

the Postal Supervisor

July 2020

Join NAPS' Grassroots Efforts

*Urge Congress
to Support the
Postal Service*

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

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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.

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2020 National Convention Rescheduled—Now What?

Over the past few months, the COVID-19 pandemic definitely has changed and challenged the way we live and conduct business under today's new norm. As a result of the future uncertainty of this pandemic and in the best interests of NAPS and the safety and health of its members, Auxiliary and guests, the NAPS Executive Board rescheduled the 2020 National Convention.

Now what? Here's the scoop.

The 2020 NAPS National Convention has been officially rescheduled to Monday, Aug. 30, 2021, through Friday, Sept. 3, 2021. Although our 67th National Convention will not be held in 2020, we are grateful it will take place in 2021, with some creative coordination and logistics.

First, if you already have paid for a national convention registration

for yourself, other members or guests, all are officially registered for the 67th National Convention in August 2021. If you already purchased a meal plan badge or extra banquet tickets, those will be ready for pickup at the national convention at the Gaylord Texan Resort in August 2021. There is no need to re-register or re-purchase meal items if you already have paid those respective fees.

However, if you want a refund now for your current national convention registration, meal plan and/or extra banquet tickets, send a written request to NAPS Headquarters. However, if you still plan to attend the national convention in August 2021, you will need to purchase these items all over again if you receive a full refund. It may be best to keep your current national convention registration and purchases as status quo if you plan to go.

Second, the 67th NAPS National Convention registration still is online only. It is open now with new deadline dates. The registration fee remains \$250 on or before July 10, 2021. After July 10, 2021, the fee is

\$325. There will be no national convention registrations or payments accepted after July 24, 2021. You have at least a full year to register for the national convention. Please do not ask for a registration exception after July 24, 2021.

Third, if you already had room reservations at the Gaylord Texan Resort for August 2020, no worries. Through the efforts of our NAPS conference planner, Sheri Davies of ConferenceDirect, the Gaylord Texan Resort automatically canceled all August 2020 NAPS National Convention sleeping rooms. There is no need to call the Gaylord Texan to cancel your respective room reservation(s); this already has been done for you.

The new Gaylord Texan Resort reservation link for August 2021 will be open on the NAPS website, naps.org, on or before July 31, 2020. Members, Auxiliary and guests will need to make new sleeping room reservations with the Gaylord Texan Resort for August 2021, as all previous reservations for August 2020 were automatically cancelled. Members also may call the Gaylord Texan Resort directly for sleeping room reservations.

Fourth, national convention delegate credentials still are being accepted. Accordingly, please send them to NAPS Headquarters. They will be verified and filed for safekeeping until needed in August 2021.

Fifth, in my June 2020 *Postal Supervisor* article, I referenced the process for submitting national convention resolutions. That process has not changed. However, the new deadline for submitting resolutions is July 10, 2021. We are hopeful that NAPS state conventions will resume in 2021, giving states time to debate and submit national convention resolutions for August 2021.

Sixth, the deadline for submitting the names of deceased members has changed to July 10, 2021. Please email names to naps.rr@naps.org for those who have died since the end of the 2018 National Convention on Aug. 10, 2018, up to the July 10, 2021, deadline.

Continued on page 8



Brian J. Wagner
President

Express Your Support of the USPS to Congress

Hello, NAPS brothers and sisters. I am writing this column as I digest the massive \$3 trillion coronavirus recovery bill (1,815 pages) unveiled by House leaders on May 12, as well as responses to the legislation from House lawmakers.

The “HEROES Act” (H.R. 6800) includes funding for state and local governments, additional relief payments to individuals and hazard pay for essential workers, as well as significant support for America’s Postal Service. The benefits to the Postal Service contained in the bill include:

- Payment of \$25 billion to the Postal Service to offset revenues lost due to coronavirus, with those funds remaining available until Sept. 30, 2022 (Section 10302).
- A loan of up to \$10 billion to the Postal Service and prohibiting the secretary of the Treasury from setting conditions on the availability of the funds (Section 70603).
- A federal commitment to provide premium pay to essential workers, paid at a rate equal to \$13 per hour (up to \$10,000) for work performed from Jan. 27, 2020, until 60 days after the pandemic public health emergency has ended (Section 170102).
- A presumption of eligibility for workers’ compensation benefits for federal employees diagnosed with coronavirus (Section 70303).
- Authorization to the USPS OIG to provide oversight, audits and investigations of projects and activities carried out with funds provided by the legislation (Section 70105).

Not all Washington lawmakers have greeted the bill with enthusiasm. Some have said the bill “is not urgent,” the law “is made up of pet priorities” and the bill “is dead on arrival.” But the bill’s provisions covering the Postal Service are consistent with the attitudes of many Americans who are proponents for providing support for the Postal Service and its hardworking, brave employees who continue to move America’s mail during this worldwide pandemic.

Public opinion polls by ScottRasmussen.com, Hart Research Associates and North Star Opinion Research

reveal the strength of public support for COVID-19 relief legislation and the Postal Service. Lawmakers wary of voting for relief for the Postal Service should take the following data points into account:

- 82% of Democrats, 63% of Republicans and 71% of Independents support additional COVID-19 federal spending.
- 94% of registered voters say the USPS is vital to them. This is reflected in a bipartisan attitude, with 96% of Democrats and 92% of Republicans expressing support for the Postal Service.

Widespread numbers of Americans support the Postal Service, regardless of geography—91% of urban respondents, 94% of suburban respondents and 94% of rural respondents support the USPS.

- Overall, 92% of America’s registered voters support funding for the USPS, with 96% of Democrats and 90% of Republicans favoring funding.
- A wide majority (78%) of registered voters support funding for the USPS, compared to increased shipping rates; 83% of Democrats and 74% of Republicans feel this way.

I think it is more than fair to say the vast majority of Americans are standing with the Postal Service, just as they have in past years when they ranked the Postal Service as the government’s most trusted agency. So, if most Americans support congressional action that would sustain the Postal Service, why aren’t those priorities on the agendas of more of our elected leaders?

What does that require of us as postal stakeholders? We must make sure that every voice of support in our own communities is heard by Congress through both our NAPS legislative grassroots efforts and our political action committee, SPAC.

Remember, it is never too late to join in NAPS’ grassroots efforts. Please contact your NAPS state Legislative chair, NAPS regional vice president, NAPS area vice president or NAPS Headquarters to get involved.

