he expects they will add great value to the board and NAPS membership. Butts said there is a full agenda planned; he is looking forward to the guest speakers, as well as topics for discussion that will be presented.

Executive Vice President Chuck Mulidore also welcomed the board members. He said it has been an interesting transition lately as the building just went through major repairs, including replacing walls inside some of the offices. The front of the building had to be repaired as a result of water damage from rain. Everyone whose offices were in the front of the building had to temporarily relocate. Mulidore said he is looking forward to the future.

Warden welcomed all the board members, saying he was happy to see everyone again in person and to know everyone was doing well. He said he is looking forward to the future working with Ivan and Chuck; the transition has been going well. This past week was a difficult one because of the tragic loss of postal lives at the Lamar Annex of the Memphis Post Office. Warden asked everyone to remember those who lost their lives.

New board members John Valuet, Bill Austin and Dee Perez introduced themselves. Pacific Area Vice President Chuck Lum moved to reelect Southern Region

Vice President Tim Ford as board chair. There were no other nominations; Ford was reelected.

A motion was made to adopt the agenda and program. A discussion ensued regarding the Sept. 4, 2021, board meeting when NAPS Parliamentarian Bruce Bishop informed the board that, according to “Robert’s Rules of Order,” if a motion is made and the agenda and program are adopted, then it cannot be changed and must be strictly followed. Per “Robert’s Rules of Order,” Bishop explained, it is not necessary to adopt the agenda; the chair can elect to follow the agenda and program. The motion was withdrawn.

Ford welcomed board members, informing them of the rules regarding meeting protocol.

MINK Area Vice President Bart Green recommended, seconded by Needham, to accept the minutes of the spring 2021 Executive Board meeting, March 21-24, and the pre- and post-national convention board meetings, Aug. 28 and Sept. 4, as previously submitted to the board. The recommendation was adopted.

Warden gave the financial report. As of Oct. 1, 2021, NAPS investments totaled \$13,176,199.49. On June 1, 2021, NAPS investments totaled \$13,601,587.01. This is a 2022 fiscal year-to-date decrease of \$425,387.52 or 3.23%.

As of Oct. 1, 2021, the NAPS General Fund Signature FCU Checking account balance was \$367,684.07; the Signature FCU Money Market account was \$1,338.88, for a total of \$369,022.95.

As of Sept. 30, 2021, NAPS Property, Inc. had \$106,854 in cash on the balance sheet. There are \$115,228 in outstanding liabilities (security deposits, prepaid rents and accrued expenses), which means all cash is encumbered; there is no free cash flow.

Tower Strategy vacated its space at the end of November 2020. The space was released in May 2021 to Real Estate Counselors PLLC. Strategic Partnerships vacated its space on the first floor when its lease expired on Sept. 30, 2021; the space remains

vacant. Tenant LRB currently is with legal. A settlement agreement has been drafted whereby the tenant would surrender the space voluntarily as of Jan. 31, 2022. NAPS is awaiting final execution from all parties.

Current cash projections assume continued vacancy on the 2nd floor. STOLADI Property Group is working on leasing the space at the market rate of \$29 per square foot. The overall pace of leasing remains slow because of COVID-19.

The cash forecast for FY22 assumes \$50,000 of contributions from the landlord (NAPS Headquarters) will be required monthly to cover the deficit created by delinquency from LRB and current vacancies and building operating expenses. However, to the extent a settlement is reached with LRB and a portion of the outstanding receivables are collected, these contribution requests may be lowered.

Total square footage of rentable space is 44,922, not including common areas, such as the lobby, hallways and restrooms. The total vacant square footage is 15,750:

- Suite 100—4,086 square feet
- Suite 200—700 square feet
- Suite 201—10,964 square feet

As of Oct. 1, 2021, NAPS Headquarters social media results were as follows:

**Facebook** had 3,162 followers (up from 2,911 in October 2020; or 8.65%).

- Posts continue to garner an average of approximately 300 to 1,000 views; the most engaging posts get about 1,000 to 4,000 views organically.

- The post with the highest reach so far in 2021 was from Aug. 25, 2021, (about 4.2k+ reaches/views): “NAPS Newsbreak—NAPS Approves USPS EAS Pay Decision Through May 20, 2023.”

The next highest posts/reaches included:

- March 3, 2021 (3.7k+): “USPS Headquarters Announces Division Alignment, District Restructurings and Limited Voluntary Early Retirement (VER) Board Memo 016-2021.”

- Feb. 24, 2021 (2.2k+): “USPS Facts #1—zero tax dollars used. The Postal Service receives NO tax dollars for operating

expenses and relies on the sale of postage, products and services to fund its operations.”

- July 26, 2021 (2.1k+): “NAPS Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore attended a town-hall style meeting at the Pittsburgh NDC with members of NAPS Branch 554.”

- May 7, 2021 (1.7k+): “NAPS President Brian Wagner joins Bob Levi on *NAPS Chat* to discuss a luncheon meeting held this week with the U.S. Postal Service Board of Governors, the recently announced USPS reduction-in-force, the start of EAS pay talks and the upcoming 2021 NAPS National Convention in Texas.”

Facebook continues to be highly trafficked; competition for organic views on the timeline is fierce. Because so many people are on the platform and more advertisers pay for ads every year, NAPS is competing to have its posts seen (even by people who already follow the page).

Each year, the NAPS page is competing with more organizations/people/pages to show up in people’s timelines when they scroll through Facebook. Boosting posts can be a cost-effective way to get more reach. It is relatively inexpensive and can allow NAPS posts to be seen by more people.

Most of NAPS’ web traffic from social media continues to come from Facebook (90%+). Still, it’s very important also to be on the other platforms, such as Twitter, Instagram and LinkedIn, for visibility.

**Twitter** followers as of Oct. 1 were 644. Typical monthly impressions are approximately 5,000, depending on the type of news shared.

**Instagram** followers as of Oct. 1 were 308.

**LinkedIn** followers as of Oct. 1 were 47.

Website traffic for 2021 shows the number of users is flat, about the same as January to September 2021. The number of overall page views has increased slightly as has the time each user has spent on the site. The data also shows that users visiting a page are clicking through more pages (fewer people are leaving after just visiting the first page on which they land). This is evidenced by the bounce rate decreasing by about 3.4%.

Email continues to be a large driver for readership and traffic to the website. News pages and magazine articles posted regular-

ly are some of the most-visited pages. It’s important to repost the magazine articles on the website because it allows members and prospective members another avenue to get this information. It also provides consistent/regular fresh content for the website, which is important for Google and other search engines.

