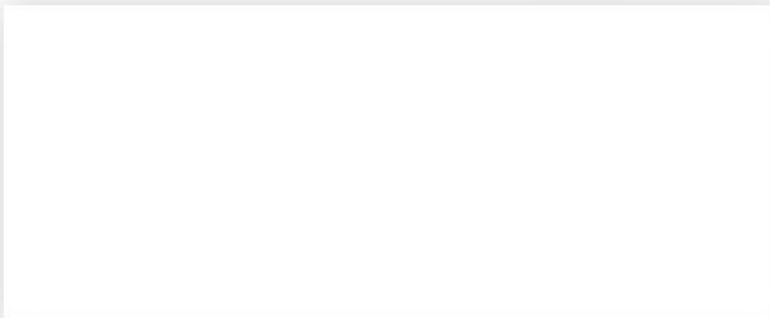


the Postal Supervisor

April 2019



*Live Up to Your
Responsibilities
With Honesty and
Respectfulness*



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Objective

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

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

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

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Spring Forward

NAPS completed another successful Legislative Training Seminar (LTS), where our 2019 legislative message was “Pushing Forward.” I want to thank everyone who attended LTS to push our NAPS legislative agenda, especially our Legislative Team—Executive Vice President Ivan D. Butts, Legal and Legislative Counsel Bruce Moyer and Director of Legislative & Political Affairs Bob Levi—for an outstanding job. I encourage members to keep the momentum going and spring forward into action for the rest of the year. Here’s the scoop!



Brian J. Wagner
President

When you think spring forward, it may remind you of daylight saving time and the associated loss of an hour’s sleep in the spring. However, spring forward is a wakeup call to NAPS members to be active participants for the rest of 2019. You can spring forward in many ways.

First, make donations to our Supervisors’ Political Action Committee (SPAC). You can do this as a continuous contributor or with a one-time donation. Whatever action you take, you are pushing our legislative agenda forward.

Second, our NAPS state convention season has begun to bloom this spring. Get involved by attending. State conventions provide opportunities for members to actively enrich the value of NAPS and the livelihoods of its members. Besides making their voices heard on the convention floor, members also can volunteer to be on state convention committees. It’s at state conventions where members gain additional experience, which can lead to an appointment to a future NAPS national convention committee.

Third, attend NAPS training. At some state conventions, training is provided. Topics may include leadership, advocacy, retirement,

postal career development or the duties and responsibilities of a branch officer, to name just a few. It’s this double dose of both state convention attendance and training opportunities that just may spring you forward into a local, state or national leadership role as a NAPS officer. Even if a state convention is not offering official training, there are separate regional and area training seminars scheduled in 2019.

Fourth, the saying goes, “Charity starts at home.” Therefore, be charitable with your time and get involved with your local NAPS branch. Attend meetings, volunteer for a committee or organize a branch activity. I encourage you to spring into action with your home NAPS branch.

Fifth, stay informed. Read *The Postal Supervisor* and visit the NAPS website at www.naps.org. Such communications will provide you with valuable information related to SPAC, state conventions, NAPS training,

member benefits, Executive Board and consultative minutes, not to mention articles from national officers and members. If your branch has its own NAPS newsletter, read it, too.

The push forward started with LTS. Let that momentum put a spring in your step forward to participate in additional NAPS activities. It’s time to spring on everyone my April ice cream flavor-of-the-month recommendation: dark chocolate brownie.

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The Postal Supervisor 2019 Production Schedule

Issue	Copy Deadline*	Mails
MAY	MAR 18	APR 16
JUNE	APR 19	MAY 14
JULY	MAY 13	JUNE 6
AUG	JUNE 18	JULY 11
SEPT	AUG 5	AUG 27
OCT	SEPT 5	SEPT 26
NOV	SEPT 26	OCT 22
DEC	OCT 23	NOV 19
JAN 20	NOV 25	DEC 19
FEB	JAN 2	JAN 28

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

On the Move?

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

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

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

The Numbers Are in: You're Making SPAC Great!

President John F. Kennedy said: "Political action is the highest responsibility of a citizen." Your NAPS Legislative Team has been putting the final touches on this year's LTS. This is our time for political action. NAPS will be making its presence known in Washington, DC, in a unified way.

We are the voice of the EAS workforce—the mid-level postal leaders who run the day-to-day operations of the United States Postal Service. Our presence on Capitol Hill will spotlight our role in running the most extensive public service corporation in America.

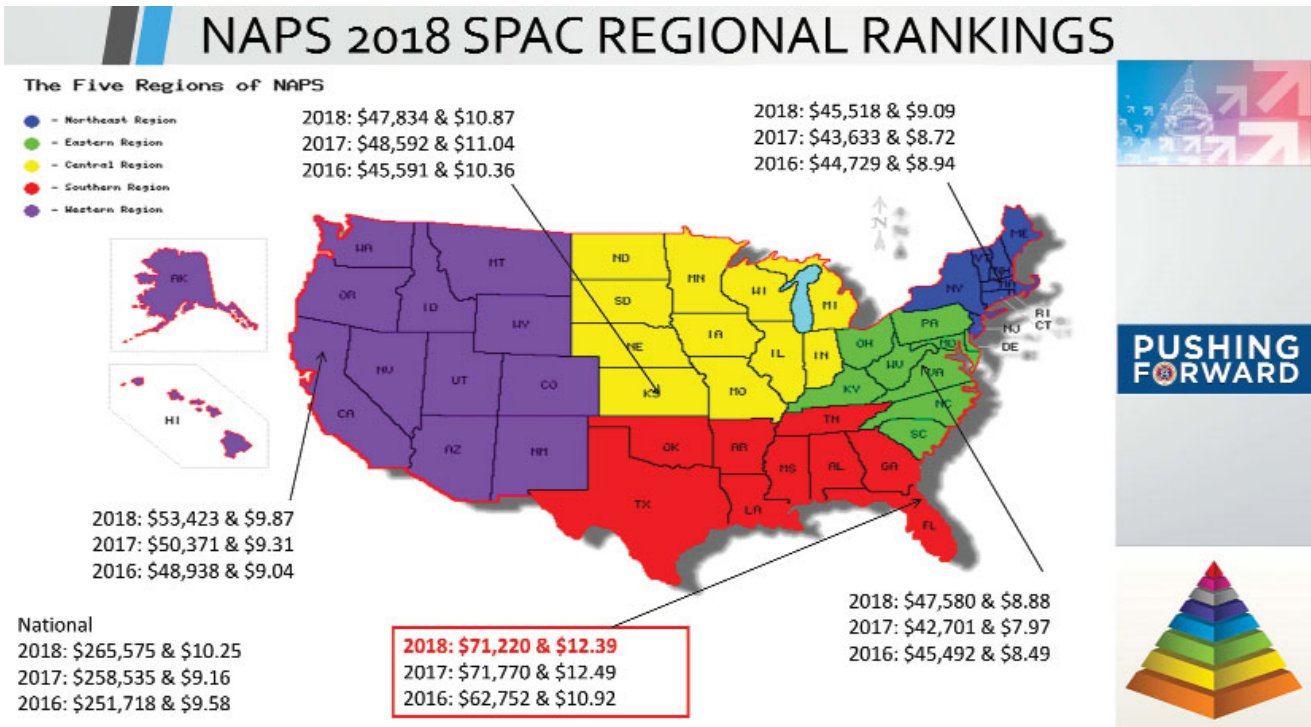
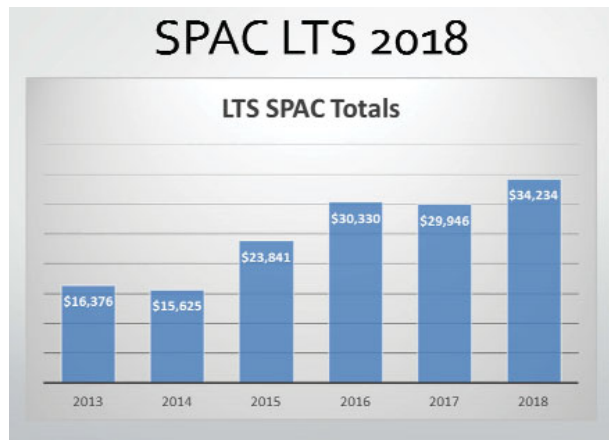


Ivan D. Butts
Executive Vice President

We have the two most significant roles in our grassroots network. We are the vehicle that drives the NAPS legislative agenda. And we supply the fuel for our legislative "car." SPAC is the high-octane fuel that makes our vehicle go. I have stated in past years how you, the members of our great association, continue to reach new heights for SPAC.

Your commitment to giving nothing less than your best to support our healthy and vibrant political action committee is more and more evident in the levels of engagement I see not only here in Washington, DC, but also in the field. You are capitalizing on your engagement opportunities and communicating that with me at NAPS Headquarters.

Last year was no exception. Collectively, we once again raised the bar in all areas of SPAC. Please refer to the graphs documenting our LTS SPAC contributions



since 2013. We came into our 2018 LTS not achieving our desires for continued growth that we had experienced in years past. However, as you see, we more than made up for that with our SPAC effort at the 2018 LTS. Thank you!

