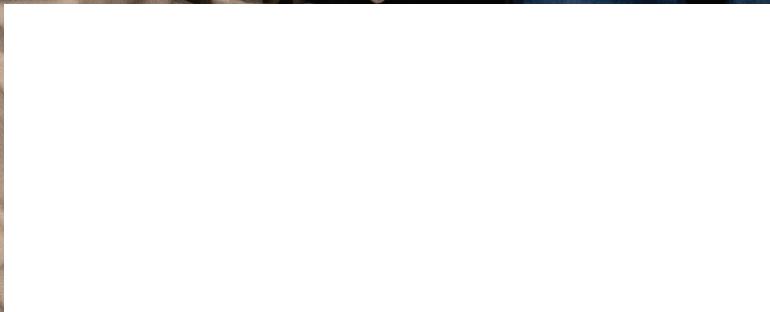
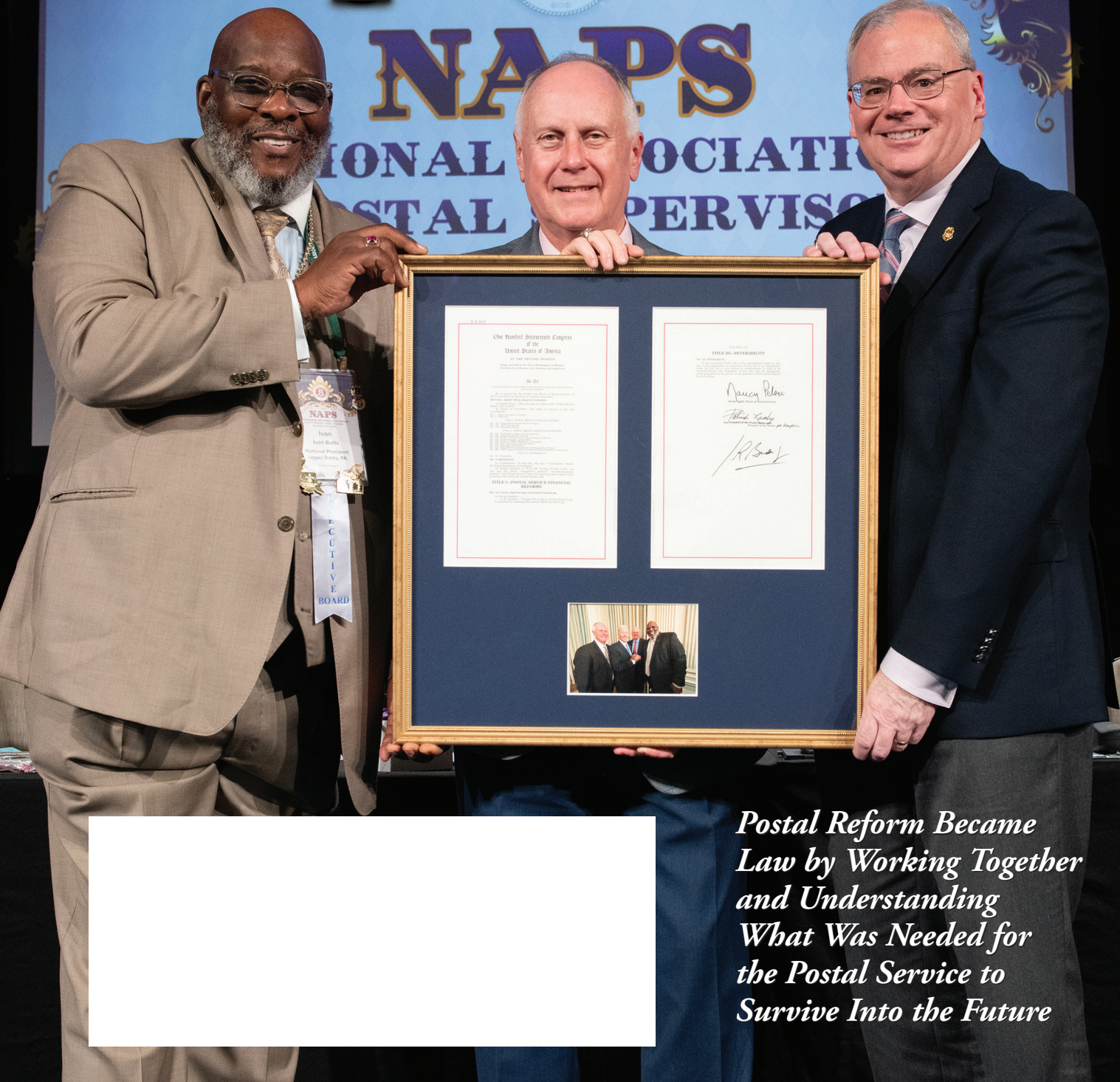


the Postal Supervisor

September/October 2022



Postal Reform Became Law by Working Together and Understanding What Was Needed for the Postal Service to Survive Into the Future

The *Postal Supervisor* (ISSN 0032-5384) is printed monthly, with a combined September/October issue, by the National Association of Postal Supervisors (NAPS), 1727 King St., Suite 400, Alexandria, VA 22314-2753; 703-836-9660; fax, 703-836-9665; website, www.naps.org; general e-mail, napshq@naps.org. ©2022

Periodicals postage paid at Alexandria, VA, and additional mailing offices.

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



Objective

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

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

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

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

Advertising—Advertising inquiries should be directed to Karen Young; phone/fax, 540-636-2569; kbalentyoung@gmail.com.

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

Postmaster—Please send address labels, clipped from undeliverable copies, along with *USPS Form 3579*, to *The Postal Supervisor*, 1727 King St., Suite 400, Alexandria, VA 22314-2753.

In This Issue

September/October 2022

FEATURES

- 7** **'NAPS Is Committed to a Vital, Sustainable and Vibrant Postal Service'** *Statement by NAPS President Ivan D. Butts at the House Oversight and Reform Subcommittee on Government Operations*
- 12** **May Consultative** *Reconsideration of modified pay provisions, upgrades of VMF managers and lead-7 clerks' access to TACS among items discussed.*
- 15** **July Consultative** *18B postmasters, Postal Pulse Survey results and DOIS parcel volumes among items discussed.*
- 17** **August Consultative** *Informed Delivery statistics, implementation of Sorting & Delivery Centers and policy for missent Express and Priority mail among items discussed.*
- 35** **Coverage of the 68th NAPS National Convention**
- 104** **NAPS Executive Board Gets Down to Business**
- 107** **NAPS Executive Board Meets Post-Convention**
- 108** **Zoom Board Meeting Addresses Current Issues**

RESIDENT OFFICERS

- 3** **There Still Is Much to Accomplish** *Ivan D. Butts*
- 4** **Let's Get Back to Work!** *Chuck Mulidore*
- 5** **Thank You** *Jimmy Warden*

COLUMNS

- 30** **Legislative Update** *Bob Levi*
- 32** **The NAPS Postmaster** *Jimmy Salmon*

DEPARTMENTS

- 4** **Thrift Savings Plan** *August 2022*
- 11** **Quarterly Financial Report** *For the period ended May 31, 2022*
- 20** **NAPS of Note**
- 26** **Views from the Vice Presidents** *Dee Perez, Marilyn Walton, Richard L. Green Jr. and Bobby Bock*
- 29** **Perspective from the Immediate Past President** *Brian J. Wagner*
- 33** **We All Can Help Build Membership**
- 105** **NAPS Training Calendar**
- 109** **Louis M. Atkins Presidential Student Scholarships**
- 110** **2022 SPAC Contributors**
- 111** **SPAC Scoreboard**
- 115** **Notes from the National Auxiliary**

On the cover: NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore and Secretary/Treasurer Jimmy Warden hold a "redline" copy of H.R. 3076—the final version of the House- and Senate-passed bill that was presented to President Joe Biden for his signature.

There Still Is Much to Accomplish

Hello, my NAPS brothers and sisters. This is my first column post our 68th National Convention held at the Hyatt Regency in New Orleans.

I am honored to have had the opportunity to serve as chair of our convention and am thankful to all who attended. To Tomica Duplessis and her entire host team, I could not have had a more incredible group of leaders with whom to partner in putting on the first national convention over which I presided. Tomica's leadership was so critical to the tremendous success of our convention that nothing could ever repay the debt of gratitude I owe her and her group.

We initiated some new processes to ensure our association runs smoothly and efficiently at future NAPS conventions. We have seen the expansion of our new registration process introduced at the 2022 LTS.

In New Orleans, our Credentials & Registration Committee members were able to focus more on hospitality in our registration area. I am looking forward to making our registration area even more engaging for first-time convention attendees and our veterans who gather in the registration area to meet and greet friends from around the country.

We also addressed, on the fly, our process for moving consideration of a resolution to conclusion at our conventions. I thank David Hommerson, NAPS Branch 130, and other local and state convention parliamentary leaders for generously sharing their views and thoughts to create a process that ended years of resolution confusion. Often, we were left not knowing if a "yes" was a "no" or a "no" was a "yes."

We went down a hard road to get to a new process, but it will be well worth our efforts for all future conventions as we got the new process moving. Again, thanks to *all*, especially our convention parliamentarian, Dr. Bruce Bishop. Teamwork makes the dream work.

Unfortunately, the weeks following our convention became extremely concerning for me as we began receiving reports of delegates testing positive for COVID.

Although we do not have a total number of how many individuals tested positive, it far exceeded any amount I had imagined.

Most of the symptoms we heard about were mild. One more severe case, which I learned about via Facebook from a family member, has recovered. I am thankful the continued impact of the virus did not further dampen our convention fellowship or impact the work of NAPS.

Now, back to work. At our successful convention, we set a course for the next two years with an Executive Board that will assist the resident officers. As of the writing of this column, we still have a court case moving forward toward disclosure and depositions, while still addressing possibilities for resolution.

You no doubt have heard me state that the one constant thing we have in the USPS is change. The latest is a new S&DC process that looks more like the old, failed DUO process. We will continue to work legislatively to address concerns for the future of America's mail service.

We also have New Supervisor Program (NSP) training that looks to disenfranchise NAPS at the local level by moving the initial, two-week training to a USPS Headquarters function. Supported by our 25-member Executive Board, we will continue to work toward moving NAPS' engagement in the first two weeks to a NAPS Headquarters-level function.

We still are struggling with a failing onboarding process that hampers operations by the stiff neck we must continually place before the USPS leadership to change the mentality that refuses to listen to the voices of the very leaders who must keep America's mail moving. Of course, we also look to begin discussions with the USPS on various pay issues leading to a new pay agreement.

I am proud of what we have accomplished, but I know there still is much to do. I am humbled by this opportunity to serve NAPS members as we continue to pursue more. I am honored to continue serving as national president of our great association.

In solidarity ...

naps.ib@naps.org



Ivan D. Butts
President

Let's Get Back to Work!

Wow! For the nearly 1,200 delegates who attended the 68th NAPS National Convention in New Orleans at the incredible Hyatt Regency Hotel, it truly was an amazing week.

As your reelected executive vice president, I can only say I am humbled by the faith shown in me by our members. Thank you so much for the privilege of continuing to serve you at NAPS Headquarters. I will work hard to reward your confidence in me.



Chuck Mulidore
Executive Vice President

Kudos to Tomica Duplessis and the members of NAPS Branch 73 for their hard work in making this a memorable event. Their dedication, commitment and vision gave NAPS a convention that long will be remembered. Thank you, New Orleans!

One of the great things about a national convention is seeing so many friends and making new ones. Each convention is unique, yet some things never change! Those of us who are convention veterans always are happy to see first-timers. This year, over 200 members came to a NAPS national convention for the first time; that's remarkable!

These first-timers got to see debates over many resolutions—some adopted, some not. But, regardless, NAPS members come together every two years to determine the future of the organization.

That really is the true strength of NAPS—it is owned and operated by its members! And in true NAPS and “Big Easy” fashion, after the debates finally are settled and all the votes taken, we celebrate like no other group.

A special thank-you to the National Auxiliary and President Laurie Butts who provide so much help and support to NAPS. Without the assistance of our great Auxiliary, NAPS could not do what we do so well—represent our members!

Many thanks, as well, to the generosity of NAPS members at the convention who contributed over \$41,000 to SPAC, the Supervisors' Political Action Committee, to help support our legislative efforts on Capitol Hill. This is a huge year for NAPS as we endeavor to support those candidates in the

The Postal Supervisor 2022 Production Schedule

Issue	Copy Deadline*	Mails
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.

midterm elections who support NAPS issues, as well as the Postal Service.

Now the work begins anew. Your resident officers team at NAPS Headquarters always will put your interests first because NAPS belongs to you—the members. And our job is to work for you! Every decision, first and foremost, must be about how it impacts our members—whether we are discussing an issue involving the NAPS budget, the lawsuit vs. the USPS or pay consultations with the Postal Service.

Let's remember that NAPS was born on Sept. 7, 1908, when a group of 50 supervisors gath-

Continued

Thrift Savings Plan					
Fund	G	F	C	S	I
August 2022	0.25%	(2.80%)	(4.08%)	(2.08%)	(5.79%)
12-month	2.17%	(11.27%)	(11.23%)	(24.72%)	(19.88%)
The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.					
Fund	L Income	L 2025	L 2030	L 2035	L 2040
August 2022	(1.04%)	(1.83%)	(2.74%)	(3.03%)	(3.30%)
12-month	(2.84%)	(6.31%)	(9.57%)	(10.75%)	(11.86%)
Fund	L 2045	L 2050	L 2055	L 2060	L 2065
August 2022	(3.55%)	(3.77%)	(4.36%)	(4.36%)	(4.36%)
12-month	(12.88%)	(13.80%)	(16.10%)	(16.11%)	(16.12%)
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					

Thank You

I must start by thanking New Orleans Branch 73 President Tomica Duplessis and her fellow members for the outstanding job they did in hosting our 68th National Convention in the great, historic city of New Orleans. They truly brought hometown hospitality to the convention for everyone to experience.

I know this convention will be talked about for many years to come. Thank you, Tomica and Branch 73! You truly made this an experience we never will forget.



Jimmy Warden
Secretary/Treasurer

Thank you to all the delegates who attended the convention. I am humbled, honored and privileged that you showed me your confidence, trust and faith by reelecting me NAPS secretary/treasurer. I meant what I said at the convention: This is a loan. You lent me your vote and I have two years to

repay that loan. NAPS cannot be about any one person; it is about the members!

There are two people I want to acknowledge for thinking outside the box and doing something very special at our convention. Their hearts truly are in the right place; their actions touched the lives of many. First is Capitol-Atlantic Area Vice President Troy Griffin.

Let's Get Back to Work!

ered in Louisville, KY, to unify around the goal of improving the pay and working conditions of all supervisors. That struggle continues to this very day, but we can take heart in the fact that our first president, L.E. Palmer of Pittsburgh, would be proud of the organization created that day in Louisville.

However, he probably would be dismayed to learn that many of the same struggles that brought folks together to create NAPS in the first place remain today. Our challenge is to continue the legacy begun in September 1908 to keep NAPS strong, viable and growing long into the future.

You've got our commitment; I know we have yours. Let's get back to work!

naps.cm@naps.org

While Troy was visiting Bourbon Street, he saw a young girl playing drums on two plastic buckets. Her mom was standing next to her in hopes passersby would offer donations. Troy brought them and a younger brother to our convention and had her play her drums during his nomination speech.

She touched the hearts of all the delegates; donations were collected and given to the family. Thank you also to Branch 73 as they are working to help this single parent get hired by the Postal Service. It truly was a beautiful thing you did, Troy! God bless.

The second person I want to acknowledge is Bob Bradford, whom we all know as "Texas Bob." He approached me on Thursday at the convention and said the backpacks I passed out as my campaign giveaway were very nice, but would I mind if some NAPS members donated their backpacks to a local school?

I immediately said, "By all means! That's a great idea." Bob made an announcement asking anyone who would like to donate their backpack to bring them to the front of the room and Branch 73 would deliver them to a local school.

Many delegates donated their backpacks. Thank you! And thank you to my campaign chairs Tom Hughes and Tu Tu who donated a case of backpacks.

Troy and Bob, your actions helped many who are not as fortunate as we are. Thank you, my brothers! For me, these moments were a highlight of the convention.

Last, but not least, I want to thank our convention planner Sheri Davies, editor Karen Young, photographers Dave Scavone and Bob Stevens, as well as the NAPS Headquarters staff and everyone who volunteered and served on a committee. They were the behind-the-scenes folks who also helped made our convention so successful. Committee members: You greatly helped give our association direction moving forward into the future.

One year ago when I first was elected NAPS secretary/treasurer, I ended my first column with "Moving forward—never forget!" I still believe this. We must never forget what we have experienced, but we must never be stagnant in representing the members of the National Association of Postal Supervisors.

You have reelected the team of Butts, Mulidore and Warden—BMW. Your team is committed to doing just that!

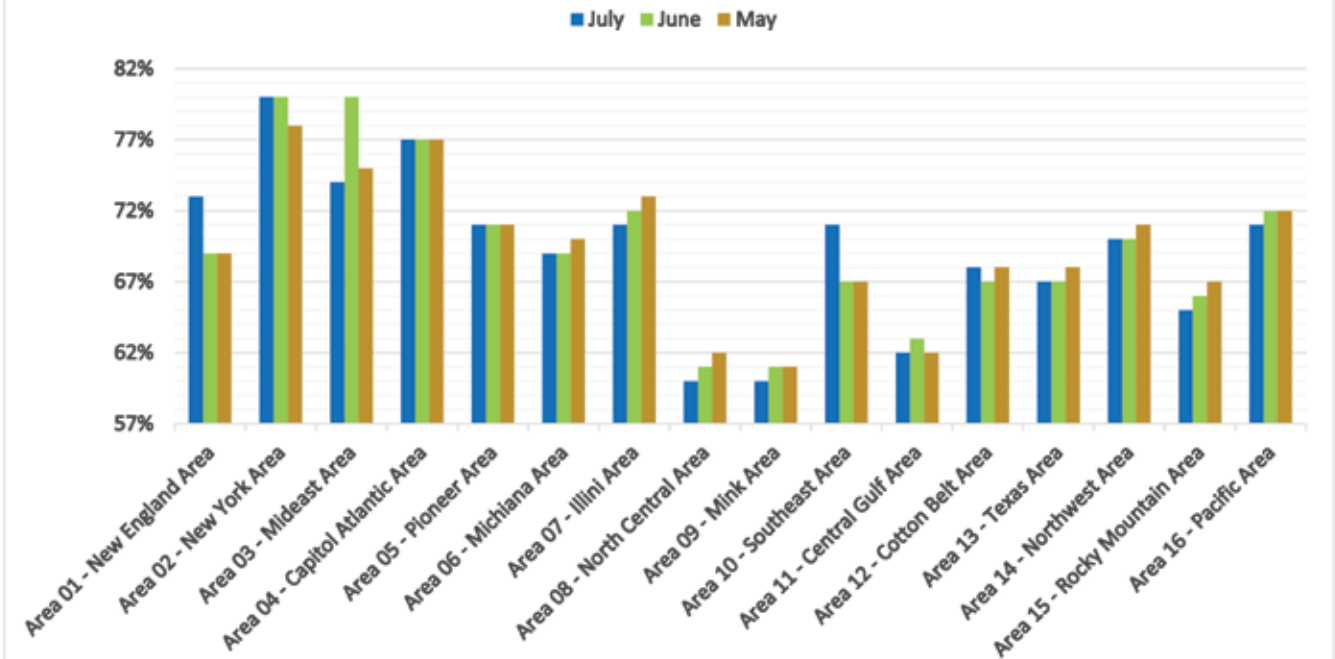
Moving forward—never forget!

naps.jw@naps.org

National Association of Postal Supervisors Membership Report

July 2022

3 Month Member Percentage by Area



Regular Member Totals By Area	July 2022	June 2022	May 2022
Area 01 - New England Area	69%	69%	69%
Area 02 - New York Area	80%	80%	78%
Area 03 - Midwest Area	74%	75%	75%
Area 04 - Capitol Atlantic Area	77%	77%	77%
Area 05 - Pioneer Area	71%	71%	71%
Area 06 - Michiana Area	69%	69%	70%
Area 07 - Illini Area	71%	72%	73%
Area 08 - North Central Area	60%	61%	62%
Area 09 - Mink Area	60%	61%	61%
Area 10 - Southeast Area	66%	67%	67%
Area 11 - Central Gulf Area	62%	63%	62%
Area 12 - Cotton Belt Area	68%	67%	68%
Area 13 - Texas Area	67%	67%	68%
Area 14 - Northwest Area	70%	70%	71%
Area 15 - Rocky Mountain Area	65%	66%	67%
Area 16 - Pacific Area	71%	72%	72%
Total Regular Member %	70%	70%	70%
Total Regular Members	23,728	23,735	23,773
NonMember Totals	July 2022	June 2022	May 2022
Total NonMembers	10,046	9,804	9,716
Total NonMember %	30%	30%	30%

‘NAPS Is Committed to a Vital, Sustainable and Vibrant Postal Service’



Following is the statement of NAPS President Ivan D. Butts at the Sept. 7, 2022, hearing before the House Oversight and Reform Subcommittee on Government Operations regarding postal performance, safety and mail security.

Chairman Connolly and members of the committee, thank you for inviting me to provide the views of the National Association of Postal Supervisors (NAPS) regarding postal performance and the safety and security of postal personnel, postal property and the mail.

My name is Ivan Butts. I have the honor of serving as president of NAPS, which represents approximately 48,000 supervisors, managers and postmasters employed by the U.S. Postal Service. NAPS members help ensure the high quality of the

postal services American citizens expect and deserve.

Accompanying me is Butch Maynard who recently retired with the rank of captain from the U.S. Postal Police. He serves as president of NAPS Branch 51, which represents managerial-level members of the U.S. Postal Police.

Thank you for holding today's hearing in Philadelphia, the home of our nation's first Postmaster General, Benjamin Franklin. The venue of this hearing is a homecoming for me. My entire postal career, prior to being elected to NAPS national office, was in

the Philadelphia area. I began my career as a distribution clerk machinist at the Southeastern Pennsylvania Management Sectional Center (MSC) and was promoted through a series of supervisory and management-level positions at the MSC and within the postal district encompassing Philadelphia.

The Challenges Facing USPS Supervisors, Managerial Personnel and Postmasters

For over a century, NAPS has strived to enhance the operations and finances of the Postal Service, as well as improve the compensation

and working conditions of supervisory and managerial-level postal employees. NAPS members manage and supervise mail processing and delivery operations.

We also represent men and women engaged in every functional unit in the Postal Service, including Customer Service, Marketing, Human Resources, Training, Corporate Relations, Law Enforcement and Health and Safety. A federal appeals court earlier this spring affirmed that NAPS is entitled to represent postmasters in consultation with the Postal Service over pay and benefits.

NAPS members manage the economic and operational footprint of the Postal Service. That footprint represents a national network of post offices, processing facilities, transport vehicles and delivery routes staffed by expert, efficient and dedicated employees. The reliability and integrity of the postal network enable our Postal Service to be ranked among the most trusted and approved federal agencies.

The trust of the American people is critical to the success of the Postal Service. But trust is not self-assumed; it must continue to be earned every day by every postal employee.

Earlier this year, Postal Service employees and postal leadership earned that trust in the fulfillment of over 500 million COVID test kits, delivering them to more than 180 million households. Distribution was carried out in partnership with the White House and federal public health agencies. This vital collaboration continues, as the pandemic has yet to be eradicated.

Most importantly, this initiative validates the confidence that Americans entrust in the agency and its employees. The Postal Service's success in responding to the national COVID crisis demonstrates how nimble and effective the agency can be. NAPS be-



Postal Police Supervisors Branch 51 President Butch Maynard and Rep. Madeleine Dean (D-PA)

lieves that postal leadership should take the logical next step and solidify its relationship with federal agencies by being their “preferred shipper.”

NAPS encourages the Postal Service to develop a master negotiated service agreement with the General Services Administration for the delivery of government parcels. In this way, the agency can offer volume discounts to carry government parcels. NAPS believes this innovative endeavor dovetails with the Postmaster General's initiative to expand the USPS' share of the parcel market and would raise needed revenue for the Postal Service.

As we all know, the agency sustained a number of bumps and bruises over the past few years—some politically motivated, others caused by shortsighted legislation and some even self-inflicted. But with this committee's valuable assistance through enactment of the Postal Service Reform Act of 2022, the agency's operations and finances have been put on a more stable footing. But even then, further work is needed to improve postal operations, particularly in how the agency assures sufficient

staffing capacity to serve its 163 million delivery points.

At times, postal supervisors and postmasters are wrongly being forced to cover the delivery routes of carriers, which is in conflict with standard operating practices and carrier collective-bargaining agreements. A recent Postal Inspector General (IG) audit report recommended that the Postal Service implement more robust supervisory staffing and retention strategies to ensure that qualified, experienced and well-trained postal managers are on the job. Too many facilities lack appropriately trained supervisors or employ “acting capacity” personnel who are in need of appropriate training.

Chairman Connolly, permit me to thank you for your leadership in championing two pieces of legislation that are immensely important to NAPS members: H.R. 1623, the Postal Managers and Supervisors Fairness Act, and H.R. 1624, the Postal Employees Appeal Rights Amendment Act. These measures provide fairness and due process rights to Executive and Administrative Schedule (EAS) postal employees.

As this subcommittee knows, earlier this year, NAPS won a significant legal victory before the U.S. Circuit Court of Appeals for the District of Columbia, which unanimously concluded the Postal Service violated the law relating to the consultative and representational rights of EAS postal employees whom NAPS represents. That decision castigated the Postal Service for its conduct in determining the pay and compensation of EAS postal employees.

Enactment of H.R. 1623 would respond to the underlying situation that led to the lawsuit and preclude future litigation over EAS pay and benefits by clarifying the timetable, scope and process by which pay consultations between the Postal Service and NAPS take place. Enactment of H.R. 1624 would deliver due process to postal managers who work in USPS Headquarters positions and are currently unable to appeal adverse personnel actions to the Merit Systems Protection Board. We need to pass both H.R. 1623 and H.R. 1624 soon.

Elections and the Important Role of the Postal Service

Congress underscored the importance of its oversight role during the summer of 2020 when the Postal Service pursued changes in mail transport schedules and decommissioned hundreds of mail processing machines. Both these actions would have had a devastating impact on postal operations and—most importantly—the 2020 general election. The timing of these changes in postal operations could have compromised the timely delivery of millions of absentee ballots.

Fortunately, aggressive congressional oversight, widespread public attention and the Postal Service's suspension of its plans led to a successful election. Postal employees delivered democracy by conveying more than

139 million ballots. The success of the Postal Service's participation in delivering democracy for America illustrates the commitment of the agency and its employees to the speedy and accurate delivery of essential mail.

As we approach the 2022 election season, absentee balloting continues to be a popular and secure alternative to in-person voting. As you may know, I have served in my capacity as NAPS president on the Postal Service advisory panel that helps facilitate the Postal Service's efficient delivery of absentee ballots.

Experience has shown that the current arrangement authorizing states to decide on their own design for vote-by-mail ballot envelopes complicates postal election mail operations. These problems would be avoided by a uniform approach in the design of vote-by-mail ballot envelopes. That is why NAPS supports H.R. 1307, the Vote by Mail Tracking Act, that would require each state to use a standard envelope design and a distinct barcode that would enable the tracking of each individual ballot.

