

the Postal Supervisor

April 2020

THE NATIONAL ASSOCIATION OF POSTAL SUPERVISORS
VINCENT A. PALLADINO BUILDING

NAPS Headquarters Building Dedicated in Honor of the Late President Vincent Palladino

page 8



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. ©2020

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

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



Objective

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

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

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

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On the cover: Family, friends and colleagues were present at the dedication ceremony to name the NAPS Headquarters Building in honor of the late President Vince Palladino. From left—NAPS Northeast Region Vice President Tommy Roma, Secretary/Treasurer Chuck Mulidore, former USPS Chief Human Resources Officer Tony Vegliante, son-in-law John Delissio, Postmaster General Megan Brennan, daughter Regina Delissio, NAPS President Brian Wagner, Southern Region Vice President Tim Ford, daughter Marylou Palladino, NAPS New York Area Vice President Jimmy Warden, daughter Rene Cox, son-in-law Jim Cox, daughter-in-law Bridget Palladino, son Anthony Palladino and former Postmaster General Jack Potter.

‘Deep in the Heart of NAPS— Texas Style!’

As you know, 2020 is a leap year. Therefore, I hope you leap into action and start making plans to attend our 67th National Convention this coming August. Our theme is “Deep in the Heart of NAPS—Texas Style!”

They say everything is bigger in Texas. Therefore, NAPS Headquarters and our Host Branch Committee are making big plans for delegates and guests who plan to mosey on down to Grapevine, TX, Aug. 17-21, to attend the national convention at the Gaylord Texan Resort. Here’s the scoop!



Brian J. Wagner
President

Register early for the 67th National Convention. Registration is only available online at www.naps.org. The fee is \$250 per person until July 10; from July 11 to July 24, it’s \$325. Don’t get roped into procrastinating. Even though you

had one extra day this year—Feb. 29—national convention registration still closes at midnight on July 24; there is no on-site registration.

Your registration will be confirmed via an email convention receipt. If you do not receive a receipt, it means you are not registered. Please contact NAPS Headquarters if you are having difficulty registering yourself, members of your branch or guests.

Make your room reservation to stay at our national convention host hotel—the Gaylord Texan Resort—via www.naps.org, as well. Besides enjoying this big, beautiful, bodacious venue, registered guests at the Gaylord Texan Resort will enjoy beautiful sleeping rooms and a welcoming, Texas-style atmosphere. Lest I forget, NAPS has partnered with the Gaylord Texan to ensure its delegates staying at the resort will have their self-parking and resort fees waived.

The Texas hospitality gets even bigger and better. Gaylord Texan guests also receive complimentary access to the resort’s pool and Lazy River waterpark—Paradise Springs—with complimentary shuttle service to

and from the waterpark. You can catch the Grapevine Visitors Shuttle at the Gaylord Texan Resort daily.

The shuttle takes passengers to restaurants, various shopping venues, Grapevine Mills Mall, historic downtown Grapevine and other attractions throughout the day, seven days a week, via a fixed route. There are reasonably priced day passes for individuals and families. Passes may be purchased onboard the shuttle. Now those are some *big* Texas deals!

All fully paid convention registrants will receive a souvenir convention pin, convention bag and a convention *One Book*. Full registration also includes access to all NAPS convention functions and scheduled meals. NAPS has taken a big leap forward this year to ensure family members and guests who do not purchase a full convention registration still can participate in convention activities and meals.

New at this year’s national convention is NAPS’ Meal Plan badge. Delegates may purchase a Meal Plan for a spouse, significant other, child or guest. The Meal Plan provides access via a ticket to the Host Branch’s Sunday welcome event; breakfast buffets on Monday, Tuesday, Thursday and Friday; and Monday night’s Delegates’ Reception at the Glass Cactus Nightclub. Friday night’s Grand Banquet is *not included* in the Meal Plan badge.

I provided detailed information about this new Meal Plan badge and the option to purchase extra Grand Banquet tickets in my column in the February *Postal Supervisor*.

Our 2020 National Convention will begin 9 a.m. sharp on Monday, Aug. 17, with an opening ceremony for all attendees. Convention business ends Friday afternoon, Aug. 21, after the 2020-2022 NAPS Executive Board is sworn in. Our convention officially concludes after Friday night’s Grand Banquet.

Hold on there, pardner! Don’t leap to conclusions that the 2020 National Convention will be all business and no fun. NAPS and the Host Branch Committee have plenty of fun—Texas style—planned throughout

Continued on page 16

What's So Unreasonable?

From time to time, we hear from members about issues concerning the denial of rights afforded to all (well, mostly all) employees under the federal guidelines of the Family and Medical Leave Act (FMLA) and the Americans with Disabilities Act (ADA) as they apply to reasonable accommodations.



Ivan D. Butts
Executive Vice President

What is so unreasonable about leadership following federal law? Why do some leaders feel obligated to violate the rights of EAS employees who are eligible for protections under various federal laws? Are they saying that being held to a “higher standard” means your rights under federal law can be blatantly violated?

The ADA lists the following types of accommodations as generally considered reasonable:

- Change job tasks.
- Provide reserved parking.
- Improve accessibility in a work area.
- Change the presentation of tests and training materials.
- Provide or adjust a product, equipment or software.
- Allow a flexible work schedule.
- Provide an aid or a service to increase access.
- Reassign to a vacant position.

Of course, it's up to the employee to provide the necessary medical documentation to support such accommodations. But provided to whom? While there is legitimate concern regarding giving medical information to a supervisor or manager, the ADA offers clear guidance on the issue. Can an employer ask an individual for documentation when the individual requests reasonable accommodation?

Yes. When the disability and/or the need for accommodation is not obvious, the employer may ask the individual for “reasonable” documentation about their disability and functional limitations. The employer is entitled to know the individual has a covered disability for which they need reasonable accommodation.

“Reasonable” documentation means the employer may require only the documentation needed to establish a person has an ADA disability and that the disability necessitates a reasonable accommodation.

When discussing a specific cause, a USPS manager

asked me, “Why did the EAS employee—who had an obvious need for a reasonable accommodation—not request a district Reasonable Accommodations Committee meeting?” I pointed out to him that *Handbook EL 307*, Section 212, Requesting an Accommodation, reads:

“The Postal Service activates the reasonable accommodation process whenever the following occurs:

- An employee or applicant, or someone acting on behalf of the employee or applicant, makes an oral or written request for reasonable accommodation.
- A manager or supervisor observes the following:
 - An employee with a known physical or mental disability having difficulty performing the essential functions of his or her job.
 - An employee otherwise experiencing workplace problems because of that disability.
- A manager or supervisor reasonably believes that an employee with a known disability may need an accommodation and the disability prevents the employee from requesting reasonable accommodation.”

In this case, OIG documentation noted that witnesses gave statements that calls were made to management concerning the obvious needs of the employee.

We also receive regular calls from EAS employees stating USPS leaders are changing documented requests for leave qualified for protection under the FMLA from a designated leave category to leave without pay (LWOP). I find it amazing that USPS leaders would commit these violations of federal law when the USPS *ELM 515.42* clearly reads:

515.42 Leave Type

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

I do not know if FMLA violations alleged by USPS management in either case I referenced went against the USPS or against the person claimed to have committed the violation. However, supervisors can be sued individually for violations of the FMLA. We recently saw a ruling for violations of the ADA concerning reasonable accommodation—see <https://naps.org/External-Resources>; go to “Other Links of Interest” and click on “Reasonable Accommodation.”

In solidarity ...

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The Cost of Doing Business?

Recently, the Office of Inspector General (OIG) published an audit report entitled, “Effectiveness of the Postal Service’s Efforts to Reduce Non-Career Employee Turnover.” I encourage all EAS employees to read this report. It’s posted on the NAPS website if you have not yet read it.

Here is some background information from the report:

“This report presents the results of our self-initiated audit of the effectiveness of the U.S. Postal Service’s efforts to reduce non-career employee turnover. The Postal Service hires non-career employees to supplement its regular workforce and reduce staffing costs. ... Our objective was to assess the Postal Service’s effectiveness in reducing non-career employee turnover and evaluate underlying reasons for non-career employee turnover.”



Chuck Mulidore
Secretary/Treasurer

As EAS employees overseeing the operations of the Postal Service, we know a focus of the agency has been to reduce employee costs by using these supplemental, non-career employees in strategic mail delivery, processing and retail functions. Obviously, controlling the level of non-career employee turnover would result in significant savings to the Postal Service.

Unfortunately, the USPS so far has not been able to develop a comprehensive strategy to address this issue. According to the report: “Although annual turnover decreased from 42.8% in FY 2016 to 38.5% in FY 2019, it still exceeded the NPA goal of 34.8% in FY 2016 and 34.08% in FY 2019. Also, the FY 2019 turnover rate exceeded the FYs 2017 and 2018 rates.”

Let me put this another way. The Postal Service sets an NPA target of 34.8% for annual non-career employee turnover, yet cannot meet that goal. The turnover rate *increased* in FY 2019 from the previous two fiscal years!

The OIG report further states: “To meet the FYs 2018 and 2019 34.08% NPA non-career employee turnover goals, the Postal Service would have had to retain almost 3,000 more non-career employees in FY 2018 and almost 5,900 more non-career employees in FY 2019. We calculated this would have reduced the cost of onboarding and training by about \$4.1 million in FY 2018 and about \$9.6 million in FY 2019 based on management’s estimate of total onboarding and training costs.”

So, in other words, had the Postal Service met its

own established goal of just over 34% of its non-career employees leaving after an average of only 81 days on the job, per the OIG’s findings, there would have been nearly a \$14 million savings just in onboarding and training costs for fiscal years 2018 and 2019. You probably are wondering what the Postal Service’s response was to not meeting these goals and attempting to reduce this cost. But I’m sure you know the answer.

The report continues: “Also, non-career employee turnover could be improved if HR-HQ management developed a single, comprehensive strategic plan for recruiting, hiring and retaining non-career employees. Because HR-HQ management did not develop a single, comprehensive national strategic plan for recruiting, hiring and retaining non-career employees of all four crafts, districts developed local strategies to help reduce non-career employee turnover.”

Thus, in the absence of a national strategy to develop a recruiting, hiring and retaining plan for non-career employees, many local districts developed something on their own, which, of course, led to unevenness across the country in how these strategies are implemented. And it did little to alleviate the national issue of the costs from non-career employee turnover.

You might have thought that, perhaps with this issue so important it appears on your NPA scorecard, the USPS would have measured the costs associated with the high levels of non-career employee turnover. But, while the agency estimates it saved about \$8 billion in labor costs from FYs 2016 to 2019 by employing non-career employees, “they did not measure the cost savings associated with the NPA non-career employee turnover performance. Measuring the potential cost savings associated with reducing non-career employee turnover would help ensure management focuses on improvement.”

Unbelievably, the USPS claims to know the cost savings of using non-career employees, yet never has bothered to measure all the associated cost savings by improving non-career employee turnover performance. This only can lead me to the conclusion that reducing these costs is not a serious issue for senior postal leadership. It is, however, a cost associated to you as an EAS employee on your NPA scorecard.

