

# the Postal Supervisor

April 2021

**Register to Attend  
the Virtual 2021 LTS:**

## **Navigating the Legislative Highway**

page 9



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## Objective

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

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

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

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# In This Issue

April 2021

## FEATURES

- 9** Virtual 2021 LTS Registration Information
- 10** 'Congress Must Act Now to Restore and Sustain Our Postal Service' *NAPS' statement for the Feb. 24 House Oversight and Reform Committee Hearing*
- 17** PMG Louis DeJoy's Restructuring Update
- 20** January Consultative *Leave issues related to COVID-19 and in-person arbitration meetings among items discussed.*

## RESIDENT OFFICERS

- 3** What Don't You Understand? *Brian J. Wagner*
- 5** 'To Be or Not To Be: That Is the Question' *Ivan D. Butts*
- 6** Play Ball! *Chuck Mulidore*

## COLUMNS

- 23** Legislative Update *Bob Levi*
- 31** The NAPS Postmaster *Joe Bodary*

## DEPARTMENTS

- 4** Thrift Savings Plan *February 2021*
- 8** Quarterly Financial Report *For the period ended Nov. 30, 2020*
- 13** NAPS of Note
- 21** Views from the Vice Presidents *Jimmy Warden*
- 22** Vince Palladino Memorial Scholarships
- 25** 67th National Convention Registration Information *Registration closes July 24; hotel room block expires Aug. 4*
- 26** Best Website and Newsletter Contests *Deadline for entries is June 30*
- 27** 2021 NAPS Golf Tournament
- 29** 2021 SPAC Contributors
- 30** SPAC Scoreboard
- 32** Thoughts from the NAPS Branches *Mark Velez and Dioen D. Perez*
- 34** Notes from the National Auxiliary *Bonita Atkins*

# What Don't You Understand?

*"If you can't understand it without an explanation, you can't understand it with an explanation."—Haruki Murakami*

*"Misunderstanding—A 'Missed Understanding' because of the human preference to Assumption over Clarification."—Drishti Bablani*

**A**fter reading my column this month, I hope you understand the message I am trying to convey. Otherwise, a misunderstanding has occurred. Here's the scoop!

As many of us probably have stated sometime during our postal careers, the Postal Service is in the communications business. But, somehow, the agency fails at times to properly and clearly communicate its mission, business strategies, policies and instructions to EAS employees in a way that can be easily understood and further shared with those they manage and supervise. What we do know is that such postal communication often can be misunderstood by those on the receiving end, including EAS employees.



**Brian J. Wagner**  
President

Therefore, some in postal leadership have devised a unique way to protect themselves, but not protect the EAS employees they manage. Such leaders are requiring EAS employees to sign a local document stating the EAS employee fully understands everything they read, including all postal policies; all instructions given them by their manager; and are responsible for the actions of those they manage or supervise, to name just a few.

What I find interesting is that some postal leaders, instead of leading, want subordinate EAS employees to sign an acknowledgment or confidentiality document stating they understand all that is expected of them. One such document that some EAS employees received and recently shared with NAPS reads:

"As a Manager of the United States Postal Service, I recognize that I hold a position of visibility, responsibility and trust. I understand that the following statements serve as a framework within which I may view

and understand the degree to which managers, as individuals, are accountable for their personal decisions and actions and those of subordinates. These statements are not intended to be comprehensive regarding the details of each area, but, rather, to identify the basic areas and the nature of the responsibility associated with them for which management must always be accountable. A lack of personal knowledge of detailed procedures or other information about these areas does not reduce the accountability."

Following this paragraph was a list of acknowledgments pertaining to EAS employees' understanding of various postal policies, rules, regulations, confidentiality requirements, contractual agreements, laws, FLSA, OSHA, collection of postal funds, OIG reporting, ethical conduct and behavior, safeguarding, conflicts of interest and notifying appropriate authorities about significant changes in either performance or level of activity—again, to name just a few of the many they were being required by their manager to sign.

By signing this document, an EAS employee is stating they fully understood the litany of requirements in the document. Requiring EAS employees to sign this type of document is not postal leadership. It's an "I gotcha" tactic that insults the intelligence of EAS employees. Furthermore, it projects a lack of trust of EAS employees and sets the tone for them to become less engaged or totally disengaged as postal employees.

It is evident that, especially as EAS employees, we all come from different backgrounds, diverse cultures, varying educational levels and generations. Although we all work for the same Postal Service, it does not mean we all have the same understanding of how the same postal message is received.

Even if a person signs a document acknowledging they understand what it says, that may not mean their understanding is the same as that of the person requiring them to sign the document. As Miles Davis said, "If you understood everything I said, you'd be me."

The position of NAPS Headquarters is that members not sign these types of "acknowledgment" or "confidentiality" documents. Signing such documents is not a requirement of one's postal employment and is redundant of the duties and responsibilities of the

position the person was hired to do.

NAPS considers these documents similar to those of a “Letter of Concern” or “Letter of Information” that others in postal leadership have issued and required EAS employees to sign. Such documents are not worth the paper on which they are written because they cannot be appealed under Section 650 of the *USPS Employee and Labor Relations Manual (ELM)*.

Again, NAPS does not encourage members to sign these types of acknowledgment documents or even annotate on them: “signed under protest” or “signed under threat of disciplinary action.” If you do not sign or initial the document or make any annotations on it, you avoid possible future manipulation of that respective document. Plus, if a member’s signature or even initials are not on the document, it is difficult for postal leadership to make a charge or accuse the member of having an understanding, acceptance or recognition of the respective document’s content.

Also, if any active NAPS member is being threatened with discipline

for not signing this type of document, the member should file a grievance immediately on the grounds of harassment. The member may consider filing a formal complaint stipulating the postal leader violated the 1992 Joint Statement on Violence and Behavior in the Workplace (JSOV) memo for trying to bully the EAS employee into signing a document under duress.

Furthermore, if a member receives disciplinary action for not signing this type of “acknowledgment” document, then they and their NAPS representative should file an appeal under Section 650 of the *ELM*.

Postal leadership should stop wasting time trying to get a standard acknowledgment document of understanding signed by their subordinate EAS employees. Instead, they should take the time to review and implement the procedures in *ELM* 651.3, “Nondisciplinary Corrective Measures:”

“Accountable managers/supervisors are responsible for the direct day-to-day performance management of

subordinates. The accountable manager/supervisor monitors subordinates’ performance and provides appropriate resources, coaching, and feedback to the subordinates. The manager/supervisor is responsible for leading the employee to a higher level of achievement. Performance improvement should be a shared concern and effort between manager and employee. Early dialogue and guidance are critical to achieving positive results and continuance of an effective manager/employee relationship.”

Early dialogue, coaching and mentoring are excellent ways for postal leaders to communicate to their EAS staff. This helps address any work- or job-related misunderstandings and provides further understanding of job expectations to ensure the employee is led to a higher level of achievement in their current EAS position.

This column may have gone longer than planned, but, as Luigina Sgarro once said, “There is no communication that is so simple that it cannot be misunderstood.” Furthermore, Johann Wolfgang von Goethe said, “Everyone hears only what he understands. Therefore, parties need to listen to one another.”

How best to accomplish this is to consider what Stephen Covey defines as the fifth habit in his bestselling book, “7 Habits of Highly Effective People.” He said it’s critical to “seek first to understand, then to be understood.” Seeking real understanding affirms the other person and what they have to say. Therefore, let’s stop signing documents of superficial understanding and start signing onto a dialogue of real understanding of each other.

I hope you will sign on to my April ice-cream-flavor-of-the-month recommendation; it should be easily understood. It is not German, Dutch or midnight—just chocolate!

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## Thrift Savings Plan

Fund	G	F	C	S	I
<b>February 2021</b>	<b>0.08%</b>	<b>(1.45%)</b>	<b>2.76%</b>	<b>5.21%</b>	<b>2.26%</b>
<b>12-month</b>	<b>0.82%</b>	<b>1.37%</b>	<b>31.20%</b>	<b>56.07%</b>	<b>21.91%</b>
The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.					
Fund	L Income	L 2025	L 2030	L 2035	L 2040
<b>February 2021</b>	<b>0.63%</b>	<b>1.55%</b>	<b>1.70%</b>	<b>1.86%</b>	<b>2.03%</b>
<b>12-month</b>	<b>7.33%</b>	<b>0.00%</b>	<b>18.82%</b>	<b>0.00%</b>	<b>22.55%</b>
Fund	L 2045	L 2050	L 2055	L 2060	L 2065
<b>February 2021</b>	<b>2.17%</b>	<b>2.32%</b>	<b>2.93%</b>	<b>2.93%</b>	<b>2.93%</b>
<b>12-month</b>	<b>0.00%</b>	<b>25.86%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>
These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so that investors’ shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010. The L 2020 Fund was retired June 2020.					
Visit the TSP website at <a href="http://www.tsp.gov">www.tsp.gov</a>					

# ‘To Be, or Not To Be: That Is the Question’

**A**lbeit tempting, I will not start this column with the title character’s famous soliloquy from Shakespeare’s “Hamlet.”

Over my years of advocacy on behalf of the members of our great association, I have heard, from time to time, members talk about NAPS filing charges with the National Labor Relations Board (NLRB). My response consistently has been that we

cannot file with the NLRB because we are considered white-collar employees.

I recently had the opportunity to look more closely at the law to better educate myself on the issue. I would like to share the reasons why I believe we are not recognized under the National Labor Relations Act (NLRA) of 1935.

The first point of reference under the law we need to examine or question the answer to is “What is an employee?” The answer is found in 29

*U.S. Code §\_152, “Definitions:”*

“(3) The term ‘employee’ shall include any employee, and shall not be limited to the employees of a particular employer, unless the Act [this subchapter] explicitly states otherwise, and shall include any individual whose work has ceased as a consequence of, or in connection with, any current labor dispute or because of any unfair labor practice, and who has not obtained any other regular and substantially equivalent employment, but shall not include any individual employed as an agricultural laborer, or in the domestic service of any family or person at his home, or any individual employed by his parent or spouse, or any individual having the status of an independent contractor, or any individual employed as a supervisor [emphasis added], or any individual employed by an employer subject to the Railway Labor Act [45 U.S.C. § 151 et seq.], as amended from time to time, or by

any other person who is not an employer as herein defined.”