In solidarity ...

naps.ib@naps.org



Ivan D. Butts
Executive Vice President

An Essential Agency Celebrates Its Birthday

As the global pandemic continues to wreak havoc in our world and our daily lives, we often are reminded of the essential workers and the essential services they provide to the American people. While we honor their service and sacrifice during these turbulent times, no service has ever been deemed more indispensable to the American public than the U.S. Postal Service.



Chuck Mulidore
Secretary/Treasurer

The essential nature of the mail system has been revealed many times throughout history. In fact, the mail system was so fundamental to the development of America that, on July 26, 1775, the Second Continental Congress, meeting in Philadelphia, created the U.S. postal system, appointing Benjamin Franklin as postmaster general of the United Colonies.

Franklin held the job until late in 1776, when he was sent to France as a diplomat. Prior to this appointment, Franklin, who previously had been postmaster of Philadelphia, also was named one of two joint postmasters general for the colonies in 1753.

He made numerous improvements to the mail system, including setting up new, more efficient colonial routes and cutting delivery time in half between Philadelphia and New York by having the weekly mail wagon travel both day and night via relay teams. Franklin also debuted the initial rate chart, which standardized delivery costs based on distance and weight. In 1774, the British fired Franklin from his postmaster job because of his revolutionary activities.

He left a vastly improved mail system, with routes from Florida to Maine and regular service between the colonies and Britain. As the new nation continued to expand, the U.S. Constitution, under Article 1, Section 8, authorized Congress to establish post offices and post

roads. President George Washington appointed Samuel Osgood, a former Massachusetts congressman, as the first postmaster general of the new American nation. At the time, there were approximately 75 post offices in the country.

Today, the United States has over 26,000 post offices and the Postal Service delivers over 142 billion pieces of mail each year to more than 150 million homes and businesses in the United States, Puerto Rico, Guam, the American Virgin Islands and American Samoa. The Postal Service is the nation's largest civilian employer, with over 600,000 employees who handle more than 44% of the world's cards and letters. The Postal Service is a self-supporting agency that covers its expenses through postage (stamp use in the United States started in 1847) and related products.

The statute that created the modern day Postal Service begins with the following sentence: "The United States Postal Service shall be operated as a basic and fundamental service provided to the people by the Government of the United States, authorized by the Constitution, created by an Act of Congress, and supported by the people." (39 U.S.C. §101(a).)

When we hear that postal employees are essential workers, of course we already knew that! We are the one requisite service that was there before the creation of our country and was inscribed in the very founding documents of this great nation. The Postal Service continues its mission to deliver the mail through rain, sleet, snow, heat, floods, hurricanes, earthquakes, gloom of night and, now, global pandemics.

So, as we celebrate the 245th anniversary of this uniquely American institution this July, let us never forget those we have lost in service to the American people during this pandemic, to keep our nation bound together and to honor the long history of the U.S. Postal Service that is forever intertwined in the fabric of our country.

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The Postal Supervisor 2020 Production Schedule

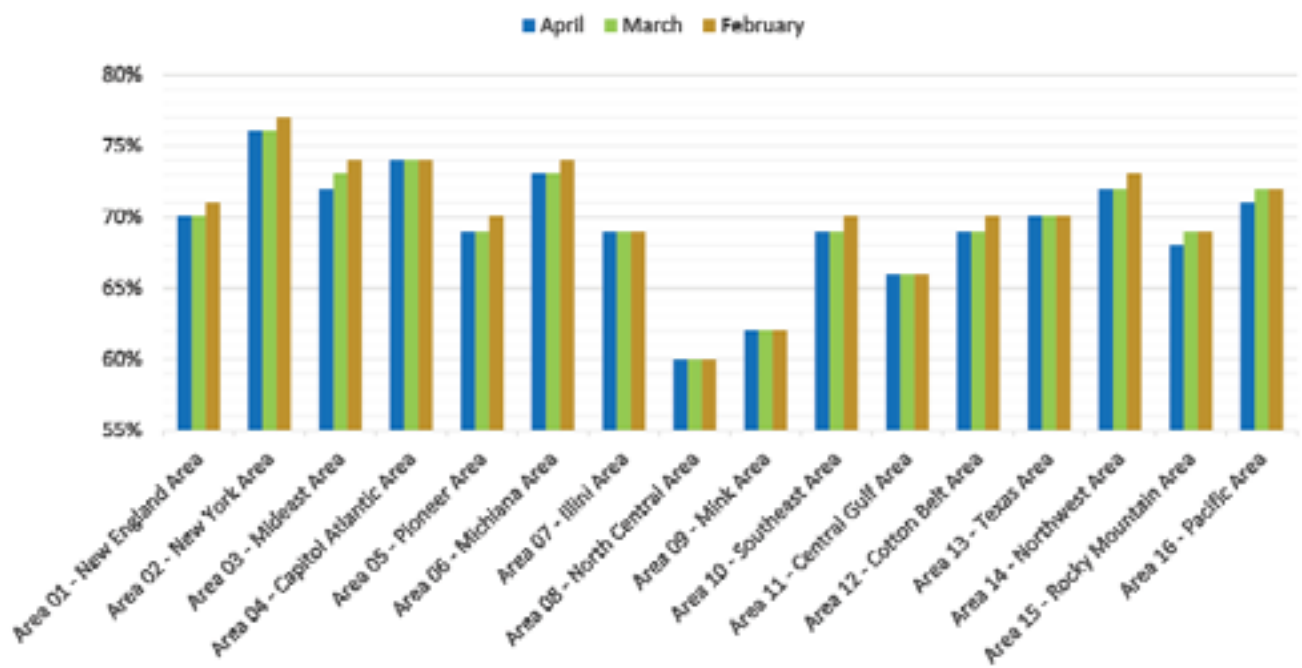
Issue	Copy Deadline*	Mails
AUG	JUNE 22	JULY 16
SEPT	JULY 29	AUG 13
OCT	AUG 31	SEPT 13
NOV	SEPT 28	OCT 14
DEC	OCT 23	NOV 17
JAN 21	NOV 23	DEC 22
FEB	JAN 4	JAN 28

