

the Postal Supervisor

March 2022

Let's Build Membership

Tell Nonmembers Why
They Should Join NAPS—
the Organization That
Supports All EAS
Employees

page 16



**Register for
the 68th NAPS
National
Convention**

Aug. 8-12

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www.naps.org

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 Muldore at naps.cm@naps.org.

Reprint requests and other correspondence may be addressed to Karen Young; phone/fax, 540-636-2569; kbalentyoung@gmail.com.

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What Is Your Integrity Worth?

Melvyn Douglas was an American actor who came to prominence in the 1930s as a suave leading man, perhaps best typified by his performance in the 1939 romantic comedy “Ninotchka” with Greta Garbo. Douglas had several notable quotes in both his movie roles and personal life. One such quote stands today as a life-shaping standard passed on to me by my father: “Your word is your bond.”



Ivan D. Butts
President

For me, this quote has been a standard-bearer for life. A person’s integrity is one thing no other person can take from you. You must be the one who willingly gives it away. Also, once given, it never can be reclaimed.

Christina Meredith, foster care and mental health advocate, wrote: “Integrity, I believe, is the essential characteristic in defining a person’s true self. Integrity is the quality of being honest. A person who demonstrates integrity displays strong moral principles or moral uprightness. He or she acts whole in intention and action, with no room for double-minded motives or deeds. Acting with integrity is the simplest and least stressful choice to make as an adult ... because the truth really does set you free!”

Meredith is from the oldest city in the nation, Saint Augustine, FL. She endured years of abuse before entering the foster care system. Graduating from Allen D. Nease High School, Meredith moved to California where she took a series of odd jobs, eventually catching the eye of a pageant recruiter who suggested she compete in the Miss California pageant. In April 2013, Meredith won the title of Ms. California. Since then, she has dedicated herself to speaking out on behalf of abused children all over the country.

To managers in the USPS, this characteristic of integrity still is sometimes challenged as we continue serving America by providing the best service possible with the resources at hand. How do you respond to the following?:

- “No drop day overtime for carriers,” followed by, “I want all carriers off the street by ...”

- “All scans must be cleared before you go home.”
- “All TACS errors must be cleared by the end of the day.”
- “No overtime.”
- “No creeping overtime.”
- “Don’t report any delayed volume.”

These are just a few of the daily orders a manager may hear while moving America’s mail that could challenge their integrity—challenging the bond of their word. Now, I must admit that the first bullet is not a challenge to one’s word being their bond. This is just the ongoing pattern that is at the center of Article 8 grievance payouts.

Continued on page 14

USPS OIG Hotline

The OIG Hotline receives information from Postal Service employees, customers and the general public. It is an important avenue for reporting fraud, waste and misconduct.

We review the information received to identify systemic and criminal issues and potential areas for postal-wide reviews. We are primarily responsible for receiving and evaluating concerns and complaints and determining which OIG area would best conduct any appropriate inquiry or investigation.

The USPS OIG Hotline can assist you with:

- Injury compensation fraud
- Embezzlements and financial crimes
- Contract fraud

- Kickbacks
- Computer crimes
- Narcotics
- Employee misconduct
- Internal affairs and executive investigations
- Whistleblower reprisal
- Theft of items from the mail by postal employees or contractors
- Destruction of mail by postal employees or contractors

How to File a Complaint

The preferred method for filing a complaint with our office is to use the online form at <https://www.uspsoig.gov/form/file-online-complaint>. You also can send us your complaint by mail: ATTN: HOTLINE, USPS OIG, 1735 North Lynn St., Arlington, VA 22209-2020.

Honoring Sacrifice for Our Nation

Each year, as part of the NAPS Legislative Training Seminar (LTS), we honor four NAPS members who are veterans or who have family members who were or are veterans by placing a wreath at the Tomb of the Unknown Soldier at Arlington National Cemetery in Virginia. This somber event is a testimonial to the thousands of NAPS members who have served in our nation's armed forces and should be honored for their service.



Chuck Mulidore
Executive Vice President

It also is a stark reminder that service to our country involves sacrifice. Many have made the ultimate sacrifice, as reflected in cemeteries across our country, as well as cemeteries in far-off lands. That sacrifice is never more evident than at the Tomb of the Unknown Soldier.

How did this hallowed ground come into being? How did the idea for a memorial honoring unknown, but not forgotten, deceased servicemen come about? As relayed by Arlington National Cemetery Tours, the idea of the tomb itself was initially inspired by the multitudes of unknown dead that had amassed by the end of World War I.

On Memorial Day 1921, four unknowns were exhumed from an American cemetery in France. The four were placed in identical caskets and stationed before a highly decorated World War I veteran tasked with selecting just one of the caskets for burial in Arlington National Cemetery. That person was U.S. Army Sergeant Edward F. Younger.

After the ceremonial selection was made, the body was to lie in state in the Capitol Rotunda until midnight on Nov. 10, 1921. On the following day, Armistice Day, the casket was placed in a caisson and transported to Arlington National Cemetery. Since that time, servicemen from World War II, Korea and Vietnam have been transported for burial at the Tomb of the Unknowns.

The sarcophagus built above the tomb of the soldier who served in World War I sits in front of the three marble slabs that identify the crypts

of the soldiers from World War II, Korea and Vietnam. It was constructed in 1931 out of seven large marble panels collectively weighing 79 tons.

On one side is a relief of three Greek figures each representing Peace, Valor and Victory. On the other side are sculpted six inverted wreaths, each representing a major campaign from World War I.

The U.S. Army regiment entrusted with tending to and guarding not just the Tomb of the Unknown Soldier, but the coordination and execution of any and all burials that take place in Arlington National Cemetery, is the 3rd Infantry, affectionately known as the "Old Guard." For those select few who answer the sacred call to become a Tomb Sentinel, it is a responsibility that is taken with the utmost grace.

If there is one reason, besides paying their respects and the historical significance of the grounds, that visitors from all over the world visit Arlington National Cemetery, it is to witness the iconic changing of the guard. Since April 6, 1948, the Tomb of the Unknown Soldier has been guarded 24 hours a day, 365 days a year without exception. Every hour during winter and every half hour during the summer and daylight hours, one guard relieves another from their post.

This year, NAPS once again will honor members who served our country by placing a wreath at the Tomb of the Unknown Soldier in remembrance of those who gave the ultimate sacrifice, yet whose names are lost to history. On the west panel of the Tomb are in-

scribed the words, "Here Rests In Honored Glory An American Soldier Known But To God." I hope you can join us at this year's LTS and help honor that sacrifice.

naps.cm@naps.org

The Postal Supervisor 2022 Production Schedule

Issue	Copy Deadline*	Mails
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.

It's Tax Time

One thing we always can count on every year besides peak delivery season and peak vacation season is tax season! Yes, it's almost time for all branches to file their tax returns with the IRS. This is a yearly requirement for *all* nonprofit organizations, including NAPS.

Each branch is required to file income taxes by the 15th day of the 5th month at the end of the branch's fiscal year. Most branch's fiscal year likely ends on Dec. 31, so you are required to file your tax form between Jan. 1 and May 15. The gross income for the fiscal year of your branch will determine which tax form needs to be filed:



Jimmy Warden
Secretary/Treasurer

- *Form 990*—Gross receipts over \$200,000
- *Form 990-EZ*—Gross receipts over \$50,000 and up to \$200,000
- Electronic *Form 990-N*—Gross receipts less than \$50,000

Gross receipts are determined by all income the branch received for that specific fiscal year (monthly DCO, interest on investments, etc.).

NAPS branches fall under the tax-exempt law 501(c)(5). Prior to 2007, tax filings were not mandated for most nonprofits. The law changed in 2007; every nonprofit has to file a tax return for three consecutive years. A nonprofit organization that fails to file a required *990-N* (or forms *990* or *990-EZ*) for three consecutive years will lose its tax-exempt status. The revocation of an organization's tax-exempt status will not take place until the filing due date of the third year. If you do not file on time, the IRS may assess your branch a late fee.

Each state has different tax laws. Most states do not allow 501(c)(5) tax-exempt organizations to avoid paying state sales tax. I recommend you contact your state Department of Revenue to determine income tax filing requirements.

If your branch does not have a federal employer identification number (EIN), you need to apply using IRS *Form SS-4* before filing for nonprofit status. When filing for nonprofit status, complete and mail IRS *forms 1024* and *871*, with supporting documentation, to the IRS.

These three forms can be found on the NAPS website under the "Members" section under "Forms & Documents." Scroll down to the section on "Training."

When mailing the forms, you also must include current copies of your branch's:

- Constitution & Bylaws
- Articles of Incorporation (if applicable)
- revenue and expense statements (current fiscal year and past three years)
- minutes from two recent branch meetings
- newsletter (if applicable)

There is a \$600 filing fee payable to the United States Treasury. You may want to verify the fee as it may have changed.

In preparation for nonprofit status, a branch needs to:

- establish a branch accounting method
- manage branch records
- perform financial audits and reports
- establish/update branch Constitution & Bylaws
- retain branch records

When managing records, the branch needs to maintain the following on a manual general ledger or a computer accounting program such as QuickBooks:

- gross receipts (DCO deposits)
- items purchased for resale
- expenses
- employment tax records
- assets
- liabilities

Records that need to permanently be kept are:

- applications for tax-exempt status and federal identification number
- determination letter recognizing the branch's exemption status from the IRS and state agencies
- branch's Constitution & Bylaws, including amendments and updates

All tax returns, general ledgers and financial reports should be kept for three years, plus the current year. I strongly recommend you keep all these records for seven years should the IRS request an audit of the branch's tax return from three years prior. The IRS can, should deficiencies be found, request another three years prior to the year they are auditing.

Key issues most branches are unaware of include:

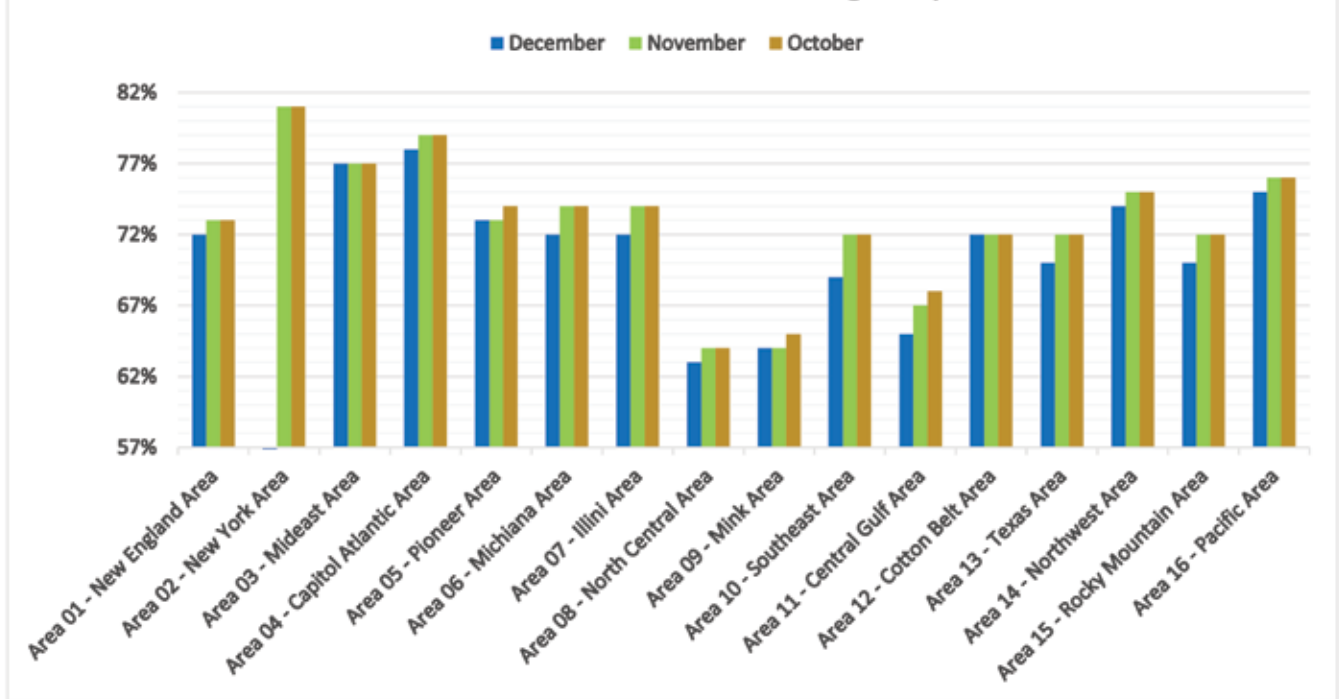
- A *Form 1099* must be issued to any branch officer or member who is compensated \$600 or more per year, which includes stipends, gratuities and reimbursement of dues.
- A *W-2* must be issued to any branch officer or

