

the Postal Supervisor

November 2023

**In November,
Be Thankful,
Be Giving
and Honor
Our American
Veterans**

page 5



The Postal Supervisor (ISSN 0032-5384) is printed monthly, with a combined September/October issue, by the National Association of Postal Supervisors (NAPS), 1727 King St., Suite 400, Alexandria, VA 22314-2753; 703-836-9660; fax, 703-836-9665; website, www.naps.org; general e-mail, napsHQ@naps.org. ©2023

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

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



Objective

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

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

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

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

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

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

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

In This Issue

November 2023

FEATURES

- 8** **The Fight to Secure NAPS' Legislative Priorities** *The 2024 Legislative Training Seminar will equip NAPS members with the tools to help elect members of Congress who support NAPS' legislative priorities.*
- 9** **'Securing Our Future Through Political Action' 2024** *LTS registration information*
- 10** **September Consultative** *Service Performance Measurement System, new supervisor orientations and request to modify Christmas period among items discussed.*
- 38** **Stay Up to Date on the Thrift Savings Plan**

RESIDENT OFFICERS

- 3** **NAPS Looks Out for Its Members** *Ivan D. Butts*
- 4** **Challenges and More Challenges** *Chuck Mulidore*
- 5** **November—The Month of Thanks** *Jimmy Warden*

COLUMNS

- 28** **Legislative Update** *Bob Levi*
- 29** **The NAPS Postmaster** *Kanani Alos*

DEPARTMENTS

- 3** **Thrift Savings Plan** *September 2023*
- 7** **NAPS DDF Representation Request Form**
- 13** **Louis M. Atkins Presidential Student Scholarships**
- 14** **NAPS of Note**
- 24** **Views from the Vice Presidents** *Dee Perez and Bobby Bock*
- 31** **2023 SPAC Contributors**
- 32** **SPAC Scoreboard**
- 37** **Thoughts from the NAPS Branches** *Brian J. Wagner*
- 39** **Notes from the National Auxiliary** *Shearly Shawn*

NAPS Looks Out for Its Members

Hello, my NAPS brothers and sisters. As I write this column, we are heading full speed into the fall mailing season. This is the third year of the PMG’s 10-year “Delivering for America” (DFA) plan, moving full steam ahead with a total transformation of the postal network as we know it.

NAPS Headquarters has supported members through five RIFs thus far under the plan; we have at least two more RIF events before the end of 2023. We remain confident all impacted NAPS members will find a position in order to continue delivering America’s mail, despite the anxiety these organizational changes bring.

We also see growing concerns over projected financial losses in the next fiscal year. The USPS reported an investment of nearly \$500 million for the DFA plan to redesign the agency’s operational network. Currently, approximately one regional processing and delivery center (RPDC) and 30 sorting and delivery centers (S&DCs) are operational.

The DFA plan is designed to realign USPS logistics for ground transportation of mail across the country via RPDC to RPDC, while still using air support for premium products. What has yet to be realized is service improvement associated with these operational changes.

The USPS website that tracks service (<https://about.usps.com/what/performance/service-performance/external-service-measurement.htm>) reports a 2% decrease in service from SPLY. Interestingly, the service area impacted by the first RPDC shows a 5% decrease in service to SPLY.

As president of our great association, I remain challenged by the “just wait and see” approach from those with oversight over America’s Postal Service amidst the negative impacts we are seeing thus far under the DFA plan. We will remain vigi-

lant to all actions undertaken in the name of the “Delivering for America” plan.

During this month of Thanksgiving, I want to thank you for the work you have been doing—boots on the ground—in reaching out to newly promoted EAS supervisors, managers and postmasters and convincing them to join the NAPS family. Nearly 50% of postmasters now are NAPS members.

This unity among EAS employees only will make NAPS stronger. Please keep up your excellent work when NAPS Headquarters sends you promotional reports via our NAPS Executive Board members.

Nov. 11 is Veterans Day. Thanks to all of you who have made the ultimate commitment to our country to stand on the front line of freedom and defend our great nation—go Air Force!

You may have heard me say I am so honored to serve our members as NAPS president; there is no higher statement I can make. I am blessed by you giving me the opportunity to serve.

In solidarity ...

naps.ib@naps.org



Ivan D. Butts
President

Thrift Savings Plan

Fund	G	F	C	S	I
September 2023	0.35%	(2.54%)	(4.77%)	(4.90%)	(3.51%)
12-month	4.03%	0.66%	21.57%	14.42%	26.50%
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
September 2023	(1.00%)	(1.53%)	(2.66%)	(2.96%)	(3.24%)
12-month	8.32%	11.08%	14.90%	15.93%	16.98%
Fund	L 2045	L 2050	L 2055	L 2060	L 2065
September 2023	(3.48%)	(3.71%)	(4.31%)	(4.31%)	(4.32%)
12-month	17.86%	18.78%	22.23%	22.22%	22.22%
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					

Challenges and More Challenges

As we approach the end of another year, we continue to hear that the United States Postal Service is facing a number of challenges in the 21st century, including declining mail volume, increasing costs and competition from the private sector. We have heard this now for many years; the refrain continues moving into 2024.

However, we also recognize the USPS remains an essential service for millions of Americans. Postal supervisors, managers and postmasters play a critical role in ensuring the mail is delivered on time and efficiently. As EAS employees, we are responsible for leading and motivating our employees and teams overseeing operations, resolving customer issues and driving the performance of all our employees. NAPS plays a key role in advocating for the USPS and its workforce through legisla-



Chuck Mulidore
Executive Vice President

tive activity on Capitol Hill.

We know the challenges and opportunities facing the USPS. I will offer some thoughts on how postal supervisors can help ensure the future success of the organization to ensure all EAS employees can work at this uniquely American institution as a career. The USPS is facing a number of challenges, including:

- Declining mail volume—Mail volume has been declining for years, as more and more people communicate electronically. This has led to a decrease in revenue for the USPS.

- Increasing costs—The cost of delivering mail is increasing due to factors such as rising fuel prices and inflation.

- Competition from the private sector—The USPS faces competition from private companies, such as FedEx, UPS and Amazon, that often are able to offer faster, cheaper and more convenient delivery services.

Despite these challenges it faces, the USPS also has a number of opportunities, including:

- Growth in package delivery—

The growth of e-commerce has led to an increase in the number of packages that need to be delivered. The USPS is well-positioned to capitalize on this trend because of you driving service performance.

- Partnerships with other organizations—The USPS is partnering with other organizations, such as Amazon, to offer new services and generate additional revenue.

- Some rationalization of plant and delivery networks, although the USPS needs to be much more transparent with its stakeholders, such as NAPS, to make this process a success.

Postal supervisors will play a critical role in ensuring the future success of the USPS by:

- Leading and motivating their employee teams—Supervisors need to create a positive and productive work environment where employees feel valued and appreciated. This *only* can happen when senior USPS leaders create a positive environment of respect for EAS employees who ultimately will decide the fate of the Postal Service.

- NAPS advocating for the USPS—Supervisors need to advocate for the USPS at all levels of government and become engaged with lawmakers to ensure a successful, transparent and efficient Postal Service.

I encourage all EAS employees to get involved in their local NAPS branch and stay informed about the issues facing the USPS. Remember, due to the courage of NAPS by suing the Postal Service, NAPS is the *only* postal management organization that represents *all*

EAS employees who work in the Postal Service. Together, we can make a difference and ensure the USPS remains a viable and essential service for millions of Americans.

I want to wish all of you a safe, healthy and blessed Thanksgiving holiday and remind you that you are indispensable to your family. So, take care of yourself this upcoming holiday season.

naps.cm@naps.org

NAPS Store Offers Online Orders

NAPS members now can shop online at the NAPS Store. Instead using of 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.

November—The Month of Thanks

November is the month of thanks. We begin with Election Day, always on the first Tuesday in the month. This is not just a day we elect those we want to represent us. It is a day we can perform our responsibility in having the privilege of living in a democracy.

We are governed by law, but have the freedom to elect those who can change the law, as well as the abil-

ity to speak freely without repercussion. This is a freedom many countries do not have, which is why we should be thankful.

The second day of thanks is Nov. 11, Veterans Day. It is a day we recognize all those who served in the armed forces whose efforts allow us to live our lives of freedom. If not for our veterans, we probably would not have Election Day. I know my life and the lives of my family members would not be

what they are if not for the courage, loyalty and patriotism of our veterans.

There is a saying, “We don’t know them all, but we owe them all!” I sincerely thank all the veterans for their bravery in securing our freedom.

In November, we also celebrate Thanksgiving Day—a uniquely American holiday when everyone can be thankful. I am truly thankful for all the hard work and dedication of our NAPS Executive Board and branch officers for the job they do representing our members. You all are fabulous at what you do! I also want to thank all the members for believing in us to lead NAPS into the future.

November also is the month when the most money is donated to charities. Please do not forget the Combined Federal Campaign (CFC)

and Postal Employees’ Relief Fund (PERF). There are many less fortunate than us who need assistance. Thanks!

I also want to thank all of you who have been working to increase our membership; keep up the great work! On the August DCO, which was sent out in September, you now can see the non-member postmasters whom NAPS represents. This allows for a great opportunity to build our membership.

Presently, there are 5,097 postmaster NAPS members. Based on the addition to our nonmember list, there are 8,165 postmasters who are not members of NAPS; 38.43% of postmasters are members of NAPS. Thank you! This all is due to your efforts getting the message out regarding what NAPS has to offer postmasters.

I also must thank the United States Postal Service. We recently were granted 2,500 much-needed relief supervisors. In addition, the Postal Service agreed to raise the box percentages in PFP and HERO. The right decision was made and I want to thank the Postal Service for agreeing to this.

Last, but never least, I want to thank my wonderful family for allowing me to do what I do. I am extremely fortunate to have their understanding. We should not be thankful of our families just in November, but let them know throughout the year.

Life is short. One thing I have learned is you never know when it is your time. I am grateful for all of you!

Remember, increasing membership demonstrates leadership. Stay safe and thank you.

naps.jw@naps.org



Jimmy Warden
Secretary/Treasurer

NAPS Training Calendar

Eastern Region Cabinet Meeting

Jan. 11-14, 2024

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

Location: The Westin Hilton Head Island Resort and Spa, 2 Grasslawn Ave., Hilton Head Island, SC 29928