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

National Association of Postal Supervisors Membership Report

April 2020

3 Month Member Percentage by Area



Regular Member Totals By Area	April 2020	March 2020	February 2020
Area 01 - New England Area	70%	70%	71%
Area 02 - New York Area	76%	76%	77%
Area 03 - Mideast Area	72%	73%	74%
Area 04 - Capitol Atlantic Area	74%	74%	74%
Area 05 - Pioneer Area	69%	69%	70%
Area 06 - Michiana Area	73%	73%	74%
Area 07 - Illini Area	69%	69%	69%
Area 08 - North Central Area	60%	60%	60%
Area 09 - Mink Area	62%	62%	62%
Area 10 - Southeast Area	69%	69%	70%
Area 11 - Central Gulf Area	66%	66%	66%
Area 12 - Cotton Belt Area	69%	69%	70%
Area 13 - Texas Area	70%	70%	70%
Area 14 - Northwest Area	72%	72%	73%
Area 15 - Rocky Mountain Area	68%	69%	69%
Area 16 - Pacific Area	71%	72%	72%
Total Regular Member %	70%	71%	71%
Total Regular Members	25,944	26,014	26,191
NonMember Totals	April 2020	March 2020	February 2020
Total NonMembers	10,792	10,668	10,560
Total NonMember %	30%	29%	29%

National Association of Postal Supervisors

Vince Palladino Memorial Student Scholarships

Deadline: June 26, 2020

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

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

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



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

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the 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>

2020 National Convention Rescheduled—Now What?

Continued from page 3

Seventh, national convention committee assignments were announced in April. Although the date of our 67th National Convention has changed, committee assignments will not. Those selected in April 2020 will remain on their respective committees unless they are unable to serve next August. In such cases, an alternate from that committee's list will be selected as a replacement.

Eighth, Host Branch Committee Chair Robert "Texas Bob" Bradford already has rescheduled the National Convention Golf Tournament at the Cowboys Golf Club to Sunday, Aug. 29, 2021, at 9 a.m. We still are coordinating our national convention evening social events and tours for Wednesday's (Sept. 1, 2021) free day. As details become available, we will update accordingly.

Ninth, all aspects of the national convention will be done with social distancing and the health and safety of our attendees in mind. This includes room setups and how meals are served.

Tenth, at the time of this writing, we are approximately 13 months away from the start of our rescheduled 67th NAPS National Convention in August 2021. NAPS Headquarters understands members still may have questions. We ask for your patience. NAPS will be messaging national convention rescheduling updates over the next year in *The Postal Supervisor* magazine and via the NAPS website, naps.org.

There is no rescheduling of my July 2020 ice-cream-flavor-of-the-month recommendation: brownie cheesecake.

naps.bw@naps.org

USPS Board of Governors Appoints 75th PMG

On May 6, the USPS Board of Governors unanimously selected Louis DeJoy to serve as the Postal Service's 75th postmaster general and chief executive officer. DeJoy is a business executive with over 35 years of experience in supply chain logistics, program management and transportation support. He will assume his new role on June 15.

NAPS congratulates DeJoy on his appointment and looks forward to building a positive business relationship with him and his leadership team and working together to ensure the success of the agency. NAPS again thanks Postmaster General Megan Brennan for her years of leadership and wishes her well in her retirement.

USPS Agrees to Additional Pay for Field EAS Managers

On April 8, NAPS sent a letter to PMG Megan Brennan requesting hazard pay for EAS employees and additional pay for exempt EAS employees per *ELM* 434.143. The Postal Service denied NAPS' requests, but agreed to temporarily modify applicable pay provisions for certain field EAS managers, effective May 23 to July 17, 2020:

- Plant manager
- Manager, Customer Service Operations
- Manager, Customer Services
- Manager, Distribution Operations
- Manager, Field Maintenance Operations
- Manager, International/Military Operations
- Manager, International Service Center

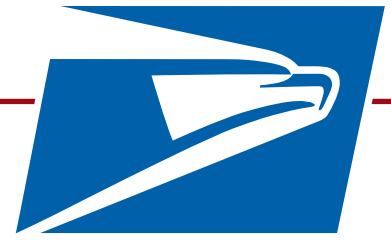
NAPS is sorry to report the death of Beverly Mooney, North Central Area Vice President Dan Mooney's mother, on May 16. Condolences may be sent to him and his family at 10105 47th Ave. N., Plymouth, MN 55442-2536.

- Manager, Mail Processing Operations
- Manager, Maintenance Engineering Support
- Manager, Maintenance
- Manager, Maintenance Operations
- Manager, Maintenance Operations Support
- Manager, NDC Operations
- Manager, Transportation/Networks
- Manager, Vehicle Maintenance Facility

Per USPS Vice President of Labor Relations Doug Tulino's May 20 letter, employees in these positions will be eligible for EAS additional pay *if authorized* to work over 8.5 hours on a scheduled day or any hours on a nonscheduled day due to an increase in absences related to COVID-19 and the additional hours are spent directly supervising bargaining-unit employees.

NAPS will continue to pursue hazard pay via the current Pandemic Premium Pay provisions being sought legislatively for federal employees, including the Postal Service. Executive Board Chair Tim Ford commended the NAPS resident officers for their efforts in seeking additional pay for exempt members in the field who are working many additional hours to meet the needs of Postal Service customers during the pandemic. "The results verify NAPS' leadership role in protecting and representing our members," he affirmed.

United States Postal Service Mission Statement



On April 1, the USPS Board of Governors adopted the following mission statement:

Our History:

The United States Postal Service has a storied history as the institution of our government guaranteeing safe and secure communication among and between the government and the American people.

Many are familiar with our history, which began with the Second Continental Congress and Benjamin Franklin in 1775 and continued in 1787, when the Postal Clause of the U.S. Constitution empowered Congress to establish post offices and post roads.

Congress exercised these powers with the passage of The Post Office Act of 1792, which made the Postal Service a permanent fixture of the federal government. The act included provisions to facilitate freedom of the press, the privacy of personal correspondence and expand the nation's physical infrastructure—all vital to our nation's growth and prosperity.

These principles and objectives endure. While radio, television and the internet have irrevocably altered our information-gathering habits, postal correspondence remains the most secure and resilient form of communication, providing the American people with a delivery infrastructure vital to our national security.

The USPS retains the largest physical and logistical infrastructure of any non-military government institution, providing an indispensable foundation supporting an ever-changing and evolving nationwide communication network. Capitalizing on its expertise in scheduling and high-volume storing, the USPS also serves a vital role enabling digital commerce.