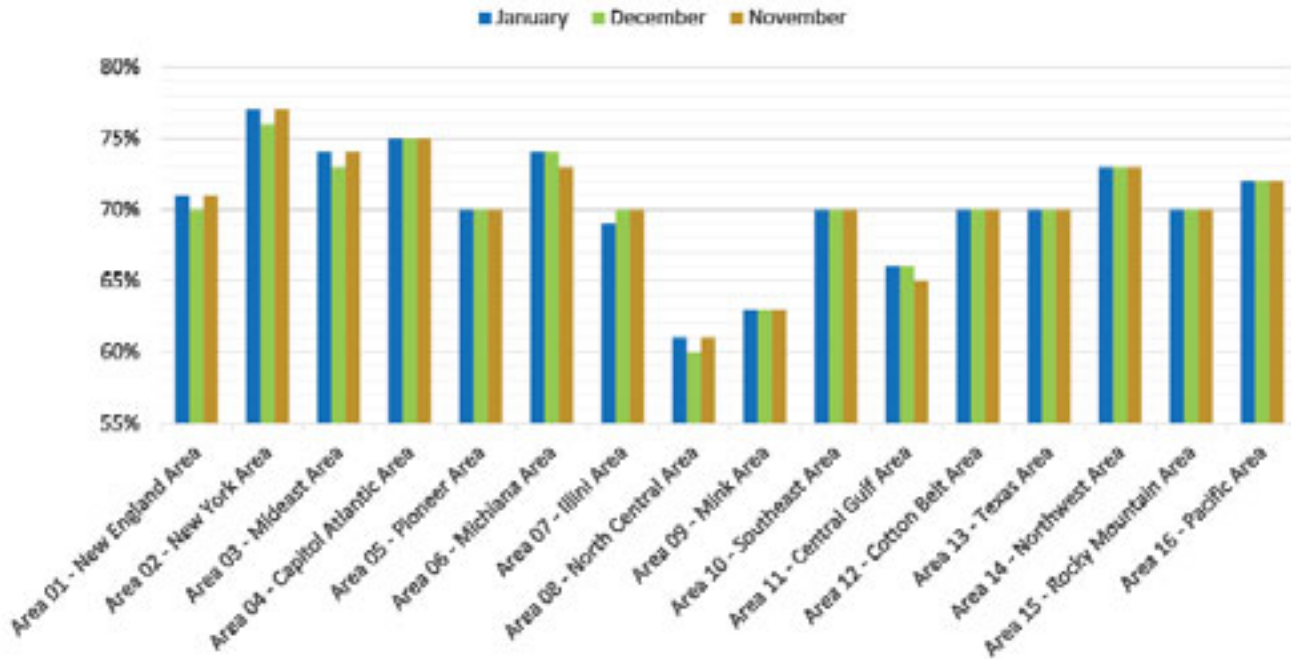
Perhaps the Postal Service believes that a non-career employee turnover rate of over 38% is an acceptable cost of doing business. If so, then no wonder business is suffering.

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National Association of Postal Supervisors Membership Report

January 2020

3 Month Member Percentage by Area



Regular Member Totals By Area	January 2020	December 2019	November 2019
Area 01 - New England Area	71%	70%	71%
Area 02 - New York Area	77%	76%	77%
Area 03 - Mideast Area	74%	73%	74%
Area 04 - Capitol Atlantic Area	75%	75%	75%
Area 05 - Pioneer Area	70%	70%	70%
Area 06 - Michiana Area	74%	74%	73%
Area 07 - Illini Area	69%	70%	70%
Area 08 - North Central Area	61%	60%	61%
Area 09 - Mink Area	63%	63%	63%
Area 10 - Southeast Area	70%	70%	70%
Area 11 - Central Gulf Area	66%	66%	65%
Area 12 - Cotton Belt Area	70%	70%	70%
Area 13 - Texas Area	70%	70%	70%
Area 14 - Northwest Area	73%	73%	73%
Area 15 - Rocky Mountain Area	70%	70%	70%
Area 16 - Pacific Area	72%	72%	72%
Total Regular Member %	71%	71%	71%
Total Regular Members	26,248	26,130	26,456
NonMember Totals	January 2020	December 2019	November 2019
Total NonMembers	10,475	10,545	10,517
Total NonMember %	29%	29%	29%

National Association of Postal Supervisors

Vince Palladino Memorial Student Scholarships

Deadline: June 26, 2020

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

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

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



Applications must be received no later than June 26, 2020. Online applications only will be accepted using the NAPS website. Please go to www.naps.org under the “Members” tab to apply for the **Vince Palladino Memorial Student Scholarship**, or go to <https://naps.org/Members-Scholarship-2>.

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the September/October 2020 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 2020. Scholarships may be used to pay expenses in the student’s current or following semester.

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

NAPS Honors the Legacy of



Vince

THE NATIONAL ASSOCIATION OF POSTAL SUPERVISORS
VINCENT A. PALLADINO BUILDING



the Late NAPS President Palladino

By Karen Young, NAPS editor

Photos by Dave Scavone



Wednesday morning, March 11, NAPS national officers, members in town for the Legislative Training Seminar and a group of distinguished guests, including Postal Service luminaries, gathered at 1727 King St. in Alexandria to dedicate the NAPS Headquarters

Building in honor of the late NAPS President Vince Palladino. He served as president from 1992 to 2004.

The temperature was cool—mid-40s—but the sun was out, with no chance of rain on this auspicious NAPS day. A red drape hung over the front of the building from the second-floor balcony. Secretary/Treasurer Chuck Mulidore welcomed everyone to the ceremony. “We have to thank Vinny for this sunny morning,” he declared. Mulidore introduced Jim Stokes, president of STOLADI Property Group, which manages the building.

Stokes said it was an honor for him to be part of the ceremony honoring his former mentor. Vince Palladino was instrumental in purchasing the



Secretary/Treasurer Chuck Mulidore welcomed everyone to the dedication ceremony.

Standing, from left: MINK Area VP Bart Green, Capitol-Atlantic Area VP Troy Griffin, Michiana Area VP Kevin Trayer, Central Gulf Area VP Cornel Rowel, New York Area VP Jimmy Warden, Illini Area VP Luz Moreno, Mideast Area VP Tony Dallojacono, former PMG Jack Potter, Northwest Area VP Cindy McCracken, PMG Megan Brennan, North Central Area VP Dan Mooney, President Brian Wagner, Texas Area VP Jaime Elizondo, Secretary/Treasurer Chuck Mulidore, Eastern Region VP Richard Green, Pacific Area VP Chuck Lum, Southern Region VP Tim Ford and New England Area VP Lisa Douglas. Sitting: Western Region VP Marilyn Walton, Central Region VP Craig Johnson, Cotton Belt Area VP Shri Green, Pioneer Area VP Tim Needham, Rocky Mountain Area VP Myrna Pashinski and Northeast Region VP Tommy Roma.

THE NATIONAL ASSOC VINCENT A



The front of the NAPS Headquarters Building was covered with a red drape in preparation for the unveiling.

Southern Region Vice President Tim Ford gave the invocation.

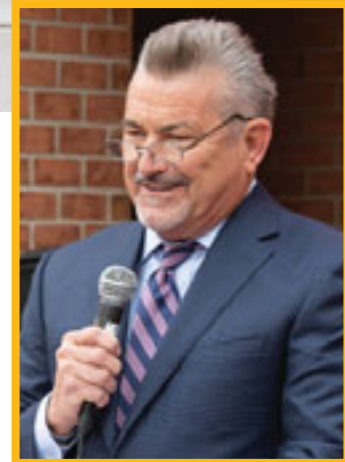


property in 1994. STOLADI was a new management company; the NAPS building was only their second client.

“Vince was larger than life and an inspiration,” Stokes said. “I’m so excited to have the building named after my hero.”

NAPS Northeast Region Vice President

Tommy Roma recounted that, in 2000 when he was elected regional vice president, the late Andy Sozzi, then New York Area vice president, told Roma he had to get the NAPS Headquarters building named after Palladino. The years went by. Then, at the fall 2019 Executive Board meeting, Multi-



Jim Stokes

New York Area Vice President Jimmy Warden led the Pledge of Allegiance.



ASSOCIATION OF POSTAL SUPERVISORS PALLADINO BUILDING



Northeast Region Vice President Tommy Roma

dore made the motion to name the building after the late president. The motion passed unanimously.

“My dream has become a reality,” Roma declared. “I want to thank my NAPS family for bestowing this honor on my friend.”

NAPS President Brian Wagner thanked the attendees on behalf of the Executive Board and the 27,000-plus NAPS members for being there to honor Vince. “Our building symbolizes NAPS’ solid commitment to its members,” he said. “Vince’s presidency had a solid foundation; he instilled confidence and hope and worked for the betterment of our members.”

Wagner referred to Palladino’s vision to buy the building. “Vince was well-respected and an influential leader to all of us,” Wagner stressed. “His spirit resonates today in this building and throughout our membership.”

Former Postmaster General Jack Potter, who held the position from 2001 to 2010, said this day was a celebration of Vince’s life. “How dedicated he was to all of you,” he told NAPS members in the audience. “He was great to work with; he understood it took a balance. But he could be very stubborn in representing you!”

President Brian Wagner



Former Postmaster General Jack Potter



Postmaster General Megan Brennan

with her fellow siblings. “We miss our father every day,” she declared. “But the invitation to

come to this ceremony makes it sweeter; we are happy to be here.” She thanked the NAPS Executive Board, with a special nod to Tommy Roma, for acknowledging their father and keeping his memory and legacy alive in NAPS.

“Our father recognized this building’s potential,” she affirmed. “Getting the funds was a challenge and he was very proud of it. We are humbly honored, as he would be.”

Then, the red drape was dropped and the building’s new name was unveiled: The National Association of Postal Supervisors Vincent A. Palladino Building.



Marylou Palladino

The National Association of Postal Supervisors Vincent A. Palladino Building.

“He was so challenged on 9/11,” Potter recounted. “He was concerned for his own family, as well as his postal family. But he was there at work looking out for his postal family.”

Wagner introduced Postmaster General Megan Brennan, commenting it spoke volumes about Palladino’s legacy to have such a prestigious group at the dedication ceremony.

Brennan said she was honored to be at the ceremony representing the Postal Service. “I thank Vince for his passion about the Postal Service and NAPS,” she said. “He was a fierce advocate for supervisors, but a consummate professional. This is a fitting tribute.”

The PMG urged NAPS members to continue advocating for a Postal Service that matters to the American public.

Wagner introduced Marylou Palladino, who was there

The red drape was dropped to display the new lettering on the front of NAPS Headquarters.



In Memoriam

NAPS is saddened to report the death of former Pioneer Area Vice President Roger Kennedy on Feb. 23. He was appointed vice president in April 1991 by then-President Rubin Handelman when Bud Burkart was promoted to Eastern Region vice president. Roger proudly served NAPS and the Pioneer Area members until the 1998 National Convention in New Orleans. He retired from the Postal Service as manager of the South Charleston, SC, Post Office. Condolences may be sent to the Kennedy Family, 1018 Garnas Ln., South Charleston, SC 25309-2514.



NAPS extends its sympathy to Director of Legislative & Political Affairs Bob Levi whose father, Fred Levi, died Feb. 17. Fred was a 30-year Postal Service employee; Rubin Handelman was his first and favorite supervisor. Condolences may be sent to Bob and Susan Levi, 520 Lamberton Dr., Silver Spring, MD 20902.