The second point of reference to consider is regarding the answer to the question in the law of “What is the definition of the term ‘supervisor?’” This answer is found in the same “Definitions” section referenced in the column at left:

“(11) The term ‘supervisor’ means any individual having authority, in the interest of the employer, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or responsibly to direct them, or to adjust their grievances, or effectively to recommend such action, if in connection with the foregoing the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment.”

When the USPS made it mandatory that any non-career (supplemental) employee removal had to have the authorization and approval of a district manager, I was contacted by and had discussions with members over the question, “Are we really supervisors?” The basis of this question stems from all the various directives supervisors are mandated to implement or enact, such as that noted in the previous sentence. There are those EAS employees who feel that the implementation of mandated directives do not fall within the NLRA’s definition of “supervisor.” EAS employees who merely are following instructions are not supervisors who actually have authority.

This is a challenging assertion that may be becoming more applicable, in part. However, the various and numerous supervisory functions outlined in the law do not disqualify the work of supervisory and other managerial personnel in the USPS as “supervisor” work under the definition of the 1935 NLRA.

In solidarity ...

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**Ivan D. Butts**  
Executive Vice President

## The Postal Supervisor 2021 Production Schedule

Issue	Copy Deadline*	Mails
MAY	MAR 22	APR 22
JUNE	APR 20	MAY 13
JULY	MAY 20	JUNE 15
AUG	JUNE 22	JULY 15
SEPT/OCT	SEPT 14	OCT 12
NOV	OCT 5	OCT 28
DEC	OCT 28	NOV 23
JAN 22	NOV 30	DEC 23
FEB	JAN 4	FEB 1

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

# Play Ball!

**W**elcome, April. Spring and hope are in the air, plus baseball season is underway! This month, I want to give a refresher lesson about a couple issues on which we receive calls at NAPS Headquarters. So, speaking of baseball, let's start at the top of the order.

The first issue is personal leave or personal absence time. This is referenced in the *Employee and Labor Relations Manual (ELM)*, Section 519.72:

"Nonbargaining unit exempt employees are paid on a salary basis. This means that under the FLSA they are not considered to be hourly rate employees. Therefore, partial day absences are paid the same as work time. While exempt employees are expected to work a full day, they may request time off to attend to personal matters dur-

ing the workday, including time off due to conditions covered by FMLA. If approved, the time off is 'personal absence time' and is not charged to annual leave, sick leave, or LWOP."

*ELM* 519.732, "Nonbargaining Unit Partial-Day Absences," further reads:

"Normally, personal absence time is limited to no more than half an employee's workday. However, when an unanticipated need for time off occurs after the employee reports to work and the employee is allowed to leave work but is unable to return, the half-day limit does not apply. For example, when an employee gets sick after 2 hours at work and must leave for the remaining 6 hours of the workday, the entire 6 hours is treated as personal absence time. However, a manager may disapprove personal leave requests when necessary to carry out their responsibilities to control work hours as set forth in 519.75. In this regard, managers may require the use of an appropriate leave category, for example, sick leave in the case of partial-day absences for FMLA-covered conditions."

Of course, there also is *ELM* Section 519.733, "Directed to Work:"

"When an exempt employee is directed to work a full day on a holiday or other full day in addition to normal workdays, the supervisor may grant a full day of personal absence without charging it to official leave."

This is a critical piece of information for EAS employees who are required to work a full day or holiday. You can request a full day of personal absence not chargeable to your leave!

Another issue that comes up quite often is how does a promoted supervisor leave the craft union once they become an EAS employee? This is governed by the *ELM* in Section 925.122(c), "Special Circumstances:"

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

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

Another issue about which we receive calls is, unfortunately, members who work at USPS Headquarters or in a field position who report to USPS Headquarters are told at times they cannot be represented by NAPS or even join NAPS. We are not sure why the facts are misrepresented, but the truth of the matter is this: Any EAS field, Headquarters, district or area employee can join NAPS and be represented by NAPS in any disciplinary matter.

Such participation is governed by *ELM* Section 912.1, "Right to Participation:"

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

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

"No interference, restraint, coercion, or discrimina-

*Continued on page 8*

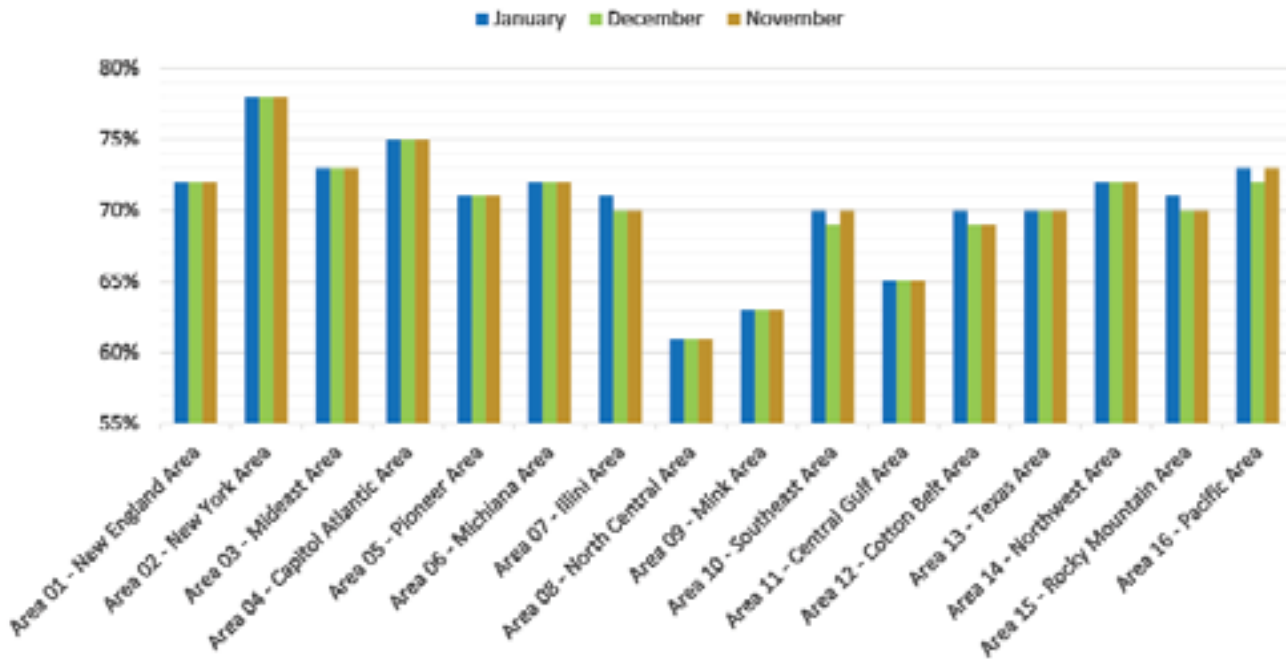


**Chuck Mulidore**  
Secretary/Treasurer

# National Association of Postal Supervisors Membership Report

January 2021

## 3 Month Member Percentage by Area



Regular Member Totals By Area	January 2021	December 2020	November 2020
Area 01 - New England Area	72%	72%	72%
Area 02 - New York Area	78%	78%	78%
Area 03 - Midwest Area	73%	73%	73%
Area 04 - Capitol Atlantic Area	75%	75%	75%
Area 05 - Pioneer Area	71%	71%	71%
Area 06 - Michiana Area	72%	72%	72%
Area 07 - Illini Area	71%	70%	70%
Area 08 - North Central Area	61%	61%	61%
Area 09 - Mink Area	63%	63%	63%
Area 10 - Southeast Area	70%	69%	70%
Area 11 - Central Gulf Area	65%	65%	65%
Area 12 - Cotton Belt Area	70%	69%	69%
Area 13 - Texas Area	70%	70%	70%
Area 14 - Northwest Area	72%	72%	72%
Area 15 - Rocky Mountain Area	71%	70%	70%
Area 16 - Pacific Area	73%	72%	73%
<b>Total Regular Member %</b>	<b>71%</b>	<b>71%</b>	<b>71%</b>
<b>Total Regular Members</b>	<b>25,830</b>	<b>25,921</b>	<b>26,210</b>
NonMember Totals	January 2021	December 2020	November 2020
<b>Total NonMembers</b>	<b>10,133</b>	<b>10,298</b>	<b>10,322</b>
<b>Total NonMember %</b>	<b>29%</b>	<b>29%</b>	<b>29%</b>

**Play Ball**

Continued from page 6

tion to encourage or discourage membership in such an organization shall be affected in the Postal Service."

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

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

There you have it. Use the rights you are granted as an EAS employee by the *ELM*. Requesting personal absence time or filling out *PS Form 1188* to leave the union on promotion or pursuing your right to join and actively participate in NAPS, as well as be represented by NAPS in any matters that may be disciplinary in nature—no matter what your EAS role is in the Postal Service. These are the foundations of a hall of fame postal career.

[naps.cm@naps.org](mailto:naps.cm@naps.org)

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, 2020**Assets:**

Cash and Investments	\$13,160,386.43
Dues Withholding Receivable	173,703.40
Prepaid Expenses and Other Assets	892,726.51
Total Current Assets	14,226,816.34
Building and Equipment, Net of Accumulated Depreciation	2,651,323.93
Total Assets	\$16,878,140.27

**Liabilities and Fund Balances:**

Accounts Payable	\$ 85,655.41
Accrued Expenses	236,600.38
Deferred Revenues	29,647.94
Dues to be Remitted to Branches	509,220.99
Total Liabilities	861,124.72
Unrestricted and Designated Net Assets	16,017,015.55
Total Liabilities and Net Assets	\$16,878,140.27

**Statement of Activities (Revenues and Expenses)**

(For the period Sept. 1, 2020, through Nov. 30, 2020)

**Revenues:**

Dues and Assessments	\$ 1,877,741.07
Less: Dues Remitted to Branches	1,288,222.17
Net Dues and Assessment Revenue	589,518.90
NAPS Property, Inc. (Net Loss) Before Depreciation	\$ 11,696.10
Less Depreciation	(55,963.80)
NAPS Property, Inc. (Net Loss)	(44,267.70)
Advertising Income From The Postal Supervisor	24,465.00
Royalties	503.54
Other	2,259.30
Revenues Before Investment Income	572,479.04
Investment Income	491,892.85
Total Revenues For the Period	1,064,371.89

**Expenses:**

National Headquarters	382,511.28
Executive Board	67,082.79
<i>The Postal Supervisor</i>	126,387.18
Legal/Fact Finding/Pay Consultation	39,360.49
Legislative Counsel	11,456.25
Legislative Expenses	4,824.00
Membership	33,839.65
Education and Training	1,440.35
Disciplinary Defense	114,771.52
Total Expenses	781,673.51

**Revenues in Excess of Expenses (Change in Net Assets)** \$ 282,698.38

Substantially all disclosures required by GAAP are omitted.