In addition to the magazine articles, NAPS is considering developing an ongoing content plan to have more original news/blog articles or other types of content written and shared on the website. Articles from *The Postal Supervisor* get a lot of traction and are great, but if/when it makes sense, NAPS will explore creating more original content and articles exclusively for the website. This could help continue to grow web traffic, which is the goal. A board member suggested also putting podcasts on the website besides the *NAPS Chat* or posting on YouTube.

As of the August DCO (reflecting DCO membership through PPs 16 and 17), NAPS had 26,190 members (24,838 active and 1,352 associate; 94.84% and 5.16%, respectively). Total membership from a year ago (PPs 16 and 17, 2020) was 27,473 (26,118 active and 1,355 associate); an overall total SPLY decrease of 1,283 members or (4.67%).

As of the August 2021 DCO, the total number of active nonmember EAS employees was 8,569. This number is based on the USPS payroll files of nonmember EAS employees who are coded nonpostmasters. Based on current membership totals, there are approximately 25.65% nonmembers.

NAPS continues to encourage membership growth by providing sponsors of new members a \$25 NAPS check.

Local and state branches continue to receive their NAPS Nonmember and Change Summary Reports, along with their DCO and Mail reports on a monthly basis.

Per a board motion, the contract expiring before the March 2022 Executive Board meeting is that of Bruce Bishop for parliamentary services.

Al Lum, Labor Relations Admin Group (LRAG), and Mulidore gave their DDF report. Updates on wins, losses, settlements and a review of current cases were provided. Due process is a major concern; requesting information is ignored in many areas. Lum recommended that branches contact him to notify him when a case has been sent to him. Also, ensure the person

seeking the DDF is a NAPS member.

A copy of the DDF request form also must be sent to Mulidore so he is aware of the case and can verify membership. A copy of Lum’s presentation will be posted on the NAPS website.

Karen Young, NAPS editor, reported that everything went well at the convention. The hotel cooperated tremendously with photocopying the *Daily Newsletter*. An idea for area photos at next year’s convention is to set up risers in the convention hall so delegates won’t have far to walk.

Printing costs are rising for the magazine, especially paper, as well as its availability. NAPS may need to adjust advertising rates. The NAPS resident officers and board thanked Young for the outstanding job she does in publishing *The Postal Supervisor*.

NAPS attorney Bruce Moyer gave the board a confidential update on legal issues facing the organization. He also discussed the oral arguments in *NAPS v. USPS* heard at the District of Columbia Circuit Court of Appeals on Sept. 21. Moyer thanked the board for allowing him the privilege of continuing to work with NAPS; he fully understands the work that needs to be done. Butts thanked Moyer for his work.

Butts next welcomed USPS Inspector General Tammy Whitcomb and Special Agent-in-Charge Imari Niles. Whitcomb thanked NAPS for its participation in discussing and addressing issues.

They explained the Office of Inspector General (OIG) works to prevent and detect fraud, waste and misconduct and performs audits to determine the efficiency and cost-effectiveness of postal programs and operations. The OIG reports to Congress and the USPS Board of Governors.

The OIG’s latest areas of focus include ongoing mail delays and service performance; changes in the agency’s network structure and process; the financial condition of the Postal Service, including maximizing revenue and controlling costs; reduction in mail and the growing reliance on packages; and the USPS response to COVID-19.

OIG reports are posted to the website—USPSOIG—and can be viewed by the public. Service performance can be viewed on the website for a specific area by clicking on the map.

Investigations by the OIG include internal mail theft, narcotics, mail delay and

destruction, financial fraud, health care fraud, contract fraud, employee misconduct, workplace environment violations and computer crimes. A copy of the OIG presentation is posted on the NAPS website.

Regarding new business, Moyer provided the link of oral arguments in the *NAPS v. USPS* appeal, as well as a link to the commentary article published in *Law360*. The links are on the NAPS website.

A discussion was held on the Postal Employees Relief Fund (PERF). A motion was submitted by Mulidore to contribute \$30,000 to PERF; the motion passed.

There was a concern submitted by a member that NAPS was not involved in the RIF. The board discussed this allegation; the statement is untrue. NAPS definitely was involved and was in continual contact with Postal Headquarters requesting data. Butts, along with other board members, reached out to the NAPS members who were listed as still affected. NAPS disagreed with the way the process was administered and earlier had informed Postal Headquarters of its concerns.

Discussion followed regarding the website. The feeling is the website needs to be more user-friendly and have information updated more often. NAPS Headquarters intends to assign staff member Allison Portnoy to these responsibilities.

Mulidore and Director of Legislative & Political Affairs Bob Levi reviewed legislative, regulatory and political activities over the past six months that impact NAPS members and provided an update on the 2022 Legislative Training Seminar (LTS).

Levi briefed the board on upcoming meetings scheduled to discuss NAPS issues, including a meeting with the White House. The concern is why H.R. 3076 is not moving to the House floor to a vote. If H.R. 3076 was passed, the legislation would help open the door to get other postal bills better recognized, which won't be considered in committee until H.R. 3076 is on the floor.

There has been an increase in listeners for the *NAPS Chat* podcast. The series focuses on NAPS issues; members are encouraged to listen. Links are on the NAPS website.

There was discussion on the three USPS Board of Governors members whose terms are scheduled to end in December.

Also, there are two bills pending to adjust COLA for retirees. H.R. 304, introduced by Rep. Gerry Connolly (D-VA), requests the same COLA for CSRS and FERS employees. H.R. 4315, introduced by Rep. John Garamendi (D-CA), requests a change in the calculation to employ CPI-E for all retirement COLAs.

Mulidore wants to find new ways to generate SPAC contributions. He then presented Western Region Vice President Marilyn Walton with her certificate for becoming a member of the President's Ultimate SPAC (\$1,000+) level. All board members who have reached the President's Ultimate SPAC level were acknowledged. Mulidore urged board members to lead by example.

Rocky Mountain Area Vice President Myrna Pashinski, New England Area Vice President Bill Austin, Pacific Area Vice President Chuck Lum, Eastern Region Vice President Richard Green and Pioneer Area Vice President Tim Needham also received certificates for reaching the President's Ultimate SPAC. A copy of the presentation is on the NAPS website.

President Butts welcomed Postmaster General Louis DeJoy to the meeting; new board members introduced themselves. DeJoy said the postal associations and unions have been welcoming and supportive; he greatly appreciates the relationships.

The PMG shared that outside entities have been a challenge and created difficulties. The Board of Governors previously asked for a \$70 billion bailout before his arrival in summer 2020, but he feels a bailout is not the answer. Rather, the agency needs to embark on making changes to fix the service. The 10-year plan was devised to adjust after three years.