The provisions of H.R. 1307 are consistent with the Postal Service IG's 2021 recommendation that the USPS leverage its partnerships with state and local election authorities to create a unique, simplified postal product for election mail. NAPS urges Congress to pass this important legislation.

Postal Service Performance and Facility Consolidations

We encourage the committee to continue to closely monitor postal delivery performance—meaning the speed with which mail transits from its collection point to its delivery point. While delivery performance appears to have improved over the past two years, that progress actually may be the result of the Postal Service's change in its yardstick to measure

speed, rather than the actual speed.

That is because the Postal Service reduced the number of ZIP code pairs for two-day delivery and expanded the number of pairs for three- to five-day delivery. The net result of that change, as explained by the Postal Service to the Postal Regulatory Commission (PRC), added one to two additional days for delivery for about one-third of all First-Class Mail.

Congress also should be concerned about the unequal impact on different communities and demographic groups resulting from the change in performance standards. The Postal IG raised this very issue in its July 2022 report on the Postal Service's "Delivering for America Plan." In addition, the PRC, in its 2021 advisory opinion on the change in performance standards, raised similar concerns.

The commission expressed doubt about the timeline for attaining the plan's goals. In fact, early this year, the Postal Service conceded, in a separate filing to the PRC, that the agency would require additional time to reach its performance goals.

Against this backdrop, NAPS is concerned about the effect of the USPS' recently announced plan to consolidate and realign mail processing operations throughout the country. We believe that, consistent with the law, the Postal Service should be transparent with regard to the reasons it decided to initiate this plan. What are the specific goals of the plan? Are there cost savings? If so, how much will be saved? And, how will success be measured?

Members of Congress from Pennsylvania should know this proposal would impact mail processing and delivery in southeast Pennsylvania through the consolidation of 12 USPS associate offices into the Tri-County Facility (formerly Southeastern P&DC). In addition, a similar

consolidation in northwest Pennsylvania would impact another 12 Pennsylvania postal facilities.

NAPS believes the Postal Service should not proceed with these consolidations and realignments without first performing the necessary feasibility studies and receiving public input as required by Public Law 109-435, the Postal Accountability and Enhancement Act (PAEA). Along these lines, we note that SECTION 302(c)(5) of the PAEA states:

“Effective on the date of enactment of this Act, the Postal Service may not close or consolidate any processing or logistics facility without using procedures for public notice and input with those described under paragraph (3)(D).”

Subsection (3)(D) includes the following procedures:

“(i) provide adequate public notice to communities potentially affected by a proposed rationalization decision;

“(ii) *make available information regarding any service changes in the affected communities, any other effects on customers, any effects on postal employees, and any cost savings*; [emphasis added]

“(iii) afford affected persons ample opportunity to provide input on the proposed decision; and

“(iv) take such comments into account in making a final decision.”

As stated, subsection (ii) clearly requires a feasibility study to provide information as to the consolidation’s impact on communities, customers and postal employees, as well as any potential cost savings.

NAPS has justified reservations regarding postal initiatives based on the reality of history. The Delivery Unit Optimization (DUO) plan, initiated by the USPS in 2010 and revised in 2013, exhibited the same operational objectives as the soon-to-be implemented Sorting & Delivery

Centers consolidation plan.

In its August 2014 evaluation of DUO, the Postal IG cast serious doubt about the projected cost-savings. In addition, the IG recorded the USPS’ failure to comply with its own implementation guidelines and the agency’s inability to provide a legitimate operational rationale for specific consolidations. Furthermore, the IG made a series of recommendations relating to assessing the DUO plan.

Regrettably, the Postal Service dismissed the recommendations and proceeded with its plans. The ill-fated implementation of DUO served as the opening act for two other postal actions that caused the quality of mail service to fall off a cliff: the implementation of POSTPlan, which reduced service to America’s rural areas, and the Area Mail Process Facility consolidations that took place about six years ago and slowed delivery time.

NAPS is calling for the congressional oversight necessary to ensure that the present proposed consolidation and realignment plan is not “DUO on steroids.” NAPS wants to be certain the USPS plans will not increase USPS expenses. We believe Congress and postal stakeholders need to know the methodology by which the Postal Service will evaluate the success of the initiative. Consequently, we request Congress to require the Postal Service to suspend implementation of the plan until a transparent and comprehensive analysis can be completed.

Postal transparency and statutory compliance also are implicated in the Postal Service’s obligation under the law to seek an “advisory opinion” from the PRC on such matters. Based on what has been revealed thus far, the Postal Service’s consolidation and realignment plan would “affect service on a nationwide or substantially nationwide basis.”

We encourage this committee to

press the Postal Service for full transparency and assure full compliance with the law. I also would mention the Postal Reform Act of 2022 reinforces the need for transparency through the directive to the Postal Service in section 201 of the Act to make available a publicly available internet portal that identifies postal performance by ZIP code. In addition, section 207 of the Act requires semi-annual operational reports to Congress and the PRC.

Mail Security and Theft

Finally, I would like to address the issue of mail security and the protection of postal personnel and property. About two years ago, the U.S. Postal Inspection Service, which is charged with the security of the U.S. Mail and management of the Postal Police, dramatically narrowed the Postal Police Force’s law enforcement authority by restricting its coverage to investigate only crimes committed on postal real estate or postal-leased property.

This policy change dramatically exposes postal employees who deliver and transport our mail, postal vehicles and the mail itself to criminal acts. These crimes include assaults on letter carriers and drivers of postal vehicles and the theft of mail and postal-owned property and vehicles.

Targeting letter carriers and their “arrow keys” by criminals has become increasingly prevalent. Physical attacks against letter carriers and the robbery of their arrow keys in some neighborhoods has skyrocketed. These keys provide access to collection boxes, relay boxes and cluster box units.

Reps. Andrew Garbarino (R-NY) and Eleanor Holmes Norton (D-DC) have introduced bills (H.R. 5587 and H.R. 8186, respectively) that would clarify that federal law authorizes Postal Police to protect postal personnel, postal property and the U.S. Mail

NAPS Secretary/Treasurer's
Financial Report Jimmy Warden

beyond the perimeter of postal-owned or -leased property. Moreover, these bills would make clear that Postal Police are empowered to investigate crimes against the mail, postal personnel and postal property, whether such crimes are committed on or off USPS-owned or -leased real estate. NAPS strongly supports these necessary proposals and has devoted advocacy toward their passage.

Our advocacy has brought about disturbing collateral consequences by the Postal Inspection Service. At the outset of my testimony, I introduced retired Postal Police Captain Butch Maynard, president of NAPS Branch 51, who, we believe, was forced to retire from the Postal Police due to Inspection Service retaliation against him for his support of the Postal Police legislation.

Maynard's support of the legislation was in his capacity as a NAPS branch president, not as an employee of the USPS. Nevertheless, the Postal Inspection Service conducted a nationwide review of Postal Police divisions that culminated with the abolishment of its Newark Division, a division managed by Maynard, and transferred its operations to a smaller division here in Philadelphia.

Maynard was the only management employee impacted by the realignment. Rather than accept the reassignment, Maynard retired from the Postal Service after 42 years of loyal service. Circumstances strongly suggest that the Postal Inspection Service forced Maynard into retirement. NAPS believes this act of retaliation against him for the lawful exercise of his First Amendment rights is worthy of further congressional inquiry.

Mr. Chairman, thank you for the opportunity to appear before you today. NAPS looks forward to working with the committee to ensure a vital, sustainable and vibrant Postal Service. I look forward to your questions.

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

Statement of Financial Position (Balance Sheet)—May 31, 2022

Assets:	
Cash and Investments	\$ 10,777,428.14
Dues Withholding Receivable	183,077.30
Prepaid Expenses and Other Assets	215,606.84
Total Current Assets	11,176,112.28
Building and Equipment, Net of Accumulated Depreciation	2,271,022.73
Total Assets	\$ 13,447,135.01
Liabilities and Fund Balances:	
Accounts Payable	\$ 226,739.13
Accrued Expenses	198,653.17
Deferred Revenues	174,314.00
Dues to be Remitted to Branches	477,113.18
Total Liabilities	1,076,819.48
Unrestricted and Designated Net Assets	12,370,315.53
Total Liabilities and Net Assets	\$ 13,447,135.01

Statement of Activities (Revenues and Expenses)

(For the period March 1, 2022, through May 31, 2022)

Revenues:	
Dues and Assessments	\$ 1,729,878.16
Less: Dues Remitted to Branches	1,164,186.84
Net Dues and Assessment Revenue	565,691.32
Legislative Training Seminar Revenue	123,800.00
Education & Training Revenue	(4,030.00)
Royalties	2,687.82
Other Revenues	2,640.00
Total Revenues	690,789.14
Expenses:	
National Headquarters	510,058.43
Executive Board	425,650.59
Legislative Training Seminar Expenses	343,286.40
<i>The Postal Supervisor</i>	119,333.66
Legal/Fact Finding/Pay Consultation	59,612.07
Legislative Counsel	8,337.50
Legislative Expenses	6,744.73
Membership	12,892.98
Education and Training	58,764.64
Disciplinary Defense	99,810.89
Total Expenses	1,644,491.89
Net Expenses in Excess of Revenues From Operations	(953,702.75)
NAPS Property, Inc. (Net Loss) Before Depreciation & Amortization	\$(797,103.02)
Less Depreciation & Amortization	(21,858.50)
NAPS Property, Inc. (Net Loss)	(818,961.52)
Investment (Loss)	(604,073.26)
Total Expenses in Excess of Revenues	\$ (2,376,737.53)

Substantially all disclosures required by GAAP are omitted.

The financial statements do not include statements of functional expenses nor cash flows. The financial statements do not include the financial position and operations of the SPAC.

No assurance is provided on these financial statements.

Reconsideration of Modified Pay Provisions, Upgrades of VMF Managers, Lead-7 Clerks' Access to TACS Among Items Discussed

NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore and Secretary/Treasurer Jimmy Warden attended the May 30 consultative meeting via Zoom. Representing the Postal Service were Bruce Nicholson and James Timmons, Labor Relations Policy Administration.

Agenda Item #1

NAPS requested reconsideration of the USPS decision ending the temporary extension of modified pay provisions for EAS-18 and above. This request for reconsideration is due to the ongoing COVID pandemic; recent CDC data documents a sharp increase in COVID positivity cases being reported across the country.

With this increase comes a decrease in employee availability, which has been a leading cause of EAS employees being required to work longer hours and, at times, deliver mail and essential supplies to customers since early 2020. NAPS requested that the modification of pay provisions remain in effect indefinitely until such time that the CDC has declared the COVID pandemic concluded.

All COVID-related MOUs have expired for non-bargaining and bargaining employees. Criteria and time periods for isolation have decreased, as recommended by the CDC, and have continued to decrease over the past year. The Postal Service is posting and filling EAS positions expeditiously. These factors contribute to higher availability of non-bargaining employees. This pay modification will not be extended.

Agenda Item #2

NAPS asked for an explanation why EAS employees are being required to video via Zoom Gemba walks on their phones. What is the rationale? Are these walks being recorded at the district or some other level? How are privacy concerns being addressed?

The Gemba walks via Zoom videos are virtual audits and began in 2020. The process is to be recorded rather than specialists performing work activities/ audits on site. The recording is used for analysis and process failures such as identifying delayed mail and parcels; the recordings are done by Retail and Delivery Operations Command Center specialists.

These employees are tasked with identifying and evaluating the health of offices. The invitations to conduct these Zoom activities primarily are sent to offices identified through various reports based on performance and compliance. One example could be an office not reporting delayed or curtailed mail over several days, yet significant service failures are identified. The videos are not shared with other departments.

The Zoom Gemba walk is no different than specialists performing physical audits in a station. If the Zoom Gemba walk does not identify any concerns, there is no on-site audit. If issues are identified, recovery procedures are put in place and may include physical audits and training.

Training was provided to NAPS on Operational Excellence, "Go to Gemba," during the 2020 fall NAPS Executive Board meeting.

Agenda Item #3

NAPS asked for the rationale for the Redline Process implemented in units across the country. Carriers with mail in their hands are being told not to cross certain red lines painted on the floor. EAS employees are being required to certify their units are in compliance with the SOP for that process. How are EAS employees supposed to monitor this process with the myriad other duties they are required to perform?

The Redline Process has been in place for many years and is a helpful tool for supervisors to audit mail that has been returned to the office after carriers complete on-the-street duties. The Back Door Audits are conducted to ensure all deliverable mail has been delivered and the supervisor is made aware of any circumstances of non-delivery.

The red line is intended to be a visual for carriers and helps the supervisor in conducting back door audits. Carrier and management activities should be in accordance with Handbook M-39 and M-41. Requiring all carriers to stand behind a red line or supervisors to wait at the red line for every carrier to return to the office to complete an audit is not the expectation.

Agenda Item #4

NAPS requested the policy and procedures for upgrading VMF managers. What is the criteria for level upgrades for VMF managers? As background, VMFs have received, in some cases, hundreds of additional Mercedes vans with more on the way. Headquarters has told VMF managers

that no pay-level increases will occur until the final deployments are completed (whenever that is).

At that time, a decision on the appropriate pay levels could be determined. This delay is unacceptable. VMFs manage increased numbers of employees and vehicles while this delay is occurring, without additional compensation.

There is no frequency to change the grade of a VMF manager up or down. We discussed this in the past and agreed we should not establish a frequency that upgrades a manager's level, then downgrades the manager's level within weeks of the upgrade.

We do not intend to wait to study the VMF structure, levels of managers and complement of supervisors until all vehicles are deployed, but will revisit this in the coming months. Once we are ready to make changes to the formula that establishes VMF managers and supervisors, we will include NAPS in the development of any changes.

Agenda Item #5

The Safety Specialist TL job was abolished under the most recent district restructure. NAPS successfully fought for this position to receive a proper SDA based on the levels of employees supervised. NAPS has been made aware that, under that EAS restructure, all these positions were eliminated, despite the successor position being required to do the same work, but now is not receiving the SDA.

The supervision of driver safety instructors (DSIs) continues under this successor position. NAPS believes this position should have the proper SDA reinstated.

NAPS identified an issue in 2018 with the former Safety Specialist TL position being required to supervise bargaining-unit employees. The position was studied and, therefore, added to the SDA chart. There was no "fight" over the

matter. The Safety Specialist SR position will be reviewed to determine the appropriate authority over the DSIs and make any appropriate changes.

Agenda Item #6

The USPS.com/careers website shows only the first 100 postings. After that, a person has to search for the actual office to find a vacancy. This is hindering hiring in some areas. Perhaps when hiring postcards are sent out, wording can be added that allows for a keyword search for a particular office.

This site allows for full-text search by keyword. One feature of the new

hiring system is that it provides maps for applicants to identify areas to apply for positions.

Agenda Item #7

NAPS asked if the USPS is working on allowing lead-7 clerks to have full access to all the TACS programs. Currently, the APWU's understanding is they have the right to pull TACS reports, yet they do not have access to do so.

The lead clerk clock office role in TACS is specific to lead clerks. This is not the same access level provided to supervisors. Here is a list of the reports lead clerks can access from TACS:

Module ID	Module Name	Tab Name
TAC007F0	Report Queue Module	Report Queue
TAC100R0	Finance Reports Module	LDC/Operation Summary
TAC100R0	Finance Reports Module	Station Summary
TAC120F0	Master Schedule Maintenance Module	NS Days
TAC120F0	Master Schedule Maintenance Module	Work Schedule Rule
TAC120R0	Schedule Reports Module	Daily Hours
TAC300F0	Rural 1314 Entry Module	1314 Regular
TAC310F0	Rural 1314A Entry Module	1314-A Auxiliary
TAC330R0	RTACS 330 Reports Module	Miss Cert
TAC330R0	RTACS 330 Reports Module	Certificates Sign Off
TAC500R0	Employee Reports Module	Employee Moves
TAC510F0	PS Form 1723 Module	Prior 1723s
TAC510F0	PS Form 1723 Module	PS Form 1723
TAC520F0	PS Form 3189 Module	Prior 3189s
TAC520F0	PS Form 3189 Module	PS Form 3189
TAC800F0	Clock Ring Editor Module	Week 1 Clock Rings
TAC800F0	Clock Ring Editor Module	Week 2 Clock Rings
TAC800F0	Clock Ring Editor Module	Future
TAC800F0	Clock Ring Editor Module	Pre-Process
TAC800R0	Clock Ring Reports Module	Clock Ring Errors
TAC800R0	Clock Ring Reports Module	Missing Time
TAC800R0	Clock Ring Reports Module	OT Trans
TAC820F0	Timecard Entry Module	Base Timecard
TAC820R0	Timecard Entry Reports Module	Missing Offices
TAC820R0	Timecard Entry Reports Module	Missing Employees
TAC820R0	Timecard Entry Reports Module	Time Certifications
TAC840F0	PPWk Holds Module	Week 1 Holds
TAC840F0	PPWk Holds Module	Week 2 Holds
TAC840R0	PPWk Reports Module	Non-Crossfoot Errors
TAC880F0	PS Form 1017 Module	PS Form 1017-A
TAC880F0	PS Form 1017 Module	PS Form 1017-B
TAC880R0	PS Form 1017 Reports	1017-A Disallow
TAC880R0	PS Form 1017 Reports	1017-B Unauth OT

Agenda Item #8

Currently, the lead-7 clerk does not have the capacity to go back a week or longer and pull station summary reports in TACS. Does the USPS plan on allowing them to do so; if so, when? If not, why not?

According to Headquarters Payroll, lead clerks with the lead clerk clock office role in TACS have access to pull the Station Summary report.

Agenda Item #9

Currently, lead-7 TACS backup clerks have a lag time of days before they are allowed to actually have TACS access again to replace a lead-7 clerk when they are out on sick or annual leave. This is a great inconvenience to the operation and needs to be addressed. NAPS asked if the USPS has any plans—currently or in the near future—to correct this situation.

Facilities with more than one lead clerk should ensure that the other lead clerk(s) in the office is trained and has access to TACS in order to provide backup timekeeping in the absence of the lead clerk who primarily performs timekeeping duties. Offices with one lead clerk can have up to three backup Level-6 clerks trained with access to TACS. A clerk who is detailed to a lead clerk position must have a PS Form 1723 completed and on file, including the name of the lead clerk for whom they are backfilling.

There are several steps in the approval process once a request is made in eAccess:

- *eAccess routes the request to the approving manager.*
- *If the manager approves the request, it is routed to the local Functional System Coordinator (FSC).*
- *If the local FSC approves the request, it is routed to the National FSC for final determination.*
- *The FSC only may approve requests for a user who has an essential business need (based on the employee's job description) for access.*

Headquarters Payroll is creating programming via eAccess for backup lead clerks to have access to TACS.

Agenda Item #10

NAPS asked when delivery units can expect carriers to have access to move from operation to operation with their scanners to be active.

The MDD-TR/MIO Timekeeping National Rollout still is on schedule. It will be implemented in nine area phases between May 21, 2022, and May 20, 2023. Also, referencing the March 22, notification, the Postal Service has determined to continue the MDD/MIO timekeeping pilot in the existing pilot locations through the national rollout.

This will allow for additional collection of data as it relates to enhancements to the technology and improving the user experience. This will include both the clerks and carriers currently testing the applications.

The extension of the pilot will continue from April 23 and will remain in place through the national rollout with Phase 1 tentatively scheduled to begin on May 21.

Agenda Item #11

NAPS asked if Level -7 clerks are required to have eRMS access, thus enabling them to enter approved leave. If so, this could allow a craft employee to see confidential information; for example, corrective action notes.

Enterprise Resource Management System (eRMS) is a management tool accessible to management and used to monitor and manage employee attendance. Lead clerks do not have access to eRMS.

In accordance with the Clerical Work and Clerk Craft MOUs, employees assigned the lead clerk office roll in TACS are not prohibited from entering supervisor-approved leave into TACS. Entering supervisor-approved leave entries into TACS is a lead clerk duty.

With respect to entering leave in both TACS and eRMS, having multiple leave-entry systems can result in leave being entered incorrectly or multiple times, causing clock ring errors, which could lead to employees not being paid correctly and making costly pay adjustments. Also, eRMS is fully integrated with the TACS application (excluding RTACS and Timecard Offices), but TACS does not integrate information to eRMS.

In accordance with the Sept. 7, 2021, memo from Simon Storey, vice president, Human Resources, all leave-entry capabilities in TACS will be disabled after the FY22 peak season. ERMS is the USPS official source system for managing employee leave.

Agenda Item #12

NAPS requested a briefing on “mega units” being planned by USPS Headquarters that will combine multiple delivery units and plant operations under one roof. How will this impact Customer Service EAS staffing and plant EAS staffing? Because this can impact EAS staffing, why was NAPS not consulted on this process?

The Sorting and Delivery Centers (S&DCs) are newly established and in the concept phase. A briefing will be provided to NAPS. Bargaining and non-bargaining staffing is yet to be determined; therefore, no proposal was developed and sent to NAPS.

Delegates at the 2021 NAPS National Convention expressed by resolution the following items or discussion:

Resolution 50

That USPS Headquarters, with NAPS officers, jointly creates a formula for SWCs determination that takes into account as many indicators as possible to effectively develop a system whereby local units are properly staffed with numbers of front-line EAS supervisors necessary to successfully and profitably operate a local unit.

Continued on page 19

18B Postmasters, Postal Pulse Survey Results, DOIS Parcel Volumes Among Items Discussed

NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore and Secretary/Treasurer Jimmy Warden attended the July 6 consultative meeting via Zoom. Representing the Postal Service were Bruce Nicholson and James Timmons, Labor Relations Policy Administration.

Agenda Item #1

NAPS asked why Level-18B postmasters are not considered special exempt by the USPS, considering the following ELM language:

432.112 Nonbargaining Unit Employees

“Nonbargaining unit employees are categorized as follows:

“Full-time salaried— one of the following categories of salaried employees employed *according to procedures established by the Postal Service* [emphasis added]:

“1. Exempt salaried—career employees who are exempt from the FLSA provisions, are not limited to working a specified number of hours in a service week, and are expected to work or have excused leave for at least 40 hours per week fulfilling the responsibilities of their positions.

“2. *Special Exempt—career employees who are exempt from the Fair Labor Standards Act (FLSA) provisions, whose permanent assignments are to Executive and Administrative Schedule (EAS)-15 through -18 positions, and who directly supervise two or more equivalent bargaining-unit employees in production operations* [emphasis added].

“3. Nonexempt salaried—career employees who are not exempt from (i.e., are covered by) FLSA provisions

and are assigned to work schedules consisting of five 8–hour days in a service week.

“a. Part-time salaried—career hourly rate employees assigned to regular work schedules of less than 40 hours in a service week.”

The USPS had responded earlier to NAPS’ inquiry on this issue:

That policy provision does not automatically make every exempt position in levels 15-18 that supervises bargaining-unit employees eligible for additional pay. Even if it did, 18B is its own grade, which is one level higher than a Level-18 and would not be eligible.

NAPS continues to question that response as Level-18B postmasters supervise craft employees and, based on ELM 432.112.2, should be classified as special exempt.

An explanation already was provided to NAPS outside the consultation process on eligibility for special-exempt status and additional pay, which is subject to the pay consultation process. The explanation also included the following, but was not included with this item:

Level-18 and 18B exempt postmasters are not recognized as special exempt. I included the list of job titles that are designated as special exempt and eligible for additional pay.

When the special-exempt status was established as part of the 1996 pay decision, this designation was primarily provided to front-line supervisors and several other job titles. In addition, please see the ELM provision below that references FLSA-exempt employees eligible for additional pay.

434.134 FLSA Exempt EAS Additional Pay

“FLSA-exempt EAS additional

pay is compensation *directed by Postal Service regulations* to be paid to *eligible FLSA-exempt employees* [emphasis added] and is calculated by dividing the annual salary by 2080 and applying this rate to each eligible hour worked.”

Agenda Item #2

NAPS asked for the results of the most recent Postal Pulse survey, administered prior to the one that began June 14, 2022. NAPS also requested that the results of the Postal Pulse survey administered June 14 to July 15, 2022, also be released to NAPS when available.

The Postal Service sent NAPS a notification dated Feb. 28, 2022, of the FY21 Postal Pulse Survey results that included the results as an enclosure. NAPS posted this information on its website.

Agenda Item #3

NAPS has heard from EAS employees in the BSN that they were to be upgraded to Level-19 in February 2022, which would involve the 4% upgrade in pay. What is the status of this level increase?

A request for a job evaluation review in accordance with ELM 222 was submitted earlier this year for the Business Service Network representative, EAS-16. NAPS was notified of this change on July 5.

The evaluation results and decision are the job will be upgraded to EAS-17. Salary increases resulting from this change will be made in accordance with ELM 413.3.

ELM 413.3 Position Upgrade

“When an employee’s position is upgraded through the Workload

Credit or job evaluation process, a 4 percent basic salary increase is provided. The increase is adjusted higher if necessary to bring the salary to the minimum of the new grade or the minimum salary for certain supervisory positions as described in Exhibit 412.12b. The increase is adjusted lower if necessary, to keep the salary from exceeding the maximum of the higher grade.”

Agenda Item #4

NAPS previously raised the issue of an RSS unit being removed from Rapid City, SD, last year. The USPS response was that it was being relocated due to lack of use; that RSS remains in Rapid City. It has not been relocated, just removed as a tool to service customers. What is the rationale for this action?

The Rapid City, SD, office was scheduled to have one RSS terminal removed from the office due to being underused. Underused terminals are calculated via the STEM report. It reviews walk-in revenue, number of transactions and WOS-earned staffing hours. The office was provided boxes and return labels last year to return the unit. New labels will be reordered and shipped to the office.

Agenda Item #5

NAPS asked for a briefing on the new route inspection process to which the NALC has agreed as this directly affects EAS supervisors, managers and postmasters in delivery units.

Bob Soutar, city delivery specialist III, provided a briefing on this process:

The Postal Service and NALC have agreed on exploring new and innovative methods for maintaining routes in proper adjustment throughout the year in an efficient and effective manner.

The USPS and NALC jointly agreed on the Technology Integrated Alternate Route Evaluation and Adjustment

Process 2022-2023 (TIAREAP), which is intended to reduce disputes and is more effective and less intrusive. The parties have agreed to this process, which includes evaluating and adjusting city delivery routes with information made available using Digital Street Review (DSR) technology as the primary means.

The parties will appoint joint USPS/NALC route evaluation teams in each district that will be used to implement the methodology.

Agenda Item #6

Currently, the DOIS parcel volume sorted on Saturday afternoons shows up on Sunday non-hub DOIS offices. However, the Sunday parcel volume does not roll in automatically to Monday’s parcel volumes. The field has been instructed not to add these Sunday parcel volumes manually into Monday. Currently, the Monday DOIS parcel volume is not accurate. What can be done to ensure the accuracy of parcel volumes on Mondays?

Bob Soutar said the DOIS team is aware of the problem and is working on a solution. In the meantime, the missing volume should continue to be entered manually.

Agenda Item #7

Currently, local NAPS officials are not being made aware of new supervisor classes in order to be given an opportunity to speak to these individuals who may want to join NAPS. Oftentimes, local NAPS officials are alerted by NAPS members who know someone in a class.