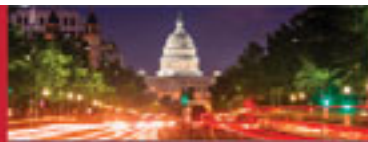
The financial statements do not include a statement of functional expenses and cash flows.

The financial statements do not include the financial position and operations of the SPAC.

No assurance is provided on these financial statements.



Get in good trouble,  
necessary trouble.  
- John Lewis



National Association of Postal Supervisors  
2021 Legislative Training Seminar

April 18—1 p.m. to 5:30 p.m. EST

# Virtual 2021 Legislative Training Seminar Registration Information

LTS registration closes on April 4

Register for LTS online only at <https://naps.org/Legislative-Training-Seminar>

**J**oin us on April 18 for our first virtual Legislative Training Seminar! While it may look different from past years, the purpose remains the same. We still will have training on how to lobby members of Congress, panel discussions with our representatives in Congress and an opportunity to donate to SPAC to support our legislative efforts.

The seminar will be held on Zoom as a webinar and requires preregistration to attend. Registration is free, but please ensure you register by April 4 in order to guarantee you get all the training materials you would have received if the event were in-person, as well as a NAPS notebook and LTS button!

LTS is held every spring in the Washington, DC, metropolitan area. The purpose of the seminar is twofold: To educate our members on the political process and the legislative issues facing the U.S. Postal Service and to translate this curriculum into successful meetings with



lawmakers and their staffs on Capitol Hill.

Over 500 active and retired postal managers, postmasters and supervisors attend this event annually. Our delegates are addressed by members of the U.S. Senate and House of Representatives and executives of the Postal Service.

The USPS continues to be held in the highest regard by the American public. In addition, new partnerships with some of America's most prominent retailers are creating promising new revenue streams for the Postal Service. However, until our legislators remove the regulatory hurdles holding back the Postal Service, the growth potential from these new business lines cannot be realized.

It is up to us—as advocates for a strong, vibrant universal delivery system—to accurately paint this picture for Congress. If you have any questions about LTS events, please contact Bob Levi at [naps.rl@naps.org](mailto:naps.rl@naps.org).

# ‘Congress Must Act Now to Restore and Sustain Our Postal Service’

*The following statement from NAPS President Brian Wagner, Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore was presented to the House Oversight and Reform Committee for its Feb. 24 hearing on legislative proposals to put the Postal Service on sustainable financial footing.*

**C**hairwoman Maloney, Ranking Member Comer and members of the committee, thank you for receiving these views of the National Association of Postal Supervisors (NAPS) in connection with your Feb. 24, 2021, hearing regarding legislation to restore the U.S. Postal Service.

NAPS strongly believes that America’s success relies on a high-quality, universal and affordable postal system that provides for the timely delivery of mail. As the foremost representative of the Postal Service’s mid-level management employees, including its more than 45,000 supervisory and managerial personnel, including postmasters covered by the Executive Administrative Schedule (EAS), NAPS members are responsible for operations in mail processing plants, post offices, stations, branches and at USPS Headquarters. Unlike employees represented by unions, EAS employees are not afforded collective-bargaining rights and most are exempt from the Fair Labor Standards Act.

During the election season this past fall, postal employees truly delivered democracy to the citizens of our nation. Despite the ongoing coronavirus pandemic, postal employees carried the sacred instru-

ment of our democracy—the ballot—to the homes of millions of Americans and returned those completed ballots to their counting destinations.

The integrity of our electoral system was validated by the effective and secure transit of absentee ballots throughout the nation’s mail system. Despite numerous challenges, postal employees successfully accepted, sorted and delivered absentee ballots from governmental election authorities to eligible voters and, then, from the voters back to election authorities.

Members of this committee, as well as our congressional leaders and federal courts, should be credited for their exercise of appropriate oversight to ensure that actions taken by USPS leadership did not interfere with the faithful delivery of these mail-in ballots. According to the U.S. Election Project, 65,642,049 votes were cast through the mail in the November election. According to USPS data, the average time to deliver ballots to voters was 2.1 days; the average time to deliver completed ballots from voters to election officials was 1.6 days. That’s a remarkable score.

Despite these accomplishments, NAPS members are deeply troubled

about the continuing, seven-month decline in postal performance, especially with respect to the timeliness of First-Class Mail. NAPS believes that many of the factors contributing to the quality decline should have been anticipated. Weather issues are a constant seasonal threat, staffing availability due to the pandemic remained an ongoing problem and high numbers of holiday parcels should have been anticipated. As early as July 2020, NAPS was alerting Postal Service Headquarters, as well as Congress, about the danger of removing and dismantling such large numbers of mail processing machines without prior analysis of the impact on performance or the Postal Service’s financial condition.

It is clear that Congress must act now to restore and sustain our Postal Service for years to come. Legislation will not be a panacea for all that afflicts the postal system, but we must not settle for a legislative placebo that does little to enhance postal operations and finances. For this reason, the following elements should be part of a postal restoration bill.

First, Congress should repeal the unfair and prejudicial requirement that the Postal Service prefund future retiree health benefits. In addition, Congress should direct the Of-

Office of Personnel Management to more fairly and accurately calculate the Postal Service's Civil Service Retirement System (CSRS) and Federal Employees Retirement System (FERS) liabilities.

The current methodology results in a postal annuity liability significantly greater than it would be using a more equitable calculation, as the one identified by the USPS Office of Inspector General. Furthermore, legislation should grant the Postal Service the authority to invest the assets currently accounted for in its Retirement Health Benefits Fund and Retirement Fund in segregated investment funds that mimic the long-term Life Cycle Fund currently maintained in the Thrift Savings Plan.

Second, the Postal Service needs to raise revenue. Therefore, the agency should be empowered with greater flexibility to adjust its rates and more expeditiously adapt to the dynamic postal marketplace. Even with the incremental flexibility the Postal Regulatory Commission (PRC) authorized in its recent rate ruling, the Postal Service needs to be untethered from the suffocating CPI-U index on rate adjustments that was imposed by the 2006 "Postal Accountability and Enhancement Act." It should be noted that the PRC ruling currently is under judicial review.

The Postal Service also should be permitted to develop and market new and innovative post products and services. As mail diversion continues to erode traditional products, the agency should be permitted to spread its wings into new logistics and communication arenas. The Postal Service should also be able to reclaim its historical role in providing basic financial services in areas of our country that are unbanked or under-banked. And Congress should position the Postal Service to be-

come the singular portal to a wide variety of governmental services, including those federal, state and local products requiring identity or address verification.

Third, the Postal Service needs to invest in critical infrastructure. The agency needs to build back its capacity to process and deliver mail at levels the mailing public reasonably expects, taking into account recent exponential growth in parcels. As a first step, the Postal Service needs to rectify the mail timeliness issues resulting from the ill-advised removal of processing machinery over the past summer.

Moreover, the Postal Service should invest in high-capacity parcel sortation equipment to meet customer needs for years to come. In addition, the agency needs a modern, fuel-efficient vehicle fleet to carry mail and parcels. The current fleet is over 25 years old and is held together by the sheer tenacity of USPS Vehicle Maintenance personnel. Facilities and equipment should be updated to reflect the changing mail mix and evolve to accommodate parcel traffic.

Fourth, legislation needs to be attentive to recruiting and retaining a dedicated and effective postal workforce. A key goal should be the extension of whistle-blower protection to postal employees, particularly mid-level managers and supervisors. While we cannot speak on behalf of members of the postal unions, our members sometimes are asked by members of Congress to share their experiences on the workroom floor, provide expert knowledge on postal operations or assess postal performance. They should not fear retaliation from upper-level management for their disclosure of such information to Congress.

Our members genuinely seek to

provide you, their elected representatives, with accurate and timely information on request. To accomplish that, EAS-level employees need to have the same whistle-blower protections that are extended to other federal employees.

EAS employees also call on Congress to assure fairness in the statutory consultation process between NAPS and the Postal Service over pay and benefits. During the previous Congress, Government Operations Subcommittee Chairman Gerry Connolly and Rep. Mike Bost introduced bipartisan legislation (H.R. 6085) to begin the consultation process promptly and assure that fact-finding panel recommendations become binding. NAPS looks forward to favorable action on similar legislation by this committee during this Congress.

Finally, we ask this committee to correct the situation that denies 7,500 EAS nonsupervisory postal employees the right to appeal adverse personnel actions to the Merit Systems Protection Board—the same right enjoyed by all their EAS counterparts. There is no rational reason for denial of the same due process rights as their colleagues and peers who work at other postal facilities.

In the previous congress, Chairman Connolly and Rep. David McKinley introduced bipartisan legislation (H.R. 597) to provide due process for all EAS employees. NAPS urges this committee to take favorable action on similar legislation in the 117th Congress.

Madame Chairwoman, Ranking Member Comer and members of the committee, we stand ready to work with you and your staff in the days ahead to secure postal restoration legislation that sustains the Postal Service and provides fairness to its employees.

Thank you.