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New Staff Member at NAPS Headquarters

Rebekah Leo was hired Feb. 10 as President Brian Wagner's executive administrative assistant. Besides her executive administrative assistant duties, additional responsibilities include NAPS' social and website updates, managing and coordinating general office duties, membership backup, helping with LTS and supporting Wagner in coordinating the national convention, among others.

Please welcome Rebekah to the NAPS family. Her email address is naps.rr@naps.org.



This year's first two President's Ultimate SPAC contributors are Long Island, NY, Branch 202 President Tom Barone (first) and former Eastern Region Vice President Dotty Wileman (second).

The NAPS resident officers saluted both recipients. From left: NAPS Secretary/Treasurer Chuck Mulidore, Branch 202 President Tom Barone, NAPS President Brian Wagner and Executive Vice President Ivan D. Butts.



Dotty Wileman, this year's second President's Ultimate SPAC contributor, made her contribution in memory of Ann Konish—former NAPS Executive Board member and continuous top SPAC contributor. From left: NAPS Secretary/Treasurer Chuck Mulidore, former Eastern Region Vice President Dotty Wileman, NAPS President Brian Wagner and Executive Vice President Ivan D. Butts.



NAPS Secretary/Treasurer Chuck Mulidore swore in the newly elected officers of Miami Branch 146 at the February branch meeting. From left: Michael Murphy, plant vice president; Patricia Guyton, sergeant-at-arms; Ann Strickland, treasurer; Carolyn Williams, secretary; Mulidore, Michael LeCounte, president; Tayloria McPhee-Johnson, scribe; Ken Franz, plant vice president; Bernice Scriven, sergeant-at-arms; Patricia Nolan, executive vice president; Linda Scott, South Area vice president; and Abel Ortiz, North Area vice president; seated, Joan Meadors, parliamentarian.

Executive Vice President Ivan D. Butts presented retiring Branch 538 and New Jersey State Branch 933 President Jose Santiago a certificate of appreciation. His fellow NAPS members helped celebrate the occasion.



On Jan. 19, Dan Rendleman (right), former Illini Area vice president and Heart of Illinois Branch 255 immediate past president, installed the branch's 2020-2022 officers. From left: Michael Winters, legislative rep; Aaron Ruebling, president; Dawn Hagan, executive vice president; Susan Patten, treasurer; Charlotte Cohoon, vice president II; Priscilla Bryant, vice president III; and Linda Wilson, secretary.

Portland, OR, Branch 66 President Aric Skjelstad (lower right) at the NSP training for new EAS employees in Portland.



Miami Branch 146 President Michael LeCounte and Clearwater, FL, Branch 386 member Jim McHugh were recognized at a February training seminar for being President's Ultimate SPAC (\$1,000+) contributors in 2019. From left: Southeast Area Vice President Bob Quinlan, LeCounte, McHugh, Southern Region Vice President Tim Ford and Executive Vice President Ivan D. Butts.



NAPS Executive Vice President Ivan D. Butts and National Postal Mail Handlers Union President Paul V. Hogrogian (left) hosted a legislative breakfast for House Oversight and Reform Committee Chair Carol Maloney (D-NY).



NAPS Secretary/Treasurer Chuck Mulidore and Mideast Area Vice President Tony Dallojacono spoke with the New Jersey State Branch 933 board regarding local, area and national issues of concern. From left: Roberta Hoag, Chuck Mulidore, Tony Dallojacono, George Barrett, Russell Carmody, Branch 933 President Jon Kofsky, Gary Rutter and Sal Grasso.



New York City Branch 100 celebrated its 102nd annual dinner dance on Feb. 23. It was an exciting day of networking with over 330 attendees. Branch 100 President Tom Hughes (left) and officers thanked honored guests NAPS President Brian Wagner, Executive Vice President Ivan D. Butts, National Auxiliary Executive Vice President Laurie Butts, Secretary/Treasurer Chuck Mulidore, Northeast Region Vice President Tommy Roma, New York Area Vice President Jimmy Warden, Mideast Area Vice President Tommy Dallojacono, former Eastern Region Vice President Dotty Wileman, former Mideast Area Vice President Hans Aglidian, NALC Branch 36 President Charlie Heege and Branch 36 officers, former UPMA Co-President Sean Acord and his wife Kristi, Bruce Nicholson, USPS Labor Relations Policy Administration, and his wife Marina, former USPS Labor Relations & Policy Administration Manager John Cavallo, Westchester District Manager Elvin Mercado, Bronx Postmaster Scott Farrar, as well as all the NAPS branches who have supported Branch 100 in making this yearly event memorable.



At the Branch 100 dinner dance, scholarships were awarded to the children of Branch 100 members who will be attending college this fall. From left: Branch 100 President Tom Hughes; Allen Tanko, New York District marketing manager and his daughter Christine; Einer Arevalo, Church Street Station Customer Service supervisor, his son Matthew and wife; Gary Manglacena from M3Technologies, which sponsors the scholarships; Yuvraj Mallick and his mother Bhavna Suri-Mallick, Morgan P&DC Distribution Operations supervisor; and Kai Huie and her mother and father, former Maintenance manager. Congratulations to these students and their families; NAPS wishes them the best in their endeavors.

NAPS President Brian J. Wagner and Director of Legislative & Political Affairs Bob Levi attended an event on Feb. 27 for Rep. Mike Bost (R-IL). Bost is a strong supporter of NAPS and the Postal Service. Also attending the reception were Illinois Republican lawmakers Reps. Rodney Davis, John Shimkus and Darin LaHood. Wagner had the opportunity to speak one-on-one with LaHood, his congressman.



Rep. Mike Bost (R-IL) and NAPS President Brian Wagner



NAPS President Brian Wagner and Rep. Darin LaHood (R-IL)

Correction: In the list of Louis M. Atkins Scholarship winners in the March "NAPS of Note," Central Region winner Emily Wilson is the granddaughter of Linda Wilson, a member of Heart of Illinois Branch 255. Also, each of the five scholarship winners received a \$1,000 scholarship.

'Deep in the Heart of NAPS—Texas Style!'

Continued from page 3

our convention week.

First, the Host Branch Committee will be coordinating two events. The first is the NAPS Golf Tournament Sunday morning, Aug. 16. See page 23 of this issue for information on the golf tournament and the registration form. The other event is the Host Branch's Delegates' Welcome Reception on Sunday evening, Aug. 16. The reception will include light snacks, a cash bar and entertainment.

Second, this is not our first rodeo coordinating delegate activities after our opening day of official NAPS business. On Monday, Aug. 17, NAPS has reserved the Glass Cactus Nightclub exclusively for our Delegates' Reception. The nightclub is in walking distance from the Gaylord Texan property, so mosey on down.

For those who prefer to ride high in the shuttle, the Gaylord Texan Resort will provide a complimentary shuttle to and from the Glass Cactus. Monday night will be a kick'n' good time of dancing, fun, food and, of course, NAPS fellowship.

Third, to carry on the tradition, Wednesday, Aug. 19, is our free day;

no official NAPS business will be conducted. With the help of the Host Branch Committee, delegates and guests who want to experience Dallas/Fort Worth/Grapevine/Waco hospitality will be able to choose from a variety of scenic Texas tours. Once tour activities are confirmed, they will be published in future issues of *The Postal Supervisor*.

Fourth, after a busy convention week, we will celebrate on Friday evening, Aug. 21, the completion of another successful national convention with a bodacious Grand Banquet. Although the grand banquet is formal, you still can have a boot-scootin' great Texas time enjoying more NAPS fellowship with old and new friends. And for those NAPS cowboys and cowgirls who are so inclined, there will be music and dancing after the Grand Banquet.

Another change this year is the First-Timers' & Delegates' Orientation. Sunday is a busy travel day for the majority of attendees; many arrive after the orientation session. Therefore, during Monday afternoon's business session, after the Credentials & Registration Committee's report, we will conduct the First-Timers' & Delegates' Orientation. This will provide

an opportunity for all our delegates to hear from Dr. Bruce Bishop, NAPS' national parliamentarian.

The primary objective of this orientation is for our parliamentarian to explain and clarify how the national convention will run in accordance with "Robert's Rules of Order, Newly Revised." Whether an attendee is a first-timer or a seasoned convention delegate, having a fresh look or refresher on parliamentarian procedure can be helpful for everyone. Also, having an orientation for all interested delegates will help move our NAPS business along during the convention.

We have more in store for our convention first-timers! We will have a First-Timers' Meet & Greet with the NAPS Executive Board, National Auxiliary officers and Dr. Bruce Bishop on Sunday evening, Aug. 16, just before the Host Branch's Delegates' Welcome Reception.

It's time for me to hit the trail and let you lasso up a registration for the 2020 National Convention. Now, I'll leap to my April 2020 ice-cream-flavor-of-the-month recommendation: Southern butter pecan.

naps.bw@naps.org

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)



Brian J. Wagner
President
naps.bw@naps.org



Ivan Butts
Executive Vice President
naps.ib@naps.org



Chuck Mulidore
Secretary/Treasurer
naps.cm@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.
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Southern Region (Areas 10, 11, 12 and 13)



Tim Ford
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Western Region (Areas 14, 15 and 16)



Marilyn Walton
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Area Vice Presidents

3—Midwest Area (DE/NJ/PA)



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



Lisa Douglas
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2—New York Area (NY/PR/VI)



James "Jimmy" Warden
137 Evergreen Court, Freehold, NJ 07728-4122 (917) 226-8768 (C) nyareavp@aol.com

6—Michiana Area (IN/MI)



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



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



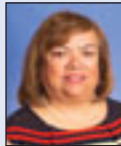
Timothy Needham
PO Box 21, Niles, OH 44446-0021 (330) 550-9960 (C) napspioavp@gmail.com

9—MINK Area (IA/KS/MO/NE)



Richard "Bart" Green
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7—Illini Area (IL)



Luz Moreno
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8—North Central Area (MN/ND/SD/WI)



Dan Mooney
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12—Cotton Belt Area (AR/OK/TN)



Shri L. Green
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10—Southeast Area (FL/GA)



Bob Quinlan
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11—Central Gulf Area (AL/LA/MS)



Cornel Rowel Sr.
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15—Rocky Mountain Area (AZ/CO/NV/NM/UT/WY)



Myrna Pashinski
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13—Texas Area (TX)



Jaime Elizondo Jr.
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14—Northwest Area (AK/ID/MT/OR/WA)



Cindy McCracken
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16—Pacific Area (CA, HI, Guam, American Samoa)



Chuck Lum
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Bob Levi

Director of Legislative & Political Affairs



In late February, my dad, a longtime postal retiree who served 30 years as an employee of the agency, died. Thank you to all the members of my NAPS family who extended con-

dent Ruby Handelman. One of my vivid childhood recollections is walking a picket line with my dad and the family dog 50 years ago during the March 1970 postal strike. At that time, thousands of postal employees, including my dad, placed their livelihood in jeopardy by participating in that

strike. That was a pivotal moment for rank-and-file employees.