Several years ago, before COVID, the USPS provided NAPS Headquarters a list of all supervisor training classes across the country. NAPS asked that this list be made available to NAPS Headquarters and local NAPS officials be granted access to these classes to explain NAPS membership to these newly promoted EAS employees.

This department is not aware of any request for this list as far back as 10 years ago. In August 2014, NAPS asked USPS Headquarters that local NAPS officials be permitted to participate in initiating programs in each district, such as new supervisor training. The response was that our practice has been to allow districts the discretion in making those decisions; we will continue with that practice. Local NAPS representatives should contact local HR with these requests.

Agenda Item #8

NAPS Headquarters repeatedly has been made aware by EAS employees in the field of telecons and/or Zoom meetings where district, area and, at times, Headquarters leadership has treated EAS employees with disrespect, threats and harassing behaviors.

NAPS has repeatedly over the years brought these concerns to Postal Headquarters, yet this type of behavior continues to be tolerated, possibly encouraged, by senior postal leaders. What will it take for this behavior to no longer be tolerated?

The Postal Service has established policies on understanding, reporting, investigating and preventing harassment:

- *HR-07-01-2021-2—Postal Service Policy on Workplace Harassment*
- *Publication 553—Employee’s Guide to Understanding, Preventing, and Reporting Harassment*
- *The Joint Statement on Violence in the Workplace (JSOV)*

Specific allegations should be reported through the appropriate channels to be investigated.

Agenda Item #9

NAPS Headquarters has heard from Headquarters EAS personnel in the field of an inability to use staff vehicles. These EAS employees are told the vehicles belong to the district and

Continued on page 31

Informed Delivery Statistics, Implementation of Sorting & Delivery Centers and Policy for Missent Express, Priority Mail Among Items Discussed

The Aug. 6 consultative was held in conjunction with the national convention NAPS Executive Board meeting; all board members were present, except New England Area Vice President Bill Austin, whose flight had been canceled. Representing the Postal Service were Bruce Nicholson and James Timmons, Labor Relations Policy Administration.

Agenda Item #1

Regarding Informed Delivery, NAPS asked the following questions:

- How many subscriptions does Informed Delivery currently have? *As of July 17, 2022, Informed Delivery had 49.2 million registered users representing 36.2 million unique households.*
- What is the projected advertising revenue for Informed Delivery in FY22? *Informed Delivery does not generate revenue directly, but does contribute to the overall value that shipping and mailing with the Postal Service provide to customers. The Postal Sales team regularly uses the availability of Informed Delivery as an added benefit to the shipping and mailing service products offered to commercial mailers.*

In addition, our nearly 50 million subscribers provide an engaged audience for brands to deliver additional marketing touchpoints. This provides a competitive advantage to customers using our products.

The inclusion of digital content in the Informed Delivery daily digest provides our customers with the advantages of Postal Service mailing and shipping products combined with a digital

channel in which consumers are highly engaged. The 70.2% email open rate for Informed Delivery daily digests provides mailing and shipping customers with more than 2.5 times the exposure they would get through email marketing.

- What is the planned revenue for Informed Delivery for FY22? *N/A*
- Is this projected revenue included in Total Revenue used for NPA? *N/A*

Agenda Item #2

NAPS 1187s currently are in arrears for four months. When can we expect Shared Services to process these new, backlogged 1187s and become current?

The HRSSC tracks receipt and activity of 1187s daily and is current. If NAPS can provide examples of 1187s that have not been processed or were significantly delayed, we can research to determine the issue. At times, errors are made when the form is filled out improperly.

Note: Since the Aug. 6 consultative meeting, NAPS has submitted names for the USPS to track. The process is being reviewed at both NAPS Headquarters and Postal Service Headquarters.

Agenda Item #3

NAPS asked if there would be mitigation to FY22 NPA. If no, why not? If yes, what indicators will be mitigable and who will be able to mitigate? Also, what will be the timelines and process?

Yes, there will be an opportunity for installation heads to submit a unit mitigation request for consideration for FY22. References to Corporate and Unit indica-

tors were removed in 2021, yet indicators measured at the unit level still exist. We will consult with NAPS on redefining the policy that references unit indicators.

Agenda Item #4

NAPS asked if Amazon parcel delivery actually makes a profit. Regardless, what is the profit or loss YTD?

The profitability of individual customers' parcel shipments with the Postal Service is commercially sensitive and information that, under good business practice, would not be publicly disclosed. However, each competitive product must, by law, cover its costs and contribute an appropriate share to institutional costs. And to the extent any given customer's parcel shipments may be provided under a negotiated service agreement (NSA), each individual NSA also must cover its costs and contribute an appropriate share to institutional costs.

Agenda Item #5

NAPS asked what is being done to more quickly move EAS employees in the middle of their pay scales toward the top of their pay ranges. It's obvious this group of EAS employees has been stuck in the middle of their pay ranges for years; PFP is not the answer.

There was no analysis provided to support this allegation. Individuals receive general salary increases through promotions and annual pay-for-performance (PFP) increases. Salary range minimums and maximums are increased every year.

This could result in individuals not reaching the top of the salary range maximum and continue to receive PFP

as basic salary increases. The ranges are increased just before establishing PFP awards to allow individuals to receive most or all their award as a general salary increase. In June 2015, we agreed to apply increases to salary range minimums before applying PFP awards.

Agenda Item #6

NAPS is concerned the Seminole P&DC Annex was rented without air conditioning. The local NAPS branch president wrote to Mark Dahlstrom, director, Gulf Atlantic Division for Mail Processing. While NAPS understands some cooling equipment has been brought into the facility, NAPS considers this an unsafe working environment for employees. NAPS believes the USPS should install air conditioning in this facility as soon as possible.

The Postal Service has determined that the actions taken in facilities without air conditioning are adequate. The response provided to NAPS locally included multiple measures being taken concerning employees assigned to this facility and other facilities without air conditioning.

Agenda Item #7

Mindi Doleshal, (A) HR manager, Central Area, did not follow through on the issue of Sioux Falls having supervisor positions posted as Sunday/rotating and rotating/rotating days, giving the supervisors random days off each week and not adhering to the set days off in the rotation. The area said it would fix the supervisors' days off to comply with the way they were posted, but that has not been done. When can NAPS expect this to be resolved?

NAPS should direct this inquiry to the Central Area. It's a local issue that is not suitable for this forum.

Agenda Item #8

NAPS is now requesting consultation regarding implementation of the Sorting & Delivery Centers, sched-

uled for fall 2022 for Mid-Hudson, Bryan, TX, and Athens, GA, as far as NAPS can discern. The USPS has not been forthcoming on the implementation dates across the country.

Title 39, Section 1004(b), reads, in part: "Upon presentation of evidence satisfactory to the Postal Service that a supervisory organization represents a majority of supervisors ... such organization or organizations shall be entitled to participate directly in the planning and development of pay policies and schedules, fringe benefit programs, and other programs relating to supervisory and other managerial employees."

As this process is currently designed, based on a briefing the NAPS resident officers previously attended, there will be considerable impact on EAS staffing as supervisors, managers and postmasters will have carriers and clerks moved into these mega-units. NAPS further demands the USPS follows *Title 39, Section 1004(D)(1)(b)*, giving NAPS its full consultative rights under the law.

We have provided two briefings to NAPS on the S&DCs and provided a list of facilities and implementation dates. We will continue to share information with NAPS, as well as follow our obligations with the consultation process.

Agenda Item #9

NAPS North Central Area Vice President Dan Mooney did not receive answers from Wisconsin District Manager Sam Reed relative to a "lock-down" that occurred at Milwaukee's Bayview Station. Reed was sent a reminder on June 29 that Mooney had not yet received adequate responses. Reed replied he would have the Labor manager respond; to date, that has not occurred.

NAPS should direct this inquiry to the Wisconsin District and escalate it to the Central Area if unresolved. It's a local issue that is not suitable for this forum.

Agenda Item #10

Central Area MPOO Patti King in Kansas City is requiring all offices to deliver all missent Priority and Express Mail to every office within 50 miles. While Dave Williams was chief operating officer, he stopped this process, indicating that heroic efforts such as this are unnecessary.

The Postal Service also has a policy that mail should not be transported in personal vehicles. Many of these offices do not have enough postal vehicles to accomplish this task. NAPS requested that Postal Service Headquarters reemphasize the policy regarding delivering missent Express and Priority mail.

NAPS should direct this inquiry to the Kansas-Missouri District for discussion. It's a local issue that is not suitable for this forum.

Agenda Item #11

A USPS Headquarters employee (for privacy concerns, their name will not be used here) was requested to attend the NAPS Central Region Symposium in April 2022 as a USPS presenter. They were told by their manager they would have to use their own annual leave and pay their own expenses to attend. The manager went as far as to tell the employee that NAPS should pay their expenses if NAPS wanted them to attend.

NAPS Central Region Vice President Craig Johnson spoke to Central Area Field Human Resources Manager Mindi Doleshal several times about this, as well as Bruce Nicholson, Headquarters Labor Relations. Unfortunately, the issue has been left unresolved. NAPS requested that this employee have their leave balance restored and all travel-related expenses reimbursed.

NAPS should direct this inquiry to the Central Area. It's a local issue that is not suitable for this forum.

Agenda Item #12

Headquarters EAS positions assigned to Michigan 1 District were identified as subject to a reduction in force (RIF). Based on these rumors, many EAS employees sought positions outside Michigan 1. USPS Headquarters ultimately recognized those positions never should have been identified as potentially being subject to a RIF.

Central Area Field Human Resources Manager Mindi Doleshal has not been responsive to questions and concerns about this issue. Those who did get other EAS positions outside Michigan 1 have not been permitted to retreat to their former positions.

NAPS requested that EAS employees who sought positions outside Michigan 1 based on the potential impact of a RIF be permitted to retreat back to their former positions in Michigan 1.

There are no retreat rights for non-bargaining employees. Retreat rights are used for bargaining-unit employees in excessing events. Non-bargaining employees are not excessed; we follow policies on RIFs and RIF-avoidance activities. If individuals identify a vacancy in which they are interested, they can request lateral assignments.

Positions have changed due to the restructure; the number of positions has been reduced. Therefore, there may be more people interested in returning to a limited number of vacancies.

Agenda Item #13

Higher-level maintenance jobs still were posted as special exempt after the COVID MOU ended. This occupation code was updated effective May 21, 2022, which designated it as exempt: Employees who occupy MGR MAINTENANCE (1640-7040) effective May 21, 2022, and thereafter are designated as exempt, and employees who currently are assigned to that position received a NOA 902 to update

their records accordingly.

NAPS is aware that members who applied for these positions, as posted, were awarded the positions and subsequently were informed the position had changed to exempt. NAPS asked for an explanation regarding this failure to properly post these positions.

NAPS sent a request to the vice president of Labor Relations in 2020 to allow for additional pay for exempt employees being required to work a significant number of additional hours every day and on scheduled days off due to low percentages of employee availability. The Postal Service analyzed the request and determined it would allow additional pay for exempt managers in field operations if required to work additional hours because one's subordinate supervisor was unavailable to report to work due to a COVID-19-related absence and that exempt manager was needed to directly supervise bargaining-unit employees in mail processing and delivery functions.

A temporary solution was identified in our pay system and specific manager positions were flagged as eligible for additional pay. Once flagged, the positions were displayed as special exempt on job postings. Once the memorandum allowing for additional pay expired, those positions were returned to the exempt designation.

The MGR Maintenance (1640-7040) was and still is exempt. It was only eligible for additional pay and temporarily classified as special exempt during the life of the memorandum.

Agenda Item #14

NAPS asked if the USPS received a flat dollar amount from the Biden Administration over and above the cost of packing and delivering COVID test kits to the American public. If yes, what was that dollar amount?

What was the cost per kit charged for delivery? Has 100% of the year-to-date total revenue the USPS has generated/charged to the administration

for packing and delivering COVID test kits been added into the "total revenue" stream used to calculate the NPA "Total Revenue to Plan" indicator this fiscal year? How many COVID test kits have been delivered year to date?

The year-to-date total revenue the USPS has generated/charged to the administration for packing and delivering COVID test kits has been added into the "total revenue" stream used to calculate the NPA "Total Revenue to Plan" indicator this fiscal year. As noted in our latest 10-Q released on Aug. 9, 2022, during the last quarter, the Postal Service saw its other services' revenue increase by \$100 million compared to the same period last year due to non-postage revenue associated with the COVID-19 test kit distribution initiative.

To date, the Postal Service has delivered approximately 550 million at-home tests to American households as a result of this initiative.

May 30 Consultative

Continued from page 14

The Postal Service has engaged NAPS as a work team to discuss supervising staffing and explore modifications to the model.

Resolution 51

That one USPS vehicle be provided for EAS employees use to each Level-18 to -20 office, two USPS vehicles be provided to each Level-21 to -22 office and three USPS vehicles be provided to each Level-24 to -26 office.

This resolution is not adopted. The USPS is updating the Admin Program that would assign vehicles to certain positions and others in a motor pool. These vehicles will be available to EAS employees for use whether they are assigned to the position or assigned to the pool.

NAPS Expresses Concerns Over S&DCs Initiative

NAPS Headquarters has been in communication with the Postal Service regarding the Sorting & Delivery Centers (S&DCs) initiative. Sites selected by the Postal Service are chosen on specific criteria. Currently, these sites have been chosen:

- Mid-Hudson P&DC
- Utica P&DF
- Southeastern P&DC
- Kalamazoo P&DC
- Gainesville P&DF
- Athens P&DC
- Columbus Main Office
- NorthPark Station (Topeka)
- New Castle P&DF
- Bryan P&DC

The intended implementation was set for Aug. 27, 2022, but NAPS has been informed the sites, with the exception of Athens P&DC in Georgia, will not be ready for full implementation by the projected date. Therefore, implementation will be held off until after election season, peak season or when all aspects of the operation will allow, whichever is later.

The Athens P&DC is scheduled for full implementation in late September. NAPS has been informed it is likely additional carrier routes may be added to the delivery zones that will be involved in this project.

The NAPS resident officers have expressed questions primarily regarding the staffing for these facilities pertaining to supervisors, managers and postmasters. NAPS has been informed no decision has been made pertaining to the number of non-bargaining employees.

It is NAPS' expectation that implementation of the S&DCs, which is

California Mourns Death of Trailblazer Bess Lewis

NAPS is sad to report the death of Bess Lewis on Aug. 21. A longtime member of Oakland CA's Margarete A. Grant Branch 127, Lewis was a trailblazer with Grant.



Lewis, Grant, Dorothea Bradley and Ether Center became actively involved in NAPS in the '70s and were instrumental in helping women break the glass ceiling in NAPS in California. They created a path for women to be elected to state and national executive board positions.

Lewis worked in various EAS

positions in California's Oakland and Richmond post offices. She retired in 2003. Her NAPS career continued as California State secretary. Lewis attended all state and national

conventions and helped coordinate training at local and state conventions.

She always was available to help wherever needed. Californians and many NAPS members nationwide will miss her. Condolences may be sent to Earl and Derek Lewis, 6121 Arlington Blvd., Richmond, CA 94805-1203.

part of the Postal Service's 10-year plan, will allow postmasters the ability to reconnect with the community they serve, therefore reestablishing the prestige of the position. NAPS also expects and will advocate for no movement of supervisory or other managerial personnel until these new facilities are properly level-set to the new processing operations.

A PowerPoint presentation from the Postal Service on the S&DC implementation process is available on the NAPS website on the Bulletin Board.



John Tortorice was sworn in as the Brooklyn, NY, Postmaster at Fort Hamilton, where he was sworn into service 30 years earlier. From left: NAPS Northeast Region Vice President Tommy Roma, Tortorice and NAPS New York Area Vice President Dee Perez.



NAPS Director of Legislative & Political Affairs visited the Beth-El/Cedar Park Cemetery in Paramus, NJ, where his parents, grandparents and great-grandfather are buried. Also interred at the cemetery is former NAPS President Rubin Handelman, who was Bob's father's first postal supervisor in New York City. Bob paid his respects on July 24.

Executive Vice President Chuck Mulidore was busy in July and August meeting with NAPS' legislative supporters:



Sen. Susan Collins (R-ME)



Sen. Steve Daines (R-MT)



House Oversight & Reform Committee
Chairwoman Carolyn Maloney



Jay Chen, Democratic candidate for California's 45th Congressional District. The incumbent, Rep. Michelle Steel (R), voted no on H.R. 3076.



Rep. Val Demings (D-FL), Democratic candidate for the U.S. Senate



Valerie Foushee, Democratic candidate for North Carolina's 4th Congressional District



NAPS Northeast Region Vice President Tommy Roma and New York Area Vice President Dee Perez held the annual New York Area branch presidents' meeting at Cyclone Stadium in Brooklyn. The NAPS resident officers also attended. A meeting was held before the game, updating the presidents on current issues, followed by a Q&A. Thanks to Branch 51 President Butch Maynard for taking the photo.



Guaranteed Voluntary Benefits For NAPS Members and Associate Members

New **Guaranteed Acceptance** Benefit Programs Available to NAPS Members and Associate Members.¹ Don't miss this opportunity to protect your financial future. Return the information request by **November 11, 2022!**

Supplemental Life Insurance Program:

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

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

Disability Income Protection Program:

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

Accident Insurance Program:

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

For Additional Questions: 1-855-208-1154



**Benefits Administered by
M³ Technology
Protecting Your Future Today**

**NAPS MEMBERS AND ASSOCIATE MEMBERS ONLY
NEW BENEFIT INFORMATION**

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

- | | |
|--|---|
| <input type="checkbox"/> Life Insurance with Guaranteed Cash Accumulation at 4.00% ³ and “Living Benefits” for Chronic Condition for Long Term Care Expenses, Critical Care, Terminal Illness, and Disability | <input type="checkbox"/> Accident & Wellness Benefits |
| <input type="checkbox"/> Disability Income Benefits | <input type="checkbox"/> Critical Illness & Wellness Benefits |
| | <input type="checkbox"/> Discount Homeowners & Auto |

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

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

**PLEASE FILL OUT AND RETURN IN THE ENCLOSED POSTAGE-PAID PRIVACY ENVELOPE
BY NOVEMBER 11, 2022 (Please Print)**

Name: _____ Date of Birth: _____

Home Address: _____ Branch Number: _____

City: _____ State: _____ Zip: _____

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

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

Work Address: _____ Member’s Title: _____

Work City: _____ State: _____ Zip: _____

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

Type of Postal Facility: _____ Number of Employees : _____

¹ Inquire about riders available in your state.

² Based on current IRS regulations.

³ After mortality and expenses.

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

⁵ Consult your policy for details.

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

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

⁸ Additional Benefits for Accidental Death.

What Action Must I Take?

Simply return the priority information request form in the enclosed postage-paid privacy envelope today. Do not miss this opportunity for Guaranteed Acceptance Benefit Programs for NAPS Members. Please return the priority information request form by **November 11, 2022!**



Members from New Haven, CT, Branch 3 with New England Area Vice President Bill Austin at the 68th NAPS National Convention, from left: Austin, Branch 3 Treasurer Clem Irvin, Secretary Helen Collen, Vice President Joe Viola, President Denis Wright and Vice President Marcia Perkins



Rizwan Chaudhry (center), Mary Burkhard Branch 244 area vice president, was installed as postmaster at Sun Valley, CA. Chaudhry started his postal career in 2006. At his installation, he said, "To me, being a postmaster is about the people in all aspects: The people we serve, the people who work for me, the people I work for and, most importantly, my family." From left: Branch 244 President Ed Moore, California State President Marilyn Jones, Branch 244 Area Vice President Delmy Alarcon, Trustee Maria Palomar, Area Vice President Karesha Smith, Chaudhry, Branch 244 Secretary Clarissa Bognot, MPOO-A Linda Catuogno, Branch 244 Area Vice President Sherrie Torres, Canoga Park Postmaster Harv Jandu and Santa Clarita District Manager Al Santos.



NAPS postmasters participated in job fairs for California 2 and 3 to hire needed staffing in the Central Valley and coastal communities. The fairs were held in Tracy and Senora, two critical offices that need staffing. As a result of the fair, 45 people signed in Tracy and 23 signed in Sonora. The Postal Service provided Chrome Books for applicants to use, helping job seekers complete the application and ask questions. Using the computers allows information to be submitted on the spot and helps reduce background and hiring travel times for applicants, many who live in rural areas. From left: Cy Hoblit, postmaster of Soulsbyville; Delma Alarcon, HR, California 3; Debbie Baker, NAPS California State area vice president; Marsha Danzy, postmaster of Victor; Sandi Black, postmaster of Jamestown; Ashai Hodge, HR, California 3, Neil Gonzalez, MPOO; Sachin Uttam, postmaster of Oakdale; and Ted Viray, postmaster of Riverbank.



Rep. Mike Thompson (D-CA) held his 30th Annual Summertime Dinner at Inglenook Winery in Rutherford, CA. The special guest was Rep. Pete Aguilar (D-CA), the highest-ranking Latino serving in Congress who serves on the House Appropriations Committee and the Select Committee to Investigate the Jan. 6th Attack on the United States Capitol.

Thompson extended a warm welcome to NAPS attendees and pledged his support to Postal Service employees. Thompson and Aguilar supported passage of H.R. 3076. From left: NAPS California State Vice President John "JJ" Wong, Margarete A. Grant Branch 127 Vice President Glen Gray, Thompson and Branch 127 Trustee Edna Gray.

Arvin Sekhon, Fresno, CA, Branch 274 treasurer, was installed as postmaster of Madera, CA, by Rep. Jim Costa (D-CA). The event was held at VFW Post 1981; many local and state dignitaries attended. NAPS Executive Vice President Chuck Mulidore, Western Region Vice President Marilyn Walton and Pacific Area Vice President

Chuck Lum attended with fellow NAPS members. Representatives from the APWU and NALC offered their congratulations.

Sekhon has served 21 years with the Postal Service and is very active in the Punjabi Sikh community. At her installation, Sekhon said she looks forward to providing the best customer service, while the health and safety of her employees are a priority.

Attending Sekhon's installation were, from left: Margarete A. Grant Branch 127 President Charles Patterson, Fresno Branch 274 Vice President Drew Espuero, Western Region Vice President Marilyn Walton, Sekhon, Pacific Area Vice President Chuck Lum, Stockton Branch 197 Treasurer Marsha Danzy and California State Area Vice President Debbie Baker.



Patti Lynn, Fort Lauderdale, FL, Branch 296, continued her legislative advocacy with Rep. Val Demmings (D-FL), candidate for U.S. Senate, and Rep. Ted Deutch (R-FL).



Helping a Little Drummer Girl

Dee Perez

New York Area Vice President

The 68th NAPS National Convention in New Orleans became very special with a humbling humanitarian act witnessed by 1,232 NAPS members. On Thursday afternoon, during his nomination for Capitol-Atlantic Area vice president, Troy Griffin—who was running unopposed and is a friend to the entire Executive Board—introduced nine-year-old Tainika Meredith.

She played a musical instrument that can be purchased at any Home Depot store. However, the musical talent she displayed cannot be purchased at any Home Depot store. Tainika played drums on two empty buckets that probably, at one time, contained spackle. The music she played was typical of the famous New Orleans spirit: wonderful, joyous, celebratory and fun that brings pleasure to your ears.

This wonderful, spirited musical display was brought to light when Troy and fellow branch member Elaine Fordham came across Tainika displaying her musical talents on Bourbon Street while her mother, Darnika Meredith, watched closely beside her.

Unfortunately, Tainika and her mother were out on Bourbon Street trying to earn money to improve their living conditions. They were living with friends in an environment not ideal for kids.



Convention nominations for area vice presidents are limited to two minutes. But, as Tainika played her musical rhythms for all to enjoy, the two minutes were waved. NAPS members present were treated to a wonderful display of musical talent.

When it was announced that anyone could make a contribution to help Tainika and her mom with their difficult financial circumstances, NAPS members rushed over and stuffed her plastic drums full.

More than \$3,000 was collected in this five-minute frenzy.

When order was restored, President Ivan D. Butts gave Darnika and her daughter an opportunity at the microphone to tearfully thank Troy and Elaine, as well as the NAPS members for their generous donations and say how grateful they were to everyone.

This wonderful act of charity didn't end there. Troy and Elaine gave Darnika information about the next local Postal Service job fair and how to apply in order to, hopefully,



Tainika played her drums for Capitol-Atlantic Vice President Troy Griffin's nomination.

become part of our postal family. This act of humanitarian kindness from Troy and Elaine to notice this child and her mother was the highlight of the convention week for me and many others.

May God grant us all the self-awareness that Troy and Elaine were given on this day to help a family in need. Hopefully, one day soon, Darnika will be a part of our great postal family and, perhaps down the road, a member of the NAPS family, as well.

Don't forget! I need everyone to sign nonmembers, including postmasters! With dignity and respect, always.

nyavpdee@aol.com



A grateful Darnika, with her daughter Tainika, thanked NAPS members for their generosity.

NAPS/USPS California 2 Meeting

Marilyn Walton
Western Region Vice President

California 2 District Manager Jagdeep Grewal welcomed NAPS officers on July 12 for a meeting with her and her staff, including the Sacramento Postmaster, Labor Relations, HR, Operation Integrations and MPOOs representing California 2 areas, which covers Bay Valley (Oakland), Sacramento and Stockton 952.



NAPS officers attending were Sacramento Branch 77 President Ralph Petty, Executive Vice President Diane Ingalls, Margarete A. Grant (Oakland) Branch 127 President Charles Patterson, Vice President Glen Gray, Central Valley (Stockton) Branch 197 President Angie Gallardo, California State Area Vice President Debbie Baker and Marilyn Walton, NAPS Western Region vice president.

The meeting was to review and discuss the recent NAPS survey results from EAS NAPS members in California 2. All California and Hawaii NAPS affiliated branches committed

to share results of the 18 yes/no survey questions (with room for comments) with their members by mail, with a stamped, self-addressed return envelope. The survey was anonymous in the hope responses would be direct and candid.

This meeting was productive and proactive, opening a dialogue to deal with concerns and issues highlighted in the final Tally and Bar Graph surveys presented.

During the meeting, suggestions and proposals to improve the workplace climate were offered. It was agreed to schedule quarterly meetings with NAPS and California 2 management. NAPS officers should submit any local concerns to management any time.

This was the second district to meet and review its surveys with district management; other NAPS branches were scheduled to meet before August. We want to thank California 2 managers for taking time to meet on this important survey review.

Once all surveys are completed and reviewed locally, the informa-

tion will be shared with USPS area offices and NAPS Headquarters.

Sundance, UT, Branch 139 Annual Steak Fry

On the last Saturday in July, Sundance, UT, Branch 139 hosted its annual Steak Fry at the Spruces Campgrounds at Cottonwood Canyon in the Wasatch Mountains. Branch 139 President Jeff Fratto welcomed special guests Chuck Mulidore, NAPS executive vice president; Myrna Pashinski, Rocky Mountain Area vice president; and me. Also joining us were Stevan Gerber, former Rocky Mountain Area vice president, and his wife Melissa, former Branch 139 Legislative rep.

Pashinski conducted NAPS representation training for the two new NAPS officers: Teresa Barrett, Branch Area vice president, Plant Operations, and Lyann Johnson, vice president, Northern Area. Both said the training was informative and they feel confident the information will help them in their new NAPS positions. Mulidore installed Johnson and officially welcomed her to her new position.

