

the Postal Supervisor

March 2024

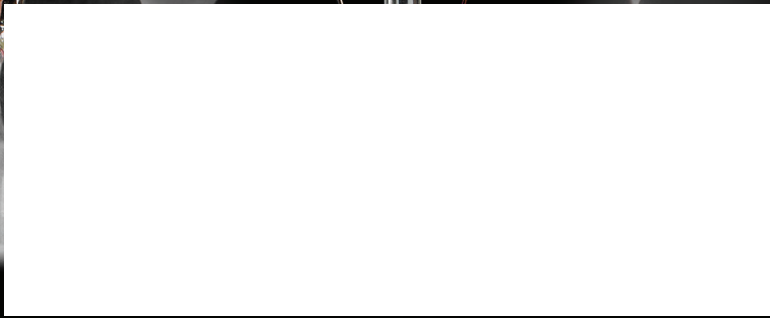
**NAPS Is
the Only
Organization
That Can
Represent
All EAS
Employees**

page 4

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take



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Objective

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

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

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NAPS' Legislative Work Continues

It's that time of year! Well, maybe not the "Most Wonderful Time of the Year." However, it is time for our association's legislative leaders and SPAC champions to come to Washington, DC, and hit the Hill for our 2024 NAPS Legislative Training Seminar.

Executive Vice President Chuck Mulidore and our office staff have been busy readying the administrative processes to ensure all is ready to receive and prepare our delegates to march forward carrying the NAPS banner. They will engage with legislative leadership on Capitol Hill who could exact the changes we seek for the betterment of America's Postal Service.



Ivan D. Butts
President

You might think that, with passage of the Postal Reform Act of 2022, we might have a legislative down period. Not so! There are myriad issues surrounding the agency

concerning continued service matters as a result of the "Delivering for America" plan. The timely delivery standards that we—the EAS employees who ensure the day-to-day operations of delivering America's mail—are accustomed to maintaining continue to decline.

This became evident to me when, at a NAPS conference, a manager was expressing their frustration at not having the resources to provide the service our customers expect, as well as the sense that executives are not concerned about this issue enough to look for ways to provide those necessary resources. A lot of emphasis is being put on data reporting, which NAPS believes is the best way of telling the story straight.

However, I recently have been informed of scenarios where one could curtail and delay with properly recorded First-Class Mail volumes and still have great performance in accordance with USPS reporting. This prompted me to ask, "Does USPS leadership still value service to the American people?" Based on this capability, I would have to question whether USPS leadership truly values service to the American people.

I don't come to this conclusion based solely on this proper reporting process. However, it is coupled with changing service standards and slowing mail service by taking mail off planes, which all feeds into the big issue of service.

We also have the continuing issue of the safety and security of America's Mail and the employees attempting to deliver it. On Nov. 29, 2023, Senate Majority Whip Dick Durbin (D-IL) and Senate Appropriations Committee Ranking Member Susan Collins (R-ME) introduced bipartisan legislation to ensure USPS police officers have the authority to protect postal personnel, property and the U.S. Mail, whether on or off postal real estate. The bill was introduced with 10 original co-sponsors. The Postal Police Reform Act is the companion legislation to H.R. 3005 introduced by Reps. Andrew Garbarino (R-NY) and William Pascrell (D-NJ) earlier this year.

We also are continuing to work to repeal Social Security's WEP and GPO provisions with support of H.R. 82, the Social Security Fairness Act of 2023, and S. 597, the Senate companion. Many retired CSRS EAS employees worked both for the Postal Service and private-sector employers over their working years, paying into both CSRS for their federal service and into Social Security for their private-sector employment. Retired CSRS EAS employees don't receive Social Security benefits for their Postal Service employment, for which they paid no FICA tax.

However, unjustly in retirement, these CSRS retirees find out their Social Security benefits earned from their private-sector work or the private-sector work of their spouses is reduced by the WEP and GPO provisions in the Social Security law enacted several decades ago. NAPS believes CSRS retirees earned their full Social Security benefits in their private-sector jobs and should receive these benefits. We support repeal of these onerous provisions.

I look forward to welcoming our delegates at LTS and continuing NAPS' important legislative efforts.

In solidarity ...

naps.ib@naps.org

The Whole Truth and Nothing but the Truth

If you are a viewer of police dramas or even “Court TV,” you might have seen witnesses taking the stand, raising their right hand and swearing an oath to tell the truth, the whole truth and nothing but the truth. Now you may be wondering, other than revealing some of my TV preferences, what this has to do with you.

Well, I recently was reminded of that process when another management organization in the Postal Service sent out messages full of untruths and misrepresentations about NAPS. So, in the spirit of “Court TV,” here is the truth, the whole truth and nothing but the truth!

That small organization, of which less than 50% of its members actually are working postmasters (the majority of their members are retired postmasters), took NAPS to task because it says we represent

supervisors mostly in plants and logistics, which I assume is beneath them. Memo to that organization’s leader: NAPS is proud to represent those EAS employees and thousands more!

That other organization also claimed that NAPS “held up” the faulty and delayed 2024 NPA process it seemingly supports. In fact, NAPS waited for the final USPS presentation, received in early January 2024, before reviewing and providing the Postal Service our concerns and lack of agreement on the 2024 NPA process. NAPS does not “carry the water” for the Postal Service as that organization does.

The other organization also says its membership primarily is postmasters, which actually is one of the few facts espoused by that organization. So, here is the truth: NAPS membership is approximately 27,000 EAS employees representing over 500 positions in the postal management ranks. Interestingly, approximately 5,000 postmasters also are NAPS members, meaning NAPS has nearly as many active postmaster members as that other organization!

Oh, and we do not inflate our numbers with craft employees—as does that other group—and take their dues money, even though it cannot represent them.

Most impressively, over 95% of NAPS members are actively working EAS employees: supervisors, managers, postmasters, SDOs, MDOs, MMOs, plant managers, HR personnel, OPS and district, area and Headquarters employees.

NAPS—and *only* NAPS—represents all EAS employees, making us the best, largest and most effective management organization representing EAS employees in the Postal Service. NAPS is strong, growing and financially stable.

The U.S. Court of Appeals for the District of Columbia, in siding with NAPS in our lawsuit versus the Postal Service, stated NAPS is the *only* organization that can represent *all* Postal Service EAS employees—all 47,000 of them. Sorry, other organization, but that is truth.

That other organization *even sided with the Postal Service against NAPS in our lawsuit!* The victory awarded NAPS in its lawsuit will benefit all EAS employees, including postmasters, because NAPS now represents postmasters in pay and benefits consultations with the USPS. Yes, other organization, that also is more truth.

Perhaps the most egregious untruth from that other organization is discussing the NAPS DDF—Disciplinary Defense Fund—that is included as a benefit of membership in NAPS, but not in that other group. Imagine being an EAS employee facing an adverse action and a rep from that organization told you to pay \$3,000 toward your own defense, assuming they even accept your case.

Really? Well, here is more truth: As a NAPS member, you would pay nothing. That other group seems to not understand how that is possible; they come up with all types of fake scenarios about what your cost really would be as a NAPS member.

Remember, now, nothing but the whole truth here. As NAPS executive vice president, I administer the DDF. *No one* has paid out of pocket for their representation—no one! You see, at NAPS, we do not deal in conspiracy theories or fake news; we represent our members!

Of course, our primary focus always has been to educate and train our members how to stay out of trouble. But if, by some chance, something adverse should happen to you as an EAS employee, we will be there with world-class representation.

Continued on next page



Chuck Mulidore
Executive Vice President

Relationships Make a Difference

This past January, I had the pleasure of attending numerous branch meetings and the Eastern Region Cabinet Meeting. It was a proud experience witnessing the relationships built not just by the NAPS region and area vice presidents, but also the branch officers with Postal Service executives. At the Eastern Region Cabinet Meeting, postal executives were in attendance and gave presentations, as well as interacted with attendees during breaks, discussing questions and concerns.



Jimmy Warden
Secretary/Treasurer

While attending Honolulu Branch 214, Los Angeles Branch 39, San Bernardino Hayes Cherry Branch 466, Linda Wilson South-eastern Massachusetts Branch 120, South Coastal Massachusetts Branch 118 and Providence Rhode Island Branch 105 meetings, the enthusiasm was tremendous.

Members acknowledged that, yes, things are getting tough, but encouragement and fortitude were displayed. Postal leadership (nearly all NAPS members) attended some of the meetings. It was truly refreshing to see the camaraderie among postal officials and NAPS leadership, as well as members in attendance. At four of the six meetings, officers were sworn in. Each of those branches had at least one new officer.

It was good to see branch of-

Continued

NAPS is well prepared to meet the challenges of the future and meet them we will! Your resident officers at NAPS Headquarters, your Executive Board members across our country and your local branch leaders are committed to maintaining the standard of effective representation and excellence that has been the hallmark of NAPS.

You see, we tell the truth, the whole truth and nothing but the truth!

naps.cm@naps.org

icers mentoring others, enabling the baton to be passed on so their branch will continue representing members into the future. At some of the meetings, when an issue was brought up, a branch board member immediately responded, saying they would investigate it. This all is possible because the branch has built a foundation of a professional relationship with local postal leadership; they knew whom to contact.

At the Los Angeles Branch 39 retiree meeting, one of the new retirees was Sean Andrews, plant manager and longtime NAPS member. It was amazing hearing from NAPS members and leaders how Sean had helped so many in their careers with upward mobility and offering assistance when someone was in trouble, giving them a chance.

Branch 39 members were sad to see Sean retiring. To Sean and all the retirees, thank you. I wish you all the best—enjoy!

Creating professional relationships is not always as easy as it may seem. But when relationships are established, they create much better engagement and benefit our members.

Remember, increasing membership demonstrates leadership. Stay safe!

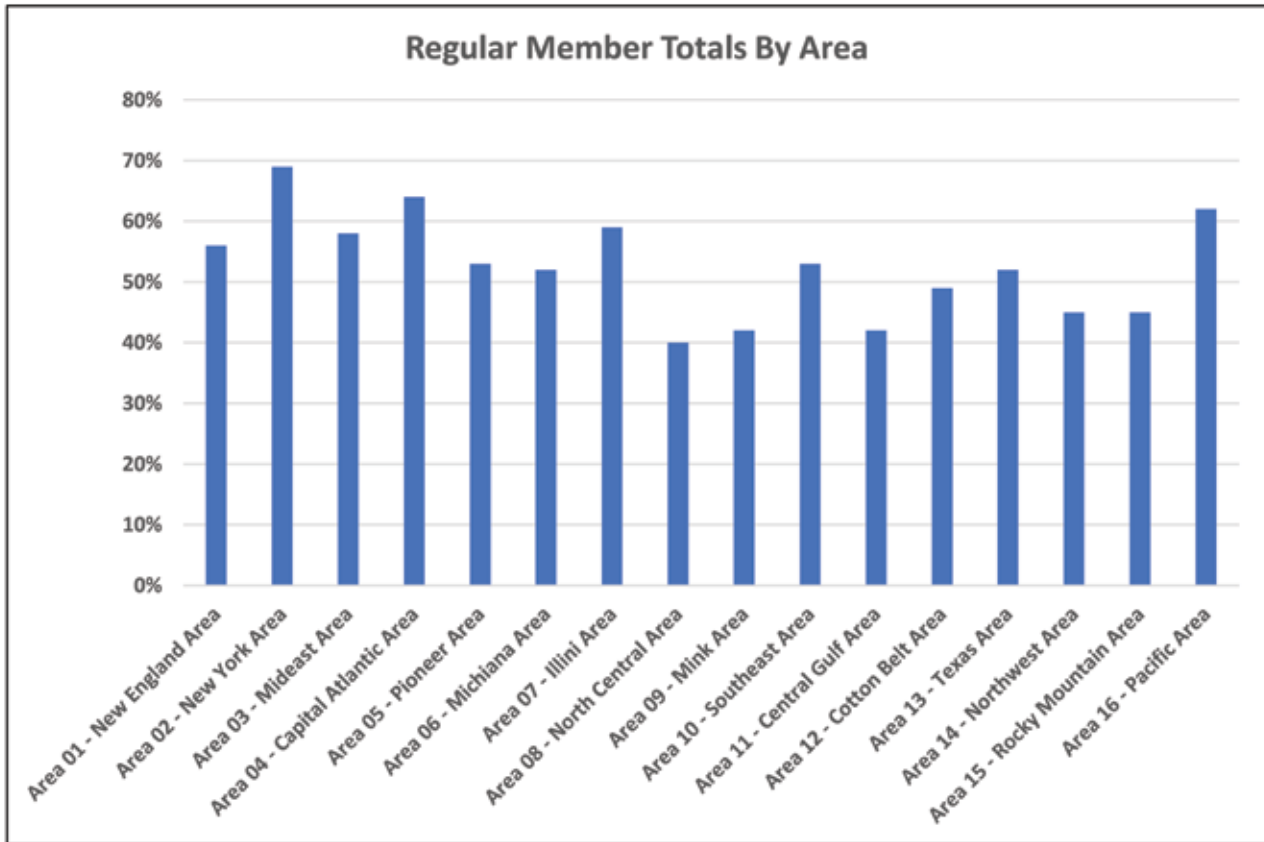
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Thrift Savings Plan

