

the Postal SUPERVISOR

July 2022

We'll Meet You in
New Orleans!

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

Aug. 8-12

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Objective

The objective of the Association shall be to promote, through appropriate and effective action, the welfare of its members, and to cooperate with the USPS and other agencies of the federal government in a continuing effort to improve the service, to raise the standard of efficiency, and to widen the field of opportunity for its members who make the Postal Service or the federal government their life work.

Submissions—Articles submitted for publication should promote the welfare of NAPS and its members in accordance with Article II of the NAPS Constitution & Bylaws. The NAPS resident officers reserve the right to edit all articles, as well as decline to publish submitted material. Branch officer articles must be not more than 350 words. Send all articles to NAPS Secretary/Treasurer Chuck Mulidore at naps.cm@naps.org.

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

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A Memorable Convention Is Planned for You

Hello, my NAPS brothers and sisters. As this issue goes to print, we are approximately one month away from our 68th National Convention. While I am excited at being able to come together to continue the good work for our association and all EAS employees, I must admit I also am anxious.

Anxious at presiding over my first NAPS national convention as your president? No. I'm not concerned about being fully accountable and standing in front of our great delegates; this I always have welcomed. I believe serving in any leadership role demands you be accountable and wholly and solely dedicated to the people you serve.



Ivan D. Butts
President

Anxious at coordinating the details to ensure we have a convention agenda that runs as smoothly as possible? No, after coordinating six Eastern Region Cabinet Meetings and seven Legislative Training

Seminars, with one being our first-ever virtual LTS, I feel pretty comfortable at coordinating the various, fast-moving parts of event-scheduling for the members of our great association.

Am I anxious over every little detail being addressed so you have the greatest experience with your NAPS family in New Orleans in August? You bet I am! But that goes with every event I have had the pleasure to work on in support of our NAPS members.

I always have been humbly honored to serve the members of NAPS with all my mind, heart and soul. I want to give the best we have to offer you because this is what you deserve.

Although anxious, I have the greatest support in getting prepared for our convention. Our convention planner is working hard to ensure

the necessary resources needed to support the temporary relocation of NAPS Headquarters from Alexandria, VA, to New Orleans are available and in place. My fellow resident officers are working individually, as well as with me, in this planning process and helping ensure we are dotting every "i" and crossing every "t." And our office staff is gearing up to introduce new processes to make the convention experience even more engaging.

One of the more pleasant thoughts I have had is realizing I will be presiding over our 68th National Convention the same time my wife Laurie, National Auxiliary president, is presiding over the 43rd NAPS National Auxiliary Convention. This may be a first in the history of our great associations. I am forever grateful for the work being done on behalf of NAPS by our Auxiliary.

Last, but most certainly not least, is our host branch. This group has been 100% dialed in to making this experience one to remember. I cannot thank Tomica Duplessis enough for the great work she and her team are doing in preparing for our arrival in New Orleans. Louisiana also is home to our great friend and former NAPS President Louis Atkins.

So, grab your second line parasol and I'll grab mine and meet you in New Orleans!

In solidarity ...

naps.ib@naps.org

The Postal Supervisor 2022 Production Schedule

Issue	Copy Deadline*	Mails
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.

A Summer Refresher

Welcome, July! Summertime is in the air, families are celebrating the July 4th holiday and baseball season and the “Boys of Summer” are approaching the midway point. The NBA has just concluded its playoffs and football season is on the horizon.

In these glorious days of summer, I thought I'd give another refresher lesson on a couple issues about which



Chuck Mulidore
Executive Vice President

we often receive calls at NAPS Headquarters. So, speaking of baseball, we'll start at the top of the order.

One issue about which we frequently are asked is personal leave or personal absence time. This is referenced in the *Employee and Labor Relations Manual (ELM)*, Section 519.72:

“Nonbargaining unit exempt employees are paid on a salary basis. This means that under the

FLSA they are not considered to be hourly rate employees. Therefore, partial day absences are paid the same as work time. While exempt employees are expected to work a full day, they may request time off to attend to personal matters during the workday, including time off due to conditions covered by FMLA. If approved, the time off is ‘personal absence time’ and is not charged to annual leave, sick leave, or LWOP.”

ELM 519.732, **Nonbargaining Unit Partial-Day Absences**, further stipulates:

“Normally, personal absence time is limited to no more than half an employee’s workday. However, when an unanticipated need for time off occurs after the employee reports to work and the employee is allowed to leave work but is unable to return, the half-day limit does not apply. For example, when an employee gets sick after 2 hours at work and must leave for the remaining 6 hours of the workday, the entire 6 hours is treated as personal absence time. However, a manager may disapprove personal leave requests when necessary to carry out their responsibilities to control work hours as set forth in 519.75. In this regard, managers may require the use of an appropriate leave category, for example, sick leave in the case of partial-day absences for FMLA-covered conditions.”

Of course, there also is this:

ELM 519.733 **Directed to Work**

“When an exempt employee is directed to work a full day on a holiday or other full day in addition to normal workdays, the supervisor may grant a full day of personal absence without charging it to official leave.”

This is a critical piece of information for EAS employees who are required to work a full day or holiday; you can request a full day of personal absence not chargeable to your leave!

Another issue that comes up quite often is how does a promoted supervisor leave the craft union once they become an EAS employee? This is governed by *ELM* 925.122(c) **Special Circumstances**:

“An employee whose documented position is not within a recognized bargaining unit (such as a supervisor), but who is having dues withheld for a labor organization that is recognized as a bargaining agent (see 923a), may voluntarily cancel the dues withholding authorization, effective the first full pay period after the request for cancellation is received at the HRSSC. The *PS Form 1188* should be annotated to reflect the employee’s current job title and effective date.”

In other words, once you have been promoted to a titled supervisory, EAS position, you may leave the union at any time, provided you note your current position title and effective date of your promotion on the *PS Form 1188* you would submit to the Shared Services Center (HRSSC) in Greensboro, NC.

Another issue about which we receive calls, unfortunately, is members who work at USPS Headquarters or in a field position who report to USPS Headquarters and at times are told they cannot be represented by NAPS or even join NAPS. We are not sure why some individuals misrepresent the facts, but the truth of the matter is this: Any EAS field, Headquarters, district or area employee can join NAPS and be represented by NAPS in any disciplinary matter.

Such participation is governed by *ELM* 912.1 **Right to Participation**:

“Postal personnel have the right, freely and without fear of penalty or reprisal, to form, join, or assist a supervisory or managerial organization or to refrain from any such activity. Such personnel are protected in the exercise of such rights. Such rights include participation in the management of the organization and acting as organization representative and may include the presentation of the organization’s views to Postal Service officials, officials of the Executive Branch, the Con-

Continued on page 7

Resolutions: The Blueprint for Our Future

Summer is here and state convention season is alive and well. Although this is a busy time at NAPS Headquarters—our fiscal year ended May 31, with the new fiscal year beginning June 1—it's a great time to attend state conventions; they are the premise of our national convention. The business conducted at the state level prepares us for the business to be conducted at our national convention—our guidance to the future.



Jimmy Warden
Secretary/Treasurer

Some of you may be asking, “Jimmy, what do you mean?” Well, let me tell you! The business conducted at state conventions is extremely important; it should not be taken lightly. Branches will be submitting resolutions to be voted on at their convention.

Resolutions passed at the state level will be presented to delegates at the national convention.

These resolutions have the potential to change our *Constitution & Bylaws*, which govern our association. Other resolutions will give the resident officers the direction our members want us to pursue in the consultative process with the Postal Service.

This is extremely important business that must be conducted properly. Resolutions give us the framework moving forward in the next two years based on members' concerns and the direction in which they want us to work. This is the voice of our membership to seek change and provide direction. The process should not be rushed or taken lightly.

In the resolutions process, everyone is entitled to their opinion. Businessman William Wrigley Jr. of chewing gum fame is credited with saying, “When two men always agree, one of them is unnecessary.” General George Patton said, “If everyone is thinking

alike, then someone isn't thinking.”

We need to respect others' thoughts and opinions, even if we do not agree. This is what valuing diversity is all about: Value others' thoughts and ideas, then come together with a common solution to provide a direction to lead NAPS into the future. We are a vast and diverse association. We must use this strength if we are to be successful.

Our 68th National Convention is fast approaching. Soon, we will be in the great city of New Orleans. Host Branch 73 President Tomica Duplessis and her fellow members eagerly are awaiting our arrival. They have been working diligently since 2018 preparing for the convention. I know it will be a fantastic experience for everyone!

And remember, increasing membership demonstrates leadership. Stay safe.

naps.jw@naps.org

A graphic with a light blue background and rounded corners. It features the text "We're Social" in a large, bold, blue font at the top. Below the text are several circular icons, each containing a white thumbs-up symbol. At the bottom, the text "Connect With Us!" is written in a bold, blue font, underlined.

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.

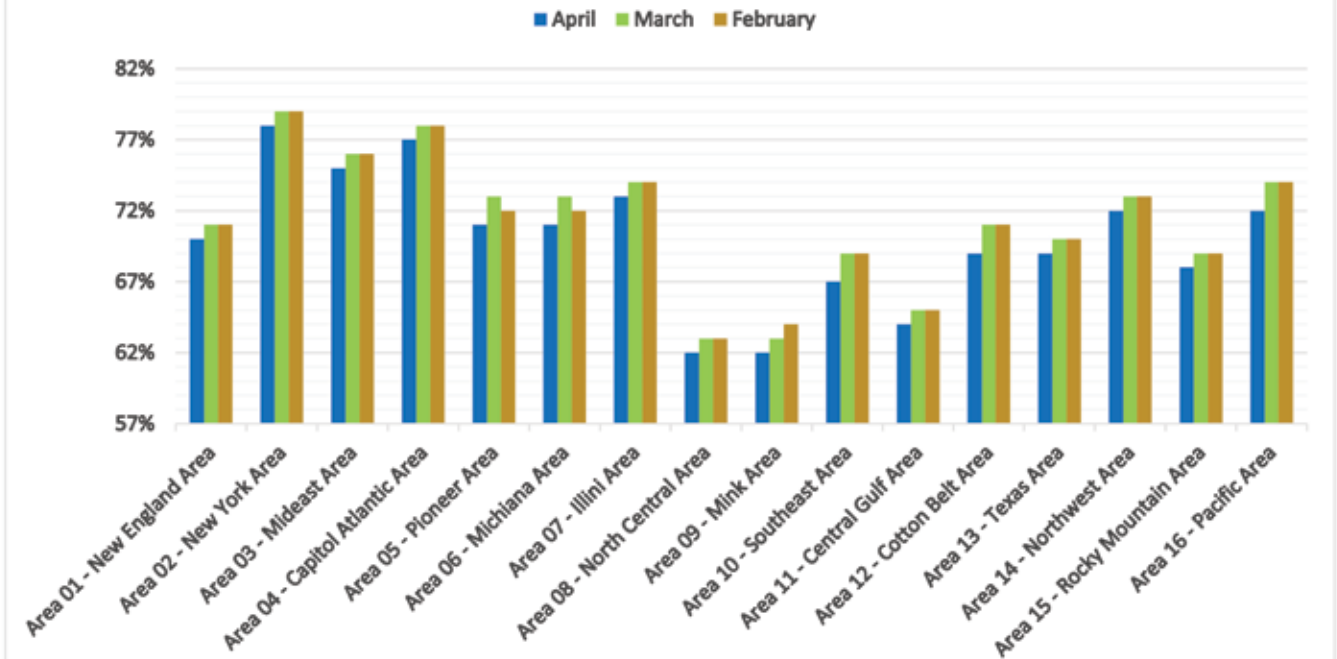
When submitting a photo, please tell us about the event, the names of the members in the photo and when the event occurred. Also, please send hi-resolution photos; we want everyone to look good.

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

National Association of Postal Supervisors Membership Report

April 2022

3 Month Member Percentage by Area



Regular Member Totals By Area			
Area	April 2022	March 2022	February 2022
Area 01 - New England Area	70%	71%	71%
Area 02 - New York Area	78%	79%	79%
Area 03 - Mideast Area	75%	76%	76%
Area 04 - Capitol Atlantic Area	77%	78%	78%
Area 05 - Pioneer Area	71%	73%	72%
Area 06 - Michiana Area	71%	73%	72%
Area 07 - Illini Area	73%	74%	74%
Area 08 - North Central Area	62%	63%	63%
Area 09 - Mink Area	62%	63%	64%
Area 10 - Southeast Area	67%	69%	69%
Area 11 - Central Gulf Area	64%	65%	65%
Area 12 - Cotton Belt Area	69%	71%	71%
Area 13 - Texas Area	69%	70%	70%
Area 14 - Northwest Area	72%	73%	73%
Area 15 - Rocky Mountain Area	68%	69%	69%
Area 16 - Pacific Area	72%	74%	74%
Total Regular Member %	71%	72%	72%
Total Regular Members	23,666	23,728	23,861
NonMember Totals			
	April 2022	March 2022	February 2022
Total NonMembers	9,474	8,851	8,938
Total NonMember %	29%	28%	28%

A Summer Refresher

Continued from page 4

gress, or other appropriate authority.”

There also is ELM 912.2 **Right to Membership:**

“No interference, restraint, coercion, or discrimination to encourage or discourage membership in such an organization shall be affected in the Postal Service.”

The right to have NAPS represent members in matters that may become disciplinary in nature is governed by ELM 651.2 **Representation:**

“Subject to prohibitions regarding Executive and Administrative Schedule (EAS)/Craft representation, employees have free choice of representation. Representatives designated by employees, if postal employees and if otherwise in a duty status, are granted a reasonable amount of official time to respond to notices of proposed disciplinary action, to prepare for and represent the employee at a hearing held in accordance with 652.24, and/or to represent an employee who has appealed a letter of warning or emergency placement in a nonduty status in accordance with 652.4. Employees covered under these provisions may request representation during investigative questioning if the employee has a reasonable belief disciplinary action may ensue.”

There you have it. Use the rights you are granted as an EAS employee by the ELM. Request personal absence time, fill out a *PS Form 1188* to leave the union on promotion or pursue your right to join and actively participate in NAPS, as well as be represented by NAPS in any matters that may be disciplinary in nature, no matter your EAS role in the Postal Service.

NAPS has fought for decades for these well-earned rights, so use them to your advantage, as necessary. These are the foundations of a “Hall of Fame” postal career.

naps.cm@naps.org

National Association of Postal Supervisors

The Only Organization Boldly Representing Supervisors, Managers and Postmasters



NAPS and UPMA Positions on Court Opinion

National Association of Postal Supervisors Position

- US Court of Appeals concluded unanimously USPS violated federal law, failing to provide an adequate differential and comparable pay – **CONFIRMED!**
- US Court of Appeals concluded unanimously that NAPS represents postmasters and that NAPS is the only organization that represents supervisors – **CONFIRMED!**

United Postmasters and Managers of America Position

- UPMA requests US Court of Appeals to vacate decision and rehear the arguments regarding EAS pay differential and EAS pay comparability – **REJECTED!**
- UPMA requests US Court of Appeal vacate the decision and rehear the arguments over postmaster and supervisor representation – **REJECTED!**



Who Best Represents Supervisors, Managers and Postmasters Interests?

US Court of Appeal Ruling in Favor of NAPS Position

NAPS Position:

- USPS violated the law by failing to institute an adequate and reasonable pay differential and pay that is comparable with the private sector – **CONFIRMED!**

UPMA Position Contesting Court of Appeal Ruling

UPMA Position:

- USPS is entitled to its discretion in setting EAS compensation levels (page 9, UPMA Petition for Rehearing) – **REJECTED!**



YOU DECIDE!



Form 1187s Requiring Social Security Numbers, Proper Use of FMLA, Hiring Issues Among Items Discussed

The March 30 consultative meeting was held in conjunction with the spring NAPS Executive Board meeting; all board members were present. Representing the Postal Service were Bruce Nicholson, James Timmons and Denise Fonseca, Labor Relations Policy Administration.

Agenda Item #1

On Form 1187, the USPS requires a prospective NAPS member to list both their EIN and Social Security number (SSN). Due to the obvious concerns with revealing a SSN, NAPS asked why the USPS still requires a SSN to sign up for NAPS membership; can this be changed?

This matter has been discussed with NAPS on previous occasions. The standard form (SF) 1187 is not a USPS form, but an OPM standard form. The form can be designed and edited by the organization. The Postal Service does not require a SSN on the SF-1187. The Employee and Labor Relations Manual, 924.31.d, states, in part, that it is the organization's representative's responsibility to identify each member by SSN or EIN.

924.31 Function of Organization Representative

The organization representative:

a. Distributes appropriate forms to members who voluntarily desire to have the Postal Service withhold dues from their salary payments.

b. Makes certain that the top portion of the form is completed: indicating the name and alpha code (see 923) of the organization; identifying

each member by name, address, and Social Security number or Employee Identification Number; and showing the name and finance number of the installation where such member is officially assigned.

Both the Human Resources Shared Services Center (HRSSC) and the Eagan Accounting Service Center will process the 1187 with either the SSN or EIN.

Electronic Union Dues Election Process

There is an electronic union dues election process that is separate from the paper SF-1187. The union dues electronic file transfer used by NAPS and other organizations requires a SSN as the record key. Programming changes can be made to change the file to use an EIN instead of SSN, but there would be an associated cost. It will take several weeks to determine the exact requirements on the modified electronic file and the estimated cost.

Agenda Item #2

Recently, two NAPS members who report to USPS Headquarters notified NAPS Headquarters that they were disapproved when they requested personal absence time to take parents to doctor appointments for medical care. Both are parental caregivers and have approved FMLA coverage. One member now is being told she cannot have personal absence time for FMLA reasons; her previous request was charged to FMLA sick leave.

ELM 519.731 states: Except as provided for in 519.733, personal absence time is not authorized for a full-day absence, which must be charged to

annual leave, sick leave, or LWOP, as appropriate. An exempt employee who plans to be absent from work for more than a half day on a workday should apply in advance for a full day of annual leave, sick leave, or LWOP, unless the absence is for a FMLA-covered condition.

NAPS requested the USPS issue a policy statement explaining the proper uses of FMLA-covered personal absence time for EAS employees and that these types of absences are not to be denied for documented, FMLA-approved cases.

Issues related to individual employees are not matters that may be included as agenda items. The ELM currently has provisions addressing authorized leave for approved FMLA cases.

Personal leave for EAS employees is approved by management at their discretion. While employees on FMLA can be allowed personal leave time for their condition, it only should be granted to the same extent as it is to other employees for non-FMLA reasons, which is covered under the following ELM provisions that include the limitations and exceptions.

515.42 Leave Type

Absences that qualify as FMLA leave may be charged as annual leave, sick leave, continuation of pay, or leave without pay, or a combination of these. Leave is charged consistent with current leave policies and applicable collective bargaining agreements.

519.731 Full-Day Absences

Except as provided for in 519.733,

personal absence time is not authorized for a full-day absence, which must be charged to annual leave, sick leave, or LWOP, as appropriate. An exempt employee who plans to be absent from work for more than a half day on a workday should apply in advance for a full day of annual leave, sick leave, or LWOP, unless the absence is for a FMLA-covered condition.

519.732 Partial-Day Absences

Normally, personal absence time is limited to no more than half an employee's workday. However, when an unanticipated need for time off occurs after the employee reports to work and the employee is allowed to leave work but is unable to return, the half-day limit does not apply. For example, when an employee gets sick after 2 hours at work and must leave for the remaining 6 hours of the workday, the entire 6 hours is treated as personal absence time. However, managers may disapprove personal leave requests when necessary to carry out their responsibilities to control work hours as set forth in 519.75. In this regard, managers may require the use of an appropriate leave category, for example, sick leave in the case of partial-day absences for FMLA-covered conditions.

519.751 Responsibility

Managers are responsible for controlling the workhours of their exempt employees. They may require the attendance of these employees during and outside of regular service hours and, when warranted, may disapprove advance requests for late arrivals, early departures, or other absences, as well as leave. These instructions are not intended to be overly restrictive, but managers must be aware of the frequency of requests for personal leave, recognize patterns in the use of this leave, and be alert

to possible abuse. They must also give consideration to the amount of the current workload or urgency of a particular program or project that requires the employee's presence.