No one will

be asking NAPS members or other EAS-level employees to engage in any such action to secure a modicum of fairness in the pay consultation process. Rather, NAPS is requesting

all EAS-level employees to join together in the legislative effort to improve the process by which supervisor and managerial compensation is decided. The NAPS legislative and legal teams have worked with our resident officers and allies on Capitol Hill to develop a reasonable approach to alleviate the dysfunction characterizing the current pay process.

Indeed, NAPS was pleased to engage Rep. Gerry Connolly (D-VA), House Oversight and Reform Subcommittee on Government Operations chairman, and Rep. Mike Bost (R-IL) in crafting bipartisan legislation to address multiple deficiencies plaguing the current pay consultations statute. As currently written, Section 1004 of *Title 39* of the United States Code delays the start of pay talks until the largest postal union completes its prolonged collective bargaining, even if it extends to arbitration. Never mind that the lapsing EAS pay decision will have expired prior to the conclusion of collective bargaining.

In addition, current law emboldens the Postal Service to ignore or reject the findings of an independent fact-finding panel, which last year concluded that the agency actually violated the law. NAPS members only need look at last year's pay decision.

Connolly and Bost recognized the unfairness in the process and worked with NAPS to address its deficiencies. As a result, on March 4, the congressmen introduced H.R. 6085, the "Postal Supervisors and Managers Fairness Act of 2020." If enacted into law, the legislation would require EAS-level employee pay consultations to begin months before expiration of the lapsing pay decision.

EAS employees no longer would be captive to the protracted collec-

NAPS Leads the Way in the Fight for Fairness

dolences. Some of you may recall that in my first *Postal Supervisor* column in December 2018, I mentioned my dad's relationship with his first supervisor—the beloved former NAPS presi-

'Postal Supervisors and Managers Fairness Act' Introduced

On March 4, Rep. Gerry Connolly (D-VA) and Rep. Mike Bost (R-IL) introduced the "Postal Supervisors and Managers Fairness Act," H.R. 6085. The legislation requires a timely start of the consultation process between NAPS and the Postal Service over USPS-proposed changes in pay and benefits for postal supervisors and mid-level employees.

It also provides finality to the decisions and recommendations of a fact-finding panel appointed by the Federal Mediation and Conciliation Service in the event of an impasse between NAPS and the Postal Service over proposed changes to pay and benefits. Approximately 40,000-plus USPS employees in the Executive Administration Schedule (EAS) are covered by the pay consultation process.

"NAPS is grateful to Rep. Connolly, chair of the Oversight and Re-

form Subcommittee on Government Operations, and Rep. Bost for their leadership in making the supervisor pay consultation process more timely and fair," said NAPS President Brian Wagner.

"Our campaign to pass the 'Postal Supervisors and Managers Fairness Act' marks a new era of grassroots advocacy for NAPS," said NAPS Executive Vice President Ivan D. Butts. "This would not have been possible without the help of legislative champions such as Reps. Connolly and Bost. NAPS' advocacy will emphasize to Congress the important role EAS supervisors and managers play in keeping America's mail system moving."

NAPS urges all EAS employees to contact their House member to ask for their co-sponsorship of H.R. 6085.

tive-bargaining timeline. In addition, the bill stipulates that if there was to be an impasse at the conclusion of consultations, the recommendations of the already authorized Federal Mediation and Conciliation Service fact-finding panel would be binding. The USPS no longer would be able to summarily ignore the findings of the independent, expert panel.

The proposed legislation in no way interferes with the pending judicial proceeding between NAPS and the USPS before the District of Columbia Federal Court. The pending NAPS-initiated legal case concerns past violations of the Postal Service. The just-introduced bill would cover future pay talks.

As you can imagine, promoting H.R. 6085 was a dominant theme during NAPS' 2020 Legislative Training Seminar. LTS delegates scoured Capitol Hill to secure co-sponsors and support for this pro-postal supervisor bill. NAPS calls on all EAS-level employees to contact their members of Congress to co-sponsor and support the measure. In this way, we will be able to ensure that upcoming EAS pay talks will be fair and not suffer from the same difficulties as previous ones.

Another matter that commands our attention is the exclusion of the Postal Service from coverage under the new paid parental leave statute that provides a new benefit to most federal employees. The new law, included in a December 2019 Department of Defense authorization bill, provides 12 weeks of paid leave to federal employees on the birth, adoption or fostering of a child. Postal employees currently are covered under the broader Family and Medical Leave Act, which provides

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

Statement of Financial Position (Balance Sheet)—Nov. 30, 2019

Assets:	
Cash and Investments	\$12,809,769.85
Dues Withholding Receivable	438,300.36
Prepaid Expenses and Other Assets	848,004.92
Total Current Assets.	14,096,075.13
Building and Equipment, Net of Accumulated Depreciation	2,809,685.88
Total Assets	\$16,905,761.01

Liabilities and Net Assets:	
Accounts Payable	\$ 225,467.44
Accrued Expenses	181,874.91
Deferred Revenues	21,063.98
Dues to be Remitted to Branches	685,020.34
Total Liabilities.	1,113,426.67
Unrestricted and Designated Net Assets	15,792,334.34
Total Liabilities and Net Assets	\$16,905,761.01

Statement of Activities (Revenues and Expenses)

(For the period Sept. 1, 2019, through Nov. 30, 2019)

Revenues:	
Dues and Assessments	\$ 1,891,473.72
Less: Dues Remitted to Branches	1,273,566.06
Net Dues and Assessment Revenue	617,907.66
NAPS Property, Inc. Net Income Before Depreciation	\$ (11,477.17)
Less Depreciation	(29,975.40)
NAPS Property, Inc. (Net Loss)	(41,452.57)
Advertising Income From <i>Postal Supervisor</i>	5,835.50
Royalties	1,870.53
Training Fees	(5,125.17)
Other	1,171.19
Revenues Before Investment Income	580,207.14
Investment Income	507,976.43
Total Revenues For the Period	1,088,183.57

Expenses:	
National Headquarters	446,831.80
Executive Board	153,118.64
<i>The Postal Supervisor</i>	82,829.02
Legal/Fact Finding/Pay Consultation	106,175.06
Legislative Counsel	4,250.00
Legislative Expenses	5,705.68
Membership	36,193.67
Education and Training	28,196.33
Disciplinary Defense	89,691.95
Total Expenses	952,992.15

Revenues in Excess of Expenses (Change in Net Assets) \$ 135,191.42

Substantially all disclosures required by GAAP are omitted. The financial statements do not include a statement of functional expenses and cash flows. The financial statements do not include the financial position and operations of the SPAC. No assurance is provided on these financial statements.

for unpaid family and medical leave.

One of the rationales for the USPS exclusion from the paid leave is that postal employees benefit from collective bargaining, so the leave can be negotiable. There are three problems with that pseudo-justification: the unions have not negotiated over such leave; there is the precedent of statutory, not negotiated, family and medical leave; and EAS-level employees do not collectively bargain.

With regard to NAPS members, argument for the latter reason is most compelling. It is unfair to hold EAS-level employees captive to a collective-bargaining process in which they cannot participate.

Finally, NAPS continues to aggressively oppose the administration's proposed punitive retirement cuts, as well as ill-considered plans to undermine mail services that were included in the 2021 White House Budget submission to Congress. These proposals would lead to a significant decline in retirement annuities, pay cuts and reduced earnings in the Thrift Savings Plan's G Fund.

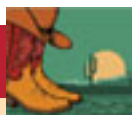
Together, NAPS will lead the way in promoting postal supervisor and manager pay fairness, fighting for postal parental leave equity and opposing cuts to postal pay and benefits.

naps.rl@naps.org

The Postal Supervisor 2020 Production Schedule

Issue	Copy Deadline*	Mails
MAY	MAR 23	APR 21
JUNE	APR 17	MAY 12
JULY	MAY 12	JUNE 9
AUG	JUNE 22	JULY 16
SEPT/OCT	AUG 24	SEPT 22
NOV	SEPT 28	OCT 22
DEC	OCT 23	NOV 17
JAN 21	NOV 23	DEC 22
FEB	JAN 4	JAN 28

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



Important Convention Deadlines

- March 31** Receipt of Self-Nomination Convention Committee Request form

Receipt of Delegate Credential form and paid convention registration for those asking to serve on a convention committee
- May 29** Deadline for all resolutions from states with conventions ending on or before May 24 to be emailed to Executive Vice President Ivan D. Butts
- June 15** Deadline for entries for the Best Website and Newsletter contests
- July 1** Deadline for all other resolutions to be emailed to Executive Vice President Ivan D. Butts

Deadline for emailing deceased members' names to Executive Assistant Rebekah Leo

In Memoriam

In keeping with tradition, NAPS will honor and pay respect to those members who have died since the 2018 National Convention at the upcoming 67th NAPS National Convention, Aug. 17-21, at the Gaylord Texan Resort in Grapevine, TX.

Although our fellow NAPS members no longer are with us to share their thoughts, laughter and genuine NAPS fellowship, we'll always remember their spirit for NAPS and the U.S. Postal Service. They will forever live in our hearts and cherished memories.

Any NAPS branch that had a member die over the past two years since the 2018 National Convention held at Mohegan Sun, please submit their first and last names, along with their respective branch number, to NAPS Headquarters at the email address below. The names will be given to our 2020 Host Branch Committee for the Memorial Service to be held during the convention's Opening Ceremony on Monday morning, Aug. 17.

Please submit deceased members' names to NAPS Executive Assistant Rebekah Leo at NAPS Headquarters at naps.rr@naps.org by July 1. After July 1, names may be submitted to NAPS Editor Karen Young at the national convention for publication in the convention newsletter.



NAPS 67th National Convention
August 17-21, 2020

Gaylord Texan Resort & Convention Center
Grapevine, Texas

2020 National Convention Registration Information

Hotel room block expires July 23 • Convention registration closes July 24

**Register for the 2020 National Convention
online only at www.naps.org**

Registration Fee—\$250

The 2020 National Convention registration fee is \$250 is submitted—online only—on or before July 10. After July 10, the fee is \$325. No national convention registrations or payments will be accepted after July 24.

No on-site registration will be accepted.

Each official registrant will receive a confirmation receipt via email as soon as they register. If you do not receive your confirmation, email napshq@naps.org or call 703-836-9660.

Refund Requests

All refund requests must be submitted in writing via email to napshq@naps.org. Full refund requests must be received at NAPS Headquarters on or before July 17. There is a \$50 cancellation fee for refund requests received between July 18-31. No refund requests will be granted after July 31.

Substitutions

All substitution requests must be submitted in writing to napshq@naps.org no later than July 31. **There will be no on-site substitutions.** If you need assistance with a substitution, call NAPS Headquarter at 703-836-9660.

Hotel Rates and Reservations

Gaylord Texan Resort & Convention Center

1501 Gaylord Trail, Grapevine, TX 76051
877-491-5138

Delegates and guests attending the 2020 National Convention are responsible for making their own lodging reservation directly with the Gaylord Texan Resort & Convention Center. The national convention single/double rate is \$189, plus applicable state and local taxes. The resort fee has been waived. Self-parking is complimentary from Aug. 14-21; applicable only to those staying overnight at the Gaylord Texan.

To make a room reservation online, go to www.naps.org; under the "About Us" drop-down, click on "National Convention." You also may make a reservation by phone by calling 877-491-5138. Use the group code: NAP. Check-in time is 4 p.m.; checkout is 11 a.m.

