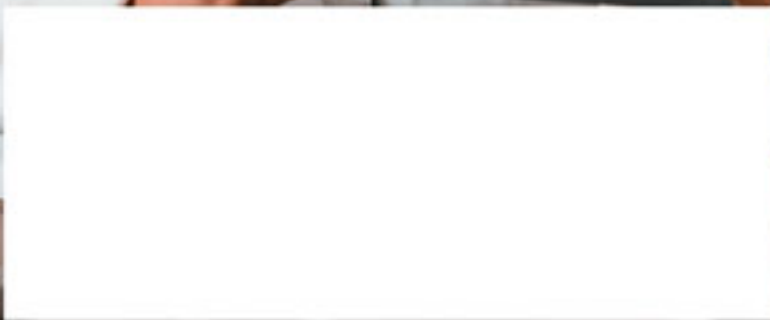


the Postal Supervisor

February 2020

**OIG Affirms
First-Line
Supervisors
Are Critical to
the Success
of the USPS**

page 5



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Objective

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

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

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

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

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2020 National Convention— What’s Cook’n?

As you start cook’n up plans for 2020, I hope your plate of things to do includes attending the 67th NAPS National Convention this August. So, what does NAPS Headquarters have cook’n for this year’s national? Here’s the scoop!

Just a reminder, online registration for the 2020 National Convention will be cook’n in February.

Whether it’s at a NAPS branch meeting, training, state convention or national convention, we know NAPS members love to eat; who doesn’t? Here’s a “taste” of what to expect.

The national convention registration fee is \$250 per person until July 10; \$325 from July 11 to July 24. This is considered a *full* registration that provides access to all NAPS convention activities, NAPS-sponsored food functions, Friday’s

Grand Banquet and a convention bag with giveaways. However, be advised there will be no onsite registration.

If you are wondering how a spouse, significant

other, family member or guest may participate in national convention activities, meals and the Grand Banquet without paying the full \$250 or the \$325 late registration fee, we have that covered, too.

New this national convention is NAPS’ meal plan badge for guests. The cost is \$200 if purchased online at www.naps.org before July 24. After that date, you only may purchase the meal plan badge at the national convention until 5 p.m. on Monday, Aug. 17. The national convention onsite price is \$250.

The meal plan badge is a great value for all you receive and provides access to all NAPS-sponsored activities, including food functions during the week, except Friday night’s Grand Banquet. The meal plan badge includes access to Sunday night’s Host Branch Reception, Monday night’s Delegates’ Welcome and four mornings of NAPS-sponsored breakfast buffets (Monday, Tuesday, Thursday and Friday). However, the meal badge does not include any national convention material or giveaway items.

When a meal plan badge is purchased online via www.naps.org, the individual will receive an email receipt confirming the purchase. This receipt must be

presented at registration at the convention to receive a meal plan badge/lanyard. Again, the meal plan badge does not provide access to Friday’s Grand Banquet.

Big question! Will your guest need a Grand Banquet ticket, too? If yes, that will require a separate ticket purchase. Therefore, before online registration closes on July 24, delegates may purchase extra Friday night Grand Banquet tickets for \$100 each at www.naps.org. Grand Banquet tickets are available for purchase at the national convention, but the onsite price is \$125 each. A Grand Banquet ticket provides access only to the banquet;

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Brian J. Wagner
President

Thrift Savings Plan

Fund	G	F	C	S	I
December 2019	0.16%	(0.08%)	3.01%	2.15%	3.24%
12-month	2.24%	8.68%	31.45%	27.97%	22.47%

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 2020	L 2030	L 2040	L 2050
December 2019	0.74%	0.86%	1.83%	2.15%	2.43%
12-month	7.60%	9.38%	17.60%	20.69%	23.33%

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.

Visit the TSP website at www.tsp.gov

2020 LTS—Engaged Minds

*I have only just a minute,
Only sixty seconds in it.
Forced upon me, can't refuse it.
Didn't seek it, didn't choose it.
But it's up to me
to use it.
I must suffer if I lose it.
Give account if I abuse it.
Just a tiny little minute,
but eternity is in it.*

I learned of this poem, “God’s Minute,” from the late Rep. Elijah Cummings. The author is anonymous, but it often was recited by Dr. Benjamin E. Mays, a Baptist minister who is credited with laying the intellectual foundations of the Civil Rights Movement.

The poem continues to inspire me to serve to the

best of my ability. As we head into the final weeks before our 2020 Legislative Training Seminar (LTS), I would like to make a plea for your support and participation. Unlike any other LTS, we are endeavoring to enter uncharted waters about which we often speak, but rarely toward which we venture.

We will continue to thank and urge our legislative leaders to support the many resolutions and bills

that would help improve the working conditions of NAPS members:

- H. Res. 23—Nonbinding House resolution to maintain door delivery of mail; 257 co-sponsors.
- H. Res. 33—Nonbinding House resolution opposing privatization of the U.S. Postal Service; 267 co-sponsors.
- H. Res. 54—Nonbinding House resolution to maintain six-day delivery of letter mail; 291 co-sponsors.
- H.R. 141—Legislation to eliminate the Social Security Windfall Elimination Provision (WEP) and Government Pension Offset (GPO); 235 co-sponsors.
- H.R. 597—Legislation to provide all EAS-level postal employees the right to appeal adverse personnel actions to the Merit Systems Protection Board; 28 co-sponsors.

• H.R. 1254—Legislation to provide a full cost-of-living adjustment to FERS and CSRS annuitants; 17 co-sponsors.

• H.R. 2382—Legislation to eliminate the requirement that the USPS prefund future retiree health premiums; 301 co-sponsors. A motion to place the bill on the Consensus Calendar was filed by Rep. Peter DeFazio (D-OR) on Dec. 4.

• H.R. 2517—Legislation to allow the USPS to accept and deliver alcoholic beverages; 42 co-sponsors.

• H.R. 3934—Legislation to replace the WEP with a more equitable formula; 44 co-sponsors.

Your NAPS Legislative Team will offer our internal ratings of these various resolutions and bills to ensure we take the most critical issues affecting EAS employees to the Hill next month.

We also have been working with some of our legislative champions to introduce legislation that—finally—would address the deficiencies identified in Section 1004 of *Title 39*—the section of postal law that specifies how the EAS consultative process is conducted. It has been a tremendous honor for me to sit with legislators and finally talk about tangible ways to fix this 40-plus-year-old legislation. We hope to have legislation on this issue to take to the Hill during LTS.

Another issue still being developed concerns what NAPS believes is the National Labor Relations Board’s due diligence to give NAPS due process in NLRB decisions that impact the Postal Service’s EAS employees. It is the responsibility of USPS leaders to make these necessary objections, but they have failed to do so.

There is much work to do; we need your help to do it. There still is time, so register and plan to be with us as we go to the Hill during LTS 2020.

I leave you with these words from Israelmore Ayivor, an inspirational writer and speaker. I hope you are encouraged to continue with firm resolve to run this race to the finish:

“Don’t just exist; do something meaningful with your life. Discover a problem and fix it.

“Don’t just fit in; make it a point to brighten your corner. Decide to resolve your challenges.

“Don’t just manage; go the extra mile and win your race. Never give up the fight. You will win.

“Don’t just be able; always make sure you are available. Be present to make a change.