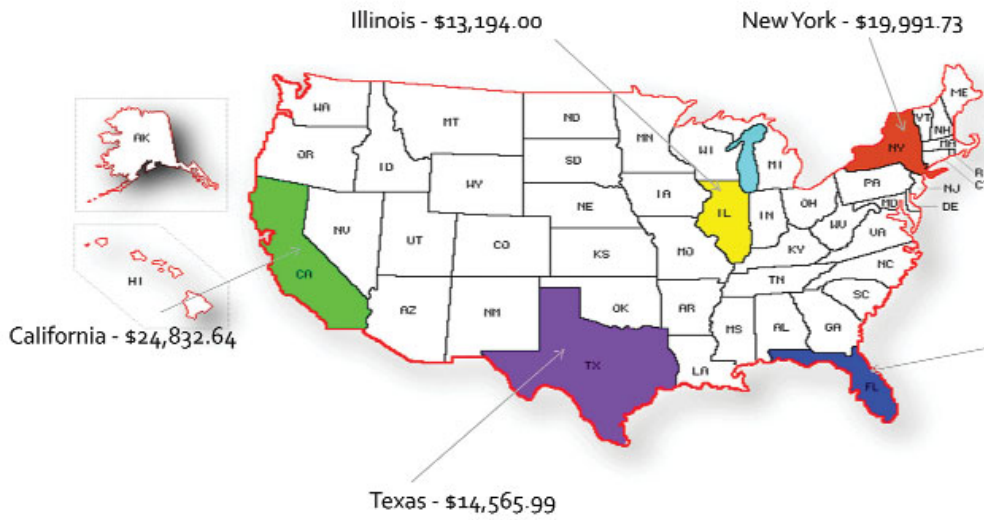
Not only did we have a tremen-

dous SPAC effort at the 2018 LTS, but we also had a great SPAC effort for the year. Numerous NAPS regions saw continued financial growth, with the Eastern Region realizing over \$5,000 in growth for SPAC in 2018 and the Southern Region also helping lead the way for the association. See the

charts—a great job by all.

Speaking of the Southern Region and how it led the way, we once again must thank Florida for being the anchor of our SPAC efforts at the state level. Year after year, the Sunshine State continues to strive to be the best of the best. I thank them for

NAPS 2018 TOP FIVE STATES



Source: djmaps.net (c)



PUSHING FORWARD

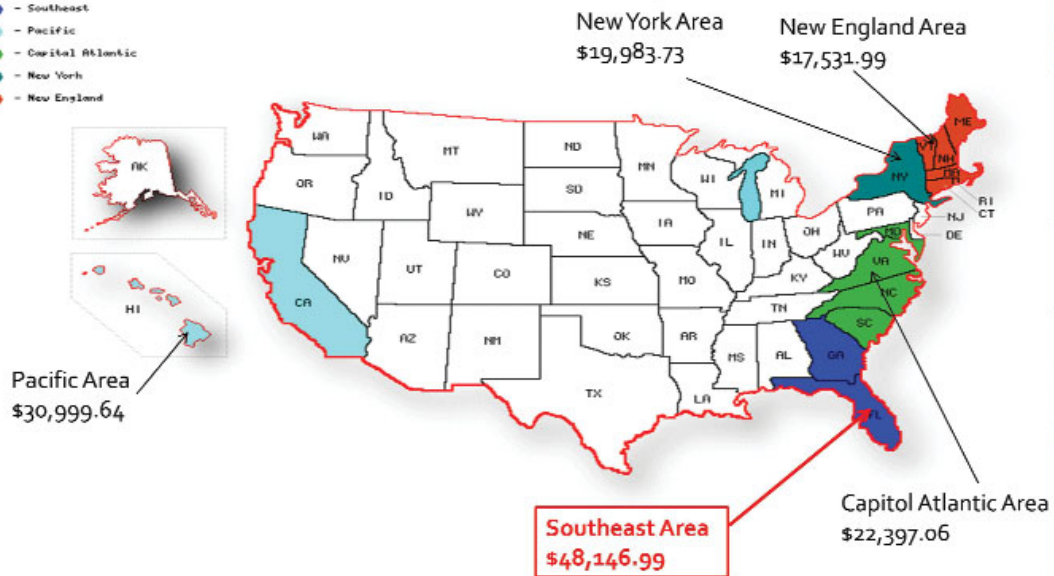
Florida
\$40,850.99



NAPS 2018 TOP FIVE AREAS

NAPS 2018 TOP FIVE AREAS

- - Southeast
- - Pacific
- - Capital Atlantic
- - New York
- - New England



Source: djmaps.net (c)



PUSHING FORWARD



their efforts and I thank you all for being committed to SPAC.

Whether it is the Southeast Area leading all the areas or Maine leading all states in per-capita contributions, collectively, we are making NAPS SPAC great; I thank you for it. I am most proud of our effort in 2018 to

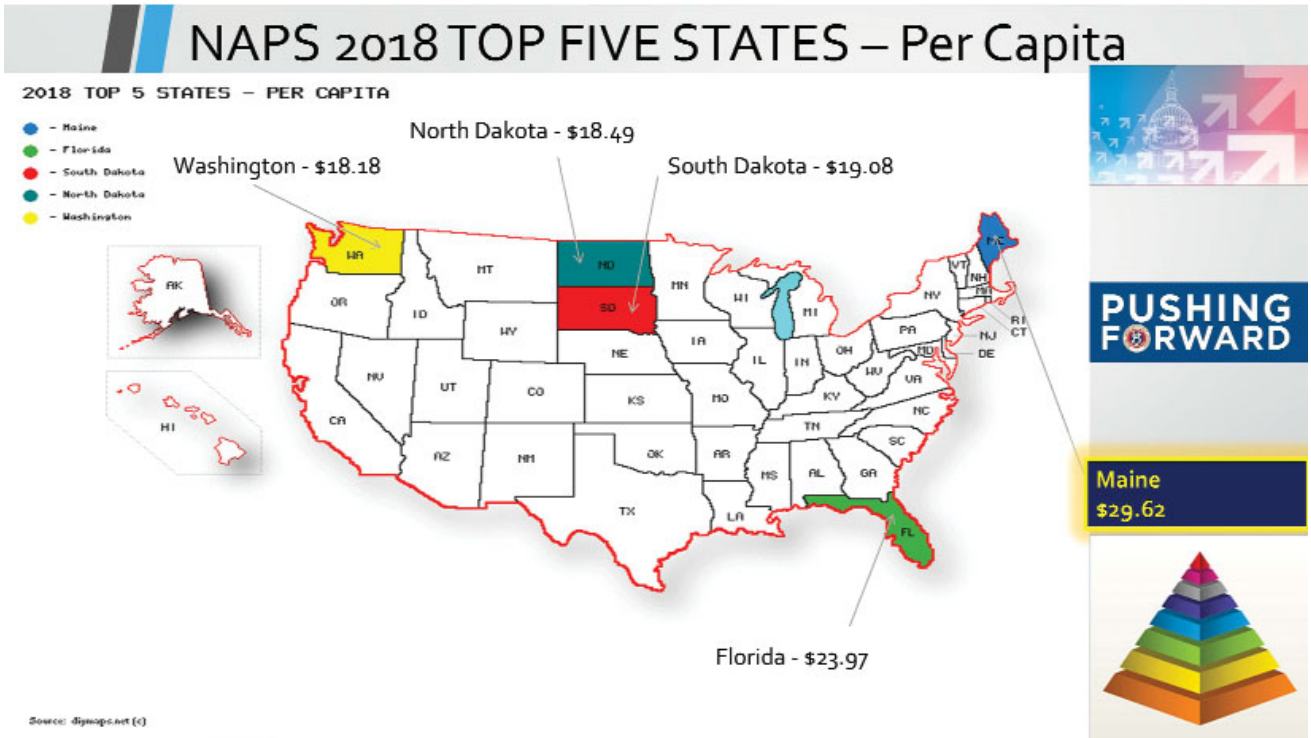
grow our "Drive for 5" contributors. In 2018, the number of members who give through payroll and OPM deductions increased by 15. Those 15 members generated over \$22,000 in SPAC funds. This is an average of \$1,478 per new "Drive for 5" member.

Imagine how strong SPAC would

be if we could raise the number of "Drive for 5" contributors from the current 322 to a greater representation of our over 27,000 NAPS members.

In solidarity ...

naps.ib@naps.org



DRIVE FOR FIVE 2018

DF5 Members - 322 (+15)

DF5 2018 Contributions – \$145,539

15 Members = \$22,168

PUSHING FORWARD

This and That

Spring finally has arrived. While it has been a very tough winter in much of the country, we now can look forward to better weather, longer days and more sunshine! One of the rites of spring at NAPS is the Legislative Training Seminar held each year at the Crystal Gateway Marriott in Arlington, VA. The 2019 LTS recently concluded a few short weeks ago, and this year's LTS was another outstanding success!



Chuck Mulidore
Secretary/Treasurer

Congratulations to the Legislative Team at NAPS Headquarters for putting on an amazing LTS this year, led by NAPS Executive Vice President Ivan D. Butts, Bob Levi, the NAPS Headquarters staff and our fine NAPS Auxiliary. Of course, thank you to all the delegates who joined us for LTS from all across this great country and took NAPS' legislative message to Capitol Hill.

This month, I want to write about a couple of important issues about which we receive many calls at NAPS Headquarters. One of these issues is regarding how a promoted supervisor leaves the craft union once they become an EAS employee. This is governed in the *Employee and Labor Relations Manual (ELM)*, Section 925.122(c), "Special Circumstances."