This was the first time in two



Attending the meeting were, clockwise from lower left: Shanan Camarena, manager, Operations & Integration; Lee Bywater, manager, Labor Relations; Jagdeep Grewal, Sacramento District manager; Ralph Petty, Branch 77 president; Diane Ingalls, Branch 77 vice president; Angie Gallardo, Branch 197 president; Debbie Baker, California State Area vice president; Charles Patterson, Branch 127 president; and Glen Gray, Branch 127 vice president.



NAPS Executive Vice President Chuck Mulidore swore in Lyann Johnson, Branch 139 vice president, Northern Area. With her were NAPS Rocky Mountain Area Vice President Myrna Pashinski (left), Western Region Vice President Marilyn Walton and Branch 139 President Jeff Fratto.

years the branch hosted the steak fry. It was great to see members and their families attend. Fratto was chief cook, grilling steaks, hamburgers and hot dogs to order.

Branch Vice President Jill Jensen

and Treasurer Kristen Tisner conducted a SPAC fundraiser; over \$500 was raised for SPAC. Mulidore shared the latest news from NAPS Headquarters and Pashinski urged members to invite all nonmembers, including post-

masters, to join NAPS.

The event ended with Fratto and his team making s'mores over an open fire pit—an easy dessert to end a fantastic meal.

marilynwalton@comcast.net

We Manage Mail Delivery—We Don't Deliver Mail!

Richard L. Green Jr.
Eastern Region Vice President

At the recent NAPS national convention in New Orleans, I was concerned to hear our members describe what a day at work looked like for a delivery supervisor in Customer Service. It went a little like this:

1. Manage clerk operations.
2. Manage carrier operations.
3. Manage all the programs required to be completed each day.
4. Manage window operations.
5. Go deliver mail.

Wait! Go deliver mail?! Let's make sure we understand the role of a Customer Service supervisor. Our job is to manage the processing and delivery of mail by craft employees—not to deliver the mail!

Some individuals in local senior leadership clearly have forgotten our roles. Through the consultative process, NAPS asked USPS Headquarters Labor Relations for an explanation regarding when EAS (non-bargaining) employees can be forced, coerced or otherwise required to case routes or deliver mail. This is the response we received from the Nov. 22, 2021, consultative meeting:

Agenda Item #14

NAPS said that as the resident of-



ficers and Executive Board members attend NAPS-sponsored events, such as branch meetings, training seminars and conventions, they consistently are hearing from NAPS members across the country that supervisors, managers, MPOOs, postmasters and other EAS employees are being forced to case and/or deliver mail. In fact, they often are ordered to case and deliver routes by senior district leadership.

This is in violation of all craft collective-bargaining agreements, not to mention how these EAS employees who are being forced to deliver mail can get their own work done and certainly will be held accountable for office failures. These demands also will generate grievance activity that managers will be forced to pay, further hurting TOE and other NPA indicators.

NAPS requested USPS Headquarters to issue directives that EAS employees may not be forced, coerced or otherwise required to case routes or deliver mail, as that is a function of the craft.

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

Those emergency situations must be

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

So, what I am saying is if your schedule shows you have open routes and you have notified your leadership team, then it is not an emergency because you have open routes. I'm not telling any of our members to refuse a direct order. Follow instructions and notify your local NAPS officers so we can escalate the issue immediately and follow the process outlined in the USPS Headquarters Labor Relations response.

If we get no response at the district, we will immediately escalate the issue to your area vice president. Your NAPS area vice presidents, along with the regional vice presidents, will work to escalate this issue to USPS Area Labor managers. If there is no immediate relief, we will escalate the issue to NAPS Headquarters.

This will not be a long, drawn-out process. We promise you we will fight to ensure you are allowed to do your job, which is to manage the processing and delivery of mail—not deliver mail!

Fighting for membership!

rgreen151929@aol.com

Change!

Bobby Bock

Southeast Area Vice President

Lately, the word “change” has been foremost in the vocabulary of NAPS and the Postal Service. At our recently completed national convention, the delegation



elects several new board members. Jaime Elizondo was elected Southern Region vice president, Dwight Studard was elected Central Gulf Area vice president,

Pam Davis was elected Texas Area vice president, Ed Laster was elected Pioneer Area vice president and I was elected Southeast Area vice president. I appreciate the support of the Florida and Georgia delegations that have entrusted me with the task of representing them.

At the convention, we heard from Postmaster General Louis DeJoy whose main message was his vision for change in the Postal Service and implementation of his 10-year plan. Many of our members can recall when the Postal Service was in a growth mode and didn't have enough facilities to process mail. We opened annexes and LDCs for specific product lines.

As you know, things have changed in the Postal Service. There are many locations where we have too much real estate and underused facilities. DeJoy focused on a key area when he used greater Atlanta as an example of where the Postal Service has to fully evaluate its facility capabilities, then match those capabilities with today's service and volume requirements.

The plan to repurpose facilities to

Continued on page 32

Perspective

from the Immediate Past President

What's Your Plan?

Brian Wagner

Immediate Past President

It was an honor to attend the 68th NAPS National Convention in New Orleans as your immediate past president. I want to thank New Orleans Branch 73 for hosting a very enjoyable and entertaining opening ceremony. Congratulations to all the newly elected Executive Board members. I wish you all the best as you lead NAPS during the next two years.



I also am honored to remain on the NAPS Executive Board to complete the last year of my two-year term as immediate past president; my tenure ends Sept. 4, 2023. Meanwhile, my plan is to continue giving 110% to the success of NAPS and our members. As Ben Franklin said, “If you fail to plan, you are planning to fail.” I do not plan to fail, as I have a plan. Here's the scoop.

As immediate past president, I will attend the 2022 fall and 2023 spring Executive Board meetings, 2023 Legislative Training Seminar and regularly contribute columns for *The Postal Supervisor*.

Writing these columns is a bit self-serving as I get to continue my ice-cream research (eating) to decide which will be the next flavor-of-the-month recommendation. It's a rough gig, but someone has to do it!

As immediate past president, I previously was assigned to four Executive Board committees: NPA/PFP

Advisory, Training & Advocacy, Budget and Membership. I plan to continue doing my utmost in serving NAPS and our members on whichever committee I may be assigned over the next years. Technically, I'm a NAPS Executive Board nomad; my association oversight

covers the entire country.

When invited, I plan to support NAPS and our members by attending branch events, providing training at NAPS seminars and actively participating in as many state conventions as

possible. I continue to welcome calls, emails and text messages from branch members and respective officers who wish to seek my counsel on topics of parliamentary procedure, branch taxes and tax-exempt/nonprofit filings, treasury audits, advocacy and officer duties and responsibilities.

My plan also includes being a sounding board for branches and members who just want to talk. If these NAPS activities happen to occur while I am drinking coffee and eating ice cream, then my plan just got better.

Regardless, when my official Executive Board term expires next September, you may always contact me as an association resource. I am always grateful for the opportunity to give back to NAPS and our members, now and in the future. This includes any support I can provide our NAPS Auxiliary at the national, state or local levels, as well.

Just know the rumors are true;

Continued on page 33

Bob Levi

Director of Legislative & Political Affairs



A number of years ago, university researchers conducted a study in which they placed a coffee maker in a college hallway. Adjacent to the coffee was a container for

Oversight or Interference?

money. Students and faculty members frequenting the hallway could serve themselves coffee and leave money.

During some weeks, a poster depicting “watchful eyes” hung on the wall above the coffee pot; other weeks, the poster portrayed a bouquet of flowers. After a couple months, the researchers found that during weeks in which the poster of “watchful eyes” was displayed, people left more than twice as much money than when the flowers were displayed. The investigators concluded that “watched people” tend to act more dutifully and responsibly.

Just as this phenomenon applies to individuals, it also applies to organizations, federal agencies—and, yes, even the U.S. Postal Service. That’s the reason we have regulatory agencies and congressional oversight. Over the past 75 years, one of the more effective functions the U.S. Congress has performed has been “oversight.”

All U.S. senators and representatives, as the elected policymakers of U.S. citizens, have a vital role to play to ensure that legislation is executed faithfully and the interests of Americans are protected. Understandably,

it is quite natural and expected for federal agencies to resist congressional oversight.

They gripe about how Congress impairs prompt implementation of their policies, whether those policies are meritorious or not. Generally, heads of government agencies view congressional oversight as an obstacle to be overcome or ignored.

Over the years, the Postal Service displayed many of the same responses to oversight, whether by Congress, the Postal Regulatory Commission (PRC) or the Postal Inspector General. There are two very notable examples of such resistance.

First, the USPS objected to a presidentially appointed Office of the Postal Inspector General, as proposed by the former Rep. John McHugh (R-NY) in 1996. The compromise crafted by the late Sen. Ted Stevens (R-AK) resulted in the Inspector General reporting directly to the USPS Board of Governors, rather than to the president or postmaster general.

Another example of such resistance was the Postal Service’s full-throated objection to expanded PRC authority over postal operations, as included in the 2006 Postal Accountability and Enhancement Act. Notwithstanding these objections, diligent and thorough Postal Service oversight is key to an effective, responsive and accountable governmental operation.

The Postal Service occupies an essential and historic function in our democracy. Unlike most other federal agencies, our postal system is a constitutional creation that our government’s framers explicitly delegated to Congress—not to the president and not to the states.

As we should know, Article 1, Sec-

tion 8, of the U.S. Constitution empowers Congress to establish “post offices and post roads.” Once the bricks, mortar and infrastructure of post roads and post offices were established, Congress continued to have the awareness and obligation to ensure their creation was managed effectively and, most importantly, in the best interest of the American public.

Today, the progeny of our first post offices are all current postal facilities—post offices, stations, branches and processing and logistic facilities. Post roads are represented by the varying methods of transporting mail between facilities and among postal customers and mail recipients. Anything impacting these modern-day post offices and post roads is Congress’ business.

Congress has a number of tools at its disposal to conduct oversight. Most noteworthy are oversight hearings where witnesses offer insight about policies and implementation of those policies. These witnesses can include representatives of USPS officials, executive agency representatives, postal watchdog agencies—such as the Office of the Postal Inspector General, the Governmental Accountability Office or the Postal Regulatory Commission—and impacted postal stakeholders. In fact, NAPS President Ivan D. Butts testified at once such hearing on Sept. 7.

The hearing was convened by House Oversight and Reform Subcommittee Chair Gerry Connolly (D-VA). At the hearing, Ivan addressed issues relating to implementation of the USPS’ sorting and delivery center consolidation, the status of the agency’s 2022 general election operations and the narrowed Postal Police Force’s law enforcement authority, restricting its coverage to investigate

only crimes committed on postal real estate or postal-leased property. (*The text of Ivan's testimony appears on page 7.*)

It is clear that congressional interest in postal operations and financial stability did not pause—nor should it pause—on enactment of the Postal Reform Act of 2022. Congressional oversight will change beginning in 2023, whether or not

Republicans win a majority in the House.

Carolyn Maloney, House Oversight and Reform Committee chairwoman, lost her Democratic primary in a newly created congressional district to her colleague, House Judiciary Chair Jerold Nadler. Although Maloney will continue to chair the committee through the end of the year, there already are three an-

nounced candidates to succeed her as the top Democrat on the panel. They are Reps. Gerry Connolly (VA), Steve Lynch (MA) and Jamie Raskin (MD).

All three have been strong NAPS allies. Of course, if the Republicans win a House majority, Rep. James Comer (KY), Maloney's bipartisan partner in postal reform, will claim the committee gavel.

naps.ri@naps.org

July 6 Consultative

Continued from page 16

are unable to be used by Headquarters personnel assigned to the field, many of whom work in those district facilities.

These vehicles are necessary to perform Headquarters EAS duties to perform audits, attend meetings and oversee those operations under their control. Does USPS Headquarters have a plan to assign vehicles to these Headquarters EAS in the field?

As discussed with NAPS during the May consultative meeting, Fleet Management is working on an administrative vehicle initiative. Once the initiative is put into action, there no longer will be vehicles assigned to people, nor will vehicles be assigned to a particular district.

Vehicles will be assigned to select positions; as the holders of those positions change, the vehicle will remain in place. The pools of vehicles staged at large postal facilities (primarily P&DCs) will be available for all postal employees, regardless of district or Headquarters assignment, who have a work-related, time-to-time need for a vehicle.

Additionally, fleet management will regularly review utilization data to identify situations where it may be prudent to assign a position a vehicle. Conversely, this same review could identify positions where an assigned vehicle may not be prudent.

A district should not be putting

Headquarters employees in a position where they're not able to complete their missions. Fleet Management did not move vehicles as a result of the reorganization. If a district had ample vehicles before the reorganization, there still should be ample vehicles in the district

to accommodate both district and Headquarters employees.

This initiative still is in the planning stages, but is expected to be finalized soon. Additional information will be provided to NAPS as it becomes available.

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!

Supporting Our Postmaster Members

Jimmy Salmon

Hello, NAPS postmasters. We recently completed our 2022 NAPS National Convention in New Orleans. We had a great Postmaster Committee meeting. You will find the names of our committee members in this convention issue of *The Postal Supervisor*. You also will find the list of “asks” our committee developed during this convention’s meeting. There were two “asks” that were omitted from our list:

1. We would like postmasters to be added to the nonmember list so we know where potential members—some who might even be new postmasters—exist.

2. We would like NAPS Headquarters to ask the USPS how much is being paid out in Article 1.6b grievances due to EAS employees (including postmasters) doing craft work.

During the convention, I—and I think other members of the committee, as well—received lots of interest in participating with our committee. We are committed to acting on that interest with starting a regular com-

munication forum for NAPS postmasters. We still are working on how that will evolve, but it probably will consist of regular (perhaps quarterly) Zoom meetings during which we can get input from the field on a regular basis.



During our meeting at the convention, we had visits from New York Area Vice President Dee Perez and President Ivan D. Butts. Dee is a member of the Executive Board Postmaster Committee. He spoke about keeping an

active, open line of communication so if there are postmaster issues that need to be addressed, we can get them to NAPS Headquarters to be added to the agenda for regular consultative meetings.

Ivan spoke to us as long as we had questions. One of the points about which Ivan spoke was restoring the prestige of postmasters in and to their communities. Thanks very much, to both, for taking the time to address us.

We had two big concerns during our meeting. First was the recent development of Sorting & Delivery Centers (S&DCs)—also referred to as

mega plants. The intent is to move delivery from offices within 30 minutes of a particular S&DC into the plant.

There are 10 to 15 of these centers already in the planning stage. Of those, some have delivery from as few as five offices, while others have over 15 offices moving into the plant. The concern is what will happen in those offices where there no longer is delivery. Will there continue to be a postmaster in an office that has only Retail?

Sorting and Delivery Centers are a recently publicized effort, but it looks as if it is going to be implemented quickly. I see articles relative to the centers almost every day. Try to keep current regarding this issue, especially if you are a postmaster in an affected area.

The second-biggest concern was EAS employees—specifically postmasters—being forced to do craft work. I have heard some postmasters are working six and seven days a week *delivering mail*. This needs to stop!

The messaging from USPS Headquarters is that EAS employees should be delivering mail or doing craft work *only on an emergency basis*.

Views from the Vice Presidents

Continued from page 29

co-locate more operations includes housing more delivery units either in or nearby processing facilities to gain economies of scale. Our members in Atlanta listened to the PMG’s comments and understood the concepts he was espousing.

Much work lies ahead to trans-

form operations while we use those operations to process and deliver mail every day. It’s sort of building a lane while you are flying it—it’s difficult, but we do it all the time. We have the same issues with facilities in Florida. As the mail mix changes, so, too, does the way we process and deliver mail need to change.

NAPS has a choice to either be

part of this change by fully participating and providing input and feedback on these proposed changes or deciding to stand on the sidelines and let someone else make all the decisions. In my role as your area vice president, I plan on making sure NAPS is at the table for any changes that will affect our members.

bocknapsseavp@aol.com

But postmasters are doing this work on a regular basis. Somehow, postmasters and other EAS employees doing craft work needs to stop.

Lastly, let me reiterate that we will be working to start a regular forum of communication. Thank you to all the postmasters who talked to me during the convention and expressed interest in being part of our effort to be responsive to the needs of postmasters. If you are interested in being included, my contact information follows.

Until next time.

jimmyinrichmond@gmail.com

Jimmy Salmon is postmaster of Clarkdale, AZ, and a member of Phoenix Branch 246; (804) 319-0747.

Perspective from the Immediate Past President

Continued from page 29

you do become busier in retirement. So have a plan to be productive and successful not just during your postal career, but in retirement, as well. Whether you are working or retired, make the most of every day by having a plan—a plan that keeps you focused, motivated and engaged with others, but, more importantly, with yourself.

You even may have many different plans. Whatever they may be, have an understanding of what you want to accomplish, then make a plan to achieve it.

I, too, have many plans. One plan is to be a productive member of NAPS, my community and family. I also have a plan to eat new flavors of ice cream. What's your plan? I hope it includes my ice-cream-flavor-of-the-month recommendation: Ben & Jerry's Coffee, Coffee BuzzBuzz Buzz!

brian4naps@aol.com

We All Can Help **Build Membership**



July and August High-Five Club Members

Delmy Alarcon,* Branch 244, CA

Kanani Alos, Branch 214, HI

Joseph Amash,* Branch 83, NY

Eddie Archer,*** Branch 98, VA

Regina Baldazo,* Branch 9, TX

Tom Barone, Branch 202, NY

Frank Barton, Branch 330, NY

Bobby Bock Jr., Branch 406, FL

Samuel Booth Jr., Branch 39, CA

John Bu,** Branch 68, NY

Kent Buckley,* Branch 39, CA

Rizwan Chaudhry, Branch 244, TX

David Conover,* Branch 100, NY

Walter DeBerry, Branch 68, NY

Carlos Delgado, Branch 77, CA

Darius Evans, Branch 85, NY

Catherine Glasheen,* Branch 7, NY

Gregory Harris,* Branch 14, IL

Vincent Ignoto,** Branch 43, MA

Deborah Johnson, Branch 88, CA

Melvin Johnson, Branch 203, TX

Michael Johnson,* Branch 80, OK

Marilyn Jones, Branch 39, CA

Amy Kinney, Branch 130, MI

Jonathan Kofsky, Branches 568 and 933, NJ

Derek Lothridge,** Branch 96, ME

Laurie Lum, Branch 214, HI

Raymond Maytin, Branch 146, FL

Pamela Melchert, Branch 435, AK

Sandra Minor, Branch 209, LA

Thomas Molloy,* Branch 16, MN

Edward Moore, Branch 244, CA

Robert Moore, Branch 104, MN

Rachael Nicholson, Branch 29, OH

Sandy Noble, Branch 322, KY

Juan Pastor, Branch 100, NY

Renee Rafuse, Branch 102, MA

Malcolm Rawls, Branch 589, TX

Elvin Rivera, Branch 216, PR

Beverly Torain, Branch 177, NC

Damion Sampath Sr., Branch 43, MA

Christy Schirching,* Branch 27, NY

Frank Smith, Branch 68, NY

Mark Velez, Branch 164, NY

Francisco Villalobos Jr., Branch 216, PR

Eduardo Villanueva, Branch 562, PA

Robert Wakefield,** Branch 32, TN

Linda Wilson, Branch 255, IL

* Signed 10+ new members in 90 days

** Signed 15+ new members in 90 days

*** Signed 20+ new members in 90 days

NAPS Executive Board Directory

Resident Officers

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



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



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



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

Regional Vice Presidents

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



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

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



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

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



Richard L. Green Jr.
7734 Leyland Cypress Lane,
Quinton, VA 23141-1377
(804) 928-8261 (C)
rgreen151929@aol.com

Southern Region (Areas 10, 11, 12 and 13)



Jaime Elizondo Jr.
PO Box 1357, Houston, TX 77251-1357
(832) 722-3737 (C)
regionvp@aol.com

Western Region (Areas 14, 15 and 16)



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

Area Vice Presidents

3—Midwest Area (DE/NJ/PA)



Tony Dallojacono
PO Box 750, Jackson, NJ 08527-0750
(973) 986-6402 (C); (732) 942-4675 (O)
midwestareavp@gmail.com

1—New England Area (CT, ME, MA, NH, RI, VT)



William "Bill" Austin
33 Crab Apple Pl., Stamford, CT 06903
(203) 595-1714 (C)
nea.vp.naps@gmail.com

2—New York Area (NY/PR/VI)



Dioenis "Dee" Perez
262 Mallard Rd., Carle Place, NY 11514-2022
(516) 503-2220 (C)
nyavpdee@aol.com

6—Michiana Area (IN/MI)



Kevin Trayer
8943 E. DE Ave., Richland, MI
49083-9639
(269) 366-9810 (C)
kevintrayer@att.net

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



Troy Griffin
1122 Rosanda Ct., Middle River, MD
21220-3025; (443) 506-6999 (C)
(410) 683-3704 (H)
troyg1970@live.com
napsavptroyg@outlook.com

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



Ed Laster Sr.
9721 Steinway Ave., Cleveland, OH
44104
(216) 965-3061 (C)
pioneerped@gmail.com

9—MINK Area (IA/KS/MO/NE)



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

7—Illini Area (IL)



Luz Moreno
625 Alhambra Ln., Hoffman Estates,
IL 60169-1907; (847) 884-7875 (H)
(773) 726-4357 (C)
romonaps18@yahoo.com

8—North Central Area (MN/ND/SD/WI)



Dan Mooney
10105 47th Ave. N, Minneapolis, MN
55442-2536
(612) 242-3133 (C)
dan_9999@msn.com

12—Cotton Belt Area (AR/OK/TN)



Shri L. Green
4072 Royalcrest Dr.,
Memphis, TN 38115-6438
(901) 362-5436 (H)
(901) 482-1216 (C)
slbg@comcast.net

10—Southeast Area (FL/GA)



Robert "Bobby" Bock
125 Kaywood Dr., Sanford, FL 32771
(407) 687-5707 (C)
bocknapsseavp@aol.com

11—Central Gulf Area (AL/LA/MS)



Dwight Studdard
2188 Scenic Dr., Birmingham, AL
35214-1839
(205) 451-5186 (C)
dwightstuddard@yahoo.com

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



Myrna Pashinski
21593 E. Layton Dr., Aurora, CO
80015-6781
(303) 931-1748 (C)
vprma6state@aol.com

13—Texas Area (TX)



Pamela D. Davis
3022 Hartsville Rd., Houston, TX
77051-4630
(713) 702-5023 (C)
pdavistxavp@gmail.com

14—Northwest Area (AK/ID/MT/OR/WA)



John Valuet
4680 N. Maplestone Ave., Meridian, ID
83646-4928
(208) 871-1904 (C)
jvnwareavp@gmail.com

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



Chuck Lum
95-1222 Moea St., Mililani, HI 96789-5965
(808) 227-5764 (C)
lump013@hawaii.rr.com

Immediate Past President



Brian J. Wagner
3917 West Cedar Hills Dr., Dunlap, IL
61525-9760
(309) 253-5353 (C)
brian4naps@aol.com



New Orleans

68th NAPS National Convention

Sunday, Aug. 7	36
Monday, Aug. 8	44
Tuesday, Aug. 9	60
Thursday, Aug. 11	69
Friday, Aug. 12	76
Election Results	86
2021-2022 NAPS Executive Board	90
2022-2024 NAPS Executive Board	91
Former NAPS Executive Board and National Auxiliary Executive Board	92
Convention Committees	93
NAPS Area Photos	96

Convention coverage by **Karen Young**, NAPS editor;
 photos by **Dave Scavone** and **Bob Stevens**;
 design by **Christopher Smith**.

Additional convention coverage will be in the November 2022 issue of *The Postal Supervisor*, including Adopted Resolutions, In Memoriam and the National Auxiliary.



68th NAPS National Convention

Sunday, Aug. 7

Convention registration gets underway.



Auxiliary table



Director of Legislative & Political Affairs Bob Levi was ready to accept contributions to SPAC.



Richard Strickland sold SPAC Walkathon T-shirts.



The 68th NAPS National Convention Golf Tournament got underway at 9 a.m. Sunday morning, Aug. 7, at Timberlane Golf & Recreation in Gretna, just across the Mississippi River from New Orleans. It promised to be a typical, warm New Orleans day; the temperature was 99 degrees in the shade. NAPS President Ivan D. Butts went over to wish the golfers well.



‘Under Grace’

Sunday’s nondenominational worship service was an inspirational start to the convention week. NAPS delegates were treated to scripture and amazing music;

Rev. Prescott Butler’s stirring message prepared their hearts.

Lloyd Cox welcomed everyone to the service Sunday afternoon. The Old Testament reading was given by Paul Foley; the New Testament reading was given by Marilyn Jones. Richard L. Green Jr. introduced Butler, pastor at Irvington and Orange United Methodist churches in New Jersey and president of Robert L. Towns Branch 217.

Music was provided by Jessica Harvey & The Difference



Lloyd Cox





Paul Foley

Richard L. Green Jr.



Marilyn Jones

Jessica Harvey & The Difference, an all-female gospel group from New Orleans. They got the room moving and shaking.

The nondenominational service is conducted each year to bring NAPS members together to worship and fellowship when they are away from their home churches. We know that our time together in communion with the Lord serves to strengthen us for the road ahead.



Prescott Butler



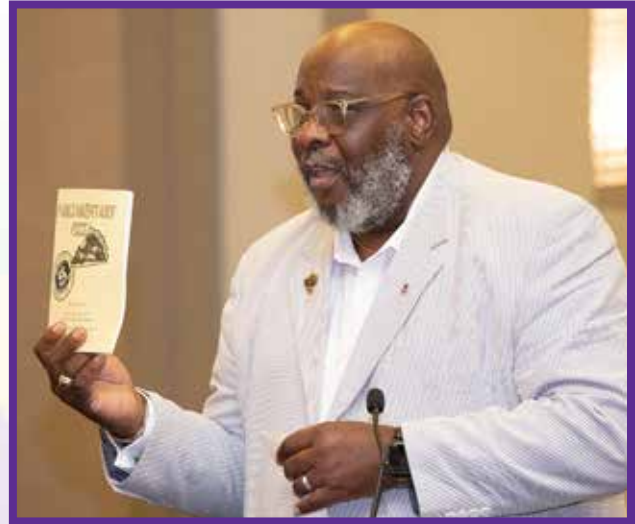
Participants in Sunday's worship service

Rules Are Tools

Attendees at Sunday afternoon’s delegates’ orientation learned the basics of parliamentary procedure from NAPS Parliamentarian Dr. Bruce Bishop. He said the primary reason NAPS members meet every two years at convention is to make decisions. “My job is to help you have a more efficient meeting,” he explained.

The best way to make a decision and assure that decision is supported by the group is by using parliamentary procedure—rules that members follow to make decisions that provide everyone a fair opportunity to impact the outcome. NAPS uses “Robert’s Rules of Orders.”

The organization’s members are the decision makers, the officers are the facilitators—ensuring members have the tools they need to



NAPS President Ivan D. Butts introduced Dr. Bruce Bishop, NAPS parliamentarian.

make decisions—and members of the resolutions committees research and make recommendations. All business is conducted by mo-



Parliamentarian Bruce Bishop

Pop Quiz

- A member offers a motion and debate begins without anyone offering a second to the motion. After debate, the chair calls for a vote and declares the motion passes. Immediately after, someone points out the motion never received a second.



tions—ideas, essentially. And those motions are subject to debate and can be amended. All decisions are made by a majority vote.