FMLA FAQs

Do I have to approve personal leave for EAS employees for their FMLA condition? No, not always. Personal leave is at management's discretion. While employees on FMLA can be allowed personal leave time for their condition, it only should be granted to the same extent as it is to other employees for non-FMLA reasons. If an employee's FMLA condition results in frequent absences that exceed the personal leave given to others, personal leave can be denied and the employee can be required to take the leave as FMLA SL, AL or LWOP.

Agenda Item #3

NAPS asked to readdress the issue of hiring. NAPS continues to hear from members in the field that the hiring process is broken, which leads to shortfalls in a number of employee categories such as CCAs, MHAs, RCAs, ARCs and PSEs. This impacts employee availability, overtime, service and other NPA indicators.

As part of the March 2021 NAPS/USPS consultative meeting, NAPS provided the USPS with a detailed analysis of issues surrounding hiring, as well as suggestions to improve the process, which were not adopted.

At the time, NAPS further was told that multiple initiatives around employee retention and hiring-practice improvements were in review or in place at USPS Headquarters to address NAPS' concerns.

The prevailing conclusion in the field is these initiatives have not been effective. NAPS again was briefed as part of the November 2021 consultative by Joseph Bruce, senior director of National Human Resources, that

a new HR hiring system would be piloted by summer 2022. Is this pilot timeline still effective? What plan will be in place before implementing this new hiring system to correct inefficiencies in the current process?

The material that NAPS provided in March 2021 was an overview of the hiring process and identified challenges with the steps of hiring. These issues have been discussed in Human Resources and enhancements have been made to the hiring process.

For example, additional fingerprinting devices were purchased to support the hiring process by adding more locations. The devices can be used by the Postal Service in working with the federal government in providing other services that require fingerprinting.

Comments can be added to postings by local HR to provide information specific to facility needs such as workhours, schedules or use of a personal vehicle. Hiring for peak season is conducted earlier in the year and has been successful.

We are preparing materials for hiring managers, typically installation heads, to help educate them on all steps of the hiring process. This will add more transparency to the process; hiring officials will know where applicants and new hires are in the process and can contact the appropriate department with questions. It also should help speed up the process in making requests for hire.

The Postal Service continually reviews hiring and its efficiency is demonstrated by the hiring of approximately 200,000 bargaining-unit employees every year. We are averaging hiring 1,000 CCAs each week. Having a workforce of over 600,000 employees and hiring one-third of that workforce every year demonstrates the issue is not with hiring, but with retention.

Therefore, numerous initiatives have been established to improve retention and were presented to NAPS for input. Installations are over complement/cap and steps are being taken to reallocate

staffing. We have identified 20 vital locations in Customer Service where there is a need to hire, but the number of applicants is lacking. Local facilities are encouraged to recruit for job postings and local HR can provide advice and support in recruitment activities.

The Postal Service needs to integrate more than 20 different systems into the new hiring system; it has been decided to pilot the system in early 2023. This allows for another peak season with successful hiring.

Delegates at the 2021 NAPS National Convention expressed by resolution the following issues for discussion:

Resolution 42

That NAPS Headquarters works with USPS Headquarters and/or the USPS Office of Inspector General to create a strategic locality-pay plan for EAS employees.

This is a request to modify pay policy, which is not suitable for this forum.

Resolution 43

That the MPOO/CSOM and/or district management offices be required by the Postal Service to supply a relief EAS employee or acting supervisor to said office no later than two weeks from the date that an extended leave period began to ensure proper management staffing and, thus, the proper tools are supplied for the successful completion of required duties of said offices.

This resolution is not adopted. Managers are responsible for monitoring the day-to-day tasks of their operations or area of responsibility, including scheduling. Individual scheduling is a matter that should be addressed locally through discussions addressing local operating requirements and available resources. Local management should make every reasonable effort to prevent undue inconvenience and disruption to employees affected when efforts to schedule meeting

local operating/business requirements are being made.

Resolution 44

That NAPS consults with the Postal Service to change the language in ELM Section 519.733 to: "When an exempt employee is directed to work a full day on a holiday or other full day in addition to normal workdays, the supervisor shall grant a full day of personal absence without charging it to official leave, of the employee's choosing."

This resolution is not adopted. While USPS Headquarters has an interest in facilitating resolutions, field management is responsible for controlling the workhour budget of their assigned installation. If employees are allowed to choose their unscheduled days, it will circumvent ELM provision 519.751. Supervisors are exempt employees. If this is implemented, then requiring another day off would circumvent supervisor T-time/additional pay.

The Postal Service policy for non-bargaining unit personal absence time is located in ELM 519.7 (detailed below). This language contains limitations and exceptions for full and partial-day absences.

519.7 Nonbargaining Unit Personal Absence

519.71 Definition

Nonbargaining unit employees' personal absence time is paid time off. It is not charged as annual leave, sick leave, or any other paid leave category. Only FLSA-exempt employees are eligible for such time off.

519.72 Policy

Nonbargaining unit exempt employees are paid on a salary basis. This means that under the FLSA they are not considered to be hourly rate employees. Therefore, partial day absences are paid the same as work

time. While exempt employees are expected to work a full day, they may request time off to attend to personal matters during the workday, including time off due to conditions covered by FMLA. If approved, the time off is "personal absence time" and is not charged to annual leave, sick leave, or LWOP.

519.73 Limitations and Exceptions

519.731 Full-Day Absences

Except as provided for in 519.733, personal absence time is not authorized for a full-day absence, which must be charged to annual leave, sick leave, or LWOP, as appropriate. An exempt employee who plans to be absent from work for more than a half day on a workday should apply in advance for a full day of annual leave, sick leave, or LWOP, unless the absence is for a FMLA-covered condition.

519.732 Partial-Day Absences

Normally, personal absence time is limited to no more than half an employee's workday. However, when an unanticipated need for time off occurs after the employee reports to work and the employee is allowed to leave work but is unable to return, the half-day limit does not apply. For example, when an employee gets sick after 2 hours at work and must leave for the remaining 6 hours of the workday, the entire 6 hours is treated as personal absence time. However, managers may disapprove personal leave requests when necessary to carry out their responsibilities to control work hours as set forth in 519.75. In this regard, managers may require the use of an appropriate leave category, for example, sick leave in the case of partial-day absences for FMLA-covered conditions.

519.733 Directed to Work

When an exempt employee is directed to work a full day on a holiday or other full day in addition to normal workdays, the supervisor may grant a full day of personal absence without charging it to official leave.

519.74 Administration

519.741 General

A full-time exempt employee is expected to work a full day and a part-time exempt employee is expected to work the full or partial day specified at the time of their employment. A full day is defined to include the continuous or nearly continuous time that an employee normally works in a 24-hour period. A half day is half that number of hours.

519.742 Approval

Except for postmasters and installation heads, exempt employees must obtain prior approval from their supervisors for all absences, whether or not such absences are to be charged to the employee's leave account. At the discretion of the installation head, *PS Form 3971* may be used to request personal absences not charged to leave.

Postmasters and installation heads normally are not required to obtain advance approval for personal absences. They are required, however, to keep an accurate record of all such absences and generally to keep their manager informed of planned periods away from the office. In this respect, the manager may require the use of *PS Form 3971* to report absences. On an individual basis, vice presidents of Area Operations may require that a postmaster or installation head obtain advance approval of all absences, including personal absences, from the plant or district manager, as appropriate, when the individual's previous performance warrants such action.

When *PS Form 3971* is used for

personal absence time, it must indicate in Remarks: "Do not charge to leave."

519.743 Full-Day Leave

Each full day of approved absence is to be charged to official leave. Absences such as court leave, military leave, holiday leave, donated leave, continuation of pay, and all administrative leave are to be approved and reflected on an exempt employee's time record.

519.75 Management Controls

519.751 Responsibility

Managers are responsible for controlling the workhours of their exempt employees. They may require the attendance of these employees during and outside of regular service hours and, when warranted, may disapprove advance requests for late arrivals, early departures, or other absences, as well as leave. These instructions are not intended to be overly restrictive, but managers must be aware of the frequency of requests for personal leave, recognize patterns in the use of this leave, and be alert to possible abuse. They must also give consideration to the amount of the current workload or urgency of a particular program or project that requires the employee's presence.

519.752 Administration

This program must be administered in a fair and equitable manner. Managers must advise their employees of the reasons for requiring their attendance during or outside of regular service hours and for denying their requests for personal absence or leave. Employees are also to be given the opportunity to informally discuss the decision with the managers.

Resolution 45

That each time a new program or

task is assigned to any EAS employee, the USPS will provide NAPS with an outline of how each new program or task is to be integrated into the existing workload and prioritized with current duties.

This resolution is not adopted. In keeping with our commitment to continuous improvement, the Postal Service consistently evaluates our processes with the goal of improving processes and tasks for better utilization. When implementing new programs, the intent is to be more efficient and make the job easier; for example, OT Admin merged with TACS.

A task could be anything that any manager assigns in their office/district/department. Consulting on each assigned task at the national level that was inputted locally is not in the best interest of time for either the USPS or NAPS.

If NAPS, at the local level, determines a new task in a facility doesn't add value, that should be discussed with the local manager. If NAPS, at the national level, believes that a specific task adds no value to the Postal Service, then it is encouraged to provide that to Headquarters for review and consideration.

Resolution 46

That NAPS enters into consultations with the USPS to finalize and implement a SWCs process that encompasses all duties and responsibilities of a supervisor, Customer Service, within six months of the acceptance of this resolution.

This resolution is not adopted. We have engaged NAPS on modification to the SWCs model.

Resolution 47

That NAPS enters into consultations with the USPS to develop and implement a supervisor staffing workload model for mail processing facilities and that the supervisor staffing workload evaluation process encompasses all duties, employees,

machinery and responsibilities of SDO positions.

This resolution is not adopted. The Postal Service has determined that the on-rolls craft count in calculating supervisor positions is appropriate.

Resolution 48

That NAPS consults with the Postal Service to implement a policy where no NTE details will be granted to craft employees before EAS employees are made aware of and given the first opportunity for the detail.

This resolution is not adopted. We have discussed this with NAPS on previous occasions. Staffing NTE positions and/or details are opportunities usually of a developmental nature and are temporary. The best qualified or suitable individual should be selected.

Those employees interested in career advancement should notify their manager. HERO also is a great tool for those interested in career advancement. Ensure that your HERO profile is completed and up to date. Career conversations can be requested through HERO and development plans can be established with your manager.

Resolution 49

That when an investigative interview (I & I) has been conducted for EAS employees as part of the corrective action process, it is to be completed and issued within 30 days from the date of the I & I, and that any formal corrective action issued beyond 30 days after the I & I should be deemed untimely and procedurally defective

This resolution is not adopted. This matter has been discussed with NAPS on previous occasions. The Postal Service expects that decisions concerning whether disciplinary action will be imposed are to be made without undue delay. Such decisions should be made based on consideration of relevant factors and

Continued on page 26

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) —Feb. 28, 2022

Assets:

Cash and Investments	\$ 12,178,633.09
Dues Withholding Receivable	291,469.59
Prepaid Expenses and Other Assets	700,284.41
Total Current Assets	13,170,387.09
Building and Equipment, Net of Accumulated Depreciation	2,469,777.47
Total Assets	\$ 15,640,164.56

Liabilities and Fund Balances:

Accounts Payable	\$ 73,100.26
Accrued Expenses	183,631.27
Deferred Revenues	77,787.83
Dues to be Remitted to Branches	558,592.14
Total Liabilities	893,111.50
Unrestricted and Designated Net Assets	14,747,053.06
Total Liabilities and Net Assets	\$ 15,640,164.56

Statement of Activities (Revenues and Expenses)

(For the period Dec. 1, 2021, through Feb. 28, 2022)

Revenues:

Dues and Assessments	\$ 1,560,512.50
Less: Dues Remitted to Branches	1,050,705.90
Net Dues and Assessment Revenue	509,806.60
Advertising Income From The Postal Supervisor	7,536.00
Education & Training Revenue	1,675.00
Royalties	1,154.81
Other Revenues	770.74
Revenues Before Investment & Real Estate Income	520,943.15
Investment (Loss)	(490,117.41)
NAPS Property, Inc. (Net Loss) Before Depreciation & Amortization	\$(140,999.40)
Less Depreciation & Amortization	(49,487.52)
NAPS Property, Inc. (Net Loss)	(190,486.92)
Total Revenues Net of Real Estate Loss	(159,661.18)

Expenses:

National Headquarters	390,498.93
Executive Board	144,337.54
<i>The Postal Supervisor</i>	84,403.20
Legal/Fact Finding/Pay Consultation	22,275.35
Legislative Counsel	1,237.50
Legislative Expenses	6,973.47
Membership	8,437.24
Education and Training	6,577.62
Disciplinary Defense	114,538.63
Total Expenses	779,279.48

Expenses in Excess of Revenues (Change in Net Assets) \$ (938,940.66)

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.

RE-ELECT Jimmy Warden

For NAPS National Secretary/Treasurer
At The National Convention In New Orleans, LA



- Developed a national Headquarters budget comparing actual and projected figures
- Great understanding and commitment to fiduciary responsibilities
- Established the membership “High Five Club” acknowledging members signing up five (5) or more new members
- Established a membership section in the Postal Supervisor
- Sends out a bi-weekly EAS promotion report to the Executive Board so Branches can contact newly promoted supervisors regarding membership
- Pursuing fair pay for EAS
- Spoke at Press Conferences on behalf of NAPS for Senate Majority Leader Chuck Schumer and Oversight & Reform Committee Chair Carolyn Maloney
- Meets with elected officials pursuing NAPS’s agenda
- Pursuing a SWCs for proper SCS staffing
- One of the top donors to SPAC – Leads by Example

For 33 years, Jimmy has served NAPS through his dedication and hard work. He has been on the National Executive Board 10 years as the N.Y. Area V.P. and 1 year as your National Secretary/Treasurer. Having attended Manhattan College; Jimmy started his postal career as a casual clerk at the plant in 1978. In 1989 he became a Supervisor of Mails & Delivery joining NAPS that same year. Working his way up to Manager of Customer Service level 24 by 2009 – Jimmy retired in 2016, after a 36 year career. Jimmy comes from a Proud Postal Family!

***Serving NAPS
Since 1989***

Jimmy Warden – A Proven Leader

NAPS Requests the USPS to Maintain Modified Pay Provisions

In a May 5 letter to Bruce Nicholson, manager, USPS Labor Relations Policy Administration, NAPS President Ivan D. Butts requested the USPS maintain the modified pay provisions established during COVID-19. Butts expressed that NAPS has been receiving calls concerning the USPS decision to end the modified pay provision for EAS-18 and above before correcting all pay processes and issuing *PS Form 50s* to those EAS employees with the proper FLSA designation who previously were FLSA-exempt.

Butts conveyed that discontinuing the modified pay provision is generating financial hardship for thousands of EAS employees. "I believe the *Form 150* changes to FLSA special exempt for EAS-18 and above to facilitate the ability to receive T-time were well-intended," he stated in the letter to Nicholson. "However, the process for terminating the pay provision has been poorly executed."

Butts asked that the USPS maintain the modified pay provisions until such time that all pay processes have been returned to pre-modified pay provision status and all *Form 50s* have been reissued with the proper FLSA designation for EAS-18 and above who originally were FLSA-exempt.



NAPS resident officers with Postmaster General Louis DeJoy at the mid-May Postal Forum in Phoenix, AZ. From left: NAPS Secretary/Treasurer Jimmy Warden, DeJoy, President Ivan D. Butts and Executive Vice President Chuck Mulidore.



New Jersey State Secretary Russell Carmody (left) and Legislative rep George Barrett (right) met with Rep. Donald Norcross (D-NJ) at an event.



At the NAPS Legislative Training Seminar in March, Charlotte, NC, Branch 183 members met with Rep. Deborah K. Ross (D-NC). From left: Branch 183 Treasurer Kim Boggan, John Geter II, Ross and D. Jean McLaughlin.



Southeast Area Vice President Bob Quinlan (left) and his wife Jennifer, wearing a hanbok (traditional Korean attire), attended an event at the American Legion to honor Korean War veterans. The event also was attended by Rep. Daniel Webster (R-FL). Quinlan had an opportunity to thank Webster for his support of postal reform legislation. The Korean Consulate presented the medal of peace to each of the 38 Korean War veterans present.



On Sunday, May 2, Heart of Illinois Branch 255 held its annual membership dinner. There were 60 members and guests in attendance, including NAPS President Ivan D. Butts, National Auxiliary President Laurie D. Butts, Past President Brian Wagner, Central Region Vice President Craig Johnson, Illini Area Vice President Luz Moreno and former national officers Susan Warren, Ray Elliott and Dan Rendleman.



Attendees at the North Dakota/South Dakota Bi-State Convention, front row, from left: Heather Weiand, Tracey Nielsen, Linda Butterfield, Linda Nation and JoAnn Staub. Back row: Bob Tolman, Sonny Magnuson, Richard Everson, Kentrisha Cunningham, David Erickson, Michael Leingang, NAPS President Ivan D. Butts, North Central Area Vice President Dan Mooney and Chad Olsen.



Michiana Area Vice President Kevin Trayer speaking at the Central Region Training Seminar in April.

New England Area Convention

New England Area Vice President Bill Austin was all set to hold his first state convention and training seminar at the Red Jacket Inn in North Conway NH. But, on May 3, two weeks before the event, the inn had a massive fire that destroyed large portions of the resort.

With only two weeks to go, Austin and his “dream team” (*see below*) relocated the entire venue to the Red Jacket Inn at South Yarmouth, MA. The event was a complete success and enjoyed by all the attendees.



NAPS Executive Vice President Chuck Muldore (left) and Secretary/Treasurer Jimmy Warden (right), with New England Area Vice President Bill Austin, were presented tokens of appreciation.



New England Area Vice President Bill Austin and his dream team: Kim Lewin, South Coastal Branch 118; Karen Wu, Northeastern Massachusetts District Branch 498; and Barbara LaFlamme, New Hampshire State Branch 932. Not shown: former NAPS Executive Vice President Jay Killackey.

New England Area Vice President Bill Austin (fourth from right) with the Boston Branch 43 Executive Board.





New England State Convention attendees



New England Area Vice President Bill Austin with John Gigola, USPS Connecticut District Labor Relations manager and Lisa King, Connecticut District HR manager. Gigola and King gave presentations at the convention.



Former NAPS Executive Vice President Jay Killackey gave a presentation on discipline.



Attendees enjoyed beautiful Cape Cod.

From left: NAPS Executive Vice President Chuck Mulidore, Northeast Region Vice President Tommy Roma, New England Area Vice President Bill Austin, former Executive Vice President Jay Killackey, Secretary/Treasurer Jimmy Warden and New York Area Vice President Dee Perez.



New York City Branch 100 awarded scholarships at its scholarship luncheon. From left: Bhavna Suri-Mallick, supervisor, District Operations, Morgan; John Pescitelli, M3 Technology, the scholarship sponsor; Nitika Mallick; Olivia Graham; Sara Jane Pastor; Lijia Dyer, Branch 100 president; Daniska Graham, New York District Safety specialist and her son; Juan Pastor, retired supervisor, Maintenance Operations, Morgan; and Kenneth Stanley, Legislative chair.



From left: Dave Solomon, retired former USPS New York Metro Area vice president, NAPS Northeast Region Vice President Tommy Roma and John Ghisoni, retired former USPS New York Metro Area Retail manager.



Branch 100 President Lijia Dyer with Dave Solomon and John Ghisoni.



Attendees at the Wisconsin State Convention, May 12-14, from left: Central Region Vice President Craig Johnson, Julie Joers, Susan Sederholm-Martin, Vicky Sprewer-Bass, Brandi Simmons, Kim Knepfel, past NAPS President Brian Wagner, Roy Strobl Jr., Dale Koller and North Central Area Vice President Dan Mooney.



Toni Coleman-Scruggs (left) with Rep. Robin Kelly (D-IL)

NAPS Executive Board Directory

Resident Officers

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



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6—Michiana Area (IN/MI)



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



Chuck Lum
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Immediate Past President



Brian J. Wagner
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EAS—A Management Position Like No Other

Dee Perez

New York Area Vice President

Summer has arrived and every EAS employee knows what that means. Your work responsibility has increased at least tenfold if not more because there is no rest for the weary EAS employees on the front lines. You're where the rubber meets the road 365 days a year while being underappreciated for all you do!