Our Mission

- To serve the American people and, through the universal service obligation, bind our nation together by maintaining and operating our unique, vital and resilient infrastructure.
- To provide trusted, safe and secure communications and services between our government and the American people, businesses and their customers and the American people with each other.
- To serve all areas of our nation, making full use of evolving technologies.

Carrying Out Our Mission

To meet this mission, we will:

- Remain an integral part of the United States government, providing all Americans with universal and open access to our unrivaled delivery and storefront network.
- Maintain and enhance our reputation and role as a trusted face of the federal government in every community and provide all levels of government with access to our network and services.
- Provide frequent, reliable, safe and secure delivery of mail, packages and other communications to all Americans.
- Use technology, innovation and, where appropriate, private-sector partnerships to optimize and adapt our network, operations and business model to meet the changing needs of our customers and delivery recipients, while maintaining our core mission.
- Operate in a modern, efficient and effective manner that allows us to minimize what we charge for our services, consistent with meeting, in a fair way, our obligations to our current and retired employees and other stakeholders.
- Remain an employer of choice, able to attract, retain and develop high-quality employees that possess the skills necessary to excel in a rapidly changing business environment.

Working to Ensure NAPS' Voice Grows Stronger

In the first of three interviews with the NAPS resident officers, President Brian Wagner talks about the challenges dealing with the COVID-19 pandemic, working with a new PMG and what he hopes to accomplish in his last year in office. Interview conducted by Karen Young, NAPS editor.



Q Planning for the 2020 National Convention was humming along according to schedule, then, suddenly, the convention was postponed to 2021. You have had to completely shift gears. How is that effort progressing?

A It would have been great to have had our traditional biennial NAPS national convention this August. However, due to the uncertainty of the COVID-19 pandemic, the health and safety of our members, Auxiliary and guests must come first. Generally, the shift in our convention process is going pretty well.

Fortunately, by partnering in advance with our conference planner, Sheri Davies of ConferenceDirect, we completed much of the national convention pre-planning requirements, including the agenda. Once the decision was made to postpone the convention to August 2021, we shifted gears immediately.

We quickly messaged to the members, updated the convention registration section of the NAPS web-

site and entered into a new contract for next August, to name just a few. We still have some work to do, but, overall, it was a team effort to ensure this dramatic shift was happening with minimal drama.

We look forward to making our 67th NAPS National Convention a great success, even if we have to wait another year. It will be worth the wait.

Q Looking ahead to when, hopefully, society and businesses reopen, we hear things will change regarding social interac-

tion—being close and shaking hands, for example. What changes do you foresee for the convention as a result of this pandemic?

A Again, the safety and health of our attendees are the primary focus. To account for social distancing, we are expanding our convention floor space with greater space between tables and chairs during the business sessions. The convention hall will have bottled water instead of water coolers. Also, expect plenty of hand sanitizer stations strategically placed throughout the convention center. Our food functions will be reworked to provide more dining space, with a focus on grab-n-go and sit-down meals—no buffets.

Although we love to see everyone's smiling faces, we plan to provide masks/face coverings for those who wish to wear them. It will be a personal choice to wear the coverings—not a requirement.

Look for additional signage encouraging social distancing and avoiding handshakes and hugs. We

know that will be a challenge; NAPS members are known to hug. The best way to go is elbow-to-elbow.

In addition, the Gaylord Texan Resort is making social distancing modifications regarding elevator limits, enhancing cleaning throughout the entire resort with hospital-grade disinfectants, adding partitions at the front desks and spacing between resort furniture and modifying restaurant seating for more comfort and social distancing.

As we progress toward August 2021, NAPS will continue to monitor developments, work with the hotel and strategize under the new norm to take the necessary steps to ensure our national convention is not only successful, but also safe for attendees.

Q Because of COVID-19, NAPS branches have been unable to meet. What are you hearing from the field regarding how the branches are conducting business?

A Due to many state stay-at-home and stay-in-place orders and limits on public gatherings, branch activities have been minimal, if not altogether canceled until further notice. All 2020 NAPS state conventions were canceled and rescheduled for next year.

Fortunately, some branches have in their chapter *Constitution & By-laws* the ability to conduct meetings via teleconferences. This is a great option, including using Zoom for meetings. We already have seen branches using the Zoom option.

During the COVID-19 pandemic, until a branch can assure members that having in-person meetings with social distancing guidelines is safe, they should consider teleconference meetings. This would be a good time for branches to modify their constitutions to allow for teleconferencing as a meeting option.

Q There always has been a lot of interaction among the resident officers and branches.

When do you hope to start traveling again?

A On average, I would estimate each resident officer travels about 40 weekends out of the year to various NAPS meetings and events. I miss seeing and engaging with the members. I will admit, though, without all the traveling, my apartment has never been cleaner. But, seriously, getting a strong handle on containing the spread and contracting of COVID-19 will be the deciding factor when branches resume meetings and events and resident officers are back traveling.

Our NAPS branches are very active, but they now must be very cautious when scheduling meetings and events to ensure they adhere to social distancing and large-group guidelines. It would be nice to start traveling to NAPS activities by December.

Q What has your experience been working outside the office, separate from the rest of the staff? Are you able to accomplish more? What about those times you need to discuss issues with the resident officers and staff? Does current IT fulfill these needs?

A I am not sure the work-from-home concept is for everyone. It may be a novel idea for the first week or two, but, for me, I am an office-type person who enjoys going into the office and having personal interaction with staff and others. Except for the two weeks at the end of March when I worked from home because NAPS Headquarters closed per CDC guidelines, I have been working at NAPS Headquarters since April 2.

Accomplishing more when working remotely is definitely a yes and

no answer. Some days, I accomplished more because I could stay focused without many interruptions, but it takes discipline. The commute to my home office was pretty easy and I could dress casually.

There are, however, some resources you need back at the office that cannot be accessed remotely. Plus, working off a laptop rather than my two-monitor office desktop was challenging at times.

That said, with text, phone and email, the resident officers and staff were always in contact. Our IT company did an outstanding job getting all NAPS Headquarters staff aligned with laptops and remote access to our office computers, including call-forwarding in order to maintain continuity of NAPS business. But even before COVID-19, when traveling, I was able to work remotely and be in contact with the other resident officers, staff, board members and members.

We have learned, like millions of others across the country under this *new norm*, we can be productive and efficient when required to work remotely. Again, it is a personal preference to work remotely. But, under these circumstances, it is a necessary health and safety preference.

Q In the midst of the increased challenges facing the Postal Service because of the pandemic, the 75th postmaster was appointed. How do you go about developing a working relationship with a PMG from outside the agency?