DeJoy said that, as a professional logistician, he cannot describe the lack of precision with the network; it was exhausting looking at report after report because of the duplicate structure. When he joined the Postal Service, it was forecast to run out of cash within three months.

Regarding hiring, an OIG report stated the USPS met its hiring plan, but, DeJoy stressed, it means nothing if employees aren't retained; there's a 40% turnover rate. The organization was designed to push everything down, but that is changing. DeJoy has 16 direct reports and cross-collaboration has begun.

The company cannot just fix a prob-

lem, he surmised, but should also teach how to fix the problem to achieve gains for the organization. Also, Operations needed to improve; transportation is a key—run the trucks on time. This was tried last year, but the plan failed on the first day.

This is changing, the PMG stressed, as the new team is engaged and learning. The agency is engaging in the transformation in order to succeed. He said the most important source to the organization is its supervisors.

When he was asked to take the position of PMG, DeJoy said he felt it was needed and he could be successful—a major pandemic was going on and he could make a difference. DeJoy shared that he has a vision and the responsibility to achieve it in order to be successful. Therefore, decisions need to be made.

A strong, robust plan is needed to run the organization. Service is at approximately 91% and additional network is being looked at: 4,000 to 5,000 employees to the delivery network and about 40,000 to the logistics network; 50% of the workload is in delivery.

Additional staffing is not needed in delivery just for peak season, he suggested. Staffing should be based on the USPS' needs throughout the year. We can't wait on Congress for relief, he urged. Routes should be built on eight hours' work for eight hours' pay. Carriers should be arriving at delivery points the same time each day.

Also, plant overtime is down to 11%. This past year, transportation had 55,000 trucks only 30% full; 10,000 trucks were being run 10% full. None of the plants seem to be set up the same. Much focus is being placed on these issues in order to increase efficiency and precision.

DeJoy said his previous company had 275 plants that all did something different, but had a common approach. There is a major effort underway as to what plants and transportation should be like. The focus is to deliver mail and packages, but the network needs to be redesigned; it is outdated. The focus is on plants and transportation on which capital will be spent.

The PMG also stressed the agency will focus on engagement. For peak season, staffing started early. Plants are running better and expect a 10% yield, he shared. Trucks now are up to averaging 47% capacity.

DeJoy said a number of contractors

canceled their contracts with the Postal Service because of its insistence that they be on time. Many employees have converted to career. He is expecting a good peak season.

A challenge right now is getting product into the country. It's expected that product will be delivered in January—not because of the agency's service, but because of availability of the product. Regardless, overall, DeJoy anticipates a successful peak season.

The PMG took questions from the board. He emphasized that HR and Operations need to work together with the many initiatives and pilot programs being tested. This includes having NAPS at the table during discussions and implementation.

The PMG told the NAPS board he was involved in decisions to revise NPA goals. The former NPA was too complex; more emphasis needed to be placed on goals on which an employee has direct control, as well as realistic targets. He said the Functional Effectiveness indicator addresses that issue.

DeJoy reiterated that staffing needs to be where it should be so there's stability, which will help address retention issues, onboarding and security. Once there is stabilization, there will be better control of Operations. We can focus on developing new hires and selecting the right people, he stressed. Also, the security of post offices is being reviewed to ensure employees can report and leave each day safely and securely.

NAPS asked what it can do to help. DeJoy responded he wants NAPS and its members to believe in the organization and embrace change. He acknowledged it can appear to be a hard path, but the Postal Service could not have continued the path it was on and expect to be successful.

A recommendation was made that the PMG hold meetings with front-line employees so they can see his enthusiasm and positivity. DeJoy shared that he has been visiting the field every two weeks. He also has had Zoom meetings with many groups and attended their functions, such as the NAPS National Convention and its fall board meeting.

He also has been making videos and many visits to plants and offices trying to spread the message. DeJoy said he is trying to expand that reach; his enthusiasm comes from seeing the remarkable work that postal employees perform and he witnesses in

his site visits.

The PMG's focus right now is on peak season. After Jan. 1, there will be more changes, especially with the package business.

Next was a presentation on operational excellence by Jewelyn Harrington, senior director of Operational Excellence, and Jason Hewitt, manager, Continuous Improvement.

There are two Operational Excellence teams: Chief Delivery Retail Officer and Chief Logistics Processing Officer. The focus is on customer needs, empowering employees and continuous improvement that drives performance. That is achieved when every employee can see the flow value to the customer and is empowered to fix that flow.

Thinking differently, leading differently, working differently:

Thinking—mindset of support/value driven, customers/value, workforce, managers, executives and executive leadership team.

Leadership Principles—respect every individual and lead with humility.

The program has 10 principles of operational excellence in four categories: results, enterprise alignment, continuous improvement and cultural enablers.

Working—huddle, gemba walk, reflection, improve.

This system is to help with engagement. Using the Postal Pulse, engagement is being monitored. A copy of the presentation is on the NAPS website.

Butts next introduced Deputy Postmaster General and Chief Human Resources Officer Doug Tulino. NAPS' new board members introduced themselves. Tulino thanked the board for allowing him to visit and speak with them. He talked about how the Postal Service is working on the 10-year plan, "Delivering for America." Tulino said he is very optimistic about the future as he has been a part of where the Postal Service has been and now sees where it is going. He stressed this is a great opportunity to grow the business. The vision, he pointed out, is from PMG DeJoy and is about the people.

Questions were taken from the board. He explained the agency has been divided into three major departments: Processing and Logistics, Retail and Delivery and Commerce. All departments should know their role. If they are unsure, they need to elevate the issues to field HR.

Tulino said inappropriate behavior is not being tolerated; it needs to be reported so it is addressed immediately. When employees are spoken to appropriately, it contributes to a positive environment. NAPS stated that, at times, messages aren't communicated as originated from USPS Headquarters. Tulino said he has addressed this issue with Josh Colin and Isaac Cronkhite to ensure this message gets down to all levels.

The culture is changing and the agency is focusing on developing its employees, Tulino pointed out. One size doesn't fit all; Cronkhite is looking into this. Clarity also is needed. People need to know what they are being asked to drive. And for them to be compensated fairly, they need to know what is needed to drive their performance.

There needs to be a viable operating plan that drives behavior. Employees need to know what is realistically needed to be done to drive positive behavior. The objective is to be at 95% efficiency in all areas. Presently, that is not occurring, but it is achievable, he stated.

Tulino told board members the employee hiring category needs to be looked at differently; think differently about each category. CCAs are converted on a specific time. The Postal Service needs to be more flexible; it cannot be working new employees so many hours. Function 1 has 25,000 more employees than last year; there is less reliance on holiday help.