Front-line EAS employees are the most important part of making the USPS successful. Others may say craft positions are the most important. I understand why, but front-line EAS employees are the ones who are juggling so many different responsibilities all at once, every single day—not craft employees.

Yet EAS employees are the ones given the most responsibility; no other leadership position comes close to the responsibility you own every day. Nevertheless, that's the job. You still have to be responsible and ensure your employees are productive every single day.

Some in leadership roles may



think you are giving away the store. But they haven't walked a mile in your shoes in quite a while. Meantime, they continue to live in their former glory days (cue Bruce Springsteen's song) while things have changed dramatically since the most-recent RIF.

Today, we need more EAS employees in the field—not fewer—in order to hold craft employees accountable to reach the service goals and scores; technology alone will not work. EAS employees are juggling what appears to be 100 different balls of responsibilities every day. Nobody else, by the way, is given the same amount of responsibility anywhere in the Postal Service.

What is needed is some empathy for the beaten-down, exhausted and over-worked front-line EAS employees to whom nobody seems to listen. Every day, front-line EAS employees are spending countless hours analyzing and answering to performance reports, heat maps and pivoting routes.

EAS employees question employ-

ees' performance, attend excessive learn-and-grow training, figure out schedules with fewer employees and conduct labor tasks and observations. And they attend Zoom meetings *every* day, at times for hours on end, then deal with irrational and irate customers while figuring how to achieve F-2 and F-4 goals in order to reach the top of their PFP pay band in fewer than 25 years!

I'm hearing the new concern that has reared its ugly head in many Zoom meetings is the lack of dignity and respect shown toward EAS employees and how they are ridiculed in front of their peers. There is no reason to issue verbal threats and embarrass people in front of their peers while in Zoom meetings or in person.

This is not acceptable behavior from any leader. I understand the pressure placed on the shoulders of front-line EAS employees and their superiors because "when everything is a priority, then nothing is a priority."

Enjoy your summer, folks, and don't forget your homework: Sign a new member—including postmasters—every month!

nyavpdee@aol.com

Celebrating California's 100th Convention

Marilyn Walton

Western Region Vice President

The 100th California State Convention and 87th California Auxiliary was called to order Thursday, April 21, at the Croque Hotel in Solvang, CA. Dubbed the "Danish Capital of America," Solvang

is a beautiful little city with a Danish-themed village design. This was the first opportunity in two years for California to host a state convention. Over 100 NAPS and Auxiliary members and guests celebrated 100 years of California State NAPS.

Special guests included NAPS President Ivan D. Butts, Former Presi-

dent Louis Atkins, Pacific Area Vice President Chuck Lum and me. Also, National Auxiliary President D. Laurie Butts and Secretary/Treasurer Bonita Atkins. Representing the Postal Service were John DiPeri, senior director of Processing Operations for the Pacific Northwest Division, and Deborah Brady, Western Pacific Cus-

tomers Relations director.

Ivan provided information throughout the convention and participated in Q&As each day. Louis provided additional information.

The host branch was Mary Burkhard Branch 244. This was the first time for the branch's newly elected officers to host a state convention; they did an outstanding job.

Branch 244 President Ed Moore



welcomed guests and introduced Rep. Salud Carbajal (D), who represents California's 24th District. Carbajal is a strong supporter of NAPS and the Postal Service. He voted for H.R. 3076 and is a co-sponsor on other important NAPS-endorsed legislation concerns.

The business session ended at noon so attendees could celebrate the 100th anniversary with a special cake and photo opportunities. The rest of the first

day was devoted to NAPS/USPS training. Former NAPS Secretary/Treasurer John Aceves provided training on ELM 650, SWCs and related topics.

Chuck Lum and I joined in the training and provided information on the state of NAPS business. We want to thank the California State Board for taking time out from convention business to allow time for important NAPS training and extending an invitation to all Pacific Area and California NAPS members and nonaffiliated members.

On Friday morning, convention



California celebrates its 100th state convention.



NAPS President Ivan D. Butts presented a 100th anniversary plaque to the California State Board. From left: Butts, Area Vice President Vontina Swygert, Vice President John Wong, President Marilyn Jones, Secretary Stephnia Campbell, Treasurer Sally Simpao, Area Vice President Mariel Murrillo and Legislative Chair April Trevena.



California State Auxiliary and guests, front row from left: National Auxiliary Western Region Vice President Patricia Jackson-Kelley, California Auxiliary Vice President Chanel Dobson, President Yuni-na Graham, Legislative Consultant May Nazareno and National Auxiliary Secretary/Treasurer Bonita Atkins. Back row: Tobey Loren, Secretary Barbara Kelly, National Auxiliary President Laurie D. Butts and Sergeant-at-Arms Kris Mitchell.

business resumed. We want to thank John DiPeri for returning to hear the concerns of members. There were many concerns shared, including how EAS employees are treated in the workplace, staffing concerns, excessive workloads (what to do first to stay off the list), Zoom meetings taking up supervisors' and managers' time and EAS employees being assigned craft work.

DiPeri committed to sharing members' concerns with his peers and challenged us to continue to meet and sustain a dialogue at the local level, but also elevate unresolved issues to the next level.

There were reports from 12 committees: Audit, Registration, Rules, Constitution & Bylaws, Compensation, Working Conditions, Formal, Postmasters, Legislation, Greetings, Sergeant-at-Arms and Ballot. All the committees reviewed resolutions or met and determined issues and concerns important to all EAS employees. The resolutions adopted were



The theme for this year's entertainment was Super Bowl 2022 halftime show.

all for California.

One resolution established \$500 memorial scholarships in honor of Tom Wong, Mary Burkhard, Bridget Evans and Hayes Cherry. The scholarships will be awarded annually to a member, their child or grandchild.

This was an election year; the offices of vice president, area vice presidents and legislative chair were contested. Members of the newly elected California State Board are Marilyn Jones, Los Angeles, president; John Wong, Santa Rosa, vice president; Stephnia Campbell, San Diego, secre-

tary; and Sally Simpao, San Francisco, treasurer. The area vice presidents are Mariel Murillo, San Bernardino; Debbie Baker, Stockton; Vontina Swygert, Oakland; and Marques Ceaser, San Diego. Felicia Pennington, Los Angeles, is legislative consultant.

It would not have been a California State Convention without a Debbie Baker and Sam Booth Jr. Greetings Committee production. This year's theme was NAPS Superbowl. We had 24 first-timers participate and, of course, the national officers and Auxiliary members joined in to perform California's version of the Super Bowl 2022 halftime show. We had impersonations of Kendrick Lamar, Snoop Dogg, Dr. Dre and Mary J. Blige. Ivan did a great impersonation of "Fifty Cent!"

The Auxiliary conducted its 87th Convention and elected its new state board led by President Yunina Graham, San Francisco.

NAPS branches, members and the Auxiliary went all-in on SPAC fundraising. There were gift items, hundreds of dollars in gas and store cards, branch challenges and 50-50 raffles; the goal was \$100 per attendee. We exceeded our original goal of \$7,000



California State President Marilyn Jones recognized the convention's special guests, from left: USPS Pacific Northwest Director of Processing Operations John DiPeri, NAPS Pacific Area Vice President Chuck Lum, Western Region Vice President Marilyn Walton, Rep. Salud Carbajal (D-CA), Jones and NAPS President Ivan D. Butts.

with a final tally of \$13,310 for SPAC. A special thanks to outgoing Legislative Chair April Trevena and incoming Legislative Chair Felica Pennington.

There were a lot of activities packed in the three days of celebrations, training, adopting important resolutions and elections. We welcomed back Fresno Branch 274 members; they now are members in good standing.

A special thanks to all the members of Mary Burkard Branch 244 and all first-timers for hosting an outstanding convention in beautiful Solvang.

North to Alaska

Visiting Anchorage, AK, Branch 435 was a great experience for me and Northwest Area Vice President John Valuet. USPS Alaska District managers took time out of their schedules to be with us and Branch 435 President Pam Melchert. There were no significant local NAPS issues as Pam and her NAPS team make every effort to resolve issues locally.

We had an enjoyable conversation on the unique challenges of processing, transporting and delivering the mail in Alaska due to the many



Anchorage Branch 435's bimonthly meeting

isolated areas that require air transportation. The managers said they are able to keep the mail flowing throughout Alaska and the lower 40 with a committed team. They also share they have some newly promoted supervisors to help the district achieve their goals.

Branch 435 hosted us at its bimonthly meeting; members were eager to hear the latest news from NAPS Headquarters. John and I answered a list of questions dealing with the new postal reform legislation, NAPS' lawsuit and updates on EAS upgrades as a result of the recent restructure.

We assured

everyone NAPS is continuing to work on behalf of all members and they should feel free to share their questions. We pledged to make every effort to keep communication flowing to members.

We had a lively, engaging meeting; four of the five newly promoted NAPS members attended the meeting. We had a wonderful time in Alaska: warm hospitality, fellowship, information-sharing and great food!
marilynwalton@comcast.net



From left: Branch 435 President Pam Melchert with new NAPS members and newly promoted supervisors Yaxian Weber, David Crow, Sabajet Aliu and Cora Afalava.



From left: Pam Melchert, Branch 435 president and USPS Retail and Delivery project manager; Andrea Hotchkin, Integrated Operations planning specialist; Tim Bruno, Operations Integration manager; Marilyn Walton, NAPS Western Region vice president; John Valuet, Northwest Area vice president; Victoria O'Hara, Surface Logistics planning specialist; Bret Sisco MPOO A; and Robert Ward, HR field manager.

We All Can Help **Build Membership**

A Membership Thank-You

Dec Perez

New York Area Vice President

I want to extend my hand and gratitude to those who have accepted the challenge and taken on this very serious and important mission called membership. I have accepted the responsibility in New York as area vice president to explain the importance of membership to my members many times through emails and the Zoom and branch meetings and state conventions I've attended.



I've provided sample talking points through Zoom meetings and emails and nonmember spreadsheets to everyone in the New York Area. You all now have grown accustomed to seeing these materials on a nearly daily bases, at different hours of the day and night.

It is you—not me—who has taken this to the next level and is meeting the challenge. Thus far, you have signed approximately 243 new members. While our New York Area goal is 269, we will not stop once this goal has been met and exceeded because each of you participating in this chal-

lenge is doing it for the right reasons.

True, NAPS provided you the incentive of joining the High-Five Club, meaning five new members signed within 90 days will earn you an additional \$25, plus a pin signifying your accomplishment to wear proudly. However, more importantly, you did it for all these right reasons:

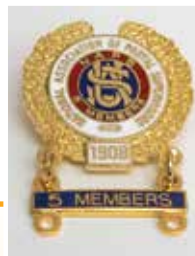
1. To strengthen the financial standing of our beloved NAPS
2. To bring more money into each branch's treasury
3. To add more voting power to each individual branch
4. More members means, hopefully, more SPAC dollars.
5. Additional members

allow the smaller branches to attend national and state conventions as a result of #2.

6. Additional membership indicates to the USPS we are stronger collectively and united as one, powerful voice.

I want to recognize 10 New York Area branches for their outstanding drive to sign new members: Branches 51, 110, 330, 27, 68, 100, 164, 202, 216 and 459.

A special thanks to Northeast Region Vice President Tommy Roma for giving me methods and ideas on how to go about achieving this task. This accomplishment is bringing comradery to the New York Area!



May High-Five Club Members

- Edili Acosta, Branch 216
- Frank Barton, Branch 330
- Kent Buckley, Branch 39 (previously signed five)
- Deborah Johnson, Branch 88 (has signed more than 10)
- Marilyn Jones, Branch 39 (has signed 15)
- Edward Laster, Branch 46
- Cheyenne Lindsey, Branch 119
- Robert Moore, Branch 104
- Chad Olson, Branch 937
- Sabir Salih, Branch 105
- Frank Smith, Branch 68
- Beverly Torain, Branch 177
- Linda Wilson, Branch 14 (previously signed five)
- Marcellus Wright, Branch 135

Thank You for Your Service

Brian J. Wagner

Immediate Past President

I wrote a column a few years back that addressed the meaning behind taking the “oath of office” as a NAPS leader. Our country will be celebrating a very special holiday—the birth of our nation—on July 4th. I thought the July issue would be a good time to share a special encounter I experienced with someone while traveling back to NAPS Headquarters as a resident officer. Here’s the scoop.

It was a Saturday evening in early December more than a handful of years ago. I had been invited to Tucson, AZ, Branch 376’s holiday meeting and dinner at the Elks Lodge. As always, branch members were very welcoming and great hosts, as were John Aceves, former NAPS secretary/treasurer, and his wife Marie.

During Saturday’s dinner, I enjoyed the privilege and honor to break bread with many members, give a short speech and install the new branch officers. Before the installation, however, I congratulated and wished all the newly elected officers the best.

I thanked the officers for their service to NAPS and stepping up as leaders of our great association. I recall telling them that in any role you take in life, always have the attitude and fortitude to take on the challenges and responsibilities that come with that role.

I was up early the next morning to catch a Sunday flight from Tucson back to NAPS Headquarters. Once



through security, I noticed about 40 young men and women in U.S. military uniforms. Many were getting coffee or snacks, chatting and strolling to their gate. Most were waiting for one of two American Airlines flights to either the Phoenix or Dallas/Fort Worth airports. I was sched-

uled for Dallas with a later connection to Reagan National in Washington, DC.

As I walked through the terminal after getting my cup of coffee (the first of many that day) and an apple pastry, I looked for a

vacant seat near my gate. I’ve learned over the years that other travelers frown if you try to sit in their already occupied seat. My goal was to find a seat at the end of one of the long rows of terminal seats.

I like having my carry-on and computer case next to me rather in front of my legs. Not that my legs are long, but I like to stretch them and test to see if my feet will touch the floor when I sit. Test results still are being audited.

As it was a busy, early-Sunday-morning travel day, I rushed past the many men and women in uniform to find my perfect seat in the terminal. There it was, a spot at the end of a row near my gate. Before sitting, I noticed two seats farther down the row where a young uniformed soldier, about 22 years old and slightly over six feet tall, was all crunched down in one of those chrome and faux leather terminal seats. He was sleeping and not too comfortably.

So, as not to be so anxious to take my seat and possibly disturb this

sleeping soldier, I did my best to quietly sit. After being seated, I pulled out my iPad to begin reading the book I had recently downloaded.

At the time, I was traveling about 40 weekends out of the year for NAPS. Airports became my second home and, technically, American Airlines my second vehicle. I know how weary and tiring it can be to travel. Unfortunately, as I began to read, I must have swiped too hard left because all of a sudden the soldier jumped right up from his sleep and said, “Man, I was out.”

I turned slowly toward him and raised my hand and apologized for having bothered his sleep. He smiled, nodded and said, “That’s okay. We’ve been here since 5 a.m.” Because I had already bothered him, I thought I might as well ask where he was headed.

He told me he was going on leave to Pierre, SD. I acknowledged that I, too, had been to South Dakota many times visiting Chamberlain, Deadwood and Rapid City, but never made it to Pierre. I said I also had visited Mount Rushmore and Crazy Horse.

As we talked, I asked him what his military plans were. He said he was going to Ranger school. I told him that was very impressive. He gave me a nod of thanks and smiled.

As we talked more, I discovered he ultimately was heading to Phoenix. I told him to enjoy his leave because he earned it. Just before we boarded to go our separate ways, I wished him all the best at Ranger school. I also thanked him for his service.

That is when he gave me a strange look and said, “Thanks, but I haven’t

done anything yet.” I paused for a few seconds and said, “Yes, you have. By putting on that uniform, you have demonstrated you are a leader by serving and representing our great country.” I wished him a happy holiday and told him to be safe. He nodded, smiled and thanked me. Again, he deserved my thanks.

It only took a few minutes of my time that morning to make a lifetime memory by talking to a young soldier with a lifetime of experiences ahead of him. This young soldier made a life-changing choice to take an oath to represent, protect and serve our great country. Although this soldier did not think he had done anything worthwhile, I hope our small talk helped him realize he already did something worthwhile by serving in uniform.

It is highly unlikely our paths will ever cross again. Our conversation may not seem like a big deal, but to me it was a big deal; he made a lasting impression on me.

When you think about the time we have on this earth, time is more valuable than money. On that early Sunday morning in December, I could have just sat in my chair and kept to myself, head down, reading and ignoring life around me. But life is not just about keeping your head down. It’s about looking up and for-

ward. It’s about recognizing and thanking those, such as this soldier, who are making a positive difference in the world.

My intentions that weekend were to enjoy some NAPS fellowship, engage with members and proudly install local branch officers. I had no intention of waking a stranger at the Tucson airport, especially a young soldier. However, as it so happened, he awakened me. That awakening was my realization that it takes only a few moments in your busy day to take the lead and deliver encouraging comments to a stranger.

At the end of the day, never underestimate that everyone has the ability to make a difference in the lives of others and in this world. When the opportunity presents itself, as it did for me that Sunday morning in December, I encourage you to take a few seconds or minutes to thank the men and women currently and proudly serving in our armed forces.

Also, as we celebrate the birth of

New Orleans Challenge Coin



NAPS delegates attending the 68th NAPS National Convention in New Orleans will have the opportunity to get a challenge coin designed just for the convention. For a contribution of \$25 to SPAC, you will get this specially designed challenge coin.

our country this July 4th, I want to again thank all the men and women in uniform, as well as first responders, our veterans and the families of the brave soldiers who gave the ultimate sacrifice to serve and protect the freedoms our great country enjoys.

In appreciation for those in our armed services and veterans, it is an honor that my July ice-cream-flavor-of-the-month recommendation is one of my favorites: Ben & Jerry’s Americone Dream.

brian4naps@aol.com

March 30 Consultative

Continued from page 12

should comport, where applicable, with regulations delineating elements that should be considered.

Some circumstances may allow for such decisions in less or more time than others. Some circumstances may call for investigatory consideration, evaluation and other situation-specific elements that could require more time than is needed in other circumstances. Whether

the duration of the investigation NAPS references in this item is unreasonable can’t be answered in this forum.

If there are specific concerns from the employee involved and/or the employee’s representative, those matters should be raised and discussed with local authorities. While Headquarters has an interest in facilitating resolution of employees’ concerns, field management is best situated to accurately determine the facts and outcomes in such matters.

The Postal Service will not establish the time limit NAPS recommends in this item. If a NAPS representative representing an employee in a matter under investigation by the OIG wishes to make such an assertion to the OIG or ask for status information about the investigation, the OIG should be contacted about such a request. Investigations should be completed properly. Whether durations are too short or too long are not matters addressable in this consultative process.

Bob Levi

Director of Legislative & Political Affairs



Before I begin, I would like to note that, for the first time in more than a decade, the Postal Service Board of Governors has a full complement of nine presidentially

there was no government funding for the postal system, all three postmasters general were challenged to run a profit-making postal operation that financed a communication network for early Americans; sound vaguely familiar?

When the Constitutional Convention of 1787 convened, delegates yearned for a more established postal operation that was part of

a federal government. The convention strongly believed that unimpeded distribution of news should be a core government function and, thus, explicitly provided Congress with the authority “to establish post offices and post roads.”

Ratification of the Constitution was not a slam-dunk. Some American patriots viewed the Constitution’s sanction of a strong federal government as a direct attack on state autonomy. Critics believed creating a strong executive branch was an attempt to create an American-cultivated monarchy. Supporters of the Constitution were referred to as “Federalists;” those opposed were known as “anti-Federalists.”

The *Federalist Papers*, a collection of articles and essays by Alexander Hamilton, James Madison and John Jay, made an unassailable case for ratification of the U.S. Constitution. The audience was the American public and the vehicle for public debate was newspapers.

Then-Postmaster General Hazard was a passionate Federalist and supported ratification. In the heat of the era, Hazard apparently attempted to stifle debate by changing the way in which the Post Office conveyed

newspapers. Under existing postal rules, newspapers were “exchanged” among the cities along the postal routes. For example, Boston papers were exchanged with Philadelphia and New York papers.

Post riders carried correspondence for a fee, but carried newspapers to be exchanged and papers for subscribers at no cost. This established exchange and informal public subsidy arrangement promoted sharing news and fostered political debate throughout the young nation. The Continental Congress sought to formalize this arrangement.