Bishop told delegates their job is to be informed, participate in debates and discussions, ask responsible questions and keep discussions relevant. He stressed delegates' most important responsibility is to vote.

“My job is to give advice and counsel,” Bishop said.



What, Exactly, Is Bid Whist?

Sunday evening at 6 p.m., the Host Branch Committee hosted the first-ever, NAPS national convention Bid Whist Tournament. You may not be familiar with the game. Bid Whist is based on the classic card game Whist, but with a bidding element.

In Classic Whist, a standard 52-card pack is used; cards in each suit rank from highest (ace) to lowest (2). There are four players who play in two partnerships.

All the cards are dealt face down. The final card, which belongs to the dealer, is turned face up to indicate which suit is trumps. The player to the dealer's left leads to the first trick with any card in the hand. The other players, in clockwise order, each play a card to the trick and must follow suit by playing a card of the suit led, if held.

A player with no card of the suit may play any card, either discarding or trumping. The



trick is won by the highest card of the suit, unless a trump is played, in which case the highest trump wins. The winner of the trick leads the next trick.

Play continues until all 13 tricks are played, at which point the score is recorded. Part of the skill is a player's ability to remember what cards have been played and figure out what cards remain. Once each trick is played, its cards are turned face down and kept in a stack of four near the player who won the trick.

Before the next trick starts, a player may ask to review the cards from the last trick only. Once the lead card is played, no previously played cards can be reviewed.

After all the tricks have been played, the side that won more tricks scores one point for each trick won in excess of six. A game is over



Louis and Bonita Atkins



Bid Whist tournament brackets

when one team reaches a score of five.

In Bid Whist, there are four exceptions. First, instead of the trump card being determined by random, the trump suit, or even if there will be a trump suit, for a given hand is determined by the outcome of the bidding process.

Second, whether a trick is won by the higher-ranking card of the winning suit or by the lower-ranking card of that suit also is determined by the outcome of the bidding process. Third, whether the ace is the highest- or lowest-ranking card of the suit can change from hand to hand, depending on whether higher- or lower-ranking cards win in that hand. And fourth, scoring is different.

Bid Whist takes skill and strategy. Players cannot tell their partners out loud what they want them to play, but there are non-verbal



Kyle Laurendine was in charge of the tournament.

cues partners give each other.

NAPS' tournament format was a single-elimination, team contest. The first round was a best, two-out-of-three format; all subsequent rounds were one-game/winner advances. All proceeds from the tournament went to SPAC.



Monday, Aug. 8

Laissez les Bon



New Orleans Host Branch 73 President Tomica Duplessis with NAPS President Ivan D. Butts and Secretary/Treasurer Jimmy Warden and his wife Ivonne



Host Branch Committee Chair Tomica Duplessis welcomed NAPS members to the 68th National Convention Monday morning. She said New Orleans Branch 73 members have worked hard to make this convention the best NAPS ever has had. “We’re so happy you’re here,” she declared. “Let’s get down to the business of NAPS.”

Cassandra Duplessis-Collins, Tomica’s sister and a first-timer, gave the invocation. Rechelle Cook inspired the audience with the song “Open My Heart” by Yolanda Adams.

The Louisiana National Guard presented the Colors. Kyle Laurendine led the Pledge of Allegiance. Next, Rechelle sang the national anthem.



Tomica Duplessis was thrilled to welcome NAPS delegates to New Orleans.

Rechelle Cook shared her amazing voice singing “Open My Heart” and “The Star-Spangled Banner.”



Kyle Laurendine, Branch 73, led the Pledge of Allegiance.



New Orleans



Temps Rouler!

At each national convention, NAPS honors members who have died since the previous convention with a memorial service. This year's service, led by Bertha Brumfield, had a

Bertha Brumfield, Branch 73, led the Memorial Service, which segued into a New Orleans Jazz Funeral—mourners are joined by a brass band that plays music that starts off heavy and sad, but soon turns celebratory; everybody dances!

Presentation of the Colors by the Louisiana National Guard



68th NAPS National Convention



distinctly New Orleans flair and was celebrated in the manner of a traditional jazz funeral. New Orleans does everything with more style than anyone else!

The first speaker was New Orleans Postmaster Matthew Connelly who welcomed delegates and urged them to explore the city. “As a NAPS member,” he offered, “I’m

honored to be in front of you today. The people in this room make the Postal Service work!”

Courtney McKelvey, lead senior plant manager at the New Orleans P&DC, also welcomed delegates.

McKelvey, a NAPS member

and former president of Houston Branch 122, said NAPS is like

**New Orleans P&DC
Senior Plant Manager
Courtney McKelvey**



New Orleans Postmaster Matt Connelly





no other organization and talked about being a first-timer at a NAPS convention.

“You have a wealth of knowledge in this room; these members will walk you through it,” she counseled. “You’ll learn about what NAPS does for the Postal Service. NAPS serves a purpose. We do a lot for EAS employees in this organization. Embrace the people who will show you the path.”

Baton Rouge Postmaster James Tate next welcomed NAPS delegates. He said he joined NAPS in July 2001 after completing an ASP class and has been a member ever since. “Enjoy your time here in New Orleans!” he urged.



Baton Rouge Postmaster James Tate III



68th NAPS National Convention



The National World War II Museum's Victory Belles

The Belles saluted veterans from the U.S. Armed Forces.



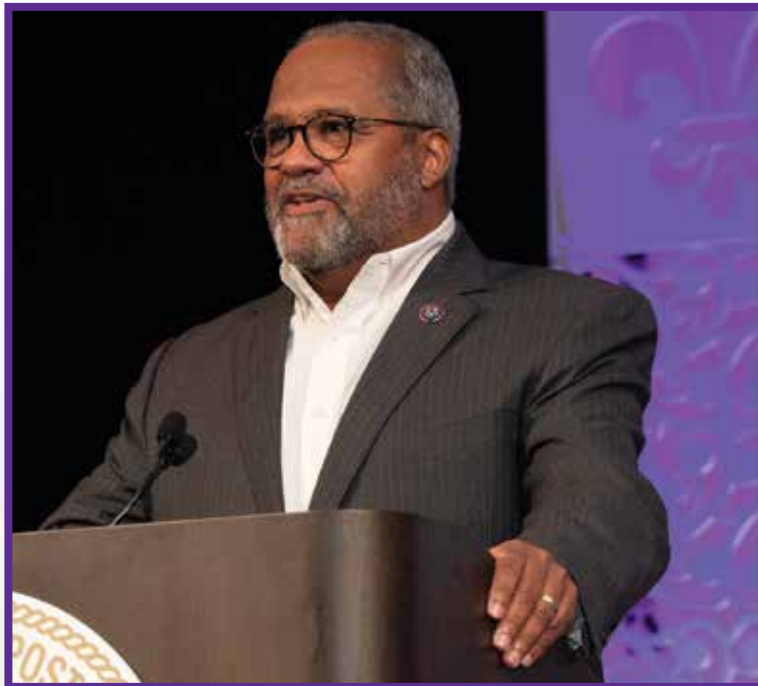


Entertainment was provided by the Victory Belles, a trio from the National World War II Museum performing music from the 1940s. Their repertoire includes all the treasured gems of the World War II era, as well as patriotic classics and a musical salute to each branch of the U.S. Armed Forces.

Duplessis was honored to next introduce Rep. Troy Carter (D), freshman congressman representing Louisiana’s 2nd Congressional District, which includes New Orleans. Carter affirmed the city recognizes the importance of postal employees.

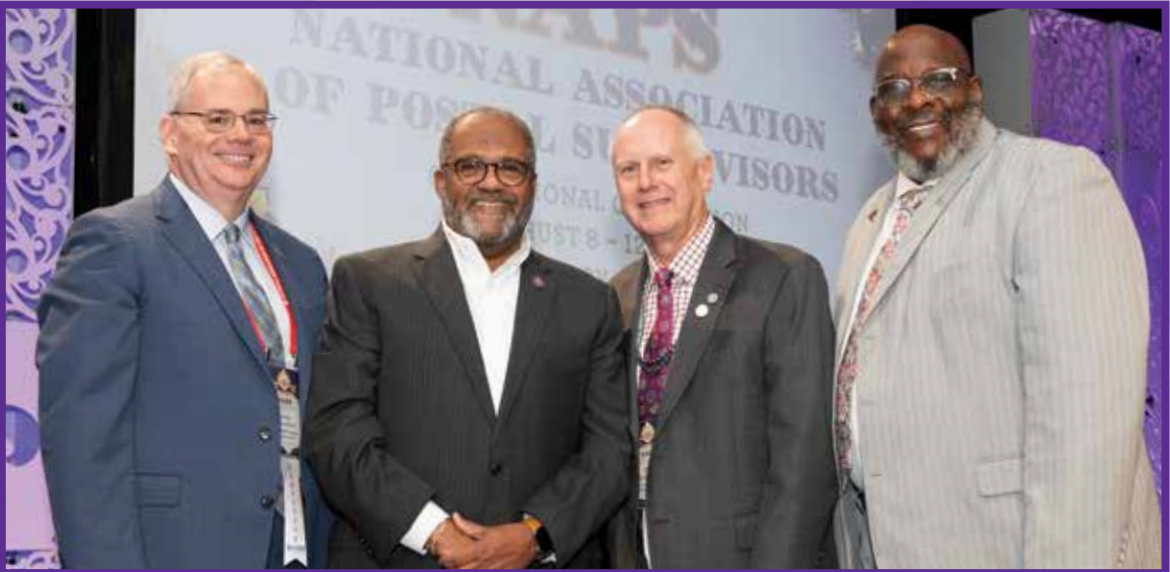
“Postal employees mean a little more for us here,” he explained. “After storms, the Postal Service connects us to the federal government. The Postal Service has become an American staple. Your system is a pillar of our American democracy.”

Carter lauded the agency for its ability to grow and adapt. “You have overcome a litany



Rep. Troy Carter (D-LA)

of challenges and delivered ballots—on time—among those challenges,” he offered. “We can’t thank you enough for rising to the occasion and protecting our democracy.”



From left: NAPS Secretary/Treasurer Jimmy Warden, Rep. Troy Carter, Executive Vice President Chuck Mulidore and President Ivan D. Butts.

68th NAPS National Convention

Carter stressed the U.S. government needs to be a good employer and prop up good workers, including postal employees, with good pay and benefits.

The congressman said he was proud to have been a loud “yes” vote for H.R. 3076, legislation that will put the agency on the path to a bright future and provide more sustainable financial footing.

“We need people and our communities to thrive,” he pronounced. “We can do better and must do better.”

Carter expressed his support for H.R. 1623, the Postal Supervisors and Managers Fairness Act; H.R. 82, the Social Security Fairness Act; and H.R. 1624, the Postal Employee Appeal Rights Amendment Act.

“Thank you all for being here,” he declared. “Please accept my gratitude for what you do for our country.”

Yulonda Love, the acting Louisiana District manager, addressed delegates. She spoke last August at NAPS’ 2021 National Convention in



Acting Louisiana District Manager Yulonda Love, whose message always resonates with NAPS members, exhorted delegates to help people.

Texas when she was the Dallas postmaster. Last year, she told NAPS members to take care of themselves.

This year, her message was about the importance of helping people. “How many of you



Former NAPS President Louis Atkins welcomed everyone to New Orleans. “It is such a pleasure to see my NAPS friends and family here in my hometown!” he announced.





Host Branch 73 President Tomica Duplessis handed the gavel to NAPS President Ivan D. Butts.

have passed by new managers who are asking for help?" she offered.

Love asked delegates to take a pledge to help people. "My main objective is to help people," she vowed. "I want to be remembered as helping people along the way."

Duplessis then prepared to turn over the convention gavel to NAPS President Ivan D. Butts. "We've done all we can," she pronounced. "It's time to officially get down to NAPS business. I hope we made you proud, Ivan."

Butts praised Duplessis and her committee members for their preparation and efforts. "They've poured their hearts and souls into this convention," he said. At that point, Butts called the 68th NAPS National



National Auxiliary President Laurie D. Butts

Convention's first business session to order.

The first speaker was National Auxiliary President Laurie Butts. On behalf of the Auxiliary, she welcomed NAPS members and said the Auxiliary fully supports them.

NAPS Executive Vice President Chuck Mulidore recognized the former Executive Board members present. He said Texas did a great job just 11 months ago with the 2021 National Convention, but offered "hats off" to New Orleans Branch 73 for their tremendous



President Ivan D. Butts presented past New England Area Vice President Lisa Douglas with her Executive Board ring; she served March 2020 through September 2021.

68th NAPS National Convention



Executive Vice President Chuck Mulidore

job in planning this convention.

Mulidore informed delegates that he had set a SPAC contribution goal of \$30,000 for the convention. “The passage of H.R. 3076 would not have happened without SPAC,” he said. “The credit goes to all of you who contributed.”

He described the experience of being at the White House to witness President Joe Biden sign the legislation into law on April 6. “It was an amazing time,” he offered, “and an honor to represent all of you. We were overwhelmed at the gravity of the situation and felt the collective honor of that day.

“There is more work ahead, though, and with SPAC, we will continue our work and have more



Secretary/Treasurer Jimmy Warden

bill-signing ceremonies.”

Secretary/Treasurer Jimmy Warden said it was great to see everyone in New Orleans. He proceeded to recognize the current Executive Board. Warden gave detailed instructions on the Hyatt Regency’s emergency procedures. He and Michiana Area Vice President Kevin Trayer had met earlier with the hotel to discuss procedures.

Butts next recognized the retirees in the room and thanked the veterans.



New England Area Vice President Bill Austin and Roy Madden



Credentials & Registration Committee Assistant Chair Roy Madden handed his credentials report to Assistant Secretary Nancy McVicker.



The Rules Committee presented its report.



Chair Jim Isom



Assistant Chair Gale Ingram



Yvette Jackson



LaNeda Pitts

During Monday afternoon’s general session, UPMA National President Edmund Carley addressed NAPS delegates. NAPS President Ivan D. Butts will address UPMA members at their national convention later this month. Carley said he was honored to be at the convention and credited Ivan with helping him adjust and providing guidance when he assumed the UPMA presidency.

Carley referenced *Title 39* and the requirements that Postal Service Headquarters consults with the postal management associations and gives “full and fair consideration” to pay and benefits and anything else that may affect EAS employees’ jobs, titles, work environments and more.

“Can you define ‘full and fair consideration’ for me?” he asked. “The Postal Service notifies us what it’s going to do, regardless whether we agree or like it.”

Carley said NAPS and UPMA need to be on the same page, asking the same questions and, if they’re told different things, sharing resources and having discussions.

“We have to work together,” he stressed.



UPMA National President Edmund Carley

“Other things, we disagree on—of course! We’re family. Families fight. Let’s make clear to the PMG that we want to partner with him and ensure the USPS is the preferred delivery choice of the 21st century. We want to be part of the solution.

“Despite all the differences and hype, the strength is in the numbers and working together. I stand with you and support you. I’m glad to see a roomful of dedicated postal employees; thanks for the invitation.”



From left: NAPS President Ivan D. Butts, UPMA National President Edmund Carley, NAPS Secretary/Treasurer Jimmy Warden and Executive Vice President Chuck Mulidore



Constitution & Bylaws Committee Chair Rafael Brathwaite and Assistant Chair Celia Dianne Ayon gave the first reading of the resolutions.

SPAC Table



Bob Levi and National Auxiliary member Pat Crowe staffed the SPAC table.



Richard and Ann Strickland with the SPAC Walkathon shirts



NAPS members kept Dr. Bruce Bishop, NAPS parliamentarian, busy during convention week. As Bishop explained at the delegates' orientation on Sunday, "My job is to give advice and counsel."



A Taste of New Orleans

Monday evening, NAPS delegates were treated to a welcome reception and dinner that featured food stations with New Orleans cuisine, a band, dancing, Mardi Gras showgirls and Zulu tramps and warriors.

The Zulu Social Aid & Pleasure Club was established in 1909. Its krewe members are known for wearing grass skirts and, rather than throwing beads during parades, they toss hand-painted coconuts—one of the most coveted “throws.”

At Monday night’s reception, two Zulu tramps and two walking warriors attended. The tramps wore elaborate head pieces; the warriors were Black Feather Indians. The Zulus provided a raucous end to the night’s revelry.



New Orleans



68th NAPS National Convention



Sam Booth Jr.





New Orleans



The photos of the Zulu Tramps and Indians were taken by Michael McNeal, Norfolk, VA, Branch 132.



Tuesday, Aug. 9

A Momentous Accomplishment

At Tuesday morning's business session, Executive Vice President Chuck Mulidore read a letter from House Oversight & Reform Committee Chairwoman Carolyn Maloney:

Dear Mr. Butts:

"I would like to express my sincere appreciation to the members of the National Association of Postal Supervisors for their hard work in help-

ing to get the Postal Service Reform Act signed into law.

"Postal supervisors, managers and postmasters are essential members of the Postal Service who help sustain and enhance the Postal Service. I want to specifically thank NAPS Executive Vice President Chuck Mulidore and Secretary/Treasurer James Warden for their efforts to help pass the bill.

"I wish I could be with you in New Orleans to take part in your national convention,



Bob Helfrich, Indianapolis Branch 8 treasurer, gave the invocation.

Credentials & Registration Committee Assistant Chair Roy Madden, with committee member Debbie Moore, reported that, as of Tuesday morning, total registration was 1,232.





A “redline” copy of H.R. 3076 was framed with the photo of the NAPS resident officers and President Joe Biden at the April 6 bill-signing ceremony.

but, in recognition of your members’ efforts, I want to present the National Association of Postal Supervisors with a ‘redline’ copy of the Postal Service Reform Act, signed by the President, as it was conveyed to the National Archives for posterity.

“I look forward to continuing to work with the National Association of Postal Supervisors

as, together, we strive to provide the American public with the high quality of services from the Postal Service they expect and deserve.”

Sincerely,

Carolyn B. Maloney

The redline copy presented to NAPS by Maloney is the final version of the House- and Senate-passed bill, H.R. 3076, that was pre-



Kyle Laurendine awarded the 1st-place trophy from Monday night’s Bid Whist tournament to Peggy Allen and Marcia Kimbrough, Cleveland, OH, Branch 46. From left: Executive Vice President Chuck Mulidore, Peggy Allen, Secretary/Treasurer Jimmy Warden, Marcia Kimbrough, President Ivan D. Butts and Kyle.



Vickie Mosley, Charleston, WV, Branch 212, claimed 2nd place. She partnered with her friend Elizabeth Johnson.

68th NAPS National Convention

sented to President Joe Biden for his signature and bears the signatures of Speaker of the House Nancy Pelosi and President Pro Tempore of the Senate Patrick Leahy. It includes a “red line” bordering the text of the first and last pages of the passed bill.

Once President Biden affixed his signature to the legislation, the document, known as the “redline” of H.R. 3076, was immediately forwarded to the U.S. National Archives and Records Administration, where it was assigned Public Law 117-108.

This token of appreciation from Maloney, thanking NAPS members for their efforts in helping enact postal reform legislation, is framed with a photo of the NAPS resident offi-

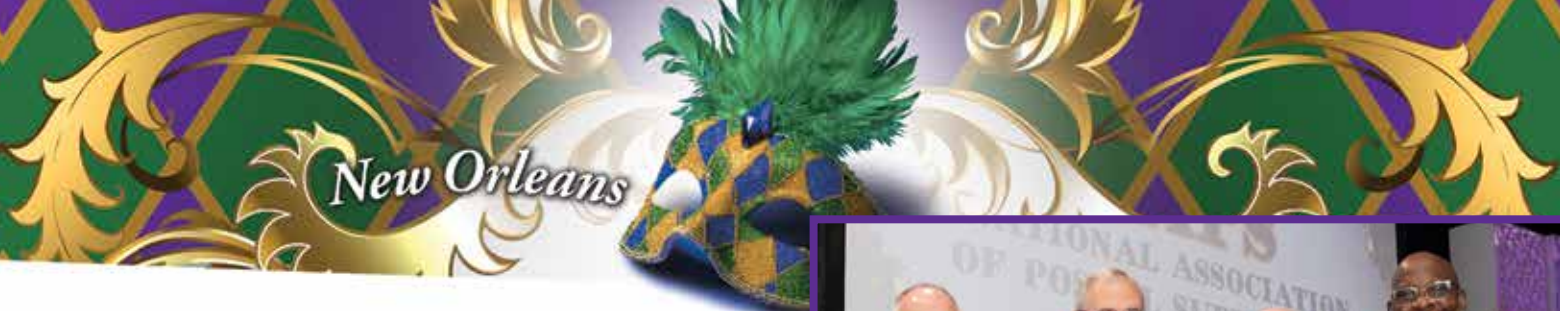
cers and President Biden at the April 6 signing ceremony.

In honor of former Illini Vice Presidents Lorraine Henry (50-plus years as a NAPS member) and Dr. Nancy Wesley, South Suburban, IL, Facility Branch 493 has been renamed the L. Harry/Dr. N. Wesley Branch 493. Henry, with her daughter Toni Coleman-Scruggs and Branch 493 officers, came to the stage to accept this honor.

Southern Region Vice President and NAPS Executive Board Chair Tim Ford was recognized Tuesday for his service; he has stepped down from the Executive Board. He served as Southern Region vice president for 28 years and board chair for 10 years.



Recognizing the renaming of Branch 493 in honor of Former Illini Vice Presidents Lorraine Harry and Dr. Nancy Wesley were, from left: NAPS Central Region Vice President Craig Johnson, Illini Area Vice President Luz Moreno, Lorraine Harry (seated), Toni Coleman-Scruggs, NAPS Secretary/Treasurer Jimmy Warden, Branch 493 Vice President Rheda Sneed, Branch 493 President Rhonda Thompson, NAPS Executive Vice President Chuck Mulidore and President Ivan D. Butts.



Retiring Southern Region Vice President and Board Chair Tim Ford was recognized for his many years of service to NAPS.

Executive Vice President Chuck Mulidore called Ford a great NAPS leader and presented him with a plaque with a gavel that reads, “in recognition of your tremendous service to the members of NAPS and for your leadership, dedication and commitment to our members.”

Ford told delegates, “This boy from Minnesota has been more places, done more things and made more friends from my membership in NAPS. None of this could have been done without the help of the Southern Region.”

Next to be honored was former NAPS President Louis Atkins. At NAPS Headquarters, former presidents Rubin Han-



From left: Executive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden, Southern Region Vice President Tim Ford and President Ivan D. Butts.

delman, Vince Palladino, Louis Atkins and Ted Keating are honored with metal plaques in the Margarete A. Grant Executive Board Conference Room.

Executive Vice President Chuck Mulidore called Louis up on stage. “We thought it would be great to present you a picture of that plaque, along with your biographical sketch,” he said.



Executive Vice President Chuck Mulidore presented a plaque to former NAPS President Louis Atkins.

68th NAPS National Convention



Louis Atkins, treated to a standing ovation, told delegates, "Love you!"



President Ivan D. Butts recognized members of the Eastern Region for their charity work in New Orleans distributing dignity bags to homeless shelters over the weekend. From left: Karen Douglas, Patricia Stevens, NAPS Secretary/Treasurer Jimmy Warden, Beverly Torain, Phoebe Jordan, NAPS Executive Vice President Chuck Mulidore and President Ivan D. Butts.



As usual, Louis received a standing ovation.

“It’s such a great honor to be a member of NAPS and to have friends and loved ones like you all,” Louis expressed. “I’ll always remember this day because this presentation was given to me right here in New Orleans; it means a lot! I’m grateful I have friends all over the country. Bonita and I love every one of you! You are our family.”

President Ivan D. Butts asked Phoebe Jordan, Carolinas Bi-State Branch 936 officer and Wilmington, NC, Branch 248 member, and fellow Eastern Region members Karen Douglas, Charlotte, NC, Branch 183; Patricia Stevens, Carolinas Bi-State Branch 936; and Beverly Torain, Raleigh, NC, Branch 177; to the stage to recognize their charitable efforts. The group assembled and distributed dignity bags to homeless shelters in New Orleans on Saturday.

Phoebe thanked the resident officers for allowing them to take on this project. “So much has happened here in New Orleans from

Hurricane Katrina,” she observed. “There are so many homeless.”

She referenced Yulonda Love’s message from Monday morning urging everyone to help someone. “I was astounded and elated when Yulonda gave that message,” she said. “This group of women, along with the Eastern Region, has given donations and, with our NAPS president, were able to put together the 300 dignity bags we dispersed to three homeless shelters on Saturday.

“This humanitarian effort was envisioned by Karen Douglas and Patricia Stevens. We pray and hope that, at the next convention, someone locally decides to do a similar project.

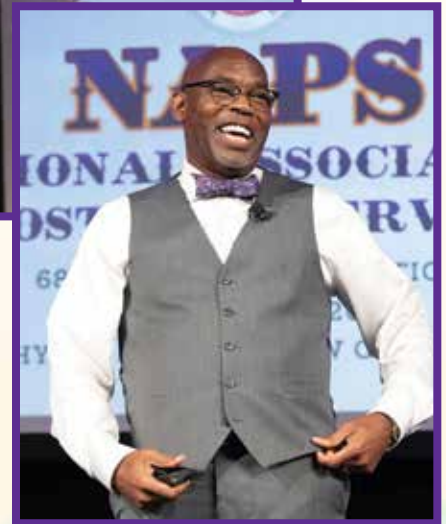
“We gave the bags to a youth homeless



Resolutions Committee Chair Junemarie Brandt and Assistant Chair Angela Garland conducted the first reading of the resolutions.



68th NAPS National Convention



Motivational speaker Greg Gray talked about building relationships.

shelter for children under 21 and a men’s and a women’s shelters. Thank you all for your donations and everything you did. Thank you, Ivan, for allowing us to do this.”

NAPS delegates next were treated to motivational speaker Greg Gray, CEO of Renaissance Unlimited, Inc. He talked about building relationships and to what people really listen.

“I’m excited to hang out with you,” he declared. “Most effective leaders are the ones who build relationships that are lasting. Great

relationships are based on how well people listen and how much they care.”

Gray said that, when under pressure, people really listen to:

- 7%—the words we choose
- 38%—our tone of voice
- 55%—body language

In other words, “93% has more to do with

NAPS members responded to Gray’s message that people assess a person’s character depending on how they say something rather than what they say.





the boat on which the words float,” he explained. “If we don’t manage our tone of voice, we can’t manage our relationships. People assess our character by *how* we say something rather than *what* we say. Our relationships are built on mutual trust and respect—not on agreeing.”

Gray had delegates list the qualities of an admired mentor and leader—the A list. Then, list qualities of a toxic co-worker or leader—the B list. “As leaders, it’s important to ask yourself, ‘What does my 93% look like?’”

He discussed ways to communicate in a variety of situations—phone calls, email, social media, texting and in-person and virtual meetings. “Look in a mirror,” he advised. “However you look is going to come across—whatever the environment. Remember, the entire world understands a smile.”

Gray quoted Albert Schweitzer, humanitarian and Nobel Peace Prize winner, who said, “Example is not the main method of influence; it’s the only method of influence.”