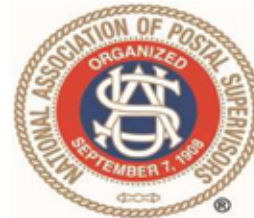
Fund	G	F	C	S	I
January 2024	0.34%	(0.19%)	1.68%	(2.41%)	(0.22%)
12-month	4.23%	2.06%	20.78%	10.34%	8.93%
The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.					
Fund	L Income	L 2025	L 2030	L 2035	L 2040
January 2024	0.36%	0.37%	0.41%	0.41%	0.41%
12-month	6.98%	8.12%	10.84%	11.44%	12.05%
Fund	L 2045	L 2050	L 2055	L 2060	L 2065
January 2024	0.40%	0.41%	0.45%	0.45%	0.45%
12-month	12.56%	13.09%	15.09%	15.09%	15.09%
These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so that investors' shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010. The L 2020 Fund was retired June 2020.					
Visit the TSP website at www.tsp.gov					

National Association of Postal Supervisors Membership Report

December 2023



Regular Member Totals By Area	
Area 01 - New England Area	56%
Area 02 - New York Area	69%
Area 03 - Mideast Area	58%
Area 04 - Capitol Atlantic Area	64%
Area 05 - Pioneer Area	53%
Area 06 - Michiana Area	52%
Area 07 - Illini Area	59%
Area 08 - North Central Area	40%
Area 09 - Mink Area	42%
Area 10 - Southeast Area	53%
Area 11 - Central Gulf Area	42%
Area 12 - Cotton Belt Area	49%
Area 13 - Texas Area	52%
Area 14 - Northwest Area	45%
Area 15 - Rocky Mountain Area	45%
Area 16 - Pacific Area	62%
Total Regular Member %	54%
Total Regular Members	25,839
NonMember Totals	
Total NonMembers	21,212
Total NonMember %	46%



Good News!
Postmasters
have been
added to
Nonmember-
Eligible reports



Securing the Future in '24 SPAC Raffle

Early this year, we are going to need your help to secure the future for all USPS supervisors, managers and postmasters. Your generous support of the Supervisors' Political Action Committee (SPAC) through participation in the Securing the Future in '24 SPAC gift raffle is the first step in this year's multi-pronged strategy to ensure the future of EAS-level postal employees. The raffle runs Feb. 1-29.

After investing SPAC funds in support of our allies in the 2022 midterm election, we need to restore and grow our coffers. SPAC funds help promote NAPS' legislative priorities. It's crucial to sow the seeds for SPAC engagement in the 2024 election season.

The caustic political land-

scape, the NAPS-advanced legislative program and expected attacks on postal employees and retiree benefits will make our SPAC efforts essential for the health and welfare of every current and future NAPS member. The raffle is an exciting and rewarding opportunity for all NAPS members to participate—not just those attending a branch, state or national meeting.

In order to win, you must play. **The raffle is online only!** We call on all NAPS members to participate and support NAPS' important legislative efforts.

Winners will be announced and posted online during the early-March 2024 Legislative Training Seminar.



Go to the naps.org homepage starting Feb. 1 to enter the Securing the Future in '24 SPAC Raffle

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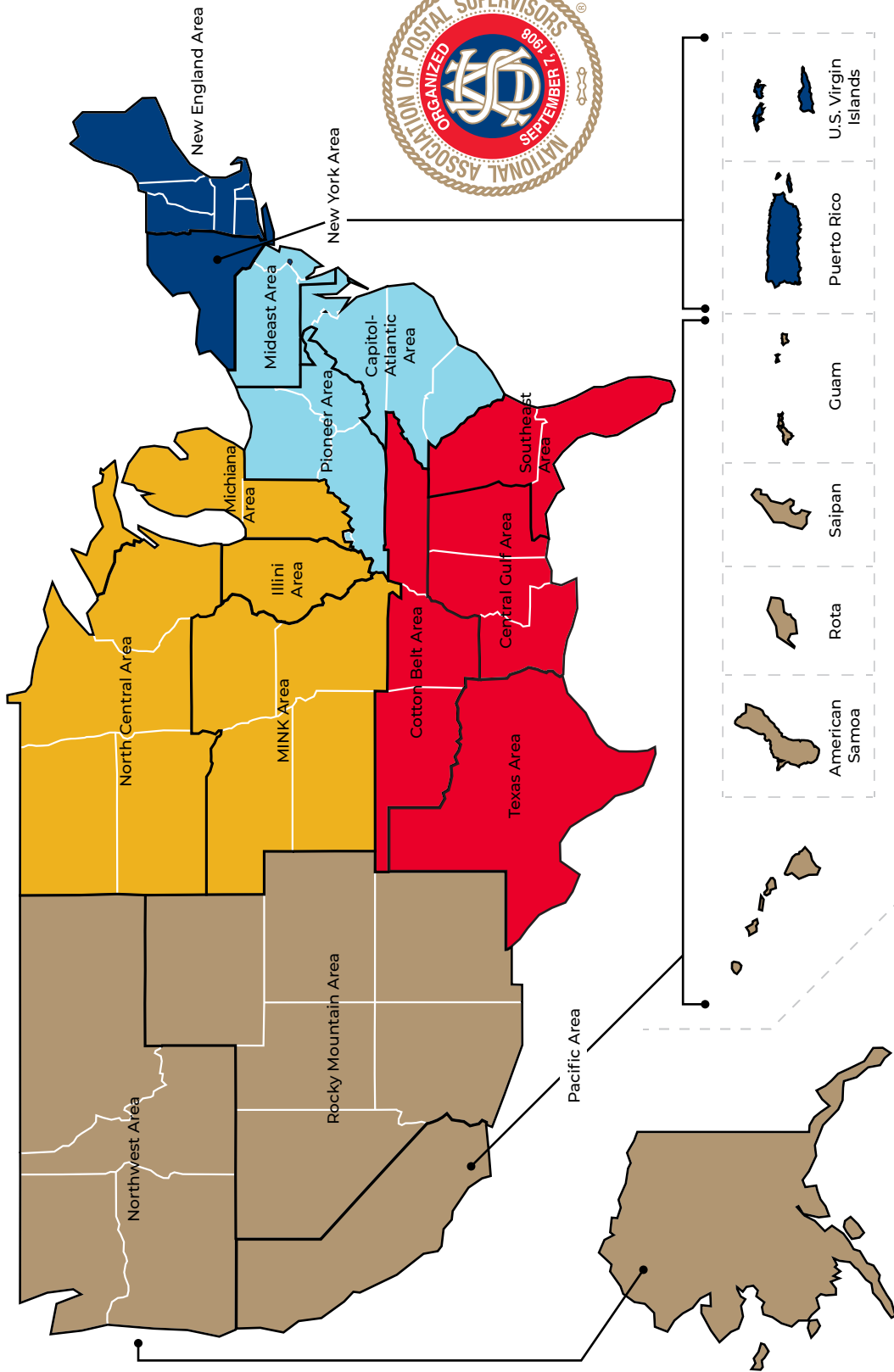
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- Western Region
- Central Region
- Southern Region
- Eastern Region
- Northeast Region



Vehicles Made Available to EAS Employees, Request to Adjust Overburdened Rural Routes, NDI Inaccuracies Among Items Discussed

President Ivan D. Butts, Executive Vice President Chuck Mulidore and Secretary/Treasurer Jimmy Warden attended the Nov. 23 Zoom consultative meeting. Representing the Postal Service were Bruce Nicholson, James Timmons, Paulita Wimbush and Tomica Duplessis, Labor Relations Policies & Programs.

Agenda Item #1

NAPS asked if the Postal Service would extend the annual leave carryover and annual leave exchange exceptions into leave year 2025 as in previous years. NAPS believes the Postal Service should extend both program exceptions as EAS employees continue to deal with employee shortages, including EAS vacancies, that impede EAS employees from taking annual leave.

This agenda item relates to pay and should be addressed during pay consul-

tations, as outlined in Title 39 § 1004.

Following the consultative meeting, these changes were made permanent and implemented December 2023.

Agenda Item #2

NAPS asked for the Postal Service’s interpretation of the 120-Day Calendar Time Limit rule, specifically, applicability to postmaster vacancies as found in *EL-312*, sections 743.15 and 743.16.

The policy is as written and speaks for itself.

Agenda Item #3

NAPS asked how many 204(b) hours and code 35 hours the USPS used in Function 2 from June 2023 through October 2023.

F2 code 35 hours for the period requested—June, pay period 13, through October, pay period 23—were 1,820,664.

Total 204(b) Delivery Services hours for the period requested—June, pay period 13, through October, pay period 23—were 1,213,731

The 204(b) hours were reduced 14.34% from pay period 2023-08-1 through 2023-23-2 following the addition of the Supv Customer SVCS (Relief) positions.

Agenda Item #4

NAPS discussed that, for NPA, Level-18 postmasters have 60% control of their office scores, while every other level has 80% direct control. Looking at the weighted percentage applied to the righthand

column items of any post office’s NPA scorecard, Level-18 postmasters are the only group that has the “Retention Rate” (a district score) set at 40%. NAPS asked why every other level is able to impact their NPA score by 80%.

Can NAPS better explain what they are requesting or referring to? Which year? The scorecard named “Employee Retention” was changed to “Employee Separation Rate” for 2023. NAPS was asked to provide the NPA scorecards to which this item is referencing so they can be examined.

Agenda Item #5

NAPS requested a briefing on the S&DC IOP scorecard—Power Bi Delivery Report. Based on the Carriers After DOV, Carriers After 1900, late trips and other indicators, the S&DC process does not appear to be operationally successful, efficient or service-oriented at this point.

Roxanne Hosein, manager, Post Office Operations and Delivery Integration, provided a briefing concerning this indicator.

Agenda Item #6

NAPS asked if vehicles can be made available to delivery units, allowing EAS employees to perform carrier street observations so front-line supervisors are not using their POV.

Delivery units may use any postal vehicle assigned to their office when available. The local Vehicle Maintenance Facility can be contacted to provide a pool vehicle, if available.

The Postal Supervisor 2024 Production Schedule

Issue	Copy Deadline*	Mails
APR	2/15	3/13
MAY	3/25	4/24
JUNE	4/26	5/23
JULY	6/3	7/8
AUG	6/25	7/24
SEPT/OCT	8/30	10/1
NOV	10/4	11/1
DEC	11/1	12/3
JAN '25	12/5	1/4
FEB	1/6	2/4

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

Agenda Item #7

Prior to POSTPlan, Level-15-and-below postmasters had the opportunity to file other appealable actions in ELM 652. Now that these postmasters are Level-18, they have lost that opportunity. NAPS asked the USPS to change line 1 of ELM Subsection 652.41 from EAS-17 to EAS-18.

This policy applied to a limited number of postmaster positions in Levels-16 and below. During POSTPlan implementation, postmasters who were incumbents in Level-15 positions either competed for higher-level promotions, likely to Level-18, or the position was eliminated. Level-18-and-above postmasters still can appeal disciplinary actions, including letters of warning and emergency placement. This request is not adopted. Concerns still can be discussed with the immediate manager.

Agenda Item #8

NAPS discussed that, due to the RRECS mini survey last March, PS Form 4003 (rural route pay adjustment document) was temporarily or permanently closed; no equivalent was provided. In areas of consistent growth, rural routes are not being adjusted and are overburdened without new routes being created. This process affects SWCs, as new EAS Level-17 positions are not being created, reflecting the growth in rural carrier positions. NAPS requested the process of adjusting overburdened rural routes begins as soon as possible.

Route adjustments (territorial adjustments of overburdened routes) never are made in November and December. The parties are currently in discussion on developing an adjustment worksheet used in the RRECS environment.

Agenda Item #9

NAPS believes the RCA credit under SWCs should be 1.0 credit per RCA instead of 0.4 for seasonal offic-



We All Can Help Build Membership



December* High-Five Club Members

John Bu, Branch 68, NY
Christopher Capobianco, Branch 66, MA
Diane Goldstein, Branch 156, FL
Shannon Hoffman, Branch 141, CO
Marilyn Jones, Branch 39, CA
Pamela Melchert, Branch 435, AK
Rachael Nicholson, Branch 29, OH
Sandra Noble, Branch 322, KY
Beverly Torain, Branch 177, NC
Brian Wagner,*** Branch 255, IL

***Denotes 20+ members signed in the past 90 days.

*The High-Five Club list in the February issue were November club members, not December as indicated.

es. RCAs often are working six days a week or 13 days biweekly due to slow and ineffective USPS hiring practices.

Supervisor workload credit is given for the number of employees managed, which is consistent with other ratios. When employee complement increases, supervisor workload credits increase. When employee complement decreases, supervisor activities of subordinates decreases; therefore the credits decrease.