However, during the ratification debate over the Constitution, news and arguments critical of ratification went dark. The news eclipse occurred when Hazard changed the postal rules. One of his revisions allowed post riders to disregard newspapers. Post riders were empowered with this discretion because Hazard’s postal plan reduced mail capacity.

In part, Hazard “reformed” the way in which mail transited along postal roads. He replaced large-capacity stagecoaches with limited-capacity post riders. Hazard argued that post riders were faster and cheaper. However, the plan did not go well. The routes suffered significant service interruptions, possibly as the result of inadequate rider availability. Moreover, post riders carried less mail than a coach. Therefore, the Post Office needed more riders.

Finally, accessibility to newspapers—the fuel for public discourse—was undermined due to the lack of mail capacity and rider discretion. Consequently, free and open debate over the Constitution among the American public was handicapped.

George Washington was distressed by Hazard’s actions. Histori-

Continued on page 60

Post Office Essential to Our Country’s Founding

nominated members. On May 12, the Senate confirmed the nominations of Daniel Tangherlini and Derek Kan.

On July 4th, our nation celebrates its 246th birthday. Therefore, I would like to explore the role some notable American patriots played in forging our postal system and what shaped their views about the institution.

It is important to note that the chief function of the Colonial postal system was to distribute not only correspondence, but, more consequentially, circulate newspapers. There is a reason why so many of our early postmasters were printers and publishers. Newspapers were the patriotic glue that bound together the 13 colonies.

For this reason, one of the first actions taken by the Continental Congress was to create a postal system. In fact, the first three postmasters general—Benjamin Franklin, Franklin’s son-in-law Richard Bache and Ebenezer Hazard—were appointed by successive Continental congresses.

These first leaders of the postal system were tasked with ensuring that the Post Office was properly funded and provided a secure means of distributing correspondence and political information. Inasmuch as

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Wileman, Dotty	MD	Branch 923
Dallojacono, Anthony	NJ	Branch 568
Amash, Joseph	NY	Branch 83
Perez, Dioenis	NY	Branch 202
Roma, Thomas	NY	Branch 68

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Butts, Ivan	PA	Branch 355
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May Contributors

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SPAC Contribution Form

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

\$1,000—President's Ultimate

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\$500—Secretary's Roundtable

\$250—Chairman's Club

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Current as of February 2019

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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.

VP Elite (\$750)

Salmon, James	AZ	Branch 246
Campbell, Stephnia	CA	Branch 159
Pennington, Felicia	CA	Branch 39
Johnson, Craig	MO	Branch 36
Weiland, Heather	ND	Branch 937
Hughes, Thomas	NY	Branch 100

Secretary's Roundtable (\$500)

Benjamin, Evelyn	CA	Branch 266
Jones, Marilyn	CA	Branch 39
Meana, Frances	CA	Branch 159
Moore, Edward	CA	Branch 244
Trevena, April	CA	Branch 94
Kerns, John	CO	Branch 141
Austin, William	CT	Branch 47
Douglas, Lisa	CT	Branch 5
Moss, Donald	DC	Branch 135
Williams, Carolyn	FL	Branch 146
Lum, Laurie	HI	Branch 214
Valuet, John	ID	Branch 915
Murphy, Gregory	MA	Branch 102
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Mooney, Dan	MN	Branch 16
Shoemaker, Justin	TN	Branch 165
Cox, Lloyd	VA	Branch 526
Joers, Julie	WI	Branch 72

Chairman's Club (\$250)

Mannings, Judy	AL	Branch 45
Burton, Dawn	AZ	Branch 246
Blythe, Stephanie	CA	Branch 127
Bognot, Clarissa	CA	Branch 244
Booth, Samuel	CA	Branch 39
Chaudhry, Rizwan	CA	Branch 244
Cruz, Cheryl	CA	Branch 497
Dangerfield, Patricia	CA	Branch 88
Danzy, Marsha	CA	Branch 197
Donnelly, Linda	CA	Branch 497
Gishi, Sharon	CA	Branch 94
Graham, Mardina	CA	Branch 88
Jackson-Kelley, Patricia	CA	Branch 39
Johnson, Rose Marie	CA	Branch 88
Murillo, Mariel	CA	Branch 466
Simpao, Sally	CA	Branch 88
Sutton, Catherine	CA	Branch 373
Torres, Sherrie	CA	Branch 244
Garland, Angela	DE	Branch 909
Gilbert, Belinda	FL	Branch 425
Ruckart, Kenneth	FL	Branch 386

SPAC Scoreboard

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

National Aggregate:

\$130,960.10

National Per Capita:

\$5.14

Region Aggregate:

- 1. Western \$34,770.70
- 2. Eastern \$29,729.94
- 3. Northeast..... \$26,257.00
- 4. Central..... \$21,137.38
- 5. Southern..... \$19,065.08

Region Per Capita:

- 1. Western \$6.59
- 2. Northeast..... \$5.78
- 3. Eastern \$5.10
- 4. Central..... \$4.92
- 5. Southern..... \$3.59

Area Aggregate:

- 1. Pacific..... \$26,767.70
- 2. Capitol-Atlantic.... \$18,199.55
- 3. New York \$15,782.00
- 4. Mideast \$ 9,989.00
- 5. Southeast \$ 9,498.58
- 6. New England \$ 7,393.00
- 7. Illini \$ 7,368.00
- 8. North Central \$ 6,216.38
- 9. Michiana..... \$ 4,770.00
- 10. Northwest..... \$ 4,695.00
- 11. Pioneer \$ 4,623.39
- 12. Texas \$ 4,141.50
- 13. Cotton Belt..... \$ 3,898.00
- 14. Rocky Mountain. \$ 3,308.00
- 15. MINK \$ 2,783.00
- 16. Central Gulf \$ 1,527.00

Area Per Capita:

- 1. Pacific..... \$9.36
- 2. North Central \$7.14
- 3. New York \$6.96
- 4. Illini \$6.54
- 5. Capitol-Atlantic \$5.74
- 6. New England \$5.09
- 7. Southeast \$4.73
- 8. Mideast \$4.62
- 9. Northwest..... \$4.49
- 10. Cotton Belt..... \$4.02
- 11. Michiana..... \$3.91
- 12. Pioneer \$3.50
- 13. MINK \$2.59
- 14. Texas \$2.55
- 15. Rocky Mountain..... \$2.40
- 16. Central Gulf \$2.18

State Aggregate:

- 1. California \$25,142.70
- 2. New York \$14,892.00
- 3. Florida \$ 8,364.58
- 4. Illinois \$ 7,368.00
- 5. Maryland \$ 6,464.00

State Per Capita:

- 1. North Dakota \$25.21
- 2. Maine \$18.73
- 3. South Dakota..... \$14.00
- 4. Hawaii \$11.13
- 5. Maryland \$11.11

Drive for 5

Members by Region:

- 1. Southern.....51
- 2. Eastern44
- 3. Western43
- 4. Central35
- 5. Northeast.....35

Aggregate:

- 1. Western \$8,225.50
- 2. Eastern \$7,243.00
- 3. Southern..... \$7,031.08
- 4. Northeast..... \$5,730.17
- 5. Central..... \$4,138.00

Moreno, Richard	MA	Branch 498
Boggan, Kim	NC	Branch 183
Olson, Chad	ND	Branch 937
Caruso, Richard	NE	Branch 10
Englerth, Scott	NY	Branch 11
Gawron, Dennis	NY	Branch 27
Needham, Timothy	OH	Branch 186
Brooks, Lamarcus	TN	Branch 41
McMurry, Robert	TN	Branch 165
Elizondo Jr., Jaime	TX	Branch 122
Trevino, Barbara	TX	Branch 124
Brandt, Junemarie	VA	Branch 526
Fordham, Francine	VA	Branch 98
Garrett, Donald	VA	Branch 98
Hubbard, Jim	VA	Branch 22
Jackson, Alice	VA	Branch 526
Mott III, George	VA	Branch 132
Taylor, Georgia	WA	Branch 31
Simmons, Brandi	WI	Branch 213

Supporter (\$100)

Carson, John	AL	Branch 901
Studdard, Dwight	AL	Branch 45
Alarcon, Delmy	CA	Branch 244
Anderson, Frances	CA	Branch 466
Baker, Debra	CA	Branch 197
Barajas, Ramon	CA	Branch 244
Bradley, Dorothea	CA	Branch 127
Bradley, Roxanne	CA	Branch 77
Brown, Carl	CA	Branch 94
Ceaser, Margues	CA	Branch 159
Chavez, Danilo	CA	Branch 77
Esquer, Drew	CA	Branch 905
Francisco, Daryel	CA	Branch 159
Garcia, Victor	CA	Branch 77
Gavin, Angela	CA	Branch 159
Grisby, Patricia	CA	Branch 77
Hodges, Leticia	CA	Branch 39
Johnson, Deborah	CA	Branch 88
Johnson, Patrick	CA	Branch 266
Kelly, Barbrara	CA	Branch 77
Lewis, Yolanda	CA	Branch 127
McClinton, Velma	CA	Branch 39
Odell, Heather	CA	Branch 159
Ortiz, Michelle	CA	Branch 244
Palomar, Maria	CA	Branch 244
Patterson, Charles	CA	Branch 497
Perez, Marco	CA	Branch 77
Profit, Youvet	CA	Branch 39
Salazar, Oscar	CA	Branch 244
Santoli, Giuseppe	CA	Branch 244

Smith, Alvetia	CA	Branch 39
Smith, Karesha	CA	Branch 244
Thomas, Linda	CA	Branch 88
Walker, Robin	CA	Branch 39
Moore, Olin	CO	Branch 65
Alos, Kanani	HI	Branch 214
Sevalia, Rosalind	LA	Branch 73
Russell, John	MA	Branch 43
Jones, Anita	MD	Branch 42
Harmon, Susan	ME	Branch 96
Hardin, Donald	MI	Branch 130
Newcomb-Evans, Theresa	MN	Branch 926
Brown, Latasha	MO	Branch 131
Charles, Rodney	NC	Branch 157
Douglas, Karen	NC	Branch 183
Edwards, Brenda	NC	Branch 183
Leingang, Michael	ND	Branch 937
Clayton, Jackie	NV	Branch 463
Pixley, George	NV	Branch 249
Delgado, Carlos	NY	Branch 100
Hutt, Jeff	NY	Branch 336
Jessmer, Spencer	NY	Branch 11
Morrissey, Phyllis	NY	Branch 164
Wiggins, Derrick	NY	Branch 85
Lewis, Gillian	OH	Branch 2
Lehman, Jason	PA	Branch 554
Moore, Delisa	SC	Branch 228
Butterfield, Linda	SD	Branch 946
Magnuson, Sonny	SD	Branch 946
Nation, Linda	SD	Branch 946
Benjamin, Laquita	TN	Branch 41
Mitchell, Denise	TN	Branch 41
Hill, Earnest	TX	Branch 122
Lyons, Lisa	TX	Branch 428
Nettles, Mark	TX	Branch 9
Archer, Eddie	VA	Branch 98
Farmer, Deborah	VA	Branch 526
Farmer, Joanne	VA	Branch 526
Holley, Deborah	VA	Branch 526
Schnepple, Kathleen	VA	Branch 22
Howe, Steven	WA	Branch 61
Ware, Michael	WA	Branch 61
Williams, Arthur	WA	Branch 61
Javorek, Cathy	WI	Branch 213
Sederholm Marti, Susan	WI	Branch 72

Do You Want to Support SPAC *and* Win Amazing Prizes?

Register for the *2nd Annual*
Midsummer Night's
SPAC RAFFLE



The SPAC raffle is open to all NAPS members, but, in order to win, you must enter—online only! Registration opens June 1 and closes July 10. There will not be an in-person SPAC raffle at the 68th NAPS National Convention this August. So, this is your opportunity to help support NAPS' important legislative efforts and win some great prizes.

Winners will be announced on July 15 at naps.org. For more information on how to participate, visit <https://naps.org/Legislative-Center-SPAC>.

QUESTIONS?

Email naps.ap@naps.org
or call us at (703) 836-9660

Open to All Members

**CONTRIBUTE TO THIS WORTHY CAUSE! REMEMBER:
PROMOTING PRO-NAPS LEGISLATION IS NOT A SPECTATOR'S SPORT!**



NAPS 68th National Convention
August 8 - 12, 2022

Hyatt Regency
New Orleans, Louisiana

New Orleans,

By Sheri Davies, vice president, ConferenceDirect

What a great city to hold the 68th NAPS National Convention! Awesome food, amazing entertainment, beautiful artwork, plenty of sites to see and the genuine

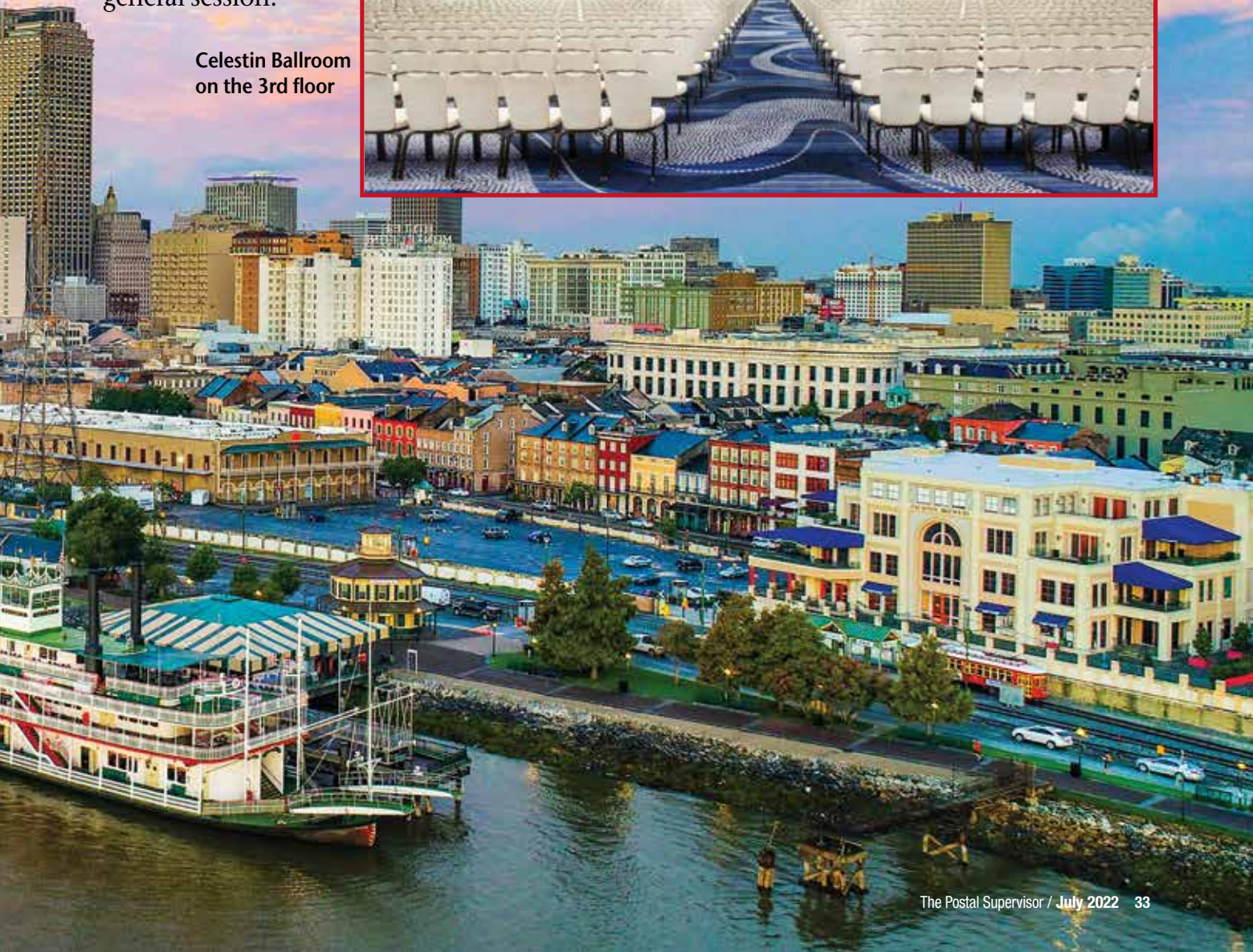
feeling of happiness all around. This article will provide you with helpful information to make your stay in New Orleans smooth and easy—just like the Big Easy.



Here We Come!

Here's a sneak peek at the beautiful ballroom in which you will be meeting each day for the general session.

**Celestin Ballroom
on the 3rd floor**



General Information

The convention hotel is the Hyatt Regency New Orleans, 601 Loyola Ave., New Orleans, LA 70113; 504-524-6048. Check-in is 3 p.m.; checkout is at noon.

The **New Orleans Post Office** will be on-site Thursday, Aug. 11, through Friday, Aug. 12, in Storyville Hall on the 3rd floor of the Hyatt

Transportation Centers

- Union Passenger Terminal (Amtrak)—0.3 miles
- Port of New Orleans—3 miles
- Louis Armstrong New Orleans International Airport—15 miles

Airport Shuttle Service

National Convention Host Branch 73 has made arrangements with Airport Shuttle New Orleans for discounted shuttle service from the Louis Armstrong New Orleans International Airport to the New Orleans Hyatt Regency. The discounted rate is \$40 per person for round trip and \$20 per person for one way:

- Reservations must be made at least 48 hours before your arrival time.
- In order to get the discounted rate, you must make your reservation through Airport Shuttle's web portal: <https://www.airportshuttleneuorleans.com/portals/naps-natl-assn-of-postal-supervisors-aug-22>

Public Transportation

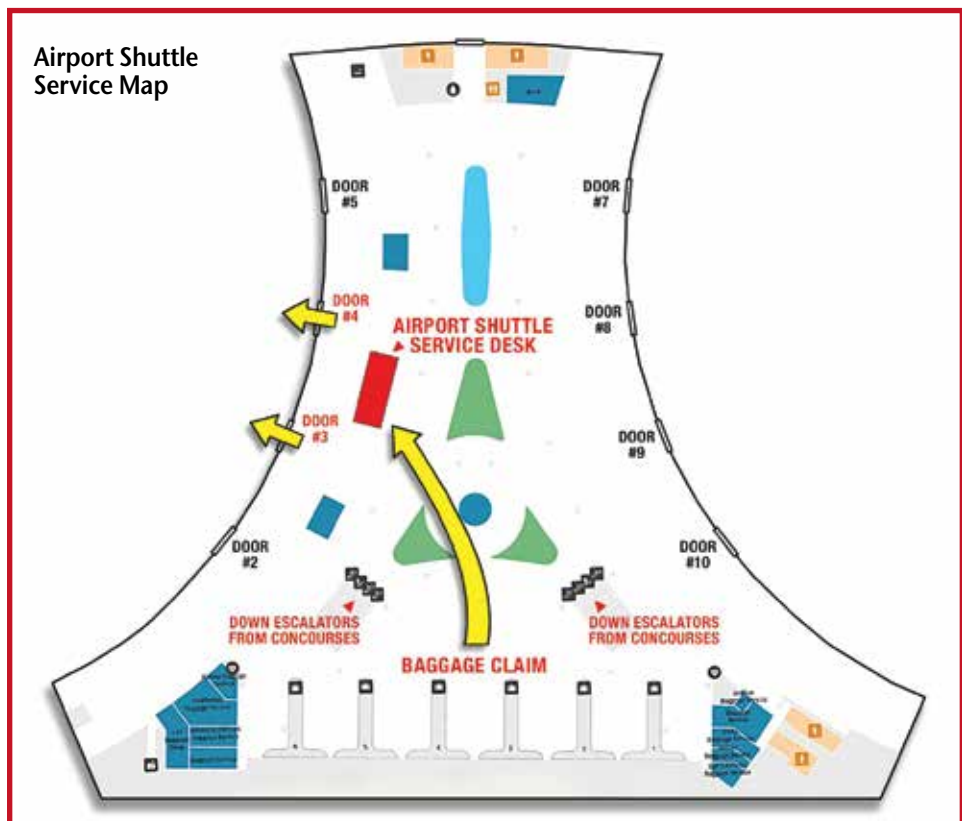
Visit the city's most popular attractions via the Loyola-UPT Streetcar Line, which passes the hotel every 20 minutes. The fee is \$1.25 paid upon boarding. One-day and three-day unlimited-ride Jazzy Passes also are available for \$3 and \$9, respectively. For more information, please visit the hotel concierge.