A We reached out immediately to newly appointed Postmaster General Louis DeJoy. On May 15, on behalf of the 27,000 active and retired NAPS members, I sent DeJoy a congratulatory letter on his unanimous selection to serve as the 75th postmaster general of the United

States and chief executive officer of the U.S. Postal Service.

I look forward to building a positive business relationship with our new PMG and his postal leadership team through honest and direct regular dialogue. My goal also is to assure incoming PMG DeJoy that, as a First-Class (no pun intended) professional postal management association, NAPS is an asset and resource for the USPS when seeking smart business solutions to ensure the success of the USPS today, tomorrow and well into the future.

Q NAPS always has been a strong voice for its members in dealing with the Postal Service.

Do you see that role changing at all? Has it been enhanced?

A I see NAPS' voice not only getting stronger, but our role as a professional postal management association changing for the better. Our voice always must be one of resilience, integrity and honesty in our business relationships. Whether our voice is directed toward USPS Headquarters, Congress or the postal industry, what is important is our ability to change our pitch in terms of our business approach and style to seek satisfactory resolutions for NAPS and our members.

Our role was enhanced when our NAPS Executive Board voted unanimously to first seek fact-finding in

2018, then, in 2019, file a lawsuit against the USPS on EAS pay and representation.

This year, NAPS' legislative grassroots efforts were instrumental in having H.R. 6085, the "Postal Supervisors and Managers Fairness Act," introduced. These necessary actions were taken to ensure NAPS' strong voice continues to be heard on behalf of our members.

Q What is your outlook for your final year as NAPS president?

A I have always considered myself the type of person who is motivated—a perfectionist, optimistic and a little anxious when I have too much coffee.

My outlook is one of motivation to see a fair and equitable outcome to our pending lawsuit against the USPS to include acknowledged representation of all EAS employees. I plan to be optimistic about achieving a future USPS pay system that will recognize and compensate EAS employees annually for their individual work performance.

I am anxious to getting back to actually visiting members at NAPS events throughout the country. Besides drinking too much coffee, I definitely want to eat many new flavors of ice cream during my final year.

Finally, as a perfectionist, my outlook has not changed from when I first was elected president in 2016. I will continue doing the business of NAPS and representing the best interest of our members at a level of 110%. However, I do plan to take more time enjoying the daily experience until my last official day as NAPS president.



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.

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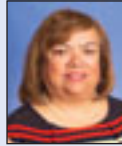
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Bob Levi

Director of Legislative & Political Affairs



“Action speaks louder than words” is an 18th-century idiom that should be the battle cry by which NAPS and others in the postal community evaluate our national

would abide by conditions to be dictated by Treasury Secretary Steve Mnuchin. One of the conditions was reported to be a 400% increase in postage for postal products competing with UPS products.

In mid-May, the House passed a voluminous COVID-19 relief pack-

postal provisions to the floor of the Senate because we believe, despite apparent White House antipathy, the Postal Service commands strong congressional support. Nevertheless, for too long, we have endured mere lip service being paid to postal sustainability and survival by many of our elected legislators.

We have been successful in recruiting co-sponsors for numerous nonbinding congressional “resolutions” supporting postal operations and against postal privatization. But these legislative vehicles do not maintain postal operations or safeguard universal mail services. The Postal Service needs “binding” legislation that provides emergency relief and continued viability.

Enactment of such legislation will not be easy. Our commercial rivals peddle misinformation about postal package services, our ideological rivals hawk un-American notions about the role of the Postal Service and our political foes seek to undermine the very foundation of universal mail and package operations. NAPS is dedicated to fighting back against those opposed to the Postal

NAPS Activates Grassroots Movement to Save the USPS

legislators. We have the biennial opportunity to hold accountable our national and local leaders for what they have accomplished and what they have failed to accomplish.

There is a very narrow and quickly closing legislative window through which emergency financial relief for the Postal Service can be pursued. Earlier this year, outgoing Postmaster General Megan Brennan alerted Congress of the cataclysmic impact that COVID-19 has had on postal finances. She projected the pandemic would drive down postal revenue by \$13 billion for the current fiscal year.

In late March, the Postal Board of Governors passed a resolution requesting that Congress pass and the president sign into law emergency postal appropriations, relief from past postal debt and an increased credit line from the U.S. Treasury. As a revised version of this proposal was being considered by the Senate, the White House rejected any postal aid.

The “compromise” embedded in the eventual March COVID-19 relief package (H.R. 748), which was signed into law, included an increased \$10 billion credit line on the condition the Postal Service

age (H.R. 6800) that included a number of provisions to aid the Postal Service. The bill includes \$25 billion in emergency postal assistance, elimination of the strings attached to the \$10 billion credit line enacted in the previous COVID-19 bill and hazard pay for front-line postal employees (including postal supervisors and postmasters).

Senate Majority Leader Mitch McConnell (R-KY) and the White House oppose H.R. 6800. NAPS’ Legislative Team is exploring multiple legislative channels to bring the

Postal Legislation Introduced

On May 26, House Oversight and Reform Committee Chairwoman Carolyn Maloney (D-NY), Rep. Peter King (R-NY) and Government Operations Subcommittee Chairman Gerry Conolly (D-VA) introduced H.R. 7015, the “Postal Preservation Act.” The new legislation includes a number of key provisions already included in House-passed H.R. 6800, the “HEROES Act,” which passed by a mostly partisan 208-199 vote.

The sponsors of H.R. 7015 believe a separate vote on the “Postal Preservation Act” will evidence strong bipartisan support of the Postal Service and convince Senate leadership and the president to include postal relief as part of the next COVID-19 relief bill.

Service and its employees, challenging the lies and promoting responsive Postal Service assistance.

As one of the weapons in the NAPS arsenal, we use our online audio portal, *NAPS Chat*, to educate NAPS members and advance our legislative and regulatory priorities. In mid-May, we hosted Rep. Peter King (R-NY), the co-founder of the Congressional Postal Preservation Caucus. (You can view a report of the podcast on page 19.) King encouraged NAPS members to press Republican U.S. senators to bring postal relief to the floor of the Senate.

Preceding and in tandem with King's clarion call to arms, NAPS Executive Vice President Ivan D. Butts and I began "Zooming across America" to energize NAPS members in key states. Our goal is to activate a NAPS grassroots movement and en-

courage NAPS members to urge their senators to support postal relief and convince McConnell to include postal relief provisions in pending COVID-19 legislation.