He told NAPS delegates they get to choose which list they are on, but the people perceiv-

ing us get to choose which list we are on. “They determine how good we are at managing this,” he advised.

Postmaster Committee Chair Jimmy Salmon, with Assistant Chair Kevin Moore and fellow committee members, gave the committee’s report. This year’s “asks” include:

- Continuing the push to recruit postmaster members. The USPS has 14,000 postmasters; 4,500 are NAPS members. As a result of the District of Columbia U.S. Court of Appeals’ decision, NAPS can represent postmasters in every aspect of their jobs, including pay.
- The need continues for online training for postmasters, such as *Form 150s*, labor and SWCs.
- Provide COLAs for postmasters and all EAS employees.
- As a result of Amazon and other initiatives, it’s imperative that offices are budgeted properly.
- Find out more information on the move to create mega plants that would be sortation and distribution centers.
- Postmasters are doing too much craft



Postmaster Committee Chair Jimmy Salmon gave the committee’s report.

68th NAPS National Convention



Constitution & Bylaws Committee Chair Rafael Brathwaite and Assistant Chair Celia Dianne Ayon continued their reading of the resolutions.

work, as well as other work. Postmasters must be paid for all time they work.

- There needs to be proper staffing that would allow postmasters to reasonably use their leave.
- Postmaster jobs should be posted for EAS employees only.

Salmon said his committee is committed to regular communication within the committee between conventions and with the Executive Board Postmaster Committee when important issues arise. “Let’s deal with those issues as



Illini Area Vice President Luz Moreno with former Illini Area vice presidents: seated, Lorraine Harry; second row, Susie Warren, Moreno, Ray Elliott and Lynn Lacey; back row, Charles May and Dan Rendleman.

they occur,” he urged. “Let’s communicate those issues to the Executive Board so they can be discussed during consultative meetings with the Postal Service.”

As of Tuesday afternoon, contributions at the convention to SPAC totaled \$29,800. That total included a contribution of \$10,002 from the Northeast Region in honor of NAPS Secretary/Treasurer Jimmy Warden.





Thursday, Aug. 11

About 70 NAPS delegates gathered early Thursday morning to participate in the 7th NAPS National Convention Walkathon.



68th NAPS National Convention



New Orleans



Ensuring a Viable Postal Service



Assistant secretaries, from left: LaTasha Brown (assistant chair), Marcia Jones, Nancy McVicker (chair) and Roberta Hoag.

An ebullient President Ivan D. Butts called Thursday morning's session to order.



NAPS Executive Vice President Chuck Mulidore invited Richmond, VA, Branch 93 President Arnold Navarre and his family up on the stage Thursday morning. In honor of Navarre, the branch has been renamed the Arnold Navarre Branch 98.

Navarre originally is from New Orleans, so many family members were present to help



California State Branch 905 President Marilyn Jones gave the invocation.

Executive Vice President Chuck Mulidore informed NAPS delegates he had raised the convention SPAC goal from \$30,000 to \$40,000, seeing as the former goal of \$30,000 nearly had been collected as of Tuesday afternoon.



68th NAPS National Convention



Arnold Navarre, Richmond, VA, Branch 93 president, was honored by having Branch 93 renamed the Arnold Navarre Branch 93.

honor him. After being presented with the new charter, Navarre told NAPS delegates to always focus on membership to ensure NAPS is around forever.



Members of Navarre's family from New Orleans, as well as NAPS officers, gathered to recognize Navarre.



Audit Committee Chair Arnie Rosario and Assistant Chair Stephnia Campbell

Audit Committee Chair Arnie Rosario, with Assistant Chair Stephnia Campbell, gave their committee's report. The committee reviewed the financial records of 16 vendors and 28 Executive Board members for February and May 2021 and April and May 2022. After review, there were no major findings.

Postmaster General Louis DeJoy next addressed NAPS delegates. "Most places I go these days," he observed, "people are concerned about the Postal Service and are starting to recognize the work we do and the problems we've had."

New Orleans



DeJoy said USPS Headquarters has been busy with new initiatives and he's excited about the changes. "We're doing the right things strategically to bring the agency back to success," he affirmed.

When DeJoy assumed his position, the Postal Service was predicted to run out of cash in three months, the infrastructure was severely underfunded and there was no long-term strategy.

"When you have a brand as great as ours and opportunities in front of it," he declared, "the first thing I said was we have to deliver six days a week to every address."

"That was not only our mission, but a strategy to bring definition to our mission and create growth. I was hired to fix and transform the agency. It takes action, good strategy and help from all of you. We're moving forward!"

"We're going to influence a change in the environment. We have a big voice and a big responsibility. The Postal Service is not just going to deliver mail, but also work to preserve

Postmaster General Louis DeJoy



DeJoy had a lively Q&A session with NAPS delegates.

the long-term viability of the organization."

He stressed that the agency is being taken seriously now because it has a serious plan to move forward. "We have a lot of issues, but we're getting less fragmented in our approach to solving them," he said. "That's the only way we can move forward."

DeJoy said there are massive problems to fix,

but they're simple and straightforward to address. Also, as a result of postal reform legislation, the agency is in better financial condition to make needed improvements to the infra-

68th NAPS National Convention

structure. “We have the knowledge and power in the organization to do what needs to be done,” he touted.

The Postal Service needs to be self-sustaining and cover its costs. “Leadership has to have a vision for the future and a strategy to get through the challenges we have,” he asserted. “We have to take action; momentum matters, especially in this organization.”

DeJoy referenced the Postal Service’s outstanding efforts in mailing COVID test kits to American households—the most successful fulfillment ever rolled out. They worked closely with the White House, which got to see firsthand the power of the USPS and its operational efficiency. “I plan to use that going forward,” DeJoy declared.

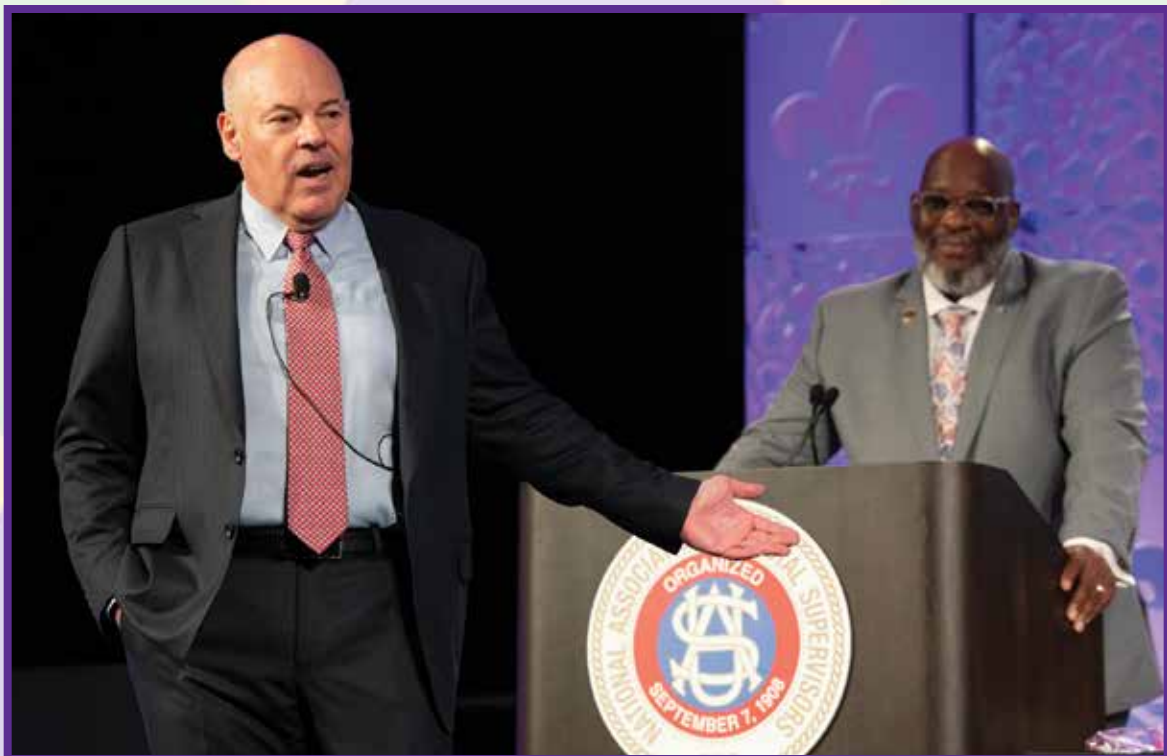
The PMG said he also is committed to cre-

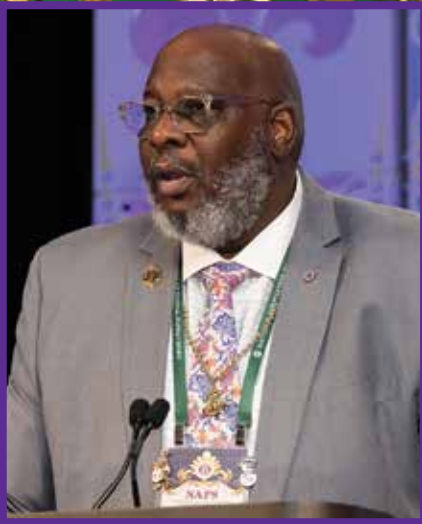
ating productive and long-term careers, assuring NAPS delegates that supervisors are the backbone of the business. They’re modernizing IT and will continue to get the financial house in order.

“We have big initiatives in employee engagement to reduce turnover; we need stability. We are going at it, but we won’t get through it without you. Our focus has to be on delivering mail and packages.”

During Thursday afternoon’s general sessions, nominations were made for Executive Board positions; there were no challengers for the three resident officer positions. After the elections were closed, the three resident officers offered the following remarks:

President Ivan D. Butts—“I am so humbled to serve you and our association! I love





President Ivan D. Butts



Executive Vice President Chuck Mulidore



Secretary/Treasurer Jimmy Warden

NAPS and the family we have. I truly believe there is more for us, but we have to pursue it. For a number of years, we've gone backward and fallen behind.

"We're working now in a cooperative effort with the board and my fellow resident officers to do our best to change that course. Each time we sit down, it's going to be with the mindset we're going to put more money in your pockets.

"I'm grateful to fight this fight for two more years and will serve with all my strength, all my heart and all my soul."

Executive Vice President Chuck Mulidore—"Thanks, everybody. I'm overwhelmed and honored to serve as executive vice president. The team at NAPS Headquarters is a good team. We get along, we're friends and we work well together. We're on a roll!

"NAPS is back and is important again to the Postal Service. The lawsuit, the legislation—it's a great time to be a NAPS member. Spread the word! Get more first-timers to this event. Sign more members; tell them they need to join NAPS. Thank you so much."

Secretary/Treasurer Jimmy Warden: "I

want to thank you all. I'm very humbled to be allowed to serve you for the next two years. Last year, I asked you for a mortgage—lend me your vote for one year and I will pay you back. I hope I paid you back.

"Over the next two years, that agreement still stands. You just gave me your faith and trust to move forward and continue to serve you. I have two years to pay you back again; I'm humbled.

"Working with Ivan and Chuck is great. I look for bigger and better things for NAPS in the future!"



Resolutions Committee Chair Junemarie Brandt (right) and Assistant Chair Angela Garland completed the final reading of the resolutions.

68th NAPS National Convention

Friday, Aug. 12



Prescott Butler, president of Robert L. Towns, NJ, Branch 327, gave the invocation.



Credentials and Registration Committee Assistant Chair Roy Madden reported that the final total of NAPS delegates, Auxiliary and guests was 1,238.



Ballot Committee Chair Robert Tolman explained the voting procedures.



This year's SPAC Ann Konish Hall of Fame members, one person from each region, were recognized for reflecting the values that Ann Konish lived—making SPAC a centerpiece of her membership. From left: NAPS Secretary/Treasurer Jimmy Warden; Greg Murphy, Springfield, MA, Branch 102; Carolyn Williams, Miami Branch 146; Stephnia Campbell, San Diego Bridget Evans Branch 159; Heather Weiland, North Dakota State Branch 937; Lloyd Cox, James E. Parks Jr. NOVA District Branch 526; Executive Vice President Chuck Mulidore; and President Ivan D. Butts.



Ballot Committee members, from left: Jackie Clayton, Las Vegas District Branch 463; Jeff Jones, Evansville, IN, Branch 55; Jon Kofsky, New Jersey State Branch 933; Karyn Rahming, Sacramento, CA, Branch 77; Sylvia Johnson, North Georgia District 595; Virginia Price Booker, Gateway, MO, Branch 131; Bruce Kuiper, assistant chair, Minneapolis Branch 16; and Robert Tolman, chair, South Dakota State Branch 946.

Elections



68th NAPS National Convention



Winning teams from Sunday's golf tournament were recognized:



1st place: Bill Spurlin, Southeastern Michigan Branch 268; Chad Viers, Branch 268; Tony Viers, Michigan State Branch 925; and Jim Archibald, Branch 268.



2nd place: Kevin Proctor, Middle Tennessee Branch 32; Bill Cook, Long-Isaac-Keys, OH, Branch 33; Larry Shropshire, East Tennessee District Branch 245; and Robert McMurry, Chattanooga, TN, Branch 947.



3rd place: William Taylor, Carolinas Bi-State Branch 936; Mike Fields, Branch 936; Andre Jones, Raleigh, NC, Branch 177; and Robert Sanders, Raleigh, NC, Branch 177 (not pictured).

New Orleans



Ann Strickland—Miami Branch 146 treasurer, Florida State Legislative chair and SPAC Walkathon organizer—thanked everyone for supporting this year’s Walkathon and purchasing the event T-shirts; all 325 were sold. She also thanked



**SPAC Walkathon organizer
Ann Strickland**

Signature Federal Credit Union and Dillard Financial Solutions, Inc., for funding the shirts.

There were about 70 walkers Thursday morning. “We had a nice, invigorating walk!” Ann said. She thanked Kyle

Laurendine, New Orleans Host Branch 73, for designing this year’s Walkathon logo. A total of \$9,000 was collected for SPAC.

Ann also thanked her husband Richard for



The top three SPAC Walkathon pledge-earners were recognized. From left: Alice Jackson, President Ivan D. Butts, Velma McClinton, Executive Vice President Chuck Mulidore, Kathy Gill, Secretary/Treasurer Jimmy Warden and Ann Strickland.

selling the shirts, starting Sunday morning. She recognized the top-three pledge-earners: Kathy Gill, \$581, Harrisburg, PA, Branch 50; Alice Jackson, \$480, James E. Parks Jr. NOVA District Branch 526; and Velma McClinton, \$450, Los Angeles Branch 39.

“Let’s do it again in two years!” she exclaimed.



Secretary/Treasurer Jimmy Warden announced the winners of this year’s Best Newsletter contest. From left: delegate accepting for Maxine Campbell, editor, *Branch 42 (Baltimore) News*, who won Best Bylined Column/Editorial; President Ivan D. Butts; Robert Wakefield, editor, *Crickets*, Nashville, TN, Branch 32, who won Best Layout and Overall Excellence; Warden; Junemarie Brandt, *NAPS Branch 526 (VA)* editor, for Best News/Feature Article; and Executive Vice President Chuck Mulidore.



Warden also announced the winners of this year’s Best Website contest. With the resident officers are Carolyn Williams, 3rd place, Miami Branch 146 (napsbranch146.org); and Robert Wakefield, 1st place, Nashville, TN, Branch 32 (napsbranch32.org). Northeast Region Vice President Tommy Roma won 2nd place (tommyroma.org).

68th NAPS National Convention

Warden reminded delegates that there has been a big push on membership; the High-Five Club was established to recognize those who have been successful in recruiting new members. "We have some members doing a tremendous job," Warden expressed. "So we are recognizing the top-10 recruiters for the period June 1, 2021, to May 31, 2022."

8th-place tie: Vincent Ignoto, Boston Branch 43; and Marilyn Jones, Los Angeles Branch 39

7th-place tie: Robert Wakefield, Nashville, TN, Branch 32; and Renee Rafuse, Springfield, MA, Branch 102

6th place: Sue Bartko, Pittsburgh Branch 20

5th place: Linda Wilson, Heart of Illinois Branch 255

4th place: Kent Buckley, Los Angeles Branch 39

3rd place: Deborah Johnson, San Francisco Branch 88

2nd-place tie: Walter DeBerry, Brooklyn Branch 68; and Tom Barone, Long Island Branch 202

1st place: Jonathan Kofsky, New Jersey State Branch 933

From left: Executive Vice President Chuck Muldore, Kofsky, Barone, DeBerry, Secretary/Treasurer Jimmy Warden, Ignoto, Wilson, President Ivan D. Butts, Bartko, Rafuse, Jones, Johnson and Wakefield.



Southern Region Vice President Tim Ford called his three area vice presidents to the stage—from left: Texas Area Vice President Jaime Elizondo Jr., Southeast Area Vice President Bob Quinlan and Cotton Belt Area Vice President Shri Green—to recognize them for their service. "Each of these vice presidents has shared a tremendous amount of time with NAPS and their members," Ford declared. "They deserve recognition for that time. We are forever grateful for their service to the Southern Region. I want to thank them for making the Southern Region what it is today."



Elizondo promptly turned around and presented Ford with a plaque from the Texas Area in recognition of

his valuable, dedicated service. "Texas thanks you for your leadership," he said.





Tim Kopcash, Ohio State Branch 938 vice president, and Jackie Caffey, Branch 938 secretary, presented outgoing Pioneer Area Vice President Tim Needham with a crystal eagle. “We want to recognize Tim,” Caffey told delegates. “He’s been a colleague, mentor and friend. On behalf of Branch 938 and all of Ohio, we thank you for your hard work and dedication as Pioneer Area vice president. The award reads: ‘Presented to Timothy Needham. Your dedication, diligence and duties have allowed you to soar like an eagle and look at the fruits of your energy and time with satisfaction.’”

From left: Executive Vice President Chuck Muldore, Needham, Caffey and Kopcash.

President Ivan D. Butts introduced the NAPS Headquarters staff, from left: Bob Levi, Allison Portney, Charles Caburian, Emily Christophersen and LaToria Bolling.



68th NAPS National Convention

NAPS Director of Legislative & Political Affairs Bob Levi started his remarks by thanking Pat Crowe from the Auxiliary for helping him at the SPAC table all week, as well as Richard Strickland who sold the SPAC Walkathon T-shirts.

Levi made reference to the recent images of outer space that have come from the Webb telescope, some images whose light was projected 7,500 years ago. “You’re looking back in time that number of years,” he explained. ‘What is difficult takes time; what is impossible takes a bit longer,’ the motto of the armed forces in World War II, can apply to legislation. It took 16 years from when postal reform legislation was introduced to finally become law.”

Levi compared the legislative process to the children’s game of Chutes and Ladders. If you make one misstep, you slide backward. If you make the right step, you climb the ladder and move forward. “For the first time in 16 years,” he observed in reference to postal reform, “the right moves were made. We skipped ahead and had something positive enacted into law.”

The elements to enactment included a broad postal coalition, bipartisan leadership and advocacy and White House support. “It was a collaborative effort,” Levi stressed. “It was everyone working together and understanding what was necessary for the Postal Service to survive into the future. It was about addressing specific issues that we have identified as being problems for the agency.

“Where else could you have the chair-



NAPS Director of Legislative & Political Affairs Bob Levi

woman of the Oversight Committee and her Republican counterpart working together for passage? In the Senate, you had both parties working together. And the bill also had White House support. All the stars aligned for this bill, now P.L. 117-108.”

Now it is time to move on to other legislation. Levi discussed H.R. 3077, the Postal Improvement Act, that would make necessary changes to the consultative process, give all EAS-level postal employees the right to appeal adverse actions before the Merit Systems Protection Board, provide a number of election mail provisions and more.

The remaining legislative calendar for this year is short; there is not a lot of time to get much accomplished. What are NAPS’ priorities?

Levi said H.R. 3077 would help NAPS members, the Postal Service and its customers. H.R. 1623, the Postal Supervisors and Manag-



ers Fairness Act, would put teeth in the consultative process and preclude future litigious battles over EAS employees' rights to fair and equitable compensation.

Also, H.R. 1624, would provide all EAS employees appeal rights. And there are two postal police reform bills that would allow postal police to again protect postal property, assets and mail, including as the mail is delivered. NAPS also continues to advocate for repeal of the WEP and GPO provisions.

Levi said President Ivan D. Butts had been invited to testify at a House Oversight and Reform Committee hearing in Philadelphia regarding USPS oversight. "The U.S. Constitution and laws provide Congress with oversight responsibilities," he explained.

"The USPS is an independent establishment under the authority of the executive branch; it's not independent of the federal government. Hence, Congress has a vital role in overseeing the agency. Oversight is extremely important, whether by the inspector general, the Postal Regulatory Commission or Congress itself."

Levi told delegates the most powerful place in the U.S. is the voting booth. "Take stock of what your elected representatives are doing on your behalf and on behalf of EAS employees," he urged. "It's important for you to contribute to SPAC—our opportunity to support incumbents and candidates who support our agenda."

He said NAPS is unique in that it has its own candidate questionnaire and asks potential recipients of SPAC funds how they would vote



NAPS DDF Provider Al Lum offered delegates an update on the NAPS Disciplinary Defense Fund. He said all his advocates are specialists in their advocacy work. "I have the best team assembled," he assured NAPS members.

and if their views are important to NAPS members. "We also evaluate on their viability," he offered.

"We could have a candidate 100 percent behind our positions, but they can't win. We're not going to use your hard-earned funds to support someone who can't survive.

"We also look at how professional their campaign operation is. Those are the issues we consider. As we look at incumbents, we look at their voting records, how engaged they are with our members and their committee assignments."

Levi informed delegates that he planned on taking all the cash collected for SPAC at the convention and getting a money order from Signature Federal Credit Union to take back to NAPS Headquarters. "I want to take as much money as possible to turn into a money order," he said. "Help me out!"

At the end of the convention, the total for SPAC was \$41,094, which included the Walkathon, the Northeast Region contribution of \$10,002 and the Western Region contribution of \$7,255.

68th NAPS National Convention

NAPS Legal Counsel Bruce Moyer told delegates it was great to see all of them. “I’ve had the honor to serve NAPS for 24 years now,” he offered. “The integrity, patriotism and loyalty that all of you embody are why you still are my client.”

Moyer proceeded to discuss the NAPS lawsuit against the USPS, calling it a journey for justice. “It has been a journey, more than a journey,” he opined “It’s been a crusade for justice. From the very beginning, we knew we were in the right. It was a question of whether the courts agreed with us despite the Postal Service continually telling us no.”

He explained the four “commandments” in *Title 39* that deal with compensation:

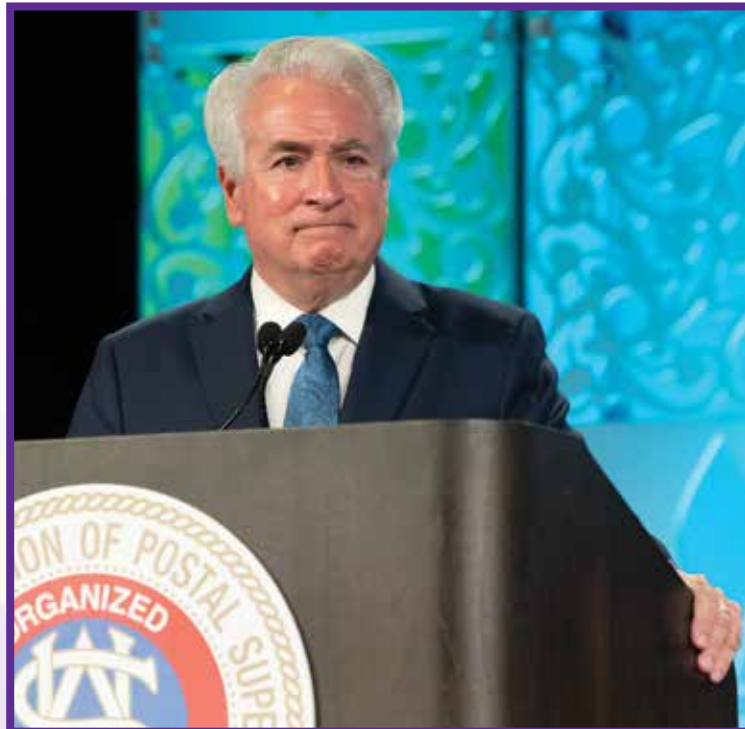
1. It requires the USPS to maintain compensation and benefits for all employees on a standard of comparability to the compensation and benefits paid to comparable levels of employees who work in the private sector—pay comparability.

2. The USPS shall provide adequate and reasonable differentials in rates of pay between employees in the clerk and carrier grades and supervisory and other managerial personnel—pay differentials for supervisors.

3. It requires the USPS to assure the attraction and retention of qualified and capable supervisory and managerial personnel.

4. It establishes and continuously maintains a program for all such personnel that reflects the essential importance of a well-trained and motivated workforce to improve the effectiveness of postal operations.

Moyer said these four elements were the



NAPS Legal Counsel Bruce Moyer

legal platform on which NAPS relied and built when it took the Postal Service to court on July 26, 2019, after the conclusion of consultation on the FY16-19 pay decision.

“We followed the steps outlined in *Title 39* and went to a fact-finding panel that ruled 3-0 in NAPS’ favor,” he observed. “The panel had concerns that the pay decision was not in accordance with *Title 39* and the provisions just cited.”

After the USPS largely rejected the fact-finding panel’s recommendations, NAPS went to the District Court in the District of Columbia and sued the Postal Service on three grounds:

1. The USPS did not honor the obligation to provide an adequate supervisor differential adjustment.



2. The USPS took no effort to assure comparability with private-sector wages and benefits.

3. The USPS had failed to consult with NAPS in its representation of area and Headquarters employees and postmasters

Moyer told delegates that, a year later, to NAPS' surprise, a judge rejected the suit, ruling that NAPS had failed to state a claim. "We were astonished at this decision because NAPS, in its long history, had waged litigation against the USPS in 1997 in that very court," he explained. "So, we appealed."

NAPS' attorneys argued the case before a three-judge panel and, on Feb. 22, 2022, a decision was handed down finding NAPS to have prevailed on all issues of law. Also, certain issues of fact were to be remanded back for trial.

"Our victory in the Appeals Court was a historic win for NAPS," Moyer declared. "It would not have been possible without the courage and fortitude of your national leadership—the vision and courage they displayed by saying, 'Look, this is not right; we need to take this case further.'"

The court found that, particularly on three issues of law:

1. USPS pay decisions on EAS personnel are reviewable by the District Court.

2. The USPS must comply with *Title 39* in so far as its duties to consult, provide a SDA and ensure pay comparability. This is not a discretionary function; it's required by *Title 39*.

3. NAPS is entitled

to represent *all* EAS personnel, including postmasters, regardless of their location.

"In that respect," Moyer explained, "the language of the court in its opinion was succinct and even super critical of the USPS, saying the agency's defense of its failures was 'sparse and self-serving;' indeed, their explanation 'reeked of chicanery.'"

This opinion was written by former Chief Judge Harry T. Edwards who said, "The Postal Service's proposed interpretation ... represents an utterly unreasonable interpretation of the statute that would deny thousands of managerial employees access to protections provided by *Title 39*."