Restaurants On-Site at the Hyatt

8 Block Kitchen & Bar

Named after the blocks that make up Bourbon Street, this restaurant is the cornerstone of the Hyatt's dining options. It offers an award-winning buffet of gourmet breakfast and lunch dishes and features a delicious fusion of farm-to-table and traditional cuisine. Explore the executive chef's "Ground Grits and Bits Pancake" recipe featured in *Men's Journal*.

8 Block Kitchen currently is serving a food hall





8 Block Kitchen & Bar

concept. Breakfast offerings consist of fresh eggs, potatoes, breakfast meats, sandwiches, fresh pastries and assorted beverages. Dinner service offers build-your-own salad stations, made-to-order sandwiches, fresh pizza and chef's daily entrée choice.

Hours:

Monday - Friday, 6:30 a.m. to 2 p.m.; breakfast is 6:30 a.m. - 11 a.m.

Saturday - Sunday, 7 a.m. to noon

Happy hours, 3 - 6 p.m.

Dress code is casual.

Starbucks®

Conveniently located on the 2nd floor, Starbucks® has the coffee, tea or quick bite you're craving. Pastries and sandwiches are made with high-quality, simple ingredients, so all the goodness you taste is real food. Grab items to go or relax and surf the web with spacious seating and complimentary Wi-Fi.

Hours:

Monday - Friday, 6 a.m. to 2 p.m.

Saturday and Sunday, 6 a.m. to noon

Vitascope Hall

Vitascope Hall is the place to unwind and continue the fun all at once with huge TVs for sports. Enjoy the freshest Louisiana seafood, an exceptional raw bar and stunning sushi.

Hours:

Daily, noon to 9 p.m.; hours may vary based on special events



Vitascope Hall



Lagniappe Exchange

Lagniappe Exchange

In a town that never stops, the Hyatt's fresh market and gift shop is open late seven days a week to keep you going. Whether you forgot sunscreen, want a book to read poolside, need a late night snack or early morning refreshment or are looking for the perfect souvenir to take home, the exchange has you covered.

Hours:

Daily, 9 a.m. to 9 p.m.

Dress code is casual.

Pizza Consegna

Try the best Neapolitan-style pizza in the Big Easy. Our master chefs bake each gourmet pie fresh with the highest quality, locally sourced organic ingredients and specialty homemade dough made with Antico Molino Caputo flour.



Pizza Consegna currently is being served through 601 Delivery; call 54 from your guestroom phone to order—504-561-1234, ext. 54. Hours subject to change

601 Delivery

Experience the Hyatt's anytime food delivery service offering a wide variety of culinary offerings. No need to leave your room, 601 Delivery will have all your cravings delivered quickly to your hotel door in biodegradable disposable packaging. Dial 54 from your guestroom phone to feed your cravings.

*For your safety, 601 Delivery is the only food and beverage delivery service with access to the guestroom floors.

Hours:

6 a.m. to 11 p.m.; 504-561-1234, ext. 54

Bywater Pool Deck & Bar

The full-service Bywater Bar & Grill is at the 5th-floor pool—a tranquil spot for an invigorating

swim or to enjoy lunch with friends. Or escape the New Orleans sun in one of our private, poolside cabanas with



lounge chairs and full food and beverage service. The pool is open daily 8 a.m. to 9 p.m.

Hours:

11 a.m. to 7 p.m.

Fitness Center

Work up a sweat with the Hyatt's state-of-the-art spin, elliptical, cardio and free weight equipment. The concierge can help set up personalized classes with your favorite yoga and martial arts facilities. Uniquely positioned on the



32nd floor, the fitness center overlooks the Caesars Superdome and features expansive views of the Crescent City.

Hours:

Friday - Sunday, 10 a.m. to 6 p.m.

NAPS Monday Welcome Reception

Wear your dancing shoes and bring your NOLA appetite because on Monday night NAPS Headquarters and New Orleans Branch 73 are working hard to bring you an absolutely amazing night! There will be live entertainment, cash bars, delicious food and some New Orleans fun surprises. The event will be in the beautiful Empire Ballroom.



SPAC Walkathon

This year's national convention SPAC Walkathon will be on Thursday morning, Aug. 11, at 6:15 a.m.; meet in the lobby.



I'm looking forward to seeing everyone in one of my favorite cities! Safe travels; here's to an amazing 68th NAPS National Convention.

68th NAPS National Convention

Agenda

This agenda is tentative as of June 1. Please refer to the *Daily Newsletter* for possible changes in the program.

Sunday, Aug. 7

6 a.m. - 6 p.m.

NAPS/Auxiliary Registration—Celestin Foyer

8 a.m. - 5 p.m.

Exhibits Open—Celestin Foyer

9 a.m.

Tee Time, NAPS Golf Tournament

1:30 - 3 p.m.

Non-Denominational Church Service—**Empire Ballroom D**

3:30 - 4:45 p.m.

NAPS and Auxiliary Delegates' Orientation—**Empire Ballroom D**

Monday, Aug. 8

6:30 - 8:30 a.m.

Breakfast—**Storyville Hall**

6 a.m. - 5 p.m.

NAPS/Auxiliary Registration—Celestin Foyer

8 a.m. - 4 p.m.

Exhibits Open—Celestin Foyer

Opening Ceremony

9 - 11:45 a.m.

noon

Lunch on your own

1:30 - 5 p.m.

NAPS Convention—**Celestin Ballroom**

2:30 p.m.

Dr. Bruce Bishop, NAPS National Parliamentarian

5 p.m.

Recess for the day

6:30 - 10 p.m.

NAPS Welcome Party—**Empire Ballroom**

Tuesday, Aug. 9

6:30 - 8:30 a.m.

Breakfast—**Storyville Hall**

8 a.m. - 4 p.m.

NAPS/Auxiliary Registration—Celestin Foyer

8 a.m. - 4:30 p.m.

Exhibits Open—Celestin Foyer

8:30 a.m. - noon

NAPS Business Session— **Celestin Ballroom**

noon

Break for lunch; delegates on their own.

1:30 - 5 p.m.

NAPS Business Session— **Celestin Ballroom**

5 p.m.

Recess for the day

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.

Wednesday, Aug. 10

No official convention business.

Thursday, Aug. 11

6:30 a.m.

SPAC Walkathon—Meet at 6:15 a.m. at entrance of hotel in the front lobby.

6:30 - 8:30 a.m.

Breakfast—**Storyville Hall**

8 a.m.—4:30 p.m.

Exhibits Open—**Celestin Foyer**

8:30 a.m. - noon

NAPS Business Session—**Celestin Ballroom**

noon

Break for lunch; delegates on their own.

12:15 p.m.

Eastern Region Luncheon—**Empire Ballroom A**
Western Region Luncheon—**Empire Ballroom B**

1:30 p.m. - 5 p.m.

NAPS Business Session—**Celestin Ballroom**

5 p.m.

Recess for the day

Friday, Aug. 12

6:30 - 8:30 a.m.

Breakfast—**Storyville Hall**

8 a.m. - 3 p.m.

Exhibits Open—**Celestin Foyer**

8:30 - 11:30 a.m.

NAPS Business Session—**Celestin Ballroom**

noon

Break for lunch

noon - 1:30 p.m.

National Auxiliary Luncheon—**Empire Ballroom A** (ticket required)

1:45 p.m.

NAPS Business Session—**Celestin Ballroom**

3:45 p.m.

Installation of Officers—**Celestin Ballroom**

4:30 p.m.

Adjournment

5:30 - 6:30 p.m.

Pre-Banquet Cocktail Hour (cash bar)—**Empire Foyer**

6:30 p.m.

Grand Banquet—**Empire Ballroom** (ticket required)

Visit the National Convention page at www.naps.org for the latest information on our new electronic registration process, credentials and banquet tickets.



Parking

The Hyatt Regency New Orleans offers premium valet services. In addition, there are several nearby parking lots, including the 1301 Girod Parking Garage that connects directly to the hotel.

Please note: NAPS has 300 first-come/first-served complimentary parking allowances. After the 300 allowances are used, parking will be \$25/daily for self-parking. On-site parking is limited/subject to availability.

Self-Parking

0-1 hour: \$4
1-2 hours: \$6
2-3 hours: \$8
3-9 hours: \$12
9-12 hours: \$20
12-24 hours: \$25
Lost ticket: \$100

Valet Parking

0-1 hour: \$10
1-2 hours: \$15
2-4 hours: \$22
4+ hours: \$30 + tax
Overnight: \$40 + tax
Oversized vehicles: \$46 + tax/overnight

Myriad Food Options Close to the Hyatt Regency New Orleans

The Original Italian Pie, 417 S Rampart St., .5 miles: barbecue, Italian pizza, soups

Sorella5, 616 Baronne St., .3 miles: seafood

The Crystal Room, 833 Poydras St., Le Pavilion Hotel, .3 miles: Continental

Big Pie Pizza & Bar, 407 Baronne St., 3 miles: pizza, Italian, salads, burgers, sandwiches

tM Breads and Pastries, 335 Baronne St., .3 miles: local bakery that offers pastries, sandwiches and salads

Leni's Restaurant, 741 Baronne St., .2 miles: American, Soul Food—breakfast and lunch

Commons Club New Orleans, 550 Baronne St., .2 miles: American—dinner and weekend brunch

Public Service, 311 Baronne St., .3 miles: contemporary cuisine with a modern raw bar.

Cleo's Mediterranean Cuisine & Convenience, 940 Canal St., .4 miles: Mediterranean grocery and contemporary eatery serving kababs and other classic dishes

Tsunami Sushi, 601 Poydras St., Ste B, .4 miles: fresh, creative sushi and cocktails

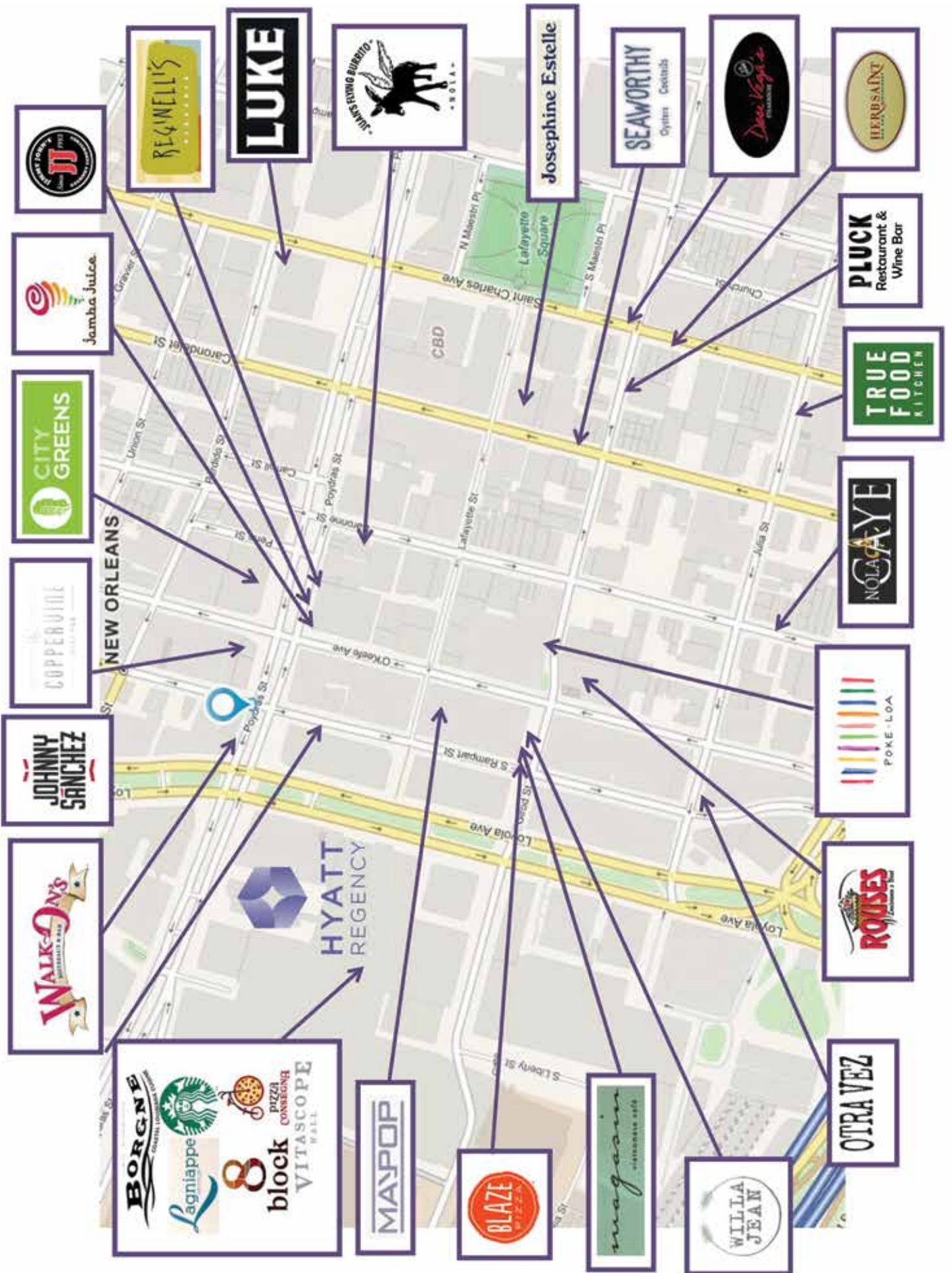
Red Gravy, 4206 Magazine St., .5 miles: Italian, comfort food

Piscobar Kitchen, 914 Union St., Catahoula Hotel, .3 miles: savory Southeast Asian cuisine

Mammoth Espresso, 821 Baronne St., .3 miles: modern coffee-house with house-made baked goods

Central City BBQ, 1201 S Rampart St., .4 miles: traditional BBQ sandwiches, sides and plates

Voodoo Two Lounge, 330 Carondelet St., .6 miles: bar and cocktail lounge



2022 National Convention Polo Shirts Available

New Orleans Branch 73 is pleased to announce the presale of the 2022 National Convention polo shirts. The shirts are available in either 65/35 cotton blend (sizes XS-6X) or 100% polyester (sizes XS-4XL), with a choice of four colors: gold, white, purple or green. You also have the option of including your name and branch number

The shirts are \$35 each for all sizes; shipping is \$12, regardless of number of shirts ordered. **The shirts must be pre-paid; orders must be received by June 11.** The order form, with a postal money order or check, payable to SMD Inc., should be mailed to: SMD Inc., 168 Ursula Dr., Avondale, LA 70094; 504-906-2975.



2022 National Convention Polo Shirts Order Form

Name: _____ Phone: _____

Email: _____

Address: _____

City: _____ State: _____ ZIP: _____

I would like to add my name: _____

First (\$3)

Last + Branch # (\$5)

Use separate line for different shirt variations—i.e., cotton vs. polyester; different sizes and colors.

Item	Description Cotton Blend or Polyester	Size		Color Gold, White, Purple or Green	Gender M or W	Quantity	Unit Price \$35.00	Amount
		XS-6X COTTON	XS-4XL POLYESTER					
1						X	=	
2						X	=	
3						X	=	
4						X	=	
5						X	=	
6						X	=	
7						X	=	
8						X	=	
9						X	=	
10						X	=	

First Name \$3

Last Name + Branch # \$5

Shipping \$12.00

Total

Mail order form, with a postal money order or check,
payable to SMD Inc. to:
SMD Inc., 168 Ursula Dr., Avondale, LA 70094.



Things to Do and See in *New Orleans*



St. Louis Cathedral

NAPS New Orleans Branch 73 is partnering with BigEasy.com, your “ticket to everything in New Orleans,” to provide tours on Wednesday, Aug. 10—NAPS delegates’ free day during the 2022 National Convention. Offering a range of varied and exciting tours, this collection of attractions will be all you need to complete your New Orleans experience, from the city to the swampland.

To register and pay, go to <https://bigeasy.com/negotiated-tours/naps-tour/>. Most tours have a 25-person minimum. **The registration deadline is July 10.** If a tour’s minimum is not met, NAPS members will be offered another tour or a refund.

All tours depart from and return to the Hyatt Regency New Orleans. If you have questions, you can email Gena Purvis at gpurvis@bigeasy.com or Destiny Pickett at dpickett@bigeasy.com.



The Cabildo

Photo Courtesy of Introgation



New Orleans City Tour

Join us as we explore all that makes New Orleans America's most European city. As you ride past Jackson Square, your guide will recount the first days of the old French City. Highlights of this area include the Mississippi River, St. Louis Cathedral and the Cabildo and Pontalba buildings. You will continue past the French Market and U.S. Mint.

Next is Esplanade Ave., the outermost boundary of the French Quarter, where you will see the many fine Creole homes with wrought-iron fences and balconies. You'll visit St. Louis Cemetery No. 3, with its above-ground tombs. From across Bayou St. John, you will see City Park.

Your guide will give you a local's chronology of events leading up to Hurricane Katrina and the days following. You will travel to Lakeview, one of the hardest hit areas and witness the revival of the city. Next, you will see Lake Pontchartrain and view the massive pumping station at the 17th St. Canal.

Then, travel to old town Carrollton along the route of the St. Charles streetcar. You will pass Tulane and Loyola universities. Next, the heart of Uptown showcases some of the city's loveliest neighborhoods, including the Garden District, distinguished by its Greek Revival architecture.

Duration: 3 hours, pickup at 10 a.m. **Cost:** \$45 per person.



Photo Courtesy of Cheryl Gerber



Creole Queen Historic River Cruise

Relax and soak in the sights and sounds of the city on the *Creole Queen* paddleboat and sip some of the beverages that have made New Orleans famous. The cruise features a historian who will entertain you with a detailed narration of New Orleans' historical landmarks and river lore. You will cruise and learn about the 1815 Battle of New Orleans at what now is the Jean Lafitte National Historical Park.

Tour time: Board at 1:30 p.m., cruise 2 to 4:30 p.m.
Cost: \$65 per person, includes lunch buffet.

French Quarter Walking Tour

A must-see for any visitor is a walking tour of the famous French Quarter. The original French and Spanish influences are evidenced by beautiful and unique architecture. You'll see famous landmarks, including above-ground cemeteries, the Pontalba buildings, St. Louis Cathedral and Jackson Square with its old-world flavor and colorful art colony.

Enjoy seeing iron-laced balconies, romantic patios and quiet antique shops. You will visit the Historic New Orleans Collection, a museum, research center and publisher dedicated to the study and preservation of the history and culture of New Orleans and the southern Gulf region.

Duration: 2.5 hours.
Cost: \$35 per person.



Photo Courtesy of Steve Sweet



Garden District & Cemetery Walking Tour

The Garden District is an elegant, residential section of New Orleans that offers a glimpse of the city's past. Once known as Lafayette City, the district is a

short distance from the French Quarter. Excluded from the early 19th century Creole society, newly arrived Yankees created their own city—now one of the nation's most beautifully preserved city districts. You also will tour Lafayette Cemetery No. 1,

a cemetery that is uniquely New Orleans.

Duration: 3 hours, pickup at 10:30 a.m. **Cost:** \$45 per person.



Jean Lafitte Swamp or Airboat Tour

Join us in the heart of Cajun country, just 30 minutes from downtown New Orleans, where you'll journey into the remote Louisiana wetlands by airboat or boat.

Swamp Boat Tour: Journey by boat through the protected Jean Lafitte National Park and Barataria Preserve. Your native guide will share the legends and lore of Louisiana's untamed wilderness. You will be amazed at the swamp's natural beauty and wildlife.



Duration: 3.5 hours, pickup at 11 a.m. **Cost:** \$59 per person.



Airboat Tour: Experience an adventure in the heart of Cajun Country, where you'll journey into the remote Louisiana wetlands by swamp airboat and encounter amazing wildlife.

The native guides are well-versed in the wild animal and plant life indigenous to the area. You will see alligators, snakes, nesting eagles, egrets, herons, white-tail deer, mink, wild pigs, nutria and more that inhabit the swamp.