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

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

Another issue about which we receive calls is, unfortunately, members who work at USPS Headquarters or in a field position who report to USPS Headquarters and are, at times, told they cannot be represented by

NAPS or even join NAPS. We are not sure why some individuals misrepresent the facts, but the truth of the matter is this: Any EAS field, Headquarters, district or area employee can join NAPS and be represented by NAPS in any disciplinary matter. Such participation is governed by *ELM* Section 912.1, "Right to Participation:"

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

And *ELM* Section 912.2, "Right to Membership:"

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

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

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

There you have it. Once you are promoted to an EAS position, you can fill out *PS Form 1188* and leave the union. You also have the right to join and actively participate in NAPS, as well as be represented by NAPS in any matters that may be disciplinary in nature—no matter what your EAS role at the Postal Service.

naps.cm@naps.org

**Fact-Finding Report
Deadline Extended**

On July 6, 2018, NAPS initiated the fact-finding process and filed its challenge to the Postal Service's pay decisions for EAS employees for 2016 through 2019 under the auspices of the Federal Mediation and Conciliation Service (FMCS). A three-member fact-finding panel convened by the FMCS heard arguments from NAPS and the Postal Service on Dec. 10 and 11.

The panel currently is reviewing the USPS pay decision and both sides' arguments con-

cerning whether the pay package complies with statutory requirements and drafting a decision. The panel has requested more time through April 1 to complete its work.

NAPS has pushed for decisions to be made as quickly as possible throughout pay talks and the fact-finding process. Nevertheless, in order to allow the panel time to thoroughly review the extensive submissions, NAPS and the Postal Service have jointly agreed to the April 1 deadline for the panel's decision.



NAPS Capitol-Atlantic Area Vice President Troy Griffin (right) and NAPS Counsel Bruce Moyer met with Rep. Elijah Cummings (D-MD), chairman of the House Committee on Oversight and Reform, during a recent fundraising event.

Mid-Hudson, NY, Tony LaGrecia Branch 330 honored its 2018 retirees at the mid-February meeting held at the Shadows along the Hudson River in Poughkeepsie. From left: Branch 330 President Frank Barton, retirees Teddy Poznack, Patricia Gunsch, Joseph Leclercq, New York Area Vice President Jimmy Warden, retirees Brian Maher and Rosemarie Scully and Westchester District Manager Elvin Mercado. The retirees were thanked for their years of service and dedication to the Postal Service.

Former Branch 330 President Gerard Sanzi, 1995-2004, died Aug. 18, 2018. His family was invited to the Branch 330 meeting where President Frank Barton spoke of Gerard and how much he meant to his fellow NAPS members. Barton and New York Area Vice President Jimmy Warden presented a floral arrangement to Gerard's wife Mary.



Mile High Metro Branch 65 held its retirement brunch in February. From left: Julia Cordova, Branch 65 secretary; Donna Flaherty, president; Richard Fadenrecht, vice president; Valerie Love, treasurer; Executive Vice President Ivan D. Butts; Shannon Hoffman, Colorado Springs Branch 141 president; Jerry Custer, vice president; Lucy Hickerson, secretary; and John Kerns, treasurer.





Rep. Brenda Lawrence (D-MI), with Executive Vice President Ivan D. Butts and Director of Legislative & Political Affairs Bob Levi, participated in the Feb. 7 NAPS Chat podcast.



At Detroit Branch 23's Executive Board dinner meeting were, from left: Secretary Marilyn Ice, Vice President Delores Hunter, Treasurer Rod Pack, member Bea Pack, President Ken Bunch, Jonita Bunch, NAPS Executive Vice President Ivan D. Butts and Branch 23 Executive Board member Junebug Wardell.



NAPS members Joel Wadsworth (left) and Frank Gallegos discussed a vote by mail initiative with New Mexico Secretary of State Maggie Toulouse Oliver.



NAPS national officers at the Southeast Area training in February were, from left: Southern Region Vice President Tim Ford, Executive Vice President Ivan D. Butts, former New York Area Vice President Jim McHugh, Central Gulf Area Vice President Cornel Rowel Sr., former Southeast Area Vice President Jerry Sebastian and Southeast Area Vice President Bob Quinlan.



Long Island Branch 202 President Tom Barone (center) attended the Long Island District's NSP graduation. He congratulated the new supervisors in taking an important step in their career paths; all the graduates joined NAPS.

New York City Branch 100, led by President Tom Hughes, held its 101st Annual Dinner Dance. The 345 attendees enjoyed networking. Two scholarships were awarded to the children of Branch 100 members.



From Left: Branch 100 President Tom Hughes, former Mideast Area Vice President Hans Aglidian, Secretary/Treasurer Chuck Mulidore, DDF provider Al Lum, Mideast Area Vice President Tony Dallojacono, President Brian Wagner, former Eastern Region Vice President Dotty Wileman, New York State President Dennis Gawron, past President Louis Atkins, Northeast Region Vice President Tommy Roma, Auxiliary Secretary/Treasurer Bonita Atkins, Branch 100 Secretary/Treasurer Tu M. Tu, New York Area Vice President Jimmy Warden, Ivonne Warden, UPMA President Dan Heins, Karen Heins, Branch 100 Legislative Chair Ken Stanley, Branch 100 Communications Coordinator Jeff Wilensky, Branch 100 Sergeant-at-Arms Vincent Hall, past UPMA Co-President Sean Acord and Kristi Acord.



President and CEO of M3 Technology John Pescitelli (second from right), with Branch 100 President Tom Hughes, presented a scholarship to Alexis Bartolomey, daughter of MCSO Genie Martinez (left).



President and CEO of M3 Technology John Pescitelli (second from right), with Branch 100 President Tom Hughes, presented a scholarship to Liani Astacio, daughter of MCS Liza Astacio-Colon (left).

NAPS Executive Board Directory

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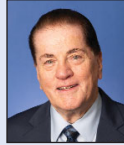
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Postal Management Associations, Unions United in Legislative Goals

By Marilyn Walton

Western Region Vice President

On Sunday, Feb. 10, in Sacramento, CA, the 21st California Postal Legislative Coalition meeting was emceed by Omar Gonzales, Western Region coordinator for the APWU. Over 100 attendees representing all the unions, the two management associations and NARFE attended. Each year, a management or craft union representative leads the event.

We welcomed two representatives from the National Post Office Collaborate, originally named "Save the Berkeley Post Office." The collaborate's focus is on preserving and restoring the historic value and use of older postal facilities and the priceless murals that decorate the lobbies of these facilities.



The collaborate won two important lawsuits challenging the general sale of the Berkeley and Richmond, CA, postal facilities, which are considered historical buildings. The buildings now are protected under the National Register of Historic Places. The collaborate advocates all over the country to save Postal Service-owned facilities to ensure they remain postal facilities and community use spaces and their beautiful facades and priceless wall murals are maintained.

NAPS President Brian Wagner was the keynote speaker. He provided general legislative information that related to the other organizations' shared legislative focus. NAPS Director of Legislative & Political Affairs Bob Levi gave a very informative legislative update. APWU National Legislative & Po-

litical Director Judy Beard provided an in-depth presentation from her Washington, DC, office via Zoom teleconferencing. National Postal Mail Handlers Union Legislative & Political Director Bob Losi called in and provided updated legislative information for attendees. National Rural Letter Carriers' Association Director of Director of Governmental Affairs Paul Swartz provided a Skype presentation from his Washington, DC, office.

All attendees realized that the consensus of unions and management is that we want to ensure the Postal Service is not privatized and six-day, door-to-door delivery is maintained. We all want fair postal reform. There was a lot of interest in resuming postal banking. It was discussed that, before 1967, the Post Office Department allowed customers to maintain individual savings accounts with the Post Office.



Some, but not all, of the NAPS members who attended the California Postal Employees Legislative Coalition's 21st annual event.



Participating in Bob Levi's podcast at the California Postal Coalition event were, from left, Yolanda Grayson, Los Angeles Branch 39 legislative rep; Marilyn Walton, Western Region vice president; and Marsha Danzy, California State legislative consultant.

I was pleased to learn that Bob Levi is looked on as the dean of postal organizations' legislative directors by his peers in DC. Marsha Danzy, NAPS California State Legislative consultant; Yolanda Grayson, Los Angeles Branch 39 legislative representative, and I were selected by Bob to join his weekly podcast that was recorded live during the event.

During the coalition meeting, we had a panel discussion with each organization's panel members who provided important information. The APWU panel member shared that establishment of the Postal Service is in Article 1 of the U.S. Constitution. Our Founding Fathers understood the importance of a postal service; it still is relevant today.

Our rural panel member reminded us that rural carriers go where other carriers will not go: into small, rural communities, delivering the last mile. The postmaster representing UPMA shared that everyone is focused on social media and emails, but we should not forget that, when contacting our legislative representatives, one handwritten letter is more important than sending many emails.

Send letters to your lawmaker's district office and request they fax the letters to their Washington, DC, office. NAPS provided a list of pro-

posed legislation and reiterated its positions opposing privatization, maintaining six-day delivery and getting meaningful postal reform legislation passed—the same goals to which our brothers and sisters in the unions aspire.

The NARFE panel member said they support postal legislation,

but continue to express concerns over proposed Medicare mandates that might negatively impact government retirees. Many union and management members also are members of NARFE because of their commitment to working on and supporting benefits for postal and federal retirees.

This event was a great opportunity for like-minded postal and federal organizations to come together and discuss common interests and learn tips and techniques that will help us conduct grass-roots lobbying on the homefront in California with our family.

Black History Month Postal Presentation

On Feb. 22, I, with several California Postal Legislative Coalition members, attended the ceremony to rename the Richmond, CA, Post Office in honor of late Postmaster Harold D. McCraw Sr.



Harold D. McCraw Sr.