This now will be done for Customer Service. CCAs are at 84% retention loss; RCAs are at 81% retention loss.

Long workhours are an issue for non-career employees, as well as supervisors, who are required to work extensive hours. Tulino said too many hours are spent on 204-Bs. Perhaps there needs to be an apprentice program for supervisors and minimize or eliminate the need for 204-Bs.

No company should be forced to keep employees who cannot perform, Tulino urged. If an employee cannot perform the basic job functions during their 90-day probation period and the USPS has provided training and coached them on performance, then consideration should be given to separating the employee.

The December consultative meeting was held in conjunction with the fall board meeting (see page 7).

There was no old business. Following were Executive Board committee updates:

**Ethics**—Central Region Vice President Craig Johnson (chair), Central Gulf Area Vice President Roy Beaudoin, Eastern Region Vice President Richard Green, Northeast Region Vice President Tommy Roma and Western Region Vice President Marilyn Walton. Johnson had no updates; he thanked his committee.

**Constitution & Bylaws**—Texas Area Vice President Jaime Elizondo (chair), New England Area Vice President Bill Austin, North Central Area Vice President Dan Mooney, Rocky Mountain Area Vice President Myrna Pashinski and Northwest Area Vice President John Valuet. Elizondo had no updates; he acknowledged and thanked his committee.

**SWCs**—Northeast Region Vice President Tommy Roma (chair), Secretary/Treasurer Jimmy Warden, Mideast Area Vice President Tony Dallojacono, Capitol-Atlantic Area Vice President Troy Griffin, Northwest Area Vice President John Valuet and former Rocky Mountain Area Vice President John Aceves.

The SWCs process still is under the guidelines agreed on through the consultative process in 2012. The agreement (instructions) can be found on the NAPS website and on the USPS Blue page.

Roma said the committee had concerns as some of the TACS duties are assigned to lead clerks. This workload has been taken from supervisors' duties. It was discussed that not all TACS duties are assigned to the lead clerk; the supervisor still maintains some of the responsibilities.

The committee currently is gathering information that substantiates additional duties assigned to supervisors over the past two years. The committee is preparing so when it meets with Postal Headquarters to discuss and review the SWCs program, the committee will be ready to present its data. There also was concern and discussion that maintenance employees should receive the full one-point credit—not .75. Roma acknowledged and thanked his committee.

**Duties and Responsibilities**—Cotton Belt Area Vice President Shri Green (chair), Central Gulf Area Vice President Roy Beaudoin, Illini Area Vice President Luz Moreno and Pioneer Area Vice President Tim Needham. See page 37 for the committee's recommendations.

Green acknowledged and thanked her committee.

**Legislative**—Western Region Vice

President Marilyn Walton (chair), Executive Vice President Chuck Mulidore, Eastern Region Vice President Richard Green, New York Area Vice President Dee Perez, Southeast Area Vice President Bob Quinlan and Michiana Vice President Kevin Trayer.

Walton reported that, as executive vice president, Chuck Mulidore is the resident officer on the committee. Also joining the committee are Green and Perez. The committee is ready to get to work and will not miss a beat!

She said that, since this past spring, most of the legislative activity was focused on the recall vote in California of Gov. Gavin Newsom that ended on Sept. 13 in a resounding defeat. Supporters of the recall effort spent over \$30 million.

Walton has continued in her role as communications director for the California Postal Employees Coalition. Letters have been sent to congressional delegations opposing the slowdown of mail and supporting H. Res. 109 that deals with changes to service standards.

Letters also have been sent supporting H. Res. 47, legislation reintroduced by Rep. Stephen Lynch (D-MA) that addresses privatization.

Most recently, support has been requested for H.R. 3076. Coalition members and California NAPS members have been asked to contact their representatives who serve on the House Ways & Means and Energy & Commerce committees asking them to move H.R. 3076 out of their committees to a floor vote by early November.

Using the talking points provided by Levi, Walton said she further explained why this bipartisan legislation would be good for the Postal Service's financial soundness and addressing the ongoing pre-funding issue once and for all.

She also composed letters supporting the postal conglomerate's concern regarding the Postal Service bidding on vehicles without considering the environmental impact.

Walton reported that she prepared an in-kind gift basket for the NAPS "Midsummer Night's" raffle with the theme, all things Northern California. She was happy to report the successful bidder was on the East Coast.

Her monthly blog for NAPS members has continued a report called "Civics 101," an effort to explain the workings of Congress. She also asks members to make regu-

lar contributions to SPAC and encourages them to become continuous contributors.

Trayer reported that the Michiana Area has been working to make up for lost time due to COVID in getting SPAC contributions. The area promotes SPAC raffles and encourages members to become continuous contributors. Grassroots efforts still are the most important and effective way to educate and gain support for NAPS' agenda.

Trayer said he continues to reach out to legislators regarding alerts. The current ask is to gain support for H.R. 3076. They currently are planning on attending a legislative event with Levi in Washington, DC, for Rep. Brenda Lawrence.

Warden reported that Perez and Flushing Branch 164 President Jeff Goldman attended an event for Rep. Tom Suozzi (D-NY) at Citifield. Perez was able to speak with Suozzi regarding issues pertaining to NAPS. Suozzi is a member of the House Ways & Means Committee.

Members of New York Branch 100 and Tommy Roma Branch 68 will be attending an event for Rep. Carolyn Maloney (D-NY) on Oct 18. Maloney is chair of the House Oversight and Reform Committee.

All New York branches have been urged to contact their representatives, requesting they support H.R. 1623, 1624, 3076 and 3077. The branches also were asked to continue to support SPAC; it's especially important now considering the bills that address NAPS issues.

Perez further discussed the event for Maloney. Branch 100 President Tom Hughes and Branch 68 Executive Vice President Walter DeBerry will attend in Perez' absence. Perez shared talking points with the branches so members would be prepared to talk to Maloney. (Photos from the event were published in the December *Postal Supervisor*.)

Quinlan acknowledged it's been a tough year trying to get legislation passed. Florida and Georgia have been busy contacting their lawmakers. He said they had some luck regarding H.R. 3076.

Florida and Georgia collected over \$3,000 at the Southeast Area Training Seminar in Orlando this past September. Quinlan said he is in the process of setting up a Zoom meeting with Rep. Daniel Webster (R-FL); he said he will report the results of the meeting.

Green said the Eastern Region will establish these goals for legislative activity:

1. Quarterly Zoom meetings with area vice presidents and state legislative chairs to drive NAPS' agenda.

2. In person/Zoom meetings with representatives/aides to build grassroots relationships.

3. Quarterly reports to NAPS Headquarters/committee chair.

Walton thanked her committee members.