“Don’t just be alive; once you have arrived, find

Continued on page 8



Ivan D. Butts
Executive Vice President

I Couldn't Have Said It Better Myself

The Office of Inspector General (OIG) recently published a white paper titled “First Line Supervisors in the U.S. Postal Service.” I would encourage all EAS employees to read the report; it’s posted on the NAPS website. I have included some of the report’s pertinent comments and findings below.

The report offers a comprehensive picture of what first-line—or front-line as it’s also referred—supervisors in the Postal Service deal with on a daily basis. While the Postal Service disputed some of the data and baseline information, the OIG refutes the agency’s claims at the end of the white paper, thus making the report a true picture of EAS first-line supervisors’ duties and responsibilities.



Chuck Mulidore
Secretary/Treasurer

From the perspective of the white paper, “In general, a supervisor is responsible for the productivity and actions of a small group of employees. Within the Postal Service, supervisors play a significant role in ensuring that customers receive quality service and that mail and parcels are received on time and in good condition. To drill-down further, a first-line supervisor has direct responsibility for ensuring that employees accomplish their work. For this white paper, a first-line supervisor is defined as the first layer of management directly above the craft employee. Postal Service first-line supervisors are at the core of bringing operations together, maintaining financial viability, managing a geographically dispersed workforce and promoting trust of the customers.”

This white paper from the OIG focused strictly on first-line supervisors in customer service, mail processing, maintenance and transportation operations. As of Sept. 28, 2018, “this includes 18,433 permanent supervisors and 4,394 acting supervisors detailed into the position for a limited period to perform supervisory duties and responsibili-

ties. Of these 22,827 first-line supervisors, 72% (16,531 of 22,827) were customer service supervisors who managed customer service and delivery operations, and 28% (6,296 of 22,827) were processing supervisors who managed processing and distribution operations.”

To me it is striking that “From fiscal years 2014 to 2018, the Postal Service averaged over 4,400 detailed employees per year into first-line supervisor roles, which was consistently about 20 percent of the on-rolls first-line supervisor complement. Although permanent first-line supervisor positions increased each year, the number of 204B first-line supervisors remained fairly consistent. The consistent usage of the 204B suggests the role provides a significant contribution to the Postal Service in ensuring day-to-day operations remain constant.”

Thus, as NAPS consistently has been telling the Postal Service year after year, the number of 204B hours—averaging 20% of all EAS first-line supervisory positions—indicates the need for these positions to become permanent EAS positions!

While we know as NAPS members that first-line EAS supervisors are critical to the success of the Postal Service, “In FY 2018, the Postal Service’s first-line supervisor workhours made up 3% of the total workhours incurred; however, they managed 76% of the total workhours and 84% of total overtime hours incurred. This translates to the first-line supervisor directly man-

aging over \$21.6 billion in incurred workhours and an additional \$4.5 billion in total overtime costs in FY 2018.”

Let’s look at that again. EAS first-line supervisors make up 3% of the total workforce in terms of workhours, yet manage 76% of all workhours, equating to over \$26 billion in workhours and overtime costs!

So, forgive me if I continue to be amazed that the Postal Service is so unwilling to properly reward its critical core of first-line EAS supervisors. Instead, senior postal executives cling to their deeply flawed

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The Postal Supervisor 2020 Production Schedule

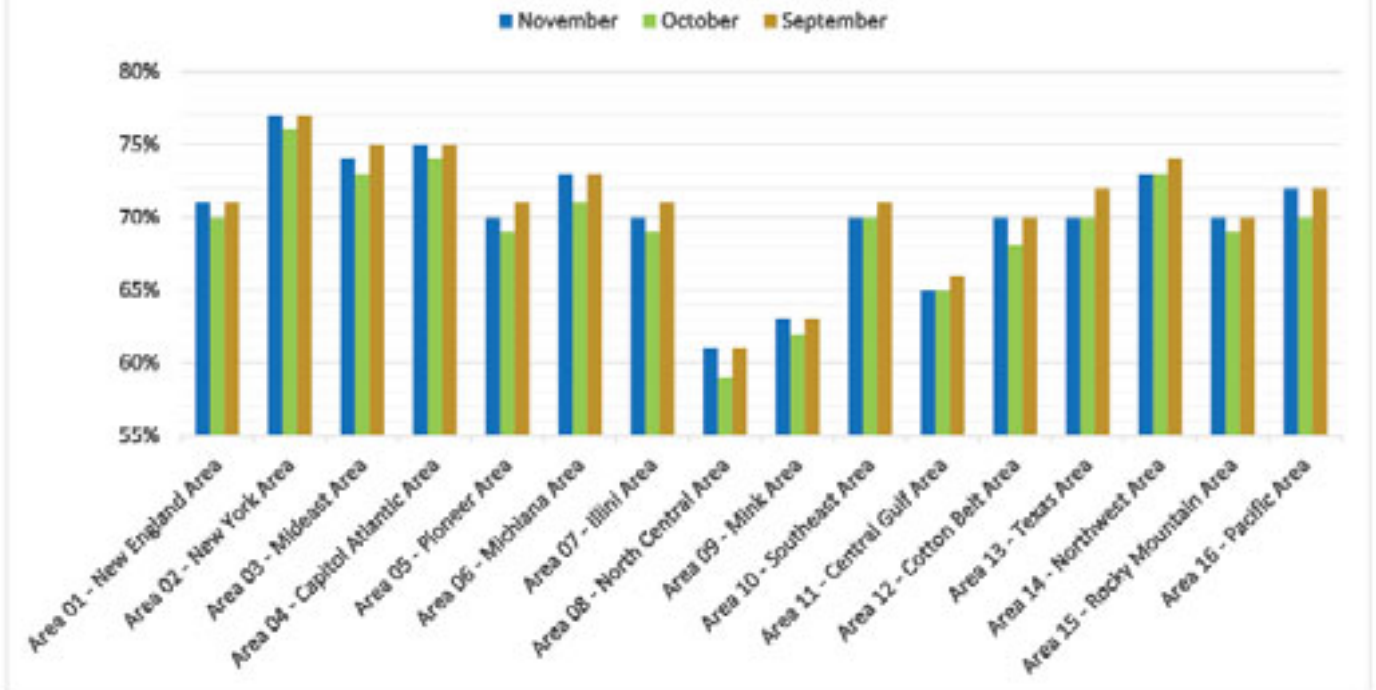
Issue	Copy Deadline*	Mails
MAR	JAN 27	FEB 18
APR	FEB 25	MAR 19
MAY	MAR 23	APR 21
JUNE	APR 17	MAY 12
JULY	MAY 12	JUNE 9
AUG	JUNE 22	JULY 16
SEPT/OCT	AUG 24	SEPT 22
NOV	SEPT 28	OCT 22
DEC	OCT 23	NOV 17
JAN 21	NOV 23	DEC 22
FEB	JAN 4	JAN 28