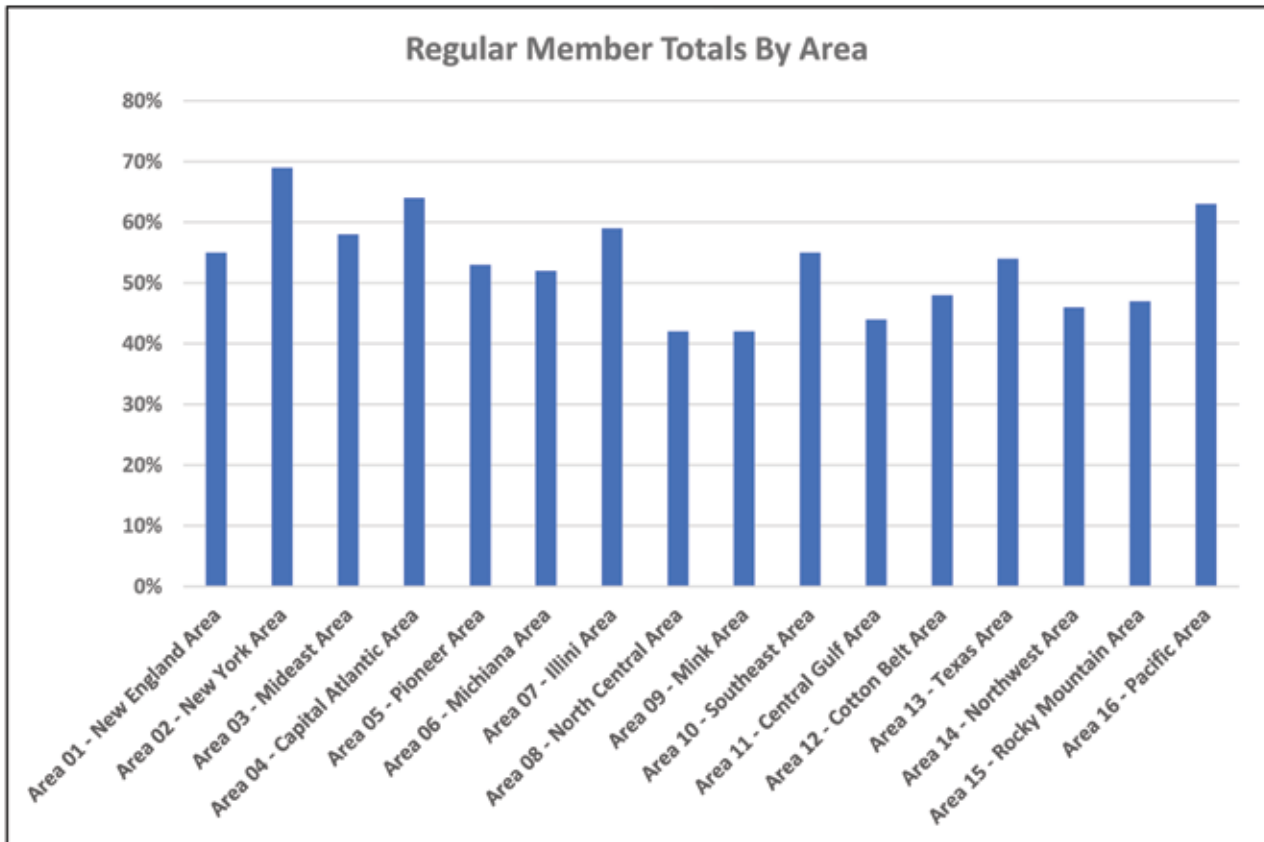
Hotel Rate: \$179 plus tax. For reservations, contact Jessica C. Muller: 843-681-1082; jessica.c.muller@westin.com

Registration Fee: \$279, postmarked by Oct. 31; \$359, postmarked Nov. 1 or later; \$359 for registrants not staying at the Westin Hotel Hilton Head Island Resort

Training: Conducted by NAPS resident officers and USPS officials

National Association of Postal Supervisors Membership Report

August 2023



Regular Member Totals By Area	
Area 01 - New England Area	55%
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	42%
Area 09 - Mink Area	42%
Area 10 - Southeast Area	55%
Area 11 - Central Gulf Area	44%
Area 12 - Cotton Belt Area	48%
Area 13 - Texas Area	54%
Area 14 - Northwest Area	46%
Area 15 - Rocky Mountain Area	47%
Area 16 - Pacific Area	63%
Total Regular Member %	55%
Total Regular Members	25,147
NonMember Totals	
Total NonMembers	20,151
Total NonMember %	45%



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

NAPS Disciplinary Defense Fund Representation Request Form

DDF Applicant Name: _____
SS#: _____

Office: _____
Branch: _____

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

Date of Notice of Proposed Action
or Notice of Debt Determination: _____

Date of Letter of Decision or
Notice of Involuntary Offset: _____

I request representation from the NAPS Disciplinary Defense Fund (DDF). Representation will be provided by Labor Relations Admin Group, LLC. The representative provided may not be an attorney. The DDF covers fees and expenses up to \$3,500 and all travel costs.

If fees or expenses incurred for my defense are expected to exceed the \$3,500 limit, Labor Relations Admin Group, LLC will notify me, in advance. No additional fees or expenses will be incurred for my representation without my authorization. If I do authorize additional fees and expenses, I will be personally liable to the provider for these additional expenses.

In the event the MSPB should award any payment for my legal fees, it is understood that the monies will be used to reimburse the NAPS DDF for monies expended for my representation by Labor Relations Admin Group, LLC to the extent possible under the award.

**NOTE: I have been a member of NAPS since: Month _____ Year _____
If you have been a NAPS members less than 90 days from the date of the proposed action, you should supply a statement that you signed a NAPS membership application within 30 days of your promotion from the craft.**

I understand that should I seek representation through any means other than the NAPS DDF at any time, I will, in effect, discharge the National Association of Postal Supervisors and Labor Relations Admin Group, LLC of any further obligation regarding my case. Furthermore, I understand that I will have to bear the cost and consequence of any outcome resulting from this action.

Signature of Member

Signature of Branch President

Date

Date

Send this signed form and a copy of the adverse action file by **Express Mail** to:

Labor Relations Admin Group, LLC
PO Box 25822
Brooklyn, NY 11202

**A copy of this completed DDF form MUST be sent to NAPS Executive Vice President at NAPS HQ
NAPS HQ, 1727 King St., STE 400, Alexandria, VA 22314**



SECURING OUR **FUTURE** THROUGH POLITICAL ACTION

The Fight to Secure NAPS' Legislative Priorities

The 2024 Legislative Training Seminar (LTS) will promote NAPS' central legislative priorities through aggressive legislative advocacy and equipping NAPS members with critical tools to help elect members of Congress who support those priorities. NAPS' prime legislative priorities include enacting legislation:

- that protects postal employees who deliver mail, defends postal property and safeguards the U.S. mail, whether inside or outside a postal facility.
 - to achieve a fair consultative process over EAS pay and benefits.
 - to attain due process rights for all EAS employees by allowing those facing an adverse personnel decision to appeal the decision to the Merit Systems Protection Board.
 - to repeal the Social Security Windfall Elimination Provision (WEP) and Government Pension Offset (GPO).
- NAPS also wants:
- to ensure Congress fully exercises its legitimate and appropriate oversight responsibilities regarding postal operations, finances and services.
 - to defend the earned retirement and health benefits of current and future NAPS retirees.

NAPS anticipates a volatile legislative session, with the consequential 2024 presidential and congressional elections quickly approaching. Therefore, NAPS activists will travel to the U.S. Capitol to enlighten members of the Senate and House of Representatives of the importance of passing NAPS-promoted legislation, resisting efforts to move bills harmful to EAS-level postal employees and advancing issues that will enhance the Postal Service and its employees.

LTS provides the most effective vehicle for supervisors, managers and postmasters to deliver their message directly to their elected members of Congress, including an overwhelming majority who seek NAPS' support for their reelection. To hold our elected representatives accountable, we must reinforce our priorities with them.

NAPS will arm LTS delegates with the essential tools, vital information and robust confidence to be exemplary lobbyists on behalf of the 48,000 EAS-level postal person-

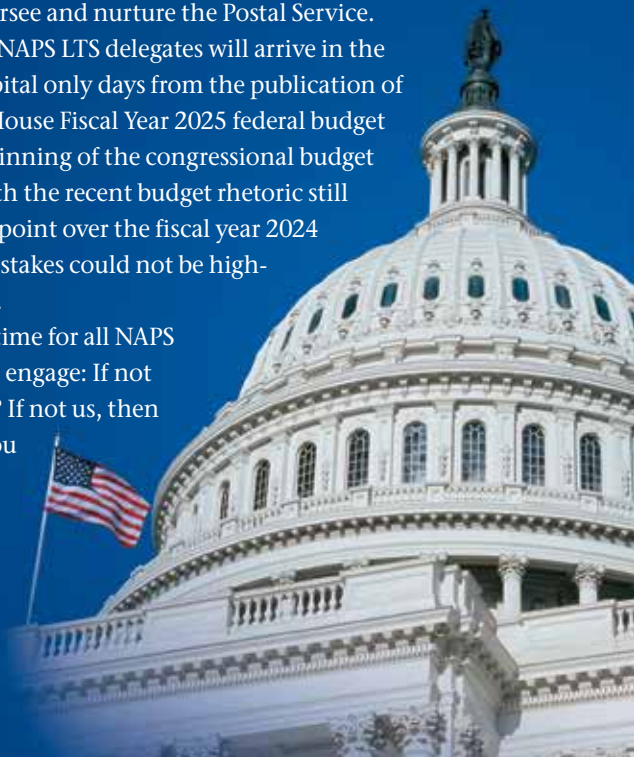
nel represented by NAPS. No matter whether an LTS delegate is a first-timer or an LTS veteran, all delegates will benefit from participating in exciting legislative and political seminars, engaging with key legislators and policymakers who make presentations to the assembled delegates and—most importantly—delivering our message to Capitol Hill on legislation and issues that impact NAPS members and the U.S. Postal Service.

A prime element of LTS is to optimize the political power wielded by NAPS members in promoting our legislative agenda on Capitol Hill. This strategy will be valuable in an election year, where all 435 House members are up for a contract renewal with their constituents; 34 Senate seats will be contested. We also will learn how to employ online and digital communications with our elected representatives to complement our work at LTS 2024.

The unambiguous message LTS delegates will deliver is that EAS-level postal employees and the Postal Service are fundamental to the success of our nation as vital cogs of our country's essential infrastructure. Internal congressional politics and dysfunction cannot distract our elected leaders from performing their constitutional responsibility to oversee and nurture the Postal Service.

Finally, NAPS LTS delegates will arrive in the nation's capital only days from the publication of the White House Fiscal Year 2025 federal budget and the beginning of the congressional budget process. With the recent budget rhetoric still at a boiling point over the fiscal year 2024 budget, the stakes could not be higher next year.

So, it is time for all NAPS members to engage: If not now, when? If not us, then who? See you there.





MARCH 3-6, 2024

CRYSTAL GATEWAY, MARRIOTT HOTEL
ARLINGTON, VIRGINIA

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS
2024 LEGISLATIVE TRAINING SEMINAR



2024 Legislative Training Seminar Registration Information

Hotel room block expires Feb. 15, 2024 • LTS registration closes Feb. 16, 2024

Online registration for LTS will be available on Nov. 30. More information will be available on the NAPS website at naps.org.

LTS Registration Fee—\$275

The 2024 LTS online registration fee is \$275 if registration is submitted on or before Feb. 9. After Feb. 9, the fee is \$325. **No LTS registrations or payments will be accepted after Feb. 16.**

No on-site registrations will be accepted.

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

Refund Requests

All refund requests must be submitted in writing and received at NAPS Headquarters on or before Feb. 22. All approved refunds will be paid on approval.

Substitutions

If you need to make a substitution of an LTS registrant, call NAPS Headquarters at 703-836-9660. All requests for LTS delegate substitutions must be received no later than Feb. 22. No substitutions will be honored after Feb. 22. On-site LTS substitutions will not be allowed.



Marriott Crystal Gateway
1700 Richmond Hwy
Arlington, VA 22208

Hotel Rates and Reservations

Delegates and guests attending the 2024 LTS are responsible for making their own lodging reservations directly with the Marriott Crystal Gateway Hotel.

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

The LTS single/double room rate is \$319, including state and local taxes. Check-in time is 3 p.m.; check-out, noon.

The room block expires on Feb. 15, 2024. Reservations made after that date may be at a higher room rate, if available at all.

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

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

NAPS Headquarters does not confirm lodging reservations.

Service Performance Measurement System, New Supervisor Orientations, Request to Modify Christmas Period Among Items Discussed

President Ivan D. Butts, Executive Vice President Chuck Mulidore and Secretary/Treasurer Jimmy Warden attended the Sept. 7 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 has been made aware that new supervisor orientations are being held via Zoom calls; NAPS is not being invited to attend. Previously, NAPS always had been allowed to attend and speak to new EAS employees when the orientations were held in person. As NAPS is the representative organization for EAS supervisors, NAPS requested to be invited to attend these orientation meetings.

Supervisor training classes have been held via Zoom for several years. NAPS previously made this same request and a response was provided Oct. 2, 2022. Per that response, the course curriculum is a rigorous program currently on Zoom and with the prior traditional, in-person setting. There is no time to allow for additional events, such as allowing NAPS time to address members as part of the course.

In prior years, consideration was given by district Human Resources to requests from local NAPS officials to address course participants. Local NAPS officials often were approved to meet participants before or after class on a certain day. District Human Resources still has this discretion.

Agenda Item #2

NAPS continues to be made aware of district and area managers and MPOOs having EAS managers, supervisors and postmasters getting on meetings in the evening, often as late as 6 p.m., to discuss the previous day's information after EAS employees have left their facilities for the day. EAS employees should be able to have a home life with their families.