**PFPA Advisory**—Central Region Vice President Dan Mooney (chair), Immediate Past President Brian Wagner, Eastern Region Vice President Richard Green, Capitol-Atlantic Vice President Troy Griffin and New York Area Vice President Dee Perez. The committee met and discussed in detail the June, July and August NPA scorecards and the OIG report, "National Service Performance," that was released on Sept. 20, 2021.

Members talked about possible mitigation strategies once the EOY scorecard is released. The EOY scorecard is not expected to be released until the FY21 financial results are finalized and released around Nov. 10.

Many "events" took place in FY21 that impacted NPA, among them the unprecedented 2020 national elections with court-ordered actions taken with mail-in ballots, the record peak season that gridlocked the transportation and mail processing networks, COVID still raging, legally bound emergency federal employee leave creating exceptionally large employee availability issues, all during a massive corporate restructuring. The committee will be looking at the impact of those and other events.

They also talked about what issues they will bring to the table in the upcoming NPA workgroup with USPS Headquarters to work on FY22 and FY23. NAPS feels strongly that changes are needed to the NPA process and will be working toward these with the workgroup. Mooney thanked his committee members.

**Postmaster**—MINK Area Vice President Bart Green (chair), Pioneer Area Vice President Tim Needham, New York Area Vice President Dee Perez and Michiana Area Vice President Kevin Trayer. The committee discussed setting up advocacy training throughout the country in pockets to do two- or three-day training on representation.

The training would take a deeper dive in handling, preparing and building cases.

Also, what type of information to ask for and how to manage members during the entire process. This would provide more in-depth training for newer representatives.

With POSTPlan on the horizon and the use of more lead clerks in Level-18s, NAPS needs to start reaching out and preparing to gain new members. Many affected postmasters could end up back in SCS positions. NAPS needs to be prepared and welcome them to NAPS.

The committee plans to work with the National Convention Postmaster Committee regarding setting up monthly training for EAS employees in the field and plants. These would be roughly hour-long sessions covering all matters of topics as they relate to postmasters' day-to-day jobs. Examples are stamp stock accountability, SV/BV scanning, use of IV and other topics as recommended by the convention committee. In addition, looking for subject matter experts throughout the country to help in this training.

The committee would like to see the NAPS website redone. Currently, there are no plant, maintenance or postmaster sections on the site. The intent is to make the site more user-friendly and better aligned with the jobs in the field.

The committee would like the resident officers, as well as the Convention Postmaster Committee, to meet via Zoom on Nov. 9 to discuss some of these initiatives. Committee members want to hear from members in the field as to what they would like to get from NAPS. In addition, it might be a good idea to set up a yearly calendar for members similar to what UPMA shares in the field.

Green thanked his committee members.

**Training and Advocacy**—Rocky Mountain Area Vice President Myrna Pashinski (chair), Immediate Past President Brian Wagner, Southern Region Vice President Tim Ford, Eastern Region Vice President Richard Green and Pacific Area Vice President Chuck Lum.

The committee met on Oct. 17 and completed the "Officer Training Manual," except for debt collection. The *ELM* has changed, so the process is different. The intent is to develop a flow chart on debt collection. The committee will review the manual one more time as a team and have another update up on the website by the spring Executive Board meeting.

The committee is working on the following topics:

Pashinski—Constitution & Bylaws and the request for branches to send copies to NAPS Headquarters as backup for branches.

Ford—"How to Stay Out of Trouble" is completed; it needs to be put into PowerPoint.

Lum—Leadership needs to be refined and reviewed.

Wagner—*ELM* 650 case study.

Also by the spring board meeting, the committee will review all the training PowerPoints on a flash drive and present the topics at the board meeting.

During the board report, the committee was asked to look at an issue regarding the EEO process and representative certification for employees who have been to 650 training. Pashinski thanked her committee members.

**Membership**—All Executive Board members are responsible for increasing membership. The board received an update from NAPS Membership Coordinator Emily Christophersen on getting updated branch officer profiles, as well as a discussion of new Finance numbers from the USPS that are causing some issues with NAPS' membership program.

**Plant**—Pacific Area Vice President Chuck Lum (chair), President Ivan D. Butts, Texas Area Vice President Jaime Elizondo, Cotton Belt Area Vice President Shri Green and Illini Area Vice President Luz Moreno. The committee met Oct. 17 and had an open discussion, agreeing to determine strategies to develop a staffing model for supervisor, Distribution Operations.

Opportunity: Larger area of operational coverage.

Committee tasks:

- Partner with in-plant support to attain machine manuals.
- Determine required/recommended staffing for each machine.
- Determine area of responsibility for manual operations such as docks.

Unfinished committee business:

- Reevaluation of plants and restructuring status; awaiting announcement of plant consolidation plans.
- What are the additional supervisory tasks? Training program for Logistics staff will be forthcoming.
- What are the changes of annex and

hubs in a plant?

- Ensure hubs and annexes are included with plant initiatives.
- Survey members in their area of all plant concerns.
- Attain list of daily supervisor tasks.
- Attain current plant structuring within their area.

The committee will continue to monitor transition on Logistics and Processing operations to establish plans to improve EAS staffing and work conditions. Lum acknowledged and thanked his committee members.

Sheri Davies of ConferenceDirect provided an update on the NAPS 2021 National Convention in Grapevine, TX. As of Oct. 20, NAPS had not received the final bill from the Gaylord. Sponsorship fees collected for the convention were \$77,100. Marriott Bonvoy Reward points was an issue for rooms on the master bill. Points will be granted after the bill has been finalized.

Branding was discussed for the 2022 LTS. Five choices were presented; the board voted on which one to be used. NAPS intends to try a new, professional registration platform for delegates to use when registering and arriving at LTS. The resident officers will be given a demonstration. Should it be successful, it will be used at the 2022 National Convention.

Live-stream capabilities will be available for delegates to Zoom with congressional representatives as there may be limited access to their respective offices.

For the 2024 National Convention, Foxwoods Resort Casino has agreed to provide free transportation from the airport to Foxwoods, but not for the return trip. The convention contract has been signed for the convention.

The Hyatt Regency New Orleans' room rate for the 2022 National Convention is \$165. Any branch wishing to be considered to host the 2026 National Convention needs to submit by Dec. 31, 2021.

Stacey Herndon, PNC Investments, updated the board on NAPS investments. There has been volatility in the market, but NAPS has a good investment strategy that is conservative and balanced in nature, as well as structured for the long term. Thus, it is recommended that NAPS stay the course. It is not a good idea to pull out of the market at the bottom and attempt to buy in when the market rises; 40% of NAPS portfolio has no exposure to risk.