Rep. Mark DeSaulnier, (D-11th CA), his staff and many community activists sponsored the effort to rename the building. This event might not have been successful but for the efforts of the National Post Office Collaborate that recently won a lawsuit blocking the sale of the Berkeley and Richmond post offices and designating the facilities historical sites. Collaborate members Jacquelyn McCormick and Harvey Smith and supporters of the postal coalition also attended the event.

McCraw began his postal career in Richmond, CA, at age 17 as a letter carrier. He was named postmaster

NAPS 2019 State Conventions

Dates	State(s)	Location
April 11-13	Tennessee	Doubletree Hotel, Memphis
April 18-20	MINK Area	Kansas City Marriott, Kansas City, MO
April 23-26	CA/HI Bi-State	Honolulu
April 26-27	Illinois	Embassy Suites, Schaumburg
May 16-18	Wisconsin	Chula Vista Resort, Wisconsin Dells
May 23-25	New York	Villa Roma Resort and Conference Center, Callicoon
May 31-June 1	AL/LA/MS Tri-State	Gold Strike Casino Resort, Robinsonville, MS
May 31-June 1	Capitol-Atlantic Area	Greenville, SC
June 20-23	GA/FL Bi-State	St. Augustine, FL
June 20-22	Pennsylvania	Best Western, Bethlehem
June 21-22	Northwest Area	Kalispell, MT
June 23-25	New Jersey	Resorts Hotel, Atlantic City
Aug. 1-4	Pioneer Area	Holiday Inn, Youngstown, OH

Please report state convention dates to NAPS Headquarters.



Attending the ceremony to rename the Richmond, CA, Post Office the Harold D. McCraw Sr. Post Office Building were, from left: Marilyn Walton, NAPS; Harvey Smith, National Post Office Collaborate; Jacquelyn McCormick, National Post Office Collaborate; Susan Hammer, APWU/NARFE; Clarice Golden, UPMA; Vontina Swygert, NAPS; and Pamela Brooks, UPMA.

of Richmond in 1974. He served in many details during his 45-year career; he died in 2001 while serving as postmaster.

He was well-known in the community and helped many fellow postal workers achieve upward mobility. McCraw was an adviser, mentor and very active in the Richmond community.

Clarice Golden, retired postmaster of Haywood, CA, and a founding member of the California Postal Legislative Coalition, spoke about the historic recognition in renaming the post office. McCraw is the second black postmaster nationwide to have a post office named after him. The

Bay Valley District manager and his staff, local politicians, family and many friends turned out for this historic occasion.

I was honored to have met Harold and know many of the postal employees he helped along the way. This occasion was a great way to end Black History Month and pay tribute to a giant in the Richmond, CA, community.

Annual Retirement/Installation Brunch

Margarete A. Grant Branch 127 recently hosted its annual retirement and installation of officers celebration brunch. Branch 127 President Vontina Swygert called the event to order and welcomed Executive Vice President Ivan D. Butts, Pacific Area Vice President Chuck Lum and me as special guests.

The event concluded a busy



Branch 127 celebrated members present who were among the 25 who retired last year. From left: Welfredo Ballesteros, Althea Beard Kittlin, Diatra Chouteau, Lelton Gibson, Guadalupe Perez-Lujan, Yolanda Lewis and Rhonda Aubrey-Otis.



Executive Vice President Ivan D. Butts installed the Branch 127 officers, from left: President Vontina Swygert, Vice President Glenn Gray, Secretary Joseph Stallworth; Treasurer Yolanda Lewis; Sergeant-at-Arms Rachel Gholston, Chief Trustee Gary Pope and Trustees Stephanie Ann Blythe and Edna Gray.

weekend during which we attended the California State Board meeting on Saturday and a brunch on Sunday morning at Eve's Waterfront overlooking the beautiful East Bay. Twenty-five retirees who had retired in 2018 were recognized; seven who attended received a special gift from the branch. Branch 127 awarded five, \$500 scholarships to the chil-

dren and grandchildren of branch members.

Ivan brought greetings from the resident officers and provided the latest news from NAPS Headquarters. Chuck and I offered congratulations to the retirees and new officers, as well as assisted with the installation.

Also attending were members from NAPS Branches 88, San Francis-

co; 210, Napa; 39, Los Angeles; 159, San Diego; 466, San Bernardino; and 77, Sacramento. We enjoyed networking and extra helpings from the tasty buffet before ending a great morning and afternoon with old and new NAPS friends.

marilynwalton@comcast.net

Live a Life of Integrity

By Tony Dallojacono

Mideast Area Vice President

It's very hard for people to step up to positions with which they are unfamiliar. Some people are shy, others do not like public speaking and some want others to do the work for them. This is a common problem among people. It's not just true for people's work lives, but their personal lives, as well.

Some people are born with leadership qualities; others are not. Some people develop and learn how to be leaders; others never will. In our careers, there are numerous jobs in numerous fields in which we can try and, hopefully, succeed. There also will be times we fail, but if we fail because we tried our best, then that is a lesson we learned.

If we failed because we did or said the wrong things to better ourselves, then we will not learn from that experience. A friend of mine once told me many years ago, when I was a letter carrier and he was a successful entrepreneur, that it isn't what you do as a career, rather, be the best at it and that's what makes you a success.

For those who feel they cannot accomplish the duties of being a NAPS officer, you can get out there and try. We have people to help us

when we are unsure of things. There isn't a person out there who knows everything. We are learning something new every day.

When you decide to become an officer, you should not do so for the title. There are many responsibilities and duties that come with any position in NAPS, the Postal Service and



life. You should be doing it because this is what you chose, were elected for and want to do. It takes time, dedication and lots of hard work to do any job correctly. Remember, a ladder has many steps; you must

start from the bottom step to get to the top.

We must work with each other to be successful. Henry Ford said, "Coming together is a beginning, staying together is progress and working together is success." We can't accomplish anything without working together. There is no "I" in we and no "I" in team. We need to continue to grow as a team. The more we grow as a team, the more we have a chance at winning a championship.

This relates not just to NAPS, but also to your job in the Postal Service and your personal life. The titles we take in our careers and personal lives entail responsibilities that need to be

fulfilled. In our personal life, it starts with childhood, being a brother or sister and helping each other however possible. When we become adults, there are many more responsibilities, such as work, home finances and more.

If we get married, we have to learn how to become a couple and turn to each other for help and guidance. If we become parents or step-parents, we take on even more responsibilities daily, while still managing our careers. Some of us become grandparents and enjoy the moments we spend with our grandchildren. We all have challenges in life and the titles we have, but we must uphold and cherish whatever they are.

Nothing will ever come easy. Everyone has different viewpoints we must take into consideration. Whether it be our careers, NAPS or personal life, we must always be honest, respectful and understanding to everyone around us. When we are honest and respectful, we should get the same in return.

I would like to take John F. Kennedy's famous quote, "Ask not what your country can do for you, ask what you can do for your country," and suggest: "Ask not what NAPS can do for you, ask what you can do for NAPS."

mideastareavp@gmail.com

Bob Levi

Director of Legislative & Political Affairs



In 2019, the dual challenges facing legislative advocates for virtually any issue coming before Congress will be the relative youth of the 116th

Working to Help All EAS Employees

Congress and the cascading number of investigations relating to the current administration. These factors will influence the legislative progress on NAPS' legislative priorities.

For this reason, the NAPS Legislative Training Seminar (LTS) provided a fertile ground to successfully draw attention to our postal priorities and cultivated political opportunities to promote our agenda throughout the year.

As stated in the March *Postal Supervisor*, about 100 new members of Congress were seated in January. The March issue identified the new representatives and senators who serve on the House Committee on Oversight and Reform and the Senate Committee on Homeland Security and Governmental Affairs.

Generally, these new members of Congress are unfamiliar with the complexities of postal operations and the serious financial burdens that hamper the Postal Service's ability to provide America the essential and constitutionally mandated public service. As former House postal subcommittee chair John McHugh (R-NY) once remarked: "Before embracing postal issues, all I knew was that mail was deposited in a far-off collection box and miraculously appeared

in my home mailbox."

In part, it's our job to help members of Congress appreciate the efficient means that convey mail from collection point to destination point. As well as how lawmakers' failure to enact a constructive and meaningful postal bill will jeopardize this nation's affordable, universal and accessible mail service.

As this column went to press, the chairs of the congressional postal committees tentatively had scheduled

postal oversight hearings. It is expected that the Senate committee, chaired by Sen. Ron Johnson (R-WI), will have conducted a long-awaited hearing on last year's report by the President's Task Force on the U.S. Postal System.

In addition, the House committee chaired by Rep. Elijah Cummings (D-MD) likely will have held an oversight hearing on the financial condition of the Postal Service. These extremely important hearings provided the first opportunity for the five new members of the Senate committee and the 17 new members (including 10 freshmen) of the House committee to formally familiarize themselves with postal operations and the fiscal crisis confronting the agency.

Furthermore, the large number of new rank-and-file members of Congress make it even more critical that all NAPS members who seek to protect the integrity of the nation's postal system educate their representatives and senators of the important economic and social imprint the Postal Service has on the nation and on the constituents represented by their elected officials. The March LTS provided the opportunity.

In addition to having jurisdiction over postal issues and postal employee retirement and health benefits, the House Oversight and Reform Committee has been conducting explosive hearings regarding certain individuals serving and who served in the administration or are presently serving in the Trump organization. These hearings and investigations compete for committee time with issues that directly impact EAS employees.