NAPS continues to raise the issue of EAS employee treatment to the Postal Service, generally with weak or inadequate response from USPS senior leadership. This relationship with field EAS employees is reflected in ongoing poor Gallup engagement scores. When and what will it take for senior USPS leadership to finally address this issue?

Delivery Operations confirmed that USPS Headquarters does not conduct meetings with Executive and Administrative Schedule employees outside employees' normal workhours; nor does Headquarters require the field to hold these meetings. The meetings referenced do not appear to be conducted daily by every senior manager in every district. Therefore, it should be addressed locally by NAPS officials with the individuals who scheduled the meeting and ask the purpose and value of the meetings.

Agenda Item #3

NAPS asked for the number of EAS employees who have requested and/or submitted *PS Form 2574s*, leaving the USPS either by resignation or transfer, for the past five years. The requested information should include:

name, position title, grade, effective date and reason.

The Postal Service is unable to provide this requested data for postal employees who are not members of NAPS due to significant privacy concerns. If NAPS can provide a list of members for whom it would like this information, we will work internally to determine whether and how the requested data can be provided pursuant to applicable privacy laws and regulations.

Agenda Item #4

NAPS requested a copy of the rules and application regarding the Centralized Funding for Development Scholarship program.

The policy on the Centralized Funding for Development (CFD) can be found in the Employee and Labor Relations Manual (ELM) 740, External Training Policies. A copy of the ELM policy and the CFD application with instructions was provided.

Agenda Item #5

NAPS has been notified that the Chief Retail & Delivery Operations group is publishing a report titled, "Nefarious Scanning." NAPS takes issue with the use of this and any other defamatory word(s) by the USPS. The use of such words is more reason why the USPS continues to be in the bottom quartile in the Postal Pulse survey year after year. "Nefarious" is defined as wicked, evil, bad, morally wrong and odious.

The USPS suggesting that EAS employees in an office on this report are wicked, evil and/or bad is reprehensible.

sible and continues to demonstrate the poorest leadership at the highest levels of this agency. NAPS requested that the use of such derogatory language be discontinued.

While there is no report titled “Nefarious Scanning,” the USPS Headquarters Scanning Team does send a daily email to the field titled, “Red Line to Nowhere—Most Nefarious.” This email displays questionable scans made outside the delivery’s geofence, displaying a lack of integrity or “nefarious” scan. This daily email has removed the “nefarious” reference and has been renamed “Red Lines to Nowhere—Undelivered.”

Agenda Item #6

NAPS said that, currently, delivery support and postal support specialists are traveling many hours to an office to perform various Gembas. Afterward, they are required to submit a report, often encompassing an eight-plus-hour day, often working 10-plus hours. When these EAS employees travel to and from an office via motor vehicle, private or otherwise, they are on the clock to and from as a part of their day. They should not be required to work beyond their established hours of work.

Per Delivery Operations, delivery support specialists (DSSs) are required to travel to offices daily and are on the clock during this travel time. The distance traveled varies every day, which means the time a DSS is available to perform Gembas at the office and other work duties varies. The expectation for each DSS is to manage their time and work an eight-hour day.

The standard process would be for a DSS to communicate with their team lead if there are issues or concerns that would potentially require more than an eight-hour day. The team lead then would decide whether to authorize overtime or reduce the tasks for the day. Delivery support specialists are non-exempt employees, eligible for overtime.

Agenda Item #7

NAPS asked how many postmaster positions the USPS has nationally. NAPS also requested the USPS provide NAPS with the number of postmaster positions for each level.

The USPS provided the following:

Title	Level	Position Count
Postmaster (RMPO)	56	56
Postmaster (PTPO)	56	400
Postmaster	18	3,991
Postmaster	18B	4,589
Postmaster	20	2,625
Postmaster	21	1,190
Postmaster	22	865
Postmaster (F)	24	273
Postmaster (G)	26	66
PCES Postmaster (1)	1	17
PCES Postmaster (2)	2	30

Agenda Item #8

NAPS noted that, currently, the Service Performance Measurement (SPM) system is a hot item for the CRDO team. EAS employees are told not to question the data as presented. However, the SPM program keeps sending requests for houses on hold; they are coming out in the verified holdouts in the 999 mail.

The scanner will continue to ask the carrier if this is a delivery on their route, but doesn’t acknowledge the hold mail. The carrier can’t scan “NO” pieces to scan because the system shows there are pieces to scan. This issue needs to be fixed because it affects scores in the triangulation report; the CRDO team wants corrective action taken for every failed SPM scan.

The SPM system logic that creates work orders for sampling does account for holds for delivery points to determine eligibility for sampling. The USPS uses the Vacation Hold data from WebEES <https://www.usps.com/manage/hold-mail.htm>. If the address is listed in WebEES for Hold, the sampling work

orders are not sent for that address for the date range listed for hold. The agency also uses information from AMS, the Saturday Hold or other day-specific holds, which mostly applies to business delivery points.

Additionally, it is very rare that, on a given day, there will be a sample request while there simultaneously is a hold for the address. If this occurs, the carrier should have DPS available on the street and scan those mail pieces. For the Triangulation Report, those scans do not appear on the report. If NAPS can provide examples, they could be analyzed.

Agenda Item #9

NAPS asked what the basis is of dates selected for the 2023 Christmas period. *ELM* citation 434.143 does not mention any specific dates; so, how are these dates chosen by the Postal Service? (The designated Christmas period runs from Dec. 2, 2023 through Dec. 22, 2023.)

Although Dec. 23 and 24 are weekend dates, many FLSA-exempt employees eligible for additional pay under *ELM* 434.143 will, in fact, be working those days without additional compensation. NAPS requested the end date of the Christmas period be extended through Dec. 29, 2023.

This is a request to modify the Christmas period; pay consultations are the appropriate forum for this request. The Christmas period is a three-week period that typically starts on the first week in December.

Delegates at the 2022 NAPS National Convention expressed by resolution the following issues for discussion:

Resolution 32

That USPS management pay the EAS employee’s requested leave at the time of the call per their submitted 3971.

This resolution is a request to modify leave policies. Leave is a component of

our benefits programs and pay consultations are the appropriate forum for recommendations to pay and benefits. Additionally, this request is to modify leave provisions and essentially remove AWOL as a leave charge by allowing the employee to request leave that must be honored in every circumstance. This would include approval of requests for annual and sick leave when the employee has a zero balance.

Leave policies are found in Chapter 5 of the ELM, which includes the requirement of employees to request leave consistent with the ELM, as well as postal officials to administer the leave program. An additional provision in the ELM concerning AWOL is 665.42:

665.42 Absence Without Permission

Employees who fail to report for duty on scheduled days, including Saturdays, Sundays, and holidays, are considered absent without leave except in cases where actual emergencies prevent them from obtaining permission in advance. In emergencies,

the supervisor or proper official must be notified of the inability to report as soon as possible. Satisfactory evidence of the emergency must be furnished later [emphasis added]. An employee who is absent without permission or who fails to provide satisfactory evidence that an actual emergency existed will be placed in a nonpay status for the period of such absence. The absence may be the basis for disciplinary action.

However, once the employee provides management with notice of the need for leave in accordance with Family Medical Leave Act (FMLA)-required time frames, and the absence is determined to be FMLA protected, the employer must change the AWOL to approved FMLA-LWOP, and delete the AWOL status from the record.

Resolution 35

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

first opportunity for the detail.

This resolution is not adopted. Staffing NTE positions and/or details are opportunities usually of a developmental nature and are temporary. The best qualified or suitable individual should be selected.

Those employees interested in career advancement should notify their manager. HERO is a great tool for those interested in career advancement. Employees should ensure their HERO profile is completed and up to date. Career conversations can be requested through HERO and development plans can be established with one's manager.

Resolution 38

That the USPS consults with local NAPS representatives prior to vacant EAS positions being held longer than 75 days.

This resolution is not adopted. Handbook EL-312, Employment and Placement, encourages temporary vacancies to be posted and filled within 120 days, including timelines for review committees

Continued on page 34

Combined Federal Campaign (CFC)

Join Postal Service™, federal and military employees and pledge to your favorite charities and causes.

The smallest donation — \$1 per pay period — can help the causes you support. If every Postal Service employee donated at least \$1 per pay period to one or more CFC-listed charities, employees could raise over \$16 million to help charities this year.



There are many ways you can pledge:

- Use the mobile app via Apple or Google app store.
- Fill out the paper pledge form from a keyworker or online at liteblue.usps.gov/cfc
- Text "DONATE" to 978-487-5678.
- Scan the QR code at right.



National Association of Postal Supervisors

Louis M. Atkins Presidential Student Scholarships

Deadline: Dec. 31, 2023

The **Louis M. Atkins
Presidential Student
Scholarships** are

awarded to honor former President Louis Atkins and other former NAPS presidents for their dedication to NAPS members and their families. These scholarships are sponsored solely by NAPS.



Applications must be received no later than Dec. 31, 2023. Online applications only will be accepted using the NAPS website. Please go to www.naps.org under the “Members” tab to apply for the **Louis M. Atkins Presidential Student Scholarships**, or go to <https://naps.org/Members-Scholarship>.

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

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

Scholarship winners will be announced in January 2024. In addition, the scholarship winners will be listed in the March 2024 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Louis M. Atkins Presidential Student Scholarship** will receive a check, payable to the college or university listed in the application, in January 2024. Scholarships may be used to pay expenses in the student’s current or following semester.

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

USPS' Proposed Pay Matrices Adjustments

NAPS has had recent discussions with the USPS concerning proposed changes to the NPA payout metrics for Field NPA and the expanded Headquarters NPA HERO process for FY23. NAPS has made it clear that actions need to be taken to address current shortfalls in the USPS Pay Metrics in light of continued economic shortfalls, as well as the Aug. 31 announcement of a 5.2% (4.7% pay, .5% locality pay) wage increase authorized by President Biden for other federal employees.

The announced 5.2% pay raise for federal employees was the subject of recent discussions between the USPS and the NAPS resident officers. While the resident officers have some reservations regarding what end-of-year budget flex will be implemented that could negate the benefits of this adjustment to the pay matrices, NAPS agrees with this proposal:

FY23 Proposed Pay Matrices Adjustments

Cell	1	2	3	4	5	6	7	8	9	10
Current Base Salary Increase	0.0%	0.0%	2.0%	2.5%	3.0%	4.0%	5.0%	6.0%	7.5%	9.0%

Cell	1	2	3	4	5	6	7	8	9	10
Proposed Base Salary Increase	0.0%	0.0%	3.0%	4.0%	5.0%	6.0%	7.0%	8.0%	8.5%	9.0%
% Var	0.0%	0.0%	1.0%	1.5%	2.0%	2.0%	2.0%	2.0%	1.0%	0.0%

Current v. Proposed HERO Performance PFP Matrices

Individual Performance 5-Cell matrix (% Merit Increase)

Individual Rating	1	2	3	4	5
Current Base Salary Increase	0.0%	2.0%	3.0%	3.5%	4.0%

Individual Rating	1	2	3	4	5
Proposed Base Salary Increase	0.0%	3.0%	5.0%	5.5%	6.0%
% Var	0.0%	1.0%	2.0%	2.0%	2.0%

NPA 10-Cell Matrix (Lump Sum Variable Pay)

Functional Scorecard NPA Rating	1	2	3	4	5	6	7	8	9	10
Current Lump Sum Payout	0.0%	0.0%	0.0%	0.0%	2.0%	2.5%	3.0%	3.5%	4.0%	5.0%

Functional Scorecard NPA Rating	1	2	3	4	5	6	7	8	9	10
Proposed Lump Sum Payout	0.0%	0.0%	0.0%	2.0%	3.0%	3.5%	4.0%	4.5%	5.0%	6.0%
% Var	0.0%	0.0%	0.0%	2.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%

USPS Extends Special Exempt Extension

In light of NAPS' continued objections to the millions of dollars spent on Article 8 grievances, USPS Headquarters contacted NAPS concerning the extension of pay compensation as part of the original Agreement on Exempt Managers and Postmasters Delivering Mail. The agency has extended the special exempt extension until Dec. 29, 2023.