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

National Association of Postal Supervisors Membership Report

November 2019

3 Month Member Percentage by Area



Regular Member Totals By Area	November 2019	October 2019	September 2019
Area 01 - New England Area	71%	70%	71%
Area 02 - New York Area	77%	76%	77%
Area 03 - Midwest Area	74%	73%	75%
Area 04 - Capitol Atlantic Area	75%	74%	75%
Area 05 - Pioneer Area	70%	69%	71%
Area 06 - Michiana Area	73%	71%	73%
Area 07 - Illini Area	70%	69%	71%
Area 08 - North Central Area	61%	59%	61%
Area 09 - Mink Area	63%	62%	63%
Area 10 - Southeast Area	70%	70%	71%
Area 11 - Central Gulf Area	65%	65%	66%
Area 12 - Cotton Belt Area	70%	68%	70%
Area 13 - Texas Area	70%	70%	72%
Area 14 - Northwest Area	73%	73%	74%
Area 15 - Rocky Mountain Area	70%	69%	70%
Area 16 - Pacific Area	72%	70%	72%
Total Regular Member %	71%	71%	72%
Total Regular Members	26,456	26,075	26,127
NonMember Totals	November 2019	October 2019	September 2019
Total NonMembers	10,517	10,819	10,130
Total NonMember %	29%	29%	28%

NAPS Disciplinary Defense Fund Representation Request Form

DDF Applicant Name: _____
SS#: _____

Office: _____
Branch: _____

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

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

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

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

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

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

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

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

Signature of Member

Signature of Branch President

Date

Date

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

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

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

2020 National Convention— What's Cook'n?

Continued from page 3

no other food or national convention activities are included.

Please note there will be other food functions scheduled during the 2020 National Convention that are not sponsored by NAPS. Such events may include regional or Auxiliary luncheons. These specific food festivities require a separate ticket purchase. NAPS Headquarters does not handle ticket sales for these special luncheons. Delegates need to contact a respective NAPS region or National Auxiliary representative to purchase these tickets.

By now, your mind may be cooked by all the above. Let me help dish out the best deal. First, if your guest only is going to the Grand Banquet, then purchase a Grand Banquet ticket online for \$100 by July 24; on-

site for \$125. If your guest is not attending the Grand Banquet, but wishes to attend all other national convention food festivities and activities, then purchase the meal plan badge in advance for \$200.

However, if you need both the meal plan badge and a Grand Banquet ticket for your guest, purchase both in advance for \$300. Therefore, the best “foodie” deal is a *full* registration for \$250 before July 10. With the purchase of an advanced *full* registration, your guest receives access to all convention events, food festivities and a Grand Banquet ticket, plus a convention bag with fabulous giveaways. So, get cook'n and don't let this deal spoil your chance to eat up all the opportunities a *full*, advanced 2020 National Convention registration can provide.

All this writing has made me hungry. So, here's what's cook'n

with my February ice-cream-flavor-of-the-month recommendation: salted caramel swirl.

naps.bw@naps.org

2020 LTS—Engaged Minds

Continued from page 4

the reason why and make that reason accomplished.

“Don't just wish; be passionate about what you wish to see happen. Rise up and make it happen.

“Don't just create; create to change; change to improve; improve to increase. Aspire to inspire.

“Don't just be making a living; make a life and leave an indelible footstep wherever you step.

“I want to meet you and many others on the top. Don't be left out!”

In solidarity ...

naps.ib@naps.org



We're Social Connect With Us!

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

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

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

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

I Couldn't Have Said It Better Myself

Continued from page 5

pay-for-performance system that provides neither pay nor performance to those persons who are responsible for moving the mail, as well as all EAS employees who support those efforts on behalf of the American people every single day.

In its closing remarks, the OIG summed it up this way: “In FY 2018, the Postal Service employed a workforce of more than 620,000 people, generated over \$70.6 billion in revenue, operated a network of more than 34,000 delivery/retail and processing facilities and managed a fleet of over 232,000 delivery vehicles. At the forefront of managing this workforce was the first-line supervisor.”

I couldn't have said it better myself!

naps.cm@naps.org

National Association of Postal Supervisors

Vince Palladino Memorial Student Scholarships

Deadline: June 26, 2020

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



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

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

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

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the September/October 2020 issue of *The Postal Supervisor*.

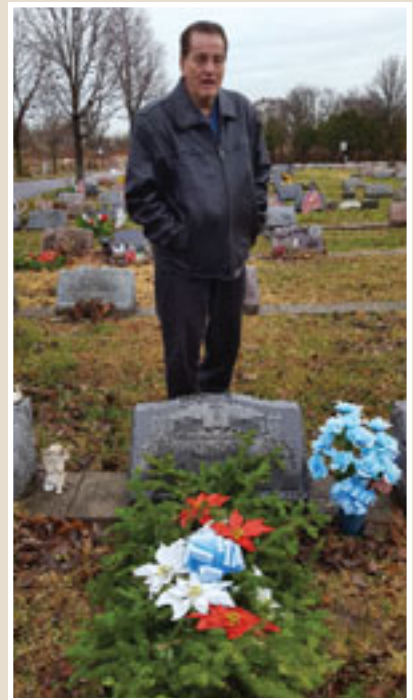
Members whose child or grandchild have been awarded a Vince Palladino Memorial Student Scholarship will receive a check, payable to the college or university listed in the application, in October 2020. Scholarships may be used to pay expenses in the student’s current or following semester.

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

NAPS Headquarters Welcomes New Staff

NAPS Headquarters has hired two new staff members: Conor Lane and Emily Christophersen. Their responsibilities include managing NAPS membership, handling executive office duties, maintaining NAPS' social media and website and helping coordinate the Legislative Training Seminar and national convention, among other duties.

Conor and Emily offer impressive resumes, skills and experience. Please welcome them to the NAPS family.



Northeast Region Vice President Tommy Roma made his annual Christmas visit to the grave of former President Vince Palladino.



Cotton Belt Area Vice President Shri Green installed the officers of Tulsa, OK, Branch 174 on Dec. 12 during the branch meeting. From left: Eugene English, chaplain; Kathy Criswell, secretary/treasurer; Gail Thomas, sergeant-at-arms; Andy Jones, president; and Green. Not pictured: Pleas Thompson, vice president.



Branch 174 members in attendance.

NAPS Holiday Celebrations

Las Vegas District Branch 463



NAPS Executive Vice President Ivan D. Butts (right) swore in officers, from left: President David James, Cecilia Pelletier, Sherry Patterson, Ellen Tyler, Jackie Clayton and Henry Baumgartner.

Arizona Jerome V. Blanton Branch 246



Branch 246 hosted its annual holiday part at the Casino Arizona in Scottsdale. Special guests included NAPS Rocky Mountain Area Vice President Myrna Pashinski, Secretary/Treasurer Chuck Mulidore and Western Region Vice President Marilyn Walton. Members enjoyed great food and fellowship; \$420 was raised for SPAC. Standing, from left: Former Rocky Mountain Area Vice President John Aceves, Branch 246 Area Vice President Jimmy Salmon, Vice President Wendell March, George Hernandez, President Juan Luna and Secretary/Treasurer Sharon Kizczak. Front row: Myrna Pashinski, Marilyn Walton, Chuck Mulidore and Dawn Burton.

Cleveland Branch 46



From left: Ohio State Branch 938 President Bill Paige, NAPS President Brian Wagner, Cleveland Branch 46 President Ed Laster and NAPS Pioneer Area Vice President Tim Needham were among those enjoying the holiday party, the theme of which was rodeo night. NAPS members enjoyed good food, dancing and fellowship.

Denver Branch 65



Branch 65 members were recognized for attending the holiday celebration.