Negative returns are not projected. It is

PNC's view that the spike in inflation and the supply chain will subside and projects inflation will normalize at 3%. Interest rates will go higher, but it is undetermined how fast and long, perhaps late 2022. As of Oct. 20, investments increased 2.4%.

Jim Stokes and the STOLADI team provided an update on leasing vacant office space in the Vincent A. Palladino NAPS Headquarters building, as well as an overview of various issues that arise in the normal day-to-day operations of STOLADI's onsite building management team.

Stephanie Gleichsner reported on the King Street Metroplace Owners Association (KSMOA). NAPS Property Inc. (NPI) is fully responsible for interior expenses for 1727-1729. As part of the KSMOA, NPI pays 58% of the share as it owns the most space. The plaza is shared with us only, the Wyndham and the Hilton—not 1731-1733.

In 1989, 1727-1729 was developed. NAPS bought the building in 1994. In 2021, the building was assessed for \$11.3 million. NAPS appealed; the assessment was reduced to \$9 million, reducing taxes. Three management personnel and three engineers are onsite; NAPS receives a monthly report.

Tenant LRB presently is delinquent in rent. It occupies approximately 20% of the square footage. An eviction notice has been served.

The budget includes \$1.3 million for expenses. Special projects include replacing outdoor HVA units. There are 32 units; four are replaced yearly. The cycle will resume in 2029. Also, painting emergency evacuation stairwells. Capital expenses are paid by NPI; the budget was short last month by \$8,000.

Parking income is down as many persons are working from home. KSMOA has five board members, including the three resident officers. NPI has been its first client; there would be \$1.3 million in rent if fully leased. After operating expenses, NAPS would be earning about \$400,000.

Building occupancy in Alexandria is suffering. STOLADI has tried banners to advertise the vacant space, but hasn't found that to be effective being NAPS is situated off of King Street. STOLADI advertises NAPS has onsite management, parking availability; plans are done in three-dimension.

**Motion #1**— Submitted by Beaudoin, seconded by Elizondo, that:

“Money given to the host city for the national convention be changed from \$5,000 to \$10,000.”

The motion passed unanimously.

**Motion #2**—Submitted by Mooney, seconded by B. Green, that:

“Regional and area vice presidents be allowed to use their allowance accounts to attend one regional training seminar that's published in *The Postal Supervisor* outside their region, per fiscal year. Expenses will be limited to travel reimbursement consistent with current policy; lodging expenses not to exceed those published in *The Postal Supervisor* for a maximum one day before training seminar to one day after seminar; food expenses not to exceed \$150 per day for regional/area vice president and a guest; and registration fees. Substitution pay will not be authorized.”

Voting “yes” were, Butts, Warden, Roma, R. Green, Johnson, Walton, Austin, Perez, Dallojacono, Griffin, Needham, Trayer, Moreno, Mooney, B. Green, Quinlan, Beaudoin, S. Green, Elizondo, Pashinski, Valuet and Wagner. Voting “no” was Mulidore; Lum was absent. As board chair, Ford does not vote. The motion passed.

Warden, who was on the prevailing side, asked for reconsideration to Motion 2 that passed. He asked that it be changed to be in line with the current Duties and Responsibilities regarding attending training outside one's area, but in the respective region. Mooney, who was the original maker of the motion, agreed and amended the original motion. The motion now is in line with the guidelines stated in the Duties & Responsibilities. The motion now reads:

“That regional and area vice presidents be allowed to use their allowance accounts to attend one regional training seminar that's published in *The Postal Supervisor* magazine, outside their region, per fiscal year. Expenses will be limited to: travel reimbursement consistent with current policy; lodging expenses not to exceed those published in *The Postal Supervisor* for a maximum one day before training seminar to one day after seminar; food expenses for self only; registration fee for self only. Substitution pay will not be authorized.”

The motion passed unanimously as amended.

**Motion #3**—Submitted by Trayer, seconded by Roma, that:

“The NAPS Hartford Insurance coverage, be it well intended, has outlived the cur-



rent professional business projection coverage needed for the executive board while on travel. It covers only death or dismemberment. Therefore, the resident officers will investigate the cost of adding an income protection plan, such as an Aflac-type monthly income, if a board member becomes injured for any reason or critically ill while on official travel. The resident officers have full leeway to enter into adding such a rider if they deem the cost reasonable.”

Trayer explained that retired board members have just as much financially at risk as a full-time EAS employee.

Voting “yes” were Butts, Mulidore, Warden, Roma, Johnson, Walton, Austin, Perez, Trayer, Moreno, Mooney, B. Green, Quinlan, Beaudoin, S. Green, Valuet, Lum and Wagner. Voting “no” were R. Green, Dallojacono, Griffin, Needham, Elizondo and Pashinski. As board chair, Ford does not vote.

The motion passed.

**Motion #4**—Submitted by Walton, seconded by Trayer, that:

“The NAPS Executive Conference Room be named the Margarete A. Grant Executive Board Conference Room in honor of Grant. She was the first woman resident officer acting first as NAPS secretary/treasurer and finally as NAPS executive vice president. Grant was onsite to submit the bid for the purchase of the NAPS Headquarters building.”

The motion passed unanimously. As a matter of record, Ford voted “yes.”

**Motion #5**—Submitted by Mulidore, seconded by Wagner, that:

“Based on the extreme conditions faced by many postal employees and due to adverse conditions, such as fires, hurricanes, flooding and more, NAPS contribute \$30,000 to PERF.”

Voting “yes” were Butts, Mulidore, Warden, Roma, R. Green, Johnson, Walton, Austin, Perez, Dallojacono, Needham, Trayer, Moreno, Mooney, B. Green, Quinlan, Beaudoin, S. Green, Elizondo, Pashinski, Valuet, Lum and Wagner. Voting “no” was Griffin. As board chair, Ford does not vote.

The motion passed.

**Motion #6**—Submitted by Mooney, seconded by Trayer, that:

“Whereas the *NAPS Constitution & By-laws* currently states the immediate past president 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, that the two-year term of immediate past president Brian Wagner be defined as Sept. 4, 2021, through Sept. 3, 2023.”

Voting “yes” were Butts, Warden, Roma, R. Green, Johnson, Walton, Austin, Perez, Dallojacono, Griffin, Needham, Trayer, Moreno, Mooney, Quinlan, Beaudoin, Pashinski, Valuet and Lum. Voting “no” were Mulidore, B. Green and Elizondo; S. Green was absent. As board chair, Ford does not vote.

The motion passed.