Continued on page 15

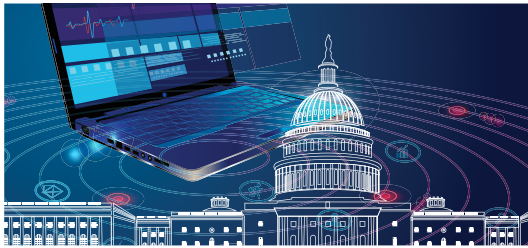
National Association of Postal Supervisors Membership Report

December 2021

3 Month Member Percentage by Area



Regular Member Totals By Area			
Area	December 2021	November 2021	October 2021
Area 01 - New England Area	72%	73%	73%
Area 02 - New York Area	80%	81%	81%
Area 03 - Mideast Area	77%	77%	77%
Area 04 - Capitol Atlantic Area	78%	79%	79%
Area 05 - Pioneer Area	73%	73%	74%
Area 06 - Michiana Area	72%	74%	74%
Area 07 - Illini Area	72%	74%	74%
Area 08 - North Central Area	63%	64%	64%
Area 09 - Mink Area	64%	64%	65%
Area 10 - Southeast Area	69%	72%	72%
Area 11 - Central Gulf Area	65%	67%	68%
Area 12 - Cotton Belt Area	72%	72%	72%
Area 13 - Texas Area	70%	72%	72%
Area 14 - Northwest Area	74%	75%	75%
Area 15 - Rocky Mountain Area	70%	72%	72%
Area 16 - Pacific Area	75%	76%	76%
Total Regular Member %	73%	74%	74%
Total Regular Members	23,945	24,262	24,407
NonMember Totals			
	December 2021	November 2021	October 2021
Total NonMembers	8,769	8,288	8,288
Total NonMember %	27%	26%	26%



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

LTS Registration Fee—\$225

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

No on-site registrations will be accepted.

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

Refund Requests

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

Substitutions

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



Marriott Crystal Gateway
1700 Richmond Hwy
Arlington, VA 22208

Hotel Rates and Reservations

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

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

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

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

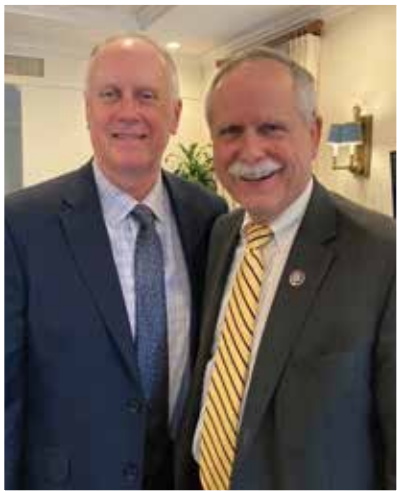
To guarantee reservations, the hotel must receive a deposit of one night's room rate and tax by major credit card at the time of the reservation.

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

NAPS Headquarters does not confirm lodging reservations.

USPS Denies NAPS' Request for Mitigation

NAPS had asked the Postal Service to mitigate FY21 pay-for-performance payout based on COVID-19 and other factors out of the control of field nonbargaining employees. The USPS has declined to adjust the FY21 NPA rating; the 2.5% merit increase will remain unchanged.



Executive Vice President Chuck Mulidore met with Rep. David McKinley (R-WV). He is a member of the Energy & Commerce Committee and an original co-sponsor of H.R. 1264, a bill that would grant MSPB rights to all postal EAS employees.

New MINK Area VP Named

Submitted by Secretary/Treasurer Jimmy Warden

On Feb. 3, 2022, at 4 p.m. via Zoom, the NAPS Executive Board met regarding MINK Area Vice President Bart Green's resignation; he has accepted a new position in the USPS outside the MINK Area.

President Ivan D. Butts had informed the respective state presidents and asked if anyone wanted to be considered for the position for the remainder of the term. Kansas State Branch 919 President Kelly McCartney submitted her name.

Butts informed the board of his decision to appoint McCartney to



fulfill the term of MINK Area vice president until the next election to be held at the 2022 National Convention. The Executive Board voted to support Butts's appointment.

Board members thanked Green for his years of service, knowledge and dedication he has given to NAPS and wished him all the best in his new position.

Kelly McCartney
PO Box 442364, Lawrence, KS 66044
(785) 393-5266 (C)
minkareavp@gmail.com



New England Area Vice President Bill Austin swore in the officers of South Coastal, MA, Branch 118. From left: Austin, Secretary Victor Teves, President Kim Lewin, Treasurer Don Spirlet and Vice President Tim Cabral.



Long Island Branch 202 honored three retirees on Jan. 19. From left: New York Area Vice President Dee Perez, retirees Robert Moux, Larry Knoch and Joseph DeGenero, and Branch 202 President Thomas Barone.



At the Eastern Region Cabinet Meeting in mid-January in Roanoke, VA, NAPS members had the opportunity to meet Keshyra Hill-Brown, the current Miss Virginia. From left: NAPS President Ivan D. Butts, Baltimore, MD, Branch 42 member Bill Neal, Hill-Brown and National Auxiliary President Laurie D. Butts.



In preparation for the 68th National Convention, NAPS President Ivan D. Butts met a member of the Zulu Tramps in Washington, DC. The group will perform at the convention in New Orleans in August. The Zulu Tramps are members of the Zulu Social Aid & Pleasure Club, a New Orleans-based parade krewe and community organization.



South Jersey Branch 74 held a well-attended and productive Zoom meeting on Jan. 18. The branch thanked the NAPS resident officers for attending and helping improve working conditions and benefits for the members. Congratulations to Branch 74 President Gary Rutter on the birth of his granddaughter, who is pictured.

New officers for Macon, GA, Branch 126 were sworn in by Georgia State President Jose Smyly. From left: Secretary Andrew Benefield, Vice President Christina Olivas, President Solomon Harris and Smyly. Not pictured: Treasurer Rita McDouald.



Atlanta, GA, Branch 82 held its holiday party. Executive Board members, from left: Jacquese Thompson, Jose Smyly, Elvina Cox and Clarissa Daniels.





Guaranteed Voluntary Benefits For NAPS Members and Associate Members

New **Guaranteed Acceptance Benefit Programs** Available to NAPS Members and Associate Members.¹ Don't miss this opportunity to protect your financial future. Return the information request by **April 15, 2022!**

Supplemental Life Insurance Program:

- **Guaranteed Acceptance Life Insurance** - low-cost, income tax-free, death estate insurance benefits for members and family members up to **\$150,000**. (Maximum of **\$500,000** available).²
- **Guaranteed Tax-Deferred Interest** - on cash accumulations of **4.00%**.³
- **Chronic Condition with Extension of Benefits** - can be used to help offset unexpected expenses that may arise, such as a stay in the hospital or long term care facility at **4%** per month for **25 months** or **20%** one-time lump sum. The extension of benefits can provide **4%** for up to an additional **25 months** or **5%** one-time lump sum payment.⁴
- **Critical Care Benefit** - allows the withdrawal of **25%** of death benefits for lump sum payments up to **\$100,000** upon diagnosis of cancer, heart attack, stroke, renal failure, or major organ transplant.⁵
- **Terminal Illness Benefit** - allows the withdrawal of **75%** of death benefits for terminal illness for a maximum of **\$150,000**.⁵
- **Guaranteed Increases** - allows future increases in death benefits for ten years without evidence of insurability.⁵

- **Guaranteed Paid-up Insurance Options** - provides a guaranteed paid-up life insurance policy with increasing cash values, pre- or post-retirement.

Disability Income Protection Program:

- **Members are eligible for up to \$5,000 tax-free benefits after only 14 continuous days of total disability** and payments may continue for a maximum of **24 months**.
- **Pre-existing medical conditions may be covered** after the first **12 months**.
- **Up to \$10,000 lump sum benefit** for off-the job accidents resulting in a covered loss.⁶
- **Up to \$750 per day benefit** for hospitalization due to a covered disability.⁷
- **Benefits for total disability due to pregnancy**, which is treated in the same manner as sickness.
- Coverage for off-the-job accidents and sickness.
- **Partial Disability Benefit** - pays **50%** of the Monthly Disability Benefits for up to **6 months** when a member returns to work on a limited basis following a total disability.

Accident Insurance Program:

- **Wellness Benefit** - Annual screening benefit of **\$150** each for covered member and spouse.
- Pays benefits on and off-the-job accidents.
- **Accident Emergency Treatment (in Emergency Room or at Doctors Office)** - **\$150** for treatment by a physician and X-rays received in a hospital or physician's office.
- **Ambulance Benefit** - **\$360** for ambulance transportation; **\$1,800** for air ambulance.
- **Follow Up Visits & Physical Therapy Benefits** - **\$80** for follow-up treatment visits.
- **Major Diagnostic Exam Benefit** - **\$240** for one CT Scan, MRI, or EEG.
- A Benefit of **\$255,000** for Common Carrier Accidental Death.
- Benefits are portable.
- **Additional Accidental Death Benefits** include an Education Benefit of **\$6,800** per child (**\$1,700** each year for 4 years), Spousal Training Benefit of **\$6,800** (**\$1,700** each year for 4 years), and a Day Care Benefit of **\$2,550** per child (**\$850** each year for 3 years).⁸



Benefits Administered by
M³ Technology, LLC

NAPS MEMBERS AND ASSOCIATE MEMBERS ONLY
NEW BENEFIT INFORMATION

I would like information about the following benefit offering for NAPS Members¹:

- Life Insurance with Guaranteed Cash Accumulation at 4.00%³ and “Living Benefits” for Chronic Condition for Long Term Care Expenses, Critical Care, Terminal Illness, and Disability
- Disability Income Benefits

- Accident & Wellness Benefits
- Critical Illness & Wellness Benefits
- Discount Homeowners & Auto

Coverage for:	
<input type="checkbox"/> Member	<input type="checkbox"/> Member and Family

NAPS does not promote or endorse this program. The decision to participate is voluntary.

PLEASE FILL OUT AND RETURN IN THE ENCLOSED POSTAGE-PAID PRIVACY ENVELOPE BY APRIL 15, 2022 (Please Print)

Name: _____ Date of Birth: _____

Home Address: _____ Branch Number: _____

City: _____ State: _____ Zip: _____

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

Cell Phone: (____) _____ E-mail Address: _____

Work Address: _____ Member’s Title: _____

Work City: _____ State: _____ Zip: _____

Work Hours: From: _____ am/pm To: _____ am/pm Days Off : _____

Type of Postal Facility: _____ Number of Employees : _____

¹ Inquire about riders available in your state.

² Based on current IRS regulations.

³ After mortality and expenses.

⁴ A member can receive up to 50 months of the benefit. After the benefits under the extension have been paid, a paid-up certificate for 25% of the death benefit will be paid to the beneficiary.

⁵ Consult your policy for details.

⁶ Variable benefits for loss of life, loss of one, two or more members (hand, foot, sight of an eye), loss of speech, loss of hearing, quadriplegia, paraplegia, hemiplegia.

⁷ 25% of monthly benefit per day, payable for up to 30 days, for covered disability resulting in hospitalization.

⁸ Additional Benefits for Accidental Death.

What Action Must I Take?

Simply return the priority information request form in the enclosed postage-paid privacy envelope today. Do not miss this opportunity for Guaranteed Acceptance Benefit Programs for NAPS Members. Please return the priority information request form by **April 15, 2022!**

The New District Model Isn't Working for Me

Dee Perez

New York Area Vice President

Is it me? Perhaps it is—you be the judge. The need in the field is to fill EAS vacancies, as well as hiring more CCAs and PSEs. In this pandemic, we could use more occupational health nurse associates to get employees back to work, even if the Postal Service hired them only for a short time.

What puzzles me the most is trying to understand the logic of a district

manager being housed in a building that also houses HR, Labor, Training and other departments, yet they no longer report to the district manager. The USPS trained these district managers to manage all these positions, plus a mail plant. Now, they have been relegated to a staff they can count on two hands, while others are in charge of other aspects of the operations these district managers once managed—and manage it from afar.