From left: Branch 65 legislative rep Richard Price, Secretary Julia Cordova, President Donna Flaherty, Social & Rec Chair Berna Omsberg and Treasurer Valerie Love.



Holiday greetings from Branch 65 officers, NAPS Secretary/Treasurer Chuck Mulidore and Western Region Vice President Marilyn Walton.

Bronx, NY, Branch 459



From left: New York Area Vice President Jimmy Warden, Santa and Northeast Region Vice President Tommy Roma celebrated the holiday season with Branch 459 at its December meeting.



Northeast Region Vice President Tommy Roma swore in President John Vincenzi, as well as other branch officers and the Executive Board.

Southern Arizona Branch 376

Branch 376 hosted its annual post-holiday party Jan. 4 at the Desert Diamond Casino Event Center. During the event, \$200 was raised for SPAC.

From left: NAPS Rocky Mountain Area Vice President Myrna Pashinski, Western Region Vice President Marilyn Walton, Executive Vice President Ivan D. Butts, Branch 376 Vice President Ute Eisinger, President Dawn Rosenberry, Secretary/Treasurer Frank Barba and former Rocky Mountain Area Vice President John Aceves.



Arizona Jerome V. Blanton Branch 246 members also attended. With NAPS Rocky Mountain Area Vice President Myrna Pashinski (left) and Executive Vice President Ivan D. Butts (second from right) were Branch 246 Secretary/Treasurer Sharon Kizczak, Area Vice President Jimmy Salmon and Vice President Wendell March.



Branch 376 supervisors and managers Christie Moon, Steve Moon, Ed Hoyt, Ute Eisinger, Dawn Rosenberry, Jimmy Sweet, Shawn Bruffett, A.J. Alameda, Frank Barba and Tim Dolan.

Birmingham, AL, Branch 45

Branch 45 celebrated its Christmas party, including installation of officers, on Dec. 14 in Birmingham.



From left: NAPS Central Gulf Area Vice President Cornel Rowel, Branch 45 officers Daphne McClain, Carol Dangerfield, Emanuel Long, Rafael Brathwaite and Dwight Studdard, along with NAPS Southern Region Vice President Tim Ford.



At the party were Louis M. Atkins Branch 209 President Larry Hamilton, Central Gulf Area Vice President Cornel Rowel, Southern Region Vice President Tim Ford, Branch 45 Auxiliary member Ann Carson, National Auxiliary Secretary/Treasurer Bonita Atkins, Branch 45 Treasurer Carol Dangerfield and former NAPS President Louis Atkins.



Southern Region Vice President Tim Ford, former President Louis Atkins and Central Gulf Area Vice President Cornel Rowel

Milwaukee Branch 72

NAPS President Brian Wagner attended Branch 72's holiday meeting on Dec. 2. The branch Executive Board also welcomed Wisconsin State Branch 956 President Dale Koller (second from left), NAPS Central Region Vice President Craig Johnson (fourth from left) and North Central Area Vice President Dan Mooney (right). The national officers addressed membership, LTS, NAPS' pending lawsuit against the USPS and the 2020 National Convention. They also installed two new officers and answered members' questions.



San Juan, PR, Branch 216



On Dec. 7, Branch 216 hosted its annual Christmas party. Caribbean District Manager Lisa Ojeda attended to celebrate the district's success in 2019. NAPS New York Area Vice President Jimmy Warden thanked Branch 216 President Jose Rodriguez for his leadership and Ojeda for her leadership in helping achieve an NPA rating of box 5 and higher for all EAS personnel in the Caribbean District. From left: Branch 216 Vice President Josian Pineiro, Treasurer Andrew Zeisky, Caribbean District HR Manager Ernest Sanabria, Branch 216 President Jose Rodriguez, Caribbean District Manager Lisa Ojeda, Ivonne Warden, NAPS New York Area Vice President Jimmy Warden, Branch 216 Secretary Antonio Cabrera, Coordinator Antonio Cortes and Sergeant-at-Arms Rafael Correa.

West Palm Beach, FL, Branch 154



The turnout for Branch 154's holiday event on Dec. 7 was fantastic. Members brought unwrapped toys and gifts for Toys-for-Tots. NAPS President Brian Wagner (center) and Florida State Branch 911 President Roe Herzog (front left) are pictured with the Branch 154 Executive Board.

PERF Offers a Helping Hand



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

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

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

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

NAPS Executive Board Directory

Resident Officers

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



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



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



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

Regional Vice Presidents

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



Craig O. Johnson
9305 N. Highland Ct., Kansas City,
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craigj23@sbcglobal.net

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



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10308-1417; (718) 605-0357 (H)
(917) 685-8282 (C)
troma927@cs.com

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



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

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



Tim Ford
6214 Klondike Dr., Port Orange, FL
32127-6783; (386) 767-FORD (H)
(386) 679-3774 (C)
seareavp@aol.com

Western Region (Areas 14, 15 and 16)



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

Area Vice Presidents

3—Midwest Area (DE/NJ/PA)



Tony Dallojacono
PO Box 750, Jackson, NJ 08527-0750
(973) 986-6402 (C); (732) 363-1273 (O)
midwestareavp@gmail.com

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



Cy Dumas
4 Adams St., Foxboro, MA 02035-2202
(508) 816-7517 (C)
cyrilpdumas@aol.com

2—New York Area (NY/PR/VI)



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

6—Michiana Area (IN/MI)



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

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



Troy Griffin
1122 Rosanda Ct., Middle River, MD
21220-3025
(443) 506-6999 (C)
(410) 892-6491 (H)
troy1970@live.com

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



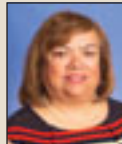
Timothy Needham
PO Box 21, Niles, OH 44446-0021
(330) 550-9960 (C)
napspioavp@gmail.com

9—MINK Area (IA/KS/MO/NE)



Richard "Bart" Green
3530 Prescott Dr., Columbia, MO 65201
(913) 205-8912 (C)
(816) 763-2579 (O)
minkareavp@yahoo.com

7—Illini Area (IL)



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

8—North Central Area (MN/ND/SD/WI)



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

12—Cotton Belt Area (AR/OK/TN)



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

10—Southeast Area (FL/GA)



Bob Quinlan
PO Box 490363, Leesburg, FL 34749-
0363; (352) 217-7473 (C)
(352) 728-5992 (fax)
bjq@aol.com

11—Central Gulf Area (AL/LA/MS)



Cornel Rowel Sr.
808 N Sabine Dr., Baton Rouge, LA
70810-2471
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lenroc10@bellsouth.net

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



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

13—Texas Area (TX)



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



Cindy McCracken
3247 109th Ave. S.E. #A, Bellevue, WA
98004-7532
(206) 465-8689 (C)
nwareavp@icloud.com

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



Chuck Lum
95-12222 Moea St., Mililani, HI 96789-
5965
(808) 227-5764 (C)
lump013@hawaii.rr.com

Bob Levi

Director of Legislative & Political Affairs



My newly minted 2020 calendar identifies Friday, Feb. 14, as Valentine's Day. According to Hallmark, approximately 145 million Valentine's Day cards were ex-

changed last year. If 90 percent of the cards were posted First-Class rather than hand-delivered, the revenue to the Postal Service would be about \$72 million.