With these ongoing investigations into the president, his subordinates, his family and his financial interests, it should come as no surprise that bipartisanship will suffer. Inasmuch as viable postal reform legislation relies on such bipartisanship, it is crucial that legislative movement on such a bill occur earlier, rather than later, this year. Tempers will rise as the year goes on.

Your NAPS Legislative Team, which includes Executive Vice President Ivan D. Butts, Legal and Legislative Counsel Bruce Moyer and myself, has been implementing a number of novel approaches to enhance the ability of NAPS members to succeed on the legislative and political battlefield. These new strategies are in addition to—they do not replace—time-tested materials and activities to ensure EAS employees are effective in advancing the NAPS agenda in meetings with elected postal policymakers.

Moreover, NAPS continues to promote its highly acclaimed Supervisors' Political Action Committee—SPAC—which helps elect promising pro-postal congressional candidates and re-elect proven postal allies. Our SPAC pin recognition program, which includes the "Drive for 5" initiative that identifies NAPS members who use payroll deductions or annuity withholdings, is well underway.

New programs NAPS has unveiled

include a special preparatory webinar for LTS attendees. Before LTS, Bruce and I developed and sent, via our NAPS Legislative Alert, a 30-minute webinar to assist LTS attendees in engaging with members of Congress during the 2019 LTS. This webinar benefited first-timers, in addition to serving as a refresher for LTS veterans.

Also, since October, NAPS has recorded over 20 episodes of NAPS' much-heralded legislative podcast, *NAPS Chat*. These podcasts can be heard on your computer or mobile device. In addition to providing an opportunity for NAPS President Brian Wagner and Executive Vice President Ivan D. Butts to address legislative and political issues, *NAPS Chat* hosted a number of congressional guests, as

well as Postal Regulatory Commission Chairman Robert Taub.

Most importantly, though, we hosted a number of NAPS members who have a deep appreciation of how Congress and the White House impact the Postal Service and the earned benefits that active and retired postal employees enjoy. So, at your convenience, please tune into *NAPS Chat*. Past episodes are posted on the NAPS website.

Your Legislative Team truly hopes we are equipping EAS employees with the essential tools to be effective citizen advocates on behalf of the Postal Service and in protecting the benefits that such employees have earned. So, let's work together to help all EAS employees.

naps.rl@naps.org



We're Social

Connect With Us!

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

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

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

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

NAPS Training Calendar

MINK Area Training

April 18-20, 2019

In conjunction with the MINK Area Convention

Conducted by: MINK Area VP Bart Green

Location: Kansas City Marriott Country Club Plaza, 4445 Main St., Kansas City, MO 64111; (816) 531-3000

Hotel Rate: \$129 plus taxes; hotel cutoff is March 27

Registration Fee: \$80; checks, payable to NAPS Headquarters, should be mailed to Secretary/Treasurer Chuck Mulidore at NAPS Headquarters

Training Topics: TBD

Central Gulf Area Training

May 30, 2019

In conjunction with the AL/LA/MS Tri-State Convention

Conducted by: Central Gulf Area VP Cornel Rowel Sr.

Location: Gold Strike Casino Resort, 1010 Casino Center Dr., Robinsonville, MS 38664; (888) 245-7829.

Hotel Rate: \$49/Wednesday and Thursday, \$119/Friday and Saturday; group code is National Association of Postal Supervisors

Registration Fee: \$50; make checks payable to NAPS Headquarters and mail to 1007 Brenda Circle, Minden, LA 71055

Training Topic: Adverse action

Instructor: Southern Region VP Tim Ford

Rocky Mountain Area Training

June 6-8, 2019

Conducted by: Rocky Mountain Area VP Myrna Pashinski

Location: Phoenix Airport Marriott, 1101 North 44th St., Phoenix, AZ 85008; (800) 228-9290

Hotel Rate: \$94 plus tax; rate expires May 17; use group code NPSNPSA

Registration Fee: \$135, due by May 17; make checks payable to NAPS Headquarters (in the memo section, indicate "RMA Training"). Mail checks to Myrna Pashinski, 21593 E. Layton Dr., Aurora, CO 80015-6781.

Training Topics: TBD

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 "77225555" and ends with your eight-digit employee ID number):

7 7 2 2 5 5 5 5 5 _____

(Example: 7722555512345678).

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



2019 SPAC Contributors



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

Butts, Ivan	PA	Branch 355
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Secretary's Roundtable (\$500-\$749.99)

Shawn, Steve	MD	Branch 403
Marriott, Beverly	NC	Branch 177
Cox, Lloyd	VA	Branch 526
Navarre, Arnold	VA	Branch 98

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

Kiszcak, Sharon	AZ	Branch 246
Luna, Juan	AZ	Branch 246
Wright, Marcellus	DC	Branch 135
Finley, Roger	GA	Branch 595
Wagner, Brian	IL	Branch 255
Winters, Michael	IL	Branch 255
Randall, C. Michele	MD	Branch 531

Winters, Joseph	NC	Branch 177
Barone, Thomas	NY	Branch 202
Kolecki, Michele	PA	Branch 941
Green, Shri	TN	Branch 41
Green Jr., Richard	VA	Branch 98
Mott III, George	VA	Branch 132

Supporter (\$100-\$249.99)

Melchert, Pamela	AK	Branch 435
Bruffett, Shawn	AZ	Branch 376
Salmon, James	AZ	Branch 246
Campbell, Stephnia	CA	Branch 159
Cherry, Hayes	CA	Branch 466
Evans, Bridget	CA	Branch 159
Grayson, Yolanda	CA	Branch 39
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497

SPAC Contribution Form

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

\$1,000—President's Ultimate SPAC

\$750—VP Elite

\$500—Secretary's Roundtable

\$250—Chairman's Club

\$100—Supporter

Current as of February 2019

Federal regulations prohibit SPAC contributions by branch check or branch credit card.

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____

Name _____

Home Address/PO Box _____

City _____ State _____

ZIP+4 _____ Date _____

Employee ID Number (EIN) or
Civil Service Annuitant (CSA) Number _____



Enclosed is my voluntary contribution to SPAC by one of the following methods:

Check or money order made payable to SPAC; *do not send cash*

Credit card (*circle one*): Visa American Express MasterCard Discover

Card number _____

Security code (three- or four- digit number on back of card) _____

Card expiration date: ____ / ____

Signature (required for credit card charges) _____

In-Kind Donation (e.g., gift card, baseball tickets):

Describe gift _____ Value _____

All contributions to the Supervisors' Political Action Committee (SPAC) are voluntary, have no bearing on NAPS membership status and are unrelated to NAPS membership dues. There is no obligation to contribute to SPAC and no penalty for choosing not to contribute. Only NAPS members and family members living in their households may contribute to SPAC. Contributions to SPAC are limited to \$5,000 per individual in a calendar year. Contributions to SPAC are not tax-deductible.

SPAC Scoreboard

Statistics reflect monies collected Jan. 1 to Feb. 28, 2019

National Aggregate:

\$27,559.98

National Per Capita:

\$1.06

Region Aggregate:

1. Eastern	\$10,828.88
2. Western	\$5,060.60
3. Central	\$4,588.50
4. Southern	\$4,389.00
5. Northeast	\$2,686.00

Region Per Capita:

1. Eastern	\$2.02
2. Central	\$1.04
3. Western	\$0.94
4. Southern	\$0.76
5. Northeast	\$0.54

Area Aggregate:

1. Capitol-Atlantic	\$5,964.00
2. North Central	\$3,467.00
3. Pacific	\$2,547.60
4. Southeast	\$2,249.58
5. Mideast	\$1,691.88
6. Texas	\$1,183.00
7. MINK	\$1,069.00
8. New England	\$1,055.00
9. Central Gulf	\$1,042.50
10. Northwest	\$925.00
11. Illini	\$745.00
12. Michiana	\$688.00
13. Cotton Belt	\$601.00
14. Pioneer	\$506.80
15. Rocky Mountain	\$485.00
16. New York	\$376.00

Area Per Capita:

1. Capitol-Atlantic	\$2.74
2. North Central	\$2.32
3. Pacific	\$1.50
4. Central Gulf	\$1.01
5. Southeast	\$0.99
6. Illini	\$0.92
7. Texas	\$0.88
8. Michiana	\$0.82
9. Rocky Mountain	\$0.76
10. MINK	\$0.75
11. Pioneer	\$0.70
12. Mideast	\$0.63
13. New England	\$0.53
14. Northwest	\$0.47
15. Cotton Belt	\$0.43
16. New York	\$0.32

State Aggregate:

1. Pennsylvania	\$3,126.00
2. Virginia	\$2,458.00
3. Illinois	\$2,036.00
4. Maryland	\$1,862.00
5. Texas	\$1,620.00

State Per Capita:

1. Virginia	\$3.36
2. Arizona	\$3.34
3. Maryland	\$3.16
4. Maine	\$3.01
5. Pennsylvania	\$2.74

Drive for 5

Members by Region:

1. Central	72
2. Southern	54
3. Western	53
4. Eastern	53
5. Northeast	40

Aggregate by Region:

1. Western	\$26,511.00
2. Central	\$25,808.00
3. Southern	\$23,385.00
4. Eastern	\$21,777.37
5. Northeast	\$14,047.00

Kerns, John	CO	Branch 141
Douglas, Lisa	CT	Branch 5
Ford, Timothy	FL	Branch 353
Gilbert, Belinda	FL	Branch 425
Ruckart, Kenneth	FL	Branch 386
Moore, Kevin	GA	Branch 281
Lum, Chuck	HI	Branch 214
Maxwell, Sherry	IL	Branch 255
Moreno, Luz	IL	Branch 489
Perteet, Cynthia	IL	Branch 541
Pitts, La Neda	IL	Branch 14
Walsh, John	IL	Branch 289
Sisco, Bret	KY	Branch 920
Moreno, Richard	MA	Branch 498
Murphy, Gregory	MA	Branch 102
Brownfield, Patricia	MD	Branch 531
Campbell, Maxine	MD	Branch 42
Griffin, Troy	MD	Branch 42
Jones, Anthony	MD	Branch 531
Mason Jr., Garland	MD	Branch 592
Anderson, Shareen	MI	Branch 23
Bollinger, Kathreen	MO	Branch 36
Davis, Lisa	MO	Branch 131
Johnson, Craig	MO	Branch 36
Belger, Michael	NC	Branch 183
Charles, Rodney	NC	Branch 157
Robinson, Theresa	NC	Branch 299
Busciglio, Michael	NJ	Branch 287
Carmody, Russell	NJ	Branch 74
Dallojacono, Anthony	NJ	Branch 568
McKiernan, Michael	NJ	Branch 74
Santiago, Jose	NJ	Branch 538
Timothy, Pat	NJ	Branch 548
Burgasser, Ted	OH	Branch 29
Yut, Rachele	OR	Branch 66
Adams, Jeanine	PA	Branch 20
Smith, Diane	PA	Branch 20
Holt, Brian	RI	Branch 105
Croswell, Darnel	SC	Branch 225
Kendrick, Beverly	SC	Branch 215
Aaron, Donna	TN	Branch 97
Brooks, Lamaricus	TN	Branch 41
Cooper, Karen	TX	Branch 124
Foster, Debra	TX	Branch 9
Trevino, Barbara	TX	Branch 124
Fratto, Jeff	UT	Branch 139
Tresner, Kristen	UT	Branch 139
Butler, Phillip	VA	Branch 98
Johnson, Stanley	WA	Branch 60
McCracken, Cindy	WA	Branch 61
Taylor, Georgia	WA	Branch 31

Make Contributing to SPAC a Habit:

OPM Contributions to SPAC (for Retired Postal Supervisors)

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.



'Drive for 5'

Melchert, Pamela	AK	Branch 435
Carson, John	AL	Branch 901
Frazier, Rickey	AL	Branch 399
Nash, Leon	AL	Branch 45
Studdard, Dwight	AL	Branch 45
Bruffett, Shawn	AZ	Branch 376
Hernandez, George	AZ	Branch 246
Salmon, James	AZ	Branch 246
Simpson, Pamela	AZ	Branch 246
Campbell, Stephnia	CA	Branch 159
Cherry, Hayes	CA	Branch 466
Cruz, Cheryl	CA	Branch 497
Danzy, Marsha	CA	Branch 197
Evans, Bridget	CA	Branch 159
Florentin, Diana	CA	Branch 244
Gavin, Angela	CA	Branch 159
Grayson, Yolanda	CA	Branch 39
Johnson, Deborah	CA	Branch 88
Maginnis, Gary	CA	Branch 466
Moore Tucker, Carolyn	CA	Branch 301
Rascati, Wayne	CA	Branch 244
Simpao, Sally	Ca	Branch 88
Sutton, Catherine	CA	Branch 373
Swygert, Vontina	CA	Branch 127
Thomas, Linda	CA	Branch 88
Thompson, Carolyn	CA	Branch 88
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Annon, Cynthia	CO	Branch 141
Cool Jr., Harold	CO	Branch 141
Kerns, John	CO	Branch 141
Love, Valerie	CO	Branch 65
Roll, Gary	CO	Branch 65
Summerfield, John	CO	Branch 65
Collen, Helen	CT	Branch 3
Douglas, Lisa	CT	Branch 5
Siering Jr., Donald	CT	Branch 47
Garland, Angela	DE	Branch 909
Bock Jr., Robert	FL	Branch 321
Cox, Jacqueline	FL	Branch 93
Gilbert, Belinda	FL	Branch 425
Greene, Lisa	FL	Branch 406
McPhee-Johnson, Tayloria	FL	Branch 146
Murray, Donald	FL	Branch 93
Ruckart, Kenneth	FL	Branch 386
Vorreyer, Leslie	FL	Branch 353
Moore, Kevin	GA	Branch 281
Simpson, Mya	GA	Branch 595
Sims, Reginald	GA	Branch 82

Alos, Kanani	HI	Branch 214
Lum, Chuck	HI	Branch 214
Lum, Laurie	HI	Branch 214
Parker, Laroma	HI	Branch 214
Anguiano, Efren	IL	Branch 34
Brady, Derrick	IL	Branch 17
Cook, Carol	IL	Branch 14
Dittmann, David	IL	Branch 489
Hilliard, Ricky	IL	Branch 489
Matuszak, Kevin	IL	Branch 489
Maxwell, Sherry	IL	Branch 255
Mondie, Debra	IL	Branch 493
Moreno, Luz	IL	Branch 489
Perteet, Cynthia	IL	Branch 541
Pierce, Annette	IL	Branch 255
Randle, Kay	IL	Branch 369
Wagner, Brian	IL	Branch 255
Wesley, Nancy	IL	Branch 493
Winters, Michael	IL	Branch 255
Coleman-Scruggs, Toni	IN	Branch 171
Derby, Karen	IN	Branch 169
Malone, Tammy	IN	Branch 8
Norton, Paul	IN	Branch 8
Webb, Marcel	IN	Branch 8
Macias, Juan	KS	Branch 205
Waddell, Corey	KS	Branch 52
Sisco, Bret	KY	Branch 920
Smiley, David	KY	Branch 390
Carter, Tonious	LA	Branch 421
Chambliss, Brenda	LA	Branch 170
Clarke, Shirley	LA	Branch 73
Hampton, Annette	LA	Branch 73
Harvey, Joycelyn	LA	Branch 209
Lastrapes, Ebony	LA	Branch 209
Laurendine, Kyle	LA	Branch 73
Minor, Saundra	LA	Branch 209
Rowel, Cornel	LA	Branch 73
Sevalia, Rosalind	LA	Branch 73
Killackey, James	MA	Branch 43
Lewin, Kim	MA	Branch 118
Moreno, Richard	MA	Branch 498
Murphy, Gregory	MA	Branch 102
Berger, Ricky	MD	Branch 531
Brownfield, Patricia	MD	Branch 531
Gramblin, Reginald	MD	Branch 531
Griffin, Troy	MD	Branch 42
Jones, Marcia	MD	Branch 42
Mason Jr., Garland	MD	Branch 592
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Hafford, Darrell	ME	Branch 96

Here Are the 2019 SPAC Pins



President's Ultimate SPAC

\$1,000 level includes LT'S SPAC reception for donor plus one guest



VP Elite

\$750 level includes LT'S SPAC reception for donor plus one guest



Secretary's Roundtable

\$500 level includes LT'S SPAC reception for donor plus one guest



Chairman's Club

\$250 level



Supporter

\$100 level

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

Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Sadler, Amanda	ME	Branch 96
Anderson, Shareen	MI	Branch 23
Bodary, Joseph	MI	Branch 268
Bradley, Anthony	MI	Branch 142
Bunch, Kenneth	MI	Branch 23
Burcar, Robert	MI	Branch 508
Byrum, Jimmy	MI	Branch 508
Glenn, Sandra	MI	Branch 140
Hardin, Donald	MI	Branch 142
Hommerson Jr., David	MI	Branch 130
Hurless-Byrum, Ruth	MI	Branch 508
Krzycki Jr., Kenneth	MI	Branch 508
McCarthy, Bernard	MI	Branch 23
Perkins, Ethel	MI	Branch 140
Roundtree, Wanda	MI	Branch 140
Trayer, Kevin	MI	Branch 142
Baker, Neil	MN	Branch 104
Kuiper, Bruce	MN	Branch 16
Mooney, Dan	MN	Branch 16
Moore, Olin	MN	Branch 16
Moudy, John	MN	Branch 16
Nelson, Matthew	MN	Branch 104
Newcomb-Evans, Theresa	MN	Branch 926
Bollinger, Kathreen	MO	Branch 36
Brown, Latasha	MO	Branch 131
Bye, Angie	MO	Branch 119
Bye, Kevin	MO	Branch 119
Davis, Lisa	MO	Branch 131
Green, Bart	MO	Branch 36
Johnson, Craig	MO	Branch 36
Marley, Carol	MO	Branch 131
Shumate, Melisande	MO	Branch 131
Warren, Anitra	MO	Branch 36
Kindsvatter, Leo	MT	Branch 929
Gilbert, Jevonda	NC	Branch 183
Jackson, Abner	NC	Branch 299
McLaughlin, Deborah	NC	Branch 183
Robinson, theresa	NC	Branch 299
Blanck Lovelace, Deborah	ND	Branch 937
Holland, Dana	ND	Branch 937
Leingang, Michael	ND	Branch 937
Lichtsinn, Cynthia	ND	Branch 937
Fuller, Tamyra	NE	Branch 64
Newman, Edward	NE	Branch 10
Michaud, Russell	NH	Branch 932
Sarnie, Deborah	NH	Branch 932
Barrett, George	NJ	Branch 74
Carmody, Russell	NJ	Branch 74
Dallojacono, Anthony	NJ	Branch 568