The room block expires on July 20. Reservations made after that date may be at a higher rate, if available at all.

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



Send Your Entries!

Best Website Competition

The NAPS Best Website Competition again is being conducted in conjunction with the upcoming NAPS national convention at the Gaylord Texan Resort, Grapevine, TX, this August.

A branch wishing to enter the competition must email only its website address to kbalentyoung@gmail.com by **Monday, June 15**, for forwarding to the competition judge.

Points will be awarded for content, design and technical merit, among other contest categories. The two entries receiving the highest overall point totals will be named the competition winners.

At the convention, all branches will be given the point totals of their entries by category, along with any comments the judge may make.

NAPS Newsletter Contest

The NAPS Newsletter Contest also is planned for the national convention. The entry deadline is **Monday, June 15**.

Branches wishing to submit their newsletters may do so in four categories: "Overall Excellence," "Best Layout," "Best By-lined Column/Editorial" and "Best News/Feature Article." Entries must have been published after August 2018.

The entry instructions include:


"Overall Excellence"—Submit three consecutive issues of the newsletter, stapled together as one entry. Staple a Post-it note or similar to identify the judging category, your branch number and the newsletter editor.

"Best Layout"—Submit two issues (not necessarily consecutive ones) of the newsletter, stapled together as one entry. As in the item above, identify the judging category, your branch number and the individual who lays out/designs the newsletter.

"Best Bylined Column/Editorial"—Submit one entry clipped from your newsletter (please do not submit the entire newsletter). The entry must be an original work that carries the byline of the author, who may or may not be the editor, but must be a NAPS member. Identify the judging category and your branch number.

"Best News/Feature Article"—Follow the instructions immediately above.

Please mail—do not email—entries to NAPS Newsletter Contest, c/o Balent-Young Publishing, Inc., PO Box 734, Front Royal, VA 22630, to be received no later than Monday, June 15. Receipt of all entries will be acknowledged; please provide your email address. Winners will be announced at the convention.

ORIGINAL: Present at Convention Mail copy to: NAPS HQ 1727 King St STE 400 Alexandria VA 22314	National Association of Postal Supervisors Delegate Credential 
..... <i>(Print or Type Delegate's Name)</i>	
..... <i>(Delegate's Home Street Address)</i>	
..... <i>(Delegate's Home City, State and Zip+1)</i>	
Check Here if First-Time Delegate <input type="checkbox"/>	USPS EIN #
is a certified member in good standing of	
<i>(Branch Number)</i>	
<i>(Date)</i>	
and has been duly elected to represent that branch at the national convention of the National Association of Postal Supervisors.	
..... <i>Printed Name Branch President or Designee</i> <i>Branch #</i>	
..... <i>Signature of Branch President or Designee</i>	

2020

NAPS Golf Tournament

If you want a great golf experience, join us at Cowboys Golf Club this August at the 2020 National Convention. Etched into the rolling hills of Grapevine, TX, Cowboys Golf Club is distinguished as the first and only NFL-themed golf club in the world. It's also one of the region's only all-inclusive world-class resort golf properties. The Cowboys Golf Club pays tribute to the five-time Super Bowl champion Dallas Cowboys—integrating an historical tour of the accomplishments of the NFL franchise.



The 2020 NAPS Golf Tournament, in conjunction with the National Convention at the Gaylord Texan Resort, will tee off at 9 a.m. Sunday, Aug. 16 at the beautiful Cowboys Golf Club. The tournament golf fee is \$95 until July 15,

and includes breakfast, lunch and food while playing. From July 16 until Aug. 1, the fee is \$125. Also included in the fee are non-alcoholic drinks on and off the course, range balls, golf cart with GPS and other tournament needs. All players must have their own bag and clubs, wear proper golf attire; no metal spikes are allowed. Non-golfers can ride with teams and eat for \$39.95. Registration closes after Aug. 1. The course is approximately five minutes away from the Gaylord Texan Resort; transportation to and from the golf event will be provided by the Host Branch Committee. Participants also may take their own transportation to the tournament. Whatever your skill level or love of golf, you are not a "Lone Star" player when you are golfing, especially with NAPS members and friends.

2020 NAPS Golf Tournament Registration

Registration closes after Aug. 1, 2020

Please print—One registration form per golfer/non-golfer

- Tournament golfer entry fee, postmarked by July 15 is \$95; after July 15, the fee is \$125
- Non-golfer fee \$39.95 (food only)

Name _____ Phone # (include area code) _____

Mailing Address _____

City _____ State _____ ZIP _____

Branch # _____ Non-postal email _____ Golf handicap (if available) _____

You may rent Taylor Made M-6 clubs for \$97. *All players must have a golf bag and clubs to play.* Participants are responsible for contacting the Cowboys Golf Club to rent clubs—(817) 481-7277. Transportation to and from the golf event will be provided by Host Branch Committee. Participants also may take their own transportation.

If you have a golf team or wish to play with a specific player, please indicate that information when mailing entry form(s) and check(s) to the address at right.

For more information or questions about the 2020 NAPS Golf Tournament, contact Bob Bradford, National Convention Host Committee chair, at (972) 264-3717 or email at texasbob49@gmail.com.

NAPS 2020 National Convention Golf Tournament Site
Cowboys Golf Club
1600 Fairway Drive
Grapevine, TX 76051
(817) 481-7277

Make checks payable to NAPS Convention Golf and mail, with registration form(s), to:

NAPS Golf
PO Box 456
Hewitt, TX 76643-0456



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.

Successful 2020 Eastern Region Cabinet Meeting

By **Richard L. Green Jr.**
Eastern Region Vice President

The 2020 Eastern Region Cabinet Meeting was held this year at the Tropicana Resort Hotel in Evansville, IN, over the Martin Luther King Jr. holiday weekend. We had outstanding participation, with over 140 delegates present from across the NAPS Eastern Region.

I personally want to thank Evansville Branch 55 and the entire Kentuckiana State Branch for their great support of this year's event. The hospitality the team provided over the entire weekend was second to none!

We started day one with opening ceremonies, which included welcome messages from the NAPS resident officers, the area vice president and me. We followed with Scott Raymond, USPS Capital Metro Area manager, Operations Support, and Damon Manz, Eastern Area acting manager, Operations Support. They provided updates on peak season performance and NPA performance for each district in their areas of responsibility. Both managers addressed questions and concerns from NAPS members to close out the morning session.

The afternoon session was filled with opportunities to hear from NAPS Executive Board members. First, we heard from Executive Vice President Ivan D. Butts who provided an update on the upcoming Legislative Training Seminar, where we stand on legislation and how the re-

spective NAPS areas are performing on SPAC.

Next, Secretary/Treasurer Chuck Mulidore gave an update on membership and NAPS' strategy to reach out to all nonmembers across the country to grow membership this year. We then heard from Pioneer Area Vice President Tim Needham,



Capitol-Atlantic Area Vice President Troy Griffin and Mideast Area Vice President Tony Dallojacono.

The area vice presidents provided an update on where local branches stand respectively on membership participa-

tion. Our goal in the Eastern Region is 80% membership in each branch in 2020. We ended the day with our banquet. It was great, with dinner, dancing and live entertainment!

Day two was another productive and informative day. President Brian Wagner updated members on the status of the lawsuit filed by NAPS against the USPS regarding EAS pay and other issues. Wagner provided an in-depth look at the process that was thorough and insightful. He also took questions from members.

Keith Reid, one of our DDF provider team members, conducted training on EAS rights and the process of moving a case through the 650 MSPB process. Reid offered insight from a day-to-day, operational-level background in HR, labor and operations as a postal employee. Gina Moore gave us an uplifting day with songs to inspire all members in attendance.

NAPS Executive Board Telecon

Submitted by Secretary/
Treasurer **Chuck Mulidore**

On Feb. 6, 2020, the NAPS Executive Board held a telecon to discuss the vacant New England Area vice president position. In accordance with the NAPS *Constitution & Bylaws*, President Brian Wagner consulted with the state presidents of the New England Area before appointing Lisa Douglas, Hartford, CT, Branch 5 president, as the interim New England Area vice president. This selection was approved unanimously by the NAPS Executive Board.

Jermaine Hamilton discussed customer service from a business perspective that provided members with information they can use in their daily operations at their respective offices and branches. We ended day two with another evening of dancing, food and fellowship!

What a great event! I want to thank all the members, national officers, current and former Executive Board members, Auxiliary members, trainers and vendors who helped make this one of the best Eastern Region Cabinet Meetings we've ever had. A special shout-out to former NAPS President Louis Atkins and his wife Bonita for supporting our event.

I am truly humbled and thankful for the support of everyone in making the Eastern Region Cabinet Meeting an event that continues to get better and better each year. I look forward to seeing everyone in Charleston, SC, in 2021!

rgreen151929@aol.com

Time to See the Big Picture

By **Bart Green**

MINK Area Vice President

Thank goodness I'm a NAPS member! I don't write this article with joy of any kind. By now, most of our members know about the pending lawsuit NAPS filed on behalf of its members. It's in the federal court system, so we have no clue when we will see or hear some resolve to our pending lawsuit. What some may have missed is the fact the United Postmasters and Managers of America (UPMA) slid in and sided with the Postal Service regarding NAPS representing postmasters.

Reading their membership motto (just a portion of it), you see this: "In these uncertain times, it is even more important that you belong to an organization that is working for the rights of all EAS employees and that will keep the needs of all UPMA members at the forefront of its mission." When I read that, I really had to ponder the underlying statement.

Before the merger of the League and NAPUS, I was a member of the League and made many friends in the organization. Then, a few years ago, they decided to merge. Not being as involved in the League, I did my homework and research. I understand why the merger took place; I will leave it at that.

Over the years, I have built friendships and networked throughout the country with *all* EAS employees. On the local level, I have had many discussions with UPMA reps about issues and concerns and about merging everyone. It has been discussed with NAPS Headquarters; I'm

sure those talks have taken place over the years.

We all have the same issues. We all experience the pain of long hours, redundant reporting, telecons, poor treatment from some—not all, but some—higher-level leadership, lack of training, a long-term purpose for our careers. I could go on and on. The one difference I've always argued is the pay portion. The only difference is our pay consultations.



For years, NAPS has tried to advocate for the postmasters they represent. But it's the same thing over and over—we don't represent the postmasters. So, NAPS did something about it and added *Title 39* representation of *all* EAS employees. What did UPMA do? Nothing, besides agreeing with Postal Service Headquarters that NAPS shouldn't represent postmasters.

Now, being a postmaster, that did not sit well with me. The *ELM* states we are entitled to join an organization of our choice. I joined NAPS and stayed with NAPS because I have built a strong foundation and belief for that which NAPS stands. I joined UPMA so I could have a voice in the organization that meets on my behalf for pay and other benefits.

During my time as a UPMA member, I spoke with local, regional and National Office UPMA leaders about issues and concerns we had in the field. But, guess what? I wasn't a Level-18 postmaster, so I represented just a small percentage of their interests. I didn't hold the voice their other member postmasters did because I was a Level-21, then a Level-24.

Being a member during the tenure of two different Executive

Boards, I thought I might see some change. That's not the case. Most of UPMA's emphasis still is Level-18 postmasters. What does that mean for you? Look at the big picture.