NAPS' Legislative Strategy Structured for Success

changed last year. If 90 percent of the cards were posted First-Class rather than hand-delivered, the revenue to the Postal Service would be about \$72 million.

Nevertheless, more and more young lovers are conveying their "Valentine affection" with computer-generated missives via social media and emails rather than buying and sending cards sold by Hallmark, American Greetings or Heartstrings. The escalating cost of these greeting cards, combined with a generational shift away from hard-copy messaging, are two major factors in the decline.

However, as NAPS members witness the mail-mix trend through their post offices, stations, branches and mail processing facilities, they can attest to the fact greeting cards, as well as other traditional First-Class Mail products, have suffered a persistent and steady decline over the past two decades. First-Class Mail revenue used to be the linchpin of postal sustainability and the reason for the federal agency's ability to provide universally accessible services. Also, as NAPS members know, the 2006 congressionally imposed obli-

gation to prefund retiree health benefits dealt the Postal Service a major financial blow that further undermined its fiscal health.

NAPS has engaged a four-pronged strategy to strengthen the Postal Service, regain the organization's sturdy financial and opera-

tional footings and promote the equitable treatment of all EAS-level postal personnel. We will keep you abreast of our efforts in pursuing the strategy.

First, NAPS is participating in the Postal Regulatory Commission's (PRC) deliberations over the creation of a new postal rate-setting system. In December 2018, the PRC acknowledged that the Postal Service is ill-served by the current system for determining postage. The system fails to account for the incongruity of increasing postal delivery points and declining mail volume.

The system also does not consider the current congressional requirement to prefund retiree health benefits. Finally, the system applies a suffocating and inappropriate inflation index as the basis of annual postage adjustments.

Second, NAPS is working with our allies in the postal community to continue to push for postal legislation to address the multiple challenges confronting the Postal Service. This includes securing statutory assurance that the current or any future White House will not be able to eviscerate universal mail service or

privatize the agency.

Also, we seek to repeal the current law that requires the Postal Service to prefund retiree health benefits, as well as offer opportunities to better equip the agency to invest assets associated with its retiree health and annuity trust funds. Finally, NAPS supports enhanced opportunities for the Postal Service to offer innovative and profitable products and services.

Third, the Postal Service's rejection of the well-reasoned, fair-minded and unanimous decision by the independent Federal Mediation and Conciliation Service fact-finding panel has garnered interest among NAPS allies on Capitol Hill. We intend to work with these members of Congress to address the lack of expedience, transparency and equity in the current way in which the consultative process and pay talks are conducted by Postal Headquarters.

Fourth, NAPS will be fully and constructively occupied in the 2020 congressional elections. We will use our political activity as a pivotal opportunity to hold accountable current members of the House and Senate, as well as educate and support congressional candidates who will be NAPS advocates when the 117th Congress is seated in January 2021.

All 435 members of the House and 35 senators are up for election on Nov. 3, 2020. Also, incumbents and prospective nominees for many of these seats will be required to compete in party primaries and pre-election contests that begin in March and continue through September. In sum, 91 of the 435 House seats and 14 of the 35 Senate seats are considered "competitive."

We encourage NAPS members, as American citizens, to attend cam-

paign events and ask incumbents and congressional wannabes about their positions on postal issues of concern to the Postal Service and EAS employees. Remember, you are participating in the political discussion as a NAPS member, not as a USPS employee.

A key component of this election year's NAPS advocacy is aggressive use of the Supervisors' Political Action Committee (SPAC). We need to raise funds to help elect and reelect members of Congress who will fight for NAPS members in their respective legislative committees and on the floor of the House and Senate.

NAPS does not consider political party as a factor in support or opposition of an incumbent or candidate. Quite simply, the only criteria we consider depends on these questions: Does the individual support NAPS' legislative agenda as evidenced by their votes, co-sponsorship or answers on a candidate questionnaire? If so, is the candidacy viable?

We urge NAPS members to avail themselves of the convenience of contributing to SPAC with a PostalEASE or monthly annuity withholding. You can join NAPS' "Drive for 5" program where you pledge to automatically contribute at least \$5 a month. Also, we urge NAPS members to respond favorably to solicitations made by fellow NAPS members and members of the NAPS Auxiliary on behalf of SPAC made at the Legislative Training Seminar, branch and state meetings and the national convention.

With this multi-pronged legislative and political strategy, our success is just around the corner.

naps.rl@naps.org



The 2020 LTS will focus on advancing a NAPS agenda designed to strengthen EAS employee rights and the Postal Service, enhance our presence on Capitol Hill and cultivate loyal legislative champions. As LTS delegates, whether first-timers or veteran advocates, we will prepare to promote our issues to elected policymakers with intensive orientation on the status of postal issues that impact NAPS and the USPS.

We also will sharpen our skills essential to conducting successful meetings with members of Congress and their staffs. These LTS activities will culminate in us heading to Capitol Hill to educate Congress about the dynamic role the Postal Service continues to play in our nation's economy and legislative proposals that will improve the Postal Service. We also will caution legislators about proposals that would harm the agency and erode our earned benefits.

This is a reference for the order of events; all times are tentative.

Sunday, March 8

9 a.m. – 6 p.m.
Registration

9 – 10:15 a.m.
Non-Denominational
Worship Service

9 a.m. – 11 a.m.
Secretary/Treasurers
Training

12:15 p.m.*
Wreath-laying ceremony
at Arlington National
Cemetery

2:30 – 3:30 p.m.
First-Timers' Orientation

4 – 5:30 p.m.
Town Hall with the
Executive Board

6:30 – 8:30 p.m.
State Legislative Chairs
Dinner

Monday, March 9

6:30 a.m.
Continental Breakfast

6:30 – 7:50 a.m.
Registration continues

8 a.m. – 5:30 p.m.
SPAC Café

7:45 a.m.
Opening Session and
Legislative Training

noon
Luncheon

1:30 p.m.
Legislative Training
continues

4:45 p.m.
State Caucus Meetings

4:45 – 5:15 p.m.
SPAC Photos

6:30 – 8:30 p.m.
SPAC Reception

Tuesday, March 10

6:30 – 8:30 a.m.
Continental Breakfast

morning/afternoon
Delegate meetings on
Capitol Hill

2 – 5 p.m.
Capitol Hill Debriefings
with NAPS Legislative
Team

Wednesday, March 11

8 a.m. – 4 p.m.
Debriefings with NAPS
legislative team continue

*Arlington National Cemetery has updated security measures. In addition to random identification checks and other measures already in place, all visitors must go through additional physical screening. The cemetery recommends bringing minimal to no bags to expedite the screening process; personnel strive to keep wait times to under 20 minutes. Please allow additional time in order to attend the NAPS wreath-laying ceremony.

Persons with handicap placards can get cemetery shuttle bus tickets at no cost to the right of the entrance.



2020 Legislative Training Seminar Registration Information

Hotel room block expires on Feb. 13, 2020 • LTS registration closes on Feb. 28, 2020

Register for LTS online only at www.naps.org

LTS Registration Fee—\$225

The 2020 LTS online registration fee is \$225 if registration is submitted on or before Feb. 14. After Feb. 14, the fee is \$300. **No LTS registrations or payments will be accepted after Feb. 28.**

No on-site registrations will be accepted.