# NAPS Executive Board Directory

## Resident Officers

The resident officers may be contacted at 1277 King St., Suite 400, Alexandria, VA 22314-2753; (703) 836-9660; (703) 836-9665 (fax)



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



**Chuck Mulidore**  
Secretary/Treasurer  
naps.cm@naps.org

## Regional Vice Presidents

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## Area Vice Presidents

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### 6—Michiana Area (IN/MI)



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



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



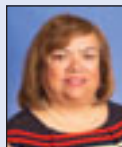
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### 14—Northwest Area (AK/ID/MT/OR/WA)



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**NAPS Files Brief Seeking Reversal of Lawsuit Decision**

On Feb. 19, NAPS filed an appeal brief in the U.S. Court of Appeals for the District of Columbia Circuit to overturn the District Court’s July 2020 order dismissing NAPS’ lawsuit against the Postal Service. NAPS has alleged that the agency violated statutory requirements regarding pay for NAPS’ members and illegally refused to recognize NAPS’ representation of USPS Headquarters and area EAS employees and postmasters.

Further briefing by the parties in the case will occur later this spring. Oral arguments before a three-judge appeals panel likely will occur sometime this fall. The brief is available on the NAPS website at [https://naps.org/files/galleries/NAPS\\_Brief\\_and\\_Appendix.pdf](https://naps.org/files/galleries/NAPS_Brief_and_Appendix.pdf).

**USPS Headquarters Announces Division Alignment, District Restructurings and a Limited Voluntary Early Retirement**

On March 3, the Postal Service notified NAPS Headquarters of Postmaster General Louis DeJoy’s announcement (*see page 17*) of a new series of phased organizational changes intended to improve the USPS’ ability to implement strategies and drive success by creating three core business functions and centralizing the administrative support functions at the area and district levels into Postal Headquarters. The USPS is further aligning the core business functions into four areas within Retail and Delivery and two regions within Mail Processing and Logistics.

The USPS announcement does not initiate a reduction-in-force (RIF). Over the next two months, the Postal Service will be engaged in specific activities to complete the staffing changes for the final phase of its restructure. The announce-

ment of the final structure and staffing is planned for May. However, as a part of its RIF avoidance activities, the Postal Service is offering a voluntary early retirement (VER). The VER offering is for eligible career employees who are Executive and Administrative Schedule (EAS-15 to EAS-26) pay scales working in Headquarters, Headquarters-related facilities and area and district offices. The VER offering is not offered to employees in the Inspection Service, Vehicle Maintenance or any plant or post office employees. The VER offer will not be incentivized. Employees will be notified of these changes through USPS memos and employee all-hands meetings.

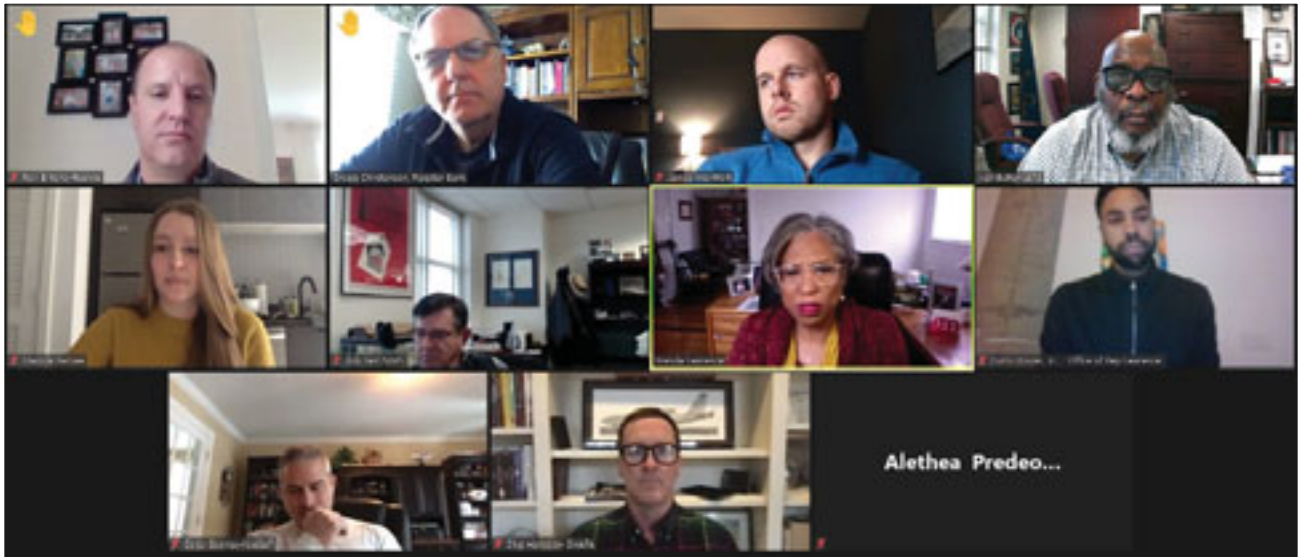
The Postal Service will provide additional information and details to NAPS regarding these organizational changes, including consulting

with NAPS on any potential impacts to EAS positions and active NAPS members. As more information becomes available, NAPS will provide timely and relevant updates to the Executive Board and post the same on the NAPS website at [naps.org](https://naps.org).

**Zoom Meetings**

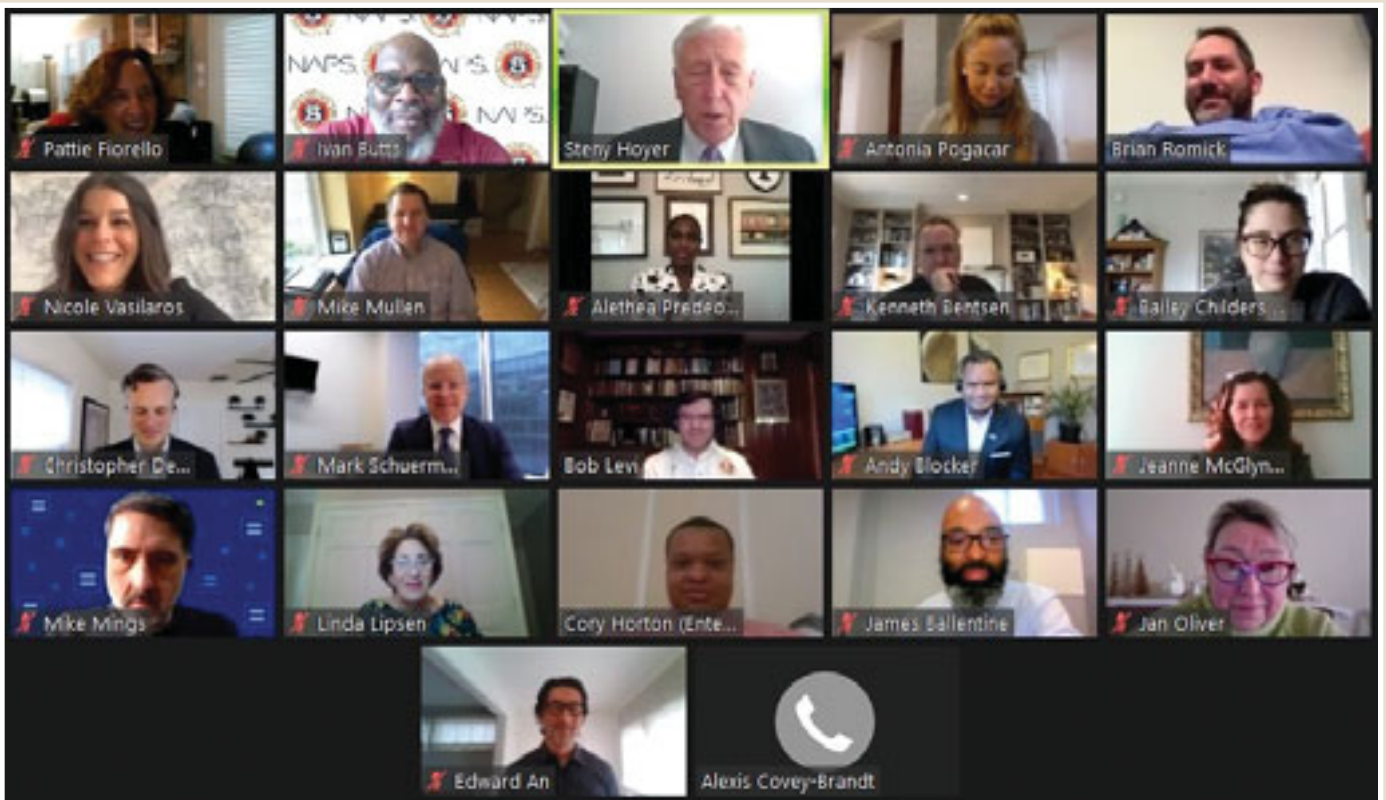


Rep. Kweisi Mfume (D-MD), top row, right, discussed USPS service and sustainability, the Postal Board of Governors vacancies and deploying COVID-19 vaccinations.