The current credit is 1.25 for regular rural carriers and PTFs. For routes that have become vacant, the credit is continued for 60 days or while the route is in bidding. The SWCs program gives 0.40 credit for working RCAs and ARCs. There is not a differentiation between "seasonal" or "regular" offices.

Agenda Item #10

NAPS asserted that the triangulation report identifies National Deliverability Index (NDI) <65% (non-delivery initiative), meaning a route or routes were not delivered completely. This report is not 100% accurate and the CRDO team is assuming a postmaster's office may not yet have had a route delivered in its entirety.

The NDI trigger(s) to this indicator needs to be reexamined because it provides false indicators when DOIS indicates a carrier on the route and the parcels were confirmed to be delivered. This NDI inaccuracy needs to be fixed.

NDI inaccuracies or technical issues

Continued on page 17

Anti-Harassment Phone Number Available

The Postal Service has established a toll-free phone number for employees and managers seeking guidance on what actions to take in the event of an incident of alleged harassment—877-521-4272. The Postal Service encourages employees to call the new information line if they feel they have experienced harassment.

Harassment is unwelcome behavior that an individual finds offensive and harmful and that a reasonable person would consider intimidating, hostile or abusive. Such behavior is prohibited by the Postal Service and also may violate federal anti-discrimination laws.

Workplace harassment may include offensive or derogatory comments, names or slurs; engaging in negative stereotyping; circulating or displaying inappropriate graphic materials; and engaging in physical or verbal threats, intimidation or humiliating actions. The offensive behavior could be a one-time occurrence or may occur over a period of time.

Although not every instance of inappropriate behavior may fit the legal definition of harassment, such behavior in the workplace undermines morale and may violate the Postal Service's standards of conduct and/or policies.

The USPS, through its supervisors and managers, takes prompt action to prevent, investigate, address and remedy conduct that is found to be against its policies and/or the law. The Postal Service will act to protect the confidentiality of complainants, but cannot guarantee complete confidentiality.

For more information, the USPS

NAPS New York members attended a fundraiser in mid-January for Democrat Tom Suozzi who is running in the special election to fill the seat left vacant after the expulsion of Rep. George Santos (R). From left: Long Island Branch 202 President Tom Barone, Vice President Rocky Sing, Suozzi and New York Area Vice President Dee Perez.



encourages employees to review *Publication 553*, "Employee's Guide to Understanding, Preventing, and Reporting Harassment" and/or call the harassment information line. Supervisors and managers also should review *Publication 552*, "Manager's Guide to Understanding, Investigating, and Preventing Harassment."

Special Exempt Status Extended to May

NAPS Headquarters was contacted by USPS Headquarters regarding extension of pay compensation as part of the original agreement on exempt managers and postmasters delivering mail. The Postal Service has extended the special exempt agreement until May 3, 2024.

NAPS strongly encourages all EAS employees who are performing craft work to properly record these hours in RADAR. This is your validation for being paid for these craft hours.

NAPS Does Not Support FY24 Pay-for-Performance Process

On Jan. 18, NAPS President Ivan D. Butts responded to the Postal Service's proposal concerning FY24 NPA. NAPS does not support the PFP/NPA program, but does not wish to further delay the agency sharing targets, indicators and goals with field EAS employees, as well as publishing FY24 NPA.

Among NAPS' concerns:

- Continued delays in getting information on targets, indicators and goals out to the field so EAS employees can work toward achieving an NPA payout at the end of the fiscal year.
 - The NPA process has become too complex, with thousands of scorecards demonstrating that complexity.
 - The USPS told NAPS performance would have to improve throughout the year to achieve goals at box 5 or higher, yet one full Postal Service quarter has ended without targets, indicators and goals. Regarding continued declines in service, without budget adjustments, FY24 NPA goals will be unattainable for most EAS employees.
 - After the Jan. 9 meeting between NAPS and the Postal Service, several NAPS' questions remain unanswered.
 - EAS employees need to be recognized for their service. Craft employees receive step increases; postal executives receive retention bonuses.
- In his letter, Butts indicated NAPS is open to further discussions concerning these inequities. NAPS does not accept the latest proposal, but wants to end the delay in sharing the FY24 targets, indicators and goals. The entire letter is posted at www.naps.org under "Breaking News."

USPS Unveils First Electric Charging Stations and Delivery Vehicles

On Jan. 22, the Postal Service, along with White House officials, unveiled its first set of electric vehicle (EV) charging stations at the South Atlanta Sorting and Delivery Center (S&DC). NAPS President Ivan D. Butts attended the event.

Charging stations will be installed at hundreds of new S&DCs across the country throughout the year and will power what will be the nation's largest EV fleet. Electrification and modernization of the agency's delivery fleet are part of the organization's \$40 billion investment strategy to upgrade and improve USPS processing, transportation and delivery networks.



From left: Postmaster General Louis DeJoy, White House Council on Environmental Quality Chair Brenda Mallory and Senior Adviser to the President for Clean Energy Innovation and Implementation John Podesta.

The South Atlanta S&DC is one of 29 S&DCs opened as of January 2024. The centers will serve as local hubs to deploy electric vehicles along local carrier routes.

At the Jan. 22 event, the Postal Service also showcased new battery-powered and domestically manufactured off-the-shelf delivery vehicles that will make up a portion of the agency's EV fleet. Deployment of electric delivery trucks will start in Georgia, then expand to locations across the country throughout the year. The vehicles feature air conditioning and advanced safety technology and are designed to meet modern operational requirements.

Photos from the USPS

The first set of electric vehicles was unveiled at the South Atlanta S&DC.



Postmaster General Louis DeJoy told attendees, "As we transform our operating processes and invest in new automation, new technologies and upgraded facilities and vehicles, we will generate significant efficiencies that reduce our costs, slash our carbon footprint and minimize waste."





NAPS Secretary/Treasurer Jimmy Warden addressed attendees at Providence, RI, Branch 105's membership meeting in late January.

From left: New England Area Vice President Bill Austin, newly elected Branch 105 President Shaun Branch and NAPS Secretary/Treasurer Jimmy Warden.



Branch 105's new officers were sworn in. From left: NAPS Secretary/Treasurer Jimmy Warden, Janet Lepage, Treasurer Sue Evans, Jennifer DeAndrade, Secretary Dave Acosta, Victor Giorgio, President Shaun Branch, Vice President James Bourque, Legislative rep Alison Peter and New England Area Vice President Bill Austin.



Louis M. Atkins Branch 209 (Baton Rouge, LA) held its annual retirement banquet.



Louisiana/Mississippi Bi-State Branch 921 President Larry Hamilton



Central Gulf Area Vice President Dwight Studdard



Retiree Saundra Minor Route and her husband Clifford

South Coastal, MA, Branch 118 held its membership meeting in late January. Front row: Treasurer Don Spirlet, Joe Reilly, Xandria Ventura, John Maida, 2nd Vice President Tim Cabral and Kyle Novo. Second row: Jimmy Warden, Jay Killackey and Josh Rogers. Third row: Jamal (Sabir Salih), Bill Austin, Jim Finnegan and 1st Vice President Mike Imbeau. Back row: President Kim Lewin, Corey Hebert and Secretary Victor Teves.



South Coastal, MA, Branch 118 President Kim Lewin presented New England Area Vice President Bill Austin with a branch vest.

NAPS New England Area Vice President Bill Austin and Secretary/Treasurer Jimmy Warden were presented with Branch 118 outer wear in appreciation of their support.



Massachusetts Linda Wagner Branch 120 held its membership meeting in late January. Seated, from left: Charlotte Wright and Patricia Groves. Standing: Branch 120 Vice President Rich Walter, New England Area Vice President Bill Austin, Jay Killackey, NAPS Secretary/Treasurer Jimmy Warden, Branch 120 President Paul Foley, Chayson Burnett, Steve Torgersen, Dom Russo, Paul Shagoury and Bob Awalt.

NAPS Secretary/Treasurer (left), with New England Area Vice President Bill Austin, swore in new board member Charlotte Wright, manager, Distribution Operations.



The renamed Jay Killackey-John Russell Branch 43, Boston, held its first 2024 membership meeting. The branch recently welcomed many new members actively employed in the Postal Service. The branch looks forward to a bright future.



NAPS Northeast Region Vice President Tommy Roma served as the NAPS liaison working with USPS Human Resources Management on oversight of the newly established Apprentice Supervisor Program. NAPS appreciates Roma's leadership in this collaborative effort with the Postal Service to get this new group of future leaders off on the right foot.

Anthony La Greca Mid-Hudson, NY, Branch 330 President Frank Barton held a membership meeting on Jan. 14.



Also attending the meeting was NY 3 District Manager Marcellina Del-Pizzo.



Front row, from left: Jordan Hargrove, apprentice; Alexa Benitez, apprentice; Frances Paulino, OIC, Brooklyn; Lorraine Castellano, district manager, NY 1; and apprentices Sergio Reyes; Roma; Sharon Gregory; Imani Braitwaite; Jasmine White; Crystal Nelson; and Taneshea Young.

Back row: Sal Saieva, manager, Maintenance; M.D. Hasan, apprentice; Steven Grant, executive plant manager, Brooklyn P&DC; Carl Moore, apprentice; Paul Stremel, manager, Field Human Resources, NY1; John Bu, manager, Customer Service; and apprentices Daniel Wos and Daymonn Richards.

On graduation, the apprentices wore their NAPS Brooklyn Branch 68 caps. All 12 new supervisors are NAPS members—congratulations!



The NY 1 leadership team, from left: Sal Saieva, manager, Maintenance; Lorraine Castellano, district manager, NY 1; Tommy Roma, NAPS Northeast Region vice president; Frances Paulino, OIC, Brooklyn; and Steve Grant, senior plant manager, Brooklyn.

Southeast Area Vice President Bobby Bock recently attended three membership meetings:

From left: Pensacola Branch 231 Treasurer George Neese, President Eileen Wittic, Bock, Secretary Kim Virgil and Vice President Janet Grandison.



Bock and Branch 231 member Val Johnson.

Bock presented Branch 296 Secretary/Treasurer Patti Lynn with a special achievement award.



Tallahassee Branch 354 President Debra Johnson presented Bock with a plaque of appreciation for his work and dedication to the Southeast Area members.



Bock swore in the officers of Fort Lauderdale Branch 296. From left: Vice President Virginia Rhodes, Fort Lauderdale East; President Aida Vera; Sergeant-at-Arms James Toney; Vice President Rosena Bivins, Fort Lauderdale West; Secretary/Treasurer Patti Lynn; and Immediate Past President Edwin Vivas.

Nov. 23 Consultative

Continued from page 11

should be reported to the NDI Support Team. The team makes updates from suggestions from the field, if needed:

- For NDI technical issues, contact us at ndi@usps.gov; 844-201-5652.
- For NDI delivery/mailbox coordinate location issues, contact us at gis.support@usps.gov.

Agenda Item #11

NAPS discussed that, in TACS, when any carrier (especially CCAs) does not have a regular route assigned

when they clock in, TACS defaults to the last route they were on or not at all. This causes an automatic clock ring error. It happens with CCAs, carrier techs and reserve carriers.

NAPS requested this be fixed to allow all carriers other than the regular to enter the route number they are assigned on clocking in to avoid TACS clock ring errors occurring when someone other than the regular is on the route.

Mobile Delivery Devices (MDDs) and Electronic Badge Readers (EBRs) have the capability for operation and

route numbers to be entered by all employees, including CCAs.

Agenda Item #12

NAPS asked for the current attrition and vacancy rates in DSS and POSS positions over the past two years on the CRDO team nationally.

We do not track attrition rates for individual positions. The vacancy rate for the DSS position for FY23 was 13.45%, a 2.91% reduction from FY22 at 16.36%. The vacancy rate for the POSS position for FY23 was 4.0%, a 5.59% reduction from FY22 at 9.59%.

National Association of Postal Supervisors

Vince Palladino Memorial Student Scholarships

Deadline: June 30, 2024

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

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

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



Applications must be received no later than June 30, 2024. Online applications only will be accepted using the NAPS website. Please go to www.naps.org under the “Members” tab to apply for the **Vince Palladino Memorial Student Scholarship**, or go to <https://naps.org/Members-Scholarship-2>.

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the September/October 2024 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a Vince Palladino Memorial Student Scholarship will receive a check, payable to the college or university listed in the application, in October 2024. Scholarships may be used to pay expenses in the student’s current or following semester.

Online applications only: <https://naps.org/Members-Scholarship-2>

NPA Mitigation Just Doesn't Work!

Dee Perez

New York Area Vice President

By now, those who have filed a mitigation case to dispute their NPA either have had it approved or rejected. The USPS does not acknowledge this vital process is broken and is not set up as a fair evaluation to determine if “you” are correct in your mitigation filing. I understand USPS Headquarters will disagree with this column, but it is the truth.