USPS Headquarters has indicated that staffing concerns have eased considerably. As a result, the hours of EAS

employees delivering mail should be significantly reduced. NAPS continues to push the Postal Service to revamp the onboarding process, as well as offer more competitive salaries that would attract people to work for the agency.

NAPS Responds to Proposed RP&DC and LPC EAS Staffing

Bruce Nicholson, director, USPS Labor Relations Policies & Programs, met with the NAPS resident officers on Sept. 19 to discuss proposed staffing for RP&DCs and LPCs. In a Sept. 29 letter to Nicholson, NAPS Presi-

dent Ivan D. Butts expressed concern regarding the USPS using current EAS employees to craft ratios.

"This ratio has been a long-standing concern for NAPS," Butts wrote. "Since the ration was changed to 1.22/1.25, USPS leadership has had to rely on 204 (b) usage above the established complement to maintain plant processing operations."

Butts also raised concerns about the USPS using newly created relief supervisor positions to address the discrepancy in the USPS ratio. "That would be a misuse of the intended

In Sympathy

NAPS is saddened to report the death of Executive Vice President Chuck Mulidore's brother, Samuel Lee Mulidore. Also, the death of Central Region Vice President Craig Johnson's mother, Idella Johnson. Please keep Chuck and Craig and their families in your prayers.

purpose of relief supervisors and serve only to worsen the staffing issues in Function 1 operations," he stressed. "The relief supervisor position was created for and supported by NAPS to provide coverage during days off and scheduled vacations of Form 50 EAS employees working in that particular function—not to serve as an operational supervisor filling an understaffing void in the complement model."

In the letter, Butts offered these recommendations:

1. That the ratio for EAS to craft be set at 1:16.
2. That the ratio for MDOs be set for MDO to SDO 1:10.
3. That the ratio for SMDOs be set for SMDO to MDO 1:5.

"NAPS also recommends that these ratios be reviewed on a yearly basis with NAPS and the USPS to ensure the effectiveness of the ratios is being maintained," he offered.

Members can read the entire letter at naps.org under "NAPS Board Memos" on the Bulletin Board.

Latest 'EAS Carry Survey' Results

Following is the Oct. 10 update on EAS workhours being reported on the "EAS Carry Survey." The data validates the mandate that EAS employees deliver mail in violation of the CBA and supports the request for additional pay used for the "delivery of mail." Complement and hiring issues continue to be the outstanding reasons.

Atlantic Retail & Delivery

District	Hours
DE-PA2	174.42
MA-RI	418.67
ME-NH-VT	1,525.92
New York 3	530.30
North Carolina	198.58
Pennsylvania 1	207.58
Virginia	88.50
Total	3,143.97

Central Retail & Delivery

District	Hours
IA-NE-SD	390.92
Illinois 1	16.10
Illinois 2	140.25
Indiana	113.25
KS-MO	116.00
KY-WV	114.50
Michigan 1	6.25
Michigan 2	122.17
MN-ND	603.42
Ohio 1	45.50
Wisconsin	212.75
Total	1,881.10

Southern Retail & Delivery

District	Hours
AL-MS	23.92
AR-OK	144.50
Florida 1	89.42
Florida 3	8.00
Georgia	8.75
Louisiana	5.42
South Carolina	124.33
Tennessee	101.83
Texas 1	38.92
Texas 3	11.00
Total	556.08

WestPac Retail & Delivery

District	Hours
Alaska	7.00
AZ-NM	86.67
California 1	239.67
California 2	57.50
California 3	14.00
California 5	4.00
CO-WY	66.42
Hawaii	5.00
ID-MT-OR	505.10
NV-UT	40.25
Washington	245.33
Total	1,270.93

Executive Vice President Chuck Mulidore continued his legislative advocacy on Capitol Hill:



Mulidore and Rep. Kweisi Mfume (D-MD), ranking Democrat on the House Subcommittee on Government Operations



Mulidore and Rep. Jamie Raskin (D-MD), ranking Democrat on the House Oversight and Accountability Committee



Mulidore and Rep. Jimmy Gomez (D-CA), member of the House Oversight and Accountability Committee. They discussed NAPS' legislative priorities, as well as the state of the Postal Service.

Margarete A. Grant Branch 127 members attended an event in the NAPA Valley hosted by NAPS' friend, Rep. Mike Thompson (D-CA). Also attending was Sen. Amy Klobuchar (D-MN).



From left: Margarete A. Grant Branch 127 members Genero and Valerie Loera, Rep. Mike Thompson (D-CA), Charles Patterson, Yolanda Lewis and California State Vice President John Wong.



From left: Margarete A. Grant Branch 127 members Charles Patterson, Genero and Valerie Loera, Sen. Amy Klobuchar (D-MN) and Yolanda Lewis.



Branch 127 spokesperson Valerie Loera greeted Sen. Amy Klobuchar (D-MN) and took the opportunity to discuss NAPS' legislative agenda.



NAPS New Jersey Legislative Co-Chair Constance Scales-Bradley, Rep. Bill Pascrell (D-NJ) and New Jersey member Edward Daniels.



New Jersey member Edward Daniels (right) and national political pollster Fred Yang, Garin-Hart-Young Research Group

New England Area Vice President Bill Austin (left) presented Jamall Sabir, outgoing president of Providence, RI, Branch 105, with a watch in appreciation of his outstanding service. Sabir was promoted to postmaster of Fall River, MA, and will move to another NAPS branch.



Heart of Illinois Branch 255 Secretary Linda Wilson, Past NAPS President Brian Wagner and Illini Area Vice President Luz Moreno attended the USPS Illinois District 2 Career Conference on Sept. 17. The NAPS members handed out membership packets and giveaways and held a drawing. Two EAS employees signed as new members.



From left: MPOO Mark Wilson, District Manager Tangela Bush, Branch 255 Secretary Linda Wilson, Past NAPS President Brian Wagner, Illini Area Vice President Luz Moreno, Branch 255 President Michael Winters, Senior Plant Manager Frank Veal and Western Region Vice President of Mail Processing Todd Hawkins.



On Sept. 30, Southwestern, MI, Branch 142 hosted a fun day at the Western Michigan University football game, starting with a three-hour tailgate party. Michiana Area Vice President Kevin Trayer was invited. Branch 142 is his home branch where he became president six months after he was promoted and became a NAPS member.





NAPS members attended an event on Aug. 10 for Sen. Amy Klobuchar (D-MN) and discussed potential Senate bills for postal police, new mail processing networks resulting in reduced service and plant consolidations. From left: Curt O'Donnell, Arika Sundstrom, Klobuchar and NAPS North Central Area Vice President Dan Mooney.



Los Angeles Branch 39 members at the Sept. 17 Career Conference, from left: Vice President Sam Booth Jr., Treasurer Margaret Derden, Legislative rep Felicia Pennington, keynote speaker and USPS Chief Logistics Officer Kelly R. Abney and President Marilyn Jones.

Los Angeles Branch 39 President Marilyn Jones, Vice President Sam Booth Jr. and Legislative rep Felicia Pennington talk to new member Burnell Hurst, Los Angeles Customer Care Center. In the back is Kenneth Yau, Integrated Ops Plan specialist, LA District.



NAPS President Ivan D. Butts, with Michiana Area Vice President Kevin Trayer, swore in the Indiana State Branch 917 officers. From left: Butts, Branch 917 President Marcel Webb, Vice President Terry Walker, Treasurer Robert Helfrich, Secretary Trina Webb, Trustees Tammy Malone and Terry Freeman, and Trayer.



The Michigan State Convention was held June 9-11, with a great turnout in Escanaba, MI, near the newly adopted Upper Peninsula:



Julie Hoffmeyer, aide to Rep. Jack Bergman (R), was a special guest. She asked for more information and expressed concern regarding USPS issues.



Rep. Jack Bergman addressed attendees via live stream.



NAPS Executive Vice President Chuck Mulidore addressed the convention.



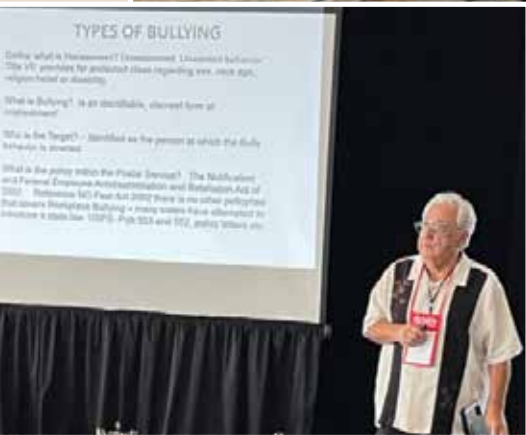
Congressional aide Julie Hoffmeyer (third from left) with Michigan Area Vice President Kevin Trayer (left) and the Michigan State Branch 925 Executive Board.

First-timers



NAPS Executive Vice President Chuck Mulidore swore in the new Michigan State Branch 925 Executive Board.

The Central Region Symposium was held Oct. 6-7 in Kansas City, MO:



Former NAPS Secretary/Treasurer John Aceves



Detroit Branch 23 President Ken Bunch



North Central Area Vice President Dan Mooney

NAPS National Auxiliary members Pat Crowe, Mary Caruso and Elly Soukey



Former MINK Area Vice President Bart Green



MINK Area Vice President Kelly McCartney (center)

NAPS President Ivan D. Butts and Executive Board members held a Q&A with seminar attendees. From left: Michiana Area Vice President Kevin Trayer, North Central Area Vice President Dan Mooney, Central Region Vice President Craig Johnson, Butts, Illini Area Vice President Luz Moreno and MINK Area Vice President Kelly McCartney.



NAPS Executive Vice President Chuck Mulidore



USPS Director of Policies & Programs Bruce Nicholson and NAPS Central Region Vice President Craig Johnson

USPS Central Area Vice President Eric Henry



Attorney Glenn Smith



Performance and Field Operations Support Executive Director Don Flak

Postal Service Health Benefits Executive Manager Karla Kirby



USPS Office of Inspector General Special Agent Pamela Jackson



USPS Learning Development and Diversity Manager Janice Moore



Postmaster Jonathan Bell

EAP Counselor Dana Lykins



Attending the open house for the new Huntington, NY, S&DC, Long Island were, from left, NAPS New York Area Vice President Dee Perez, Postmaster Michael Robinson and New York District 2 MPOO Group B Frank Monteleone.



New York Area 2 District Manager Frank Calabrese, soon to retire after 41 years of service, presented appreciation certificates to Cory Johnson, lead retail associate, for a \$237,360 Business Connect sale; Dee Perez, NAPS New York Area vice president and postmaster of Syosset, for a \$55,000 Business Connect sale; and Soraida Corella, letter carrier, for a \$95,992 Business Connect sale.

New York City Branch 100 held its September membership meeting at the Marina DelRey:



NAPS Secretary/Treasurer Jimmy Warden, guest speaker



New York Area Vice President Dee Perez, guest speaker



A/Manager Labor Relations Trish Schmidt, guest speaker



Branch 100 President Lijia Dyer



Vince Palladino Branch 110 held its September meeting in Staten Island. Front row, from left: Christina Roma, Manny Martinez, Joann Miranda, Mary Rafferty, Dieokie Bisram, Ray Slaven, Diedre Miller and Javacia Savoy.

Middle row: Alice Trapanses, Barbara Rosetti, Jackie Kennedy, Rosa Rodriguez, Lisa Singleton, Agnes Wojakowski and Branch 110 President Francisco Vazquez.

Back row: Nya Goodman, Tiffany Boyd, Al Rodriguez, Tameka Haywood, John Schlosser and Theresa Blain.

Order Your NAPS Banner Now!

A great addition to your membership recruitment efforts is the new NAPS retractable banner. Available to order on the NAPS Store, the banner measures 33 by 81 inches and comes with a carrying case; the banner is \$150, which includes shipping by Priority Mail.

The banner is portable and highlights some of the organization's more notable accomplishments. Order yours today and get out and recruit members to join NAPS—the largest and most effective postal management association that represents *all* EAS employees.