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

Refund Requests

All refund requests must be submitted in writing and received at NAPS Headquarters on or before March 1. All approved refunds will be paid on approval.

Substitutions

If you need to make a substitution of an LTS registrant, call NAPS Headquarters at 703-836-9660. All requests for LTS delegate substitutions must be received no later than March 1. No substitutions will be honored after March 1. On-site LTS substitutions will not be allowed.



Marriott Crystal Gateway
1700 Jefferson Davis Hwy
Arlington, VA 22208

Hotel Rates and Reservations

Delegates and guests attending the 2020 LTS are responsible for making their own lodging reservations directly with the Marriott Crystal Gateway Hotel.

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

The LTS single/double room rate is \$275, plus applicable state and local taxes. Check-in time is 3 p.m.; check-out, noon.

The room block expires on Feb. 13, 2020. Reservations made after that date may be at a higher room rate, if available at all.

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

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

NAPS Headquarters does not confirm lodging reservations.



Come and Worship With Us at the LTS Non-Denominational Service



We will join together in fellowship, one with the other, while we are away from our home churches. Come and hear the word of God from his servant:

**Reverend MacArthur Little, associate pastor
Church of Faith, Philadelphia
Philadelphia Branch 35 treasurer**

Sunday, March 8, 9-10:15 a.m.

Crystal Gateway Marriott
Salon F&G, Grand Ballroom

*Songs of Worship by
The Holloway Family*



**Fellowship theme: Ephesians 6:10-18 (NIV)
The Armor of God**

¹⁰Finally, be strong in the Lord and in his mighty power. ¹¹Put on the full armor of God, so that you can take your stand against the devil's schemes. ¹²For our struggle is not against flesh and blood, but against the rulers, against the authorities, against the powers of this dark world and against the spiritual forces of evil in the heavenly realms. ¹³Therefore put on the armor of God, so that when the day of evil comes, you may be able to stand your ground, and after you have done everything, to stand. ¹⁴Stand firm then, with the belt of truth buckled around your waist, with the breastplate of righteousness in place, ¹⁵and with your feet fitted with the readiness that comes from the gospel of peace. ¹⁶In addition to all this, take up the shield of faith, with which you can extinguish all the flaming arrows of the evil one. ¹⁷Take the helmet of salvation and the sword of the Spirit, which is the word of God. ¹⁸And pray in the spirit on all occasions with all kinds of prayers and requests. With this in mind, be alert and always keep on praying for all the Lord's people.

Here Are the 2020 SPAC Pins



President's Ultimate SPAC

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



VP Elite

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



Secretary's Roundtable

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



Chairman's Club

\$250 level



Supporter

\$100 level

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

2019 SPAC Contributors



President's Ultimate SPAC (\$1,000+)		
Bruffett, Shawn	AZ	Branch 376
Salmon, James	AZ	Branch 246
Boisvert, Michael	CA	Branch 159
Campbell, Stephnia	CA	Branch 159
Meana, Frances	CA	Branch 159
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Douglas, Lisa	CT	Branch 5
Bock Jr., Robert	FL	Branch 406
Franz, Kenneth	FL	Branch 146
Gilbert, Belinda	FL	Branch 425
LeCounte, Michael	FL	Branch 146
Lynn, Patti	FL	Branch 296
McHugh, James	FL	Branch 386
Mullins, Kym	FL	Branch 81
Quinlan, Robert	FL	Branch 154

Sebastian, Gerald	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Williams, Carolyn	FL	Branch 146
Lum, Chuck	HI	Branch 214
Maxwell, Sherry	IL	Branch 255
Moreno, Luz	IL	Branch 489
Wagner, Brian	IL	Branch 255
Winters, Michael	IL	Branch 255
Rowel, Cornel	LA	Branch 73
Foley, Paul	MA	Branch 120
Murphy, Gregory	MA	Branch 102
Griffin, Troy	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Amergian, Raymond	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.

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): _____.



SPAC Scoreboard

Statistics reflect monies collected from Jan. 1 to Dec. 31, 2019

National Aggregate:

\$238,830.95

National Per Capita:

\$8.75

Region Aggregate:

1. Southern	\$64,487.00
2. Western	\$46,680.60
3. Eastern	\$46,377.75
4. Central	\$44,913.00
5. Northeastern	\$36,373.00

Region Per Capita:

1. Southern.....	\$10.93
2. Central.....	\$9.63
3. Western	\$8.03
4. Eastern	\$7.81
5. Northeast.....	\$7.33

Area Aggregate:

1. Southeast	\$40,235.50
2. Capitol-Atlantic.....	\$28,180.40
3. Pacific	\$26,320.00
4. New York	\$16,480.50
5. Mideast	\$16,036.50
6. New England	\$14,742.50
7. Illini	\$13,155.00
8. Texas	\$13,145.00
9. Michiana	\$12,248.50
10. North Central	\$11,431.50
11. Northwest.....	\$10,257.00
12. Rocky Mountain..	\$10,103.60
13. MINK	\$8,078.00
14. Pioneer	\$7,310.45
15. Cotton Belt	\$6,138.00
16. Central Gulf	\$4,968.50

Area Per Capita:

1. Southeast	\$17.61
2. North Central	\$12.17
3. Michiana	\$10.49
4. Illini	\$9.75
5. Capitol-Atlantic	\$9.52
6. Northwest.....	\$9.01
7. New England	\$8.96
8. Pacific	\$8.35
9. Texas	\$7.18
10. New York	\$6.75
11. Mideast	\$6.73
12. MINK	\$6.68
13. Rocky Mountain.....	\$6.63
14. Cotton Belt.....	\$6.24
15. Central Gulf	\$6.18
16. Pioneer.....	\$4.94

State Aggregate:

1. Florida	\$37,048.00
2. California.....	\$23,785.00
3. New York	\$15,370.50
4. Illinois.....	\$13,155.00
5. Texas.....	\$13,145.00

State Per Capita:

1. South Dakota.....	\$34.19
2. Maine	\$33.62
3. Florida	\$21.54
4. Hawaii	\$16.35
5. Maryland	\$15.29

Drive for 5

Members by Region:

1. Central.....	61
2. Southern.....	54
3. Eastern.....	52
4. Western	49
5. Northeast.....	36

Aggregate by Region:

1. Southern	\$21,680.00
2. Western	\$20,982.00
3. Central	\$20,778.50
4. Eastern.....	\$20,186.85
5. Northeast	\$12,927.00

Hafford, Darrell	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Trayer, Kevin	MI	Branch 142
Mooney, Dan	MN	Branch 16
Johnson, Craig	MO	Branch 36
Geter, John	NC	Branch 183
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202
Gawron, Dennis	NY	Branch 27
Gawron, Steven	NY	Branch 27
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Needham, Timothy	OH	Branch 133
Yut, Rachele	OR	Branch 66
Adams, Jeanine	PA	Branch 20
Butts, Ivan	PA	Branch 355
Croswell, Darnel	SC	Branch 225
Mulidore, Chuck	SC	Branch 225
Tolman, Robert	SD	Branch 946
Aaron, Donna	TN	Branch 947
Green, Shri	TN	Branch 41
Austin, Jessie	TX	Branch 122
Cooper, Karen	TX	Branch 124
Elizondo Jr., Jaime	TX	Branch 122
Foster, Debra	TX	Branch 9
Butler, Phillip	VA	Branch 98
Cox, Lloyd	VA	Branch 526
Green Jr., Richard	VA	Branch 98
Jacobs, Charles	VA	Branch 132
Mott III, George	VA	Branch 132
Johnson, Stanley	WA	Branch 60