USPS Headquarters must have yearly data indicating the amount of authorized and disapproved mitiga-



tion cases, the percentages of approved versus those disapproved and the historical data to share with NAPS Headquarters. Moreover, you should understand that the mitigation process is vital to your current pay structure and retirement high-three years. Naturally, if you have many years to go and you thought you had a solid mitigation case and lost, that's X amount of money you will be missing forever.

Therefore, the mitigation process matters to everyone who is actively working today. It is up to USPS Headquarters to make the process fair and correct

its current flaws. My understanding is this is something that NAPS, not UPMA, will bring up in pay consultations because it's that important, among many other pay-related concerns. But for the sake of this column, the focus is on correcting the current mitigation process to make it work the right way.

The process is set up on the PFP website. Your mitigation narrative goes to the district manager; if they disapprove it, you get to appeal it on the PFP website, which sends it to your USPS Headquarters area vice president for either approval or disapproval. If the district manager approves it, it's then reviewed by the same USPS Headquarters area vice



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president and two USPS Headquarters leaders they select.

My understanding of the process is it could be someone from Finance, HR or any other department. Although these leaders may or may not be well-schooled in the total PFP aspect of the goals you are mitigating, they write their decision, either approving or disapproving the submitted mitigation. Then, the USPS Headquarters area vice president is tasked with the final say.

The problem with that person having the final say is they may miss something because they didn't develop this process or the goals. Frankly speaking, their focus is not 100% on your mitigation throughout the year. They're only human, but if they make an error or concur with an error, who loses money for the remainder of their career? You!

Therefore, I believe a solution/

2024 NAPS State Conventions		
Dates	State(s)	Location
April 23-25	California	Red Hawk Resort & Casino, Placerville
May 23-26	Texas	Omni Corpus Christi Hotel
May 30-31	New York	Resorts World Catskills, Monticello
June 7-8	Pennsylvania	Sheraton Pittsburgh Hotel at Station Square
June 6-9	Georgia	Athens
June 7-8	Florida	Deerfield Beach

Please report state convention dates to NAPS Headquarters.

resolution is needed to resolve a mitigation case rejected by the USPS Headquarters area vice president. USPS Headquarters should have a process set up similar to the current labor dispute resolution process. Let's have two experts who have their hands in developing PFP from the USPS Headquarters side of the fence and two NAPS resident officers sit down and review and discuss the disputed mitigation case.

This team then issues a written explanation to the member as to why it was rejected or a congratulatory letter saying it was approved. At least NAPS members would understand that true experts in PFP reviewed their cases and provided factual explanations. Then, everyone can move on.

P.S.: I challenge every branch to sign at least three non-member supervisors or postmasters a month.
nyavpdee@aol.com

Communicating Change

Bobby Bock

Southeast Area Vice President

As I travel throughout the Southeast Area visiting local branches and postal facilities, I am happy to see branch officers who are effective in managing their local branches and providing outstanding representation to our members while we are experiencing the most sweeping changes in the history of the Postal Service. The agency is implementing Sorting & Delivery Centers in all areas of the country as part of its 10-year plan.

As these centers come online, NAPS is making certain supervisors still have viable positions. We hope these new centers reach the potential



the USPS expects, but it remains to be seen how the additional travel time for carriers will impact the new centers' overall performance.

In processing and distribution, the Postal Service is investing millions of dollars revamping P&DCs to adapt to the changing mail base and increasing emphasis on parcels. These changes also have an impact on EAS staffing; NAPS is keeping a watchful eye on the Postal Service's plans.

In my opinion, the Postal Service could do a better job communicating these changes. While someone in my position may get briefings and correspondence about changes, rank-and-file supervisors on the workroom floor are not receiving enough information about

the changes that ultimately will affect them.

Our members are concerned about the changes impacting them if a RIF was to occur and their job affected. I have been involved in several RIFs during my career. It is sobering when you receive a RIF letter; you wonder what will happen to you.

Fortunately, I and others found landing spots due to the diligent efforts of the NAPS resident officers and fellow Executive Board members who identified every RIF-impacted employee in the country. NAPS—your management association—stands ready to make sure you always will have a position available should your current job be impacted by organizational change.

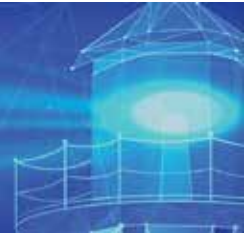
I hope to see you at a future Southeast Area branch meeting!
bocknapseavp@aol.com



POWERING THE FUTURE THROUGH COLLABORATION

2024 NAPS NATIONAL CONVENTION
AUGUST 11 – 16, 2024

FOXWOODS RESORT CASINO
350 TROLLEY LINE BLVD
LEDYARD, CT 06328



69th NAPS National Convention Delegates Credential Process

**Convention registration closes July 9
Hotel room block expires July 17**

National convention registration and credentials open jointly on **March 1**. NAPS will continue the delegate credentials process introduced at the previous national convention. The process will be completely electronic.

The credentials process is kicked off when a member registers as a delegate for the national convention. **This means a member must first register in order to have a credential form generated.**

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

The respective branch president then will receive an email stating NAPS Headquarters is requesting their signature on Jane Doe's delegate credential form. Finally, the delegate, branch president and NAPS Headquarters will receive an emailed copy of the final, completed and signed credential form.

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

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

Important Convention Dates

- June 3** Deadline for all resolutions from states with conventions before the end of May to be emailed to Executive Vice President Chuck Mulidore
- July 3** Deadline for entries for the Best Website and Newsletter contests to be emailed to kbalentyoung@gmail.com
- July 9** Deadline to register for the 69th NAPS National Convention (opens March 1)
- July 14** Deadline to submit refund and substitution requests to NAPS Headquarters

Deadline for all other resolutions to be emailed to Executive Vice President Chuck Mulidore
- July 19** Deadline for emailing deceased members' names to Executive Assistant Sheena Williams

Foxwoods Resort Casino

350 Trolley Line Blvd., Mashantucket, CT 06338

- \$175/night (\$201.25 inclusive)
- \$25 resort fee waived
- Room cutoff date: July 17
- Complimentary valet and self-parking
- Complimentary internet in sleeping rooms
- No COVID-19 regulations or restrictions at this time

To make reservations, call 800-369-9663—code: NAPS—or go to <https://book.passkey.com/go/NAPSConference2024>

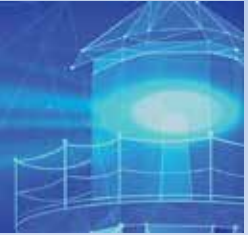




POWERING THE FUTURE THROUGH COLLABORATION

2024 NAPS NATIONAL CONVENTION
AUGUST 11 – 16, 2024

FOXWOODS RESORT CASINO
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69th NAPS National Convention Committees

Preparations continue for the 69th NAPS National Convention in Ledyard, CT, Aug. 11-16, at the Foxwoods Resort Casino. One of the major requirements for a smooth-running convention is the selection of delegates to serve on various national convention committees. All members should be mindful of several important rules concerning committee assignments:

- NAPS members no longer need to get their branch president's recommendation for a national convention committee assignment.

- Members may self-nominate for their national convention committee selections. Self-nominations may be made **online only** through NAPS' committee registration process at www.naps.org. No mail-in, fax or email requests will be accepted.

- All committee members must be registered for the national convention and be certified delegates prior to the NAPS president's committees' selections.

- All national convention committee members must be registered guests of the Foxwood Resort Casino from the date of their first committee assignment until the conclusion of the convention on Friday, Aug. 16. Committee chairs will verify hotel registrations of their respective committee members.



- Delegates serving on committees will receive lodging and per diem as follows: Credentials & Registration—two nights' lodging and two days' per diem; Audit, Constitution & Bylaws, Postmaster, Resolutions and Rules—one night's lodging and one day per diem; Assistant Secretaries and Sergeants-at-Arms—\$100 per day, no lodging.

- A national convention committee may have only one branch member appointed per committee, unless granted an exception by the NAPS president. Furthermore, committees

may have up to 25% of members who never have served on a national convention committee.

When expressing an interest in serving, members must consider the fact that one committee will meet on **Saturday, Aug. 10**, and the others on **Sunday, Aug. 11**, in advance of the convention's opening day. Some committees will meet throughout the national convention.

Moreover, members serving on these "advance" committees *must attend all meetings* of their respective committees, which generally begin at

9 a.m., although some could begin earlier. *No exceptions will be made to this attendance rule.*

Members should make their hotel reservations early enough so they will not have a problem getting a room for an extra day or two in advance of the convention. If members are not selected for advance committee assignments, they simply may cancel their room reservations for the extra days as soon as possible. Do not cancel your entire hotel stay—only the extra days. Otherwise, reserve your hotel room after you have been confirmed to serve on a national convention committee.

If traveling to the national convention via airline and you purchase your ticket before being selected for a committee, NAPS Headquarters *will not* reimburse you for any airline change fees. It is suggested that you purchase an airline ticket after you receive confirmation that you have been selected for a national convention committee.

For the 69th National Convention, self-nominations may be made only through NAPS' online committee registration process at www.naps.org. No mail-in, fax or email requests will be accepted. **The deadline to request consideration for a committee is midnight, March 31, 2024.** No request will be accepted after the deadline.

Listed here are the national convention committees, including the tentative dates of their first meetings, the minimum number of members on each committee and a brief description of their responsibilities:

Assistant Secretaries (no advance meeting, four members)—Sit at the dais during all business sessions and keep a record of the actions taken on all resolutions, including amendments; help conduct vote counts; and assist the national parliamentarian and resident officers, as needed.

Audit (Sunday, Aug. 11; 10 members)—Audits four months of NAPS financial records chosen by the chair and assistant chair from the previous two fiscal years. Discrepancies or errors, if any, are noted and a written report (to the secretary/treasurer) and verbal report (to the entire convention) are made.

Ballot and Election (no advance meeting; up to 18 members, if needed, includes chair and assistant chair, one member from each of the 16 NAPS areas)—Conducts the balloting and election for national officers and site selection for the national convention that will take place four years hence.

Only the Ballot and Election Committee chair and assistant chair are notified of their selection before the convention. Members of this committee do not know they have been selected until their names are read by the NAPS president on Tuesday of the convention week.

Ballot and Election Committee members will be sequestered from the time they leave the convention floor with the sealed ballot boxes until the committee chair, alone, later announces the election results before the convention body.

Constitution & Bylaws (Sunday, Aug. 11; 16 members)—Reviews all resolutions having to do with the *NAPS Constitution & Bylaws*, as well as those directing NAPS to act on other matters.

Credentials & Registration (very early Saturday, Aug. 10; 12 members—volunteers welcomed)—Processes the registrations of all NAPS and Auxiliary delegates and guests. Committee members verify credentials and hand out name badges, *One Books*, delegate cards, souvenirs bags and more.

Postmaster (Sunday, Aug. 11; 12 members)—Reviews matters of particular interest to postmaster members. Will meet with members of the NAPS Executive Board Postmaster Committee.

Resolutions (Sunday, Aug. 11; 14 members)—Reviews all resolutions (except those related to the *NAPS Constitution & Bylaws*) having to do with pay, working conditions and postal policy.

Rules (Sunday, Aug. 11; six members)—Reviews and edits the convention rules and ultimately provides each delegate with a copy of the rules.

Sergeants-at-Arms (meeting day and time TBD; up to 22 members)—

Maintain order during the convention, escort guests to the dais, assist in the vote count and distribute materials, including the convention *Daily Newsletter* and amended resolutions, to delegates. Members of this committee must attend all business sessions.

Again, the Self-Nomination National Convention Committee Request is available online at www.naps.org. When nominating yourself for a national convention committee, indicate your first, second and third choice (if applicable) committee assignment. **All committee requests must be received by midnight, March 31, 2024.**

Please note: No committee recommendation will be considered unless the delegate has registered and submitted their credential prior to the NAPS president's selection of committees on April 20. All those requesting national convention committee consideration will be subsequently notified whether they have been selected for a committee assignment



Bob Levi

Director of Legislative & Political Affairs



this month's NAPS Legislative Training Seminar (LTS) provides an important forum to promote the essential value of a universal and secure U.S. Postal Service.

Recently, Executive Vice President Chuck Mulidore and I visited congressional offices to cultivate the legislative landscape for NAPS members who will engage with their

fines. Most states limit jail terms to less than one year and a \$10,000 fine. Furthermore, federal law contains specific provisions making it a federal crime to assault a government employee in the performance of their official duty or interference with the employee's duty. Postal employees are included among the covered employees.

The penalty for an armed assault can get a criminal up to 20 years in prison and a fine of up to \$250,000. Inasmuch as NAPS believes and data demonstrates, the *risk* of apprehension is the best deterrent to postal-related crime, combined with the application of stiff federal penalties.

Restoring the postal police force's authority to enforce the law on and off postal property is a major component of securing the mail, protecting postal property and safeguarding postal employees. These are the reasons NAPS will be promoting H.R. 3005 and S. 3356, the Postal Police Reform Act, at LTS.