Dennis Jr., Edward	NJ	Branch 53
Henkel, Tammy	NJ	Branch 287
Kofsky, Jonathan	NJ	Branch 568
McKiernan, Michael	NJ	Branch 74
Phillips, Austin	NJ	Branch 224
Santiago, Jose	NJ	Branch 538
Timothy, Pat	NJ	Branch 548
Walker, Veronica	NJ	Branch 237
Walton, Irma	NJ	Branch 75
Wadsworth, Joel	NM	Branch 295
Andersen, Karen	NV	Branch 463
Pixley, George	NV	Branch 249
Burke, Terriann	NY	Branch 11
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85
Krempa, Keith	NY	Branch 27
Schirching, Christy	NY	Branch 27
Yuen, John	NY	Branch 100
Bennett, Kelley	OH	Branch 33
Laster, Jacshica	OH	Branch 46
Lewis, Gillian	OH	Branch 2
Mayes, Sean	OH	Branch 29
Needham, Timothy	OH	Branch 133
Nicholson, Rachel	OH	Branch 29
Paige, Lillie	OH	Branch 46
Smith, Ronald	OH	Branch 46
Sudberry, Norris	OH	Branch 46
Zamudio, Juan	OH	Branch 29
Lahmann, Joseph	OR	Branch 276
Skjelstad, Aric	OR	Branch 276
Yut, Rachele	OR	Branch 66
Adams, Jeanine	PA	Branch 20
Bartko, Susan	PA	Branch 20
Bednar, Margaret	PA	Branch 20
Benford, Debra	PA	Branch 50
Keefe, Laura	PA	Branch 112
Keen, Kevin	PA	Branch 35
Kolecki, Michele	PA	Branch 941
Lehman, Jason	PA	Branch 554
Robinson, Andrea	PA	Branch 35
Rodriguez, Jose	PR	Branch 216
Delsesto, John	RI	Branch 105
Delsesto, Regina	RI	Branch 105
Disalvia, Betty	RI	Branch 105
Giorgio, Victor	RI	Branch 105
Halm, Frank	RI	Branch 105
Holt, Brian	RI	Branch 105
Saccoccio, Michaela	RI	Branch 105
Croswell, Darnel	SC	Branch 225
Nation, Linda	SD	Branch 946

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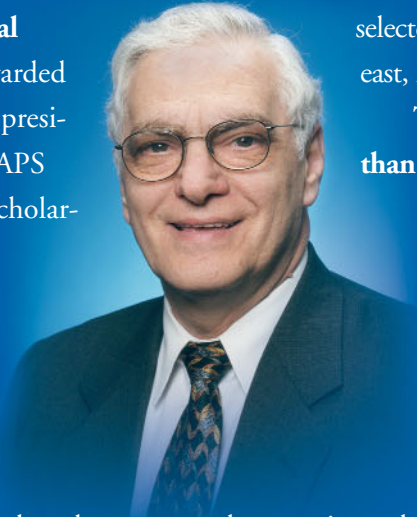
National Association of Postal Supervisors Vince Palladino Memorial Student Scholarships

2019 Official Application Form

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

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

NAPS will award 10 \$1,000 **Vince Palladino Memorial Student Scholarships**. Two winners will be randomly



selected from each of the NAPS regional areas (North-east, Eastern, Central, Southern and Western).

This application must be received no later than July 31, 2019, at the address provided below.

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the October 2019 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Vince Palladino Memorial Student Scholarship** will receive a check, payable to the college or university listed in the application, in October 2019. Scholarships may be used to pay expenses in the student's current or following semester.

deadline: July 31, 2019

Student's name (please PRINT legibly)

Major course of study

Name of accredited two- or four-year college or university attended or will be attending

City and state of the college or university

NAPS member's name

NAPS member's branch number

Student's relationship to NAPS member (son, granddaughter, etc.)

NAPS member's PO box/street address

City

State

ZIP+4

**Applications must
be received at
NAPS Headquarters
no later than
July 31, 2019**

Please mail completed application to **NAPS Scholarships, Attn: Chuck Mulidore, Secretary/Treasurer, 1727 King St., Suite 400, Alexandria, VA 22314-2753**. Thank you.

Difficult Conversations Made Easier

Submitted by the
USPS Employee
Assistance Program

Difficult conversations can happen in any number of situations—with a spouse, child, friend, co-worker or even a neighbor. Although there are different types of difficult conversations, they all have certain elements in common: they involve some level of discomfort or they wouldn't be considered difficult.

Difficult conversations are intended to raise awareness of a problem and seek a solution. Unfortunately, not all difficult conversations fulfill both of those intentions because, in our discomfort, it can be easy to lose sight of what we wanted to accomplish with the conversation or we might not have taken the time to clarify what we wanted in the first place. The purpose of this article is to present information to help make these conversations less uncomfortable and more successful at solving problems.

A big part of making difficult conversations less difficult is making a plan. You want to plan to manage your own thoughts, emotions and expectations, as well as deal with potential complications. It may be helpful to write down some thoughts, especially when you are just starting to make changes in your approach to difficult conversations.

Many conversations can be made less difficult if you think about it less as a confrontation and more as an invitation to problem-solve.

Obviously, this is easier in some situations than others. When planning for a conversation, start by considering what the problem is and defining it in terms that are specific, factual and not critical of the other person's character.

For example, when addressing the problem of someone repeatedly showing up late, you might state the problem as, "You showed up 15 minutes late on four occasions in the past three weeks." Being specific and factual helps you avoid using terms that could lead to misunderstanding as people can interpret terms such as several, a lot and often in different ways and might also see it as an attack on their character.

After defining the problem, list some effects of the problem. Continuing with the example of someone showing up late, the effects might be wasted time and resources, frustration, resentment, missed reservations or appointments. Even if the effect is missing the previews before a movie and that is something you enjoy, list it. People often are unaware of all the consequences of their behaviors.

Now, looking at this list of effects, notice any emotions you listed such as anger, frustration, worry or resentment that personally impacted you. Give yourself some compassion around those emotions and consider what thoughts might have prompted them. Did the other person's actions communicate disregard, disrespect or hostility toward you? Note that as the message you take from the situation.

After taking some time to define the problem and effects, give some thought to what you want the outcome of the conversation to be. What do you see as the solution to the problem? What would be different if this problem were solved? With this step, you basically are naming what you want out of the

conversation and why.

Planning and thinking about this can help you stay on track when you are in the conversation. In the example of someone who recently has been late, what you might want is for the person to show up on time or not to be left waiting for the person. You may not get exactly what you want with the conversation but, when your thoughts are going toward a solution, you are less likely to get sidetracked by negative impulses, such as accusation or criticism.

Now that you have defined the problem and identified what you want, consider what might be going on for the other person. Is this a new behavior or something they have done for a long time? Is the other person going through a hard time or major life changes that might contribute to the problem? Are there circumstances going on for that person that might make it hard for them to recognize how their behavior impacts others around them?

You don't have to know the answers to all these questions, but being open to the possibility there might be something with which the other person is dealing that could explain their behavior can help you feel less like the behavior is personally motivated and leaves more room for compassion for the other person. This, in turn, can help you set a tone of collaboration and problem-solving rather than confrontation.

Next, plan for practical aspects of how you want to approach the conversation. Timing, place and privacy all are considerations. With timing, consider when your own energy is the best and also, if you know, for the other person. If neither of you are morning people, first thing in the morning is probably not the best time. Some people don't like to have serious discussions while eating a meal and, for others,

that might be the only time they have to take a break.

Don't let finding the perfect time get in the way of having the discussion, but do put some thought into when would be a good time. You want to pick a time and place when you can reasonably expect to have some privacy and freedom from distractions. Ideally, you will be having this type of conversation in person, but a telephone conversation may be your only option. If this is the case, you will want to make sure both parties can be clearly heard and understood.

Now you have thought through practical aspects, such as when and where, and thought about how to define the problem and what you really want to accomplish with the conversation. But what exactly do you say to get the conversation started? What exactly you say depends a great deal on what the situation is. The initiation or invitation to the conversation can set the tone and tip the other person off to what is coming.

If you are going to be breaking really bad news to someone, you may want to give them a sense of that so they have an opportunity to prepare themselves. In this situation, you might want to say something along the lines of, "I have something difficult to talk to you about. Would you please sit down with me?"

On the other hand, you may be addressing a small issue before it gets bigger. In this situation, you can set the other person at ease by saying, "Hey, I've got something that's been upsetting me and I was hoping you could help me out with it."

As you proceed with the discussion, be sure to take ownership of your part in any problem. Using "I" statements can be a good way to structure your messages to communicate how you experience the prob-

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Social Media and You

By Joe Bodary

Social media is very popular today. Facebook and Twitter, to name just a couple, can be fun at times and helps keep you in the loop—even if you don’t want to know! As a postal employee and, es-

pecially, a postal leader, there are rules regarding the use of social media at work *and* at home.

Most people think that if they are not on the clock, they can say whatever they want. Not true!