Postmasters and supervisors, Cus-



tomers Service, now have more administrative tasks being dumped on them than ever before. However, the most disturbing part is I've been told from friends in other states and throughout my own state on Zoom meetings that the new mantra is

"Just give it to the Postmasters and SCSs to do; make them do it all!"

If true, I find it offensive and unprofessional for leaders to have this attitude toward EAS employees in the field; we do all the heavy lifting, every

darn day. Now, districts have no choice because they don't have support staff to do their work. MPOOs have to reach out in the field for ambassadors or subject matter experts to monitor compliance in order to achieve service goals. Isn't this hypocritical for the field to do this work when the USPS eliminated an entire structure, Operation Program Support, just 10 months ago?

Looking through one lens allows you to see this, in a way. That's good

because a peer is training and mentoring you to meet your PFP money goals. Or you can look at it through the lens where the mentor now is backed up doing their work and now needs to pay additional time to their SCS to perform the tasks to which they can't get. It all depends on the lens through which you are looking.

In the meantime, the time has come for the USPS to recognize those in the field who deal with all the stress and heavy lifting in this unprecedented time we work in today. For two, very long years, we've been carrying the burden of this responsibility for the agency. Another type of compensation besides the flawed, secretive PFP system would be welcomed and well-deserved for every EAS employee.

Food for thought: The USPS should inform Amazon we no longer will deliver their products on Sundays. Tell them to deliver their own products on Sundays. Imagine the savings!

With dignity, integrity and respect always.

nyavpdee@aol.com

2022 Eastern Region Cabinet Meeting—Starting All Over Again!

Richard L. Green Jr.

Eastern Region Vice President

After a one-year hiatus due to COVID-19, the 2022 Eastern Region Cabinet Meeting delegates met in Roanoke, VA, at the Hotel Roanoke and Conference Center over the Martin Luther King Jr. holiday weekend. With the chal-

lenges of a snowstorm bearing down on us, we had outstanding participation with over 150 delegates present from across the NAPS Eastern Region.

I want to personally thank all the members who were so accommodating with following protocols put in place to ensure the safety of everyone in attendance. I also want to personally acknowledge NAPS Roanoke, VA,

Branch 22 for their great support of this year's event.

We started day one with opening ceremonies that included welcomes from the NAPS resident officers, the area vice presidents and myself. We followed with an update from NAPS President Ivan D. Butts. He provided insight into his vision of the organization moving forward and held

a Q&A with delegates.

Next, USPS Virginia District Manager Gerald Roane shared the agency's vision for Retail and Delivery and the key initiatives for the year moving forward. I want to thank him for stepping in on short notice and being professional and willing to address the members with appropriate answers to their questions and concerns.



USPS Chief Logistics and Processing Operations Officer Isaac Cronk-hite led the afternoon program, providing insight into the USPS' vision and 10-year plan to achieve service excellence and financial sustainability. The plan represents the Postal Service's commitment to achieve service excellence, realize cost savings and revenue growth, modernize postal infrastructure and enhance employee well-being. He also discussed key strategic goals, the new structure, the path forward and initiatives for Logistics and Processing Operations.

Next, NAPS Secretary/Treasurer Jim Warden provided an in-depth presentation on the Supervisor Workload Credits (SWCs) program. He walked through each area and of-

fered insights on the correct way to ensure offices receive proper credit for authorized supervisor positions.

Next was NAPS Office Manager Emily Christophersen. She provided an excellent presentation on membership that was insightful and explained all the membership reports. Membership is the lifeblood of our organization.

Our last presenter for the day was Keith Reid, a member of our DDF provider team. In his presentation, "How NAPS Advocates Can Help DDF Advocates Provide Better Representation for Members," Reid discussed proofs and the need to hold management to their burden of proof when charging NAPS members from the beginning of the process.

We ended day one with a great night of food, fellowship and music from Geno Marriott and the Spirit of Jazz. Thanks to everyone for your flexibility to ensure we were ready to depart at noon on Saturday!

Day two began with an update on NAPS' legislative agenda from NAPS Executive Vice President Chuck Mulidore. The presentation encompassed every step of the legislative process

and got our members charged up for the upcoming LTS meeting in March! Next was a resident officer roundtable where delegates had their issues and concerns addressed by the officer panel.

We ended the day with area vice president updates and location selection of the 2023 Eastern Region Cabinet Meeting. I want to thank all our members for their patience as we moved aggressively through our program to get everyone out ahead of the snowstorm!

I also want to thank the resident officers, Executive Board members, Auxiliary members, trainers and vendors who helped make this one of the best Eastern Region Cabinet Meetings we ever have had. A special shout-out to Immediate Past President Brian Wagner for supporting our event.

I am truly humbled and thankful for the support of everyone in making the Eastern Region Cabinet Meeting an event that continues to get better and better each year. I look forward to seeing everyone in Atlantic City, NJ, in January 2023!

rgreen15129@aolcom

A Man on a Mission

Tommy Roma

Northeast Region Vice President

As many of you know, I have been around a long time. My memory is even longer for remembering some hacks and cronies who have run the Postal Service. Since he started in June 2020, Postmaster General Louis DeJoy has cleaned house at the upper levels of the Postal Service leadership team.

DeJoy selected and promoted people from within the organization

to key leadership roles and developed a 10-year plan to make the Postal Service a viable operation in the long term. In my opinion, since he became PMG, Congress has done nothing to help either DeJoy or us as postal employees.

While I have different political views from those of the Postmaster General, his work ethic is unmatched as the leader of the Postal Service. When DeJoy started, he said



the trucks would leave on time; if the mail wasn't ready, the carriers would deliver it the next day. That is far different from holding an

entire office full of carriers for a couple trays of mail. Congress and the media had a field day with this.

When it came to taking out excess processing equipment that we truly didn't need, the media trumped up (pardon the pun) a whole scenario about election ballots

not getting processed. But what happened? All the ballots were processed efficiently because of the efforts of all the Postal Service employees.

The Postmaster General is renowned as a knowledge-leader in transportation services. Isn't that what we do—transport mail and parcels around the country and the world? DeJoy wants the same thing we do: Give the public the best possible service at the lowest possible cost.

Since he implemented his 10-year plan, the Postal Service is looking better than ever, even with the ravages of COVID.

If we were part of the Amazon empire, what would your pay-and-benefits package look like? If the Postal Service were privatized, do you think your salary and benefits would increase? If you do, I have a bridge in Brooklyn to sell to you.

From my perspective, DeJoy is

the right person for the time to lead the Postal Service, regardless of what the mainstream media says. Journalists sometimes are like weather forecasters—they are wrong more than they are right. Should DeJoy's plans work, it might just mean you can continue to earn the salary and benefits you enjoy today.

I'm not betting against Louis DeJoy; neither should you.

troma927@cs.com

What Is Your Integrity Worth?

Continued from page 3

The other bulleted items, however, will challenge the bond of your word based on your reactions. These include falsifying scans, falsifying TACS, changing clock rings to avoid showing overtime (sometimes with a

promise of making it up to craft employees) or blanketly disallowing overtime outside the methods supported by USPS policy and procedures.

So, how do you ensure that your word—your integrity—is not thrown away in these operational instances?

Maybe an email request for clarification on the instructions, outlining what compliance means:

- “Just so I am clear on your instruction to ...”
- “To complete this task will require me to ...”
- “I need to ensure this is what you are instructing me to do. I respectfully wait for your reply.”

If the manager indeed responds that these are the instructions, as a manager, you have a responsibility to carry out the now-written instructions. The USPS *ELM* 665.15 reads: **665.15 Obedience to Orders**

Employees must obey the instructions of their supervisors. If an employee has reason to question the



We're Social

Connect With Us!

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

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

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

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



On the Move?

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

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

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

propriety of a supervisor's order, the individual must nevertheless carry out the order and may immediately file a protest in writing to the official in charge of the installation *or may appeal through official channels* (emphasis added).

We have many well-seasoned EAS managers who have unique processes that can help EAS employees maintain their integrity by properly documenting events. My call is for the experienced to help the inexperienced so they can learn how to navigate this leadership experience with the bond of their word intact. We need a new USPS; that is, "If you see something, say something."

In solidarity ...

naps.ib@naps.org

It's Tax Time

Continued from page 5

member who is compensated as an employee of the tax-exempt branch where taxes are withheld and transmitted to the IRS.

- Reimbursement for expenses is exempt from this requirement, but documentation must be kept to substantiate the amount of the reimbursement.

Should any branch have a concern regarding filing taxes, you can refer to the NAPS website. Under the "Member" section, click on "Forms & Documents" and scroll down to the "Training" section. There is a 46-page slide presentation that explains the process.

Some branches hire a tax consultant/preparer to prepare and file their taxes yearly. This is something your branch may wish to consider to at least get you started if your branch has not filed or does not have an EIN. Filing yearly tax returns is every branch's responsibility.

Stay safe!

naps.jw@naps.org

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) — Aug. 31, 2021

Assets:

Cash and Investments	\$ 14,359,168.31
Dues Withholding Receivable	328,395.79
Prepaid Expenses and Other Assets	673,510.06
Total Current Assets	15,361,074.16
Building and Equipment, Net of Accumulated Depreciation	2,540,078.31
Total Assets	\$ 17,901,152.47

Liabilities and Net Assets:

Accounts Payable	\$ 659,730.44
PPP Loan Payable	\$ 134,575.00
Accrued Expenses	358,064.06
Deferred Revenues	8,700.33
Dues to be Remitted to Branches	612,170.40
Total Liabilities	1,773,240.23
Unrestricted and Designated Net Assets	16,127,912.24
Total Liabilities and Net Assets	\$ 17,901,152.47

Statement of Activities (Revenues and Expenses)

(For the period June 1, 2021, through Aug. 31, 2021)

Revenues:

Dues and Assessments	\$ 1,818,520.52
Less: Dues Remitted to Branches	1,254,326.08
Net Dues and Assessment Revenue	564,194.44
Advertising Income From <i>The Postal Supervisor</i>	4,294.00
National Convention Revenue	337,070.00
Royalties	539.28
Other Revenues	180.90
Revenues Before Investment & Real Estate Income	906,278.62
Investment Income	551,145.10
NAPS Property, Inc. (Net Loss) Before Depreciation & Amortization	\$(24,599.80)
Less Depreciation & Amortization	(49,487.52)
NAPS Property, Inc. (Net Loss)	(74,087.32)
Total Revenues Net of Real Estate Loss	1,383,336.40

Expenses:

National Headquarters	371,883.21
Executive Board	189,499.27
<i>The Postal Supervisor</i>	98,526.04
Legal/Fact Finding/Pay Consultation	93,727.42
Legislative Counsel	1,837.50
Legislative Expenses	5,845.00
Membership	4,000.00
Education and Training	2,500.00
National Convention Expenses	1,117,863.43
Disciplinary Defense	118,046.20
Total Expenses	2,003,728.07

Expenses in Excess of Revenues (Change in Net Assets) \$ (620,391.67)

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.



We All Can Help **Build Membership**

The focus is on increasing membership! Secretary/Treasurer Jimmy Warden has established the High-Five Club to recognize members who sign five new members in a 90-day period. Besides a pin, these members will receive an additional \$25. Branches that have reached 100% membership will receive a 100% Branch pin to wear proudly.

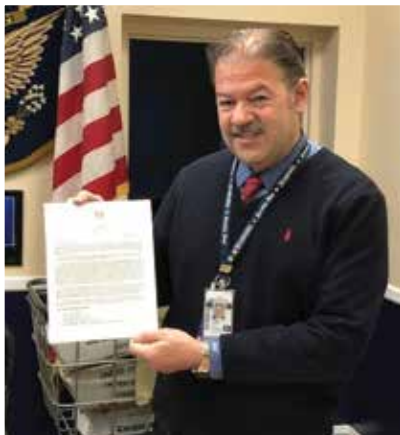
As Warden stated, "Increasing membership demonstrates leadership." Each month in *The Postal Supervisor*, we will feature a regional or area vice president to tell us what they are doing to introduce all the benefits of NAPS membership to nonmembers and convincing them to join. We also will list the latest members of the High-Five Club and recipients of the 100% Branch pin.