Related to mail security is the attention that will be placed on the security of absentee election ballots. As you know, we are in midst of an election year in which the entire House, one-third of the Senate and the president and vice president will be on the November ballot.

One of the tools for ensuring the security of ballots is legislation approved by the House Committee on Oversight and Accountability on Feb. 6—H.R. 5658. The Vote by Mail Tracking Act would improve efficiency and transparency by requiring tracking barcodes and an official election logo on mail-in ballot envelopes.

This identifying information would help the Postal Service process election material and provide voters the ability to see their ballots are securely delivered and counted. Reps. Katie Porter (D-CA) and Nancy Mace (R-SC) introduced the bipartisan bill

Continued on page 33

Early last month, I came across a short article on the *Forbes Magazine* website that, in part, seemed to embrace the prospect that commercial mail receiving agencies (e.g., the

Mail Security Continues to Be a Top Issue With Lawmakers

UPS Store, FedEx, Kinkos, etc.) will play a more prominent role in the future of mail service. This alarming, private-sector expectation should send a shock wave down the postal spine.

It would appear for-profit postal players see lucrative opportunities resulting from reduced mail safety and security, decreased on-time First-Class performance and declining physical retail postal accessibility. While these factors always have been on the periphery, they now are becoming more prominent.

The commercial mail entities see an opportunity to provide a more secure and convenient venue for receiving and sending mail. For this reason,

elected representative this month. Clearly, mail security is a top issue with many members of Congress.

The marked escalation in mail theft and robberies against postal employees on the job has captured the attention of elected officials on and off Capitol Hill. In fact, on Jan. 30, the Maryland House of Delegates was so frustrated by the increases that its Judiciary Committee conducted a hearing on legislation to make mail theft a felony at the state level.

Regrettably, the Postal Service has appeared to abandon its most effective means of mail security, employee protection and postal-crime deterrence—the appropriate deployment of postal police officers. Relegating postal crime prevention and law enforcement to states and localities is misguided.

For example, most federal mail theft laws are more severe than existing state laws. Federal laws cover theft from any authorized mail depository, while state laws only apply to a mailbox. Also, federal law can aggregate the value of stolen mail or separate mail crimes; federal charges are heard in federal court.

Moreover, the penalty for being convicted in federal court carries up to five years in prison and \$250,000 in



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.

2023 SPAC Contributors



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

Studdard, Dwight	AL	Branch 45
Burton, Dawn	AZ	Branch 246
Salmon, James	AZ	Branch 246
Benjamin, Evelyn	CA	Branch 266
Boisvert, Michael	CA	Branch 159
Campbell, Stephnia	CA	Branch 159
Gibson, Lelton	CA	Branch 88
Jones, Marilyn	CA	Branch 39
Loera, Valerie	CA	Branch 127
Meana, Frances	CA	Branch 159
Pennington, Felicia	CA	Branch 39
Randle, Carol	CA	Branch 39
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Kerns, John	CO	Branch 141
Pashinski, Myrna	CO	Branch 65
Austin, William	CT	Branch 47
Douglas, Lisa	CT	Branch 5
Moss, Donald	DC	Branch 135
Bock Jr., Robert	FL	Branch 406
Gonzalez, Ernesto	FL	Branch 406
Lynn, Patti	FL	Branch 296
Ruckart, Kenneth	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Williams, Carolyn	FL	Branch 146
Lum, Chuck	HI	Branch 214
Lum, Laurie	HI	Branch 214
Valuet, John	ID	Branch 915
Coleman-Scruggs, Toni	IL	Branch 493
Moreno, Luz	IL	Branch 489
Winters, Michael	IL	Branch 255
McCartney, Kelly	KS	Branch 919
Moreno, Richard	MA	Branch 498
Griffin, Troy	MD	Branch 42
Jones, Wilmore	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Amergian, Raymond	ME	Branch 96
Lothridge, Derek	ME	Branch 96
Lothridge, Tammy	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96

Elyea, Chad	MI	Branch 142
Trayer, Kevin	MI	Branch 142
Mooney, Dan	MN	Branch 16
Johnson, Craig	MO	Branch 36
Geter, John	NC	Branch 183
Dallojacono, Anthony	NJ	Branch 568
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202
Bu, John	NY	Branch 68
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85
Forde, Nicholas	NY	Branch 202
Gawron, Dennis	NY	Branch 27
Perez, Dioenis	NY	Branch 202
Roma, Thomas	NY	Branch 68
Warden, Ivonne	NY	Branch 100
Warden, James	NY	Branch 100
Burgasser, Ted	OH	Branch 29
Laster, Edward	OH	Branch 46
Mulidore, Chuck	OH	Branch 133
Butts, Ivan	PA	Branch 355
Croswell, Darnel	SC	Branch 225
Dickey, Azilee	SC	Branch 225
Green, Shri	TN	Branch 41
Austin, Jessie	TX	Branch 122
Carmona, Richard	TX	Branch 122
Davis, Pamela	TX	Branch 122
Elizondo Jr., Jaime	TX	Branch 122
Kukulka, Vivian	TX	Branch 124
Allen, Rose	VA	Branch 526
Brandt, Junemarie	VA	Branch 526
Cox, Lloyd	VA	Branch 526
Green Jr., Richard	VA	Branch 98
Shoemaker, Justin	VA	Branch 132
Thomas, Carlos	VA	Branch 98
Aragon, Ramon	WA	Branch 61
Gruetzmacher, Bjoern	WA	Branch 61

VP Elite (\$750-\$999)

Brathwaite, Rafael	AL	Branch 45
Derden, Margaret	CA	Branch 39
Fuston, Barbara	CA	Branch 77
Gishi, Sharon	CA	Branch 94
Graham, Mardina	CA	Branch 88
Jackson-Kelley, Patricia	CA	Branch 39

Profit, Youvet	CA	Branch 39
Donegan, Margie	CT	Branch 5
Evans-Atkins, Deborah	DC	Branch 135
Gucmeris, Algimantas	FL	Branch 420
Herzog, Rosemarie	FL	Branch 154
Hoerner, Thomas	FL	Branch 420
LeCounte, Michael	FL	Branch 146
Long, Pamela	FL	Branch 577
Wittic, Eileen	FL	Branch 231
Moore, Kevin	GA	Branch 595
Wagner, Brian	IL	Branch 255
Moreau, Steven	MA	Branch 102
Murphy, Gregory	MA	Branch 102
Stephens, Patricia	NC	Branch 936
Olson, Chad	ND	Branch 937
Scales-Bradley, Constance	NJ	Branch 53
Skjelstad, Aric	OR	Branch 66
Bartko, Susan	PA	Branch 20
Timothy, Pat	PA	Branch 941
Bednar, Margaret	SC	Branch 631
Peters, Diana	TX	Branch 122
Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Butler, Phillip	VA	Branch 98
Mott III, George	VA	Branch 132
Harrell, Ronald	WA	Branch 61
Joers, Julie	WI	Branch 72

Secretary's Roundtable (\$500-\$749)

Melchert, Pamela	AK	Branch 435
March, Wendell	AZ	Branch 246
Alarcon, Delmy	CA	Branch 244
Blythe, Stephanie	CA	Branch 127
Ceaser, Marques	CA	Branch 159
Chin, Michael	CA	Branch 266
Francisco, Daryel	CA	Branch 159
Johnson, Rose Marie	CA	Branch 88
Murillo, Mariel	CA	Branch 466
Petty, Ralph	CA	Branch 77
Simpao, Sally	CA	Branch 88
Soto, Matthew	CA	Branch 197
Trevena, April	CA	Branch 94
Wright, Denis	CT	Branch 3
Garland, Angela	DE	Branch 909
Batastini, Kenneth	FL	Branch 478
Brock, Tammy	FL	Branch 81
Franco, Cheryl Ann	FL	Branch 296
Gilbert, Belinda	FL	Branch 425
Billups, Juanita	IL	Branch 17
Pierce, Annette	IL	Branch 255
Salih, Sabir	MA	Branch 118

O'Donnell, Curt	MN	Branch 16
Hill, Mildred	MS	Branch 199
Kindsvatter, Leo	MT	Branch 929
Douglas, Karen	NC	Branch 183
Kofsky, Jonathan	NJ	Branch 568
Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75
Arroyo, Victor	NY	Branch 85
Dyer, Lijla	NY	Branch 100
Krempa, Keith	NY	Branch 11
Mayes, Sean	OH	Branch 29
Paige, Lillie	OH	Branch 46
Aldape, Pamela	OR	Branch 66
Lahmann, Joseph	OR	Branch 276
Moore, Delisa	SC	Branch 228
Brooks, Lamarcus	TN	Branch 41
Clark Jr., Bobby	TX	Branch 124
Cooper, Karen	TX	Branch 124
Lomba, John	TX	Branch 103
Mitchell, Annie	TX	Branch 124
Garrett, Donald	VA	Branch 98
Hubbard, Jim	VA	Branch 22
Johnson, Stanley	WA	Branch 60
Taylor, Georgia	WA	Branch 31
Simmons, Brandi	WI	Branch 213
McComas, Christina	WV	Branch 212

Chairman's Club (\$250-\$499)

Carson, John	AL	Branch 901
Hardwick, Andrew	AL	Branch 208
Mannings, Judy	AL	Branch 45
Norton, Charles	AL	Branch 208
Kiszcza, Sharon	AZ	Branch 246
Baker, Debra	CA	Branch 197
Barba, Gilbert	CA	Branch 373
Bognot, Clarissa	CA	Branch 244
Booth, Samuel	CA	Branch 39
Bradley, Roxanne	CA	Branch 77
Cruz, Cheryl	CA	Branch 497
Danzy, Marsha	CA	Branch 197
Florentin, Diana	CA	Branch 244
Gavin, Angela	CA	Branch 159
Gray, Edna	CA	Branch 127
Hodges, Leticeia	CA	Branch 39
Johnson, Deborah	CA	Branch 88
Johnson, Patrick	CA	Branch 266
Lee, Shirley	CA	Branch 39
Lewis, Yolanda	CA	Branch 127
Maginnis, Gary	CA	Branch 466
McClinton, Velma	CA	Branch 39
Nguyen, Nicole	CA	Branch 373

Odell, Heather	CA	Branch 159
Patterson, Charles	CA	Branch 497
Rahming, Karyn	CA	Branch 77
Swygert, Vontina	CA	Branch 127
Moore, Olin	CO	Branch 65
Roll, Gary	CO	Branch 65
Collen, Helen	CT	Branch 3
Cuadrado, Hector	CT	Branch 5
Beckhum, Regina	DC	Branch 135
Trainer, Billie	DC	Branch 135
Wright, Marcellus	DC	Branch 135
Young, Darrell	DC	Branch 135
Adams, Anthony	FL	Branch 81
Goldstein, Diane	FL	Branch 156
James, Suzette	FL	Branch 154
James, Wayne	FL	Branch 154
Murray, Donald	FL	Branch 93
Roundtree, Edith	FL	Branch 154
Cox, Elvina	GA	Branch 82
Finley, Roger	GA	Branch 595
Sims, Reginald	GA	Branch 82
Alos, Kanani	HI	Branch 214
Coy, Daniel	IA	Branch 172
Dittmann, David	IL	Branch 17
Lech, Stephen	IL	Branch 255
Levernier, Catherine	IL	Branch 270
Rendleman, Daniel	IL	Branch 255
Watkins, Lawrence	IL	Branch 14
Wesley, Nancy	IL	Branch 493
Young, Edgar	IL	Branch 489
Helfrich, Robert	IN	Branch 8
Norton, Paul	IN	Branch 8
Carter, Tonious	LA	Branch 421
Duplessis, Tomica	LA	Branch 73
Capobianco, Christopher	MA	Branch 6
Hansen, Keith	MA	Branch 43
Ignoto, Vincent	MA	Branch 43
Berger, Ricky	MD	Branch 531
Jones, Marcia	MD	Branch 42
Jones, Wilmore	MD	Branch 42
Handy, Truman	ME	Branch 96
Harmon, Susan	ME	Branch 96
Bradley, Anthony	MI	Branch 142
Byrum, Jimmy	MI	Branch 508
Hardin, Donald	MI	Branch 130
Hommerson Jr., David	MI	Branch 130
Hurless-Byrum, Ruth	MI	Branch 508
Krzycki Jr., Kenneth	MI	Branch 508
Orloski, Rose	MI	Branch 508
Schneider, Irene	MI	Branch 508
Torres, Alfredo	MI	Branch 142