Duration: 3.5 hours, pickup at 11 a.m. **Cost:** \$105 per person.



Photo Courtesy of Nolabob

National World War II Museum

Ranked by TripAdvisor as the number-one attraction in New Orleans, the National World War II Museum features a rich collection of artifacts that bring history to life. Discover the most impactful event of the 20th century and the legacy of the "Great Generation" in thought-provoking exhibits. This world-renowned museum will inspire visitors of all ages in the lessons of World War II and its stories of heroism, tragedy and liberation.



Photo Courtesy of Nolabob

Duration: 3 hours, pickup at 8:30 a.m. **Cost:** \$68 per person.

A Taste of New Orleans Cooking Demonstration

Join one of our chefs at the New Orleans School of Cooking in the French Quarter as they share the history of New Orleans gastronomy, its Creole philosophy, quirky habits and, of course, its cuisine.

Their vast repertoire of Louisiana knowledge and its cuisine will keep you entertained as they prepare a meal. The class



New Orleans CVB

includes copies of the recipes. Included with the meal are bread and butter, iced tea, a coffee station and Abita beer.

Duration: 3.5 hours. **Cost:** \$55 per person.

Oak Alley Plantation

Oak Alley, an Antebellum plantation, is the grande dame of the Great River Road and a testimonial to the old South's golden age. At the time the plantation was built, the River Region sugar industry was flourishing; a chain of stately plantations lined the banks of the Mississippi. Oak Valley, named for its quarter-mile tunnel of 28 oak trees that frame the driveway, is considered the finest remaining example of adaptive restoration; that is, restoration that is somewhat more permissive, but never losing sight of the importance of preserving the essence of the original design.

Duration: 5 hours, pickup at 9 a.m.; 40-person minimum. **Cost:** \$80 per person (includes a box lunch).



Mardi Gras Mask-Making Experience at Mardi Gras World

On arrival at Mardi Gras World, guests will be greeted with one of New Orleans' famous drinks—Hurricanes, which can be taken on the tour of the float den. The lead creative workshop director will discuss why masks are worn during Mardi Gras. You then will be invited to begin crafting your own mask, complete with glitter, jewels and feathers.



You are welcome to take your creation home. A traditional New Orleans lunch will be served.

Duration: 2 hours, pickup at 9:30 a.m. **Cost:** \$110 per person.

Mini Float Building

Looking for an unforgettable and original experience? Join the tour for mini float building at Mardi Gras World. The workshop begins with a guided tour where participants will learn about float building and the history and significance of Mardi Gras in New Orleans. The tour includes a short movie, a slice of King Cake and a chance to take photos in costume. For the float building, a theme will be picked and participants will be divided into teams and supplied with everything needed to create the “winning” float! A world-renowned artist will be on hand to inspire and help.

Duration: 3 hours; 40-person minimum. **Cost:** \$100 per person, includes a beer/wine/soda bar (minimum age is 14).



Photo Courtesy of Paul Mannix

Join Us for This Year's **SPAC Walkathon**

Ann Strickland

Get your walking shoes on and get ready for our 7th national SPAC walkathon at our 68th National Convention in New Orleans. Walk a mile, walk three, stay in bed—it doesn't matter! Just join us and help raise money in a fun way for SPAC.

Last year, we sold 300 SPAC walkathon shirts; this year, let's aim for 400! The shirts will be the same price: \$20. No inflation here. All shirts can be purchased at the convention.

The walk will take place on Thursday morning, Aug. 11, at 6 a.m. We will meet in the hotel lobby. The shirts have been designed especially for this event in the soul city of the Jazz greats!

So, let the good times roll and please sign up when you register at the convention. You can walk afterward for beignets and some great-tasting chicory coffee at Café Du Monde. The pledge sheet is on the following page. Start now and get those pledges!



NAPS National Convention SPAC Walkathon

Pledge Sheet

Aug. 11, Hyatt Regency New Orleans
All Proceeds Go to SPAC

Name	Amount	Paid	Owe

Important Convention Dates

- June 30** Deadline for entries for the Best Website and Newsletter contests
- July 5** Deadline to register for the 68th National Convention
- 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

On March 21, New Orleans announced that public health guidelines requiring proof of vaccination or proof of a recent negative COVID test to enter certain establishments had been lifted. Residents and visitors no longer will be required to provide proof of full vaccination or a recent negative test to enter bars, restaurants, events space and other businesses previously covered under the regulations.

The city encourages all residents and visitors to get vaccinated if they have not already done so, including booster shots. Mask requirements will continue where federally mandated, such as public transportation and health care facilities.

For more information, visit ready.nola.gov.



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 Box 50432, New Orleans, LA 70150-0432. Deadline: July 16.



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 napsdq@naps.org or call 703-836-9660.

Refund Requests

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

Substitutions

All substitution requests must be submitted in writing to napsdq@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

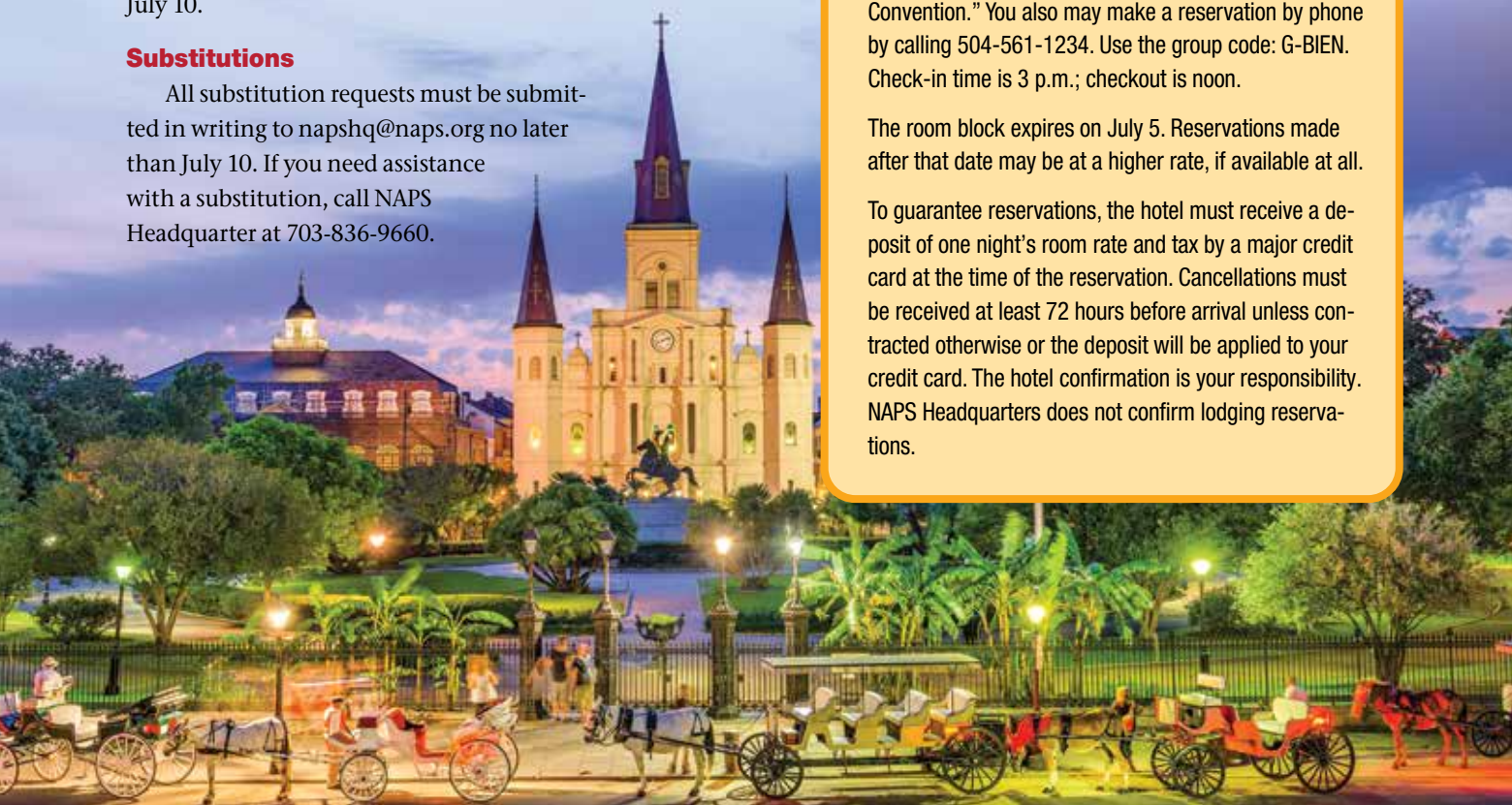
601 Loyola Ave., New Orleans, LA 70113
504-561-1234

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. Parking information will be available at a later date.

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 504-561-1234. 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.



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.

Executive Board Tackles Packed Agenda During Spring Meeting

Submitted by Jimmy Warden
Secretary/Treasurer

The spring 2022 Executive Board Meeting was called to order at 8:31 a.m. on March 30 by Board Chair and Southern Region Vice President Tim Ford who also gave the invocation. The Pledge of Allegiance was led by Central Region Vice President Craig Johnson. Pacific Area Vice President Chuck Lum and Eastern Region Vice President Richard Green were appointed sergeants-at-arms. Secretary/Treasurer Jimmy Warden conducted the roll call of officers; all board members were present.

President Ivan D. Butts welcomed the board members and advised them they faced a tight agenda including the budget. Butts thanked Executive Vice President Chuck Mulidore for a great Legislative Training Seminar; the meeting was well received.

He also thanked the staff for the success of the new registration process, which will be used at the national convention. Butts congratulated Western Region Vice President Marilyn Walton for receiving the 2022 Stanley Gold Award for Legislative Excellence. He then discussed the schedule for later in the morning of the ceremony dedicating two plaques and the conference room doors.

Mulidore welcomed the board and credited everyone with helping make the LTS successful. He thanked board members for the raffle gifts.

Warden was next to welcome the

board members. He said he was glad to see everyone in person once again and doing well. He thanked the board members for their support the past six months as he transitioned into his new position as secretary/treasurer; the transition has been going well, he said. Warden reminded everyone to remember those who have lost their lives over the past year. This LTS and Executive Board meeting are special because just two years ago COVID was beginning.

Ford gave his report as chair:

“The past six months have proven to be an exciting, yet challenging, time for our organization and its members. While we rely on people to complete our mission of processing and delivering the mail, the Postal Service has become increasingly data driven, giving us more tools to reach even higher levels of efficiency.

“While our structure has changed and package volumes continue to increase, we remain the most trusted agency in America. We successfully have met the challenges of weather disasters, a pandemic and staffing issues. And the efforts of NAPS on all levels have given us both legal and legislative victories that were a long time in the making.

“During these past six months as board chair, I have attended numerous Zoom meetings, all board meetings—with one exception due to a medical condition—and all consultative meetings, with one exception due to a communication error. NAPS Headquarters received one complaint

regarding a local branch election issue that was referred to me from President Ivan D. Butts.

“After an investigation involving research, interviews and witnesses and input from our parliamentarian, Dr. Bruce Bishop, I completed a four-page response that was submitted to President Butts. This issue has been resolved.

“The three resident officers—Ivan, Chuck and Jimmy—all deserve recognition for their assistance and open communication, providing input and guidance for NAPS, engaging our members and making sure we pursue our goals. And fellow board members, all your work truly has made this a successful organization. It should make us all proud to be part of something great. Thank you for everything you do.”

Southeast Area Vice President Bob Quinlan made a motion, seconded by Cotton Belt Area Vice President Shri Green, to accept the minutes of the fall 2021 Executive Board meeting as previously submitted to the board. The motion was adopted based on a voice vote.

Sheri Davies of ConferenceDirect provided an update on the LTS; room pickup was 997 room nights, which satisfied the pickup. Sponsorship increased from \$9,500 in March 2020 to \$29,675 this year. Some delegates had voiced concerns that they went online and found a lower rate at the Marriott Crystal Gateway for the same days as LTS.

Davies said she will verify, but

this has occurred in the past and it was determined the overall cost was higher for such rooms than the rate contracted to NAPS. The website has different fees for different days; overall, the cost most likely would be higher. There also was an issue of some members checking in and being told their rooms were comped; this was corrected.

Davies next discussed the national convention. Puerto Rico had expressed interest in hosting the 2026 National Convention, but does not qualify because there would be insufficient rooms available near the Convention Center. No other branch submitted a site for consideration. The Executive Board unanimously agreed any future sites submitted for consideration must allow the Postal Service access as part of the criteria to qualify. If the site won't allow the Postal Service on site, it will not be considered.

Warden gave the financial report. As of Feb. 28, 2022, NAPS investments totaled \$11,863,398.20. On June 1, 2021, NAPS investments totaled \$13,601,587.01. This is a 2022 fiscal year-to-date decrease of \$1,738,188.81 or 12.78%.

As of March 20, 2022, the NAPS General Fund Signature FCU checking account balance was \$245,117.44; the Signature FCU Money Market account was \$56,586.09, for a total of \$301,704.53.

As of Feb. 28, 2022, NAPS Property Inc. (NPI) had \$125,743 in cash on the balance sheet. There is \$133,595 in outstanding liabilities (security deposits, prepaid rents and accrued expenses), which means all cash is encumbered and there is no free cash flow.

LRB vacated its offices on the

1st and 3rd floors of the building as of Jan. 31, 2022, per the terms of its settlement agreement. The company is continuing to pay \$1,000/month for February and March as Comcast internet equipment remains in the storage closet in Suite 105. The settlement agreement provides for monthly payments of \$2,000/month toward the past-due balance, which STOLADI will monitor closely.

Current cash projections assume continued vacancy on the 2nd floor. An outside broker has been contracted to lease the space at the market rate of \$29 per square foot. The overall pace of leasing activity remains slow, but is anticipated to pick up as restrictions from COVID-19 begin to relax.

The cash forecast for the balance of the fiscal year assumes contributions of \$45,000/month from the landlord to cover the deficit created by delinquency from LRB and current vacancies and building operating expenses. However, to the extent vacancies are leased out and LRB continues payments toward their past-due balance, these contribution requests may be lowered.

Total square footage of rentable space is 44,922. This does not include common areas, such as the lobby, hallways and restrooms.

	Total Units	Total Area	Percentage	Monthly Rent	Annual Rent
Occupied	7	15,832.00	35.24	17,786.06	213,432.75
Vacant	4	29,090.00	64.75	0.00	0.00
Total	11	44,922.00		17,786.06	213,432.72

2021 Vacant Square Footage:

Suite 100	4,086 sq ft
Suite 200	700 sq ft
Suite 201	10,964 sq ft
Total	15,750 sq ft

As of Feb. 28, 2022, NAPS Headquarters social media results were as follows:

Facebook had 3,310 followers (up from 3,018 in February 2021; or 9.68%).

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

- The post with the highest reach during this period was from 8/25/21 (about 4.2k+ reach/views): "NAPS Newsbreak—NAPS Approves USPS EAS Pay Decision Through May 20, 2023."

The next highest posts/reach:

- 3/3/21 (3.7k+): "USPS Headquarters Announces Division Alignment, District Restructurings and Limited Voluntary Early Retirement (VER)."

- 2/24/22 (2.7k+): "NAPS Newsbreak—The National Association of Postal Supervisors Wins on All Points Before Federal Appeals Court in Challenge Over Pay, Benefits and Representation."

- 1/3/22 (2.3k+): "This article discusses a new collaboration between Dr. Joshua Colin, chief Retail and Delivery officer and EVP, and Isaac Cronkhite, chief Logistics and Processing Operations officer and EVP. The process is called the CRDO/CLPO IOP Scorecard."

- 2/24/21 (2.2k+): "USPS Facts: The Postal Service receives NO tax dollars

for operating expenses and relies on the sale of postage, products and services to fund its operations. Read the top 13 facts."

- 7/26/21 (2.1k+): "NAPS Exec-

utive Vice President Ivan Butts and NAPS Secretary/Treasurer Chuck Mulidore Attended a Town-Hall Style Meeting at the Pittsburgh NDC with Members of NAPS Branch 554.”

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

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

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

Twitter had 670 followers. Typical monthly impressions are approximately 3,000 to 5,000, depending on the type of news shared.

Instagram had 311 followers.

LinkedIn had 75 followers.

Web traffic for 2021 showed a 4.8% overall increase in users over 2020. The number of overall page views increased by 10.63%. Also, the data shows users who are visiting the page are clicking through more pages (fewer people are leaving after just visiting the first page on which they land). This is evidenced by the bounce rate decreasing by 3.27%.

Email continues to be a large driver for readership and traffic to NAPS’ website. The news pages and

magazine columns posted regularly also are some of the most-visited pages. It’s important to repost the magazine content on the website because it allows members and prospective members another avenue to get the information. It also provides consistent, regular and fresh content for the website, which is important for Google and searches. Five of the top-25 pages (20%) were from *The Postal Supervisor*.

Looking long term, in addition to the magazine content, it’s worth considering developing an ongoing content plan to have more original news/blog articles or other types of content written and shared on the website.

Articles from *The Postal Supervisor* get a lot of traction and are great, but if and when it makes sense, it is worth exploring the creation of more original content and articles exclusively for the website. This could help the website continue to grow web traffic, if that is the goal.

As of the January 2022 DCO (reflecting DCO membership through PPs 1 and 2), NAPS had 25,299 members (23,921 active and 1,378 associates; 94.55% and 5.45%, respectively). Total membership from a year ago (PPs 1 and 2, 2021), was 27,190 (25,852 active and 1,338 associate); an overall total SPLY decrease of 1,891 members or (6.95%).

As of the January 2022 DCO, the total number of active EAS nonmembers was 8,819. This number is based on the USPS payroll files of nonmember EAS employees who are coded nonpostmasters. Based on current membership totals, there are approximately 25.85% nonmembers.

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

check and has established the “High-Five Club” where a member can receive an additional check for \$25, a membership pin and certificate.

Local and state branches continue to receive their NAPS Nonmember and Change Summary reports, along with their DCO and Mail Address reports, on a monthly basis. In addition, a promotion report is sent to all Executive Board members to share with their respective branches. This report shows EAS employees who have just had their *Form 50* take effect that specific pay period. This is a good opportunity to contact those newly promoted into management.

Per a board motion, contracts expiring before the October 2022 Executive Board meeting to be discussed are John Wallace for accounting services and the STOLADI Group for NPI building management.

The board recessed for an hour and a half to attend the ceremony dedicating the Margarete A. Grant Executive Board Conference Room and unveiling the plaques honoring former NAPS Presidents Ted Keating and Louis Atkins.

National Auxiliary President Laurie D. Butts reported that \$9,470 was collected at LTS for SPAC. Butts thanked the Executive Board for its help and support. The resident officers and the Executive Board members thanked Auxiliary members for all the great work they do in supporting NAPS and helping SPAC reach a greater level.

After the Auxiliary report, two recommendations were presented:

Recommendation #1—Submitted by Chuck Mulidore, seconded by Richard Green, that NAPS give \$10,000 to the Auxiliary for expenses toward the 2022 NAPS National

Convention. The recommendation passed.

Recommendation #2—Submitted by Ivan Butts, seconded by Luz Moreno, that the NAPS resident officers purchase 50 tickets in support of the National Auxiliary luncheon—two tickets per each board member, purchased with NAPS funds. The recommendation passed.

Mulidore asked to reconsider Recommendation #1 and increase the amount from \$10,000 to \$15,000.00; Kevin Trayer seconded and the board agreed to the reconsideration. The recommendation passed by a 13 to 11 vote.

A copy of the 2022-2023 budget was given to all Executive Board members, then read. The budget presented was for June 2022 through May 2023, including the 2023 LTS budget and 2022 National Convention. The budget stipulated four columns, with the first showing the projected budget for the next fiscal year, the second column showing the present year's budget, the third column showing actual for the first eight months of the present fiscal year and the fourth column showing the projection for the end of the present fiscal year.

Director of Legislative & Political Affairs Bob Levi reported that approximately 20% of the surveys from LTS and the congressional visits had been received: 94% reported overall excellent/good; 95% of first-timers rated excellent/good. The Town Hall meeting rated 80% excellent/good and the LTS rated 82% excellent/good. Congressional presentations overall average rated 70% excellent/good as the rating differed for each presenter.