Go to the NAPS store at www.naps.org and download the order form. The form either can be mailed with payment to NAPS Headquarters or emailed to napshq@naps.org, with a phone call to NAPS Headquarters to pay by credit card. Information, including contact information, is on the order form.

The National Association of Postal Supervisors (NAPS) is the **LARGEST MANAGEMENT ASSOCIATION** within the USPS.

Our Association represents over 47,000 Supervisors, Managers and Postmasters and other Managerial employees working in over 500 EAS job titles.

Scan to Join NAPS

Scan to Join NAPS

1908
On September 7, 1908, 50 postal supervisors from post offices in 13 states met in Louisville, KY to establish an association that comprised members dedicated to the welfare of supervisors within the then-United States Post Office Department. More than 100 years later, the National Association of Postal Supervisors (NAPS) continues to work toward this same goal.

NAPS Disciplinary Defense Fund
1986
NAPS created the Disciplinary Defense Fund (DDF) that provided representation at no cost to the EAS members for assistance in supervisors in appeals to the Merit Systems Protection Board (MSPB) in cases of proposal for reduction in grade or removal.

1993
NAPS, under the leadership of President Vince Palladino, purchased a new four-story building in Alexandria, VA, in compliance with a 1990 National Convention resolution. Because Virginia state law requires nonprofit organizations owning property to incorporate, the board established NAPS Property, Inc.

2022
NAPS wins a historic decision in the fight for EAS pay against the United States Postal Service and United Postmaster and Managers of America over the pay disparities of the 2016-2019 Pay Agreement. The Appeals Court ruling paved the way for NAPS to legally pursue pay compensation. The decision affirmed NAPS' exclusive right to the representation of ALL Supervisor, Managers and Postmasters through direct participation in the planning and development of pay policies and schedules, fringe benefit programs, and other programs relating to supervisory and other managerial employees.

MEMBERSHIP
Your NAPS membership gives you networking access as part of your membership and participation in the life of our Association.

A Thanksgiving Prayer: Treat EAS Employees Respectfully!

Dee Perez

New York Area Vice President

Happy Thanksgiving! I hope every EAS employee can enjoy this special day with their family and loved ones. Hopefully, there will not be a Zoom meeting Thanksgiving morning.

This holiday allows me to reflect on how things were. There was a time when EAS employees were paid time and a half as supervisors—not T-time, which came later in the mid-90s.

In those days, we paid the craft overtime because of the mail volume. Today, we pay overtime because USPS Headquarters cannot figure out how to hire enough people. In my 34½ years of service, I’ve never seen this challenge.

It’s only a matter of time before USPS Headquarters realizes EAS jobs also will be difficult to fill. Who is willing to step up and take on the enormous responsibility of always being second-guessed, disrespected, abused and made to feel inferior to their Chief Retail & Delivery Office (CRDO) team directors and leaders?

Today, everyone wants to be a higher-level manager who calls the shots because it’s easier to call the shots as opposed to taking the shots. The problem is those stepping up to call the shots barely have spent a day in the front lines taking the shots. The Peter Principle is alive and well in today’s USPS.

The Peter Principle is a manage-

ment concept developed by Laurence J. Peter that contends people in a hierarchy tend to rise to a “level of respective incompetence.” Employees are promoted based on their success in previous jobs until they reach a level at which they no longer are competent; skills in one job do not necessarily translate to another.



Today, CRDO directors and their managers are taking advantage of newly categorized USPS Headquarters employees: delivery support supervisor (DSS) and postal operations support specialist (POSS). Both positions are being abused. CRDO directors and their leaders use this new category of employees to drive numerous hours to a destination, then back—often working 10-12 hours a day while being paid for eight hours. Unfortunately, these employees are intimidated by their superiors to not request additional pay, which they certainly are entitled to request and receive!

Who says the USPS is losing money? The USPS sent an estimated 600 DSS and POSS EAS employees to Florida for a three-day training seminar.

A CRDO leader informed all his DSS employees that, when they arrived on their travel day, they all had to perform a retail Gemba in a local office or “do training to be gainfully employed.” Mind you, there are hundreds of these people attending the CRDO training-worshiping roadshow. Some traveled six hours from a

The Postal Supervisor 2023 Production Schedule

Issue	Copy Deadline*	Mails
DEC	11-1	11-30
JAN '24	12-1	1-2
FEB	1-4	1-31

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

different time zone. This doesn’t take into consideration the half-day training on the last day, plus the hours traveling home. This is abuse!

I hope the karaoke Thursday night costume party on Sept. 28 in Fort Lauderdale was well worth the travel expenses and provides a return on investment!

The CRDO concept has pointed out some issues that have made everyone aware of service shortcomings in operations. However, their delivery of the message is disrespectful and rude to their subordinates. It’s no longer acceptable; nor can it be tolerated any longer, family!

How do these CRDO directors, leaders and managers sleep at night? The way they treat everyone below them, thinking they are more superior than the people they manage, is beyond me. Who’s holding them accountable? Perhaps a climate survey from EAS employees that measures these CRDO directors and leaders is what really is needed.

Enjoy your Thanksgiving. And if you’re in a Zoom meeting, request to be paid! Sign a nonmember today.

nyavpdee@aol.com

Southeast Area Training Seminar Was a Success

Robert “Bobby” Bock
Southeast Area Vice President

Members in the Southeast Area ended the postal fiscal year attending the Southeast Area Training Conference in Savannah, GA. Over 70 delegates from Georgia and Florida, as well as other states, joined us in an expanded training seminar.

The training started with presentations from key postal leaders to share the latest in postal news. Our keynote speaker was Dane Coleman, vice president, Processing and Maintenance Operations. We also had speakers from Labor Relations: Jim Gagner, director, Field Labor Relations (Southern) Fleet Management; Tracy Powers, executive manager, Fleet Operations; and Karla Kirby, executive manager, Postal Service Health Benefits, who spoke about the new postal health benefits plan.

Getting key individuals to present at our training seminar was due, in no small part, to the efforts of the Labor Relations staff at USPS Headquarters. I extend my thanks for their cooperation in making the training seminar a success.

On the second day, delegates made time for NAPS “bootcamp” training, including the basics of representation and handling investigative interviews. We then discussed

how to begin an appeal for corrective action.

John Aceves, former NAPS secretary/treasurer, also provided training on member representation. Past President Brian Wagner provided timely training on the duties of a branch



secretary/treasurer. We appreciated the efforts of our past resident officers who brought years of experience for our members in attendance.

I also learned something from this conference. The members who attended representing Florida and Georgia branches were really engaged

throughout the weekend training.

I want to thank the Florida State Branch for staffing the SPAC table. Thanks also are extended to the Georgia State Branch for staffing the registration desk. Edith Roundtree, president of West Palm Beach Branch 154, gave the invocation and led the Pledge of Allegiance on Friday. Patti Lynn, Fort Lauderdale Branch 296 secretary/treasurer, gave the invocation on Saturday. We also appreciate Ken Ruckart’s assistance with the audio/visual.

We will be celebrating Veterans Day this month. To all my fellow veterans, thanks for your service.

bocknapsseavp@aol.com



Southeast Area Vice President Bobby Bock, with NAPS President Ivan D. Butts, presented Dane Coleman, USPS vice president of Processing and Maintenance Operations, the Southeast Area Eagle Award in appreciation of his presentation at the training seminar.



Southeast Area Vice President Bobby Bock presented Southeast Area Rising Star Awards to Tracy Powers (left), USPS executive manager of Fleet Operations, and Karla Kirby, USPS executive manager of Postal Service Health Benefits.

NAPS Executive Board Directory

Resident Officers

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



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



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



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

Regional Vice Presidents

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



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

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



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

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



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

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



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

Western Region (Areas 14, 15 and 16)



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

Area Vice Presidents

3—Midwest Area (DE/NJ/PA)



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

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



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

2—New York Area (NY/PR/VI)



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

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



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

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



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

6—Michiana Area (IN/MI)



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

7—Illini Area (IL)



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

8—North Central Area (MN/ND/SD/WI)



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

9—MINK Area (IA/KS/MO/NE)



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

10—Southeast Area (FL/GA)



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

11—Central Gulf Area (AL/LA/MS)



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

12—Cotton Belt Area (AR/OK/TN)



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

13—Texas Area (TX)



Pamela D. Davis
3022 Hartsville Rd., Houston, TX
77051-4630
(832) 239-0142 (C)
pdavistxavp@gmail.com

14—Northwest Area (AK/ID/MT/OR/WA)



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

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



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

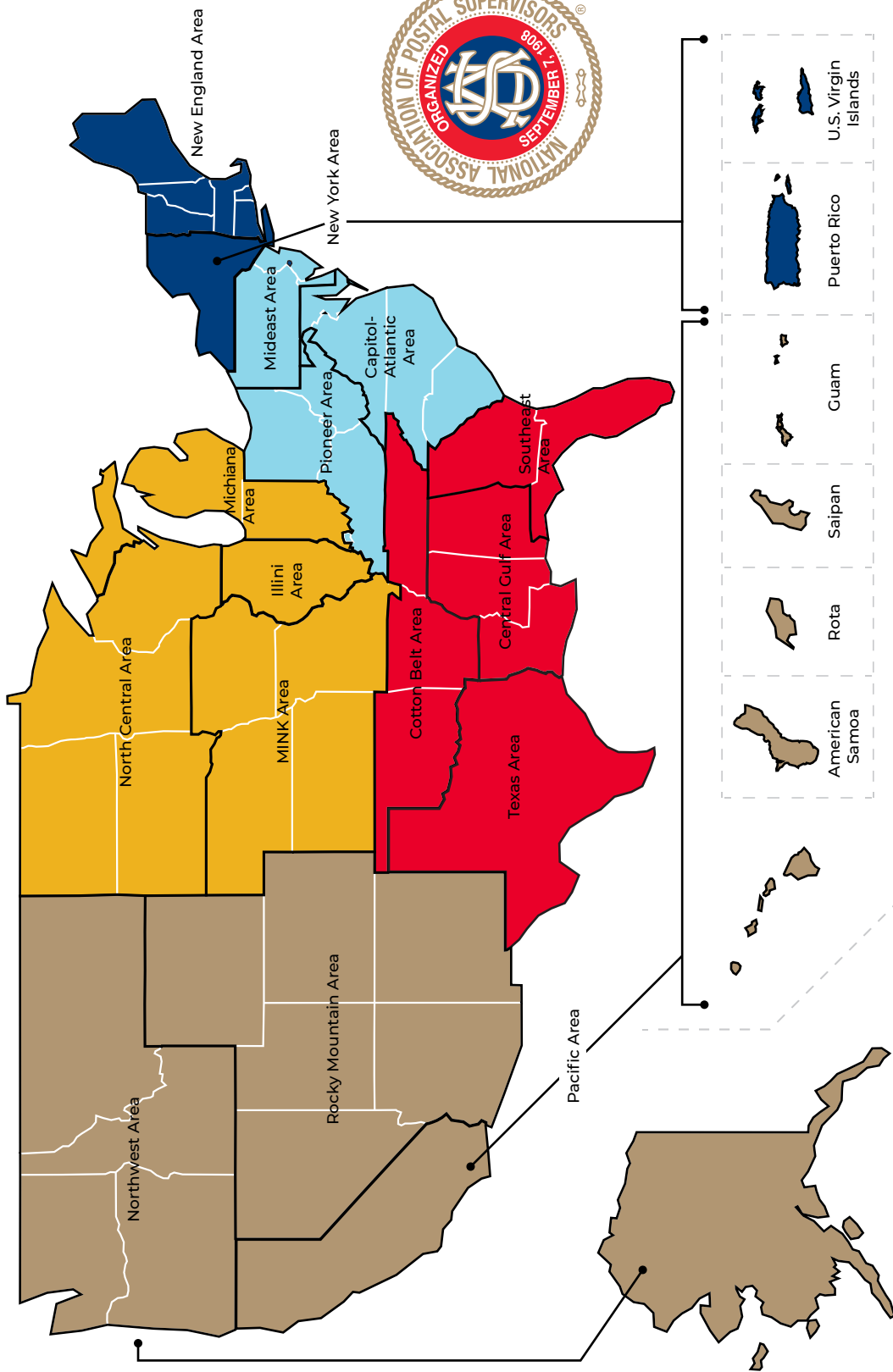
16—Pacific Area (CA, HI, Guam, American Samoa,



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



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



Bob Levi

Director of Legislative & Political Affairs



Oy vey, borrowed from the Yiddish, is used to express dismay, frustration or grief. All I could do in early October was exclaim, “Oy vey!” as I witnessed the political mischief

Dysfunction in the House

waged in the lower house of Congress. Eight members of the Republican party effectively shut down House legislative activities with their vote of no confidence in the leadership of Rep. Kevin McCarthy (R-CA).