We are encouraged by the response of the extended NAPS family. Indeed, assisting the Postal Service and proclaiming the essential function the Postal Service plays in America have commanded front-page attention in many national newspapers and on major news channels.

The novel national attention garnered by the Postal Service and its overwhelmingly high approval as evidenced by a number of recent national polls informed the creation of the caucus co-chaired by King. The May 14 *NAPS Chat* aired the entire press conference announcing creation of the postal caucus. The

broadcast is available on the *NAPS Chat* page of the NAPS website.

In late May, *NAPS Chat* hosted Bill McAllister, Washington correspondent of *Linn's Stamp News* and former writer and editor for *The Washington Post*. McAllister, who has covered postal issues for the past 40 years, spoke about how the 1992 hiring and on-boarding of former Postmaster General Marvin Runyon could be instructive as PMG Louis DeJoy transitions into Postal Headquarters.

Your NAPS Legislative Team will be striving to work with our congressional allies to enact the financial relief the Postal Service desperately needs. Our legislators may proclaim kinship with the Postal Service, but, at the end of the day, action speaks louder than words.

naps.rl@naps.org

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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): _____.



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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.

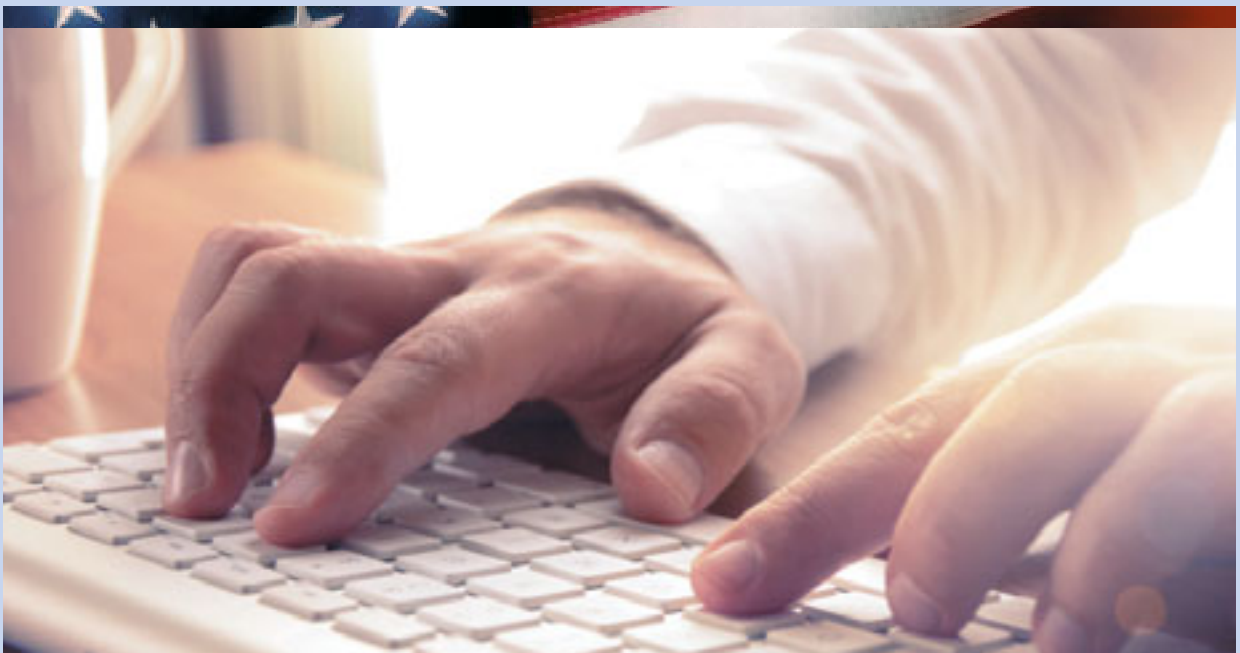
By internet:

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.



New York Congressman **Peter King** *Champions the Postal Service*

NAPS Director of Legislative & Political Affairs Director Bob Levi talked with Rep. Peter King (R-NY) during the May 14 NAPS Chat about the creation of the Postal Preservation Caucus and how King's tenure as past chairman of the House Homeland Security Committee taught him the vital importance of the Postal Service and what Americans can do to ensure the agency is not victimized by those out to harm and belittle it.

King is serving his 14th term in the U.S. House; he is retiring at the end of this term. King said it was a hard decision to make but, after 28 years, it was time to start a new chapter in his life. He said he's had a great relationship with the Postal Service not only in Congress, but also as a resident of Long Island. "Even through the coronavirus, you see a postal carrier come to your house every day, making deliveries. It's not easy," he observed.

Levi pointed out there are about 1,300 Postal Service employees who live in King's 2nd Congressional District of New York. "They appreciate your support of the Postal Service," he said.

They discussed King's role on the House Homeland Security Commit-



During the LTS in March, NAPS Long Island Branch 202 officers met with Rep. Peter King. From left, Vice President Jay Singh, King, President Tom Barone and Executive Vice President Frank Baselice.

tee; he became chairman of the newly formed committee in 2005. "Those were some tough times in New York involving homeland security, funding and first responders,"

King professed. "It was important to me to fight for New York—and the country—and to handle it properly. It came out of the horrible, dramatic moments of 9/11, but being able to do something about it, having a comeback, was very important to me."

Levi pointed out that some true champions of the Postal Service have hailed from New York and the Republican Party. For example, former Rep. Ben Gilman was the ranking member of the old House Post Office and Civil Service Committee, former Rep. John McHugh was chairman of the postal subcommittee, former Rep. Jerry Solomon was chairman of the Rules Committee during a time when there was a lot of postal activity in the '80s and '90s and former Rep.

Frank Horton was the ranking member of the Postal Operations Committee. “In today’s political environment, it’s unique that Republican members have been champions of the Postal Service,” Levi said.

King agreed they all were advocates of the agency. “For me, the job postal workers do is absolutely essential,” he said. “We’ve had a postal service since before the founding of the country. It’s part of Americana. But, apart from the romantic aspect, it’s absolutely vital.

“The service postal workers provide is truly amazing—having to deliver mail everywhere in the country, no matter what, and the fact they are so reliable. And on a personal level, they are outstanding members of the community. I don’t understand why in some parts of the country there’s almost a built-in opposition to the Postal Service. There are enough issues we can argue about without trying to undermine the Postal Service. It’s especially important during the coronavirus pandemic.