Twenty laptops were used at the

hotel to enable Zoom meetings; at times, all 20 were being used. One concern was delegates could hear what members on other Zoom meetings were saying. In the future, the stations should be spread out more effectively.

Levi informed the board that at 10:15 a.m., the confirmation hearing would take place to decide whether or not to confirm the two new USPS Board of Governors nominees. Also, the signing of H.R. 3076 was scheduled for the following week.

He said the LTS surveys offered great, positive feedback having both Democrats and Republicans attend and speak at LTS. The total amount raised at LTS for SPAC was \$13,350. The online raffle before LTS raised \$15,707, for a grand total of \$29,057.

Disciplinary Defense Fund Provider Al Lum and Mulidore reported that 42 cases were closed; 24 are pending—debt collection cases, 11 (17%); ELM 650 cases, 7 (10%); and MSPB cases, 48 (73%).

The major issue in MSPB cases is sexual harassment. The average cost per case is \$2,953.90—total cost of FY22 cases was \$76,801.48. There is a concern that 650 hearings are being denied, with the claim that the charges are egregious, but there is no clear definition of what constitutes “egregious.” MSPB cases totaled 48, with 21 (44%) settled: wins, 5 (11%); pending, 17 (35%); withdrawn, 1 (2%); and lost, 4 (8%).

Debt Collection Act cases totaled 11: wins, 4 (36%); pending, 5 (46%); settled, 1 (9%); lost, 1 (9%); and withdrawn, 0.

ELM 650 cases: wins, 2 (28.5%); lost, 3 (43%); and settled, 2 (28.5%). The types of cases being received are sexual misconduct (14), performance

(15), finance (11), attendance (9), violence (8), falsification (4) and theft (3). Questions and concerns were shared regarding charges in the cases. For 2021, agency action sustained 30 cases (76.9%), reversed 7 cases (17.9%) and mitigated two cases (5.1%). In 2020, 80% of cases were sustained.

Questions were asked regarding what can be done if special-exempt employees are instructed to work and are not paid. Statute 785.11 (for special-exempt) wage and hours revision specifies if an employee is entitled to work and get paid for additional hours and does not get compensated, they can file a complaint online with the U.S. Department of Labor, Wage and Hour Division.

The March consultative meeting was held in conjunction with the spring board meeting (*see page 8*).

PNC Bank representative Stacey Herndon discussed economic volatility; the situation in Russia is a concern and being closely watched. Also, oil prices are having a great effect. The U.S. Government is about to release oil reserves. Interest rates will increase about 1.5%. There will be continued volatility.

NAPS' portfolio is pretty defensive, which offers more protection in a downfall. There will be decelerating growth, unlike last year's 12% growth—probably a 5% to 6% annual return. It is believed the market was not prepared for higher oil prices and the war in Ukraine.

Inflation is projected to normalize to 2% - 2.5% in 2023. The NAPS portfolio's mutual fund with exposure to Russia is .1%—\$12,000. NAPS' exposure is very low as it has a conservative portfolio, but it needs to be prepared for volatility.

Regarding the 2026 NAPS National Convention, as specified in the NAPS *Constitution*, Article 7, Section 4, the Executive Board voted on the convention site for the 2026 National Convention. San Juan, PR, was submitted by San Juan Branch 216 for consideration, but did not qualify as the hotels did not release a sufficient number of rooms.

ConferenceDirect requested proposals from hotels throughout the country. Seven hotels that responded and met NAPS' criteria were shared with the board: Indianapolis, IN; Chicago, IL; Memphis, TN; Cleveland, OH; San Francisco, CA; and two sites in Orlando, FL.

A discussion was held, then a vote was taken; Cleveland and San Francisco were the top two choices. Neither received a majority of the vote, so a runoff vote was held. San Francisco was selected as the site for the 2026 NAPS National Convention.

Bruce Moyer, NAPS' legal counsel, updated the board on the Montgomery case (Scialla and Simpson). The judge ruled on a motion for summary judgment and dismissed NAPS from the case about one year ago. NAPS filed for summary judgment and won. The defendant could decide to file a former-consideration or appeal.

Moyer reviewed the NAPS lawsuit and pointed out the case was remanded to the District Court to seek a determination on SDA and pay comparability. UPMA has asked the court to reconsider by asking the full appellate court to reconsider the appeal court's three-judge panel's decision.

Moyer believes it is unlikely the court will take the case as the three-judge panel's decision was unanimous; petitions are filed, but rarely granted. The Postal Service has until

April 8, 2022, to file, should the agency decide to appeal. Until the matter is final in the appellate court, it won't be remanded to the District Court.

Moyer said that if the appellate court does not take the case, it could be appealed to the Supreme Court. A settlement between NAPS and the Postal Service would be possible if both sides are willing. Legally, UPMA only can represent managers and postmasters. The association can sign supervisors as members, but cannot represent them outside disciplinary issues. NAPS represents managers, postmasters and supervisors in all aspects.

Eric Berlin, senior director, and Jessica Miller, managing director, from the commercial real estate company Cushman & Wakefield addressed the board. Effective Jan. 1, 2022, NAPS contracted with the company to find tenants for the vacant space in the NAPS building; STOLADI was the previous realtor. NAPS signed an agreement with Cushman & Wakefield for one year.

The company has offices throughout the country and works with a number of associations and nonprofits. It has a submarket just for Old Town Alexandria. Vacancies in Old Town are 11%; subleases bring it to 12%. Typically, Old Town has single-digit vacancies and has the lowest submarket vacancy in Northern Virginia.

Cushman & Wakefield sees the potential for educational and medical uses. The challenge is many companies still are allowing employees to work from home. The realtor is targeting small businesses for nonprofit buildings. Concession packets have changed, but rents remain high in other buildings in Old Town. NAPS

has lowered the square-footage rate, but is limiting concessions.

The current trend is many companies are renewing leases, but with shorter terms and leasing less square footage in other buildings. It would be difficult to convert some of the space to residential as NAPS is part of the King Street Condominium Association.

A presentation was given on vacant commercial real estate in Old Town and Cushman and Wakefield's plan to lease NAPS' vacant space. Under consideration is having an open house; about 75% of brokers have not seen the NAPS property.

Next were the NAPS committees updates. Butts announced he has formed a new committee: NAPS Property Inc. (NPI). Illini Area Vice President Luz Moreno is chair; committee members are Eastern Region Vice President Richard Green and Texas Area Vice President Jaime Elizondo.

Ethics—Central Region Vice President Craig Johnson (chair), Central Gulf Region Vice President Roy Beaudoin, Eastern Region Vice President Richard Green, Northeast Region Vice President Tommy Roma and Western Region Vice President Marilyn Walton.

An ethics concern was presented to Butts who referred it to Executive Board Chair Tim Ford during the Executive Board meeting. The concern then was given to the Ethics Committee, which met and investigated, as well as spoke with the individual in question. It was determined there was no ethics violation.

Constitution & Bylaws—Texas Area Vice President Jaime Elizondo (chair), New England Area Vice President Bill Austin, North Central Area Vice President Dan Mooney,

Rocky Mountain Area Vice President Myrna Pashinski and Northwest Area Vice President John Valuet. The committee submitted resolutions for consideration to amend the *Constitution & Bylaws* at the upcoming national convention in New Orleans. Seven resolutions were submitted and passed. The resolutions will be submitted for consideration to the body at the national convention.

SWCs—Northeast Region Vice President Tommy Roma (chair), Secretary/Treasurer Jimmy Warden, Mideast Area Vice President Tony Dallojacono, Capitol-Atlantic Vice President Troy Griffin, Northwest Area Vice President John Valuet and former Secretary/Treasurer John Aceves. On March 15, a Zoom meeting was held with the resident officers and the committee members.

The Postal Service previously discussed and presented the resident officers with a SWCs proposal that was shared with the committee. The new proposal basically keeps the current SWCs format, but recommendations were made to add credit for specific employee groups.

There is concern that the workload-based program previously built is not being incorporated into the new SWCs proposal. The new proposal does not eliminate any credit presently given to an office, station or branch. It is proposed that credit be granted for RCAs-ARCs, relief postmasters and Sunday hubs, as well as a change to the 35:1 ratio and the requirement to be authorized a SCSS.

There was discussion on whether the new proposal helps larger cities or the suburbs. There also was discussion regarding the previous workload-based program as some of a supervisor's duties no longer are

being performed by a supervisor. Recommendations were made by the committee members for Butts to send a counterproposal to the Postal Service.

Roma thanked his committee members for their dedication to this project.

Duties and Responsibilities—Cotton Belt Area Vice President Shri Green (chair), Central Gulf Area Vice President Roy Beaudoin, Illini Area Vice President Luz Moreno and Pioneer Area Vice President Tim Needham. Two recommendations were submitted:

Recommendation #8—That a new paragraph 5 be added to the Expense Allowance section of the *NAPS Officers Duties & Responsibilities* to address outgoing board members' national convention expenses. The new paragraph reads:

“During a national convention, if a current NAPS Executive Board member (regional vice president or area vice president) is not reelected or elected to a new position on the Executive Board, NAPS Headquarters will reimburse the outgoing board member's related national convention expenses for their return trip home for the day following the last official day of the national convention. This one day of reimbursement will include airfare, baggage fees, mileage, parking fees, meals for self and one guest and one day of substitution pay. In the event the outgoing board member is approved in advance by the NAPS president to return home on the second day following the close of the national convention, total return travel reimbursement paid by NAPS Headquarters will include one additional hotel night stay plus applicable taxes, air-

fare, baggage fees, mileage, parking fees, two days of substitution pay and two days of meals for self and guest.”

The recommendation passed.

Recommendation #9—That a new paragraph 5 be added to the Expense Allowance section of the *NAPS Officers Duties and Responsibilities* to address outgoing board members' national convention expenses. The new paragraph reads:

“During a national convention, if a current NAPS Executive Board member (regional vice president or area vice president) is not reelected or elected to a new position on the Executive Board, NAPS Headquarters will reimburse the outgoing board member's related national convention expenses for their return trip home for the day following the last official day of the national convention. This one day of reimbursement will include airfare, baggage fees, mileage, parking fees, meals for self and one guest and one day of substitution pay. In the event the outgoing board member is approved in advance by the NAPS president to return home on the second day following the close of the national convention, total return travel reimbursement paid by NAPS Headquarters will include one additional hotel night stay plus applicable taxes, airfare, baggage fees, mileage, parking fees, two days of substitution pay and two days of meals for self and guest. The outgoing board member will not have access to their former board allowance account starting the first day following the final adjournment or close of the national convention.”

The recommendation passed. The *NAPS Officers Duties & Responsibilities* will be updated. Green acknowledged and thanked her committee.

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

Walton reported that she communicated weekly COVID updates provided by Rep. John Garamendi (D-CA) and communicated all legislative alerts to her members. During the Western Region Training Seminar, a very successful SPAC raffle was conducted; \$7,300 was raised—exceeding the original goal of \$5,000.

Walton attended Rep. Mike Thompson's (D-CA) annual Christmas celebration at the Culinary Institute in NAPA Valley. He is a member of the Ways & Means Committee so Walton and her team had an opportunity to express their concern about H.R. 3076 being stalled in his committee.

She attended all branch and Zoom meetings and also provided legislative updates, promoted SPAC, encouraging everyone to contribute. California branches had two additional SPAC fundraisers for 2022: Los Angeles Branch 39 in January and Margarete A. Grant Branch 127 in February. California NAPS members participated in the NAPS virtual SPAC raffle in February.

Walton reported on the 23rd Annual California Postal Legislative Coalition event on Feb. 6. Because of COVID, the event was held via Zoom. The keynote speaker was Dr. Shirley Weber, California State secretary, who is a strong proponent of voting by mail. Weber reported that over 19 million Californians voted by mail in the 2020 elections and the 2021 governor's recall election. California

continues to encourage voting by mail and, as an extra incentive, the return envelope is postage-paid.

Guests attending the event included national and state representatives of all the postal unions, management associations, NARFE and a representative from the Alameda County AFL-CIO. It was a great, informative event.

Walton thanked Butts for greeting attendees and welcoming them to the event. A special thanks to Mulidore and Warden, as well as Bob Levi for his knowledgeable and informative presentation. Walton said she was honored to be cohost with Ron Jones, NALC California State vice president.

California learned in January it is leading the nation in SPAC contributions. California NAPS members are fired up and intend to continue to lead the nation in contributions. The California State Branch is planning a big event for its 100th anniversary convention in April and will have a very ambitious SPAC fundraiser.

Perez reported on events supporting NAPS' legislative initiatives and what he and his members have done thus far:

1. On Dec. 14, 2021, Bob Levi notified Perez that Joe Morelle, a candidate for a congressional seat, was having a meeting and NAPS was invited to attend. Branch 11 President Scott Englert and Legislative Chair Jessmer Spencer planned to attend the Rochester event, which was canceled due to COVID.

2. On Jan. 7, Perez messaged his area distribution list that the SPAC raffle and prizes for LTS were open for business.

3. On Jan. 25, Perez held a Zoom meeting with the New York Area,

Puerto Rico and the U.S. Virgin Islands that included Levi and Mulidore to discuss the upcoming LTS and bills needing everyone's support, especially H.R. 3076, sponsored by Rep. Carolyn Maloney (D-NY).

4. On Feb. 3, Perez messaged his area distribution list to go on the NAPS website and support the NAPS Legislative Action Center and communicate support to their representatives for H.R. 3076, which was being voted on that day.

5. On Feb. 12, Warden spoke at FDR Station Plaza in Manhattan, thanking Maloney personally for getting H.R. 3076 passed in the House with a bipartisan consensus. NAPS members attended, led by Branch 100 President Tom Hughes.

6. Feb. 13, Warden again spoke at FDR Station Plaza, this time to thank Senate Majority Leader Chuck Schumer for introducing H.R. 3076 in the Senate. Schumer promised to get the bill passed. Branch 100 President Tom Hughes and his members were present.

7. On March 1, Perez messaged his area distribution list with an additional reminder for members to use the NAPS Action Center and urge their legislative leaders to put H.R. 3076 up for a vote as soon as possible.

Trayer was proud to report the Michiana Area members worked hard on helping get H.R. 3076 to the finish line. Indiana and Michigan held state conventions with SPAC raffles.

He noted this year's LTS attendance was not as strong as in previous years. Many of Michigan's congressional members would not meet with them. Trayer had a face-to-face meeting with Rep. Fred Upton (R-MI). Just as H.R. 3076 was a top priority, now, NAPS members need to roll up

their sleeves and get H.R. 3077 passed.

At this year's Central Region Training symposium and Michigan State Convention, SPAC collections will be a priority.

Quinlan acknowledged it has been a busy year for postal reform. The big push was for H.R. 3076 and it passed, thanks to a team effort back home and from the NAPS resident officers.

He gave a shout-out to Florida and Georgia members for their excellent job in spreading the word. Quinlan already had contacted Republican Sens. Marco Rubio and Rick Scott to ask for their support of the bill when it goes to the Senate.

Quinlan provided the voting record of Florida House members on H.R. 3076; there were 20 yeas and 7 nays.

Richard Green reported that, since the fall board meeting, Eastern Region members have engaged with their lawmakers to drive home the importance of passing postal legislation. Eastern Region Executive Board members asked their members, through in-person and Zoom meetings, to become involved in the legislative process and reach out to their representatives and senators by using emails sent to NAPS members by Bob Levi to engage their representatives concerning the importance of supporting postal legislation.

He said the work of NAPS members came to fruition as H.R. 3076 was passed by both houses of Congress and was sent to President Biden for his signature.

At the Eastern Region Cabinet Meeting in January, Mulidore provided a briefing of the upcoming legislative agenda and an overview of LTS. The members were engaged and motivated to do everything asked at

the grassroots level to drive NAPS' legislative agenda and were looking forward to LTS. Members raised \$4,555 for SPAC at the meeting.

Walton thanked her committee members.

PFP Advisory—North Central Area Vice President Dan Mooney (chair), Immediate Past President Brian Wagner, Eastern Region Vice President Richard Green, Capitol-Atlantic Vice President Troy Griffin and New York Area Vice President Dee Perez. The committee updated the board on the FY21 NPA mitigation NAPS presented to USPS Headquarters in December 2021.

NAPS had asked for FY21 NPA to be set aside and everyone given a 3% raise based on impacts of the ongoing COVID pandemic. The Postal Service decided to continue with NPA even though it wasn't until June (75% through the fiscal year) that a scorecard was released, then everyone was relegated to a national scorecard.

The mitigation NAPS presented was based on factual events from FY21 that were major impacts on postal operations. Despite those facts outlined in mitigation, the Postal Service denied NAPS' mitigation request for an extra one-half percent.

The committee then updated the board on the various timelines that USPS Headquarters gave NAPS for FY22 NPA goals, weights and targets. It was given to NAPS in four pieces. NAPS also asked the USPS for specific historical information on scores and data to help review FY22 NPA goals. NAPS was not given any of that information.

As a result, NAPS again asked that FY22 NPA be set aside and everyone be given a 3% raise based on the fact NAPS was not given an opportunity

to be part of the development and goal setting for FY22 NPA.

Mooney thanked the PFP Committee members for their work.

Postmaster—Pioneer Area Vice President Tim Needham (chair), New York Area Vice President Dee Perez, Michiana Area Vice President Kevin Trayer and MINK Area Vice President Kelly McCartney. The committee met on Thursday, March 31, and discussed obtaining or creating a distribution list for postmaster members to share information and use to communicate future Zoom meetings. The group would like to have an initial meeting with the National Postmaster Committee to involve them in setting up monthly training via Zoom.

The training topics would incorporate NAPS issues, as well as education, in their duties and responsibilities as a postmaster. The committee plans to discuss a membership drive with the national committee, using its current members to recruit new postmaster members. Zoom meetings would be scheduled on a monthly basis.

Needham thanked his committee members.

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

A Zoom meeting was held to discuss previous emails Wagner sent regarding the modules on which the committee has been working. The committee discussed adding the *ELM* Chapter 7 portion about supervisors and managers being required to provide training. The committee agreed it should add to the 650 training only

as an additional defense to discipline issues.

Pashinski purchased 30 thumb drives for the Executive Board; Wagner will copy the modules to give to each board member to use for trainings in their areas. This was completed and given to each Executive Board member.

The committee is going to look further at modules on balloting and elections, updating constitutions and bylaws for branches and where to add Garrity, Kalkines and Miranda rights into which training module.

Pashinski thanked her committee members.

Plant—Pacific Area Vice President Chuck Lum (chair), President Ivan D. Butts, Texas Area Vice President Jaime Elizondo, Cotton Belt Area Vice President Shri Green and Illini Area Vice President Luz Moreno. A Plant Staffing Committee Survey was performed with plant employees that concentrated on the tasks and frequency needed to perform Organizational Effectiveness.

Then, logistics, processing and maintenance received a survey. It's uncertain as to how the results will be used. The committee would like to know the percentage who took the survey.

Lum acknowledged and thanked his committee members.

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

Warden gave a final reading of

the budget. A discussion was held regarding the budget that consisted of next fiscal year's budget, the 2022 National Convention and 2023 LTS. Concerns were raised regarding expenses for the 2021 National Convention.

The board was informed of additional expenses not budgeted due to COVID, as well as the SPAC reception and the grab-and-go lunch on Monday. Butts said he would establish a Budget Committee to review 2021 National Convention expenses.

Motion #1—Submitted by Moreno, seconded by Trayer, that:

"The Executive Board accepts the 2022-2023 budget proposed by Secretary/Treasurer Jimmy Warden."

Voting "yes" were Butts, Mulidore, Warden, Roma, R. Green, Johnson, Walton, Austin, Perez, Dallojacono, Griffin, Needham, Trayer, Moreno, Mooney, Quinlan, Beaudoin, Pashinski and Lum. Voting "no" were McCartney, S. Green, Elizondo, Valuet and Wagner. The motion passed 19-5.

The drawing for seat selections at the 68th National Convention was held. Sections were chosen by region for business session seating and Friday night's grand banquet.

Motion #2—Submitted by Wagner, seconded by Roma, that:

"NAPS and the resident officers accept the four amendments of the NAPS and STOLADI agreement as presented with the terms stated in the agreement from March 2, 2022, to Feb. 28, 2025. The motion passed 24-0.