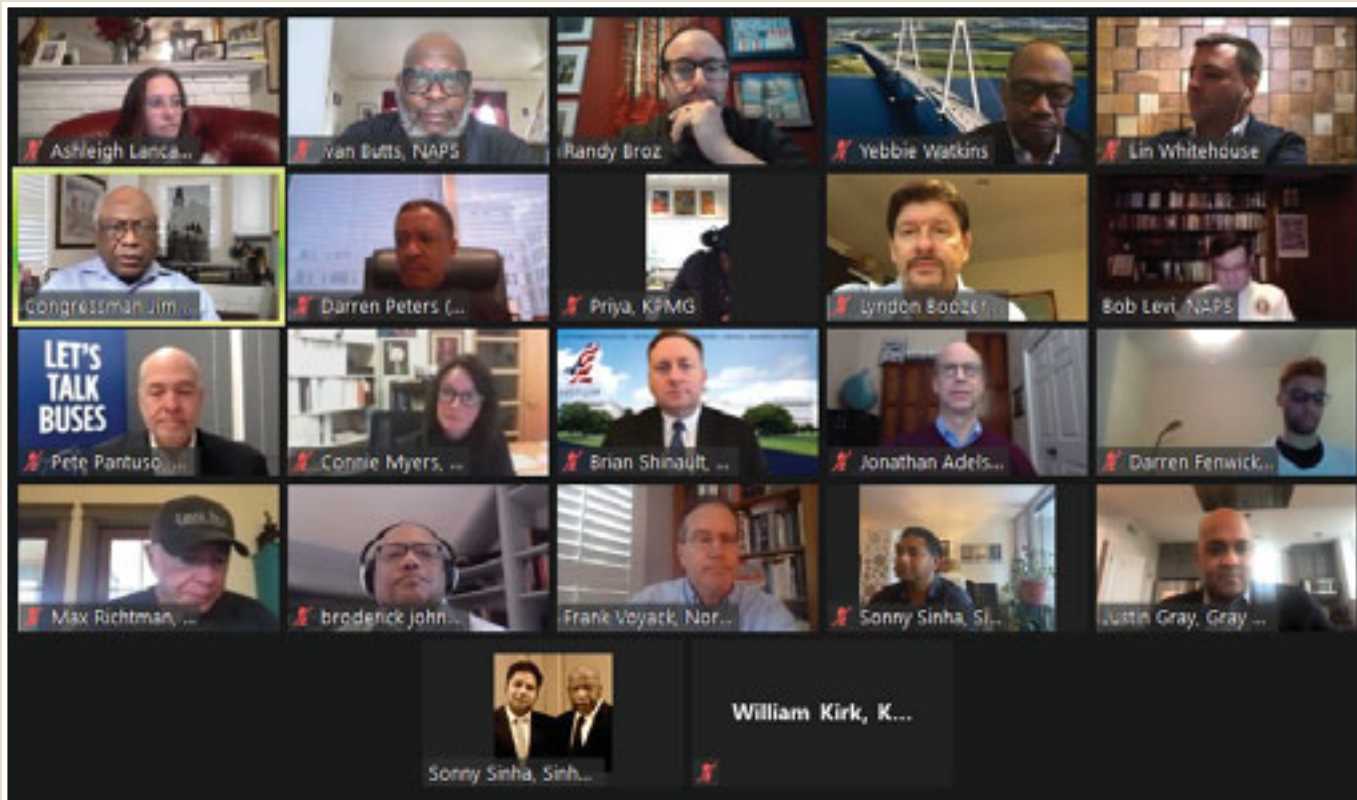


Rep. Brenda Lawrence (D-MI), middle row, second from right

One-on-one conversation with Rep. Brenda Lawrence (D-MI) regarding Feb. 24 House Oversight and Reform Committee hearing on USPS operations



House Majority Leader Steny Hoyer (D-MD), top row, center. Discussion focused on COVID-19 relief legislation, USPS restoration and sustainability, USPS Board of Governors nominees, COLA for USPS EAS employees and H.R. 1—"For the People Act."



Rep. Jim Clyburn (D-SC), second row, left, committed to working with NAPS and other USPS stakeholders to establish a path forward to restore service and provide the agency with sustainability. Topics included the COVID-19 response, distribution of the vaccines and negotiating over the pandemic relief package.



Executive Vice President Ivan D. Butts and Mideast Area Vice President Tony Dallojacono met with former Mideast Area Vice President Hans Agliadian and the New Jersey State Board to discuss the latest organizational changes at the USPS, the Postal Regulatory Commission and Postal Board of Governors.



NAPS President Brian Wagner attended Portland, OR, Branch 66's virtual meeting on Feb. 9. Among the issues discussed were FY20 PFP payouts, anticipated FY21 NPA goals, a possible VER, NAPS' legislative agenda and the 67th National Convention, among others.



NAPS Secretary/Treasurer Chuck Mulidore attended Portland, OR, Branch 66's Executive Board meeting and swore in the newly elected officers. From left: Mulidore, Dan O'Donnell, Nancy McVicker, Dave Ellis, Chad Itami, Lynn Yut, Linda McNulty, Aric Skjelstad, Layla Baldwin and Pam Simpson. Northwest Area Vice President Cindy McCracken took the photo.



NAPS President Brian Wagner and Michiana Area Vice President Kevin Trayer attended Southeastern Michigan Branch 268's virtual meeting on Feb. 10. The officers discussed a variety of issues, including NAPS' pending lawsuit appeal, a possible VER, USPS Headquarters' reorganization, FY20 PFP payouts, anticipated FY21 NPA goals, the 67th National Convention, poor treatment of EAS employees and legislation, among others.



Executive Vice President Ivan D. Butts met with Southeastern Pennsylvania Branch 355 to discuss the latest organizational changes at USPS Headquarters, engaging with local USPS leadership and changes in leadership at the Postal Regulatory Commission and Postal Board of Governors.





March 3, 2021

## OFFICERS

**SUBJECT:** Transforming the Postal Service—Restructuring Update

Last fall, we initiated a series of phased organizational changes to improve our ability to implement strategies and drive success by creating three core business functions and centralizing the administrative support functions at the area and district level into Headquarters. We further aligned the core business functions into four areas within Retail and Delivery Operations and two regions within Logistics and Processing Operations.

Centralizing the administrative support functions enables the Headquarters organization to focus on strategy and planning, while Retail and Delivery Operations areas, and Logistics and Processing Operations regions focus on operational execution.

The next phase of our organizational restructuring includes a district consolidation plan, centralization of Area and District Marketing functions, and realignment of the Logistics and Processing Operations divisions:

- **District Consolidation Plan:** The existing 67 districts will be consolidated to 50 districts. New district territories will closely align to state boundaries. Districts will align with the communities we serve and provide familiar boundaries for employees, customers and stakeholders.
- **Centralization of Marketing functions:** The Marketing functions previously performed at the Area and District levels will be centralized into the Chief Customer and Marketing organization, including Consumer and Industry Affairs and the Bulk Mail Entry Units (BMEUs). In May, the District Retail function will be centralized into the Headquarters Retail and Delivery function. In the interim, the Retail teams will be assigned to one of the 50 District Managers.
- **Realignment of Logistics and Processing Operations:** To ensure alignment between Retail and Delivery Operations, and Logistics and Processing Operations, a thirteenth division will be created. Processing Operations is organized into two regions, each geographically aligned with two retail and delivery areas; and divided into six or seven divisions for a total of 13 divisions. Logistics is organized into four regions, each geographically aligned to one retail and delivery area; and divided into three or four divisions for a total of 13 divisions. No divisions or regions will span across more than one area.

New territory maps and lists of districts and divisions are depicted in the attachment.

As a part of our reduction-in-force (RIF) avoidance activities, we are offering a Voluntary Early Retirement (VER) option to most eligible non-bargaining employees at Headquarters, Headquarters-related, area and district offices. The VER offer will not be incentivized.

The VER offering provides an option for our employees to consider as we move through this phase of our organizational restructure. Below are the key dates for the VER offering; additional information is available on the [VER webpage](#) through LiteBlue:

- VER Mailings: March 2, 2021
- VER Acceptance/Irrevocability Deadline: April 16, 2021
- VER Effective Date: April 30, 2021

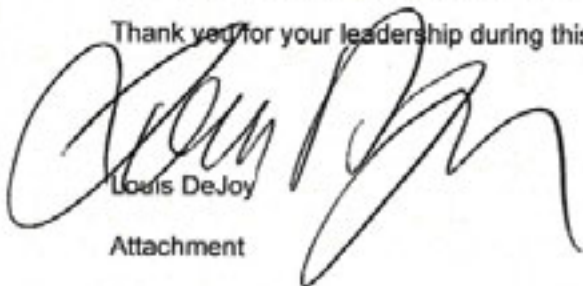
Over the next two months, we will be engaged in specific activities to complete the staffing changes for the final phase of our restructure. The announcement of the final structure and staffing is planned for May 2021.

We will continue to provide regular and ongoing messages about these organizational changes. In addition, we have created new webpages on our Blue and LiteBlue platforms that provide information to our employees regarding our organizational changes.

On the Preparing for Change—Employee Support page you will find information about the organizational change, including timelines, guidance for leading and navigating change, career planning resources, and VER and general retirement information.

These organizational changes will strengthen our mission and commitment to serve the American people by improving efficiency and streamlining decision making throughout the organization. By bringing better operating and business strategies along with greater investment, we can strengthen our public service mission, achieve service excellence, and place the Postal Service on a path toward financial sustainability.

Thank you for your leadership during this phase of our transformation.



Louis DeJoy

Attachment



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# Leave Issues Related to COVID-19, In-Person Arbitration Meetings Among Items Discussed

**P**resident Brian Wagner, Executive Vice President Ivan D. Butts, Secretary/Treasurer Chuck Mulidore and Executive Board Chair Tim Ford attended the Jan. 22 consultative meeting via Zoom. Representing the Postal Service were Bruce Nicholson and James Timmons, Labor Relations Policy Administration.

## Agenda Item #1

NAPS requested procedural guidance from USPS Headquarters for addressing COVID-19 leave.

*The “Families First Coronavirus Response Act” (FFCRA) that required the Postal Service to provide up to 80 hours of emergency paid sick leave for specific reasons related to COVID-19 expired on Dec. 31. An updated decision tree was issued on Jan. 21 to assist managers and district and area Human Resources with how to respond to various scenarios and the associated leave status.*

Scenario #1: The USPS tells an employee they must self-quarantine because of contract tracing done via USPS personnel following up on a positive COVID-19 case. The employee self-quarantines for two weeks and is given their two weeks’ COVID-19 leave. They do not get COVID-19 and return to work. A few weeks or months later, they test positive for COVID-19.

Question: Is the employee entitled to two weeks admin leave because the USPS told them to self-quarantine after they used their 80 hours of COVID leave previously due to contact tracing?

*The 80 hours of emergency paid sick*

*leave that was provided under FFCRA expired on Dec. 31.*

Scenario #2: An employee is out on long-term sick leave (for whatever reason, surgery, treatment, recovery, etc.). The employee either contracts COVID-19 (tests positive) or is identified through contact tracing (Department of Health) that they should self-quarantine.

Question—Is that employee allowed to use their 80 hours of COVID leave instead of sick leave?

*The 80 hours of emergency paid sick leave that was provided under FFCRA expired on December 31.*

Additionally, NAPS asked to confirm if there is a difference between contracting COVID-19 on the clock or off the clock regarding COVID-19 leave usage.