Their rebellion took the form of a motion to declare the post of House Speaker “vacant.” On Oct. 3, the motion was approved by a vote of 216-210. “Yes” votes were cast by all the Democrats, along with the eight Republican malcontents.

Anyone following national news would have recognized that McCarthy’s hold on the speaker’s gavel was tenuous. A handful of very demanding, ultra-conservative members of the Republican Conference have persistently threatened to offer a “motion to vacate the chair” ever since the 118th Congress convened less than a year ago.

The immediate trigger for the vote was for the “unpardonable sin” of agreeing to schedule a vote on a bipartisan temporary government funding bill. That bill passed the House and Senate with overwhelming majorities, 335-91 and 88-9 respectively. This bipartisanship was too

much for those eight House members, three who have seats on the House Committee on Oversight and Accountability.

The temporary funding bill, known as a “continuing resolution,” finances government operations only through Nov. 17. It is unclear what latitude, if any, the next speaker will have in negotiations with the Senate and White House over the next funding bill. If the new speaker refuses to negotiate or demands draconian cuts that could impair vital government services, the threat of a government shutdown will be resurrected.

As a result of the speaker vacancy, no activities relating to the next budget can take place. Indeed, this legislative hiatus will extend until a new speaker has been elected by the House of Representatives—however long it takes.

It is important to note the Postal Service does not rely on congressional appropriations. Consequently, its operations continue during a government shutdown. In addition, postal pensions are not impacted because federal annuities are financed through the Civil Service Retirement and Disability Fund.

One item of interest to postal employees and retirees was included in

the recently enacted continuing resolution. The bill includes a \$28 million appropriation to the Office of Personnel Management (OPM) to assist the agency in implementing the new Postal Service Health Benefits Program, which will be implemented in January 2025. OPM advised Congress that, without the additional funding, it would have suffered a funding shortfall that could have impaired its ability to implement the postal health program in January 2025.

One of NAPS’ 2023 legislative priorities has been enacting legislation to clarify the authority of uniformed members of the Postal Inspection Service—postal police officers. As this column went to press, there was growing momentum for legislation to restore the authority of postal police to protect postal employees, property and the mail, whether located inside or outside USPS facilities. This was the effective policy up until summer 2020.

We understand that a bipartisan Senate bill will be introduced shortly to serve as a companion to H.R. 3005, the Postal Police Officer Reform Act. This positive news follows in the wake of a critical USPS Inspector General Audit Report on the Postal Service’s disappointing response to mail theft.

In part, the report concluded the Postal Service did not have sufficient timelines and “actionable milestones” to implement plans to address mail theft. The continued vulnerability of so-called arrow keys was identified.

Most notably, however, the report identified serious staffing issues with regard to protecting the mail, including the absence of a national assess-



Tom Day and Bob Levi the day before Day’s confirmation hearing with the Senate Committee on Homeland Security & Governmental Affairs

ment of personnel deployment to combat postal crime. NAPS believes H.R. 3005 and the soon-to-be introduced Senate version of the bill would make meaningful progress in combatting postal-related crime.

While the House was having its *only* episode, the Senate confirmed Robert Taub and Thomas Day to the Postal Regulatory Commission (PRC). With these confirmations, the PRC will continue to perform its statutory oversight and regulatory obligations with a full complement of five commissioners.

Taub has served on the PRC for the past 12 years and was its chairman from 2014-2021. Day, during his over-35-year career in the USPS, served in numerous senior positions, including chief sustainability officer and senior vice president for Intelligent Mail and Address Quality and Government Relations.

Finally, Nov. 13 will begin the last FEHB open season in which postal employees and retirees will take part. The open season closes on Dec. 11. FEHB plans for 2024 will have expanded coverage. Among the coverage improvements are anti-obesity medications, mental health and substance abuse services, maternity care and assisted reproductive technology.

In 2024, the enrollee share of FEHBP premiums will rise 7.7% on the average. This is 1% less than the 2023 rise. Nevertheless, there are wide disparities in the premium changes among the 156 participating plans. Premiums will decrease in 28 plans, stay the same in 15 plans, increase below 7.7% in 64 plans and increase more than 7.7% in 49 plans.

Next year, postal employees and retirees will participate in a Postal Service Health Benefits Plan open season whose premiums will solely reflect the postal community and FEHBP savings accrued through Medicare integration.

naps.rl@naps.org

Conflict Resolution Before Discipline

Kanani Alos

The definition of conflict resolution is “a process of finding a peaceful solution to a dispute, difference, conflict or misunderstanding. The process involves addressing each side’s interests so they are satisfied with the outcome. Conflict resolution can be formal or informal and can help people have successful relationships with others.”

The management team is the foundation of an office or operation. When there is conflict among team members, more than likely it will affect performance on the workroom floor. Conflict can be a detriment to an office when the manager and supervisor do not get along.

Performance will start to decline and decisions made to keep the office afloat may challenge the integrity of a manager and/or supervisor. The consequences likely will be in some form of discipline. As NAPS officers responsible for representing both the manager and the supervisor, this can be incredibly challenging.

Conflict resolution—a proactive approach to resolving conflict before discipline is issued—has proven to be successful for our Honolulu branch. By implementing this process, we have been able to defer many cases that otherwise would have resulted in dis-

cipline. Here are simple ground rules to follow:

- What happens in the meeting stays there; no discussion outside the meeting.
- Disagree without being disagreeable. It is fine to have a different opinion, but the parties should express their disagreement in a constructive way.
- Seek first to understand, not to be understood. Most people

prioritize to be understood first before they open their ears to better understand others.

- Tackle problems, not people. When people feel they are under attack, they often feel hurt, lash out and attack back. As a result, the discussion can become toxic and quickly evolve into conflict.

- Share the air. This ground rule strengthens the importance of being inclusive and making space for others.

- Discuss undiscussable issues. These are issues that are on everyone’s mind, but no one will bring them forward.

- Agree to disagree. There always is an option to come to an agreement, even though two people disagree with each other.

- Windshield rule: It is better to look ahead (windshield) rather than dwelling what is past (the rearview mirror).

- Tolerate and teach; do not shame and blame. This rule em-



Continued on page 39

Here Are the 2023 SPAC Pins

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



President's Ultimate

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



VP Elite

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



Secretary's Roundtable

\$500 level



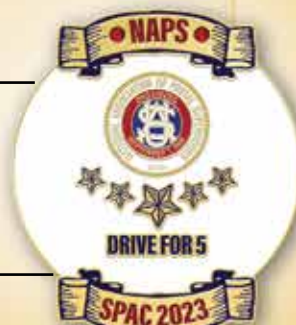
Chairman's Club

\$250 level



Supporter

\$100 level



Drive for 5

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

2023 SPAC Contributors



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

Studdard, Dwight	AL	Branch 45
Salmon, James	AZ	Branch 246
Burton, Dawn	AZ	Branch 246
Benjamin, Evelyn	CA	Branch 266
Boisvert, Michael	CA	Branch 159
Campbell, Stephnia	CA	Branch 159
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
Douglas, Lisa	CT	Branch 5

Moss, Donalda	DC	Branch 135
Bock Jr., Robert	FL	Branch 406
Gonzalez, Ernesto	FL	Branch 406
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Coleman-Scruggs, Toni	IL	Branch 493
Jones, Wilmore	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Lothridge, Derek	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Whyte, Tammy	ME	Branch 96
Dallojacono, Anthony	NJ	Branch 568
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202

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.

SPAC Scoreboard

(Statistics reflect monies collected Jan. 1 to Sept. 30)

National Aggregate:

\$233,928.83

National Per Capita:

\$8.95

Region Aggregate:

1. Western	\$60,418.20
2. Southern	\$51,817.77
3. Eastern	\$48,533.36
4. Northeast	\$47,408.78
5. Central	\$25,749.72

Region Per Capita:

1. Western	\$11.47
2. Northeast	\$ 9.77
3. Southern	\$ 9.50
4. Eastern	\$ 8.06
5. Central	\$ 5.97

Area Aggregate:

1. Pacific	\$40,905.00
2. Capitol-Atlantic	\$32,418.36
3. Southeast	\$25,769.77
4. New York	\$23,226.78
5. New England	\$17,842.00
6. Texas	\$14,661.00
7. Mideast	\$13,062.00
8. Northwest	\$ 9,859.20
9. Rocky Mountain	\$ 9,654.00
10. Pioneer	\$ 9,393.00
11. Illini	\$ 8,221.00
12. Michiana	\$ 7,728.00
13. North Central	\$ 6,903.72
14. Central Gulf	\$ 6,277.00
15. Cotton Belt	\$ 5,110.00
16. MINK	\$ 2,897.00

Area Per Capita:

1. Pacific	\$13.94
2. Southeast	\$12.56
3. New England	\$11.47
4. Capitol-Atlantic	\$ 9.76
5. New York	\$ 9.55
6. Northwest	\$ 9.50
7. Texas	\$ 8.80
8. Central Gulf	\$ 8.48
9. North Central	\$ 7.90
10. Rocky Mountain	\$ 7.47
11. Pioneer	\$ 6.96
12. Illinois	\$ 6.96
13. Michiana	\$ 6.46
14. Mideast	\$ 5.86
15. Cotton Belt	\$ 5.12
16. MINK	\$ 2.73

State Aggregate:

1. California	\$38,735.00
2. New York	\$22,246.78
3. Florida	\$18,069.77
4. Texas	\$14,661.00
5. Maryland	\$10,709.00

State Per Capita:

1. Maine	\$41.36
2. Maryland	\$17.44
3. Idaho	\$16.98
4. California	\$13.96
5. North Dakota	\$13.63

Drive for 5

Members by Region:

1. Southern	44
2. Eastern	44
3. Western	38
4. Central	37
5. Northeast	35

Aggregate by Region:

1. Western	\$16,982.20
2. Southern	\$12,993.64
3. Eastern	\$12,280.00
4. Northeast	\$10,537.40
5. Central	\$ 8,199.00

Bu, John	NY	Branch 68
Gawron, Dennis	NY	Branch 27
Perez, Dioenis	NY	Branch 202
Roma, Thomas	NY	Branch 68
Warden, Ivonne	NY	Branch 100
Geter, John	NC	Branch 183
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
Dickey, Azilee	SC	Branch 225
Carmona, Richard	TX	Branch 122
Davis, Pamela	TX	Branch 122
Kukulka, Vivian	TX	Branch 124
Allen, Rose	VA	Branch 526
Brandt, Junemarie	VA	Branch 526
Green Jr., Richard	VA	Branch 98

September Contributors

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

Kerns, John	CO	Branch 141
Pashinski, Myrna	CO	Branch 65
Douglas, Lisa	CT	Branch 5
Kukulka, Vivian	TX	Branch 124

VP Elite (\$750)

Valuet, John	ID	Branch 915
Winters, Michael	IL	Branch 255
Moreno, Richard	MA	Branch 498
Elyea, Chad	MI	Branch 142
Trayer, Kevin	MI	Branch 142
Forde, Nicholas	NY	Branch 202
Aragon, Ramon	WA	Branch 61

Secretary's Roundtable (\$500)

Melchert, Pamela	AK	Branch 435
Chin, Michael	CA	Branch 266
Petty, Ralph	CA	Branch 77
Profit, Youvet	CA	Branch 39
Wright, Denis	CT	Branch 3
Pierce, Annette	IL	Branch 255
Hill, Mildred	MS	Branch 199
Kofsky, Jonathan	NJ	Branch 568
Arroyo, Victor	NY	Branch 85
Timothy, Pat	PA	Branch 941
Brooks, Lamarcus	TN	Branch 41
Garrett, Donald	VA	Branch 98
Mott III, George	VA	Branch 132

Continued on page 34

Make Contributing to SPAC a Habit:

Contributions via USPS Payroll Deduction

To authorize your allotment **online**, you will need your USPS employee ID number and PIN; if you do not know your PIN, you will be able to obtain it at Step 3 below.