Recommendation #10—Submitted by Wagner, seconded by Lum, that:

"Effective for calendar year 2022 and each calendar year thereafter that active, associate and Auxiliary members whose total calendar year

contribution to NAPS' Supervisors' Political Action Committee (SPAC) is \$1,000 or more (President's Ultimate level) will be the only SPAC level to receive an invitation for self and one guest to attend the following year's SPAC Reception."

The recommendation failed.

Recommendation #11—Submitted by Wagner, seconded by Moreno, that:

"Effective Sept. 1, 2022, in odd-numbered years, the annual NAPS SPAC Reception will be held during the Legislative Training Seminar and in even-numbered years, the SPAC Reception will be held during the national convention. In the event LTS and the national convention are held during the same odd-numbered year, the SPAC Reception will be held at the national convention."

The recommendation failed.

Recommendation #12—Submitted by Wagner, seconded by McCartney, that:

"The NAPS resident officers enter into discussions with NAPS Accountant Jack Wallace to reach a reasonable agreement to renew Wallace's current service contract for five years that includes a contract fee of \$3,900 per month over the length of the five-year contract. In the event the resident officers cannot reach a reasonable contract agreement with Wallace, the resident officers will seek new accounting services per NAPS' current contract policy."

The recommendation passed.

For new business, it was asked where the New Supervisor Program stands and if pilots are being conducted. A meeting was held with the resident officers and the Postal Service. NAPS was told it could participate in

reviewing the new training modules.

NAPS was not made aware of pilots with craft unions on how to improve employee retention. This issue was addressed at the Central Region. Pilots were conducted in Warren, MI; Denver, CO; Louisville, KY; and in Wisconsin. CCAs are placed on a route and work only eight hours; retention has greatly improved. CCAs don't get moved for 60 days and are not allowed to work over a certain number of hours.

Butts and board members thanked Ford, Quinlan, Beaudoin and Needham for their dedicated work and friendship to NAPS; they will not seek reelection.

The 68th National Convention board meeting is scheduled for Saturday, Aug. 6, at the Hyatt Regency New Orleans. The fall Executive Board meeting dates are Oct. 22-27.

Board members were asked to state their intentions regarding running for office:

Ivan Butts—Running for NAPS president

Chuck Mulidore—Running for NAPS executive vice president

Jimmy Warden—Running for NAPS secretary/treasurer

Tommy Roma—Running for Northeast Region vice president

Richard Green—Running for Eastern Region vice president

Craig Johnson—Running for Central Region vice president

Tim Ford—Will not run for Southern Region vice president

Marilyn Walton—Running for Western Region vice president

Bill Austin—Running for New England Area vice president

Dee Perez—Running for New York Area vice president

Tony Dallojacono—Running for

Mideast Area vice president

Tim Needham—Will not run for Pioneer Area vice president

Troy Griffin—Running for Capitol-Atlantic Area vice president

Kevin Trayer—Running for

Michiana Area vice president

Luz Moreno—Running for Illini Area vice president

Dan Mooney—Running for

North Central Area vice president

Kelly McCartney—Running for MINK Area vice president

Bob Quinlan—Will not run for Southeast Area vice president

Roy Beaudoin—Will not run for Central Gulf Area vice president

Shri Green—Running for Cotton Belt Area vice president

Jaime Elizondo—Running for Southern Region vice president

John Valuet—Running for Northwest Area vice president

Myrna Pashinski—Running for Rocky Mountain Area vice president

Chuck Lum—Running for Pacific Area vice president

For the good of the association, Tim Ford, Bob Quinlan, Roy Beaudoin and Tim Needham thanked board members for their partnership and friendship.

In his closing remarks, President Butts thanked the board for the great work during the spring board meeting. He again thanked Chuck and Bob for running a great LTS. He thanked those board members not running for reelection for all their years of service. "It was great seeing everyone and it is an honor working in this position," he declared. "Safe travels home."

The closing prayer was led by Moreno. Quinlan made a motion, seconded by Beaudoin, to adjourn; the motion was adopted.

Legislative Update

Continued from page 27

ans note that although Washington had an intense and personal interest in ratification, he fervently opposed limiting debate on the issue. He also thought that postal censorship could jeopardize ratification. Finally, he believed that entangling the Post Office with partisanship would reduce political engagement and delegitimize the republic.

Washington's outrage with Hazard was abundantly clear when, after he was elected America's first president in 1789, Washington reappointed all existing federal officials with the exception of Hazard. Consequently, Samuel Osgood was the first presidentially appointed postmaster general.

On a side note, it appears that Alexander Hamilton, as President Washington's Secretary of the Treasury, sought to offset Revolutionary War debt with postage-stamp revenue. Despite the Constitution's delegating to Congress the authority to "establish post offices and post roads," Hamilton had a strong interest in running postal operations out of the Treasury Department.

Ironically, Secretary of State Thomas Jefferson wanted to run the Post Office out of the State Department. Postal operations and revenue were so important that two of America's Founding Fathers clashed over its authority. In 1792, Congress and Washington settled the skirmish by signing into law the Postal Service Act of 1792, which established the U.S. Post Office as a cabinet department led by the postmaster general.

While the Post Office has not been a cabinet-level agency for the past 51 years, many of the same discussions about the appropriate role of the Postal Service and its operations date back to the founding of our nation. The debate continues.

naps.rl@naps.org

Postmaster Pride—Embracing the Challenge

Kanani Alos

As we continue to manage day-to-day operations, there are challenges we all face daily. Reorganizational changes have diminished districts, making it difficult to get the local support we need to be successful. The impact also has affected our members who must learn new jobs while transitioning out of their old positions, inheriting new titles and facing greater responsibilities.



Often, cookie cutter, one-size-fits-all strategies are handed down to us, but require modification to fit our unique issues. We are feeling overwhelmed with our responsibilities, which have become more demanding than ever before.

During these challenging times, it is important to have your fellow postmasters on whom you can rely for support, something for which I am grateful every day. We survive by sticking together, encouraging each other and doing the best we can with the resources we have—each other.

Regardless of the challenges we face daily, we still are steadfast in performing our duties and responsibilities. Our ultimate responsibility is to uphold the brand while taking care of our customers and employees.

In our current environment, rarely are we able to walk into our offices first thing in the morning and consider customer service our core task. We often must focus our time and energy on analyzing opportunities to develop strategies and tactics that are actionable and trackable just to get

off a report. We are doing mail counts first thing in the morning, followed by load observations and ride-outs to review carrier efficiencies and productivities, then logging onto telecons, while covering absences, responding to emails and making sure we have completed specific surveys and tasks on our checklist.

Seldom is an old-fashioned customer service issue the priority of our day. Nonetheless, as busy as our day can be as postmasters, we need to take a moment and remind ourselves to balance the needs of the organization with its purpose: “To provide the nation with reliable, affordable, universal mail service.” It all begins in the offices we have taken the responsibility to manage.

As part of the Hawaii District, we have postmasters on islands with unique challenges involving mail arrival through air and surface transportation. Servicing customers can be extremely difficult, especially when managing an office over 3,700 miles away from the continental U.S. This holds true for Saipan Postmaster Harry Wilcox.

He shared with me the challenges he faces being so far away. To Saipan residents, Postal Service employees are the face of the U.S. government. Their presence and efforts in customer service are a direct representation of the federal government and often the only government entity with which these residents have contact.

Beyond the constant changes we experience, this island postmaster

has unique issues involving delivery the majority of us do not have. The whole island only receives mail through PO box service. Although they have street addresses on the island, there is no carrier service.

This makes it difficult for Wilcox’s retail customers who only accept mail at their street addresses. Unfortunately, when items arrive

Continued on page 67

Resident Officer Candidates Announced

At the 2010 NAPS National Convention, Resolution #57 was passed:

“WHEREAS, *The Postal Supervisor* is a monthly publication paid for by members’ dues, and

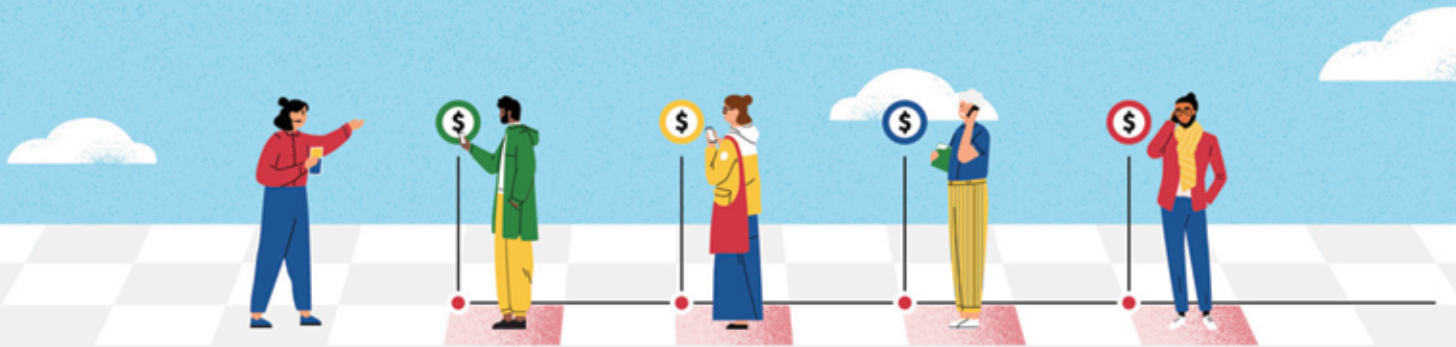
“WHEREAS, For the first time in the history of NAPS, officially announced resident officer candidates are allowed to place election advertisements in *The Postal Supervisor*, and

“WHEREAS, The officially announced resident officer candidates are being required to purchase these advertisements, therefore be it

“RESOLVED, That, for the good of the membership, NAPS puts in print in *The Postal Supervisor* the currently announced candidates for the three national officers in three issues before the convention.”

These NAPS members have announced their candidacies for the three resident officer positions:

President—Ivan D. Butts
Executive Vice President—
Chuck Mulidore
Secretary/Treasurer—
James Warden



Remember these **key dates** as we add new TSP features and make other changes.

To ensure a smooth transition, the TSP will temporarily suspend certain transactions and services. For a **full calendar of key dates and deadlines** during this transition, visit tsp.gov/changes.

Expected transition dates

May 16 to the first week of June

Full access and transactions restored

First week of June

All transactions, My Account, and the ThriftLine temporarily unavailable

May 26 to the first week of June

Contributions and payments continue during the transition period

- Your TSP savings remain invested in the TSP funds you've chosen
- Payroll contributions and loan payments continue

We're all about helping you reach your financial goals. That's why we're excited to tell you about these **new features coming later this year**:



A mobile app that puts account management at your fingertips:

- Access to your account from anywhere, anytime
- Year-to-date fund performance, balance history, and current investment mix
- Online transactions to move money between funds, and more



A new My Account interface designed with you in mind



Additional layers of security to enhance your account protections



Secure logins with the option to use your device biometrics, such as fingerprint or facial recognition



More investment options



Convenient support how you want it, when you need it:

- Online chat function to connect with a ThriftLine Representative
- 24/7 virtual assistant on our website
- Phone access to speak with a ThriftLine Representative



Personalized support to roll over money to your TSP from eligible accounts



Electronic signatures and online payment options that reduce paperwork and save time

We designed these tools to help you map out your retirement and align your TSP experience with how you access your bank or other financial institutions.



For more information, visit tsp.gov/changes



SCAN ME

Key TSP transition dates

Expected transition dates

May 16 to the first week of June

All transactions temporarily unavailable

May 26 to the first week of June

Full access and transactions restored

First week of June

Go to tsp.gov/forward to see the full calendar of key dates and deadlines.

How to prepare for the transition

Most TSP participants won't need to take any actions to prepare for new TSP features and other changes. Your money will remain invested in the TSP funds you've chosen.

Depending on your situation, here are steps you may want to take:

- **Complete transactions and update profile information.** If you're planning to request or complete a transaction, change your current investment choices or update your contact information in My Account soon, you should be aware of key transition dates and deadlines when we need to make transactions and services temporarily unavailable. Go to tsp.gov/forward to see the full calendar of key dates and deadlines. Keep in mind that after the transition, you'll be able to complete most transactions entirely online.
- **Download historical documents in My Account.** Documents and messages currently available in My Account will not transfer to the new system, but you'll be able to request them if you need them later. Statements that post after the transition will be available to you in My Account going forward.
- **Check your investment choices.** While your current TSP investments will remain active during this transition period, we'll need to temporarily suspend investment changes toward the end of the transition period, beginning May 26, 2022.

Once the transition is complete, all TSP participants will need to set up a new login for the new My Account. This one-time setup process will give you step-by-step prompts to make it simple for you to verify your identity, create a username and password, update your contact information and set up your account security. Once you log in to My Account, you'll notice a fresh design, new tools and enhanced features to help you manage your account

The Training Gap

Bobby Bock

As we try to get past COVID and back to the new normal, the Postal Service has announced it is going to actively seek to fill all current EAS vacancies in the field. Our training centers will be operating at full capacity, bringing new supervisors up to speed to manage a multi-generational-based workforce.



I foresee problems with providing training to our newest supervisors because the workforce we manage has changed in the past several years. The mix of Generation-X, -Z and soon to come -Alpha employees we now are managing means our employees cannot all be managed the same way.

I recently reviewed my HERO profile and realized I have not had much training lately in how to manage the different types of employees we have on the workroom floor. As a Vehicle Maintenance acting manager, I've attended classroom training, online training and manufacturer training, but none of my recent training has been on the dynamics of human relations.

We desperately need training on how to interact with our employees. Here's a quick example that occurred over Christmas. I had a younger employee who has nonscheduled days of Saturday and Sunday; he was forced to work on Christmas Eve as our facility had to support Operations by keeping vehicles on the street, moving the mail.

My technician felt that, because he was not in delivery, he should not

have been forced to work Christmas Eve. On the other hand, as an older employee, I understood that I would have to work on Christmas Eve. I explained to the younger technician that, even though I had 39 years in the Postal Service, I was going to work on Christmas Eve. And my boss didn't even have to tell me to report. I came to work because I knew I had to.

I know many of my fellow supervisors are experiencing this same situation as newer employees have different ideas about how to approach their jobs. I am of the belief that a person's commitment to their job is commensurate with their level in the Postal Service. A one-size-fits-all management style no longer is effective in today's Postal Service.

Those of us in leadership positions need to enhance our skills in the dynamics of managing a complex and diverse workforce. And the Postal Service needs to identify training for all supervisors and managers to equip them with the skillsets they need to engage employees, regardless if they are the most senior or the newest noncareer employee.

NAPS should urge the Postal Service to consider developing training to better equip our supervisors and managers to get better results in managing a multi-generational Postal Service. Alternatively, NAPS needs to step up and provide this training to our members.

bocknaps406@aol.com

Bobby Bock is president of Central Florida Branch 406.

Thrift Savings Plan

Fund	G	F	C	S	I
May 2022	0.21%	1.13%	(1.65%)	(3.53%)	1.19%
12-month	1.71%	(7.59%)	(2.12%)	(21.10%)	(11.00%)
Fund	L Income	L 2025	L 2030	L 2035	L 2040
May 2022	0.04%	(0.15%)	(0.35%)	(0.41%)	(0.48%)
12-month	(0.90%)	(2.51%)	(4.39%)	(5.07%)	(5.70%)
Fund	L 2045	L 2050	L 2055	L 2060	L 2065
May 2022	(0.54%)	(0.61%)	(0.89%)	(0.89%)	(0.89%)
12-month	(6.32%)	(6.85%)	(8.04%)	(8.04%)	(8.05%)

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

Visit the TSP website at www.tsp.gov

National Association of Postal Supervisors

Louis M. Atkins Presidential Student Scholarships

Deadline: Dec. 31, 2022

The **Louis M. Atkins Presidential Student Scholarships** are awarded to honor former President Louis Atkins and other former NAPS presidents for their dedication to NAPS members and their families. These scholarships are sponsored solely by NAPS.



Applications must be received no later than Dec. 31, 2022. Online applications only will be accepted using the NAPS website. Please go to www.naps.org under the “Members” tab to apply for the **Louis M. Atkins Presidential Student Scholarships**, or go to <https://naps.org/Members-Scholarship>.

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

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

Scholarship winners will be announced in January 2023. In addition, the scholarship winners will be listed in the March 2023 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Louis M. Atkins Presidential Student Scholarship** will receive a check, payable to the college or university listed in the application, in January 2023. Scholarships may be used to pay expenses in the student’s current or following semester.

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

Notes

from the National Auxiliary

'Summer's Here and the Time Is Right for Dancing in the Street'

Skip Corley

Capitol-Atlantic Area Vice President

"They're dancing down in New Orleans." Good old New Orleans, the grand city of music, good eats, plenty of fun and where our NAPS 68th National Conventions will take place this August.

Now, you'll want to enjoy all the good eating, shopping and fun things happening. But, hold on. You do know that, for most of the

past year, you've been confined to your house. Before we get too excited about our trip to New Orleans, we have to prepare ourselves by getting our bodies ready.

Let's think about doing some exercising—nothing really strenuous. There are some easy exercises we can do in the comfort of our homes. I dusted off a treadmill we had put in the storage room. Most days, I can run on it for about 20 minutes. Since the weather is warming up, I also



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

walk around the block and ride my bicycle a couple miles.

A trip to New Orleans makes for a good road trip, but before you go,

Time is running out! Ticket orders must be received by July 31; no tickets will be sold on-site.

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.

there are some things you should think about and do:

- Gas is expensive; the price per gallon keeps rising. Flying might be cheaper than driving.

- Make sure your vehicle is road-trip ready by getting the engine tuned. A properly tuned engine will give you optimal fuel efficiency and more miles for your dollar.

- And don't forget the tires. The condition of your tires can signifi-

cantly impact fuel economy.

We also must remember COVID-19 still is very real. The numbers are trending in the right direction, but let's not get too comfortable and not take precautions. The three Ws can make a big difference: Wear a mask, wash your hands and watch your distance.

I'm hoping to see all of you in New Orleans. Stay safe.

skicor@ymail.com

The NAPS Postmaster

Continued from page 61

through the Postal Service network, he has no choice but to return them immediately. On the brighter side, his customers can benefit from shopping the Amazon and Walmart network. At the click of a button, they can get needed products and have them delivered to their PO boxes on the island.

Now, think about the perfect customer experience. Think about how we must manage our wait-time-in-line to service customers in five minutes or less. Now, imagine being in an office where every package leaving requires a customs' form!

To those who are part of the Retail Customer Experience (RCE) program, this would be a complete nightmare—not to forget the recent changes U.S. Customs has dictated requiring customers to enter these labels online. We no longer can accept handwritten customs forms. If customers do not have access to a computer, guess what? We must enter it into the CBPman system. Fortunately, Wilcox does not have to worry about wait-time-in-line and the RCE. However, being customer-service oriented, he still worries about servicing his customers in a timely manner.

Near or far, regardless of where you are, we all have unique challeng-

es to overcome each day while making sure we take care of our customers and employees with a smile. Remember the oath we all took to uphold the brand and manage our operations with dignity and respect.

Take pride in your work and be confident when making decisions. Rely on your support system, your fellow postmasters and remember why you chose to be a postmaster. Let us do this because our customers and employees are counting on us to make things happen. Embrace the challenge!

kananz@hawaii.rr.com

Kanani Alos is postmaster of Kaneohe, HI.



On the Move?

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

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

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

National Auxiliary Executive Board

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Shirley Bradford

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May Nazareno

Pacific Area

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

Region vacant: Northeast

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



Make a splash this summer

Thinking about adding a pool to your backyard? Or, booking that dream vacation on your bucket list?

From backyard transformations to tropical getaways, our **Make a Splash loan** could help you enjoy this summer to the fullest!



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- Terms from 24 - 84 months

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*APR = Annual Percentage Rate. Your actual APR will be determined at the time of application and will be based on your application and credit information. Not all applicants qualify for the lowest rate. Rate quoted assumes excellent borrower credit history. Rates are set by the Board of Directors and may change without notice. Estimated payment is \$44.55 per \$1,000 financed and is based on the lowest rate and a term of 24 months. Payments will vary based on the rate and term you qualify for.

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