Moyer discussed the issues of law that are to be tried by a fact-finding panel; the case will go back to the DC District Court:

1. Whether there was pay comparability in the 2016-19 pay decision between the pay of supervisors and managerial personnel with their private-sector counterparts.

2. Whether there was adequate and reasonable pay differential paid to EAS employees.



68th NAPS National Convention

3. If not, how much back pay is owed to these employees.

4. Whether there are any area and Headquarters personnel who should be excluded from the scope of representation to which NAPS should be given due deference.

That decision was handed down on Feb. 22; since that time:

1. UPMA, which had intervened in the District Court case, had requested the Circuit Court of Appeals to reconsider its decision. That request was denied.

2. The USPS declined to appeal the decision to the Supreme Court.

3. To date, the District Court has not reconvened the case, but the parties are preparing to return to court on the issue of fact, which will involve further fact-finding, discovery, affidavits and depositions required before that are the part of the discovery process.

Moyer said NAPS has retained further compensation experts, which also will help with the next pay talks.

“There have been discussions of a settlement,” Moyer told delegates. On the previous Saturday, the NAPS Executive Board was briefed on the current status of litigation and reviewed settlement options and priorities.

“You should remain confident your board and legal team have demonstrated courage and stamina to bring us to this point,” he stressed.

“We believe the law is on our side. We have been vindicated by the courts and rule of law. Our strength lies in our unity of purpose. This crusade on your behalf will continue.”

Election Results

President—Ivan D. Butts

Executive Vice President—Chuck Mulidore

Secretary/Treasurer—Jimmy Warden

Northeast Region Vice President—Tommy Roma

Eastern Region Vice President—Richard L. Green Jr.

Central Region Vice President—Craig Johnson

Southern Region Vice President—Jaime Elizondo Jr.

Western Region Vice President—Marilyn Walton

New England Area Vice President—Bill Austin

New York Area Vice President—Dee Perez

Midwest Area Vice President—Tony Dallojacono

Capitol-Atlantic Area Vice President—Troy Griffin

Pioneer Area Vice President—Ed Laster

Michiana Area Vice President—Kevin Trayer

Illini Area Vice President—Greg Harris, 56; Luz Moreno, 62

North Central Area Vice President—Dan Mooney

MINK Area Vice President—Kelly McCartney

Southeast Area Vice President—Robert “Bobby” Bock, 109; Roe Herzog, 101

Central Gulf Area Vice President—Kyle Laurendine, 31; Dwight Studdard, 42

Cotton Belt Area Vice President—Shri Green

Texas Area Vice President—Pam Davis, 117; Yolanda Grayson, 3; John Lomba, 39

Northwest Area Vice President—Aric Skjelstad, 40; John Valuet, 69

Rocky Mountain Area Vice President—Myrna Pashinski

Pacific Area Vice President—Chuck Lum



Host Branch 73 President Tomica Duplessis addressed delegates Friday afternoon. “On Monday,” she pointed out, “I said this would be one of the best conventions you ever attended! Did we live up to that? We’re so very happy you’ve enjoyed yourselves; we’re so happy you came.

“Thanks to the New Orleans Post Office for providing the mobile unit; we generated \$4,700 in revenue.

“We’re going to close, but this is not goodbye—it’s see you later! Thank you.”



Sergeants-at-Arms Committee Chair Lloyd Cox called his committee up on stage to be recognized. “It’s been our pleasure to serve you during this convention,” he said. “I want to thank all the sergeants-at-arms for their dedication and performing their duties with dignity and respect. Thank you for allowing us to serve you.”

Closing out the convention Friday was a second line with members of the NAPS Executive Board and National Auxiliary to celebrate. (The term “second line” is originally thought to refer to the secondary group of participants—behind the band and the family—in a parade associated with jazz funerals.)



68th NAPS National Convention



At the start of Friday night's Grand Banquet, former NAPS President Louis Atkins swore in the regional and area vice presidents. Front row, from left: New England Area Vice President Bill Austin, New York Area Vice President Dee Perez, Mideast Area Vice President Tony Dallojacono, Capitol-Atlantic Area Vice President Troy Griffin, Pioneer Area Vice President Ed Laster, Michiana Area Vice President Kevin Trayer, Illini Area Vice President Luz Moreno, North Central Area Vice President Dan Mooney, MINK Area Vice President Kelly McCartney, Cotton Belt Area Vice President Shri Green, Southeast Area Vice President Bobby Bock, Central Gulf Area Vice President Dwight Studdard, Texas Area Vice President Pam Davis, Northwest Area Vice President John Valuet, Rocky Mountain Area Vice President Myrna Pashinski and Pacific Area Vice President Chuck Lum.

Top row, from right: Immediate Past President Brian Wagner, Northeast Region Vice President Tommy Roma, Western Region Vice President Marilyn Walton, Southern Region Vice President Jaime Elizondo Jr., Central Region Vice President Craig Johnson and Eastern Region Vice President Richard L. Green Jr.



Louis Atkins also swore in the resident officers.



President Ivan D. Butts



Executive Vice President Chuck Mulidore



Secretary/Treasurer Jimmy Warden

2021-2022 NAPS Executive Board



Sitting, from left: Rocky Mountain Area Vice President **Myrna Pashinski**, Pioneer Area Vice President **Tim Needham**, Cotton Belt Area Vice President **Shri Green**, Western Region Vice President **Marilyn Walton**, Southern Region Vice President **Tim Ford**, Illini Area Vice President **Luz Moreno**, Central Gulf Area Vice President **Roy Beaudoin**, Northeast Region Vice President **Tommy Roma** and Southeast Area Vice President **Bob Quinlan**.

Standing: Secretary/Treasurer **Jimmy Warden**, Pacific Area Vice President **Chuck Lum**, Executive Vice President **Chuck Mulidore**, Mideast Area Vice President **Tony Dal-
Iojacono**, Northwest Area Vice President **John Valuet**, Michiana Area Vice President **Kevin Trayer**, New York Area Vice President **Dee Perez**, MINK Area Vice President **Kelly McCartney**, New England Area Vice President **Bill Austin**, North Central Area Vice President **Dan Mooney**, Eastern Region Vice President **Richard L. Green Jr.**, Central Region Vice President **Craig Johnson**, Texas Area Vice President **Jaime Elizondo Jr.**, Immediate Past President **Brian Wagner**, President **Ivan D. Butts** and Capitol-Atlantic Area Vice President **Troy Griffin**.

2022-2024 NAPS Executive Board



Sitting, from left: Secretary/Treasurer **Jimmy Warden**, Rocky Mountain Area Vice President **Myrna Pashinski**, Cotton Belt Area Vice President **Shri Green**, Western Region Vice President **Marilyn Walton**, President **Ivan D. Butts**, Illini Area Vice President **Luz Moreno**, Executive Vice President **Chuck Mulidore**, Northeast Region Vice President **Tommy Roma** and Southern Region Vice President **Jaime Elizondo Jr.**

Standing: Pioneer Area Vice President **Ed Laster**, Texas Area Vice President **Pam Davis**, Pacific Area Vice President **Chuck Lum**, Central Gulf Area Vice President **Dwight Studdard**, Midwest Area Vice President **Tony Dallojacono**, Northwest Area Vice President **John Valuet**, Michiana Area Vice President **Kevin Trayer**, New York Area Vice President **Dee Perez**, MINK Area Vice President **Kelly McCartney**, New England Area Vice President **Bill Austin**, North Central Area Vice President **Dan Mooney**, Eastern Region Vice President **Richard L. Green Jr.**, Central Region Vice President **Craig Johnson**, Southeast Area Vice President **Bobby Bock**, Immediate Past President **Brian Wagner** and Capitol-Atlantic Area Vice President **Troy Griffin**.

Former NAPS Executive Board



Sitting, from left: **Louis Atkins**, former president; **Cindy McCracken**, former Northwest Area vice president; **Stevan Gerber**, former Rocky Mountain Area vice president; **Jay Killackey**, former executive vice president; **Charles May**, former Illini Area vice president; **Lynn Lacey**, former Illini Area vice president; **Dotty Wileman**, former Eastern Region vice president; and **John Aceves**, former Rocky Mountain Area vice president.

Standing: **John Geter II**, former Capitol-Atlantic Area vice president; **Greg Murphy**, former New England Area vice president; **Ray Elliott**, former NAPS treasurer; **Bob Bradford**, former Texas Area vice president; **Hans Aglidian**, former Mideast Area vice president; **Joe Musolf**, former North Central Area vice president; **Dan Rendleman**, former Illini Area vice president; and **Jerry Sebastian**, former Southeast Area vice president.

National Auxiliary Executive Board



Sitting, from left: Western Area Vice President **Patricia Jackson-Kelley**, Executive Vice President **Beverly Austin**, Texas Area Vice President **Shirley Bradford**, Southern Region Vice President **Felicia Hill** and Illini Area Vice President **Linda Rendleman**.

Standing: Central Region Vice President **Elly Soukey**, MINK Area Vice President **Mary Caruso**, President **Laurie D. Butts** and Secretary/Treasurer **Bonita Atkins**.



Past National Auxiliary Presidents **Mary Caruso**, **Sue Elliott** and **Patricia Jackson-Kelley**.

New Orleans



Convention Committees

Credentials & Registration



Front row, from left: Deborah Holley, Lori Reed, Maxine Campbell, Amirah Muhammad, Pamela Cochrine, Debbie Moore, Sam Booth Jr., Ann Strickland, Constance Scales-Bradley, Paul Foley and Tom Hoerner.

Back row: Roy Madden (assistant chair), Jeanette Carter, Melisande Shumate, Jill Jensen, Renee Rafuse, Nancy Muschette, Charles Singer and Jeff Jones.

Rules



From left: Gale Ingram (assistant chair), LaNeda Pitts, Mary DiGioia, Gail Van Horn and Jim Isom (chair).

Resolutions



Front row, from left: Mary Etta Johnson, Beverly J. Marriott, Catherine Brady, Diana Peters, Junemarie Brandt (chair), Angela Garland (assistant chair), Lynn Leone-Siegel and Toni Coleman-Scruggs.

Back row, from left: Michael LeCounte, Greg Murphy, Gregg Walker, Dan O'Donnell and Michael Belger.

Audit



Front row, from left: Arnold Rosario Jr. (chair), Stephnia Campbell (assistant chair), Sally Simpaio, Carolyn J. Williams and Mozell Singleton-Belger.

Back row: Tira Lewis, Deborah Barclay, Scott Englerth and Velma McClinton.

Postmaster



Front row, from left: Kevin Moore (assistant chair), Stan Johnson, Susan Bartko, Rick Kindsvatter, Joseph O'Donnell and Kanani Alos.

Back row: Beverly Torain, Peggy Bednar, Jimmy Salmon (chair), Joe Bodary and Al Gucmeris.

Constitution & Bylaws



From left: Debra Johnson, Edith Roundtree, Suzette James, Celia Dianne Ayon (assistant chair), Chad Itami, Rafael Braithwaite (chair), Roger Finley and Osvaldo Ozzie Camacho.



Front row, from left: Hans Aglidian, Monique Mosley, Edith Roundtree, Ceclia Dianne Ayon (assistant chair), Rafael Braithwaite (chair), and Osvaldo Ozzie Camacho.
Back row: Chad Itami, Olajide Okedina, Ed Laster, Suzette James and Sean Mayes.

Sergeants-at-Arms



Front row, from left: Lloyd Cox (chair), Alvetia Smith, Arthur Christopher, Lynn Yut, Dallas Brooks, Tammy Rosario, Dorothy Gray, Gina Hellerman (assistant chair), Kenneth Marshall, George Barrett and Katherine Smith.
Back row: Anitra Warren, Will McIntyre (assistant chair), Wesley Whitehead, Darrell Young, Alice Jackson, Bjoren Gruetzmacher, Stephen Swimm, Malcolm Rawls and Felicia Pennington.

New England Area



New York Area



Midwest Area



Capitol-Atlantic Area



Pioneer Area



Illini Area



North Central Area



Michiana Area



MINK Area



Southeast Area



Central Gulf Area



Cotton Belt Area



Texas Area



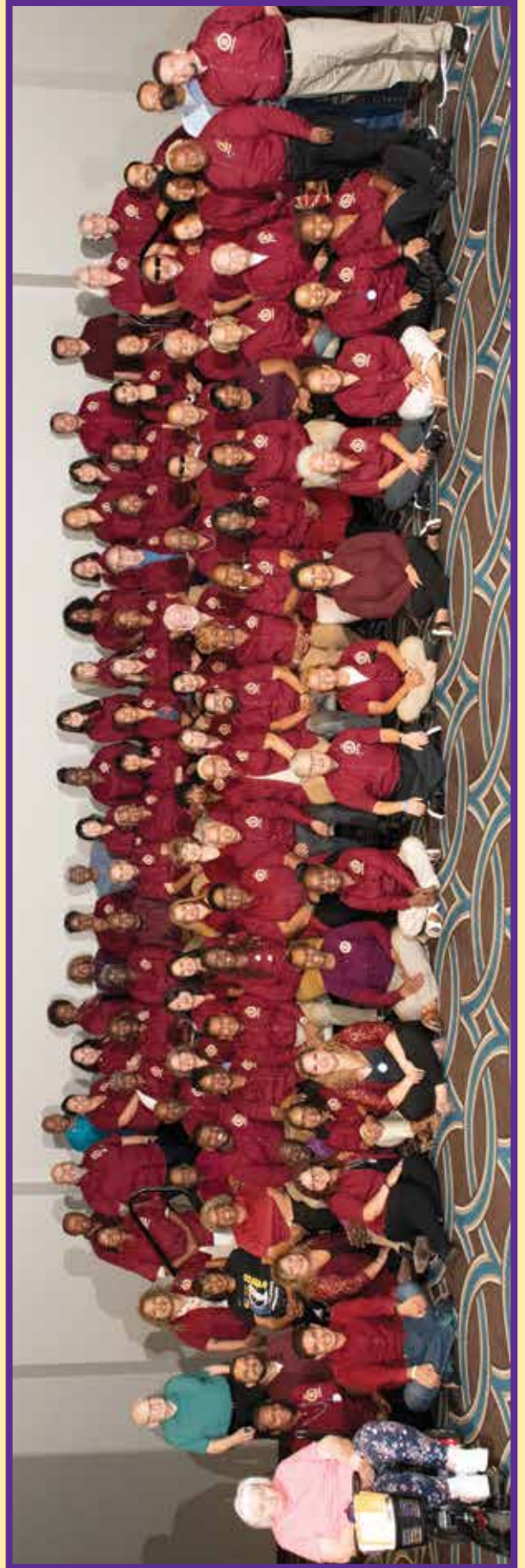
Northwest Area



Rocky Mountain Area



Pacific Area



NAPS Executive Board Gets Down to Business

Submitted by Jimmy Warden

Secretary/Treasurer

The Aug. 6 Executive Board meeting was called to order at 9 a.m. by President Ivan D. Butts. The invocation was led by Southeast Area Vice President Bob Quinlan; Central Region Vice President Craig Johnson led the Pledge of Allegiance. Michiana Area Vice President Kevin Trayer and Immediate Past President Brian Wagner were named sergeants-at-arms.

Secretary/Treasurer Jimmy Warden conducted the roll call; all were present except Northeast Region Vice President Tommy Roma and New York Area Vice President Dee Perez; they arrived late due to flight cancellations. New England Area Vice President Bill Austin missed the board meeting due to flight cancellations.

Butts welcomed board members, saying he is looking forward to an exciting week in New Orleans. As part of the convention business, there are 12 Constitution & Bylaws resolutions to consider, as well as 50 resolutions. There also will be a good slate of speakers to address members.

"We have important work to do this week," he told the board. "We will continue to lay the groundwork to put money in the pockets of EAS employees and for a process to make things better. The resident officers are committed."

Executive Vice President Chuck Mulidore welcomed everyone. He referenced there is interesting talk in-

volving things going on with the Postal Service. Also, the midterm elections will be interesting and very important. He and NAPS Director of Legislative & Political Affairs Bob Levi are considering who NAPS should support as they need to support NAPS' agenda.

"We have a really good team at NAPS Headquarters," he affirmed. "We look forward going ahead. NAPS has newfound respect from the Postal Service, which was gained with the support of the board. I hope everyone stays safe and has a great week."

Warden also welcomed board members, saying he looks forward to a productive week that will move NAPS forward. "This is an important week as it will determine the direction our association needs to pursue," he offered. "We have a good team at NAPS Headquarters."

Board Chair Tim Ford welcomed everyone. He said he has had a great career being on the Executive Board and serving as board chair. "It has been an honor and a privilege serving the membership and knowing all who have served on the board," he said.

"As I leave, I know I am turning the Southern Region over to good hands; it will not miss a step moving forward. Now is the time to move on and spend more time with my family." Ford thanked board members for their professionalism and, on a personal note, for their friendship. "We have been there for each other through difficult personal times," he acknowledged. "And that truly means a lot to me; I will never forget that."

Parliamentarian Dr. Bruce Bishop said it's a pleasure working with NAPS and looks forward to a great convention. He will offer further information and remarks at Sunday's Delegates' Orientation.

Disciplinary Defense Provider Al Lum provided an update. Eight appeals were filed this past week; appeals are picking up, he observed. NAPS just won a M650 case based on the merits alone; Glen Smith handled the case.

There is concern in the field from EAS employees who received COVID pay after the period ended. One case was received for debt collection; there is no decision yet. Lum said he strongly believes NAPS will prevail in this case.

Form 50s were not processed until after the period had ended, he observed, resulting in the system remaining open to accepting all clock rings. April 8 was when extra pay should have ended. Previously, *Form 50s* had to change so those classified to receive extra pay were able to, but the *Form 50s* weren't changed back until a month after the April 8 conclusion; *Form 50s* took effect May 21. Lum said he has a ruling that the USPS cannot initiate a debt collection if a *Form 50* has been back-dated.

A major issue across the country is EAS employees delivering mail. Some district managers have stated no EAS employees are to deliver mail. Many MPOOs are not replying to requests to meet and discuss this concern. When they do meet, however, they don't commit to following the policy estab-

lished by Postal Headquarters.

Capitol-Atlantic Area Vice President Troy Griffin informed the board that Northeast Region Vice President Tommy Roma pushed back at a recent meeting held by the USPS Atlantic Area vice president. Districts are not following the directive of Postal Service Headquarters.

Warden informed the board he will be sending the final budget numbers for the previous fiscal year in a week or two for their review. This will give the board time to review them before the fall board meeting in October. A board member asked why the convention budget and overall budget in the *One Book* had a difference of \$100,000.

Warden explained that expense occurred in May 2020 and was paid to the Gaylord Texan to change the contract for the 2020 convention. That cost then was added to the rescheduled convention held in August 2021, which was a different NAPS fiscal year.

Leasing of the NAPS building vacancies has not changed, but three prospective tenants have shown interest. NAPS investments have dropped since the spring board meeting, but have gained in July. It is hoped the market will continue on an upward trend.

Mulidore offered an update on legislative, regulatory and political activities. H.R. 3076 now is law, he noted; NAPS needs to move on. There is some movement on the WEP and GPO bill. Republican congressional leaders have indicated they are interested in the bill, which should get to the floor for a vote on Nov. 18 after the mid-terms. With this year being a lame-duck session, though, it will be difficult.

Mulidore noted that the Shipment Equity Act is an interesting bill. The

bill would allow the Postal Service to ship alcohol. Many entities oppose this bill, especially distribution companies that prefer state regulations for shipping, under which UPS falls. If the Postal Service were able to ship alcohol, then regulations would be federal rather than state.

The Inflation Reduction Act (H.R. 5376) contains \$3 billion for the Postal Service to purchase electric vehicles. There also has been some pressure on USPS Headquarters because of the Postal Police Reform Act (H.R. 5587 and 8186). There has been no traction on H.R. 1623; H.R. 1624 is a good possibility. Based on history, Republicans will take control of the House. In the Senate, some races are too close to determine.

The Midsummer Night's SPAC Raffle raised \$19,342.00. Another SPAC raffle might be run in the spring before LTS. Mulidore stressed the importance of SPAC. Additional funds are needed with midterms approaching. SPAC opens doors. With the current trend, it is hoped NAPS can raise \$300,000 this year for SPAC. If so, this would be the first time ever NAPS took in \$300,000 or more for SPAC.

Mulidore said NAPS wants to continue pursuing mail-in voting. "We would like to reach down and become involved in some local elections, such as state senators," he offered. "If we can support them at the lower level, it would be hoped they continue to support NAPS issues as they run for higher national positions."

Discussion was held regarding the Postal Service's Sorting & Delivery Centers (S&DCs) initiative. Sites selected by the Postal Service are chosen on specific criteria. NAPS has been informed that the sites, with the exception of the Athens P&DC in Georgia,

NAPS Training Calendar

Southeast Area Training

Oct. 8

Conducted by: Southeast Area VP Bobby Bock

Location: Embassy Suites International Drive ICON Park, 8250 Jamaican Ct., Orlando, FL 32819. Reserve at fnaps.org or call 1-800-871-5831; group code: NAPS Training Seminar.

Hotel Rate: \$159.75 for two doubles or one king. Includes full buffet and cooked-to-order breakfast and internet in guest rooms and lobby.

Registration Fee: \$35; includes training materials, coffee break and lunch.

Training Topics: 650 Mediation by Federal Mediation and Conciliation Service Commissioner Steve Lapicco; Pay-for-Performance by Don Flak, USPS; and Postal Benefits and Retirement by USPS Headquarters Benefits Specialist Jamie Brown.

Eastern Region Cabinet Meeting

Jan. 12-15, 2023

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

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

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

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

Training: Provided by NAPS resident of-ficers and USPS officials.

will not be ready for full implementation by the projected date. Therefore, implementation will be held off until after election and peak seasons or when all aspects of the operation will allow, whichever is later.

The Athens P&DC is scheduled for full implementation in late September. NAPS has been informed it is likely additional carrier routes may be added to the delivery zones that will be involved in this project. The resident officers have expressed questions primarily regarding the staffing for these facilities pertaining to supervisors and the respective postmasters. No decision has been made pertaining to the number of non-bargaining employees, but no impact is anticipated.

NAPS Legal Counsel Bruce Moyer provided the board with an update on legal issues facing the organization. The board went into executive session, which holds the board to confidentiality.

A Zoom meeting was held on the Postal Customer Council (PCC) with Jean Love-Joy, Mark Fallon, Suzie Oswald and Lewis Johnson. A video was shown with testimony from busi-

ness customers affirming the benefits of being part of the PCC: building a better partnership with managers and supervisors and establishing communication with postal customers.

Business mailers are enabled to bridge the gap between mailers and the Postal Service, which results in building revenue. Increasing revenue helps NPA, which benefits all EAS employees. PCC Week is Sept. 19 - 23. The Executive Board was asked to help build a relationship and establish a PCC within their delivery zones.

There was concern raised about having this additional duty added to a supervisor's workload. This activity is not part of the SWCs. Love-Joy said she would go back and ask Vice Presidents Elvin Mercado and Angela Curtis for information regarding the work study performed on SWCs.

NAPS believes Postmasters need to be allowed to be more engaged in their communities and bring back the prestige of being a community postmaster. NAPS feels creating a PCC should be the responsibility of the postmaster/manager—not the line supervisor.

Fallon stated they also would like to attend PCC events locally. Sales is greatly involved with the PCCs. Love-Joy said they would attend local conventions and training seminars. There are 140 PCCs nationwide; 81 PCCs are holding an event during PCC week.

After the meeting concluded, board members discussed the PCCs, agreeing it was another task for which time would not allow. Some supervisors currently attend Chamber of Commerce meetings in their communities on their own time in the evening. It was strongly agreed that a supervisor's day would not allow time to perform this function.

The monthly consultative meeting

was held with Bruce Nicholson and James Timmons, USPS Labor Relations Policy Administration (*see page 17*).

A motion was submitted that the Executive Board would vote whether to accept or reject any settlement to the pending lawsuit with the Postal Service. Discussion was held and it was stated this already had been determined during a prior discussion regarding the lawsuit; the motion was withdrawn.

The fall Executive Board meeting dates are Oct. 15 (arrival) through Oct. 20 (departure).

Under new business, there was concern raised that the Convention Budget Committee report had not been disseminated. Butts stated the report was requested by the resident officers and was directed to the resident officers. A copy of the report was available for review. The report was communicated verbally on the Zoom meeting when the committee reported to the board at the conclusion of its review.

Regarding field maintenance supervisors, NAPS is waiting to see how many may be affected in the plant. It appears the FMO package will create additional jobs, but NAPS wants to know who will be impacted.

Another concern is the territory these supervisors will need to cover. NAPS is awaiting responses regarding these concerns. Trayer will supply information on how the previous structure is compared to the new structure.

Warden and Trayer met with security staff at the Hyatt Regency on Friday, Aug. 5. They were escorted through the hotel and advised of the evacuation procedures should the need arise. Warden and Trayer shared these procedures with the board and

Continued on page 114

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.

NAPS Executive Board Meets Post-Convention

Submitted by Jimmy Warden

Secretary/Treasurer

The post-68th National Convention Executive Board meeting was called to order at 9 a.m. on Saturday, Aug. 13, by President Ivan D. Butts. Central Region Vice President Craig Johnson gave the invocation. New York Area Vice President Dee Perez led the Pledge of Allegiance. Cotton Belt Area Vice President Shri Green and MINK Area Vice President Kelly McCartney were named sergeants-at-arms.

Secretary/Treasurer Jimmy Warden conducted the roll call of officers; all board members were present.

Butts assumed the vacant position of chair following Tim Ford's resignation. He welcomed board members and congratulated the newly elected members. He said he hoped everyone had a good week engaging with the membership. "There is a lot to reflect on," he observed, "but, all in all, everything went well." All elements of the convention will be critiqued in order to improve.

Executive Vice President Chuck Mulidore also welcomed board members. He said there are big shoes to fill of those who just left the board, but it's great to see new board members with new energy. Those who left will be missed. "I am excited and looking forward to what we can accomplish," he offered. "We have a lot to do. It was a great week as business got done!"

Warden welcomed everyone, saying it was exciting to have new board

members. He informed the new members they will be attending training, but, in the interim, they should feel free to contact him as he will help with vouchers and more until they get their officer training.

Butts explained the procedure of the chair keeping a list of speakers. A two-minute clock is used, which allows a speaker two minutes. Eastern Region Vice President Richard L. Green Jr. congratulated the new members. He also congratulated Butts on running a successful convention.

Board members introduced themselves and informed the new members of their previous experience in the Postal Service and NAPS. The new members introduced themselves and spoke about their previous experience.

Butts thanked everyone and informed the board that NAPS members look to them as their resources for information. "We work together," he declared.

Butts discussed the new registration process used at the convention; everyone agreed it was an excellent process—much better than the previous registration process.

He thanked Capitol-Atlantic Area Vice President Troy Griffin and Warden for the community outreach that included Griffin inviting nine-year-old Tainika Meredith to perform during his nomination on Thursday, which culminated in NAPS members donating funds to help her family.

There also was the effort to donate Warden's backpacks, which were his campaign giveaway to NAPS members,

to a local school. Butts also acknowledged the outreach work done on behalf of NAPS at three New Orleans homeless shelters.

Board members' allowance accounts were briefly discussed, as well as purchasing computers and cell phones.