**Motion #7**—Submitted by Valuet, seconded by Beaudoin, that:

“New-member sponsorship checks will be mailed to the sponsoring member at the time the *Form 1187* is received by NAPS Headquarters or as soon as possible thereafter.”

Voting “yes” were Butts, Mulidore, Warden, Roma, R. Green, Johnson, Walton, Austin, Perez, Dallojacono, Griffin, Needham, Mooney, B. Green, Quinlan, Beaudoin, S. Green, Elizondo, Pashinski, Valuet, Lum and Wagner; Trayer and Moreno were absent. As board chair, Ford does not vote.

The motion passed.

**Motion #8**—Submitted by Warden, seconded by Trayer, that:

“Whereas in the past when the president stepped down, the board voted to pay for the car leased by NAPS Headquarters as a departing gift. Because Wagner did not lease a car, that, instead, \$25,000 be given to Wagner in recognition of his years of service to NAPS. The monetary gift will be given in January 2022.”

Voting “yes” were Butts, Mulidore, Warden, Roma, R. Green, Johnson, Walton, Austin, Perez, Dallojacono, Needham, Trayer, Mooney, B. Green, Quinlan, Beaudoin, S. Green, Pashinski, Valuet and Lum. Voting “no” were Griffin and Elizondo; Wagner and Moreno were absent. As board chair, Ford does not vote.

The motion passed.

**Recommendation #1**—Submitted by B. Green, seconded by Needham, that all minutes of the 2021 previous board meeting (March 21, March 24, Aug. 28 and Sept. 4) be accepted as written as all have been previously shared. The recommendation passed.

**Recommendation #2**—Submitted by Trayer, seconded by Moreno, that the resi-

dent officers enter into contract negotiations with Bruce Bishop to review his contract. The recommendation passed.

**Recommendation #3**—Submitted by the Duties & Responsibilities Committee, Change #1 based on Motion #2, that regional and area vice presidents be allowed to use their allowance accounts to attend one regional training seminar that’s published in *The Postal Supervisor*, outside their region, per fiscal year. Expenses will be limited to: travel reimbursement consistent with current policy; lodging expenses not to exceed those published in *The Postal Supervisor* for a maximum one day before training seminar to one day after seminar; food expenses for self only; registration fee for self only. Substitution pay will not be authorized.

Amend page 6, bullet #8, of Duties & Responsibilities, as follows: After the wording, “jewelry, such as watches,” add “clothing items, such as shirts,” and change the dollar amount from \$1,000 to \$1,250. The paragraph will now read:

“Member recognition by board members is encouraged. Member recognition, such as tickets to entertainment and sporting events; jewelry, such as watches; clothing items, such as shirts and other recognition rewards presented to members are not to exceed \$1,250 per NAPS fiscal year, reimbursable through each board member’s regular expense account. These expenses will be tracked by the Secretary/Treasurer.”

The recommendation passed.

The dates for the 2022 spring Executive Board meeting are March 30 to April 2.

For the good of the association, new board member Bill Austin thanked board members for their great hospitality shown him as a new member. Wagner thanked the board for all the support they gave him during his service as a resident officer.

Butts thanked the board for their great work during the meeting. “It was great seeing everyone,” he said. “It is an honor working in this position. Safe travels home.”

Valuet led the closing prayer. Ford made a motion to adjourn; the motion was adopted.

# We're All in This Together

By Stan Johnson

**Y**ou have come through a year filled with so many challenges. How reassuring it's been to know the United States Postal Service can count on all of you.

At a time like this, we all need to be there for each other. Please know that I'm here for you anytime. Take care of yourself, your friends and your family.

We're all in this together. If there is anything we can do to help you get through these challenging times, please let your NAPS family know. Working your days-off and delivering routes or par-



cels ordinarily would be a once-in-awhile thing, but, now, it's almost a daily part of your jobs.

Stay positive and, most importantly, get paid for your hours. Don't let the stress of the job ruin your family life. Call your post office buddy and vent to them. Sometimes you just need to blow off some steam to regain focus.

I know you put in many long hours in order to keep things running smoothly. Be in touch with your manager if things are too much for you to handle; they might have a solution. Never falsify reports or change clock rings. If you are un-

able to deliver all the mail, report as such.

Be sure to thank your employees. Most of them are working hard and stressed, as well. The same goes for the customers we serve. I know the USPS would not have been able to get it done without your dedication.

Allow me to extend my personal and genuine appreciation to every one of you for your valuable contributions to the USPS and NAPS. Best wishes and happiness to you and your family as we all look forward to a successful and, hopefully, COVID-diminished 2022.

Once again, thank you.

[stan240@msn.com](mailto:stan240@msn.com)

*Stan Johnson is a member of Spokane, WA, Branch 60 and the retired postmaster of Airway Heights.*

## 2021 SPAC Contributors

*Continued from page 25*

Hafford, Darrell	ME	Branch 96
Lien, Brandi	MT	Branch 929
Simpson, Pamela	OR	Branch 66
Garrett, Donald	VA	Branch 98

### Chairman's Club (\$250)

Brown, Carl	CA	Branch 94
Cruz, Cheryl	CA	Branch 497
Gishi, Sharon	CA	Branch 94
Johnson, Deborah	CA	Branch 88
McClinton, Velma	CA	Branch 39
Randle, Carol	CA	Branch 39
Hickerson, Lucy	CO	Branch 141
Hoffman, Shannon	CO	Branch 141
Laurendine, Kyle	LA	Branch 73
Elyea, Chad	MI	Branch 142
Kuiper, Bruce	MN	Branch 16
Wadsworth, Joel	NM	Branch 295
Bennett, Kelley	OH	Branch 33
Lewis, Gillian	OH	Branch 2
Shoemaker, Justin	TN	Branch 165
Garcia, Mario	TX	Branch 288
Lyons, Lisa	TX	Branch 428

### Supporter (\$100)

Alcaron, Delmy	CA	Branch 244
Covington, Verlina	CA	Branch 301
Gibson, Lelton	CA	Branch 88
Jackson-Kelley, Patricia	CA	Branch 39
Johnson, Patrick	CA	Branch 266
Johnson, Rose Marie	CA	Branch 88
Odell, Heather	CA	Branch 159
Profit, Youvet	CA	Branch 39
Rahming, Karyn	CA	Branch 77
Salazar, Mauricio	CA	Branch 94
Torres, Sherrie	CA	Branch 244
Tat, Jason	CO	Branch 65
Lopez, Ellen	FL	Branch 146
Kindle, Delloria	GA	Branch 82
Eberhart, Keliinani	HI	Branch 214
Jones, Anita	MD	Branch 42
Jones, Wilmore	MD	Branch 42
Sequeira, Jean	ME	Branch 96
Tanksley, Faye	NJ	Branch 74
Solomon, David	NY	Branch 100
Peters, Diana	TX	Branch 122
Harrell, Ronald	WA	Branch 61

# Notes

from the National Auxiliary

## Let's Build Our Auxiliary Membership

### Catherine Towns

Mideast Area Vice President

**B**y the time this issue arrives in your mailbox, the holidays almost will be over. I hope everyone has enjoyed the season! Now is the time to plan for the Legislative Training Seminar and state and national conventions. Congratulations to our newly elected NAPS and Auxiliary officers.