Dee Perez

New York Area Vice President

Increasing membership in the New York Area has become a top priority. Although the New York Area is #1 in membership, we know we can do better. On Dec. 21, I challenged all

New York Area Vice President Dee Perez challenged all his branches to make an all-out effort to attain 90% membership. Letters were sent to all the nonmembers in the New York Area and included an 1187.



our branches to make an all-out effort to reach 90% membership.

A contest was established to end on April 15. The branch that signs the most new members between October 2021 and April 15 will have their Executive Board treated to dinner by me. In addition, there will be two prize giveaways to be announced at the Northeast Regional Training Seminar in Puerto Rico in April.

Some of the initiatives we have put in place include:

- Tasking each branch to establish a three-member

Membership Committee

- Providing a spreadsheet to keep track of all new members signed
- Mailing 473 letters to all nonmembers in the



New York Area. The letters contained a copy of the recent pay package NAPS negotiated, along with other information and an 1187

- Supplying data to all branches on how many nonmember Level-17s they have who are located in an AO, station or plant

- A biweekly email sent to the branches to update them on the progress

I want to thank Butch Maynard and Branch 51 for having 100% membership. Branches 110, 459 and 935 are above 90%; Branches 11, 27, 100, 166 and 202 are above 85%.

With dignity and respect.

Chuck Lum

Pacific Area Vice President

A core responsibility of serving on the National Executive Board is to promote membership. I continue to challenge the Pacific Area NAPS leaders to reach out to all EAS employees who are on the DCO non-member list and use the new EAS Promotion Report to help connect with employees newly promoted into the EAS ranks. These are a few tools that will assist in building membership.



At our recent Western Region Training Seminar in Reno, NV, I engaged attendees with a presentation on building membership, showcasing the many benefits in becoming a NAPS member and highlighting strategies to increase membership. I continued by challenging the Pacific Area leaders to set a goal in reaching 80% membership for their respective

branches—a target that is much attainable.

Representation is a key benefit of NAPS membership—representation at all levels. Many NAPS members interpret representation as being there for them during a discipline process. That is one piece of representation.

Every day, NAPS leaders around the nation are representing members in various ways. Our national NAPS

leaders are representing all EAS employees during pay consultations, job position reviews and improving working conditions. These initiatives benefit all EAS employees: NAPS members and nonmembers.

This is more the reason all eligible EAS employees should be NAPS members by supporting the organization that supports all EAS employees.



High-Five Club:

Derek Lothridge, Branch 96—August 2021
Martara Johnson, Branch 46—November 2021
Edward Moore, Branch 244—December 2021
Debra Benford, Branch 50—December 2021
Christopher Capobianco, Branch 6—January 2022
Christina Olivas, Branch 126—January 2022
Deborah Johnson, Branch 88—January 2022
Renee Rafuse, Branch 102—January 2022

10+ Members:

Jon Kofsky, Branches 568 and 933—July 2021
Marilyn Jones, Branches 39 and 933—August 2021
Greg Harris, Branch 14—December 2021—January 2022
Linda Wilson, Branch 255—January 2022



Branches With 100% Membership:

Branch 51 Postal Police, President Butch Maynard

Do the Math—Membership Counts!

Brian J. Wagner

Immediate Past President

While sleeping-in one morning (to be honest, it's been every morning since retiring), I awoke to the smell of coffee and the sound of "Are you up yet?" I then began to think, "How can I best salvage the rest of my retirement day and count it as productive?"

Well, as I kept pouring the coffee, the wheels began to turn. First, besides being a person who loves coffee and ice cream, I also love numbers and counting. Second, I love sharing information with NAPS members.



After finishing my second pot of coffee by 9:30 a.m., the caffeine really began to kick in. I began to think very, very, very fast how best to combine my love of numbers, counting and sharing NAPS information to ensure the rest of my day was productive. Here's the scoop.

During my 11 years as a NAPS resident officer and six as a regional vice president, I recall drinking a lot of coffee, but also being pretty productive writing articles for *The Postal Supervisor*. Therefore, I thought, between sips of coffee and scoops of ice cream, I could write a productive article about math and NAPS membership. Basically, when you do the math, membership counts. So, let's do some very quick membership math.

As of the December 2021 DCO, NAPS had 23,968 active and 1,360 associate members for a total membership of 25,328. There are approximately 8,769 or 27% eligible nonmembers, excluding postmasters and USPS Headquarters-reporting EAS employees who do not appear on NAPS' nonmember list from the Postal Service.

For this writing, we will use 8,769 eligible EAS nonmembers. When you do the math, there are approximately three NAPS members to every eligible nonmember ($25,328/8,769 = 2.89$).

This 3:1 ratio is a great opportunity for branches to assign a few members to tag team and recruit one eligible nonmember to join NAPS. Assigned members can share with that nonmember stories and experiences about the benefits of NAPS.

Hopefully, at least one story will resonate and the nonmember will join. By increasing membership, NAPS Headquarters becomes financially stronger to further enhance member representation.

Do the math. Let's assume that, over the next month, 5% of the 8,769 nonmembers (438) join NAPS. Nationally, membership dues income would increase by approximately \$39,858 ($435 \times \91 annual NAPS Headquarters per capita, per active member). Imagine if NAPS membership increases by at least 5% every month over the next year or two! It's not magic. It's monetarily membership math and magnificently possible.

Local and state branches also benefit from increased membership. Let's do the math. For example, let's say a branch's dues for an active member is \$13.50 per postal pay period. When accounting for NAPS Headquarters' per-capita share per member of \$3.50 per postal pay period, the branch's annual net dues per active member is \$260 ($\$13.50 \times 26 = \351 minus $\$3.50 \times 26 = \91 = \$260 per 26 postal pay periods).

If a branch recruits a few new active members each month from their nonmember list, the branch's treasury grows financially stronger. These finances further support the representation of members. Plus, the branch moves closer to achieving 100% NAPS membership. As for those already at 100% membership, congratulations!

Membership not only counts financially for branches, but in membership activity and votes, as well. First, the more a branch grows in membership, the bigger the pool of

Candidates for Resident Officers

The names of NAPS members who are candidates for the three resident officer positions will be printed in the May, June and July issues of *The Postal Supervisor*. This is a requirement from the 2010 NAPS National Convention where Resolution #57 was passed requiring candidates be listed in the three issues of the magazine before the convention.

If you wish to run for one of the three resident officer positions, send your name and the office to which you aspire to President Ivan D. Butts—naps.ib@naps.org—no later than March 28, which is the copy deadline for the May issue.

candidates interested in seeking a branch officer position and more members for committee assignments and branch representation at NAPS training seminars and state and national conventions.

Second, every vote counts. For every 10 members (active and associate), a branch earns one vote at a NAPS national convention. Voting is a priceless act of democracy. Do the math: More members means more branch participation and votes. It's a win-win!

Whether your branch is at 100% membership or not, all members can financially benefit from recruiting new members. All active or associate members will receive a \$25 check from NAPS Headquarters for each eligible nonmember they sponsor. It doesn't matter if the eligible EAS employee is affiliated with your local branch or not.

It is no secret that active and associate members may recruit eligible nonmembers through the mail, attending USPS training and Career Awareness Conferences or addressing a new supervisor training class of newly promoted craft employees. The key is to make contact.

Ask the nonmember to join NAPS and provide them a NAPS 1187 membership form, either in person or via the mail. However, in order to receive a \$25 sponsor check for recruiting a nonmember, the member must complete the "NAPS Sponsor" section on the 1187 before it is mailed to NAPS Headquarters. Do the math. You can earn \$125 just by signing five new members (\$25 x 5).

But wait, there's more to this membership math madness. NAPS Secretary/Treasurer Jimmy Warden initiated a new membership High-Five Club. Starting in January, for every five new members sponsored in 90 days, the recruiting member receives a special High-Five Club NAPS

pin and an *additional* \$25 check for sponsoring those five new members. (See Warden's column in the February 2022 issue for details.)

Again, the qualifying factor is to complete the "NAPS Sponsor" section on the 1187. Do the math. Receive \$25 for each new member sponsored. And now, receive an additional High-Five Club \$25 for having sponsored those five new members and for every five members thereafter.

Speaking earlier of priceless, when you do the math, membership also counts regarding the Supervisors' Political Action Committee. SPAC is our legislative fundraising arm that raises dollars to aid political candidates who support NAPS' legislative priorities.

SPAC contributions are accepted online or by sending a check or money order directly to NAPS Headquarters. You also may make contributions through USPS payroll deduction or via OPM for NAPS retirees. Do the math. SPAC counts.

In 2021, 896 or 3.4% of active and associate NAPS members contributed \$210,888.72 in cash to SPAC, averaging \$235.37 per contributing member. It's impressive to note that 53 of the 896 members donated \$1,000 or more to SPAC, becoming a member of SPAC's President's Ultimate Club. However, just as impressive is that every dollar contributed to SPAC counts toward supporting NAPS' legislative efforts. Again, let's do the math.

If the total number of 2021 SPAC contributors (896) increased by 5% a month over the next 12 months, SPAC contributors would increase to 1,609. If they all donated the 2021 SPAC average amount of \$235.37, total SPAC contributions would be approximately \$378,700—a 79.6% increase over 2021's SPAC total. A 5%

Continued on page 33

NAPS Training Calendar

Central Region Training Symposium

April 8-9, 2022

In conjunction with the MINK Area Convention

Conducted by: Central Region VP Craig Johnson, Illini Area VP Luz Moreno, Michigan Area VP Kevin Trayer, MINK Area VP Kelly McCartney and North Central VP Dan Mooney

Location: Sheraton Indianapolis City Centre Hotel, 31 West Ohio St., Indianapolis, IN 46204; (317) 635-2000 or toll-free, (888)-627-8186. Room block cut-off is March 11.

Hotel Rate: \$179+ taxes/single or double.

Registration Fee: \$100 if received by March 31; after that date, \$130. Send registration form and check, payable to NAPS Headquarters, to NAPS Secretary/Treasurer Jimmy Warden.

Training: To be conducted by DDF provider attorney Glenn Smith, OIG Rob Townley, CRM Platform Manager Rose Torres, motivational speaker Karin Ellis, Brian Wagner, John Aceves, Kelly McCartney and others.

Northeast Region Training Seminar

April 22-23, 2022

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

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

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

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

Bob Levi

Director of Legislative & Political Affairs



On Feb. 8, the House of Representatives finally passed H.R. 3076, the “Postal Reform Act of 2022,” by an overwhelming, bipartisan majority of 342 to 92. All House

President Biden.

The day before House passage, President Biden alerted members of the House of his strong support of H.R. 3076 through what is known as a Statement of Administration Policy (SAP). In part, his SAP declared: “The United States Postal Service and its dedicated employees

Managers Fairness Act.”

The version of H.R. 3076 passed by the House differs from the original version approved by the House Committee on Oversight and Reform. The revision addressed a number of issues raised by the Ways & Means Committee, the Energy & Commerce Committee, the Office of Personnel Management and the Centers for Medicare & Medicaid Services.

In addition, the revised bill remedied a concern of some retirees. Generally, the House-passed bill maintains the sections of the original bill

intended to repeal the retiree pre-funding requirement, authorize a postal-only health plan within the Federal Employees Health Benefits Program (FEHBP), require future postal retirees to enroll in Medicare, enable the Postal Service to provide a variety of governmental non-postal products and services and create an online, publicly accessible postal performance portal. However, in contrast to the committee-passed bill, the House-passed version would implement the postal health plan and Medicare integration on Jan. 1, 2025, rather than on Jan. 1, 2023.

In addition, all active and retired postal employees would participate in the FEHBP postal health benefits plan. The committee-approved bill exempts from Medicare coverage postal employees who are over the age of 64 on the date of postal plan implementation and individuals who were retired on that date. The House-passed bill also exempts postal retirees covered by the Department of Veterans Affairs or the Indian Health Service, as well as those living abroad.

For retirees who previously waived Medicare coverage and who want to enroll in Medicare during a

Continued on page 34

House Passage of Postal Reform Legislation—Check It Off!

Democrats and 120 Republicans voted “yes.” The bill’s passage is a tribute to the bipartisan efforts of Oversight and Reform Committee Chair Carolyn Maloney (D-NY), Ranking Member James Comer (R-KY) and the measure’s 102 co-sponsors.