*If diagnosed with COVID-19 or possible exposure to it, then it should be reported to the district HR manager and OHNA. Decisions will be made on a case-by-case basis of next steps to include the appropriate leave type. The 80 hours of emergency paid sick leave that was provided under FFCRA expired on Dec. 31.*

## Agenda Item #2

NAPS has received concerns regarding the practice of holding in-person arbitrations instead of Zoom meetings. There are concerns from EAS employees that the meetings are held in small conference rooms where, although they technically may meet the six-foot social distancing guidelines, the airflow may not always be adequate to prevent the virus’ inhalation.

It has been reported to NAPS Headquarters there have been a couple of instances where participants attended the meeting and, shortly afterward, informed everyone they had been exposed to COVID-19. There is a belief they did not mention the possible exposure in order to avoid cancellation of the meeting.

NAPS requested that the USPS provide the necessary training needed to all parties to use Zoom conferencing and conduct arbitrations via Zoom until the abatement of COVID-19.

*A scheduling letter is sent to an arbitrator 30 days in advance of an arbitration hearing. The scheduling letter includes the date, time and location of the hearing. All hearings are conducted on postal property and all facilities are required to follow Maintenance Management Order (MMO) 031-20 and the Centers for Disease Control and Prevention (CDC) guidelines to ensure the safety and well-being of all participants at the hearing.*

*The advance notice allows district Labor Relations to ensure CDC guidelines are followed and the meeting can be accommodated in the designated room or recommend an alternative location. All parties involved in the hearing are copied on the scheduling letter, which advises of the following:*

*“In-person hearings will take place with appropriate precautions. All postal facilities follow protocols consistent with CDC guidelines to ensure the safety and well-being of our employees and visitors. These protocols include staying at home if experiencing COVID-19-related symptoms, securing adequate meeting spaces*

## COVID-19 Vaccines and USPS Employees

By **Jimmy Warden**

New York Area Vice President

**T**his past year was a time in all our lives that no one could ever have predicted. COVID-19 has affected us in so many different ways. Some have experienced the loss of family and friends.

Throughout the pandemic, postal employees were considered *essential* employees. Postal employees were essential enough to risk their health and lives going to work every day to ensure the mail was accepted, processed and delivered—including medications, as well as election ballots. It was the United States Postal Service that kept America open during the tough months of the pandemic while most of the country was shut down.

If postal employees were so essential, then why aren't they essential now when it comes to receiving the vaccines? I am sure everyone is well aware that the CDC has designated postal employees to be eligible to receive the COVID-19 vaccine in phase 1B. But it is up to each state to determine the order of preference.



Some states have elected not to have postal employees included in phase 1B. They placed them in a lower level. New York is one of those states. Food delivery and Uber drivers are in phase 1B in New York, but not postal employees.

I urge every member in my area (New York) to use the QRL codes at right and send a message to Governor Andrew Cuomo, Sens. Chuck Schumer and Kirsten Gillibrand, as well as your respective representative. Let them know what postal employees have done and, as a result, fully deserve to be placed in phase 1B to receive the vaccines.

For NAPS members living in states that have failed to recognize postal employees and not included them in phase 1B, you also need to contact your governor, U.S. senators and respective representative. A QRL code is included that allows you to find your U.S. representative by inputting your ZIP code.

On Feb. 5, 2021, Rep. Steve Lynch (D-MA) introduced House Resolution 108. The nonbinding resolution expresses the sense of the House that Postal Service employees



**New York Governor  
Andrew Cuomo**  
(518) 474-8390



**Sen. Chuck Schumer (D-NY)**  
(202) 224-6542



**Sen. Kirsten Gillibrand (D-NY)**  
(202) 224-4451



**Scan to find your  
U.S. representative**

should be accorded priority status in administration of the COVID-19 vaccines. Reps. Carolyn B. Maloney (D-NY), Gerald E. Connolly (D-VA) and Brenda L. Lawrence (D-MI) were early co-sponsors. As of early March, 10 more representatives signed on.

Granted, this is a resolution and not a bill. But it brings awareness to our need. Your voice needs to be heard!

Stay safe.

[nyareavp@aol.com](mailto:nyareavp@aol.com)

*to accommodate social distancing at least six feet apart, wearing face masks, wiping down common areas and having hand sanitizer readily available."*

*Any intent to modify an in-person arbitration hearing can be explored on a case-by-case basis; any decision must be amenable by all parties.*

### Agenda Item #3

NAPS Headquarters has been made aware that, due to COVID-19, FLSA-exempt EAS employees have to take on additional workloads to support other operations. These include transportation, HR and vacant supervisor positions. These additional du-

ties can cause these FLSA-exempt EAS employees to work beyond the eight-hour workday/40-hour workweek.

NAPS requested an exemption for FLSA-exempt EAS employees to be paid for all additional hours

*Continued on page 30*

**National Association of Postal Supervisors**

# Vince Palladino Memorial Student Scholarships

**Deadline: June 25, 2021**

**T**he 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 25, 2021. Online applications only will be accepted using the NAPS website. Please go to [www.naps.org](http://www.naps.org) under the “Members” tab to apply for the **Vince Palladino Memorial Student Scholarship**, or go to <https://naps.org/Members-Scholarship>.

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the September/October 2021 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 2021. Scholarships may be used to pay expenses in the student’s current or following semester.

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

## Bob Levi

Director of Legislative & Political Affairs



One of the oldest roads in the United States is U.S. Route 1. The 2,369-mile north-south interstate highway stretches from Fort Kent, ME, to Key West, FL. A portion

along this year's COVID-shrouded legislative highway.

A series of key events took place in late February.

First, President Joe Biden nominated three persons to fill vacancies on the U.S. Postal Service Board of Governors. They all bring specific and diverse postal experi-

nounced simultaneously with DeJoy's testimony before the House Oversight and Reform Committee on postal legislation, the Postal Service's yet-to-be-shared "strategic plan" and the agency's festering performance issues. (See NAPS' submitted testimony on page 10.)

The pending nominations could impact the trajectory of postal legislation currently being floated by House Oversight and Reform Committee Chairwoman Carolyn Maloney (D-NY), as well as the Postal Service's

strategic plan. Before the Feb. 24 hearing, Maloney circulated a "discussion draft" of postal legislation. The bill seeks to address just three issues.

First, the bill would compel the Postal Service to develop performance standards that would be reviewed and adjudicated by the Postal Regulatory Commission.

Second, the measure would integrate Medicare with the earned retiree health benefits of current postal employees, once these employees become eligible for Medicare benefits. Under the discussion draft, current retirees could, at their option, enroll in Medicare during a limited time period.

And third, the draft legislation would repeal the current requirement that the Postal Service prefund future retiree health benefits. NAPS has been advised by Maloney that the discussion is merely a starting point for drafting a broader bill.

Our virtual LTS on April 18, combined with NAPS' "lobbying from the living room," will serve as valuable tactics to promoting postal restoration legislation in conjunction with our specific legislation priorities. NAPS is collaborating with

## NAPS Offers a Revised Roadmap for Riding the Legislative Highway

of the thoroughfare still is known as the Boston Post Road, a colonial mail-delivery route connecting New York City and Boston.

Along the lengthy road are limitless entrances and exits, countless construction zones and immeasurable distractions. To drive from point A to a distant point B requires stamina, focus and determination. Unless the driver wants to get pulled over by a state trooper, it's a good idea to observe speed limits. In addition, the driver should know when to enter and exit the highway and when a detour is required due to traffic.

It would seem U.S. 1 is a reasonable metaphor for navigating the legislative landscape in pursuit of postal restoration legislation. However, at times, it seems as if we are on a NASCAR track—no speed limits, no police, limited entrances and exits and serious crashes.

Later this month, NAPS will be conducting our much-anticipated, virtual 2021 Legislative Training Seminar. The pandemic has yielded a tremendous degree of uncertainty. However, Executive Vice President Ivan D. Butts and the NAPS Legislative Team will provide the roadmap, fuel and vehicle to help you travel

ences. Ron Stroman served as the immediate past deputy postmaster general and has Capitol Hill experience. Anton Hajjar served as general counsel to the American Postal Workers Union. And Amber McReynolds is chief executive officer for the National Vote at Home Institute.

Stroman and Hajjar are registered Democrats; McReynolds is not affiliated with a political party. The three were nominated amidst serious and protracted criticism of Postmaster General Louis DeJoy for the decline in postal performance since he was hired in June 2020 by the current Board of Governors.

Stroman's nomination is noteworthy for two reasons. He chaired President Biden's postal transition team. And, of more interest, in an August 2020 interview with National Public Radio, Stroman stated the Board of Governors' decision to hire DeJoy reflected a direction inconsistent with his own postal approach and philosophy. Stroman went on to say in the late-summer interview, if the new Postmaster General's actions had the effect "to slow the mail ... these are initiatives that should be halted."

The three nominees were an-

House Government Operations Subcommittee Chairman Gerry Connolly (D-VA) and other NAPS legislative champions to advance fairness for Executive and Administrative Schedule (EAS)-level postal employees.

By the time you read this column, we anticipate Connolly will have introduced legislation to provide fairness to the consultative and disciplinary processes for EAS employees. Legislation from the previous Congress to accelerate the timing of pay talks and ensure that fact-finding determinations are binding has been reintroduced. In addition, legislation to provide Merit Systems Protection Board appeal rights to the approximately 7,500 EAS-level postal employees currently denied such rights also has been resubmitted.

Another EAS protection being advanced is extending statutory “whistleblower” protection to these employees. Postal managers and supervisors do not have legal protections against retaliation by upper-management should they share information relating to fraud, abuse or operational issues with members of Congress or other appropriate authorities.

One of the most worrisome challenges confronting many postal employees is accessing COVID-19 vaccinations. Despite the fact that the Centers for Disease Control and Prevention has designated postal employees as front-line, essential personnel, warranting a Phase 1B designation, many states and counties within the states have neglected to prioritize postal personnel.

The December decision to decentralize vaccine administration has led to a national patchwork approach to immunization against the coronavirus. For this reason, in February, NAPS initiated a three-week

*Continued on page 31*



## Important Convention Deadlines

- 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 30** Deadline for entries for the Best Website and Newsletter contests
  - July 10** 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

**I**n 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. 30-Sept. 3, 2021, 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 three 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 2021 Host Branch Committee for the Memorial Service to be held during the convention's Opening Ceremony on Monday morning, Aug. 30.