NAPS Legal Counsel Bruce Moyer gave an update on the lawsuit and reviewed the status for the benefit of the new board members. The board then moved into executive session, which is confidential.

Regarding new business, insurance and address forms were filled out by the new board members.

No motions or recommendations were submitted.

Board members will arrive Oct. 15 for the fall Executive Board meeting and depart Oct. 20. New board members will arrive two days earlier for training.

For the good of the association: California had members conduct a survey regarding the current work situation and climate. The results are being shared with district managers. The hope is to see some positive results as some district managers are engaged.

There is an issue with SWCs regarding when the process will be implemented. Also, supervisors and postmasters delivering mail. It's imperative to keep escalating this issue until the practice stops. A Jersey district manager instructed his direct reports that no EAS employee is to be doing craft work; people are back to work or get them back to work.

There also is concern regarding the Service Transfer Centers moving em-

Continued on page 108

Zoom Board Meeting Addresses Current Issues

Submitted by **Jimmy Warden**

Secretary/Treasurer

The Aug. 30 NAPS Executive Board meeting via Zoom was called to order at 4 p.m. by President Ivan D. Butts. Secretary/Treasurer Jimmy Warden conducted the roll call; all were present except Texas Area Vice President Pam Davis. NAPS' legal team of Andy Freeman and Bruce Moyer also were present.

Butts welcomed the board; the purpose of the meeting was to update the board on the status of the pending lawsuit.

Executive Vice President Chuck Mulidore welcomed the board and spoke on recent events regarding the lawsuit.

Warden also welcomed the board and concurred with statements made by Butts and Mulidore.

Butts then stated the board now was in executive session. The Executive Board was informed of the recent events pertaining to the pending lawsuit.

Under new business, two contracts were discussed. The first was the one-year contract, Sept. 1, 2022, through Aug. 31, 2023, with Bruce Moyer for legal services. Changes were discussed.

A recommendation was made to ask Moyer to change the ending date of the contract to Oct. 31, 2023, which would add two months and end after the 2023 fall Executive Board meeting.

Motion #1: Northeast Region Vice President Tommy Roma moved, seconded by Western Region Vice Presi-

dent Marilyn Walton, to accept the contract with Bruce Moyer for legal services. The motion passed unanimously.

The second contract discussed was a proposed three-year contract, Jan. 1, 2023, through Dec. 31, 2025, with Walsworth to print *The Postal Supervisor*. NAPS currently has a contract with Quad through Dec. 31, 2022.

Based on price increases and some quality control issues, it was decided to seek another printer. Karen Young, editor of *The Postal Supervisor*, recommended Walsworth.

Motion #2: MINK Area Vice President Kelly McCartney moved, seconded by Michiana Area Vice President Kevin Trayer, to accept the Walsworth contract. The motion passed unanimously.

Butts informed the board he would be testifying at a congressional hearing in Philadelphia Sept. 7 before Rep. Gerry Connolly's subcommittee (see page 7). He will speak on the Sorting & Delivery Center rollout, as well as the security of postal property as it pertains to the Postal Police.

Trayer informed the board he has heard that the Postal Service will not allow OSHA on postal property unless they have a warrant. NAPS will request additional information regarding this issue. There is concern supervisors may get into legal issues when warrants are involved.

Southeast Area Vice President Bobby Bock advised the board he will be participating in site surveys pertaining to the Sorting & Delivery Centers in Florida.

Roma informed the board that on

Sept. 1, he, with the three resident officers, would be meeting with Deputy Postmaster General Doug Tulino regarding supervisors and postmasters having to deliver mail.

At the recent national convention, Roma asked NAPS members to send him any information regarding supervisors and postmasters delivering mail. As of yet, he has not received any information.

Southern Region Vice President Jaime Elizondo Jr. asked Butts if a letter or memo could be drafted providing an update on the status of the pending lawsuit to be distributed to members. It was agreed and a letter will be written by NAPS' legal team.

Butts adjourned the meeting at 5:34 p.m.

Aug. 13 Executive Board Meeting

Continued from page 107

employees and supervisors and not allowing retreat rights for EAS employees who had been excessed prior to the decision to return the positions.

Butts said he looks forward to working with everyone over the next two years and trying to achieve more for the members. "We will start engaging more with the Postal Service regarding our next pay agreement," he said. "We have been successful in putting money in members' pocket, but we must continue our efforts. We have a lot of things of which to be proud. I am proud to serve the members of this association."

Butts led the closing prayer and adjourned the meeting at 1:20 p.m.

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>

2022 SPAC Contributors



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

Burton, Dawn	AZ	Branch 246
Salmon, James	AZ	Branch 246
Ayon, Celia	CA	Branch 88
Boisvert, Michael	CA	Branch 159
Campbell, Stephnia	CA	Branch 159
Gishi, Sharon	CA	Branch 94
Jones, Marilyn	CA	Branch 39
Meana, Frances	CA	Branch 159
Nguyen, Nicole	CA	Branch 373
Pennington, Felicia	CA	Branch 39
Trevena, April	CA	Branch 94
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Pashinski, Myrna	CO	Branch 65
Cuadrado, Hector	CT	Branch 5

Bock Jr., Robert	FL	Branch 406
Lynn, Patti	FL	Branch 296
McHugh, James	FL	Branch 386
Mullins, Kym	FL	Branch 81
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Williams, Carolyn	FL	Branch 146
Lum, Laurie	HI	Branch 214
Coleman-Scruggs, Toni	IL	Branch 493
Moreno, Luz	IL	Branch 489
Winters, Michael	IL	Branch 255
Foley, Paul	MA	Branch 120
Murphy, Gregory	MA	Branch 102
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Randall, C. Michelle	MD	Branch 531

SPAC Contribution Form

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

\$1,000—President's Ultimate

\$750—VP Elite

\$500—Secretary's Roundtable

\$250—Chairman's Club

\$100—Supporter

Current as of February 2019

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

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____

Name _____

Home Address/PO Box _____

City _____ State _____

ZIP+4 _____ Date _____

Employee ID Number (EIN) or
Civil Service Annuitant (CSA) Number _____



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

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

Card number _____

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

Card expiration date: ____ / ____

Signature (required for credit card charges) _____

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

Describe gift _____ Value _____

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

Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Trayer, Kevin	MI	Branch 142
Johnson, Craig	MO	Branch 36
Weiland, Heather	ND	Branch 937
Ayers-Cohen, Pamela	NJ	Branch 79
Dallojacono, Anthony	NJ	Branch 568
Amash, Joseph	NY	Branch 83
Arroyo, Victor	NY	Branch 85
Gawron, Dennis	NY	Branch 27
Hughes, Thomas	NY	Branch 100
Perez, Dioenis	NY	Branch 202
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Mulidore, Chuck	OH	Branch 133
Aglidian, Hans	PA	Branch 35
Butts, Ivan	PA	Branch 355
Dickey, Azilee	SC	Branch 225
Austin, Jessie	TX	Branch 122
Green Jr., Richard	VA	Branch 98
Jackson, Alice	VA	Branch 526

July Contributors

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

Nguyen, Nicole	CA	Branch 373
Trayer, Kevin	MI	Branch 142
Hughes, Thomas	NY	Branch 100

VP Elite (\$750)

Burton, Dawn	AZ	Branch 246
Benjamin, Evelyn	CA	Branch 266
Derden, Margaret	CA	Branch 39
Jones, Marilyn	CA	Branch 39
Meana, Frances	CA	Branch 159
Kerns, John	CO	Branch 141
Pashinski, Myrna	CO	Branch 65
Douglas, Lisa	CT	Branch 5
Moss, Donalda	DC	Branch 135
Gilbert, Belinda	FL	Branch 425
Lum, Chuck	HI	Branch 214
Lum, Laurie	HI	Branch 214
Wagner, Brian	IL	Branch 255
Krzycki Jr., Kenneth	MI	Branch 508
McKiernan, Michael	NJ	Branch 74
Scales-Bradley, Constance	NJ	Branch 53
Bartko, Susan	PA	Branch 20

Secretary's Roundtable (\$500)

Gibson, Lelton	CA	Branch 88
Rahming, Karyn	CA	Branch 77

SPAC Scoreboard

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

National Aggregate:

\$234,268.67

National Per Capita:

\$9.19

Region Aggregate:

1. Western	\$ 56,501.20
2. Northeast	\$51,030.83
3. Eastern	\$47,480.94
4. Southern	\$44,046.82
5. Central	\$35,198.88

Region Per Capita:

1. Northeast	\$11.23
2. Western	\$10.70
3. Southern	\$ 8.30
4. Central	\$ 8.20
5. Eastern	\$ 8.09

Area Aggregate:

1. Pacific	\$41,955.20
2. Capitol-Atlantic	\$29,043.85
3. New York	\$25,962.83
4. Southeast	\$24,791.32
5. Midwest	\$18,679.00
6. New England	\$17,786.00
7. Illini	\$11,823.50
8. Texas	\$10,659.00
9. Michiana	\$10,061.00
10. North Central	\$ 8,931.38
11. Rocky Mountain	\$ 7,583.00
12. Pioneer	\$ 7,040.09
13. Northwest	\$ 6,963.00
14. Cotton Belt	\$ 5,553.00
15. MINK	\$ 4,383.00
16. Central Gulf	\$ 3,043.50

Area Per Capita:

1. Pacific	\$14.67
2. Southeast	\$12.35
3. New England	\$12.24
4. North York	\$11.45
5. Illini	\$10.50
6. North Central	\$10.25
7. Capitol-Atlantic	\$ 9.03
8. Midwest	\$ 8.62
9. Michiana	\$ 8.25
10. Northwest	\$ 6.66
11. Texas	\$ 6.56
12. Cotton Belt	\$ 5.73
13. Rocky Mountain	\$ 5.51
14. Pioneer	\$ 5.33
15. Central Gulf	\$ 4.34
16. MINK	\$ 4.08

State Aggregate:

1. California	\$39,490.20
2. New York	\$24,562.83
3. Florida	\$22,613.32
4. Illinois	\$11,823.50
5. Texas	\$10,659.00

State Per Capita:

1. Maine	\$43.82
2. North Dakota	\$33.35
3. Maryland	\$17.24
4. Hawaii	\$16.88
5. Idaho	\$15.78

Drive for 5

Members by Region:

1. Southern	51
2. Eastern	45
3. Western	43
4. Northeast	36
5. Central	36

Aggregate by Region:

1. Western	\$13,668.00
2. Southern	\$11,637.82
3. Eastern	\$11,368.00
4. Northeast	\$ 9,129.99
4. Central	\$ 6,415.00

Valuet, John	ID	Branch 915
Griffin, Troy	MD	Branch 42
Lothridge, Derek	ME	Branch 96
Kofsky, Jonathan	NJ	Branch 568
Paulus, Edgar	NJ	Branch 75
Evans, Darius	NY	Branch 85
Gawron, Dennis	NY	Branch 27
Yut, Lynn	OR	Branch 66
Hawkins, Vivian	TX	Branch 124
Mitchell, Annie	TX	Branch 124
Allen, Rose	VA	Branch 526
Driscoll, Darcy	VA	Branch 526
Jackson, Alice	VA	Branch 526

Chairman's Club (\$250)

Hodges, Leticia	CA	Branch 39
McClinton, Velma	CA	Branch 39
Walker, Robin	CA	Branch 39
Brady, Catherine	FL	Branch 420
Billups, Juanita	IL	Branch 17
Dittmann, David	IL	Branch 489
Soukey, Louis	MN	Branch 104
Kindsvatter, Leo	MT	Branch 929
Robinson, Theresa	NC	Branch 299
Barrett, George	NJ	Branch 74
Englerth, Scott	NY	Branch 11
Jessmer, Spencer	NY	Branch 11
Burgasser, Ted	OH	Branch 29
Giorgio, Victor	RI	Branch 105
Hibbler, Marilyn Hinton	TN	Branch 41
Foster, Debra	TX	Branch 9
White Jr., William	VA	Branch 526

Supporter (\$100)

Hawkins, Willie	CA	Branch 266
Warren, Cherie	CA	Branch 466
Wright, Denis	CT	Branch 3
McCloud, Regina	DE	Branch 909
Hill, Otis	FL	Branch 146
Johnson, Debra	FL	Branch 354
McPhee-Johnson, Tayloria	FL	Branch 146
Woods, Diana	FL	Branch 93
Burks, Anthony	IL	Branch 14
Pitts, La Neda	IL	Branch 14
Williams, Tawanna	IL	Branch 14
Helfrich, Robert	IN	Branch 8
Duplessis, Tomica	LA	Branch 73
Foley, Paul	MA	Branch 120
Johnson, Cheryl	MD	Branch 42
Hellermann, Regina	MN	Branch 16
Henjum, Steve	MN	Branch 104

Ortiz, Elizabeth	MN	Branch 104
Vail-Rimer, Tamera	MN	Branch 16
Petersen, Lisa	MO	Branch 36
Hill, Mildred	MS	Branch 199
Broadnax, Franklin	NC	Branch 157
Gilbert, Jevonda	NC	Branch 183
Claus, David	NH	Branch 932
Castellamare, Jane	NJ	Branch 99
Grasso, Salvatore	NJ	Branch 568
Hairston, Barbara	NJ	Branch 75
McQuay, Willie	NJ	Branch 568
Parson, Corina	NY	Branch 164
Peterson, Frederick	NY	Branch 7
Allen, Peggy	OH	Branch 46
Lach, Joe	PA	Branch 20
Shropshire, Larry	TN	Branch 245
Carmona, Richard	TX	Branch 122
Evans, Freddie	TX	Branch 203
Grayson, Yolanda	TX	Branch 452
Irving, Mary	TX	Branch 122
Sprewer, Victoria	WI	Branch 72

August Contributors

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

Burton, Dawn	AZ	Branch 246
Gishi, Sharon	CA	Branch 94
Jones, Marilyn	CA	Branch 39
Meana, Frances	CA	Branch 159
Nguyen, Nicole	CA	Branch 373
Pennington, Felicia	CA	Branch 39
Trevena, April	CA	Branch 94
Pashinski, Myrna	CO	Branch 65
Bock Jr., Robert	FL	Branch 406
Lynn, Patti	FL	Branch 296
Williams, Carolyn	FL	Branch 146
Lum, Laurie	HI	Branch 214
Winters, Michael	IL	Branch 255
Foley, Paul	MA	Branch 120
Murphy, Gregory	MA	Branch 102
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Ayers-Cohen, Pamela	NJ	Branch 79
Arroyo, Victor	NY	Branch 85
Gawron, Dennis	NY	Branch 27
Austin, Jessie	TX	Branch 122
Jackson, Alice	VA	Branch 526

VP Elite (\$750)

Loera, Valarie	CA	Branch 127
Austin, William	CT	Branch 47

Ruckart, Kenneth	FL	Branch 386
Valuet, John	ID	Branch 915
Moreno, Richard	MA	Branch 498
Whyte, Tammy	ME	Branch 96
Bu, John	NY	Branch 68
Bednar, Margaret	SC	Branch 631
Shoemaker, Justin	TN	Branch 165
Elizondo Jr., Jaime	TX	Branch 122

Secretary's Roundtable (\$500)

Brown, Carl	CA	Branch 94
Jackson-Kelley, Patricia	CA	Branch 39
McClinton, Velma	CA	Branch 39
Murillo, Mariel	CA	Branch 466
Salazar, Mauricio	CA	Branch 94
Bailey, Virgil	CO	Branch 561
Herzog, Rosemarie	FL	Branch 154
Moore, Kevin	GA	Branch 281
Billups, Juanita	IL	Branch 17
Crowe, Brian	IL	Branch 14
Orloski, Rose	MI	Branch 508
Barton, Frank	NY	Branch 330
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85
Muhammad, Jamaal	NY	Branch 68
Benford, Debra	PA	Branch 50
Gill, Kathy	PA	Branch 50
Timothy, Pat	PA	Branch 941
Peters, Diana	TX	Branch 122
Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Brandt, Junemarie	VA	Branch 526
Butler, Phillip	VA	Branch 98
Aragon, Ramon	WA	Branch 61

Chairman's Club (\$250)

Alarcon, Delmy	CA	Branch 244
Anderson, Frances	CA	Branch 466
Bradley, Roxanne	CA	Branch 0\77
Ceaser, Margues	CA	Branch 159
Florentin, Diana	CA	Branch 244
Gray, Edna	CA	Branch 127
Gray, Glenn	CA	Branch 127
Johnson, Deborah	CA	Branch 88
Johnson, Patrick	CA	Branch 266
Perez, Marco	CA	Branch 77
Smith, Karesha	CA	Branch 244
Swygert, Vontina	CA	Branch 127
LeCounte, Michael	FL	Branch 146
Parker, Laroma	HI	Branch 214
Hilliard, Ricky	IL	Branch 489

Carter, Tonious	LA	Branch 421
Jones, Marcia	MD	Branch 42
Hafford, Darrell	ME	Branch 96
Handy, Truman	ME	Branch 96
Archibald, James	MI	Branch 268
Baker, Neil	MN	Branch 104
Moore, Robert	MN	Branch 104
O'Donnell, Curt	MN	Branch 16
Shumate, Melisande	MO	Branch 131
Washington, Robert	MO	Branch 131
Douglas, Karen	NC	Branch 183
Clayton, Jackie	NV	Branch 463
Barone, Thomas	NY	Branch 202
Cusyk, Kathleen	NY	Branch 7
Hutt, Jeff	NY	Branch 336
Morrissey, Phyllis	NY	Branch 164
Vincenzi, John	NY	Branch 459
Allen, Peggy	OH	Branch 46
Bennett, Kelley	OH	Branch 33
Smith, Ronald	OH	Branch 46
Skjelstad, Aric	OR	Branch 66
Pineiro, Josian	PR	Branch 216
Rodriguez, Joaquin	PR	Branch 216
Carmona, Richard	TX	Branch 122
Irving, Mary	TX	Branch 122
Sederholm Marti, Susan	WI	Branch 72

Supporter (\$100)

Kelly, Barbbara	CA	Branch 77
Oregel, Esther	CA	Branch 373
Patterson, Charles	CA	Branch 497
Prevulsky, Stephen	CA	Branch 244
Morrisroe, Erin	CT	Branch 47
Walton, Carl	DC	Branch 135
Olliviere, Blanche	DE	Branch 909
Bivins, Rosena	FL	Branch 296
Brown, Wendy	FL	Branch 146
Ford, Timothy	FL	Branch 353
Gonzalez-Marino, Ilia	FL	Branch 146
Nolan, Patricia	FL	Branch 146
Piteira, Peter	FL	Branch 478
Sebastian, Gerald	FL	Branch 386
Lorenzo, Kalei	HI	Branch 214
Coy, Daniel	IA	Branch 172
Reese, John	IA	Branch 564
Davis-Haymer, La Shunda	IL	Branch 14
Howard, Katie	IL	Branch 541
Spaulding, Ellen	IL	Branch 14
Walsh, John	IL	Branch 289
Powell, Jeanette	IN	Branch 8
Brumfield, Bertha	LA	Branch 73

McMillan, Michelle	LA	Branch 73
Lomax, Erica	MD	Branch 42
Mason Jr., Garland	MD	Branch 592
Burcar, Robert	MI	Branch 508
Perkins, Ethel	MI	Branch 140
Zamarron, Jose	MI	Branch 23
Kuiper, Bruce	MN	Branch 16
Price-Booker, Virginia	MO	Branch 131
Adkinson, Kadey	MT	Branch 929
Ruggiero, Joseph	NH	Branch 932
Butler, Prescott	NJ	Branch 327
James, Alison	NJ	Branch 224
Rutter, Gary	NJ	Branch 74
Tillyer, Patrick	NJ	Branch 343
Wadsworth, Joel	NM	Branch 295
Dispensa, Joseph	NY	Branch 110
Pedro, Anne	NY	Branch 202
Puccio, James	NY	Branch 100
Thorpe, Baldie	NY	Branch 459
Torres, Audra	NY	Branch 336
Tu, Tu	NY	Branch 100
Vazquez, Francisco	NY	Branch 110
Wright, Roscoe	NY	Branch 164
Caffey, Jacquelyn	OH	Branch 133

Kopcash, Timothy	OH	Branch 133
Laster, Edward	OH	Branch 46
Stigall, Tamera	TN	Branch 555
Bradford, Robert	TX	Branch 203
Butler, Renee	TX	Branch 122
Chisley, Erica	TX	Branch 122
Christopher, Arthur	TX	Branch 122
Coleman, Thomasine	TX	Branch 122
Davis, Pamela	TX	Branch 122
Ferguson, Johnetta	TX	Branch 122
Garcia, Maricela	TX	Branch 103
Gums, Emma	TX	Branch 122
Jones, Charleen	TX	Branch 122
Lemons, Classie	TX	Branch 122
Nauls, Deborah	TX	Branch 122
Peters, Dean	TX	Branch 122
Richardson, Elizabeth	TX	Branch 86
Seals, Johnny	TX	Branch 122
Shawver, Stephen	TX	Branch 122
Soders, Melanie	TX	Branch 589
Claus, David	VA	Branch 22
Harrell, Ronald	WA	Branch 61
Reedy, James	WA	Branch 61
Johnson, Patricia	WI	Branch 72

Aug. 6 Executive Board Meeting

Continued from page 106

informed them of their roles should the need occur.

They informed the board they would be meeting on Sunday, Aug. 7, to review the procedures with the sergeants-at-arms. Warden said NAPS members attending the convention would be made aware of the procedures; he will address the subject at the beginning of the convention.

In regard to the Postal Service eliminating in-person new supervisor training and conducting the classes via Zoom, NAPS is concerned whether NAPS members will have an opportunity to speak with the class about the benefits of joining NAPS.

NAPS asked the Postal Service if it can have time to speak during the training seminar; new supervisors will be trained from Oklahoma. North Central Area Vice President

Dan Mooney has been attending all Zoom training sessions. It also was mentioned NAPS needs to attend the new postmaster training, as well.

There was a question about electing a new NAPS board chair at the Aug. 13 board meeting. Bishop advised the Executive Board it can nominate and vote on a temporary chair who would remain in the position until the fall board meeting in October. It would be acceptable for the president to preside at the meeting until the fall board meeting and a new chair is elected.

There was no old business.

For the good of the association, Texas Area Vice President Jaime Elizondo Jr. thanked Tim Ford for all his years of service and dedication. Ford thanked the board and all previous board members for their support throughout the years. He thanked everyone for their help.

Outgoing Southeast Area Vice President Bob Quinlan, Central Gulf Area Vice President Roy Beaudoin and Pioneer Area Vice President Tim Needham also thanked board members for their help, support and friendship throughout the years. They all said it was an honor to have served.

Butts thanked the board for their great work during the meeting. He thanked those board members not running for reelection and offered words of appreciation and encouragement to each.

Butts led the closing prayer. Ford made a motion to adjourn, which was adopted. The meeting was adjourned at 6:34 p.m.

Notes

from the National Auxiliary

Our Work Continues

Laurie D. Butts
President

During our recent National Convention in New Orleans, I was honored to be reelected National Auxiliary president. Thanks to everyone who continues to support me.

I am pleased to report that the Auxiliary had 77 delegates in attendance, which exceeded previous conventions. This is tangible evidence of the positive growth of our Auxiliary. However, we cannot get too comfortable or become stagnant.

We continue to focus on fulfilling the Auxiliary's objective: "To cooper-

ate with and assist NAPS in legislative objectives, create a greater interest in the association and the Auxiliary and assist at local meetings, state conventions, training seminars and national conventions."

Our goal continues to be focused on growing the Auxiliary. There is strength in numbers and our NAPS members continue to depend on and look to the Auxiliary for assistance in these challenging times.

Once again, thank you for all your support. I look forward to maintaining a strong support system for our NAPS family.

laurie.d.butts@comcast.net



Scenes from the National Convention



National Auxiliary Executive Board

National Officers

Laurie D. Butts
President
(484) 988-0933; laurie.d.butts@comcast.net

Beverly Austin
Executive Vice President
(832) 326-1330; braustin50@gmail.com

Bonita R. Atkins
Secretary/Treasurer
(225) 933-9190; latkins326@aol.com

Regional Vice Presidents

Rick Hall
Eastern Region
(804) 621-3843; rhall43247@aol.com

Elly Soukey
Central Region
(612) 715-3559; elly@charter.net

Felecia Hill
Southern Region
(281) 686-3999; fah91@sbcglobal.net

Patricia Jackson-Kelley
Western Region and Immediate Past President
(818) 472-0409; geekell@aol.com

Area Vice Presidents

Cathy Towns
Mideast Area
(732) 646-1159

Skip Corley
Capitol-Atlantic Area
(336) 908-1859; skicor@gmail.com

Heather Hommerson
Michiana Area
(231) 343-4192; daveh.heatherh@yahoo.com

Linda Rendleman
Illini Area
(618) 697-3695; danrendleman@gmail.com

Mary Caruso
MINK Area
(402) 398-5544; carusorj@aol.com

Jane Finley
Southeast Area
(404) 403-3969; mjfarms100@aol.com

Willie Carter
Central Gulf Area
(205) 919-5645; wewolf65@yahoo.com

Melva Seals
Texas Area
(713) 772-8769; melvaseals@sbcglobal.net

Jerry Eckert
Pacific Area
(714) 656-6139; jerrylee48@outlook.com

Region vacant: Northeast

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

Get our **low-introductory rate** with a Visa® credit card from SFCU

New applicants will **receive a 0% introductory APR* for 12 months**. After the 12-month introductory period, your rate will be 8.70% - 17.90% APR.

Check out the other reasons to keep a SFCU Visa card at the top of your wallet:

	VISA® SIGNATURE	VISA® PLATINUM	VISA® GOLD	VISA® CLASSIC
No annual fee	✓	✓	✓	✓
No balance transfer fee	✓	✓	✓	✓
No cash advance fee	✓	✓	✓	✓
No foreign transaction fee	✓	✓	✓	✓
Earn 6% cash back or 6 points per \$1 spent on streaming services	✓	✓	✓	✗
Earn 2% cash back or 2 points per \$1 spent on all other purchases	✓	✗	✗	✗
Earn 1% cash back or 1 point per \$1 spent on all other purchases	✗	✓	✓	✗

*APR = Annual Percentage Rate. 0% introductory rate offer applies to new applicants only. Rates are set by the Board of Directors and may change without notice. All loans are subject to credit approval. \$10 monthly rebate cap on streaming services applies to all cash rebate cards, and a 60-point monthly cap applies to all points cards. Other fees such as late fees, returned check fees, and an over the limit fee may apply. For the full list of fees SFCU charges, please visit SignatureFCU.org/FeeSchedule.



APPLY FOR THE CARD THAT FITS YOUR NEEDS!

Scan this QR code with your smart phone, visit our website at SignatureFCU.org/CreditCards, or call **(800) 336.0284 ext. 684** for more information and to apply.

NOT A MEMBER OF SFCU?

All postal employees, their families and friends are eligible to apply! Open your account today at SignatureFCU.org/JoinNow

Signature Federal Credit Union
 (800) 336.0284
visa@signaturefcu.org
SignatureFCU.org

FOLLOW US
 /SignatureFCU



Federally Insured
 by NCUA

Membership eligibility required.

Signature
 FEDERAL CREDIT UNION

Everywhere You Are