The tortuous and meandering journey to House approval often was frustrating; nevertheless, it’s a credit to the perseverance of our postal allies on Capitol Hill, our very own NAPS legislative advocates, the greater postal community and the Postal Service itself that we can check off this legislative box on the way, hopefully, to H.R. 3076 being signed into law by

provide an essential public service and the critical public infrastructure for the delivery of mail and packages to all Americans in every corner of the country.”

The President went on to say, “The Administration is committed to ensuring that the Postal Service delivers the highest quality, most reliable service to every American.” The White House communication restated Biden’s longstanding commitment to support repeal of the Postal Service’s punitive requirement to prepay future retirement health benefits.

Of special interest to EAS-level postal employees, the President indicated in the SAP that the Administration supports “providing postal employees with the dignity, fair pay and employer-provided benefits they have earned.” This comment by Biden has positive implications for the provision included in H.R. 3077, the “Postal Improvement Act,” that replicates the text of H.R. 1623, the “Postal Supervisors and



NAPS Executive Vice President Chuck Mulidore met with Rep. James Comer (R-KY) on Monday, Feb. 7, to discuss House floor action on H.R. 3076, the “Postal Reform Act of 2021.” Comer (left) is Ranking Member of the House Oversight and Reform Committee and an original co-sponsor of the bill.

National Association of Postal Supervisors

Vince Palladino Memorial Student Scholarships

Deadline: June 30, 2022

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

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

NAPS will award 10 \$1,000 **Vince Palladino Memorial Student Scholarships**. Two winners will be randomly selected from each of the NAPS regional areas (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 under the “Members” tab to apply for the **Vince Palladino Memorial Student Scholarship**, or go to <https://naps.org/Members-Scholarship-2>.

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-2>



NAPS 68th National Convention
August 8 - 12, 2022

Hyatt Regency
New Orleans, Louisiana

Bienvenue à la Nouvelle Orléans

By Tomica Duplessis

Welcome to New Orleans! We say and do things a little differently here. *Laissez les bons temps rouler* (let the good times roll)!

All is well in the Big Easy. We are looking forward to welcoming all of you to New Orleans in August. If you've never visited, you are in

for a treat. We say and do things a little differently from the rest of the world.

New Orleans has a vibrant history. The city's culture encompasses its French, Spanish, Native American and Afro-Caribbean roots. There is nowhere else that keeps its history vital through culture as New Orleans. Indeed, this gumbo pot of culture is the basis for New Orleans' traditions, cuisine, jazz music and architectural designs.

New Orleans boasts many traditions. Perhaps the most popular is Mardi Gras. Did you know New Orleans' Mardi Gras traditions have centuries-old roots in French and Spanish Catholicism, as well as



2022 NAPS Convention Scooter Rental

Total Access Mobility Services will provide mobility scooter and wheelchair rentals for the NAPS 68th National Convention. Early-bird, specially-discounted rates are **available now through June 1:**

- One-day rentals for scooters are \$45 for weight capacities under 300 lbs.; \$55 for heavy-duty scooters (over 300 lbs.)
- Two-day rentals for all scooters are \$90
- Three-day rentals for all scooters are \$130
- Four- to seven-day rentals

for all scooters are \$165

- Daily rentals for standard wheelchairs are \$20 for all weight capacities

Total Access Mobility Services will waive delivery fees for all convention attendees. To reserve a scooter or wheelchair, call Total Access Mobility Services at (504) 534-3366 or go to www.totalaccessmobility.com; use code "NAPS22" when reserving to apply an additional 10% discount to early booking rates.

African and Native American traditions?

According to historians, the first-ever Mardi Gras in the United States took place on March 3, 1699, when French explorers Bienville and Iberville put down stakes on the west bank of the Mississippi River approximately 60 miles downriver of what would become the Crescent City. The City of New Orleans was subsequently founded in 1718. So, technically, New Orleans gets the credit for the first-ever Mardi Gras celebrated in the United States—not our Southern neighbor, Mobile, AL.

The practical reason for Fat Tuesday feasts, as Mardi Gras sometimes is referred, related to meat and dairy products going bad before Lent was over. Fat Tuesday was the day to eat and drink before the start of Lent and 40 days of fasting for Catholics in the city.

Another attraction in New Orleans is the cuisine. Here, we celebrate everything with food. We have festivals centered on food: the Strawberry, Crawfish, Gumbo and Fried Chicken festivals, to name a few.

A New Orleans staples is red beans and rice on Mondays. The history behind this practice is that Mondays were affectionately known as "laundry day." Before washing machines became popular, clothes were washed by hand. Because Monday

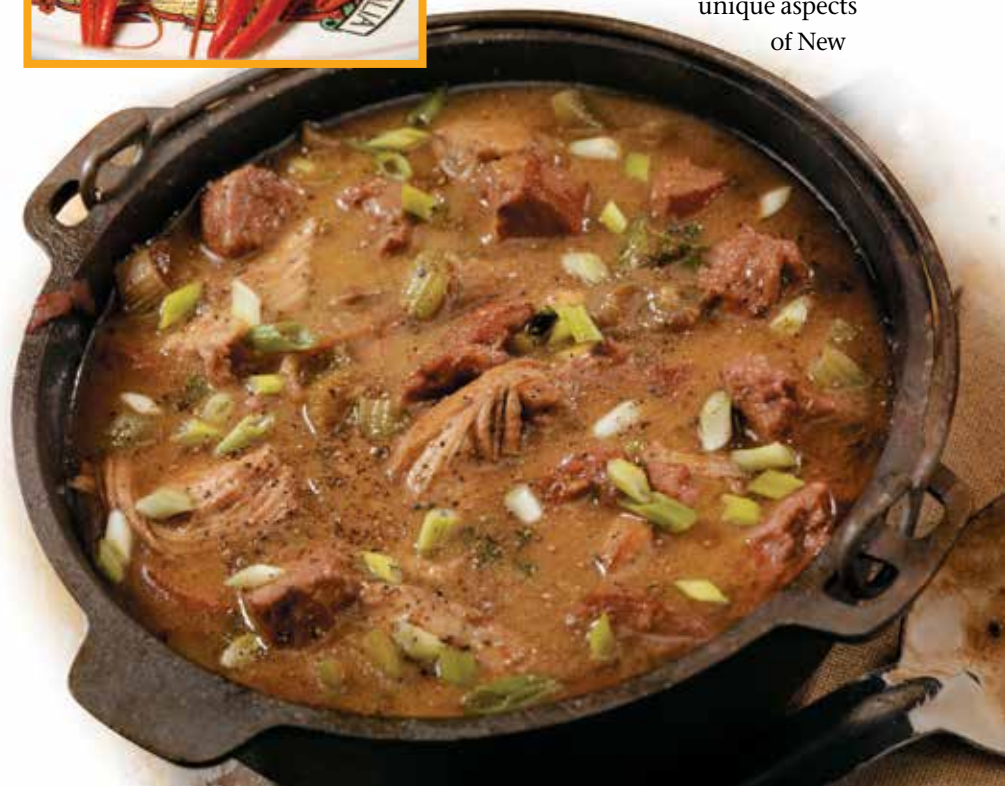
was "laundry day," housewives did not have much time to cook. Dinner had to be something that could cook by itself.

So, the night before, they soaked kidney beans overnight. After soak-

ing and draining the beans, they cooked on the stove all day, with spices and meat added. Voilà! Dinner.

New Orleans also is famous for its gumbo, jambalaya and boiled seafood. The list does not stop there! New Orleans cuisine is some of the best you ever will eat.

Now that you've learned some of our traditions and cuisine, have I convinced you to book your trip? I look forward to seeing you in the Big Easy in August. But, before you come on down, let's discuss some of the unique aspects of New



Orleans, one of those being the naming of streets.

If you are looking for a Main Street in New Orleans, you will not find one. New Orleans is known for its street names. If you are not a native, you are sure to mispronounce the street names. In NOLA, our street names are as colorful as our culture. The word for “street” in the French Quarter is “rue.” Here is a list of some of the streets:

Bourbon Street: Named for France’s House of Bourbon, not for the copious amounts of whiskey consumed there.

Canal Street: Named for a canal that was, alas, never built.

Claiborne Avenue: Named after William C.C. Claiborne, the first U.S. governor of Louisiana, second great-grandfather of designer Liz Claiborne.

Dauphine Street: A dauphine is the wife of the dauphin, heir to the French royal throne. While the street probably was named for whoever was dauphine at the time, it has been written that it was named for the French province of Dauphine.

Dumaine Street: Named for an illegitimate son of Louis XIV.

Toulouse Street: Named for another illegitimate son of Louis XIV.

Frenchman Street: Named for six French men who were executed for leading an uprising after Louisiana was ceded to Spain.

Napoleon Street: Named after the Emperor of France.

St. Charles Avenue: Named after Carlos III of Spain, the reigning monarch when France transferred NOLA to Spain.

Tchoupitoulas Street: Named for

an extinct Indian Tribe. The name is believed to mean “those who live at the river.”

Treme Street: Named for Claude Treme, whose plantation became the neighborhood of Treme.

Another unique attribute to New Orleans is how we speak and what we say. It’s almost like we have our own language. No worries though, I am going to prep you to speak just like a native New Orleanian!

Ever since New Orleans’ 1718 inception, the city’s multicultural set-

tlers have woven their foreign expressions and pronunciations into shared language and ultimately transformed the dialect into the special jargon it is today. The Big Easy’s linguistic evolution blended

decades-old influences from a diverse scenario of cultures and communities. Here is a list of the common words and phrases used in the Big Easy:

Pass a good time: It’s time to have fun.

Lagniappe (lan-yap): A Cajun French word meaning “a little extra.”

Creole (kree-yol): A French-Spanish inspired term used to identify mixed race New Orleanians.

Cajun (kay-jen): A term used to describe an ethnic group of Acadian descent people.

Pinch the tail and suck the head: This phrase explains the proper way to eat crawfish.

Where y’at: This phrase is used to ask where you are.

Cher (sha): Derived from Cajun and Creole, a term of endearment used when greeting someone loved.

Gris-gris (gree-gree): Originated from Africa, a voodoo amulet that



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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

Current COVID Protocol, City of New Orleans

As of Feb. 1, New Orleans is in a MODIFIED PHASE THREE: “Beginning Feb. 1 for everyone age 5 and over, the city of New Orleans is requiring: (1) proof of two doses of the COVID-19 vaccine, except for those who have received one dose of the Johnson & Johnson vaccine; or (2) a negative PCR, molecular or antigen 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 at restaurants, bars and other businesses.” Masks are required in all indoor spaces outside the home. This is subject to change. For more information, visit ready.nola.gov.

This is a modification from the previous guidance, which required proof of at least one dose of a COVID vaccine and applied to those 12 and over.



NAPS 68th National Convention
August 8 - 12, 2022

Hyatt Regency
New Orleans, Louisiana

68th National Convention Registration Information

Convention registration closes July 5 • Hotel room block expires July 5

Register for the 68th National Convention online only at www.naps.org

Registration Fee—\$250

The 68th National Convention registration fee is \$250 if submitted—online only—on or before June 20. After June 20, the fee is \$325. No national convention registrations or payments will be accepted after July 5.

No on-site registration will be accepted.

Each official registrant will receive a confirmation receipt via email as soon as they register. If you do not receive your confirmation, email napshq@naps.org or call 703-836-9660.

Refund Requests

All refund requests must be submitted in writing via email to napshq@naps.org. No refund requests will be granted after July 10.

Substitutions

All substitution requests must be submitted in writing to napshq@naps.org no later than July 10. If you need assistance with a substitution, call NAPS Headquarter at 703-836-9660.