According to *ELM* 363.6, “The Postal Service is responsible for en-

suring that the public has access to accurate and trustworthy information regarding the Postal Service and the services it provides.” Therefore, the agency can be held liable, even if the person or persons



‘Drive for 5’ Contributors

Continued from page 24

Olson, Chad	SD	Branch 946
Weber, Camron	SD	Branch 946
Aaron, Donna	TN	Branch 97
Blakely, Kathy	TN	Branch 41
Bowen, Randy	TN	Branch 97
Brooks, Lamarcus	TN	Branch 41
Cattron, Patricia	TN	Branch 555
Green, Shri	TN	Branch 41
McMurry, Robert	TN	Branch 165
Mitchell, Denise	TN	Branch 41
Proctor, Kevin	TN	Branch 32
Shelburne, Sarah	TN	Branch 32
Barcenez, Mary	TX	Branch 103
Barnes, Marilyn	TX	Branch 86
Clark Jr., Bobby	TX	Branch 124
Cooper, Karen	TX	Branch 124
Davis, Pamela	TX	Branch 122
Elizondo Jr., Jaime	TX	Branch 122
Foster, Debra	TX	Branch 9
Garcia, Mario	TX	Branch 288
Hammock, Alessandra	TX	Branch 86
High, Gwendolyn	TX	Branch 86
Hill, Earnest	TX	Branch 122
Howard, Marsha	TX	Branch 9
Jones, Charleen	TX	Branch 122
Lomba, John	TX	Branch 103
Longoria, Richard	TX	Branch 229
Lyons, Lisa	TX	Branch 428
Miller, Ovetta	TX	Branch 9
Nettles, Mark	TX	Branch 9
Richardson, Elizabeth	TX	Branch 86
Scott, Michael	TX	Branch 589
Slaughter, Donna	TX	Branch 229

Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Brown, Lorraine	VA	Branch 98
Butler, Phillip	VA	Branch 98
Cox, Lloyd	VA	Branch 526
Garrett, Donald	VA	Branch 98
Green Jr., Richard	VA	Branch 98
Hale, Donna	VA	Branch 526
Hartsel Jr., Robert	VA	Branch 22
Holley, Deborah	VA	Branch 526
Hubbard, Jim	VA	Branch 22
Jacobs, Charles	VA	Branch 132
Mott III, George	VA	Branch 132
White Jr., William	VA	Branch 526
Gruetzmacher, Bjoern	WA	Branch 061
Haslett, James	WA	Branch 31
Howe, Steven	WA	Branch 61
Johnson, Stanley	WA	Branch 60
McCracken, Cindy	WA	Branch 61
Patterson, La Tanya	WA	Branch 61
Reedy, James	WA	Branch 61
Roberts, Charles	WA	Branch 31
Taylor, Georgia	WA	Branch 31
Ware, Michael	WA	Branch 61
Williams, Arthur	WA	Branch 61
Abrams, Darlene	WI	Branch 72
Burdick, James	WI	Branch 213
Canada, Pamela	WI	Branch 72
Helleckson, Randy	WI	Branch 213
Knepfel, Kim	WI	Branch 549
Sederholm Marti, Susan	WI	Branch 72
Simmons, Brandi	WI	Branch 213
Sprewer, Victoria	WI	Branch 72
Baldwin, Craig	WV	Branch 212
McComas, Christina	WV	Branch 212

posting are not in an official capacity.

Most importantly, ELM 363.62a stipulates: "Do not use social media to speak for or act on behalf of the Postal Service or suggest that you have authority to do so. You may disclose your official title or position in the biographical section of your social media account." This alone does not create the impression that you have the authority to speak on behalf of the Postal Service.

According to ELM 363.62b: "Harassment, bullying, discrimination or retaliation on social media between co-workers or employees who identify themselves as Postal Service employees that would be impermissible in the workplace is not permissible online, even if it is done after hours, from home and on a personal computer, smartphone, laptop or tablet."

And ELM 363.62c: "Related parties are also subject to the same rules as postal employees." These related parties would be contractors.

Following these rules still will allow you to have fun on social media. However, I always advise everyone that if you see someone post something negative about the Postal Service and you know they are a postal employee—or even someone who isn't—do not engage in the posting. Everyone can see what is being said.

We all like to promote our company; I do, as well. But I usually only share what the Postal Service puts out on social media. If any acquaintances have any questions about any related items or issues, I ask them to contact me privately.

If you have any concerns, refer to ELM 363.6, "Personal Use of Social Media," and have fun!

jbod@aol.com

Joseph K. Bodary is president of Michigan State Branch 925 and postmaster of Lincoln Park.

Why Aren't CCAs Staying?

By **Dionis D. Perez**

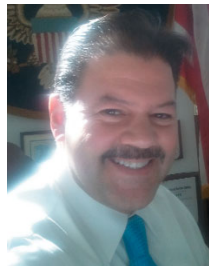
Keeping city carrier assistants (CCAs) is a concern that has been lingering for years, yet it continues to rear its ugly head. It continues throughout many states where the cost of living is expensive.

Naturally, the NALC has input as to what our hiring levels/limits will be during collective bargaining. Besides the obvious question as to why we allow them to dictate how many CCAs we can hire, perhaps someone at Postal Service Headquarters can provide an answer.

We all know the challenges of prime time and providing service while not having a workforce with many CCAs. You and I are answering the frustrated phone calls from customers at 7 p.m., informing them they will receive mail today.

I understand there are many

areas/states that do not have this issue; \$17 an hour in states with lower costs of living is considered to be a decent wage. However, this wage doesn't work well in other places where it's more expensive to live.



EAS employees in the field suffer because they can't meet their NPA retention rates, while paying out overtime and V-time affects their NPA Total Operating Expenses.

The carriers complain after a while because they are beat up and tired of working. Also, not being able to retain CCAs prevents us from earning a PFP payout if we are struggling in other NPA categories.

If you live and work in a state where \$17 an hour and no benefits will keep a CCA gainfully employed, you are fortunate. Otherwise, I feel your pain and so do our customers.

Continued on page 31

Thrift Savings Plan					
Fund	G	F	C	S	I
February 2019	0.20%	(0.06%)	3.21%	4.98%	2.55%
12-month	2.93%	3.32%	4.66%	6.96%	(5.05%)
<small>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.</small>					
Fund	L Income	L 2020	L 2030	L 2040	L 2050
February 2019	0.80%	1.06%	2.00%	2.36%	2.68%
12-month	2.97%	2.76%	2.62%	2.47%	2.34%
<small>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.</small>					
Visit the TSP website at www.tsp.gov					

PERF Offers a Helping Hand



From tornadoes to floods and winter storms, many parts of the nation are experiencing extreme weather. The Postal Service is reminding employees they can turn to the Postal Employees Relief Fund (PERF). The fund helps postal employees and retirees whose homes were significantly damaged by natural disasters or house fires.

PERF is not an emergency relief or immediate needs replacement agency, such as the Federal Emergency Management

Agency (FEMA) or the Red Cross or insurance companies that are paid to replace property. Rather, PERF (part of the Combined Federal Campaign) provides relief grants to help qualifying individuals get re-established after a loss, based on an application process.

You may make a contribution via personal check (a receipt for your tax-deductible donation will be mailed to you). Send your check to: PERF, PO Box 7630, Woodbridge, VA 22195-7630.

Notes

from the National Auxiliary

Thanks for Your SPAC Support

By **Bonita Atkins**

Secretary/Treasurer

On behalf of the National Auxiliary, we would like to thank all the NAPS members and friends who donated their time, energy and all the wonderful raffle items that helped make our efforts for SPAC at the Legislative Training Seminar a success. And to all who purchased tickets, a special “thank you.” Without you, this would not have been a success! We will report in the May issue the total raised for SPAC at LTS.

As you know, LTS officially kicks

off our SPAC contribution season. With all the upcoming state conventions, local meetings, installations, training seminars and more, do not miss the opportunity to collect for SPAC. Let's make 2019 a year to remember.

SPAC helps get NAPS' voice

heard. It's all about you and your continued support. Thanks again to everyone who contributed at LTS and to all those who will promote SPAC efforts in their local and state functions.

Lastly, I would like to give another “thank you” because it's never too late to express grati-



It's Time to Pay Auxiliary Dues

Local and state branches, now is the time to pay your National Auxiliary dues. Please submit your payments to Bonita R. Atkins, Secretary/Treasurer, PO Box 80181, Baton Rouge, LA 70898.

Make your check or money order payable to **National Auxiliary to NAPS**. If you need remittance forms, please email latkins326@aol.com or call (225) 933-9190 and forms will be mailed to you.

tude. Thanks to the Auxiliary members for electing me secretary/treasurer; this is the first time we have combined the secretary and treasurer positions into one. I will give my very best to this organization; I hope to make you proud!

latkins326@aol.com

Difficult Conversations Made Easier

Continued from page 27

blem and what you would like to be different going forward. You also want to give the other person time to respond. Remember: You have had the chance to think and plan for this conversation; the other person likely did not.

The other person may offer reasons that explain the behavior you have found problematic. This is where compassion and being flexible about solutions can be really helpful in strengthening trust and solving the problem. Offer ideas you have for solving the problem and be open to suggestions from the other person. Planning for a follow-up conversation to see how both people are feeling about the solution and making any necessary adjustments

can help both with maintaining any changes in behavior and trust.

All of this planning is meant to help you feel calmer and more confident about engaging in difficult conversations. Despite how carefully you plan, the other person may not react in a positive or calm way. Do your best to stay calm and, if possible, offer the other person a break or opportunity to revisit the issue at another time. Given a little time to process what was said, the other person may be able to come back to the conversation in a better state of mind for problem-solving.

If you want more information or to be able to discuss your thoughts and ideas about difficult conversations, EAP coaching or consultation may be just what you are looking for. Give us a call at 1-800-327-4968 (TTY: 877-492-7341).

Thoughts from the NAPS Branches

Continued from page 29

What's my solution?

- Increase locality pay to \$20/hour to retain CCAs.
- Allow CCAs to earn time in service while being a CCA.
- Provide at least some level of basic, single-person health benefit.
- Have a longer probation period of one year, with a signed commitment to work a full year.
- Provide a minimum of six days of training.

elcubano59@aol.com

Dioenis D. Perez is Long Island, NY, Branch 202 vice president and postmaster of Syosset.

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