UPMA agreed to reduce NPA scores and lower the matrix for the organization. What did that mean? NAPS members, when everything was said and done, got the same offer from Postal Headquarters. But wait, NAPS filed a lawsuit for locality pay, a new PFP program and so on.

Did UPMA join us in the fight? No. They said they were content with a reduced PFP box matrix. We all got excited they raised the minimums and maximums for EAS employees. That would be great if there were significant changes. But, no, there were just contractual obligations to keep us above the highest paid craft.

Now, as a supervisor, you can make up to almost \$85,000 a year. That's not bad pay, but most of us never will reach the maximums with the current system in place. The old days of 5 to 10% increases are long gone. We fight for scraps now to get a 2% increase; most will just end up with a 1% lump sum of their current salary.

For those of you who are dual members, I'll always tell you that's your choice. For those who aren't members of NAPS and aren't postmasters, I would ask you to look at the big picture. What is UPMA going to do for you?

If you're a Level-17 supervisor paying UPMA dues, what do you get? Absolutely nothing! UPMA takes your money to build its financial base, but its focus is on Level-18 postmasters. I've been a postmaster for a long time; I know who butters my bread.

The supervisors and managers in the field are responsible for the bulk

Planning for Your Future Can Be a Great Gift for Your Family—and Yourself

What's your advance care plan? No matter your stage of life, it's always a good idea to have a long-range care plan in place. Talk candidly with your family and friends. By starting the conversation, you can express your views on treatment, relay your care preferences and communicate who will make decisions on your behalf. This process of advance care planning can help ensure your wishes are carried out and bring peace of mind to those you love.

Build your advance care plan

- **Durable financial power of attorney:** This document authorizes a person to make legal or financial decisions on your behalf if you are incapacitated.

- **Durable health care power of attorney:** This document authorizes a person to make health care decisions on

your behalf if you are unable to do so.

- **Advance care directive:** This document specifies how you receive care in the event you are unable to make these decisions on your own.

- **Long-term care insurance:** This is an insurance product that pays for long-term care services in a variety of settings.

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Make the FLTCIP part of your plan

As you make plans for the future, consider the potential need for long-term care and the impact it could have on you and your family. Long-term care is the ongoing care you need if you no longer can perform everyday tasks by yourself due to chronic illness, injury, disability or the aging process. This type of care is expensive, but

there's a way to help you pay for it.

Applying for long-term care insurance coverage under the Federal Long Term Care Insurance Program (FLTCIP) may be a smart choice for you. The FLTCIP is designed to reimburse for qualified long-term care services and can help lessen or eliminate your reliance on a loved one to provide hands-on care.

Take the next step today

To learn more about the FLTCIP's comprehensive benefits and features, call 1-800-LTC-FEDS (1-800-582-3337); TTY 1-800-843-3557; or visit LTCFEDS.com.

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of the workload. Sure, I must run the floor occasionally or close some nights or open in the morning. But the day-in and day-out operations are done by the supervisors and managers in the field and plants. They get the uncomfortable conversations from the employees and their bosses.

They get the long hours and Sunday work and no weekends off. My supervisors always have worked hard and deserve the credit for the work they do. We aren't where we are without the great supervisors who got us here and keep us here. So, for those in the field, thank you. I appreciate the hard work and efforts you put in every day.

Know this, though. I made the decision to step away from UPMA

and not pay dues because they don't represent my best interests or my supervisors' best interests. We all have the same goals, the same headaches with which to deal and the same personal, emotional and stressful situations with which we deal.

But, looking at the big picture, I'm going to give my dues to an organization that is fighting for *all* EAS employees. An organization that takes our dues and puts the teeth behind them to prove their worth. Being with an organization that just wants my money and only wants to represent postmasters in pay is not something with which I want to be associated. We all are EAS employees; we all are in this together.

NAPS has been and always will be

my family. I will support and defend each of our members until I no longer can. Your voice can be heard. Your questions can be answered. Your choice can be made. Just get the facts. Inform yourself and decide. Choose to be with the team fighting for you and challenging Postal Headquarters or choose the team that took an initial pay cut and sided with Postal Headquarters.

The choice is yours if you are willing to see the *big* picture. The choice is yours; the career impacts solely are yours to choose. I always say family first, though, and that's NAPS for me. Best of luck in your endeavors. I wish you all well in your choices.

minkareavp@yahoo.com

Western Region Events Prove Engaging

By Marilyn Walton

Western Region Vice President

The recent Pacific Area Leadership meeting was hosted by the Sacramento District and led by Pacific Area Operations Vice President Larry Munoz. He welcomed Pacific Area district managers and staff and Pacific Area leadership staff to Sacramento for several days of meetings.

NAPS and UPMA were invited to attend. The meeting included an awards luncheon to recognize outstanding performance by district managers and their teams. The Pacific Area ended last year in second place in the nation and currently is number one in FY20's quarter one in the nation on performance.

Speakers included USPS Chief Human Resources Officer Isaac Cronkhite, Acting Vice President of Processing and Maintenance Operations Dr. Joshua Colin and Vice President of Customer Experience Kelly Sigmon. Chief Operating Officer Dave Williams addressed attendees via satellite. He commended the Pacific Area on its outstanding achievements.

The presenters were energetic, upbeat and motivational. They had attendees on their feet, feeling good vibes from their presentations. All the speakers focused on employee engagement and getting the job done safely through employees while providing outstanding service to customers. The main points were to take care of your employees, treat them right and they will take care of you.

Also, allow time for yourself; each person's well-being is impor-

tant to providing a safe, healthy work environment. It was suggested that some "me time" away from electronics can renew a person's spirit and energize the work experience.

There was ethics training presented by a USPS Headquarters attorney. It's always good to refresh each other on the do's and don'ts when representing the Postal Service brand.

The Pacific Area is laser-focused on continuing the improvements realized to date and will be throughout the remainder of FY20. It was

great to see area management invite and recognize with special recognitions mid-level and line managers who made a significant contribution to their districts' success.

There was 50% or better improvement in accident reduction and overall safety performance. Other goals were highlighted and districts recognized for their success. Districts shared some of their local

safety initiatives, including video presentations produced by and featuring employees.

The Postal Inspection Service and OIG were in attendance to provide an overview of the significant reduction in drug and robbery crimes. One thing I learned and will share with my members is to tell your employees not to be a hero, but to be observant and a good witness. Let professional law enforcement solve the crimes! The OIG reminded everyone their focus is on internal investigations, including attacks in the workplace, injury comp abuse and fraud.

The management associations were given time to provide feedback. NAPS Pacific Area Vice President Chuck Lum reviewed the positive information provided and tips and techniques to share with NAPS members once he returned home. I commented that this was a great example of a positive, motivational and engaging USPS meeting.

I asked all the managers to make



From left: NAPS Pacific Area Vice President Chuck Lum, USPS Acting Vice President of Processing and Maintenance Operations Dr. Joshua Colin, NAPS Western Region Vice President Marilyn Walton and Pacific Area Vice President of Operations Larry Munoz.

sure this information would be shared down to the line managers. The impressive achievements of the Pacific Area are thanks to an outstanding team effort. I hope area and district management ensure all employees continue to be engaged and made to feel how important they are to the success of the Postal Service!

California Postal Legislative Coalition

The 22nd California Postal Legislative Coalition annual meeting was held Sunday, Feb. 9. This year, the meeting was hosted by Operating Engineers Union Local 3 of Sacramento. The union managers were very accommodating and helpful to our group.

The Postal Legislative Coalition is represented by all four postal unions, the two management associations, NARFE (retired federal workers) and government employees affiliated with the AFL-CIO. Over 100 union, association and retiree organizations attended this year's event.

The event's emcee was Clarice Golden. She is a UPMA member, coalition founding member and the retired Postmaster of Hayward, CA. NAPS President Brian Wagner traveled from Washington, DC, to join us. We had Skype presentations from Bob Levi, NAPS director of Legislative & Political Affairs, and Paul Swartz, National Rural Letter Carriers Association director of Government Affairs.

A national statement from Judy Beard, APWU national political director, was read by the state APWU rep. The national legislative reps informed us that H.R. 2382 had just been passed with a large bipartisan vote; 381 House members voted for the bill. The bill repeals the requirement that the USPS prefund future retiree health care benefits. California congressional representatives



From left: Marilyn Walton, Lois Johnson and Brian Wagner—NAPS; Clarice Golden, UPMA; Ron Jones, NALC; Helen Zajac, NARFE, Tammi Headrick, NARLC; Norma Powell, UPMA; Phil Warlick, APWU; and Harold Kelso, NALC.

had given their overwhelming support. Only two representatives from California did not vote for the bill.

The program opened with Nia Jones, representing the office of Rep. Doris Matsui (D-CA), reading a letter from the congresswoman, welcoming everyone to Sacramento and stating her support for postal legislation, including voting for H.R. 2382. Matsui has signed on as co-sponsor of additional postal legislation.

This year's theme was privatization is not an option: The USPS is not for sale! Levi and Swartz addressed the recent vote and all the support for 2382, the "USPS Fairness Act." The Senate companion bill is S. 2965; we need to ask our senators to support this legislation.

We heard an updated presentation from the National Post Office Collaborate (Save the Berkley Post Office Group) that focuses nationwide on saving historic postal facilities and the priceless murals in many of these historic structures.

Recently, the Old Roseville, CA, Post Office, which was a federal building, was sold to the city of Roseville. The collaborate is concerned whether the building will maintain its historic status and is working with the city and several community stakeholders to preserve the building.

Wagner was the keynote speaker.

He talked about the USPS' five-year plan and its impact on pension and health plans, delivery expansion and addressing the agency's core business. The meeting's panel included representatives from the NALC, APWU, NAPS, UPMA, NRLCA, NARFE and NPMJU. Presentations included information about the history of the Postal Service, specifically that the Founding Fathers established the Post Office in the Constitution under Article 1, Section 8.

NAPS addressed President Trump's budget to be introduced the day after our event. The budget contains proposals that could have significant benefit hits on postal and federal programs.

UPMA addressed the importance of the postal brand. They described the extraordinary efforts by all employees to deliver mail to customers during the disastrous California fires and how everyone came together to get the job done.

The Rural Carriers said that because they would be the final legislation action group to go to Capitol Hill—in May—they will have networked with the other organizations to ensure they can be an effective voice on the Hill.

NARFE shared that it has worked tirelessly to support postal issues. However, the association still is op-

posed to any proposal that includes Medicare integration.

The Mail Handlers Union brought in a group of members. They are in consensus with the unions and associations regarding the postal/federal legislative agenda.

The goal of the California Postal Legislative Coalition is to educate each other and our legislative representatives at the state and national levels about the need to maintain a stable, secure and viable public Postal Service. The coalition is non-partisan and meets quarterly in Richmond, CA.

Everyone is welcome to join the telecons. We encourage everyone to be informed and legislatively smart, as well as support legislators who support postal and federal workers and retirees.

Margarete A. Grant Branch 127

On a sunny Sunday afternoon in February, Margarete A. Grant Branch 127 (Oakland, CA) hosted its annual retiree/installation luncheon at the scenic San Ramon Wedgewood Golf Club. Branch President Vontina Swygert welcomed everyone to this special, annual occasion.