Hotel Rates and Reservations

Hyatt Regency New Orleans

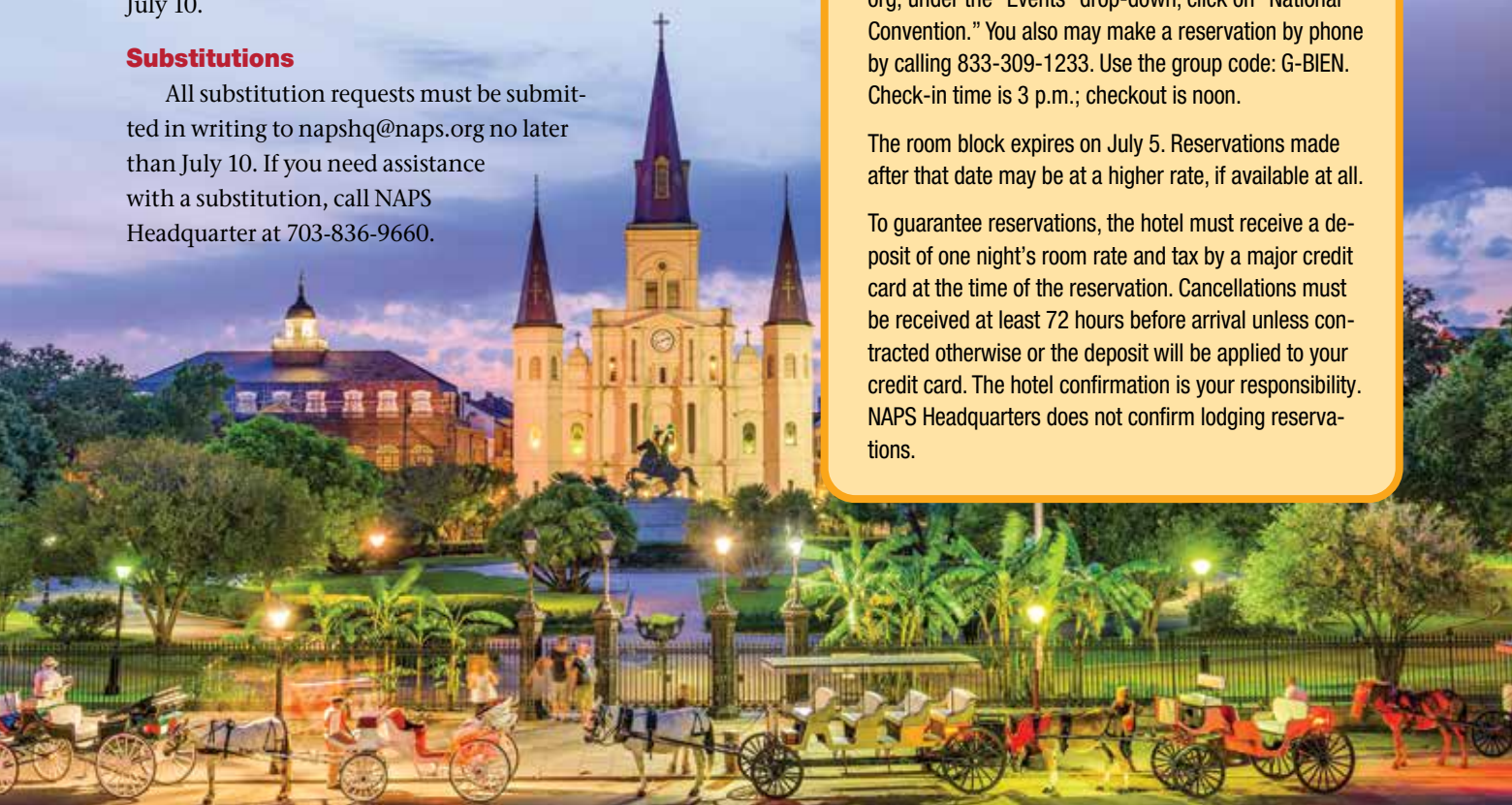
601 Loyola Ave., New Orleans, LA 70113
504-561-1234

Delegates and guests attending the 68th National Convention are responsible for making their own lodging reservation directly with the Hyatt Regency New Orleans. The national convention single/double rate is \$165, plus applicable state and local taxes. The resort fee has been waived. Self-parking is complimentary from Aug. 3-13; applicable only to those staying overnight at the Hyatt Regency New Orleans.

To make a room reservation online, go to www.naps.org; under the “Events” drop-down, click on “National Convention.” You also may make a reservation by phone by calling 833-309-1233. Use the group code: G-BIEN. Check-in time is 3 p.m.; checkout is noon.

The room block expires on July 5. Reservations made after that date may be at a higher rate, if available at all.

To guarantee reservations, the hotel must receive a deposit of one night’s room rate and tax by a major credit card at the time of the reservation. Cancellations must be received at least 72 hours before arrival unless contracted otherwise or the deposit will be applied to your credit card. The hotel confirmation is your responsibility. NAPS Headquarters does not confirm lodging reservations.



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holds a spell that can be used for nefarious or noble purposes.

Beaucoup (boo-coo): Originated in Haitian Creole and French, meaning a lot.

Cold drink: Soda or soft drink.

Po-Boy: A delicious sandwich served on French bread.

Dressed: When ordering a po-boy it means you want lettuce, tomatoes, pickles and mayo.

Faubourg: French word for suburb, refers to areas now in the city that would have been outside the original city limits.

Fais Do Do: A Cajun dance party.

Making groceries: Go grocery shopping.

Save the groceries: Put your groceries away.

Neutral ground: The median in the middle of a road.

Parish: Equivalent to a county.

Roux (roo): Used in French cuisine and New Orleans recipes as a thickening agent in soups and sauces.

Vieux Carré: Term used for the oldest neighborhood in the city, the French Quarter.

Ya mom'n'em: Your immediate family.

Who dat?: Official cheer of New Orleans Saints fans everywhere.

So, now that you know a little about New Orleans, it's time to book your trip! You are prepared to take on the Big Easy—a town rich in culture and hospitality. You definitely will enjoy your stay!

We look forward to seeing everyone in August. And, while you're at it, bring ya mom'n'em!

Tomica Duplessis is postmaster of Mandeville and chair of the 2022 National Convention Host Branch Committee.

Sources: "Culture Trip," "New Orleans and Company," History.com and Experienceneworleans.com.



2022 Bid Whist Tournament

Sunday, Aug. 7 at 6 p.m.



Attention all card sharks!

Join us for the first-ever NAPS Bid-Whist

Tournament at the 68th NAPS National Convention in New Orleans. The tournament format is a single-elimination, team contest. The first round will be a best two-out-three format; all subsequent rounds will be one-game/

winner advances.

The fee is \$20 per team, two persons per team. Snacks will

be provided for players only. Team prizes are \$90 for 1st place, \$40 for 2nd place and \$20 for 3rd place. Half of the proceeds will go to SPAC. **The deadline for registering for the tournament is July 16.**

Name of Player 1

Phone, with area code

Branch #

Non-postal email

S M L XL 2X 3X

Circle T-Shirt size

Name of Player 2

Phone, with area code

Branch #

Non-postal email

S M L XL 2X 3X

Circle T-Shirt size

Make checks payable to NAPS New Orleans Branch 73 and mail, with registration form(s), to NAPS Branch 73, PO Bo 50432, New Orleans, LA 70150-0432. Deadline: July 16.

68th NAPS National Convention Golf Tournament *at Timberlane Golf & Recreation*

In the late 1950s, Robert Trent Jones Sr. laid out over 7,100 yards of golf. In 1959, the course was completed and play began at Timberlane. Over the past several years, the course has matured; the oaks planted as small seedlings along the fairways now clearly define the layout and offer spectacular holes.

The course has four sets of tee areas, 17 water hazards and 80 sand bunkers in play on the course. For those not familiar with the course, you may find it friendly, while challenging at the same time. Timberlane is New Orleans' golf destination. The course is approximately 10 minutes from the Hyatt Regency New Orleans.

Before play, golfers can warm up on the spacious, all-



grass, lighted practice range or hone their chipping, pitching and sand play directly onto the large practice and putting green. All fairways have bermudagrass; greens are covered with TifEagle, a very fine-textured dwarf bermudagrass.

The NAPS tournament will tee off at 9 a.m. on Sunday, Aug. 7. The fee is \$110 before the registration deadline of July 15; non-

golfer fee is \$39.95. The fee includes breakfast, lunch, snacks, drinks and transportation. From July 16 to Aug. 1, the fee is \$130.

For more information, contact Golf Tournament Committee Co-Chairs Bertha Brumfield (504) 388-5462 or Michael Mayes (504) 915-3470.

NAPS National Convention Golf Tournament Registration

- Tournament fee postmarked by July 15 is \$110; after July 15, fee is \$130
- Non-golfer fee is \$39.95 (food only)

Name Phone # (include area code)

Mailing Address

City State ZIP

Branch # Non-postal email Golf handicap

Club rentals are available for \$40 on-site.

Make checks payable to NAPS Golf Tournament and mail, with registration form(s), to NAPS Branch 73, PO Box 50432, New Orleans, LA 70150-0432.

NAPS Golf Tournament site: Timberlane Golf & Recreation, 1 Timberlane Drive, Gretna, LA 70056.

2021 SPAC Contributors



President's Ultimate (\$1,000-\$5,000)

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
Sutton, Catherine	CA	Branch 373
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
Valuet, John	ID	Branch 915
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
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Doty	MD	Branch 923
Amergian, Raymond	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Trayer, Kevin	MI	Branch 142
Mooney, Dan	MN	Branch 16
Johnson, Craig	MO	Branch 36
Weiland, Heather	ND	Branch 937
Dallojacono, Anthony	NJ	Branch 568
McKiernan, Michael	NJ	Branch 74
Amash, Joseph	NY	Branch 83

Forde, Nicholas	NY	Branch 202
Gawron, Dennis	NY	Branch 27
Hughes, Thomas	NY	Branch 100
Perez, Dioenis	NY	Branch 202
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Mulidore, Chuck	OH	Branch 133
Needham, Timothy	OH	Branch 186
Yut, Lynn	OR	Branch 66
Butts, Ivan	PA	Branch 355
Kernahan-Beals, Carol	PA	Branch 387
Croswell, Darnel	SC	Branch 225
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
Joers, Julie	WI	Branch 72

VP Elite (\$750-\$999.99)

Melchert, Pamela	AK	Branch 435
Ayon, Celia	CA	Branch 88
Benjamin, Evelyn	CA	Branch 266
Nguyen, Nicole	CA	Branch 373
Swygert, Vontina	CA	Branch 127
Trevena, April	CA	Branch 94
Ruckart, Kenneth	FL	Branch 386
Moore, Kevin	GA	Branch 281
Parker, Laroma	HI	Branch 214
Hilliard, Ricky	IL	Branch 489
Harmon, Rosemary	KY	Branch 920
Moreno, Richard	MA	Branch 498
Murphy, Gregory	MA	Branch 102
Griffin, Troy	MD	Branch 42
Hafford, Darrell	ME	Branch 96
Bunch, Kenneth	MI	Branch 23
Kindsvatter, Leo	MT	Branch 929
Bednar, Margaret	NC	Branch 183
Kofsky, Jonathan	NJ	Branch 568
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85
Jessmer, Spencer	NY	Branch 11
Burgasser, Ted	OH	Branch 29
Clapp, Kathleen	OR	Branch 66

Skjelstad, Aric	OR	Branch 66
Bartko, Susan	PA	Branch 20
Benford, Debra	PA	Branch 50
Muir, James	PA	Branch 20
Timothy, Pat	PA	Branch 941
Elizondo Jr., Jaime	TX	Branch 122
Foster, Debra	TX	Branch 9
Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Butler, Phillip	VA	Branch 98
Mott III, George	VA	Branch 132
Gruetzmacher, Bjoern	WA	Branch 61

Secretary's Roundtable (\$500-\$749.99)

Brown, Carl	CA	Branch 94
Jones, Marilyn	CA	Branch 39
Castleberry, Richard	CO	Branch 561
Jones, Regina	CO	Branch 561
Smith, Kathleen	CO	Branch 561
Vigil, Michael	CO	Branch 561
Garland, Angela	DE	Branch 909
Ford, Timothy	FL	Branch 353
Herzog, Rosemarie	FL	Branch 154
Murray, Donald	FL	Branch 93
Billups, Juanita	IL	Branch 17
Crowe, Brian	IL	Branch 14
Pierce, Annette	IL	Branch 255
Randle, Kay	IL	Branch 369
Norton, Paul	IN	Branch 8
Moats, Lori	KS	Branch 205
Rosario, Tamara	ME	Branch 96
Hurless-Byrum, Ruth	MI	Branch 508
Krzycki Jr., Kenneth	MI	Branch 508
Schneider, Irene	MI	Branch 508
Newcomb-Evans, Theresa	MN	Branch 926
Felicioni, Dora	MT	Branch 929
Lien, Brandi	MT	Branch 929
Perman, Kally	MT	Branch 929
Robinson, Theresa	NC	Branch 299
Phillips, Austin	NJ	Branch 224
Rutter, Gary	NJ	Branch 74
Walton, Irma	NJ	Branch 75
Krempa, Keith	NY	Branch 11
Mayer, Sean	OH	Branch 29
Paige, Lillie	OH	Branch 46
Simpson, Pamela	OR	Branch 66
Cabrera, Antonio	PR	Branch 216
Erickson, David	SD	Branch 946
Weber, Camron	SD	Branch 946
Aaron, Donna	TN	Branch 947
Brooks, Lamarcus	TN	Branch 41