- 1 Go to <https://liteblue.usps.gov> to access PostalEASE.
- 2 Under Employee App-Quick Links, choose PostalEASE.
- 3 Click on “I agree.”
- 4 Enter your employee ID number and password.
- 5 Click on “Allotments/Payroll NTB.”
- 6 Click on “Continue.”
- 7 Click on “Allotments.”
- 8 Enter Bank Routing Number (*from worksheet below*), enter account number (*see worksheet*), enter account from drop-down menu as “checking” and enter the amount of your contribution.
- 9 Click “Validate,” then “Submit.” Print a copy for your records.

To authorize your allotment by phone, call PostalEASE, toll-free, at **1-877-477-3273** (1-877-4PS-EASE). You will need your USPS employee ID number and PIN.

- 1 When prompted, select one for PostalEASE.
- 2 When prompted, enter your employee ID number.
- 3 When prompted, please enter your USPS PIN.
- 4 When prompted, press “2” for payroll options.
- 5 When prompted, press “1” for allotments.
- 6 When prompted, press “2” to continue.
- 7 Follow prompts to add a new allotment.
- 8 Use the worksheet to give the appropriate information to set up an allotment for SPAC.



PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

- Routing Number (nine digits): 121000248
- Financial Institution Name: Wells Fargo (this will appear after you enter the routing number).
- Account Number (this is a 17-digit number that starts with “772255555” and ends with your eight-digit employee ID number):

7 7 2 2 5 5 5 5 5 _____

(Example: 77225555512345678).

- Type of Account (drop-down menu): Checking
- Amount per Pay Period (please use the 0.00 format; the “\$” is already included): _____.



2023 SPAC Contributors

Continued from page 32

Chairman's Club		
Roll, Gary	CO	Branch 65
Beckhum, Regina	DC	Branch 135
Sims, Reginald	GA	Branch 82
Billups, Juanita	IL	Branch 17
Dittmann, David	IL	Branch 17
Watkins, Lawrence	IL	Branch 14
Helfrich, Robert	IN	Branch 8
Fratto, Jeff	UT	Branch 139

Supporter (\$100)		
Crowe, Brian	IL	Branch 14
Williams, Tawanna	IL	Branch 14
Mosley, Monique	IN	Branch 8
Waddell, Corey	KS	Branch 52
Wickline, Christian	KS	Branch 52
Lastrapes, Ebony	LA	Branch 209
Saccoccio, Michaela	MA	Branch 6
Nelson, Matthew	MN	Branch 104

Gilbert, Jevonda	NC	Branch 183
Leingang, Michael	ND	Branch 937
Fuller, Tamyra	NE	Branch 64
Henkel, Tammy	NJ	Branch 287
Notaroberto, Michael	NJ	Branch 568
Andersen, Karen	NV	Branch 463
Solomon, David	NY	Branch 100
Robinson, Andrea	PA	Branch 35
Blanck Lovelace, Deborah	SD	Branch 946
Hinton, Marilyn	TN	Branch 41
Hoenie, Amanda	UT	Branch 139
Jensen, Jill	UT	Branch 139
Johnson, Leann	UT	Branch 139
Hartsel Jr., Robert	VA	Branch 22
Schnepple, Kathleen	VA	Branch 22
Zamudio, Juan	VA	Branch 526
Haslett, James	WA	Branch 31
Patterson, La Tanya	WA	Branch 61
Williams, Arthur	WA	Branch 61
Canada, Pamela	WI	Branch 72

Sept. 7 Consultative

Continued from page 12

and selecting officials. Human Resources monitors EAS vacancies to ensure positions are posted and filled in a timely manner. If a local NAPS official has a question concerning a job vacancy, the manager over the vacancy should be contacted.

Resolution 39

That NAPS consults with the USPS to reimburse the full cash value to the postal employee who controls the unused benefit (lost benefit).

This is a request to modify fringe benefit programs and the appropriate forum for consideration is pay consultations, Title 39 1004(e). As information, career employees are eligible to enroll in the Federal Employees Health Benefits (FEHB) Program. The employee and the Postal Service pay different percentages of the premium. If the employee chooses not to participate in the FEHB program, it isn't a "lost benefit;" the employee is not required to pay any premium.

Resolution 40

That each time a new program or task is assigned to any EAS employee, the USPS will provide NAPS with an outline of how much time is required to effectively perform each new program or task that is added. And further, that each time a new program or task is assigned to any EAS employee, the USPS will provide NAPS with an outline of how each new program or task is to be integrated into the existing workload and be prioritized with current duties.

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

A task could be anything that any manager assigns within the office/district/

department. Consulting on each assigned task at the national level that was input locally is not in the best interest of time for either the Postal Service or NAPS. If, at the local level, NAPS determines a new task in a facility does not add value, it should be discussed with the local manager. If, at the national level, NAPS believes a specific task adds no value, then NAPS is encouraged to provide information to Headquarters for review and consideration.

Resolution 46

That the Postal Service compensates all special-exempt and non-exempt EAS employees who work a non-scheduled day in a service week at a rate of 150% of their calculated base hourly rate for all hours worked on a non-scheduled day.

This is a request to modify pay policy and should be provided during pay consultations, Title 39 1004(e). Additionally, FLSA non-exempt employees are eligible for overtime at time and one half—150% as recommended by NAPS.

Make Contributing to SPAC a Habit:

OPM Contributions to SPAC (for Retired EAS Employees)

Below are step-by-step instructions for making an allotment to SPAC through your OPM retirement allotment, using either OPM's telephone-based account management system or the online "Services Online" portal.

Please note: The amount you key in will be your *monthly* allotment to SPAC. The start of your allotment will depend on the time of the month it was requested. If you make your request during the first two weeks of the

month, expect the withholding to take place the first of the following month. If the allotment is requested after the first two weeks of the month, the change will take place the second month after the request.

By internet:

To sign up online, go to the OPM website at www.servicesonline.opm.gov, then:

- Enter your CSA number and PIN, and log in.
- Click on "Allotments to Organizations," and then select "Start" to begin a new allotment.
- Click on "Choose an Organization."
- Select "National Association of Postal Supervisors (SPAC)."
- Enter the amount of your monthly contribution and then click "Save."

By telephone:

- Dial **1-888-767-6738**, the toll-free number for the Office of Personnel Management (OPM)'s Interactive Voice Response (IVR) telephone system.
- Have your CSA number and Personal Identification Number (PIN) on hand when you call. You may speak to an OPM customer service representative or you may use the automated system.
- Simply follow the prompts provided in the telephone system.



We All Can Help Build Membership



August and September High-Five Club Members

Edili Acosta,* Branch 216, Puerto Rico
Eddie Archer, Branch 98, VA
Thomas Barone, Branch 202, NY
John Bu,* Branch 68, NY
Ted Burgasser, Branch 29, OH
William Clayton, Branch 49, TX
Bartolomeo Coppolella, Branch 373, CA
Jeffrey Crisafulli, Branch 36, MO
Darius Evans, Branch 85, NY
Nina Garlington, Branch 541, IL
Keith Hansen, Branch 43, MA
Gregory Harris, Branch 14, IL
John Hunt, Branch 562, PA
Marilyn Jones, Branch 39, CA
Jonathan Kofsky,† Branch 568/933, NJ
Jacshica Laster,* Branch 46, OH
Derek Lothridge,* Branch 96, ME
Gary Maginnis, Branch 466, CA
Andrew Martin, Branch 526, Virginia
Scott Mayle, Branch 33, OH
Frances Meana, Branch 159, CA
Felicia Mills, Branch 165, TN
Thomas Murphy, Branch 321, FL
Rose Orloski, Branch 508, MI
Peter Piteira, Branch 321, IL
Renee Rafuse, Branch 102, MA
John Roma, Branch 68, NY
Oscar Salazar, Branch 244, CA
Darrilyn Smith, Branch 29, OH
Beverly Torain, Branch 177, NC
Robert Wakefield, Branch 32, TN

*Denotes 10+ members signed in the past 90 days.

†Denotes 25+ members signed in the past 90 days,

STATEMENT OF OWNERSHIP, MANAGEMENT AND CIRCULATION

1. Publication title: **The Postal Supervisor**. 2. Publication number: **0032-5384**. 3. Filing date: **Oct. 13, 2023**. 4. Issue frequency: **monthly, with a combined September/October issue**. 5. Number of issues printed annually: **11**. 6. Annual subscription price: **\$18**. 7. Complete mailing address of known office of publication: **NAPS, 1727 King St., Ste 400, Alexandria, VA 22314-2753**. 8. Complete mailing address of headquarters or general business office: **NAPS, 1727 King St., Ste 400, Alexandria, VA 22314-2753**. 9. Full names and complete mailing addresses of publisher, editor and managing editor: **Publisher—NAPS, 1727 King St., Ste 400, Alexandria, VA 22314-2753; Editor—Karen Young, PO Box 734, Front Royal, VA 22630-1600; managing editor—N/A**. 10. Owner: **National Association of Postal Supervisors, 1727 King St., Ste 400, Alexandria, VA 22314-2753**. 11. Known bondholders, mortgagees and other security holders owning or holding 1 percent of total amount of bonds, mortgages or other securities: **none**. 12. Tax status: **Has not changed during preceding 12 months**. 13. Publication title: **The Postal Supervisor**. 14. Issue date for circulation data below: **Aug. 29, 2023**. 15. Extent and nature of circulation: **NAPS membership**. A. Total number of copies—Average number copies each issue during preceding 12 months: **25,017**; number copies of single issue published nearest to filing date: **25,927**. B. Paid circulation. B1. Mailed outside-county paid subscription stated on *PS Form 3541*—Average number copies each issue during preceding 12 months: **23,554**; number copies of single issue published nearest to filing date: **24,340**. B2. Mailed in-county subscriptions stated on *PS Form 3541*—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. B3. Paid distribution outside the mails including sales through dealers and carriers, street vendors, counter sales and other paid distribution outside USPS—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. B4. Paid distribution by other classes of mail through the USPS—average number copies each issue during preceding 12 months: **240**; number copies of single issue published nearest to filing date: **229**. C. Total paid distribution—average number copies each issue during preceding 12 months: **23,794**; number copies of single issue published nearest to filing date: **24,569**. D. Free or nominal rate distribution. D1. Free or nominal rate outside-county copies included on *PS Form 3541*—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. D2. Free or nominal rate in-county copies included on *PS Form 3541*—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. D3. Free or nominal rate copies mailed at other classes through the USPS—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. D4. Free or nominal rate distribution outside the mail—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. E. Total free or nominal rate distribution—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. F. Total distribution—average number copies each issue during preceding 12 months: **23,794**; number copies of single issue published nearest to filing date: **24,569**. G. Copies not distributed—average number copies each issue during preceding 12 months: **1,223**; number copies of single issue published nearest to filing date: **1,358**. H. Total—average number copies each issue during preceding 12 months: **25,017**; number copies of single issue published nearest to filing date: **25,927**. I. Percent paid—average number copies each issue during preceding 12 months: **100%**; number copies of single issue nearest to filing date: **100%**. 16. Electronic copy circulation. A. Paid electronic copies—0. B. Total paid print copies + paid electronic copies—average number copies each during preceding 12 months: **23,794**; number copies of single issue published nearest to filing date: **25,569**. C. Total print distribution + paid electronic copies—average number copies each during preceding 12 months: **23,794**; number copies of single issue published nearest to filing date: **25,569**. D. Percent paid (both print & electronic copies)—average number copies each issue during preceding 12 months: **100%**; number copies of single issue nearest to filing date: **100%**. I certify that 50% of all distributed copies (electronic and print) are paid above a nominal price. I certify that all information furnished on this form is true and complete. **Karen B. Young**, editor.