Please submit deceased members' names to NAPS Executive Assistant Rebekah Leo at NAPS Headquarters at [naps.rr@naps.org](mailto:naps.rr@naps.org) by July 10, 2021. After July 10, names may be submitted to NAPS Editor Karen Young at the national convention for publication in the convention newsletter.





**NAPS 67th National Convention**  
Aug. 30-Sept. 3, 2021

**Gaylord Texan Resort & Convention Center**  
Grapevine, Texas

# 67th National Convention Registration Information

**Convention registration closes July 24 • Hotel room block expires Aug. 4**

**Register for the 67th National Convention  
online only at [www.naps.org](http://www.naps.org)**

## **Registration Fee—\$250**

The 67th National Convention registration fee is \$250 if 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](mailto:napshq@naps.org) or call 703-836-9660.

## **Refund Requests**

All refund requests must be submitted in writing via email to [napshq@naps.org](mailto: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](mailto: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 67th 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. 25-Sept. 4; applicable only to those staying overnight at the Gaylord Texan.

To make a room reservation online, go to [www.naps.org](http://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 Aug. 4. 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](mailto:kbalentyoung@gmail.com) by **June 30, 2021**, 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 **June 30, 2021**.

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 By-lined 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 **June 30, 2021**. 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**



.....  
*(Print or Type Delegate's Name)*

.....  
*(Delegate's Home Street Address)*

.....  
*(Delegate's Home City, State and Zip+1)*

**Check Here if First-Time Delegate**  **USPS EIN #** .....

is a certified member in good standing of .....  
*(Branch Number)* *(Date)*

and has been duly elected to represent that branch at the national convention of the National Association of Postal Supervisors.

.....  
*Printed Name Branch President or Designee Branch #*

.....  
*Signature of Branch President or Designee*

# NAPS National Convention Golf Tournament

If you want a great golf experience, join us at Cowboys Golf Club next August at the 67th NAPS 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 Golf Tournament, in conjunction with the National Convention at the Gaylord Texan Resort, will tee off at 9 a.m. Sunday, Aug. 29, 2021, at the beautiful Cowboys Golf Club. The tournament golf fee is \$95 until July 15, 2021, and includes breakfast, lunch and food while play-



ing. From July 16, 2021, until Aug. 1, 2021, 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, 2021.

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.

## NAPS National Convention Golf Tournament Registration

Registration closes after Aug. 1, 2021

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 NAPS National Convention Golf Tournament, contact Bob Bradford, National Convention Host Committee chair, at (972) 264-3717 or email at [texasbob49@gmail.com](mailto:texasbob49@gmail.com).

**NAPS 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



*Make Contributing to SPAC a Habit:*

# Contributions via USPS Payroll Deduction

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

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

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

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



## PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

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

7 7 2 2 5 5 5 5 5 \_\_\_\_\_

(Example: 77225555512345678).

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



# 2021 SPAC Contributors



## February Contributors

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

Butts, Ivan	PA	Branch 355
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### Chairman's Club (\$250)

Moreno, Luz	IL	Branch 489
Mulidore, Chuck	OH	Branch 133
Skjelstad, Aric	OR	Branch 66

### Supporter (\$100)

Melchert, Pamela	AK	Branch 435
Campbell, Stephnia	CA	Branch 159
Derden, Margaret	CA	Branch 39
Sutton, Catherine	CA	Branch 373

Kerns, John	CO	Branch 141
Donegan, Margie	CT	Branch 5
Douglas, Lisa	CT	Branch 5
Bock Jr., Robert	FL	Branch 406
Gilbert, Belinda	FL	Branch 425
Lynn, Patti	FL	Branch 296
Murray, Donald	FL	Branch 93
Williams, Carolyn	FL	Branch 146
Moore, Kevin	GA	Branch 281
Valuet, John	ID	Branch 915
Wagner, Brian	IL	Branch 255
Moreno, Richard	MA	Branch 498
Murphy, Gregory	MA	Branch 102
Amergian, Raymond	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96

## SPAC Contribution Form

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

**\$1,000**—President's Ultimate SPAC

**\$750**—VP Elite

**\$500**—Secretary's Roundtable

**\$250**—Chairman's Club

**\$100**—Supporter

Current as of February 2019

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

### Mail to:

SPAC  
1727 KING ST STE 400  
ALEXANDRIA VA 22314-2753

Contribution Amount \$ \_\_\_\_\_ Branch # \_\_\_\_\_

Name \_\_\_\_\_

Home Address/PO Box \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_

ZIP+4 \_\_\_\_\_ Date \_\_\_\_\_

Employee ID Number (EIN) or  
Civil Service Annuitant (CSA) Number \_\_\_\_\_



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

- Check or money order made payable to SPAC; *do not send cash*
- Credit card (*circle one*): Visa American Express MasterCard Discover

Card number \_\_\_\_\_

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

Card expiration date: \_\_\_\_ / \_\_\_\_

Signature (required for credit card charges) \_\_\_\_\_

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

Describe gift \_\_\_\_\_ Value \_\_\_\_\_

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

Bunch, Kenneth	MI	Branch 23
Bollinger, Kathreen	MO	Branch 36
Johnson, Craig	MO	Branch 36
McKiernan, Michael	NJ	Branch 74
Timothy, Pat	NJ	Branch 548
Evans, Darius	NY	Branch 85
Forde, Nicholas	NY	Branch 202
Yut, Rachele	OR	Branch 66
Bartko, Susan	PA	Branch 20
Benjamin, LaQuita	TN	Branch 41
Brooks, Lamarcus	TN	Branch 41
Green, Shri	TN	Branch 41
Foster, Debra	TX	Branch 9
Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Butler, Phillip	VA	Branch 98
Green Jr., Richard	VA	Branch 98
Mott III, George	VA	Branch 132
Taylor, Georgia	WA	Branch 31

### Jan. 22 Consultative

*Continued from page 21*

required of them to work in support of the continuity of operations during COVID-19.

*This is a request to modify existing pay provisions, which is not appropriate as an agenda item for the monthly consultative agenda. This will be addressed in the proper forum for these types of issues.*

### Agenda Item #4

NAPS has received concerns that, with the expiration of the FFCRA, employees who have a child who still is required to participate in virtual or online learning due to COVID-19 concerns in their school district no longer can use this type of leave. They now must use another leave type.

NAPS understands EAS employees only can take leave in increments of eight hours. However, EAS employees may not be able to work four hours, then go home to participate in their child's online classroom.

NAPS requested that, in these circumstances, the USPS adjust eRMS so an EAS employee can work a partial day and still use paid leave for the rest of the day to participate in an online classroom setting for their child. NAPS understands this leave request will be based on the submission of acceptable documentation.

*This is a request to modify existing pay provisions, which is not appropriate as an agenda item for the monthly consultative agenda. This will be addressed in the proper forum for these types of issues.*

# SPAC Scoreboard

Statistics reflect monies collected Jan. 1 to Feb. 28, 2021

### National Aggregate:

\$16,511.88

### National Per Capita:

\$0.61

### Region Aggregate:

1. Eastern	\$4,715.00
2. Central	\$3,664.00
3. Western	\$3,227.00
4. Southern	\$2,663.50
5. Northeast	\$2,242.88

### Region Per Capita:

1. Central	\$0.79
2. Eastern	\$0.79
3. Western	\$0.56
4. Southern	\$0.45
5. Northeast	\$0.45

### Area Aggregate:

1. Mideast	\$2,371.00
2. Capitol-Atlantic	\$2,112.20
3. North Central	\$1,440.00
4. Northwest	\$1,437.00
5. Pacific	\$1,150.00
6. Illini	\$1,062.00
7. New England	\$1,061.00
8. Texas	\$ 921.00
9. Southeast	\$ 814.00
10. Pioneer	\$ 795.80
11. Michiana	\$ 734.00
12. Rocky Mountain	\$ 640.00
13. New York	\$ 617.88
14. Cotton Belt	\$ 598.00
15. MINK	\$ 428.00
16. Central Gulf	\$ 330.00

### Area Per Capita:

1. North Central	\$1.53
2. Northwest	\$1.26
3. Mideast	\$1.00
4. Illini	\$0.79
5. Capitol-Atlantic	\$0.71
6. New England	\$0.64
7. Michiana	\$0.63
8. Cotton Belt	\$0.61
9. Pioneer	\$0.54
10. Texas	\$0.50
11. Rocky Mountain	\$0.42
12. Central Gulf	\$0.41
13. Southeast	\$0.36
14. Pacific	\$0.36
15. MINK	\$0.35
16. New York	\$0.25

### State Aggregate:

1. Pennsylvania	\$1,575.00
2. Illinois	\$1,062.00
3. Minnesota	\$1,060.00
4. California	\$ 970.00
5. Texas	\$ 921.00

### State Per Capita:

1. Maine	\$2.95
2. Minnesota	\$2.50
3. Oregon	\$2.32
4. Idaho	\$2.31
5. South Carolina	\$1.83

## Drive for 5

### Members by Region:

1. Central	51
2. Southern	48
3. Eastern	47
4. Western	40
5. Northeast	33

### Aggregate by Region:

1. Eastern	\$2,720.00
2. Western	\$2,537.00
3. Central	\$2,484.00
4. Southern	\$2,463.00
5. Northeast	\$1,937.88

# Renew, Refresh and Enjoy!

By Joe Bodary

**S**pring is time to refresh and renew. Flowers bloom, trees grow leaves, the days get warmer, gardens are planted—ah yes, spring!

It's been a rough winter, a rough year actually. But winter always takes its toll, even if we don't have a pandemic with which to deal. The days are shorter and we don't seem to get enough done at work and home. Now that the days are longer, with more sunlight, you can start planning on renewing, refreshing and cleaning! Let's start with home:

Make a commitment to come home from work on time. This in and of itself will refresh you. It's hard to do for a lot of postmasters as you are responsible for everything that happens at your office. With careful coaching and developing skills, you should have people trained to do the work that needs to be completed before you get to work and after you leave. So, let them do their jobs!