Bradford, Robert	TX	Branch 203
Clark Jr., Bobby	TX	Branch 124
Cooper, Karen	TX	Branch 124
Mitchell, Annie	TX	Branch 124
Parent, Eric	UT	Branch 139
Garrett, Donald	VA	Branch 98
Hubbard, Jim	VA	Branch 22
Taylor, Georgia	WA	Branch 31
Simmons, Brandi	WI	Branch 213
McComas, Christina	WV	Branch 212

Chairman's Club (\$250-\$499.99)

Brathwaite, Rafael	AL	Branch 45
Carson, John	AL	Branch 901
Hardwick, Andrew	AL	Branch 208
Studdard, Dwight	AL	Branch 45
Hernandez, George	AZ	Branch 246
Knapp, Roni	AZ	Branch 517
Blythe, Stephanie	CA	Branch 127
Cruz, Cheryl	CA	Branch 497
Danzy, Marsha	CA	Branch 197
Dominguez, Jesse	CA	Branch 159
Florentin, Diana	CA	Branch 244
Gavin, Angela	CA	Branch 159
Gibson, Lelton	CA	Branch 88
Gishi, Sharon	CA	Branch 94
Johnson, Deborah	CA	Branch 88
Loera, Valarie	CA	Branch 127
McClinton, Velma	CA	Branch 39
Moore, Edward	CA	Branch 244
Randle, Carol	CA	Branch 39
Williams, Alma	CA	Branch 266
Hickerson, Lucy	CO	Branch 141
Hoffman, Shannon	CO	Branch 141
Mauro, Cynthia	CO	Branch 141
Roll, Gary	CO	Branch 65
Collen, Helen	CT	Branch 3
Wright, Marcellus	DC	Branch 135
Hoerner, Thomas	FL	Branch 420
LeCounte, Michael	FL	Branch 146
Sims, Reginald	GA	Branch 82
Alos, Kanani	HI	Branch 214
Coleman-Scrugs, Toni	IL	Branch 493
Dittmann, David	IL	Branch 489
May, Charles	IL	Branch 14
Wesley, Nancy	IL	Branch 493
Carter, Tonious	LA	Branch 421
Laurendine, Kyle	LA	Branch 73
Sevalia, Rosalind	LA	Branch 73
Moreau, Steven	MA	Branch 102
Berger, Ricky	MD	Branch 531

Gramblin, Reginald	MD	Branch 531
Jones, Marcia	MD	Branch 42
Bradley, Anthony	MI	Branch 142
Burcar, Robert	MI	Branch 508
Byrum, Jimmy	MI	Branch 508
Elyea, Chad	MI	Branch 142
Hardin, Donald	MI	Branch 130
Hommerson Jr., David	MI	Branch 130
Orloski, Rose	MI	Branch 508
Perkins, Ethel	MI	Branch 140
Baker, Neil	MN	Branch 104
Kuiper, Bruce	MN	Branch 16
Moore, Olin	MN	Branch 16
Moore, Robert	MN	Branch 104
O'Donnell, Curt	MN	Branch 16
Bollinger, Kathreen	MO	Branch 36
Brown, Latasha	MO	Branch 131
Price-Booker, Virginia	MO	Branch 131
Washington, Robert	MO	Branch 131
Stephenson, Tabitha	MT	Branch 929
Boggan, Kim	NC	Branch 183
Douglas, Karen	NC	Branch 183
Manning, Randy	NC	Branch 177
Olson, Chad	ND	Branch 937
Barrett, George	NJ	Branch 74
Scales-Bradley, Constance	NJ	Branch 53
Guzman, Jesus	NM	Branch 295
Wadsworth, Joel	NM	Branch 295
Clayton, Jackie	NV	Branch 463
Pixley, George	NV	Branch 249
Burke, Terriann	NY	Branch 11
Wiggins, Derrick	NY	Branch 85
Bennett, Kelley	OH	Branch 33
Lewis, Gillian	OH	Branch 2
Paige, William	OH	Branch 46
Smith, Ronald	OH	Branch 46
Lahmann, Joseph	OR	Branch 276
Gill, Kathy	PA	Branch 50
Lach, Joe	PA	Branch 20
Lehman, Jason	PA	Branch 554
O'Donnell, Joseph	PA	Branch 20
Stephens, Patricia	SC	Branch 225
Bell, Andrew	TN	Branch 32
Benjamin, LaQuita	TN	Branch 41
Blakely, Kathy	TN	Branch 41
Hibbler, Marilyn Hinton	TN	Branch 41
Mitchell, Denise	TN	Branch 41
Shoemaker, Justin	TN	Branch 165
Shropshire, Larry	TN	Branch 245
Davis, Pamela	TX	Branch 122
Garcia, Mario	TX	Branch 288

Hill, Earnest	TX	Branch 122
Lyons, Lisa	TX	Branch 428
Nettles, Mark	TX	Branch 9
Brandt, Junemarie	VA	Branch 526
Brown, Lorraine	VA	Branch 98
Holley, Deborah	VA	Branch 526
White Jr., William	VA	Branch 526
Howe, Steven	WA	Branch 61
Ware, Michael	WA	Branch 61
Williams, Arthur	WA	Branch 61
Sederholm Marti, Susan	WI	Branch 72
Baldwin, Craig	WV	Branch 212

Supporter (\$100-249.99)

Dangerfield, Carol	AL	Branch 45
Nash, Leon	AL	Branch 45
Aceves, John	AZ	Branch 376
Burton, Dawn	AZ	Branch 246
Luna, Juan	AZ	Branch 246
Alarcon, Delmy	CA	Branch 244
Anderson, Frances	CA	Branch 466
Atkinson, Ron	CA	Branch 373
Black, Regina	CA	Branch 127
Booth, Samuel	CA	Branch 39
Clark, Danny	CA	Branch 127
Covington, Verlina	CA	Branch 301
Edwards, Jonathan	CA	Branch 159
Francisco, Daryel	CA	Branch 159
Graham, Mardina	CA	Branch 88
Gray, Glenn	CA	Branch 127
Hawkins, Willie	CA	Branch 266
Jackson-Kelley, Patricia	CA	Branch 39
Johnson, Patrick	CA	Branch 266
Johnson, Rose Marie	CA	Branch 88
Jordan, William	CA	Branch 159
Lee, Shirley	CA	Branch 39
Lewis, Yolanda	CA	Branch 127
Moore Tucker, Carolyn	CA	Branch 301
Morris, Jennifer	CA	Branch 197
Murillo, Mariel	CA	Branch 466
Odell, Heather	CA	Branch 159
Pennington, Felicia	CA	Branch 39
Profit, Youvet	CA	Branch 39
Rahming, Karyn	CA	Branch 77
Rosas, Charles	CA	Branch 127
Salazar, Mauricio	CA	Branch 94
Simpao, Sally	CA	Branch 88
Thomas, Linda	CA	Branch 88
Torres, Sherrie	CA	Branch 244
Love, Valerie	CO	Branch 65
Rudolph, Lorraine	CO	Branch 65

Summerfield, John	CO	Branch 65
Tat, Jason	CO	Branch 65
Donegan, Margie	CT	Branch 5
McKeon, William	CT	Branch 3
Perkins, Marcia	CT	Branch 3
Young, Darrell	DC	Branch 135
McCloud, Regina	DE	Branch 909
Olliviere, Blanche	DE	Branch 909
Batastini, Kenneth	FL	Branch 478
Brady, Catherine	FL	Branch 420
Calhoun, Clothelia	FL	Branch 354
Gonzalez-Marino, Ilia	FL	Branch 146
Gucmeris, Algimantas	FL	Branch 420
Long, Pamela	FL	Branch 577
Lopez, Ellen	FL	Branch 146
Malcolm, Kirk	FL	Branch 321
Mcphee-Johnson, Tayloria	FL	Branch 146
Meadors, Joan	FL	Branch 146
Ross, Randy	FL	Branch 81
Stevens-Simmons, Roberta	FL	Branch 406
Suarez, Eduardo	FL	Branch 146
Vorreyer, Leslie	FL	Branch 353
Finley, Roger	GA	Branch 595
Kindle, Delloria	GA	Branch 82
Wooley, Josephine	GA	Branch 82
Eberhart, Keliinani	HI	Branch 214
Kamei, Lori	HI	Branch 214
Coy, Daniel	IA	Branch 172
Cook, Carol	IL	Branch 14
Edwards-Bender, Cynthia	IL	Branch 14
Lacey, Lynn	IL	Branch 489
Martin, Jessica	IL	Branch 14
Helfrich, Robert	IN	Branch 8
Mosley, Monique	IN	Branch 8
Webb, Marcel	IN	Branch 8
Waddell, Corey	KS	Branch 52
Smiley, David	KY	Branch 390
Clarke, Shirley	LA	Branch 73
Hampton, Annette	LA	Branch 73
Lastropes, Ebony	LA	Branch 209
Rowel, Cornel	LA	Branch 73
Cicccone, Alexander	MA	Branch 43
Lewin, Kim	MA	Branch 118
Madden, Roy	MA	Branch 6
Rafuse, Renee	MA	Branch 102
Saccoccio, Michaela	MA	Branch 6
Blevins, Diane	MD	Branch 42
Bridges, Linda	MD	Branch 2
Brownfield, Patricia	MD	Branch 531
Campbell, Maxine	MD	Branch 42
Jones, Anita	MD	Branch 42

Jones, Wilmore	MD	Branch 42
Mason Jr., Garland	MD	Branch 592
Wright, Natalie	MD	Branch 42
Harmon, Susan	ME	Branch 96
Piteau, Arthur	ME	Branch 96
Sequeira, Jean	ME	Branch 96
Bodary, Joseph	MI	Branch 268
Cogar, Laurie	MI	Branch 268
Glenn, Sandra	MI	Branch 140
Hughes, Carmen	MI	Branch 925
Ice, Marilyn	MI	Branch 23
McCarthy, Bernard	MI	Branch 23
Pack, Roderick	MI	Branch 23
Roundtree, Wanda	MI	Branch 140
Spurlin, William	MI	Branch 268
Wright, Sharon	MI	Branch 23
Moudy, John	MN	Branch 16
Nelson, Matthew	MN	Branch 104
Walbridge, Chad	MN	Branch 4
Bye, Kevin	MO	Branch 119
Green, Bart	MO	Branch 36
Marley, Carol	MO	Branch 131
Shumate, Melisande	MO	Branch 131
Warren, Anitra	MO	Branch 36
Charles, Rodney	NC	Branch 157
Cruz, Victor	NC	Branch 151
Gilbert, Jevonda	NC	Branch 183
Hicks, Angie	NC	Branch 157
Jackson, Abner	NC	Branch 299
Nicholson, Sandra	NC	Branch 299
Holland, Dana	ND	Branch 937
Leingang, Michael	ND	Branch 937
Staub, Jo Ann	ND	Branch 937
Fuller, Tamyra	NE	Branch 64
Gadbois, Maureen	NE	Branch 10
Gorans, Carrie	NE	Branch 10
Claus, David	NH	Branch 932
LaFlamme, Barbara	NH	Branch 932
Schunemann, Diane	NH	Branch 932
Dennis Jr., Edward	NJ	Branch 53
Henkel, Tammy	NJ	Branch 287
Hoag, Roberta	NJ	Branch 53
Tanksley, Faye	NJ	Branch 74
Tillyer, Patrick	NJ	Branch 343
Walker, Veronica	NJ	Branch 237
Schnepple, Kathleen	NM	Branch 295
Andersen, Karen	NV	Branch 463
Patterson, Sherry	NV	Branch 463
Barton, Frank	NY	Branch 330
Blakney, Robert	NY	Branch 336
Morgan-Glover, Linda	NY	Branch 336

Philpot, Rebecca	NY	Branch 100
Rafferty, Mary	NY	Branch 100
Schirching, Christy	NY	Branch 27
Solomon, David	NY	Branch 100
Yuen, John	NY	Branch 100
Allen, Peggy	OH	Branch 46
Johnson, Martara	OH	Branch 46
Jones, Debra	OH	Branch 63
Kimbrough, Marcia	OH	Branch 46
Sudberry, Norris	OH	Branch 46
McNulty, Linda	OR	Branch 66
Agliadian, Hans	PA	Branch 35
Kolecki, Michele	PA	Branch 941
Robinson, Andrea	PA	Branch 35
Smith, Diane	PA	Branch 20
Rodriguez, Jose	PR	Branch 216
Branch, Shaun	RI	Branch 105
Giorgio, Victor	RI	Branch 105
Keeling, Joanne	RI	Branch 105
Dickey, Azilee	SC	Branch 225
Moore, Delisa	SC	Branch 228
Blanck Lovelace, Deborah	SD	Branch 946

Butterfield, Linda	SD	Branch 946
Magnuson, Sonny	SD	Branch 946
Young, Laura	SD	Branch 946
Barbee, Johnny	TN	Branch 41
Mabon, Valerie	TN	Branch 32
Austin, Beverly	TX	Branch 122
Barnes, Marilyn	TX	Branch 86
Hensley, Sheila	TX	Branch 124
High, Gwendolyn	TX	Branch 86
Howard, Marsha	TX	Branch 9
Irving, Mary	TX	Branch 122
Miller, Ovetta	TX	Branch 9
Peters, Diana	TX	Branch 122
Richardson, Elizabeth	TX	Branch 86
Silas, Luny�	TX	Branch 589
Slaughter, Donna	TX	Branch 229
Fratto, Jeff	UT	Branch 139
Jensen, Jill	UT	Branch 139
Tresner, Kristen	UT	Branch 139
Allen, Rose	VA	Branch 526
Fordham, Francine	VA	Branch 98

Continued on next page

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.