December Contributors

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

Douglas, Lisa	CT	Branch 5
LeCounte, Michael	FL	Branch 146
McHugh, James	FL	Branch 386
Murphy, Gregory	MA	Branch 102
Amergian, Raymond	ME	Branch 96
Hafford, Darrell	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Needham, Timothy	OH	Branch 133
Yut, Rachele	OR	Branch 66
Adams, Jeanine	PA	Branch 20
Croswell, Darnel	SC	Branch 225
Mulidore, Chuck	SC	Branch 225
Tolman, Robert	SD	Branch 946
Cooper, Karen	TX	Branch 124
Elizondo Jr., Jaime	TX	Branch 122
Butler, Phillip	VA	Branch 98

Make Contributing to SPAC a Habit:

OPM Contributions to SPAC (for Retired Postal Supervisors)

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

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

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

By internet:

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

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

By telephone:

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



Cox, Lloyd	VA	Branch 526
Mott III, George	VA	Branch 132
Johnson, Stanley	WA	Branch 60

VP Elite (\$750)

Grayson, Yolanda	CA	Branch 39
Rominger, Jackie	CA	Branch 77
Sutton, Catherine	CA	Branch 373
Swygert, Vontina	CA	Branch 127
Murray, Donald	FL	Branch 93
Moore, Kevin	GA	Branch 281
Carmody, Russell	NJ	Branch 74
Kofsky, Jonathan	NJ	Branch 568
McKiernan, Michael	NJ	Branch 74
Evans, Darius	NY	Branch 85
Cabrera, Antonio	PR	Branch 216
Holt, Brian	RI	Branch 105
Trevino, Barbara	TX	Branch 124

Secretary's Roundtable (\$500)

Kiszcak, Sharon	AZ	Branch 246
Hilliard, Ricky	IL	Branch 489
Randle, Kay	IL	Branch 369
Krempa, Keith	IN	Branch 169
Phillips, Austin	NJ	Branch 224

Burke, Terriann	NY	Branch 11
Mayes, Sean	OH	Branch 29
Paige, Lillie	OH	Branch 46
Simpson, Pamela	OR	Branch 66
Bartko, Susan	PA	Branch 20
Benford, Debra	PA	Branch 50
Kolecki, Michele	PA	Branch 941
Weber, Camron	SD	Branch 946
Bowen, Randy	TN	Branch 97
Clark Jr., Bobby	TX	Branch 124
Longoria, Richard	TX	Branch 229
Trevino, Manuel	TX	Branch 124
Joers, Julie	WI	Branch 72
Simmons, Brandi	WI	Branch 213
McComas, Christina	WV	Branch 212

Chairman's Club (\$250)

Mannings, Judy	AL	Branch 45
Norton, Charles	AL	Branch 208
Annon, Cynthia	CO	Branch 141
McPhee-Johnson, Tayloria	FL	Branch 146
Moorgen, Michael	FL	Branch 406
Crowe, Brian	IL	Branch 14
Macias, Juan	KS	Branch 205


Continued on page 29

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+4)

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

Confidential Information

Self-Nomination: National Convention Committee Request

Please print or type name. Use one form to self-nominate. Unless an exception is granted by the NAPS National President, a National Convention Committee may only have one (1) branch member appointed per committee. Committees may have up to 25% of selectees who have never before served on a National Convention Committee.

Deadline for Self-Nomination Request due at NAPS HQ by midnight, March 31, 2020.

Committee Choices: Select up to three (3) committees. **Number** your selection(s) in the boxes below with "1" representing your top choice, "2" next priority and "3" as 3rd choice, if so desired. Committee assignments and notifications of selected delegates will be announced on or before April 20, 2020. If requesting advance committee consideration, schedule transportation accordingly.

	Assistant Secretaries (4 positions)
	Audit (10 positions)
	Balloting and Election (18 positions)
	Constitution & Bylaws (16 positions)
	Credentials & Registration* (21 positions)

	Postmaster (12 Positions)
	Resolutions (14 positions)
	Rules (6 positions)
	Sergeant-at-Arms (18 Positions)

* NOTE: Except for *Credentials and Registration*, all committee members must arrive on Saturday, August 15, 2020 at the convention hotel and will meet with their respective committee on Sunday, August 16. *Credentials & Registration Committee* members must arrive on Friday, August 14, 2020 and will meet on August 15. Selected committee members must schedule their transportation accordingly to ensure arrival for first committee meeting.

I am self-nominating myself to serve on a NAPS National Convention Committee indicated above.

Member Name _____

Mailing Address _____

City, State, ZIP+4 _____

EIN or last 4 SS # _____ Contact Phone # _____

Member of Branch # _____ Non-postal email: _____

(Branch # listed on delegate credential)

Are you a **First-Time** National Convention delegate? Yes No

Have you ever served on any National Convention Committee before? Yes* No

* If Yes, previous committee(s) served? _____

Individual's Credential Enclosed Previously Submitted

NOTE: For National Convention Committee assignment consideration, NAPS Headquarters **must receive** member's self-nomination request via mail or online on or before **March 31, 2020**. No branch officer approval is required. NAPS HQ will confirm delegate's request has been received. If confirmation is not received by April 10, contact NAPS President immediately. Final committee selections will made on or before April 20, 2020 and requesters notified accordingly.

NAPS HEADQUARTERS USE ONLY

Date Self-Nomination Received _____

Must be **received** by mid-night March 31, 2020.

Register online at www.naps.org.
Do Not FAX or email request.

Mail Request to:
2020 National Convention Committee Request
c/o NAPS National President
1727 King Street, STE 400
Alexandria, VA 22314

2020 NAPS National Convention
Gaylord Texan, Grapevine, TX - August 17-21, 2020



2020

NAPS Golf Tournament

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



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

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

2020 NAPS Golf Tournament Registration

Registration closes after Aug. 1, 2020

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

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

Name Phone # (include area code)

Mailing Address

City State ZIP

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

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

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

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.



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

NAPS Golf
PO Box 456
Hewitt, TX 76643-0456

Aren't We Members, Too?

By Beverly Torain

In December 2019, I received an email communication stating that the United Postmasters and Managers of America (UPMA) was filing a pleading in the NAPS pay lawsuit against the Postal Service. UPMA asked the court to deny NAPS the right to represent postmasters.

UPMA seems happy representing only postmasters, even though the association solicits and collects dues from any employee—craft or management—willing to pay for membership, despite the fact dues are used to benefit only postmaster initiatives.

As a member of the NAPS Postmaster Committee since its inception and establishment by the late Vincent Palladino and chaired by Susie Warren, one of the main goals of the committee was and continues to be to include all EAS employees, including postmasters. As the largest postal management association, why can't NAPS represent postmasters?

At the NAPS 2016 National Con-

vention, there was discussion regarding the Postmaster Committee. A distinguished gentleman from Atlanta asked, "What do y'all do?" For starters, the postmasters in NAPS perform the same functions as all NAPS members.