As we look ahead, I encourage our NAPS officers to help the Auxiliary build its membership. There are many ways you can help. Branches that have lost their auxiliaries can pay membership dues for new auxiliary members. To restart or start your auxiliary, all that is required is five or more branch members' spouses, significant others or any family member who is 16 or older to join.

There is a form to be filled out for the auxiliary members; \$2/year dues go to the National Auxiliary and whatever is the state's dues. In New Jersey, dues are 50 cents. I am willing



to help our bordering states—New York, Delaware and Pennsylvania—bring back or build up their auxiliary memberships.

I'm sure other National Auxiliary officers will be willing to help their states. I'm hoping we can increase membership this year or at least give it a try. Having a strong Auxiliary gives NAPS more leverage to negotiate with Congress for the rights of postal supervisors. History has taught us there is strength in numbers.

Please join me in this effort!  
Yours in service.

### Legislative Update

Continued from page 22

evaluation by the American public, Congress and the Board of Governors most likely will be influenced by an early 2022 assessment of postal performance during the 2021 peak holiday mailing season. It is noteworthy that the U.S. Department of Labor's Bureau of Labor Statistics reported that, from November 2020 to November 2021, the postal workforce grew by 4,700 positions to prepare for peak season.

All this being said, NAPS members need to focus on the legislative aspect of postal restoration. A key part of that effort is coming to Washington for the 2022 LTS, contributing to the Supervisors' Political Action Committee (SPAC) and remaining legislatively engaged.

[naps.rl@naps.org](mailto:naps.rl@naps.org)

### Submit Auxiliary Dues

National Auxiliary dues will be delinquent as of July 1, 2022. Please submit your dues as soon as possible.

Make checks or money orders payable to "National Auxiliary to NAPS" and mail to:

Bonita R. Atkins  
National Auxiliary Secretary/Treasurer  
PO Box 80181  
Baton Rouge, LA 70898-0181

## National Auxiliary Executive Board

### National Officers

#### Laurie D. Butts

President

(484) 988-0933; [laurie.d.butts@comcast.net](mailto:laurie.d.butts@comcast.net)

#### Beverly Austin

Executive Vice President

(832) 326-1330; [braustin50@gmail.com](mailto:braustin50@gmail.com)

#### Bonita R. Atkins

Secretary/Treasurer

(225) 933-9190; [latkins326@aol.com](mailto:latkins326@aol.com)

### Regional Vice Presidents

#### Rick Hall

Eastern Region

(804) 621-3843; [rhall43247@aol.com](mailto:rhall43247@aol.com)

#### Elly Soukey

Central Region

(612) 715-3559; [elly@charter.net](mailto:elly@charter.net)

#### Felecia Hill

Southern Region

(281) 880-9856; [fah91@sbcglobal.net](mailto:fah91@sbcglobal.net)

#### Patricia Jackson-Kelley

Western Region and Immediate

Past President

(323) 752-6252; [geekell@aol.com](mailto:geekell@aol.com)

### Area Vice Presidents

#### Cathy Towns

Mideast Area

(732) 247-8811

#### Skip Corley

Capitol-Atlantic Area

(336) 908-1859; [skicor@ymail.com](mailto:skicor@ymail.com)

#### Linda Rendleman

Illini Area

(618) 893-4349; [danrendleman@gmail.com](mailto:danrendleman@gmail.com)

#### Mary Caruso

MINK Area

(402) 891-1310; [carusorj@aol.com](mailto:carusorj@aol.com)

#### Jane Finley

Southeast Area

(404) 403-3969; [mjfarm100@aol.com](mailto:mjfarm100@aol.com)

#### Shirley Bradford

Texas Area

(254) 662-9666; [andawaywego2007@hotmail.com](mailto:andawaywego2007@hotmail.com)

#### May Nazareno

Pacific Area

(415) 312-5813; [mayumibarron@gmail.com](mailto:mayumibarron@gmail.com)

Region vacant: Northeast

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



EVERYONE IN  
YOUR POST OFFICE  
IS ELIGIBLE TO  
APPLY!

## Say yes to paying less with our Balance Transfer Promotion.

Transfer your high-rate credit card balances to your SFCU Visa® and receive an **introductory 0% APR\* for 12 months** on all new balance transfers! After the 12-month introductory period, your rate will be 7.99% - 17.90% APR.

### Our Balance Transfer Promotion Features:

- ✓ 3% Balance Transfer Fee
- ✓ No annual fee
- ✓ No foreign transaction fees
- ✓ No cash advance fees

Don't have a SFCU Visa credit card? Apply for one today at [SignatureFCU.org/Visa](https://SignatureFCU.org/Visa)

\*APR = Annual Percentage Rate. This promotion is valid from 11/01/2021 - 04/30/2022. Introductory rate of 0% is for 12 months and will apply to balance transfer(s) amount only. After the introductory period, your regular Annual Percentage Rate (APR) of 7.99%-17.90% will be applied to the remaining balance, new purchases, and new balance transfers. Interest will begin charging on the remaining balance at 12 months from the transaction date. Balance transfer(s) do not earn points nor cash rebate. A 3% balance transfer fee applies to all transfers during the promotional period.

### Are you ready to get started?

Complete your balance transfer request online at [SignatureFCU.org/BalanceTransfer](https://SignatureFCU.org/BalanceTransfer) by April 30, 2022 or contact our Member Services Department at **(800) 336.0284 ext. 684** to get started today.

### Not a member of SFCU?

Open your account today at <https://bit.ly/SignatureFCU-apply-now>

Scan this QR code with your smart phone camera to learn more.



Signature Federal Credit Union  
(800) 336.0284  
[memberservices@signaturefcu.org](mailto:memberservices@signaturefcu.org)  
[SignatureFCU.org](https://SignatureFCU.org)

FOLLOW US  
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by NCUA

Membership eligibility required.  
NMLS 401612

*Signature*  
FEDERAL CREDIT UNION  
.....  
Everywhere You Are