Eleven retirees were honored; only two were able to attend. The

branch presented the retirees with recognition awards and an opportunity to say farewell to their co-workers. Guests enjoyed a delicious buffet lunch.

NAPS President Brian Wagner was the keynote speaker and installing officer. Pacific Area Vice President Chuck Lum, his wife Laurie, who is Honolulu Branch 214 president, and I were invited guests. Also joining us was Dorotha Bradley—longtime branch member and former Western Region vice president.

Dorotha had just recovered from a serious illness and was happy to be able to attend. As always, she shared words of encouragement and wisdom. Dorotha told attendees to reach out, support and mentor each other so everyone can share in the success of the Postal Service and NAPS.

Representing the Postal Service were Diana Munoz, senior plant manager, Oakland P&DC, and Erika Garro, acting Finance manager. Both managers expressed their con-



Pacific Area Vice President Chuck Lum addressed attendees at the Margarete A. Grant Branch 127 retirement and installation brunch.



NAPS President Brian Wagner was the keynote speaker.



From left: Pacific Area Vice President Chuck Lum, Branch 127 President Vontina Swygert, retiree Walter Gibson, NAPS President Brian Wagner and Western Region Vice President Marilyn Walton.

gratulations to the retirees and the new Branch 127 officers. They pledged to work and engage with EAS employees to ensure everyone



The Branch 127 luncheon included installation of officers. From left: Western Region Vice President Marilyn Walton, Branch 127 Sergeant-at-Arms Rachel Gholston, Trustee Stephanie Ann Blythe, Trustee Edna Gray, Trustee Gary Pope, Secretary Valerie Loera, Treasurer Yolanda Lewis, Vice President Glenn Gray, President Vontina Swygert, Pacific Area Vice President Chuck Lum and NAPS President Brian Wagner.

From left: Honolulu Branch 214 President Laurie Lum, Pacific Area Vice President Chuck Lum, Branch 127 President Vontina Swygert, Oakland P&DC Senior Plant Manager Diana Munoz, NAPS President Brian Wagner and Western Region Vice President Marilyn Walton.



Branch 127 was honored to have Dorotha Bradley (seated) attend the brunch. She is a longtime branch member and former Western Region vice president. Standing: Branch 127 President Vontina Swygert, NAPS President Brian Wagner, Pacific Area Vice President Chuck Lum, Honolulu Branch 214 President Laurie Lum and Western Region Vice President Marilyn Walton.

shares in a positive work experience.

Chuck Lum invited the new retirees to continue to support NAPS as associate members. He asked all EAS employees to invite nonmembers to join NAPS. We need to make sure all EAS employees are extended an invitation to become NAPS members.

I encouraged all attendees working and retired to be legislatively smart and informed and be sure to vote in the California primary election. With everything going on in Washington, we need to stay “woke!” In California, residents can vote by mail and return their ballots in postage-paid envelopes.

Wagner congratulated the retirees and new officers. He reminded the new retirees to enjoy the second chapter of their lives. He also recognized the branch for awarding six \$500 Margarete A. Grant scholarships to the children and grandchildren of branch members enrolled in colleges. He shared that a higher education is something that, once earned, cannot be taken away.

Installation of the new officers and a drawing for the 50-50 SPAC raffle ended the pleasant afternoon. The raffle raised \$330. Wagner was the winner and immediately donated his \$165 back to the branch scholarship fund.

Los Angeles Branch 39

Los Angeles Branch 39 hosted its 2020 installation, retirement and scholarship recognition celebration with the theme, “Hollywood Retiree Star of Fame.” I was honored to join NAPS President Brian Wagner, Past President Louis Atkins, National Auxiliary Secretary/Treasurer Bonita Atkins, Pacific Area Vice President Chuck Lum and former Pacific Area

Vice President Hayes Cherry.

National Auxiliary President Patricia Jackson-Kelley welcomed the guests and introduced her Auxiliary members. She made a special tribute to Bonita Atkins.

Special guests included Los Angeles Postmaster Joe Zapata, Los Angeles Senior Plant Manager Daniel Hirai, Los Angeles HR Manager Carol Capone and Los Angeles NDC Man-



From left: Joe Zapata, Los Angeles postmaster; Daniel Hirai, Los Angeles P&DC senior plant manager; Carol Capone, Los Angeles District HR manager; Chuck Lum, NAPS Pacific Area vice president; Louis Atkins, past NAPS president; Marilyn Jones, Los Angeles Branch 39 president; Brian Wagner, NAPS president; Marilyn Walton, Western Region vice president; and Sean Andrews, Los Angeles NDC manager.

ager Sean Andrews and his wife.

Zapata welcomed everyone. He pledged his commitment to working with NAPS. Andrews offered a rousing motivational speech that challenged us to take care of our health and wealth, as well as continue to be involved in the community.

Wagner offered congratulations to the honorees on behalf of NAPS. He complimented Branch 39 for hosting its Walk of Fame-themed celebration. All the attending NAPS officers joined Wagner in the installation of officers.

Branch 39 had 24 retirees; 15 retirees attended the celebration with



Branch 39 President Marilyn Jones, NAPS President Brian Wagner and National Auxiliary President Patricia Jackson-Kelley

their family members. Each retiree was given a plaque with a star like the famous Hollywood Walk of Fame. Each retiree was given time to reflect on their postal memories. The branch provided a professional photographer to take pictures framed with the NAPS branch name, year and event.

A special tribute was given by Branch 39 Vice President Sam Booth Jr. to Branch 39 President Marilyn

Jones who is recovering from health issues. The branch also recognized long-time Financial Secretary Margaret Derden and me. It was touching and very special to receive this honor and beautiful bouquet of flowers.

Two scholarships were awarded. The children and grandchildren of branch members who are attending college are eligible to apply. This year's awardees were Jalyn Johnson, daughter of Trinise Johnson, and Kandace King, granddaughter of Alvetia Smith.

marilynwalton@comcast.net

Branch 39 honored its retirees with their own Walk of Fame stars.



Retiree Lee A. Hightower Jr. with Branch 39 Vice President Sam Booth Jr. and Branch 39 President Marilyn Jones



Retiree Winona E. Lewis with Sam Booth Jr. and Marilyn Jones



Retiree Patricia Valdez with Sam Booth Jr., Marilyn Jones and Branch 39 Sergeant-at-Arms Alvetia Smith



Retiree Michelle M. Wilson with Marilyn Jones and Sam Booth Jr.



Retiree Wendelin R. Greene with Marilyn Jones, Sam Booth Jr. and Alvetia Smith



From left: Larry Martinez, retiree and past Branch 39 president; Alvetia Smith, sergeant-at-arms; Yolanda Grayson, Legislative chair; Margaret Derden, treasurer; Sam Booth Jr., vice president and event chair; Marilyn Walton, Western Region vice president; Marilyn Jones, Branch 39 president; Brian Wagner, NAPS president; Shirley Lee, Branch 39 trustee; Youvet Profit, trustee; Velma McClinton, trustee; Carol Randle-Smith, trustee; Carmen Johnson, trustee; and Chuck Lum, Pacific Area vice president.

Branch 39 Vice President Sam Booth Jr. made a special presentation to President Marilyn Jones who is recovering from health issues.



Western Region Vice President Marilyn Walton (center) was honored by Branch 39 President Marilyn Jones and Vice President Sam Booth Jr.

From left: Branch 39 President Marilyn Jones, NAPS Past President Louis Atkins, National Auxiliary Secretary/Treasurer Bonita Atkins and Branch 39 Vice President Sam Booth Jr.



Branch 39 awarded scholarships to Jalyn Johnson and Kandace King



From left: Branch 39 Trustee/Scholarship Committee Carmen Johnson, Branch 39 Secretary/Scholarship Committee Trinise Johnson, Jalyn Johnson and her father Jarvis Johnson.



From left: Branch 39 President Marilyn Jones, Branch 39 Trustee Carmen Johnson, Branch 39 Auxiliary member and Kandace's mother Chanel Dodson, Kandace King, Branch 39 Sergeant-at-Arms and Kandace's grandmother Alvetia Smith and Branch 39 Secretary/Scholarship Committee Trinise Johnson.

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Moore, Kevin	GA	Branch 281
Lum, Chuck	HI	Branch 214

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

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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*
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Johnson, Craig	MO	Branch 36
Carmody, Russell	NJ	Branch 74
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Trevino, Manuel	TX	Branch 124
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Taylor, Georgia	WA	Branch 31

Please note: Due to an incorrect address in the SPAC database, North Dakota was not credited with its correct SPAC amount in 2019. Once the correction was made, North Dakota placed **third** in per-capita contributions in 2019; the average contribution was \$21.70.

SPAC Scoreboard

Statistics reflect monies collected from Jan. 1 to Feb. 29, 2020

National Aggregate:

\$25,703.21

National Per Capita:

\$0.94

Region Aggregate:

1. Eastern\$8,720.50
2. Southern\$4,886.00
3. Northeast\$4,184.46
4. Western\$3,987.75
5. Central\$3,924.50

Region Per Capita:

1. Eastern\$1.47
2. Northeast\$0.84
3. Central\$0.84
4. Southern\$0.83
5. Western\$0.69

Area Aggregate:

1. Capitol-Atlantic\$4,655.20
2. Mideast\$3,543.00
3. New York\$1,965.46
4. Pacific\$1,754.50
5. Texas\$1,480.00
6. New England\$1,441.00
7. Northwest\$1,393.25
8. Southeast\$1,393.00
9. Pioneer\$1,300.30
10. Illini\$1,282.00
11. Michiana\$1,254.50
12. Cotton Belt\$1,102.00
13. Central Gulf\$911.00
14. Rocky Mountain\$840.00
15. North Central\$780.00
16. MINK\$608.00

Area Per Capita:

1. Capitol-Atlantic\$1.57
2. Mideast\$1.49
3. Northwest\$1.22
4. Central Gulf\$1.13
5. Cotton Belt\$1.12
6. Michiana\$1.07
7. Illini\$0.95
8. New England\$0.88
9. Pioneer\$0.88
10. North Central\$0.83
11. New York\$0.81
12. Texas\$0.81
13. Southeast\$0.61
14. Pacific\$0.56
15. Rocky Mountain\$0.55
16. MINK\$0.50

State Aggregate:

1. Maryland\$2,634.00
2. Pennsylvania\$2,359.00
3. New York\$1,945.56
4. California\$1,519.50
5. Texas\$1,480.00

State Per Capita:

1. Maryland\$4.18
2. Maine\$2.56
3. Louisiana\$2.09
4. Tennessee\$2.01
5. Pennsylvania\$1.93

Drive for 5

Members by Region:

1. Central61
2. Eastern51
3. Southern51
4. Western46
5. Northeast34

Aggregate by Region:

1. Western\$2,962.00
2. Eastern\$2,950.00
3. Central\$2,832.00
4. Southern\$2,794.00
5. Northeast\$1,834.00

Dress Appropriately—It Matters

By **Dioenis D. Perez**

My primary focus regarding an EAS employee's dress code is for those who come in contact with the general public. This column may not be well received. In today's society, it's a relaxed-type of atmosphere wherever you go. You can go out to dinner in shorts, jeans and a reasonably looking T-shirt these days, depending where you dine. In today's Postal Service, that same atmosphere exists. There is a very relaxed dress code for EAS employees.