Baker, Neil	MN	Branch 104
Miller, Kadee	MN	Branch 104
Soukey, Louis	MN	Branch 104
Brown, Latasha	MO	Branch 131
Price-Booker, Virginia	MO	Branch 131
Shumate, Melisande	MO	Branch 131
Belger, Michael	NC	Branch 183
Robinson, Theresa	NC	Branch 299
Caruso, Richard	NE	Branch 10
Busciglio, Michael	NJ	Branch 287
D'Martino, Pasquale	NJ	Branch 548
Gary, Robert	NJ	Branch 207
McKiernan, Michael	NJ	Branch 74
Clayton, Jackie	NV	Branch 463
Pixley, George	NV	Branch 249
Chyreck, Shaunna	NY	Branch 27
Jessmer, Spencer	NY	Branch 11
Morrissey, Phyllis	NY	Branch 164
Muhammad, Jamaal	NY	Branch 68
Wiggins, Derrick	NY	Branch 85
Allen, Peggy	OH	Branch 46
Kimbrough, Marcia	OH	Branch 46
Needham, Timothy	OH	Branch 186
Smith, Ronald	OH	Branch 46
Sudberry, Norris	OH	Branch 46
Benford, Debra	PA	Branch 50
Lehman, Jason	PA	Branch 554
Cabrera, Antonio	PR	Branch 216
Rodriguez, Joaquin	PR	Branch 216
Evans, Susan	RI	Branch 105
Blakely, Kathy	TN	Branch 41
Hibbler, Marilyn	TN	Branch 41
McMurry, Robert	TN	Branch 165
Mitchell, Denise	TN	Branch 41
Wakefield, Robert	TN	Branch 32
Fletcher, Mae	TX	Branch 9
Garcia, Mario	TX	Branch 288
Hill, Earnest	TX	Branch 122
Jones, Charleen	TX	Branch 122
Lyons, Lisa	TX	Branch 428
Nettles, Mark	TX	Branch 9
Fratto, Jeff	UT	Branch 139
Brown, Lorraine	VA	Branch 98
Holley, Deborah	VA	Branch 526
Jackson, Alice	VA	Branch 526
White Jr., William	VA	Branch 526
Howe, Steven	WA	Branch 61
Sederholm Marti, Susan	WI	Branch 72
Sprewer, Victoria	WI	Branch 72
Baldwin, Craig	WV	Branch 212

Supporter (\$100-\$249)

Billingsley, Mary	AL	Branch 208
Carter, Pamela	AL	Branch 901
Crenshaw, Angela	AL	Branch 208
Dangerfield, Carol	AL	Branch 45
Dean, Elton	AL	Branch 208
Hughes, Latisha	AL	Branch 399
Long, Emanuel	AL	Branch 45
Madison, Shanek	AL	Branch 45
Massey, Eddie	AL	Branch 399
McClain, Daphne	AL	Branch 45
Nash, Leon	AL	Branch 45
Winchester, Valerie	AL	Branch 26
Aceves, John	AZ	Branch 376
Rosenberry, Dawn	AZ	Branch 376
Bradley, Dorothea	CA	Branch 127
Chaudhry, Rizwan	CA	Branch 244
Chavez, Danilo	CA	Branch 77
Dangerfield, Patricia	CA	Branch 88
Derbigny, Mi Chanda	CA	Branch 39
Dominguez, Jesse	CA	Branch 159
Garcia, Victor	CA	Branch 77
Gholston, Rachel	CA	Branch 127
Gill, Kiran	CA	Branch 274
Gray, Glenn	CA	Branch 127
Grisby, Patricia	CA	Branch 77
Hawkins, Willie	CA	Branch 266
Ingalls, Dianne	CA	Branch 77
Kelly, Barbrara	CA	Branch 77
Mostafa, Raja	CA	Branch 77
Ortiz, Michelle	CA	Branch 244
Perez, Marco	CA	Branch 77
Smith, Alvetia	CA	Branch 39
Stifle, Rick	CA	Branch 373
Tate, Carolyn	CA	Branch 88
Thomas, Linda	CA	Branch 88
Torres, Sherrie	CA	Branch 244
Tucker, Carolyn	CA	Branch 88
Wright, Alphonso	CA	Branch 127
Hickerson, Lucy	CO	Branch 141
Summerfield, John	CO	Branch 65
Tat, Jason	CO	Branch 65
Collins, Lori	CT	Branch 3
Irvin, Clemon	CT	Branch 3
Morrisroe, Erin	CT	Branch 47
Perkins, Marcia	CT	Branch 3
Williams, Jacob	CT	Branch 47
Bailey, Theresa	DC	Branch 135
Desperrt, Tonya	DC	Branch 135
McCloud, Regina	DE	Branch 909
Olliviere, Blanche	DE	Branch 909

Brittain, Nicole	FL	Branch 154
Brown, Martin	FL	Branch 93
Calhoun, Clothelia	FL	Branch 354
Caruso, Karen	FL	Branch 154
Chiocchi, Lynne	FL	Branch 420
Cooper-Wilson, Michelle	FL	Branch 154
Cotman, Derrick	FL	Branch 93
Delucia, Keith	FL	Branch 386
Dsouza, Johnson	FL	Branch 420
Fulcher, Sandra	FL	Branch 146
Gonzalez-Marino, Ilia	FL	Branch 146
Guyton, Patricia	FL	Branch 146
Hearn, Tammy	FL	Branch 354
Hylton, Cynthia	FL	Branch 93
Jackson, Deborah	FL	Branch 146
Johnson, Conrad	FL	Branch 81
King, David	FL	Branch 420
Lowrey, Robert	FL	Branch 154
Martinez, Gerardo	FL	Branch 406
Martinez, Hector	FL	Branch 321
Maytin, Raymond	FL	Branch 146
McCants, Beverly	FL	Branch 146
McFarlane, Maxine	FL	Branch 146
McHugh, James	FL	Branch 386
McKinsey, Laurie	FL	Branch 81
McPhee-Johnson, Tayloria	FL	Branch 146
Meadors, Joan	FL	Branch 146
Melendez, Carlos	FL	Branch 386
Melendez, Heidi	FL	Branch 81
Metcalfe, Thomas	FL	Branch 146
Moffitt, Cheryl	FL	Branch 81
Munoz, Barbara	FL	Branch 146
Nolan, Patricia	FL	Branch 146
Palmore-Dennard, Belinda	FL	Branch 154
Peraza, Gelycs	FL	Branch 146
Reyes, Tiffany	FL	Branch 406
Rose, Nancy	FL	Branch 420
Ross, Randy	FL	Branch 81
Suarez, Eduardo	FL	Branch 146
Terry-McCloud, Lancia	FL	Branch 386
Tinsley, Dawnette	FL	Branch 93
Toney, James	FL	Branch 296
Vorreyer, Leslie	FL	Branch 353
Wingfield, Kim	FL	Branch 93
Woods, Diana	FL	Branch 93
Camacho, Osvaedo	GA	Branch 595
Kindle, Delloria	GA	Branch 82
Watabu, Iris	HI	Branch 214
Cook, Carol	IL	Branch 14
Crowe, Brian	IL	Branch 14
Hartman, Stephanie	IL	Branch 14

Lanford, Sheryl	IL	Branch 14
Pitts, La Neda	IL	Branch 14
Prater, Shawanda	IL	Branch 289
Randle, Kay	IL	Branch 369
Walsh, John	IL	Branch 289
Williams, Tawanna	IL	Branch 14
Malone, Tammy	IN	Branch 8
Mosley, Monique	IN	Branch 8
Webb, Marcel	IN	Branch 8
Webb, Trina	IN	Branch 8
Waddell, Corey	KS	Branch 52
Wickline, Christian	KS	Branch 52
Clarke, Shirley	LA	Branch 73
Hampton, Annette	LA	Branch 73
Lastrapes, Ebony	LA	Branch 209
Laurendine, Kyle	LA	Branch 73
Moffett, Cashonna	LA	Branch 170
Sevalia, Rosalind	LA	Branch 73
Young, Edgar	LA	Branch 73
Andersen, Robert	MA	Branch 43
Foley, Paul	MA	Branch 120
Lewin, Kim	MA	Branch 118
Madden, Roy	MA	Branch 6
Ringie, Kevin	MA	Branch 102
Russell, John	MA	Branch 43
Saccoccio, Michaela	MA	Branch 6
Sampath, Damian	MA	Branch 43
Walter, Richard	MA	Branch 120
Bland, Lauren	MD	Branch 42
Brownfield, Patricia	MD	Branch 531
Campbell, Maxine	MD	Branch 42
Gramblin, Reginald	MD	Branch 531
Hunt, Theresa	MD	Branch 403
Jones, Anita	MD	Branch 42
Martin, Larry	MD	Branch 42
Neal, William	MD	Branch 42
Spence, Sharon	MD	Branch 403
Streeter, Arlene	MD	Branch 42
Thompson, Craig	MD	Branch 42
Sequeira, Jean	ME	Branch 96
Archibald, James	MI	Branch 268
Bodary, Joseph	MI	Branch 268
Burcar, Robert	MI	Branch 508
Cogar, Laurie	MI	Branch 268
Glenn, Sandra	MI	Branch 140
Hughes, Carmen	MI	Branch 925
Ice, Marilyn	MI	Branch 23
Niemela, Jennifer	MI	Branch 130
O'Donnell, Daniel	MI	Branch 268
Potter, Cyndi	MI	Branch 268
Schiller, Elizabeth	MI	Branch 268

Turner, Michele	MI	Branch 508
Viers, Chad	MI	Branch 268
Viers, Tony	MI	Branch 268
Choi, Scott	MN	Branch 16
Hellermann, Mark	MN	Branch 16
Hellermann, Regina	MN	Branch 16
Kent, Eric	MN	Branch 104
Kuiper, Bruce	MN	Branch 16
Lama, Tashi	MN	Branch 16
Moore, Robert	MN	Branch 104
Moore, Savorn	MN	Branch 104
Nelson, Matthew	MN	Branch 104
Tassen, Elfresh	MN	Branch 16
Wrazidlo, Butch	MN	Branch 4
Bye, Kevin	MO	Branch 119
Jeter, Eva	MO	Branch 131
Berry, Darrious	MS	Branch 199
Turner, Charles	MS	Branch 199
Turner, Linda	MS	Branch 199
Felicioni, Dora	MT	Branch 929
Lien, Brandi	MT	Branch 929
Perman, Kally	MT	Branch 929
Gilbert, Jevonda	NC	Branch 183
Torain, Beverly	NC	Branch 177
Leingang, Michael	ND	Branch 937
Weiland, Heather	ND	Branch 937
Fuller, Tamyra	NE	Branch 64
Sarnie, Deborah	NH	Branch 932
Schunemann, Diane	NH	Branch 932
Ayers-Cohen, Pamela	NJ	Branch 79
Breese, Stephen	NJ	Branch 568
Grasso, Salvatore	NJ	Branch 568
Henkel, Tammy	NJ	Branch 287
Notaroberto, Michael	NJ	Branch 568
Shefton, Cynthia	NJ	Branch 79
Slaven, Raymond	NJ	Branch 79
Palacio, Edward	NM	Branch 295
Wadsworth, Joel	NM	Branch 295
Andersen, Karen	NV	Branch 463
Doruth, Patrick	NV	Branch 249
Jones, Rebecca	NV	Branch 463
Patterson, Sherry	NV	Branch 463
Baker, Debbie	NY	Branch 11
Barton, Frank	NY	Branch 330
Cusyk, Kathleen	NY	Branch 7
Davis, Sharon	NY	Branch 336
DeBerry, Walter	NY	Branch 68
Delgado, Carlos	NY	Branch 100
Dipasquale, Edward	NY	Branch 336
Dispensa, Joseph	NY	Branch 110
Duncan, Diane	NY	Branch 85

Glasheen, Catherine	NY	Branch 7
Goldman, Jeffrey	NY	Branch 164
Hughes, Thomas	NY	Branch 100
Hutt, Jeff	NY	Branch 336
Joyner, Teriko	NY	Branch 27
Rodriguez, Alfredo	NY	Branch 110
Scantlebury, Janet	NY	Branch 68
Schirching, Christy	NY	Branch 27
Seaward, Melissa	NY	Branch 166
Solomon, David	NY	Branch 100
Thorbjornsen, Steven	NY	Branch 330
Vazquez, Francisco	NY	Branch 110
Velez, Mark	NY	Branch 164
Vincenzi, John	NY	Branch 459
Violante, Vincent	NY	Branch 202
Walston, Richard	NY	Branch 100
Whertley, Romeno	NY	Branch 202
Woodruff, Eugena	NY	Branch 459
Yuen, John	NY	Branch 100
Bennett, Crystal	OH	Branch 133
Bennett, Kelley	OH	Branch 33
Caffey, Jacquelyn	OH	Branch 133
Hinton, Daphane	OH	Branch 46
Johnson, Martara	OH	Branch 46
Jones, Debra	OH	Branch 63
Kopcash, Timothy	OH	Branch 133
Laster, Jacshica	OH	Branch 46
Lewis, Gillian	OH	Branch 2
Mayle, Scott	OH	Branch 33
Paige, William	OH	Branch 46
Price, Jonathan	OH	Branch 46
Saunders, Leslie	OH	Branch 33
Spears, Lashuanda	OH	Branch 46
Itami, Chad	OR	Branch 66
McNulty, Linda	OR	Branch 66
Kernahan-Beals, Carol	PA	Branch 387
Kolecki, Michele	PA	Branch 941
Robinson, Andrea	PA	Branch 35
Rodriguez, Veronica	PA	Branch 941
Uber, Casei	PA	Branch 554
Pineiro, Josian	PR	Branch 216
Giorgio, Victor	RI	Branch 105
Hulin, Rene	SC	Branch 225
Blanck Lovelace, Deborah	SD	Branch 946
Nation, Linda	SD	Branch 946
Nielson, Tracey	SD	Branch 946
Sawhney, Wanda	SD	Branch 946
Weier, Craig	SD	Branch 946
Aaron, Donna	TN	Branch 947
Barbee, Johnny	TN	Branch 41
Bell, Andrew	TN	Branch 32