“People want to make reforms to the Postal Service. Let’s have a debate about that, but don’t try to sabotage the agency by cutting funding during the coronavirus. That’s a back-door way to kill the Postal Service. If we want to make it better, make it better for the employees—whatever has to be done. There should be a full debate in committee, and that should be the only focus of the debate.

“Let’s not have it tied into funding being cut off or expired during the pandemic. That’s why I strongly supported funding for the Postal Service so it doesn’t just stay alive, but is healthy, as we go through the pandemic and come out of it.”

Levi said that just today, House Democratic leadership released text of legislation calling for \$25 billion

in emergency funding of the Postal Service and eliminating the strings attached to funds already enacted in legislation in March. Levi asked King if he thought that would be helpful to the agency.

“It has to be helpful,” he declared. “It’s not the final step, but it will help people breathe easier and I certainly will be voting for that legislation. It has to go to the Senate. The way politicians can get away with hurting the Postal Service is if it happens in the dark of night and no one knows about it.

“Now, the issue is out there and has been brought to people’s attention; Rep. Carolyn Maloney and I formed the Postal Preservation Caucus. So I think not just in the House, but also the Senate, they are going to get grassroots responses from constituents as to why it’s important to keep the Postal Service going, as well as ensuring the agency is vibrant and healthy.”

Levi asked how the Postal Preservation Caucus was formed. King said Maloney called him and talked about the Postal Service. Maloney said they can’t allow the Postal Service to suffer because of the pandemic or allow it to be used as cover or an excuse to hurt the agency. They also talked to Reps. Mark Amodei (R-NV) and Gerry Connolly (D-VA) and decided to form the caucus.

“I think a number of us weren’t aware the Postal Service was not included in the first bills in response to the pandemic,” King stated. “Then, we realized it was left out and it was not by accident. This was a plan by some people to undermine the Postal Service. Funding for the agency was in the first bill, but then was taken out by the Senate at the last minute. We weren’t fully aware, with everything going on—not being in Washington, then coming

back to Washington to take a vote.

“That’s when it really hit us hard that we could be doing permanent damage to the Postal Service if we didn’t act quickly. We felt one way to act quickly and really call attention to it was to form the House caucus.”

“So the intent of the caucus is to enhance visibility among your colleagues and the situation confronted in light of the pandemic?” Levi asked. “Yes,” King replied. “First, we want to show that funding has to be provided. And second, that it can’t be put off because of the pandemic. In many respects, it’s more important than ever.

“So much has been shut down; people are so isolated right now. The last thing you need is to have a slowdown in delivery during the pandemic, then come out of the pandemic and find out the Postal Service has been terminally weakened. We couldn’t let enemies or opponents of the Postal Service use the pandemic as a cover to cut funding to the Postal Service.”

King also serves on the Subcommittee on Emergency Preparedness, Response and Recovery. Levi asked how, in that framework, the Postal Service is part of emergency preparedness or if it is a part of emergency preparedness as an essential part of the governmental infrastructure dealing with the coronavirus.

“I consider it to be a part,” King stressed. “As we saw after 9/11 and now during this pandemic, people have to have lines of communication and you can’t always count on the private sector. And no one does the Postal Service’s job—no one has to make the deliveries where the Postal Service does.

“To keep the mail going and lines of communication open are important, but it’s especially important during times of crisis—physically,

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to NAPS members.**

security-wise and psychologically—for people to know the Postal Service is there for them. Also, the agency is there, delivering emergency products.”

Levi said he never realized such a large percentage of pharmaceuticals and health products are sent via the mail. Last year, a billion prescriptions were delivered by the Postal Service. “You represent a suburban New York district and the Postal Service is important to your constituents,” Levi observed. “But think how important it is to rural areas where you can’t walk into a CVS or Walgreen’s; residents are totally reliant on the Postal Service.”

“More and more,” King pointed out, “people get their pharmaceuticals through the mail. I can only imagine what it’s like in a rural area. I saw during Hurricane Sandy when pharmacies shut down on Long Island—right outside New York City. Thankfully, people could get medications through the mail. Seniors, people confined to their homes—it’s absolutely essential to get their medications through the mail.”

Levi referred to the tax benefit provided through the Paycheck Protection Act recently enacted that stipulated if you did not have a bank account, you could get a prepaid card in the mail that was redeemable. Citizens could rely on the Postal Service for delivery of that essential financial aid to the American public.

“And that’s really essential,” King stressed. “It’s not just icing on the cake or a stopgap measure; it’s really essential for people to have that money to get them through those tough, early days. We could go on talking all day about the necessity of the Postal Service. And that’s why, going back to your first question why we in New York support it—how could anybody not support it?”

Levi asked, “How do we convince our friends in the Senate and the Treasury that the Postal Service should not be used as a political tool, and it provides an essential service that is deserving of support by Congress?”

King said it needs to be through power politics. “What I mean by that,” he explained, “is having grassroots constituents contact their member of Congress. Have supervisors, postmasters, union members—everyone involved, including rank-and-file individuals who don’t necessarily work for the Postal Service, but who depend on the agency—to organize as much as possible and put the pressure on senators to vote. Americans overwhelmingly support the Postal Service. The Senate is where the problem is going to be.

“Find out the states where the senators may be opposed to it and have as many people possible contact those Senate offices. This is a grassroots effort—not a Democrat or Republican issue or a red state or blue state issue. Maybe it is at certain leadership levels of the Senate, but not with rank-and-file Americans.

“Take advantage of democracy and put as much pressure as you can on these senators. Also, have your local mayors and local officials contact the senators.”

Levi said a bipartisan letter circulated through the Senate, which was sent to the majority leader, as well as the minority leader. Signing on to the letter were Sens. Susan Collins (R-ME) and Steve Daines (R-MT), among others. “To your point,” Levi asserted, “I think there is a growing sensitivity, particularly among rural-state members in the Senate that you can’t abandon the Postal Service and can’t let it become a political pawn in whatever battle is going on between the administration and a

customer of the Postal Service.”

King added, “People in the administration or the Senate, if they are against the Postal Service, then let that come to an open vote on the House and Senate floors. Don’t let them cut off funding because of the unique situation of the pandemic when the House and Senate are not in session all the time,” he urged. “Basically, all we do is vote on a bill every few weeks for funding and use that as an opportunity to starve the Postal Service.”