Plan a project at home. It could be cleaning, painting or remodeling. Also, fishing, walking, running, or maybe a relaxing walk in a park. Then there's drawing, painting, crafts and outdoor activities with your family, spouse, partners, children, grandchildren or pets. With the weather getting better, you should be spending more time outside. The fresh air will help refresh you. It also gives you incentive to get home on time.

As for work, spring cleaning is



good for your office and/or workspace. Clean up your desk and file those papers. Just looking at a clean workspace can give you a feeling of renewal. You might be surprised at how many of those papers on your desk can be thrown away.

Let your employees know you will be leaving work on time and you expect them to do their jobs to make decisions, complete assignments and perform closing duties. This may be a little rough at first, but, remember, you coach and develop them. The biggest issue I hear about is POOMs expect too much and postmasters are responsible; POOMs expect postmasters to be there all day and more.

All that leads to stress, which leads to a chain reaction of unfortunate events that negatively impact you and the Postal Service. You, of course, will be held accountable for that, too, even though it originated with your POOM.

Remember, your POOM is supposed to train and develop you. So if they are not happy with you leaving work on time and having a life outside the post office, then they should be able to coach and develop you to achieve this. My employees all had my phone number and were instructed that if they needed to call me, it had to be a very serious issue!

We all have daily impacts on our operations that require decisions to be made—often, very quickly. You should have some guidelines your POOM expects, such as don't delay the mail, don't hold a truck, etc. If you know there will be an issue after

you leave, let your POOM know. And let them know what you have set up to resolve the issue and who the contact person is after you leave.

Keep in mind, we are working to make a living, raise a family, enjoy life and make it financially a little better. So, if you never are home, you are defeating the purpose of working at all! Let's refresh, renew and enjoy the fruits of our labors.

[jbod@aol.com](mailto:jbod@aol.com)

*Joe Bodary is Michigan State Branch 925 corresponding secretary and the retired postmaster of Lincoln Park.*

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## Legislative Update

*Continued from page 24*

campaign to urge state governors to prioritize postal employees. NAPS members should have received an email with information about the campaign. In addition, information is on the NAPS website.

The 2021 roadmap for NAPS' legislative activities provides tremendous opportunities to engage with our elected leaders—just not in the conventional ways. Following the confirmation process for the nominees to the Postal Board of Governors, being educated about current congressional action and advocating on behalf of NAPS' legislative priorities require a higher degree of flexibility and resourcefulness than usual. This year's LTS will provide NAPS members the resources to maximize their engagement in this challenging time.

[naps.rl@naps.org](mailto:naps.rl@naps.org)

## From Essential to Invisible

By Mark Velez

**F**or all of us, 2020 was a long year. Although it started with hope like most new years, the dark days of COVID-19 arrived. But, where there is dark, we sometimes find light.

The light I found was in the form of leadership from our men and women of the Postal Service—our heroes, the essential EAS supervisors and managers. Don't get me wrong, I appreciate the front-line workers for their bravery and courage. But why have EAS employees been forgotten?

Yes, forgotten! From essential to invisible. Where are our thanks, our pats on the back for a job continuing to be well done? Thanks from

the United States Postal Service itself. From day one, EAS employees have held the line and put on a brave face during the pandemic.

Day in and day out, EAS employees manage the movement of the mail and all the essential products needed to get us through this most difficult time. Do not misunderstand the intent of my thoughts. I feel for the millions who have lost their jobs, savings and, some, sadly, their lives.

I am simply asking, where is the respect for my fellow EAS employees and our NAPS members? Where are our leaders championing the call for *all* postal employees to get vaccinated? We are the “invisible” who are called the “essential” only when there is a purpose to be served.

It makes for a good headline, but

it's disturbing. I am appalled that a large portion of this company's employees still are allowed to work from home while front-line EAS workers, starting from day one, still staff the line in delivery and retail and the plants—the lifeline of this company—while potentially being exposed to the virus.

Is it that hard to arrange for vaccinations for our members and workforce? Is it really too hard to get us vaccinated as a way of thanking and keeping us safe? Or have we truly gone from “essential” to “invisible?”

I pray you all stay safe—not just for you, but for your families, as well.

*Mark Velez is Flushing, NY, Branch 164 executive vice president.*

## Exceptional Customer Service— Not Anymore!

By Dioen D. Perez

**T**he pandemic continues, with some predicting its end in early fall. But Postal Service leadership seems to think we already are back to normal. USPS Headquarters officials think this is the time to restart the destruction of the Postal Service where they left off the past summer—before Congress stepped in and put USPS Headquarters leaders on notice to cease their destructive activities.

The agency is discussing a pilot program with full-blown route in-

spection, while authorizing plexiglass installation in LLVs so a supervisor can sit in the back for social distancing. The USPS wants to retrofit approximately 30 LLVs.

Parcels barely fit in LLVs. How is adding a supervisor going to work? This is how USPS Headquarters leadership thinks today and how much they value you!

Another hot topic: No pre-tour overtime in delivery. Obviously, USPS Headquarters leadership does not understand issues in the field. We pivot and capture under-time when possible. However, how many

routes can be expected to be set up on under-time and delivered at a reasonable hour?

It appears leadership doesn't understand the national agreement with the NALC. You and I understand why we use pre-tour overtime, but the USPS sees it as poor supervision. Apparently, working past 6 p.m. while paying overtime and night differential is good management.

USPS Headquarters leaders don't understand the challenges and hurdles every EAS employee in associate offices has to overcome when they are dealing with a complement

*Continued on page 35*





# PERF Offers a Helping Hand



**F**rom 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 41220, Fredericksburg, VA 22404-1220.

# Notes

from the National Auxiliary

## Auxiliary Luncheon Tickets

By **Bonita R. Atkins**

Secretary/Treasurer

**B**y the time this issue is published, it will be with the understanding we have the “green light” for the long-awaited National Convention in Grapevine, TX, Aug. 30 to Sept 3. With positive thoughts, we now will focus on our Auxiliary luncheon.

The luncheon will be at noon Friday, Sept. 3. The location will be provided at a later date. Our luncheon recognizes all the Auxiliary’s Executive Board members and state presidents.

Tickets are \$45 per person if pur-

chased by July 24. After July 24, tickets must be purchased at the convention for \$50 per person (a reduced-cost child’s plate will *not* be available). At this time, we do not know how many tickets will be available for sale. It will be based on



the hotel’s protocol for spacing. However, if you submit your registration and payment in advance, all monies will be returned if the quota already has been met.

Depending on advance sales, we may not be able to sell any tickets at the convention. Tickets for all the 2019-2020 state auxiliary presidents will be compli-

### Submit Auxiliary Dues

National Auxiliary dues will be delinquent as of July 31, 2021. Because this is a national convention year, dues must be current for 2020 and 2021. Please submit your dues as soon as possible.

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

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

mentary. State auxiliary presidents should submit a registration form (without payment) to indicate if you will attend.

Please complete the form below (make copies as necessary) and return it with your check or money order, payable to the National Auxiliary to NAPS, before July 24 to Bonita Atkins, Secretary/Treasurer, PO Box 80181, Baton Rouge, LA, 70898.



## Auxiliary Luncheon Registration Form

Noon, Friday, Sept. 3

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 24, 2021.**

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 24, I plan to purchase \_\_\_\_\_ tickets at \$50 each for a total of \$ \_\_\_\_\_. \$50 tickets will be available Monday, Aug. 30, and Tuesday, Aug. 31, 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.*

Be sure to include the name of the person who will pick up the tickets at the Auxiliary registration table. This is very important: Only the person listed as “pick up by” will be able to actually pick up the tickets for a group or individual. Tickets will

be available for pickup on Monday and Tuesday. Remember to submit your form as soon as possible.

This information is subject to changes. Notification of any changes will be made as soon as possible.

[latkins326@aol.com](mailto:latkins326@aol.com)

## Thoughts from the NAPS Branches

*Continued from page 32*

below successful staffing levels in order to provide exceptional customer service. Is customer service still exceptional when we are delivering mail and parcels late into evening hours?

Yet, we bend over backwards for customers who purchase stamps at our windows. We beg them to take our survey and, when they do, we celebrate as if it's New Year's eve 1999. Then, only to be disappointed in the survey results because the customer complained about receiving their mail late at night.

USPS Headquarters wants accountability from the field; we need

accountability from USPS Headquarters on what our mission actually is these days. Throughout my career, the mission was to provide exceptional service—the mail comes in and gets delivered. It's as simple as that.

Current USPS leadership is so wrapped up in their statistics and data, they are trying to reinvent mail delivery. Newsflash: It still takes a person to deliver the mail and provide service! Perhaps this is something leadership should focus on understanding first.

[elcubano50@aol.com](mailto:elcubano50@aol.com)

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



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](mailto: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!

## National Auxiliary Executive Board

### National Officers

#### Patricia Jackson-Kelley

*President*

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#### Laurie D. Butts

*Executive Vice President*

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#### Bonita R. Atkins

*Secretary/Treasurer*

(225) 933-9190; [latkins326@aol.com](mailto:latkins326@aol.com)

### Regional Vice Presidents

#### Rick Hall

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*Central Region*

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#### Beverly Austin

*Southern Region*

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#### May Nazareno

*Western Region*

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*Mideast Area*

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#### Skip Corley

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#### Felecia Hill

*Texas Area*

(281) 880-9856; [fah91@sbcglobal.net](mailto:fah91@sbcglobal.net)

*Region vacant: Northeast*

*Areas vacant: New England, New York, Pioneer, Michiana, North Central, Cotton Belt, Northwest, Pacific, Rocky Mountain.*

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Register your Signature FCU Visa credit or debit card to receive push notifications for purchases, freeze/unfreeze your card in the event it is lost or stolen, and set International card preferences for travel. Download the app\* from your smartphone app store.



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Pay on the go with a Digital Wallet. Instead of presenting your card, you can pay with your smartphone, tablet, or smartwatch. Choose from Apple Pay, Samsung Pay, or Google Pay.



### CO-OP NETWORK

SFCU members have access to over 5,000 shared branches and 30,000+ FREE ATMs across the country. You can even text your zip code to **91989** for a list of the free ATMs near you.



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