Brown, Andrea	TN	Branch 41
Stigall, Tamera	TN	Branch 555
Austin, Jacqueline	TX	Branch 122
Barnes, Marilyn	TX	Branch 86
Berlan, Francisco	TX	Branch 124
Butler, Renee	TX	Branch 122
Christopher, Arthur	TX	Branch 122
Contreras, Raquel	TX	Branch 9
Coulanges, Nerlande	TX	Branch 122
Ferguson, Johnetta	TX	Branch 122
Garcia, Maricela	TX	Branch 103
Grayson, Yolanda	TX	Branch 452
Hensley, Sheila	TX	Branch 124
High, Gwendolyn	TX	Branch 86
Howard, Marsha	TX	Branch 9
Hunter, Arlisa	TX	Branch 86
Irving, Mary	TX	Branch 122
Johnson, Melvin	TX	Branch 203
Richardson, Elizabeth	TX	Branch 86
Seals, Johnny	TX	Branch 122
Shawver, Stephen	TX	Branch 122
Soders, Melanie	TX	Branch 122
Washington, Dwayne	TX	Branch 452
Wright, Patrick	TX	Branch 86
Young, Carla	TX	Branch 86
Hoenie, Amanda	UT	Branch 139
Jensen, Jill	UT	Branch 139
Johnson, Leann	UT	Branch 139
Tresner, Kristen	UT	Branch 139
Archer, Sylvia	VA	Branch 98
Beasley, Darryl	VA	Branch 526
Claus, David	VA	Branch 22
Farmer, Deborah	VA	Branch 526
Farmer, Joanne	VA	Branch 526
Fordham, Francine	VA	Branch 98
Grooms, Sheena	VA	Branch 98
Hartsel Jr., Robert	VA	Branch 22
Martin, Andrew	VA	Branch 526
Reedy, James	VA	Branch 526
Schnepple, Kathleen	VA	Branch 22
Zamudio, Juan	VA	Branch 526
Fewkes, Mark	WA	Branch 31
Gibbs, Luti	WA	Branch 60
Haslett, James	WA	Branch 31
Patterson, La Tanya	WA	Branch 61
Ware, Michael	WA	Branch 61
Williams, Arthur	WA	Branch 61
Burdick, James	WI	Branch 213
Canada, Pamela	WI	Branch 72
Knepfel, Kim	WI	Branch 549
Lewis, Timothy	WI	Branch 442

2024 SPAC Pins

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



President's Ultimate

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



VP Elite

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



Drive for 5

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



Secretary's Roundtable

\$500 level



Chairman's Club

\$250 level



Supporter

\$100 level

In 2024, SPAC contributors will be sent the pin recognizing their total 2024 contribution at the end of the year; all pins will indicate "2024." The 2024 "Drive for 5" pins will continue to be mailed at the end of the month in which the contributor made their first withholding contribution, either through PostalEASE or OPM Retirement Allotment. There will be no change in The Postal Supervisor's listing of SPAC contributors who progress through the pin categories over the course of the year.

2024 SPAC Contributors



January Contributors

VP Elite (\$750)

Coleman-Scruggs, Toni IL Branch 493

Secretary's Roundtable (\$500)

Shawn, Steve MD Branch 403

Butts, Ivan PA Branch 355

Austin, Jessie TX Branch 122

Jackson, Alice VA Branch 526

Chairman's Club (\$250)

Randall, C. Michele MD Branch 531

Olson, Chad ND Branch 937

Amash, Joseph NY Branch 83

Bednar, Margaret SC Branch 631

Green Jr., Richard VA Branch 98

Supporter (\$100)

Studdard, Dwight AL Branch 45

Burton, Dawn AZ Branch 246

Salmon, James AZ Branch 246

Jones, Marilyn CA Branch 39

Pennington, Felicia CA Branch 39

Walton, Marilyn CA Branch 77

Wong, John CA Branch 497

Kerns, John CO Branch 141

Douglas, Lisa CT Branch 5

Moss, Donalda DC Branch 135

Lynn, Patti FL Branch 296

Cook, Carol IL Branch 14

Moreno, Luz IL Branch 489

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.

Winters, Michael	IL	Branch 255
Amergian, Raymond	ME	Branch 96
Lothridge, Tammy	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Trayer, Kevin	MI	Branch 142
Mooney, Dan	MN	Branch 16
Felicioni, Dora	MT	Branch 929
Kindsvatter, Leo	MT	Branch 929
Klostermeier, Shanna	MT	Branch 929
Lien, Brandi	MT	Branch 929
Perman, Kally	MT	Branch 929
Douglas, Karen	NC	Branch 183
Robinson, Theresa	NC	Branch 299
Dallojacono, Anthony	NJ	Branch 568
Gary, Robert	NJ	Branch 207
Scales-Bradley, Constance	NJ	Branch 53
Uber, Casei	PA	Branch 554
Davis, Pamela	TX	Branch 122
Elizondo Jr., Jaime	TX	Branch 122
Foster, Debra	TX	Branch 9
Howard, Marsha	TX	Branch 9
Kukulka, Vivian	TX	Branch 124

Legislative Update

Continued from page 24

in September 2023. NAPS looks forward to the House and Senate promptly passing the measure.

Postal mail performance also has attained enhanced interest, particularly among rural members of Congress. The ongoing realignment of mail logistics facilities appears to have a disproportionately disruptive impact on thousands of rural post offices. The existing postal statute [39 USC 101 (b)] declares: “The Postal Service shall provide the maximum degree of effective and regular postal services to rural areas, communities, and small towns where post offices are not self-sustaining.”

Unfortunately, the realignment plan, employing the optimized collections mantra, likely will eliminate evening mail pickups at thousands of post offices for transport to a processing center. Consequently, mail delivered to those post offices or collection boxes feeding those post offices will have to wait until the next morning’s mail pickup, delaying the mail by at least one day. This was just another hidden attribute in the 10-year plan that Congress and the Postal Regulatory Commission will want to examine more closely.

In our postal world, March has come in as lion—and will stay that way.

naps.rl@naps.org

SPAC Scoreboard

Statistics reflect monies collected Jan. 1 to Jan. 31, 2024

National Aggregate:

\$15,370.44

National Per Capita:

\$0.58

Region Aggregate:

1. Eastern \$4,947.50
2. Western \$2,934.42
3. Southern \$2,874.58
4. Central \$2,668.00
5. Northeast \$1,954.94

Region Per Capita:

1. Eastern \$0.79
2. Central \$0.61
3. Western \$0.55
4. Southern \$0.52
5. Northeast \$0.39

Area Aggregate:

1. Capitol-Atlantic \$3,280.10
2. Texas \$1,654.50
3. Mideast \$1,487.00
4. Illini \$1,412.00
5. Northwest \$1,024.92
6. Pacific \$ 998.50
7. Rocky Mountain \$ 911.00
8. New England \$ 838.00
9. North Central \$ 695.00
10. New York \$ 657.94
11. Southeast \$ 642.08
12. Pioneer \$ 630.40
13. Michiana \$ 390.00
14. Central Gulf \$ 348.00
15. Cotton Belt \$ 230.00
16. MINK \$ 171.00

Area Per Capita:

1. Illini \$1.17
2. Northwest \$0.98
3. Capitol-Atlantic \$0.97
4. Texas \$0.97
5. North Central \$0.78
6. Rocky Mountain \$0.71
7. Mideast \$0.64
8. New England \$0.52
9. Central Gulf \$0.45
10. Pioneer \$0.45
11. Pacific \$0.33
12. Michiana \$0.32
13. Southeast \$0.31
14. New York \$0.26
15. Cotton Belt \$0.23
16. MINK \$0.16

State Aggregate:

1. Texas \$1,654.50
2. Illinois \$1,412.00
3. Virginia \$1,224.00
4. Maryland \$1,074.00
5. Pennsylvania \$ 995.00

State Per Capita:

1. North Dakota \$7.03
2. Montana \$3.27
3. Maine \$2.71
4. Maryland \$1.71
5. Virginia \$1.55

Drive for 5

Members by Region:

1. Eastern 46
2. Southern 44
3. Western 40
4. Central 37
5. Northeast 32

Aggregate by Region:

1. Western \$1,803.42
2. Eastern \$1,370.00
3. Southern \$1,295.58
4. Northeast \$1,049.94
5. Central \$ 913.00

Are You Hearing What They Are Saying?

Rick Kindsvatter

When speaking with our members, I have been hearing complaints/comments about an increasing amount of obscene and offensive language being used on the workroom floor or directed to them from their superiors, fellow EAS employees and the employees they supervise. All Postal Service employees are entitled to a workplace environment free of harassment that can undermine one's morale or working conditions.

In today's society, the use of profanity in everyday conversation has become widespread. We all can relate to well-known celebrities and other role models who too often use profanity in their daily dialogue. Profanity is heard on TV and in movies and live performances, to name a few. But is profanity acceptable in our workplace?

When profanity is used outside the workplace as part of social interaction, as distasteful as it may be, it has no legal significance. However, in the workplace, it is a totally different issue. Now, it has the potential of being challenged through legal channels. The First Amendment—guarantee of free speech—does not apply in the private workplace, thus there is no constitutional protection.

Often, when profanity is used in the workplace, postmasters, managers and supervisors are reluctant to address the issue for fear they will be seen as prudish or part of the "Speech Police." There are employees who hear or have directed to them crude, obscene or profane language they deem

to be offensive or harassing. Balancing those concerns, while, at the same time, staying in compliance with all USPS policies and relevant laws, can be tricky.

If this type of language is allowed in our workplace, is it also allowed when interacting with our customers? As leaders of this organization, we must actively address the issue when it occurs before significant problems arise.



Ignoring obscene, crude or profane language can

damage morale and working conditions and cause our organization to be unprofessional. Worse yet, this issue can put the USPS and the manager allowing it at risk of claims of a hostile, harassing and intimidating work environment.

Another challenge with managing or correcting potentially offensive language is its subjectivity. What one person may find offensive or harassing, another may not. Certain words or phrases clearly are improper and cannot be tolerated at all in the workplace. For example, ignoring slurs about race, color, religion, sex, sexual orientation, gender identity, national origin, age, mental or physical disability and unformed service can be the basis for claims of unlawful harassment and a hostile work environment.

When I was manager of Customer Service at a retail/carrier unit, I overheard two employees in the lobby bantering back and forth with comments I determined to be unacceptable and unprofessional. What they didn't realize was their comments were heard by the public.

I then took the union stewards out

to the lobby so they could hear firsthand the comments being made; they agreed it was inappropriate and needed to cease. When confronted, the two employees said it was done for fun and of no harm. I directed them to continue to work in a quiet and diligent manner; their comments were unacceptable. They immediately wanted to see their union steward, who gave them the same guidance I did.

There are numerous published guiding principles on workplace conduct, including, but not limited to:

- *ELM* Subsection 665.24, Violent and/or Threatening Behavior:

"The Postal Service is committed to the principle that all employees have a basic right to a safe and humane working environment. In order to ensure this right, it is the unequivocal policy of the Postal Service that there must be no tolerance of violence or threats of violence by anyone at any level of the Postal Service. Similarly, there must be no tolerance of harassment, intimidation, threats, or bullying by anyone at any level. Violation of this policy may result in disciplinary action, including removal from the Postal Service."

- *Publication 552*, "Manager's Guide to Understanding, Investigating, and Preventing Harassment"

- *Publication 553*, "Employee's Guide to Understanding and Preventing Harassment"

- Postal Service's Policy on Workplace Harassment

- USPS Joint Statement on Violence and Behavior in the Workplace

Here are some pointers on acknowledging the serious and negative

Continued on page 36

Annual Leave—Are You Kidding Me?

Brian J. Wagner
Past President

Now that the USPS peak and holiday seasons are behind us, you are probably thinking of taking a well-deserved and earned vacation. I agree. Never lose sight of taking annual leave each year to ensure your health and mental well-being. Also, do not put yourself in a “use-or-lose” annual leave situation at the end of each USPS leave year. Here’s the scoop!

As I have written before, annual leave is an employee earned benefit with the intent to use leave—not lose it. It is recognized in *ELM* Section 512.11: “Annual leave is provided to employees for rest, for recreation, and for personal and emergency purposes.”