The ironic part of a relaxed EAS dress code is we demand our retail

sales associates and letter carriers to be in full-regulation uniforms on a daily basis, just as our UPS and FedEx competitors are dressed.

We seldom see our competitors out of uniform—whether it's 90 degrees or below zero.

However, USPS supervisors/postmasters and managers often are dressed down in what they call business-casual. In many cases, though, I'd classify their look as sloppy and unprofessional.

If we, as EAS employees, enforce the USPS dress code, then we, too,

must dress appropriately and professionally. You can't talk the talk to our employees, but not walk the walk; it doesn't work that way. We must dress appropriately at all times during business hours.

I suggest my supervisors and 204-Bs wear a tie and appropriate shirts or blouses, slacks and footwear. I've made this clear to my staff both in the past and present.



When a customer with an issue wants to speak with you, your appearance sets the tone for the conversation. If you look sloppy and unprofessional, chances are the customer will treat you as such and have very little confidence in your ability to resolve their issue.

If you're doing a route inspection, regardless if you're out on the street or in the office, keep your tie on and look sharp. You maybe could loosen your tie just a bit. Chances are a customer will approach you to discuss their carrier or a delivery issue. You should look professional at all times because you represent the USPS, your office and, most importantly, yourself.

I'm not telling anyone they should go out and spend a small fortune on shirts, ties, blouses, slacks and footwear. However, you are an adult and you work in a business environment with customers visiting your office every day. It's up to you to put the USPS, your office and yourself in a positive, professional light. It behooves you to invest in yourself. Remember, that first impression is a lasting impression.

I leave you with these thoughts:

Continued on page 38

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!

Treating Our Employees Respectfully

By Joe Bodary

I recently was asked by the spouse of a friend who works in another post office why the atmosphere in my office is so different from other offices. "What do you do differently?" she asked. I had to think for a minute. All I could say was, "I don't know, I just treat people like humans!" She replied, "Hmm, what an idea. Is that not a requirement of all Postmasters?" I didn't have an answer.

I remember asking HR for the postmaster manual, only to be told, "Well, there really isn't any one manual; everything is spread over volumes of books. You just have to piece it together, but you are responsible for *everything*."

Having recently retired, I had to sit back and ask myself what did I do differently? I know I'm responsible for upholding the rules and regulations of the Postal Service and assuring everyone else does, as well, which I did. But why were my employees happy to come to work, while other offices' employees dreaded going in each day?

So, I had to break it down. First, I empowered all my employees to make decisions. I made sure they knew our mission by repeating it during service talks and letting them know the decisions they made needed to positively affect our mission, which was: "To process and deliver the mail as efficiently and expeditiously as possible!" Brief and to the point.

Here's an example. We received a

scanner for parcels, which changed the way we sorted parcels and required a new floor layout. After going over the materials, I gave them to the main processing clerk and told him to make it happen. He took charge and set up everything. Because he took the responsibility and shared it with his co-workers, they were committed to making it happen.



Shortly after they began the new process, a carrier came to me and said she had an idea to rearrange the hampers to avoid carriers crossing over each other, thereby reducing the amount of time needed to retrieve the hampers and the possibility of an accident. I met with the clerk who set up everything and the carrier and told them to work together and see what they could do.

Again, because they did it themselves, they were committed to making it work; her idea was adopted and implemented, as well. There was no management intervention as their results definitely supported our mission. And it was less work for me and the supervisors.

Second, I considered myself a co-worker with all my employees; we worked together. With that in mind, I had many times when people came to me with issues of needing time off for an event that was planned well in advance, but the annual leave board was filled. I did everything I could to grant them leave. I knew if it was me and I needed the time off, I would be more committed to my job.

It required helping the supervi-

NAPS Training Calendar

Central Gulf Area Training April 17-19, 2020

Conducted by: Central Gulf Area Vice President Cornel Rowel

Location: Doubletree Hotel, 120 Madison Ave., Montgomery, AL 36104; (334) 245-2320; use group code NRT

Hotel Rate: \$149/king or double; parking, \$7/day

Registration Fee: \$50

Training Topics: Adverse action, ELM 650, legislation and more

New York & Mideast Areas Training April 17-19, 2020

Conducted by: New York Area VP Jimmy Warden and Mideast Area VP Tony Dallojacono

Location: Villa Vosilla, 6302 Main St., Tannersville, NY 12485; (518) 589-5060

Hotel Rate: King, \$478.20; queen, \$451.20; double (king or two queens), \$327/person; double (one queen), \$310.80/person

Registration Fee: Generous donation to SPAC in lieu of registration fee

Training Topics: Advocacy, branch secretary/treasurer duties, SWCs, retirement (disability), violence in the workplace and filing mitigating factors

Instructors: NAPS Secretary/Treasurer Chuck Mulidore, Tony Dallojacono, Jimmy Warden and Bruce Nicholson (USPS Labor Relations Policy Administration); others TBA

NAPS Officers: Northeast Region VP Tommy Roma and Eastern Region VP Richard Green

MINK Area Training April 23-25, 2020

Conducted by: MINK Area Vice President Bart Green

Location: Renaissance Des Moines Savery Hotel, 401 Locust St., Des Moines, IA 50309; (515) 244-2151

Hotel Rate: TBD

Registration Fee: TBD

Training Topics: TBD

sors rearrange their schedules and working with the unions so we were all in agreement; no grievances were filed. The employees were happy. They all knew I would work with them should they be in a jam and need help with unscheduled leave.

Third, I made sure I always was properly staffed to avoid excessive overtime—forcing people off the overtime lists and forcing people back out after they came back from a long day. This probably was the most difficult task, but I stayed on top of my staffing. I did not have people out in the dark, late hours of the evening.

My customers were well taken care of—as were my employees. One of the best things was when I would send help to other offices and they would return to and tell me how glad they were they worked in my office. This task also positively impacted our mission.

Fourth, I had to show the employees how much they were appreciated by keeping the building clean as a whistle with my committed maintenance team—repairing or replacing items as they were reported, communicating with them regarding what they needed to get their jobs done properly, making good decisions and, of course, celebrating our successes.

We had holiday and award celebrations—whatever we could celebrate. The employees brought the food; they were empowered to do this so we didn't spend postal funds unless it was for awards. With that said, they still understood our mission and knew we couldn't use unlimited hours eating and celebrating.

Lastly, I held them accountable. This was a difficult thing to do, but we have a process for disciplining employees who don't comply with the USPS' rules and regulations. I simply added a few more. When there was an issue, I personally took the opportunity to talk to the person

about the situation. Most people don't intentionally break rules and regulations; we all are human.

During my talk, I would let them know that what had occurred could not happen again because it doesn't support our mission. If it did happen again, we would be required to follow the process for issuing discipline. This was not an official discussion—simply a coaching effort.

Usually the affected employee was very apologetic and made sure it didn't happen again. Of course, there are those select few who need to follow the process; we were not hesitant when it was necessary to enforce the rules.

When I sat back and looked at these five items, I realized that I treated my employees with respect as human beings, knowing we all are individuals—not numbers or machines. So, next time I'm asked what I did differently, I'll be ready to answer the question!

jbod@aol.com

Joe Bodary is Michigan State Branch 925 secretary and the retired Postmaster of Lincoln Park.

Dress Appropriately—It Matters

Continued from page 36

Take pride in being a professional in what you do for a living and how you look—if not for yourself, then for your customers when they visit you to solve their problems. You want customers to walk away satisfied, knowing professionals are working in their hometown post office.

With dignity and respect, always!

elcubano59@aol.com

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

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Region vacant: Northeast

Areas vacant: New England, Pioneer, Michigan, North Central, Cotton Belt, Northwest, Rocky Mountain.

Auxiliary Luncheon Tickets Available

By **Bonita Atkins**

Secretary/Treasurer

Another national convention is fast approaching. Soon we will be gathering at the 2020 National Convention at the Gaylord Texan Resort in Grapevine, TX, Aug. 17-21.

The Auxiliary Luncheon will be held at noon Friday, Aug. 21, in the Yellow Rose Ballroom. Our luncheon recognizes all the Auxiliary's Executive Board members and state presidents.

Tickets are \$45 per person if purchased by July 25. After July 25, tickets

must be purchased at the convention for \$50 per person (a reduced-cost child's plate will not be available).

The last date to purchase luncheon tickets at the convention will be Tuesday, Aug. 18—no exceptions.

Please note: There will be absolutely no refunds. Tickets for all the 2019-2020 state auxiliary presidents will be complimentary.

Please complete the form below (make copies as necessary) and return with your check or money order,

payable to the National Auxiliary—before July 25—to Bonita Atkins, Secretary/Treasurer, PO Box 80181,

Baton Rouge, LA 70898.

If you send a form for more than one person—for example, a branch—please indicate the total number of tickets for which you are paying and who will pick up the tickets at the Auxiliary Registration table at the convention. This is very important. Only the person listed as “pick up by” will be able to actually pick up the tickets for that group. Tickets will be available for pickup Monday and Tuesday.

Please join the Auxiliary for our luncheon; we are looking forward to having you dine with us. Remember, you must have a ticket to be admitted.

latkins326@aol.com



Auxiliary Luncheon Registration Form

Noon, Friday, Aug. 21, Yellow Rose Ballroom

Name (Please PRINT) _____

Auxiliary #/Branch # _____

Street Address/PO Box _____

City _____

State _____

ZIP _____

Check one:

Auxiliary Member

Auxiliary State President

NAPS Member

Visitor

I'd like to purchase _____ advance-order tickets at \$45 each.

The total is \$ _____

Advance ticket orders MUST be received on or before July 25, 2020.

Group name: _____

Last Name/Auxiliary Name/Branch Name

Pick up by: _____

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

After July 25, I plan to purchase _____ tickets at \$50 each for a total of \$ _____. \$50 tickets will be available Monday, Aug. 17, and Tuesday, Aug. 18, at the Auxiliary Registration booth. Please complete this form and bring it and payment with you to the booth.

Advance Sales:

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

Thank you.



Setting up a **recurring automatic deposit** to your Signature FCU account is simple and easy!

Did you know saving only \$100 per bi-weekly paycheck equals \$2,600 a year? In five years you'll have over \$13,000 in your special savings or checking account.

You can start with any amount you want, as low as just \$5 per month.

Not interested in setting up a recurring automatic deposit? You can make transfers anytime from your local bank to your SFCU account with Bank to Bank¹. You must request this service to be added to your Online Branch. Contact our Financial Services department at (800) 336.0284 ext. 694 to get started.

¹A total of three inbound transfers are allowed per day and cannot exceed \$5,000. A total of three outbound transfers are allowed per day and cannot exceed \$1,000. You may set up a one time or recurring transfer for future dates. These transfer(s) will count toward your totals on the day that the transfer is scheduled to occur. If funds are not available on the scheduled date, fees may apply.

Are you ready to get started?

Visit SignatureFCU.org/AutomaticDeposit to fill out the form online or contact our Member Services Department at (800) 336.0284 ext. 684 to get started today.

Not a member of SFCU?

Open your account today at <http://bit.ly/signaturefcu-apply-now> or call (800) 336.0284 ext. 505

Signature Federal Credit Union
(800) 336.0284 ext. 684
memberservices@signaturefcu.org
SignatureFCU.org






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