Advice on the Advisement of Rights

Brian J. Wagner

Past NAPS President

Per Section 651.2 of the Postal Service's *Employee and Labor Relations Manual (ELM)*, whenever an EAS employee is called to an investigative interview (I&I), they have the right to representation of their choice. This right extends to investigations by the Postal Service Office of Inspector General (OIG).

OIG agents have been trained to comply with all reasonable requests for union or management representation during an investigation. However, are you aware of the Advisement of Rights in an OIG investigation? Here's the scoop:

Per *ELM* Section 665.3, Postal Service employees must "cooperate in any postal investigation, including Office of Inspector General investigations." The USPS OIG initiates investigations based on allegations of fraud and misconduct derived from multiple sources, including its hotline, the Postal Service and Congress.

Whenever the OIG has reasonable grounds to believe there has been a violation of federal criminal law, it makes a report to the attorney general (AG). The AG has issued guidelines for the OIG when conducting investigations, including specific warnings to be used. These warnings are called Advisement of Rights.

The first Advisement of Rights is the Miranda warning. It is given to a subject of an OIG investigation when they are placed under arrest or in custody, as required by *Miranda v. Arizona*, 384 U.S. 436 (1966). Miranda advises a subject

they have the right to remain silent. Any statements the subject makes can be used against them and they have a right to an attorney during questioning. If they cannot afford an attorney, one will be appointed for them.



Per NAPS DDF Provider Al Lum, if a NAPS member ever is read their Miranda rights during an OIG investigation, the NAPS representative should advise the member to request an attorney to be present before the investigation proceeds. The NAPS representative should leave the

I&I immediately, as the representative could be called as a witness for the OIG. There is no client-attorney privilege between a member and their NAPS representative, unless their representative also is an attorney, which most likely isn't the case.

The second Advisement of Rights is a Garrity warning. It is given to subjects in OIG investigations who are not under arrest or in custody, as suggested by *Garrity v. New Jersey*, 386 U.S. 493 (1967). Garrity warnings are designed to ensure employees' interviews are voluntary.

A Garrity warning advises subjects they may remain silent on matters where there may be criminal exposure, but must report on activities for which there is no criminal exposure. Subjects also are reminded the interview is strictly voluntary.

Kalkines is the third Advisement of Rights warning. It is given to subjects of OIG investigations to assure employees their statements may not be used against them in any criminal proceeding, in accordance with guidance in *Kalkines v. U.S.*, 473 F.2d 1391

(Ct. Cl. 1973). Courts long have held that, once an individual's statements are immunized, the employee no longer has the right to remain silent.

When given a Kalkines warning, the employee has a duty to respond to investigative questions; the agency may take disciplinary action if an employee fails to cooperate or answer fully and truthfully. Employees also are told that statements they provide may be used in civil or administrative proceedings, but cannot be used in criminal proceedings.

Today's takeaway: During an OIG investigation, ask if you are a suspect in a criminal matter. If so, immediately contact a criminal defense attorney who handles federal crimes.

Do not consent to a search of person or property. Ask to see a search warrant. Do not waive any rights, including the right to remain silent. Do not consent to any polygraph or forensic examination. Do not sign a waiver-of-rights form, admit or deny any allegations or make any written or oral statement unless an attorney and/or NAPS representative is personally present.

These are not complete guidelines—always consult with an attorney. Additional information on OIG warnings can be found on the NAPS website at www.naps.org. Finally, be thankful for the rights you have during an OIG investigation, but also be aware how Advisement of Rights may impact you.

I want to thank our military veterans and all the men and women currently serving our great country. Happy Thanksgiving to our entire NAPS family. I am thankful to share my ice-cream-flavor-of-the-month recommendation: Lappert's Kona Lava Java. Be safe and eat more ice cream.

Stay Up to Date on the Thrift Savings Plan

Submitted by the Federal Retirement Thrift Investment Board

Get to Know AVA, a TSP Virtual Assistant

When you visit the TSP website at tsp.gov or use the TSP mobile app, you can access a virtual assistant called AVA, designed to help you quickly get the information you need. Since its launch in 2022, AVA has answered more than one million questions to help TSP participants find plan details and navigate My Account.



Looking for details about withdrawal options? AVA will point you in the right direction. Need to change your ThriftLine PIN? Want to check your account balance? Curious about how well your investments are doing? AVA can help with all this after you log in to MyAccount.

When you're logged in to MyAccount during ThriftLine hours, you even can ask AVA to connect you with you a TSP representative via live chat to request transactions and ask about your account.

The TSP constantly is working to improve AVA's ability to recognize your questions and provide useful responses. The more you use AVA, the better AVA can help you. Why not log in and ask AVA a question today?

Get to know AVA at tsp.gov.

Roth vs. Traditional Thrift Savings Plan

Q: How do I decide whether to contribute to Roth or traditional TSP?

A: Your decision about Roth and traditional TSP is a choice of when you pay income tax on your TSP contributions and earnings. There isn't a set formula to determine which choice is best for everyone.

Your decision may change as your income and needs change over time. It's definitely worth spending some time learning the details relevant to your situation. Here are a few questions you'll want to ask yourself to get started:

1. Do I expect a higher or lower income tax rate in retirement?
2. How much money do I need in my paycheck right now?
3. Will my choice of tax treatment affect how much income tax I need to pay?

Roth TSP

With Roth TSP, your contributions go into the TSP after tax withholding. That means you pay taxes on your contributions at your current income tax rate. The advantage of the Roth TSP is you won't pay taxes later when you withdraw your contributions and any qualified earnings. If you expect your tax rate to be higher when you make withdrawals, Roth TSP may be the better option.

Traditional TSP

With traditional TSP, your contributions go into the TSP before tax withholding. However, when you withdraw money from your traditional TSP, you'll pay taxes on both your contributions and earnings at the income tax rate of the year you make the withdrawal. If you expect your tax rate to be lower when you make withdrawals, traditional TSP may be the better option.

A Mix of Roth and Traditional TSP

You may consider splitting your contributions between Roth and traditional TSP. Note that if you receive automatic or matching contributions from your agency or service, those contributions always will go into your traditional TSP balance and cannot be converted to Roth.

For more information, visit <https://www.tsp.gov/making-contributions/traditional-and-roth-contributions/>

When Do I Have to Take My Money Out of the TSP?

You never have to take all your money out of the TSP! When you separate from federal civilian or uniformed services, you can keep your money in the TSP for the rest of your life. You'll continue to take advantage of the TSP's low-fee funds while your savings grow. And you still can move money from other eligible plans to an existing TSP account.

At a certain age, you will need to start taking IRS-required minimum distributions (RMDs). Visit tsp.gov for more information.

Notes

from the National Auxiliary

Dig Deep for SPAC

Shearly Shawn

Capitol-Atlantic Area Vice President

Greetings from the Capitol-Atlantic Area Auxiliary. My name is Shearly Shawn; I am the new National Auxiliary Capitol-Atlantic Area vice president. I have the difficult task of taking over the position Skip Corley filled for so many years.

Anyone who went to an event hosted by the Capitol-Atlantic Area became Skip's friend. He always made sure that registration was done properly and everyone reached deep in their pockets for SPAC. I know I can't replace Skip, but I promise I will be me and put my best foot forward to do all I can to assist the Capitol-Atlantic Area family and NAPS family.

I had the pleasure of going to the Pennsylvania State Convention and helping the Pennsylvania Auxiliary with registration and raising money for SPAC. I was impressed with the number and quality of the baskets raffled—an idea to put in my toolbox going forward.

NAPS Capitol-Atlantic Area Vice President Troy Griffin has tasked me and the Auxiliary with ambitious goals for raising money for SPAC. We were not able to achieve the goal he set for the convention, but we reached one of the highest amounts ever. The total raised was \$10,500 from a combination of 50/50 raffles, gift cards and basket raffles.

Through August, the Capitol-Atlantic Area was just slightly under \$2,000 compared to all of last year.



We will finish ahead this year—a non-election year. The Capitol-Atlantic Area is #2 in the area aggregate category (congratulations, Pacific Area, on an incredible year so far).

We are #4 in the area per capita category (again, congrats to the Pacific Area). In the Capitol-Atlantic Area, Maryland is #5 in state aggregate behind the four most populist states and #2 in per capita.

The Capitol-Atlantic Area also, so far, has 10 contributors in the President's Ultimate level, with each of its states represented, along with the District of Columbia.

Remember, contributing to SPAC helps elect members of Congress who support the Postal Service's supervisors, managers, postmasters and retirees. Keep on digging deep!

sshawn58@gmail.com

The NAPS Postmaster

Continued from page 29

phasizes it is important to be patient with each other, especially when they are unfamiliar with a topic or issue. In those moments, it is better for a participant to share knowledge rather than be critical and blame others for their lack of knowledge.

Remember, if you truly want to resolve the conflict, you need to go in with a positive mindset.

kananz0108@gmail.com

Kanani Alos, Honolulu Branch 214, is Postmaster of Kaneohe.

National Auxiliary Executive Board

National Officers

Laurie D. Butts

President

(484) 988-0933; laurie.d.butts@comcast.net

Beverly Austin

Executive Vice President

(832) 326-1330; braustin50@gmail.com

Bonita R. Atkins

Secretary/Treasurer

(225) 933-9190; latkins326@aol.com

Regional Vice Presidents

Hazel Green

Eastern Region

(804) 248-9916; mureen6021@aol.com

Elly Soukey

Central Region

(612) 715-3559; elly@charter.net

Felecia Hill

Southern Region

(281) 686-3999; fah91@sbcglobal.net

Patricia Jackson-Kelley

Western Region and Immediate

Past President

(818) 472-0409; geekell@aol.com

Area Vice Presidents

Cathy Towns

Mideast Area

(732) 991-1404; ctowns4@icloud.com

Shearly Shawn

Capitol-Atlantic Area

(301) 613-9485; sshawn58@gmail.com

Heather Hommerson

Michiana Area

(231) 343-4192; daveh.heatherh@yahoo.com

Linda Rendleman

Illini Area

(618) 697-3695; danrendleman@gmail.com

Sherry Mattfield

North Central Area

(763) 486-6310; smatt1956@outlook.com

Mary Caruso

MINK Area

(402) 891-1310; carusorj@aol.com

Jane Finley

Southeast Area

(404) 403-3969; mjfarms100@aol.com

Willie Carter

Central Gulf Area

(205) 919-5645; wccwolf65@yahoo.com

Ruth Cushenberry

Cotton Belt Area

(615) 812-1635; john.cushenberry08@comcast.net

Melva Seals

Texas Area

(713) 772-8769; melvaseals@sbcglobal.net

Jerry Eckert

Pacific Area

(714) 656-6139; jerrylee48@outlook.com

Region vacant: Northeast

Areas vacant: New England, New York, Pioneer, Northwest, Rocky Mountain.



Support the
**Postal
Employees'
Relief
Fund**

PERF



On Aug. 8, a wildfire sparked in Lahaina on Maui, HI, fed by hurricane winds following months of drought. Once the capital of the Kingdom of Hawaii, significant portions of the historic town have been destroyed. Residents are cut off from the rest of the island. They have no power or communications and are dealing with devastating losses.

The Lahaina Main Post Office survived, but the Downtown Lahaina Finance Station is a total loss. Seven Postal Service employees lost their homes.

When disaster strikes, the Postal Employees' Relief Fund provides tax-free relief grants to postal employees and retirees to help them reestablish their homes and replace necessities. PERF is your charity. Please make a donation to help members of the Postal family in their desperate times of need.



DONATIONS CAN BE MADE:

- Online at postalrelief.com
- By sending a check made payable to "Postal Employees' Relief Fund" to:
**Postal Employees' Relief Fund
PO Box 41220
Fredericksburg, VA 22404-1220**
- By contributing to PERF through the Combined Federal Campaign (CFC); designate #10268

All donations are tax-deductible.

For more information, go to www.postalrelief.com; 202-408-1869; perf10268@aol.com.