Sure, it may be nice to carry over some annual leave into the next leave year to take time off for a special family event or if you plan to retire and want a nice terminal leave check. However, the USPS does not allow for unlimited carryover of annual leave each year.

Fortunately, through the consultative process between NAPS and the USPS, there was an agreement to permanently increase the annual leave carryover amount by an additional 80 hours. Starting in 2024 and beyond, the permanent maximum annual leave carryover balance is 640 hours.

NAPS consultation also resulted in a permanent increase in the total number of annual leave hours that may be exchanged under the USPS Annual Leave Exchange program. This new exchange limit is 168 hours. Besides having some extra spending money from the pro-

gram, a member avoids exceeding the maximum carryover in the following leave year. These are some enhanced, permanent EAS benefits that NAPS was able to achieve on behalf of all EAS employees and our active members.

Furthermore, this column is meant to shine a light on the need for members to maintain their mental and physical health throughout their postal careers. Therefore, you need to plan ahead and use—not lose—well-earned annual leave.



Peace of mind and good health are priceless commodities that can’t be bought by exchanging annual leave for cash. I encourage active members to take annual leave each year as part of the three Rs: relaxation, recreation and recharge.

This column also is meant to spotlight an important issue that some members have experienced and continue to experience today—the inability to get annual leave approved. I am not kidding!

In some instances, EAS employees are being told the only way they can take annual leave is if they find their own replacement. What? Are you kidding me? This type of answer is what you can expect from a lackluster postal leader.

EAS employees should not be required to find their own replacement if they want to take their well-earned annual leave. It is a manager’s responsibility to ensure there is sufficient EAS coverage and scheduling to replace an EAS employee who has a reasonable request for annual leave.

I also have been contacted by members who have submitted reason-

able requests for annual leave, months in advance, but are having their future leave denied because of the “needs of the service.” Unfortunately, these needs are unknown as the disapproval comes with no reason given, except “needs of the service.” What? Are you kidding me?

Again, this is just another example of lackluster postal leadership denying reasonable EAS annual leave requests with a lackluster response and no reasonable explanation given. I am surprised the manager’s title isn’t the “Wizard of Oz” for being *all-knowing*.

All-knowing that future annual leave can’t be approved because of the “needs of the service,” but, also not knowing what those future service needs are. It’s these types of lackluster excuses by some in postal leadership who put EAS employees in a position of losing well-earned annual leave at the end of the USPS leave year.

For the record, according to *ELM* 512.62, Nonbargaining Unit Employees Vacation Planning, reads:

“Vacation leave is granted to non-bargaining unit employees when their services can be best spared. Postmasters and other responsible officials must schedule leave so that:

- a. Employees do not forfeit leave; and
- b. Postal operations are not impaired.”

Therefore, do not hesitate or delay requesting annual leave as soon as reasonably possible. Make sure you submit all annual leave requests with a properly completed *PS Form 3971*. Do not rely on an email to your manager requesting annual leave.

Put all annual leave requests in writing so it is properly documented,

especially in the event you run the risk of being in a use-or-lose annual leave status. Also, continue to remind your manager in writing of your need to take annual leave during the year to avoid losing it because you are over the new maximum carryover limit of 640 hours.

As a reminder to all active members, there is a USPS policy letter dated June 24, 2002, by DeWitt O. Harris, USPS vice president, Employee Resource Management, that can be found on NAPS's website under the "Forms and Documents" section.

This policy states that a *PS Form 3971*, "Request for or Notification of Absence," when submitted by an EAS employee *should be* approved or disapproved within three business days. Do not let your annual leave requests linger. Get an answer, approved or disapproved, as soon as reasonably possible. This will help you plan for your well-earned annual leave, along with giving your manager time to plan for your approved absence.

However, if your reasonable annu-

al leave requests are constantly being disapproved with lame excuses about finding your own replacement or not given a valid reason for "needs of the service," contact your local NAPS representative immediately. NAPS is here to assist our active members with their ability to take their well-earned annual leave so they may enjoy relaxing, recreating and recharging. NAPS also is here to help our active members avoid losing annual leave as a result of lackluster excuses.

Perhaps in upcoming pay talks NAPS can secure that no active member will lose earned annual leave because postal leadership did not have sufficient EAS coverage or the constant "needs of the service" excuse doesn't outweigh an EAS employee from losing well-deserved and earned annual leave.

One thing that is not lackluster is my ice-cream-flavor-of-the-month recommendation: lactose-free peanut butter fudge swirl.

brian4naps@aol.com

The NAPS Postmaster

Continued from page 34

aspect of obscene and offensive language in the workplace and preventing it:

- Tell the offender(s) to stop.
- If you see or hear something that rises to the level of breaking policy, report it; otherwise, change will not happen.
- Report it to your next level of management.
- If your next level of management is the individual making the comments, report it to their supervisor, district Human Resources manager, district Labor Relations manager or the OIG.
- Prohibit all slang and verbiage that describe race, color, religion, sex,

sexual orientation, gender identity, national origin, age, mental or physical disabilities and uniformed service.

- Define what is appropriate and what isn't. Explain the rationale for your stance.
- Train supervisors and employees regarding language usage expectations.
- Set the example as a role model for others to follow.
- Request and issue corrective action to those who violate the rules or your instructions.

Jokes and idle bantering using profane or obscene language can be a non-issue to some; others may be seriously offended by those comments. Remember, what may be tolerated by one might not be tolerated by another.

NAPS Training Calendar

New York Area Training Seminar

April 28, 2024

Conducted by: New York Area VP Dee Perez

Location: Westchester Marriott, 670 White Plains Rd., Tarrytown, NY 10591

Hotel Rate: \$172.71 (includes tax), if you would like to stay Saturday evening before the event; 914-333-1207.

Registration Fee: \$80, if received by Feb. 23; \$130, after Feb. 23, no later than March 22. New York Area members will get first preference until Feb. 23. Capacity is limited to 75 people. Send your check or money order, payable to NAPS NY Area VP Dee Perez, 262 Mallard Rd., Carle Place, NY 11514-2022.

Training topics: Branch president, executive VP and secretary/treasurer duties; triangulation reports; NDI; Retail gamba; and health and benefits

Trainers: Past NAPS President Brian Wagner, Mideast Area VP Tony Dallojacono, New York 2 MPOO B Frank Montelone, USPS Health Benefits Executive Manager Karla Kirby and others.

Rocky Mountain Area Training

May 31-June 1

In conjunction with the CO/WY Convention

Conducted by: Rocky Mountain Area Vice President Myrna Pashinski

Location: The Antlers, a Wyndham Hotel, 4 S. Cascade Ave., Colorado Springs, CO 80903; 719-955-5600

Hotel Rate: \$199

Registration Fee: TBD

Training Topics: Postal Service Health Benefits, branch officer duties and responsibilities, NAPS reports and how to use them, ELM 650 and more!

er. It then could lead to claims through legal channels in which you may be implicated for allowing.

mtnaps929@outlook.com

Rick Kindsvatter is president of Montana State Branch 929. He retired as manager, Post Office Operations, in the former Big Sky Customer Service District.



The Importance of Embracing Renewal for USPS Leaders

Submitted by the Employee Assistance Program

Leadership is a dynamic and evolving role that requires constant adaptation to changing landscapes. In the fast-paced world we live in, the ability to embrace renewal is becoming increasingly crucial for effective leadership, particularly in the Postal Service. This article explores the significance of embracing renewal as a core aspect of leadership, examining the benefits it brings to individuals and the postal organization.

Adaptability in the Face of Change

One of the fundamental aspects of leadership is the ability to adapt to change. Change is inevitable; leaders who resist it may find themselves struggling to navigate the complexities of a rapidly evolving environment.

Embracing renewal involves cultivating a mindset that welcomes change as an opportunity for growth rather than a threat. Leaders who are open to renewal are better equipped to guide their teams through transitions, fostering an organizational culture that thrives on adaptability.

Continuous Learning and Skill Development

Leadership is a journey of continuous learning and skill development. Embracing renewal entails a commitment to ongoing education and the acquisition of new skills.

Leaders who prioritize learning create an atmosphere of innovation in their teams. This not only enhances individual capabilities, but also propels the organization forward. By staying abreast of industry trends and technological advancements, leaders can make informed decisions that position their teams for success in the ever-evolving USPS landscape.

Building Resilience and Mental Well-Being

Leadership often is associated with high levels of stress and responsibility, especially in the Postal Service. Embracing renewal is essential for building resilience and maintaining mental well-being. Leaders who prioritize self-care and renewal practices are better equipped to handle the pressures of their roles. This, in turn, sets a positive example for their teams, encouraging a healthier work-life

balance and contributing to a more supportive workplace culture.

Enhancing Employee Engagement and Satisfaction

A leader's commitment to renewal extends beyond individual growth; it also positively impacts the team. Leaders who invest in the well-being and professional development of their employees create a motivated and engaged workforce. When employees see their supervisors embracing renewal, they are more likely to follow suit, creating a positive feedback loop that contributes to a thriving organizational culture.

Navigating Uncertainty and Ambiguity

The USPS landscape often is characterized by uncertainty and ambiguity. Leaders who embrace renewal are better equipped to navigate these challenging situations. By fostering a mindset that views uncertainty as an opportunity rather than a threat, leaders can guide their teams through times of change with confidence and resilience.

Cultivating a Culture of Trust and Transparency

Embracing renewal involves being open and transparent with

NAPS Store Offers Online Orders

NAPS members now can shop online at the NAPS Store. Instead of using the former hard-copy form, members can browse and pay online. Among the items available are NAPS lapel pins, jewelry, window decals, retirement certificates, watches, business cards, the NAPS retractable membership recruitment banner and more. Go to naps.org and click on "NAPS Store" under the "Members" tab.

Submit Auxiliary Dues

National Auxiliary dues will be delinquent as of July 1, 2024. Please submit your dues as soon as possible.

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

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

team members. Leaders who communicate openly about the need for change and renewal build trust in their organizations.

Trust is the foundation of strong leadership; leaders who prioritize transparency create an environment where employees feel valued and informed. This, in turn, fosters a sense of loyalty and commitment among team members.

The importance of embracing renewal for USPS leadership cannot be overstated. Leaders who recognize the need for continuous growth, adaptability and innovation are better positioned to guide their teams to success.

The benefits extend beyond individual development to include enhanced organizational culture, increased employee satisfaction and improved resilience in the face of challenges. As we navigate the complexities of the modern Postal Service, embracing renewal emerges as a fundamental pillar of effective leadership, ensuring that USPS leaders not only survive, but thrive in dynamic and ever-changing environments.

For more information or guidance on your journey as a leader, reach out to the Employee Assistance Program—800-327-4968 (800-EAP-4YOU); TTY: 877-492-7341. The EAP offers counseling and coaching services to assist USPS leaders in reaching personal and professional goals. Visit EAP4YOU.com to learn more.

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Jerry Eckert
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Region vacant: Northeast
Areas vacant: New England, New York, Pioneer, Northwest, Rocky Mountain.

Notes

from the National Auxiliary

Auxiliary Luncheon Tickets Now on Sale

Bonita R. Atkins

Secretary/Treasurer

It's that time again! Time to talk about our Auxiliary Luncheon at this year's national convention at the Foxwoods Resort Casino, Mashantucket, CT. We again will sell tickets in advance; no tickets will be sold at the convention.

The luncheon will be at noon on Friday, Aug. 16, in the Celebrity Ballroom. Tickets are \$50 per person and will be on sale through July 31.

I urge all branches and members to please send your registration form

and payment as soon as possible. Do not wait until the last day to send payments as I may not be home when your mail arrives in August.

There will be no refunds; all sales are final. Each person must have their own ticket before entering the ballroom for the luncheon. Please complete the form (make copies, if necessary) and return it with your check or money order, payable to "National Auxiliary to NAPS," to Bonita Atkins, Secretary/Treasurer, PO Box 80181,

Baton Rouge, LA 70898. In addition, please indicate if you are allergic to shellfish or a vegetarian.

The person listed on the "pick up by" line on the registration form is the only person authorized to pick up the tickets. Tickets will be available for pickup on Sunday, Aug. 11, through Tuesday, Aug. 13.

day, Aug. 13.

We look forward to having you join us!

latkins326@aol.com



Auxiliary Luncheon Registration Form

Noon, Friday, Aug. 16, Celebrity Ballroom

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

Street Address/PO Box _____

City _____ State _____ ZIP _____

Check one:

Auxiliary Member Auxiliary State President

NAPS Member Visitor

I'd like to purchase _____ advance-order tickets at \$50 each.

The total is \$ _____

Allergic to shellfish number of tickets= _____

Vegetarian number of tickets= _____

Advance ticket orders MUST be received on or before July 31, 2024.

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

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

There will be no ticket sales at the convention. Advance tickets will be available for pickup Sunday, Aug. 11, through Tuesday, Aug 13.

Advance Sales:

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

Thank you.



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- Your deposits are federally insured up to \$250,000 by NCUA

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.....
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