2022 SPAC Contributors



January Contributors

President's Ultimate (\$1,000)

Amash, Joseph	NY	Branch 83
Butts, Ivan	PA	Branch 355
Dickey, Azilee	SC	Branch 225

Secretary's Roundtable (\$500)

Nguyen, Nicole	CA	Branch 373
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Sievecking, George	OR	Branch 275
Driscoll, Darcy	VA	Branch 526

Chairman's Club (\$250)

Randle, Carol	CA	Branch 39
Walton, Marilyn	CA	Branch 77
Moreau, Steven	MA	Branch 102

Paulus, Edgar	NJ	Branch 75
Scales-Bradley, Constance	NJ	Branch 53

Supporter (\$100)

Salmon, James	AZ	Branch 246
Derden, Margaret	CA	Branch 39

Pennington, Felicia	CA	Branch 39
Wong, John	CA	Branch 497
Kerns, John	CO	Branch 141
Douglas, Lisa	CT	Branch 5
Moss, Donald	DC	Branch 135
Hoerner, Thomas	FL	Branch 420
Scriven, Bernice	FL	Branch 146
Lum, Laurie	HI	Branch 214
Amergian, Raymond	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Krzycki Jr., Kenneth	MI	Branch 508
Bednar, Margaret	NC	Branch 183
Boggan, Kim	NC	Branch 183
Dallojacono, Anthony	NJ	Branch 568
Hughes, Thomas	NY	Branch 100
Mulidore, Chuck	OH	Branch 133
Barbee, Johnny	TN	Branch 41
Iles, Michelle	TN	Branch 41
Miller, Ovetta	TX	Branch 9
Brandt, Junemarie	VA	Branch 526
Fordham, Francine	VA	Branch 98
Green Jr., Richard	VA	Branch 98
Jackson, Alice	VA	Branch 526
Gillett, Michael	WA	Branch 31

2021 SPAC Contributors

Continued

Jackson, Alice	VA	Branch 526
Zamudio, Juan	VA	Branch 526
Emmett, Denise	WA	Branch 31
Fewkes, Mark	WA	Branch 31
Gillett, Michael	WA	Branch 31
Harrell, Ronald	WA	Branch 61
Haslett, James	WA	Branch 31
Patterson, LaTanya	WA	Branch 61
Reedy, James	WA	Branch 61
Abrams, Darlene	WI	Branch 72
Burdick, James	WI	Branch 213
Canada, Pamela	WI	Branch 72
Helleckson, Randy	WI	Branch 213
Maggioncalda, Sharon	WI	Branch 213
Serdynski, Joanne	WI	Branch 72
Sprewer, Victoria	WI	Branch 72

Do the Math—Membership Counts!

Continued from page 19

monthly increase in the number of SPAC contributors is very conservative considering, as of this writing, there are approximately 25,328 NAPS members eligible to contribute to SPAC.

I must say this has been a very productive article on math madness, crazy counting and magnificent membership sharing. It's been so productive, my caffeine buzz is definitely gone; I may need something stronger. However, nothing can be stronger than the common denominator in this article—NAPS members!

However, I have two more productive items to complete today. One, my afternoon retirement nap. And two, my ice-cream-flavor-of-the-month recommendation: Ben & Jerry's whiskey biz!

brian4naps@aol.com

SPAC Scoreboard

(Statistics reflect monies collected Jan. 1 through Jan. 31, 2022)

National Aggregate:

\$20,394.06

National Per Capita:

\$0.80

Region Aggregate:

1. Eastern	\$9,085.00
2. Western	\$4,088.20
3. Northeast.....	\$3,982.36
4. Southern.....	\$2,112.50
5. Northeast.....	\$1,126.00

Region Per Capita:

1. Eastern	\$1.56
2. Northeast.....	\$0.88
3. Western	\$0.77
4. Southern.....	\$0.44
5. Central.....	\$0.26

Area Aggregate:

1. Capitol-Atlantic	\$5,470.10
2. Mideast	\$3,753.00
3. Pacific.....	\$2,412.20
4. New York	\$1,842.36
5. Northwest.....	\$1,211.00
6. New England	\$1,008.00
7. Pioneer	\$ 993.90
8. Cotton Belt.....	\$ 704.00
9. Southeast	\$ 650.00
10. Texas	\$ 537.50
11. Michiana.....	\$ 477.00
12. Rocky Mountain...	\$ 465.00
13. North Central	\$ 355.00
14. Central Gulf	\$ 221.00
15. Illini	\$ 151.00
16. MINK	\$ 143.00

Area Per Capita:

1. Mideast	\$1.74
2. Capitol-Atlantic	\$1.73
3. Northwest.....	\$1.16
4. MINK	\$1.13
5. Illini	\$1.13
6. Pacific.....	\$0.84
7. New York	\$0.81
8. Pioneer	\$0.75
9. Cotton Belt.....	\$0.73
10. New England	\$0.69
11. North Central	\$0.41
12. Michiana.....	\$0.39
13. Rocky Mountain.....	\$0.34
14. Texas	\$0.33
15. Southeast	\$0.32
16. Central Gulf	\$0.31

State Aggregate:

1. Pennsylvania	\$2,435.00
2. California	\$2,102.50
3. Virginia	\$1,904.00
4. New York	\$1,832.36
5. Maryland	\$1,709.00

State Per Capita:

1. South Carolina	\$4.68
2. Maryland	\$2.94
3. Maine	\$2.91
4. Virginia	\$2.47
5. Pennsylvania	\$2.20

Drive for 5

Members by Region:

1. Southern.....	45
2. Eastern.....	42
3. Central.....	41
4. Western	39
5. Northeast.....	29

Aggregate by Region:

Western.....	\$1,428.50
Eastern.....	\$1,290.00
Southern.....	\$1,237.50
Central.....	\$1,126.00
Northeast.....	\$1,021.94

Legislative Update

Continued from page 20

one-time open season, the House-passed bill requires the Postal Service to pay the late penalty. Finally, the House-passed bill directs the Postal Service, in collaboration with the Office of Personnel Management, to develop an interactive education program to help postal employees and retirees acclimate to the new FEHBP postal health benefits program. On the whole, the House-passed bill is projected to save the Postal Service about \$50 billion and will lower postal health insurance premiums.

Obviously, House passage of H.R. 3076 alters one of our key legislative priorities for the March 2022 Legislative Training Seminar (LTS). Therefore, we intend to thank the 342 House members who voted “yes” on H.R. 3076 and, more importantly, urge our senators to expeditiously approve the House-passed bill. As you should be aware, in an election year, there is little time to spare.

One provision included in the House-passed bill has attracted the attention of United Parcel Service (UPS). Specifically, Section 202, which directs the Postal Service to maintain a six-day, integrated delivery network. UPS feels threatened by this provision and wants the Postal Service to create separate delivery networks for traditional and “competitive products,” such as parcels. Such a division would undermine affordable universal service for all postal products by forcing the Postal Service to raise rates on competitive postal products.

UPS did not have any success in the House in its attempt to derail the bill, so it has set its sight on the Senate. In addition to already engaged and aggressive Senate lobbying, “Big Brown” is leveraging its financial support of right-leaning Washington-based “think tanks” to soften and undermine Republican Senate support for the bill. As this column went to press, there were 14 Republican Senate co-sponsors of the Senate companion to H.R. 3076.

One of NAPS’ key priorities at LTS will be to urge the Senate to promptly pass H.R. 3076 and send it to President Biden for his signature. Although the Senate companion to H.R. 3076 is S. 1720, the quickest path to enactment is for the Senate to pass H.R. 3076.

In the near future, I hope to report to you—possibly before LTS—that the bill was signed into law. The legislation will provide essential financial breathing space, clear the way for the Senate to take up the confirmation of two new members of the Board of Governors and provide the opportunity for NAPS to push passage of H.R. 3077, the “Postal Service Improvement Act,” authored by House Oversight and Reform Committee Chair Maloney.

naps.rl@naps.org

Notes

from the National Auxiliary

Auxiliary Luncheon Tickets Now On Sale

By **Bonita R. Atkins**
Secretary/Treasurer

It's that time again! Seems just a month or so ago I was writing this column about the Auxiliary luncheon in Texas. My goodness, how time flies. Now it's time to talk about our Auxiliary Luncheon in the Big Easy!

Last year's luncheon was a huge success. Therefore, we have decided to again sell tickets in advance. No tickets will be sold at the convention.

The luncheon will be at noon on Friday, Aug. 12, in the Empire Ball-

room. We will practice safety according to the COVID protocol set by the hotel in August.

The price for tickets remains \$45 per person. Tickets will be on sale through July 31. Our convention is earlier this year, so the deadline is earlier.



I urge all branches and members to please send in your luncheon registration form and payment as soon as possible. We still are experiencing a delay in mail deliveries; don't wait until the last day to send in your payments.

There will be no refunds; all sales are final. Each person must have their

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

own ticket before entering the ballroom for the luncheon. Please complete the form (make copies as necessary) and return it with your check or money order, payable to "National Auxiliary to NAPS," to Bonita Atkins, Secretary/Treasurer, PO Box 80181, Baton Rouge, LA 70898.

The person listed on the "pick up by" line on the registration form is the only person authorized to pick up the tickets. Tickets will be available for pickup on Sunday, Aug. 7, through Tuesday, Aug. 10. We look forward to having you join us!

latkins326@aol.com

Auxiliary Luncheon Registration Form

Noon, Friday, Aug. 12, Empire Ballroom

Name (Please PRINT) _____ Auxiliary #/Branch # _____

Street Address/PO Box _____

City _____ State _____ ZIP _____

Check one:

Auxiliary Member Auxiliary State President

NAPS Member Visitor

I'd like to purchase _____ advance-order tickets at \$45 each.

The total is \$ _____

Advance ticket orders MUST be received on or before July 31, 2022.

Group name: _____
Last Name/Auxiliary Name/Branch Name

Pick up by: _____
The above-named person *must* pick up the tickets at the Auxiliary registration table.

There will be no ticket sales at the convention. Advance tickets will be available for pickup Sunday, Aug. 7, through Tuesday, Aug 10.

Advance Sales:

Please mail this form, with a check or money order payable to "National Auxiliary to NAPS," to **Bonita Atkins, National Auxiliary Secretary, PO Box 80181, Baton Rouge, LA 70898.**

Thank you.



EVERYONE IN
YOUR POST OFFICE
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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.

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- ✓ No annual fee
- ✓ No foreign transaction fees
- ✓ No cash advance fees

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*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 by April 30, 2022 or contact our Member Services Department at **(800) 336.0284 ext. 684** to get started today.

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