Postmasters solicit new members, never denying any newly promoted employee admission to EAS ranks, which, in turn, increases membership in our local and state branches. Of the 27,000 NAPS members, well over 20% are active and retired postmasters—

the number necessary for NAPS to represent postmasters in pay talks.

Postmasters in NAPS attend the same functions as other NAPS members, be it the Legislative Training Seminar, advocacy training, cabinet meetings or state and national conventions. Bringing information back to their local branches educates members on items of importance for the betterment of the association.

Postmasters in NAPS also hold executive positions in the association. These positions include, but are not

limited to, local branch or state presidents and area vice presidents, as well as many other positions vital to the association.

Postmasters are just as passionate about NAPS as other members and serve as advocates representing all EAS employees, including postmasters, in all forms of disciplinary and adverse actions from letters of warning to removals. Let it also be known that just because you are a postmaster and a member of NAPS, you are not precluded from access to the Disciplinary Defense Fund (DDF). Unlike in other management associations, your dues pay toward the DDF for everyone who is a member in good standing.

Postmasters have the same passion for NAPS that every other member does, which is one of pride! Being a member of the largest postal management association, it stands to reason that we postmasters ask, "So, aren't we members, too?"

pmbev071302@frontier.com

Beverly Torain is Raleigh, NC, Branch 177 president and the retired postmaster of Apex, NC.



2019 SPAC Contributors

Continued from page 26

Bartlett, Bruce	ME	Branch 96
Hardin, Donald	MI	Branch 142
Moore, Olin	MN	Branch 16
Moudy, John	MN	Branch 16
Shumate, Melisande	MO	Branch 131
Jackson, Abner	NC	Branch 299
Michaud, Russell	NH	Branch 932
Olson, Chad	ND	Branch 946
Lewis, Gillian	OH	Branch 2
Rodriguez, Jose	PR	Branch 2
Mitchell, Denise	TN	Branch 41
Nettles, Mark	TX	Branch 9

Howe, Steven	WA	Branch 61
Ware, Michael	WA	Branch 61
Williams, Arthur	WA	Branch 61
Sederholm Marti, Susan	WI	Branch 72

Supporter (\$100)

Sequeira, Jean	ME	Branch 96
Magnuson, Sonny	SD	Branch 946
Hensley, Sheila	TX	Branch 124
McPherson, Scott	TX	Branch 124
Strickland, Dennis	TX	Branch 124
Hartsel Jr., Robert	VA	Branch 22
Serdynski, Joanne	WI	Branch 72

PFP Needs an Overhaul

By Peter Piteira

For the past few years, the USPS has pushed Lean Six Sigma as a way to improve productivity and quality and reduce operational costs. It works generally in this way: A problem is identified and a team of Lean Six Sigma green belts, led by a black belt, looks into ways to fix the problem.

Part of solving the problem is to

come up with a goal—a SMART goal. SMART stands for specific, measurable, attainable, relevant and timely. I propose the USPS uses the Lean Six Sigma concept to fix the EAS Pay-for-Performance (PFP) program.

The agency could start by making NPA goals SMART goals. I have worked in different states and many offices throughout my career in the Postal Service. Regardless where and for whom one works, every week

there's a different priority.

One week, POT needs to be eliminated; the next week, carriers back by 1800 is paramount. The following week, we need to reduce sick leave. Then, we must reduce overtime. Of course, STC scans on all parcels always is a goal. And at the beginning of each quarter, nothing matters except getting the Gold Star.

It would be so much easier if we could get a PFP system that we all could understand and that offered challenging, but realistic, goals. Today's PFP is too complex, the goals are not measurable in a timely manner and they often are unattainable. Many of the goals are not controllable by station managers, postmasters or supervisors.

In sum, the whole EAS PFP system needs to be overhauled. It works about as well as today's LLV fleet.

peterpiteira@hotmail.com

Peter Piteira is Orlando, FL, Branch 321 vice president.

NAPS Training Calendar

Southeast Area training Feb. 8, 2020

Conducted by: Southeast Area VP Bob Quinlan

Location: Embassy Suites by Hilton Orlando North, 225 Shorecrest Dr., Altamonte Springs, FL 32701; (407) 834-2400, group code is "NAPS;" register online at <http://flnaps.org>

Hotel Rate: \$125 plus tax

Registration Fee: \$356

Training Topics: Proper financial audits, DDF, legislative updates and how to stay out of trouble; *subject to change*

Speakers: Michelle Lindquist, OIG; Al Lum, Labor Relations Admin Group; Ivan D. Butts, NAPS executive VP; and Tim Ford, Southern Region VP

Central Gulf Area Training April 17-19, 2020

Conducted by: Central Gulf Area Vice President Cornel Rowel

Location: Montgomery, AL

Hotel Rate: TBD

Registration Fee: \$50

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

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

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

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

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

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

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

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

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

On the Move?

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

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

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

Notes

from the National Auxiliary

Ring in the New Year

By Laurie Butts

Executive Vice President

Looking back at 2019, there were good times. Unfortunately, there also were many tragedies. We may have been guilty of doing or saying something either intentionally or

unintentionally to someone that caused great hurt. We even may be holding grudges to this day.

As we begin our journey into 2020, we must adopt a mission to do nothing less

than our best and do the right thing, which may mean letting some things go. This also means acknowledging that everyone matters and should be treated with dignity and respect. I know this is something we hear over and over, but it gets lost in the mix most times. Therefore, we must remain focused to keep it foremost in our minds.

British poet Alfred Tennyson's poem "Ring Out, Wild Bells" sheds light on how we should transition from one year to the next:

Ring Out, Wild Bells

*Ring out, wild bells, to the wild sky,
The flying cloud, the frosty light:
The year is dying in the night;
Ring out, wild bells, and let him die.*

*Right out the old, right in the new,
Ring, happy bells, across the snow:
The year is going, let him go;
Ring out the false, ring in the true.*

*Ring out the grief that saps the mind
For those that here we see no more;*

*Ring out the feud of rich and poor,
Ring in the redress of all mankind.*

*Ring out a slowly dying cause,
And ancient forms of party strife;
Ring in the nobler modes of life,
With sweeter manners, purer laws.*

*Ring out the want, the care, the sin,
The faithless coldness of the times;
Ring out, ring out the mournful rhymes
But ring the fuller minstrel in.*

*Ring out false pride in place and blood,
The civic slander and spite;
Ring in the love of truth and right,
Ring in the common love of good.*

*Ring out old shapes of foul disease;
Ring out the narrowing lust of gold;
Ring out the thousand wars of old,
Ring in the thousand years of peace.*

*Ring in the valiant man and free,
The larger heart, the kindlier hand;
Ring out the darkness of the land,
Ring in the Christ that is to be.*

Let 2020 find us all standing up for "right!"

laurie.d.butts@comcast.net

Submit Auxiliary Dues

National Auxiliary dues will be delinquent as of July 31, 2020. Because this is a national convention year, dues must be current for 2019 and 2020. 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

National Auxiliary Executive Board

National Officers

Patricia Jackson-Kelley

President

(323) 752-6252; geekell@aol.com

Laurie D. Butts

Executive Vice President

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Bonita R. Atkins

Secretary/Treasurer

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Ely Soukey

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Felecia Hill

Texas Area

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Rebecca Turner

Pacific Area

(323) 997-5651; rebeccaturner52@att.net

Region vacant: Northeast

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



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