“It’s not just the customers—your residential constituents—who benefit from the Postal Service,” Levi said. “It’s a \$1.4 trillion industry around the country that includes greeting card and catalog companies and small businesses that need the Postal Service for access to a national market. Even in your congressional district, there are people who rent space to the Postal Service that’s almost \$2.7 million in lease payments. If the agency is insolvent, those are lease payments that can’t be made.”

“Right,” King agreed. “These are all collateral benefits that come from the presence and activity of the Postal Service.”

Levi asked King what he would recommend NAPS members do. “You are our champion,” he declared. “But for those around the country who are listening—the NAPS family, outside the NAPS family, postal employees, family members of postal employees—what should they be doing after they hear this podcast?”

“They should be reaching out to people in their communities and have them contact the senators,” King replied. “And that’s residents, local elected officials, local businesses, local property owners. Have them contact their senators; that’s the way to get it done.”

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.



Overcoming the Stigma and Getting the Help We Need

Submitted by the USPS Employee Assistance Program

What do you think when you hear the term “mental illness?” How about “mental health?” Does the first create a negative feeling or a stigma and the latter a sense of well-being? Do we often interchange these terms?

Words and language are powerful and can evoke different feelings when used in communication. Due to the negative connotation or stigma often associated with mental illness, people sometimes are reluctant to get the help they need.

Some people feel they may be labeled if they ask for help and don't

want to be associated with a preconceived notion regarding mental illness. People are much more open to talking about how they can improve their mental health or take better care of themselves emotionally.

A stigma is a mark of disgrace associated with a particular circumstance, quality or person. A stigma may be a social value impacting how we perceive others or it can be self-inflicted, causing people to experience shame and negativity about themselves. When we hear someone is dealing with mental illness, we may view them as dangerous, unap-

proachable, unfriendly or uncomfortable to be around. If we personally are experiencing symptoms of mental illness, we may be reluctant to get the help we need or not fully explore all treatment options.

Stigmas often are perpetuated when we casually use terms or phrases such as:

- Crazy
- “She’s so bipolar ...”
- Psycho or insane
- “I’m so OCD ...”
- “These people ...”
- Triggered
- Jokes about suicide

These types of statements or phrases often are influenced by culture, social media and our peers. Their use is based on a lack of knowledge and understanding what people dealing with mental illness experience. When we use terms or phrases such as those listed above, we lessen the seriousness of them or dismiss people who are actively experiencing mental health concerns.

Because stigma around mental illness can prevent people from seeking treatment and impact how we view people with mental illness, it is important to find ways of overcoming these stigmas. According to the National Alliance on Mental Illness, one in five adults experience mental illness each year and as many as one in six youths, ages 6-17. With these numbers, we all likely know someone who is struggling with mental health issues.

Suicide is the second leading cause of death among people ages 10-34 and has increased by 31% since 2001. Depression is the most common condition reported and is the leading cause of disability worldwide. It is reported that fewer than half of people with symptoms seek treatment. Depression and mood disorders are the most common cause of hospitalization for those under 45.

When we think of mental health, we tend to view it in a more positive way and think of ways to improve it because everyone has some level of "mental health." Common symptoms people experience dealing with mental health are often the same symptoms we see in mental illness. These can range from a sense of anxiety, depressive symptoms, insomnia, change in eating patterns, grief or change in our behaviors.

While these symptoms may not be severe enough to diagnose some-

one with a mental disorder, they often cause some level of impairment or even physical symptoms. These include headaches, upset stomach, irritability, a racing heartbeat, low motivation or excessive feelings of being tired.

We can combat stigmas and stereotypes by looking at mental health the same way we do our physical health—by becoming educated and encouraging others to seek help if they are showing signs of mental health issues. There are steps we can take to recognize the importance of maintaining our mental health, support those with true chronic mental illness and recognize those who are experiencing symptoms that may turn into a chronic condition if they are not treated immediately or effectively. Some things we can consider include:

- Mental illness is private; you can choose with whom to share the information. You can decide how much support you need and how to go about your treatment.

- You are not alone; there are a lot of people going through similar issues. More and more people are talking about their depression, anxiety, substance abuse and trauma. They even are sharing more about when they have a friend or family member experiencing some of these things and how they are affected.

- Remember there are effective treatments in the form of safe and effective medications that often can be prescribed by a primary care physician, short- or long-term hospitalization programs, support groups, blogs, workshops and help through church and community organizations.

- Encourage your loved ones to seek help and be patient as they try to find treatment that works best for them.

- Keep an eye on your own mental health and find ways to socialize

or stay involved in your community to decrease the chance for your own mental health problems. Learn about the organizations and treatment options in your community if you ever need guidance.

- Find ways to support your local and national mental health alliances.

- Keep the dialogue open as much as possible to normalize discussions and provide encouragement to others who may be taking a risk by reaching out for support.

- Find ways to create positivity and improve the mental health of those around you by smiling more at others, hanging encouraging posters at work, posting inspirational quotes on your social media and acting as a listening ear.

These steps are only a few that can help reduce the barriers between those experiencing mental health issues and getting appropriate treatment and support. People need to know they are not alone so they do not isolate themselves due to feeling ashamed and hopeless about their situations

It also is recommended to determine whether your health concerns are mental or physical as sometimes they can look the same. Acknowledging your own mental health and taking steps to improve it will be important. There are a lot of resources online that speak to positivity, self-care and how to stay on top of your physical health in order to decrease further potential for a mental health decline.

There are memes, blogs, podcasts/video talks, support networks, interest groups (local and online), seminars and classes that can help someone be aware of and improve their mental health. Reducing the stigma for those with mental health issues can happen merely by not making things worse with negative

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Identity Theft—Are You a Craft Employee or a Manager?

By Aric Skjelstad

Newsflash—Many postmasters, managers and supervisors perform craft work on a regular basis as COVID-19 issues have affected many units with greater employee absences, higher-than-normal parcel volume and more. As always, EAS employees are doing everything in their power to deliver all mail received each day.

This can lead to EAS employees sorting parcels, casing routes and, in some cases, delivering routes or parts of routes. This is what EAS employees do; we *get it done!* How can you protect yourself from this becoming a normal situation?

The need to complete this work is undeniable. However, the proper employees for this work are craft employees. A postmaster, manager or supervisor needs to ensure the work you perform is tracked properly. Tracking this work makes your life easier in the long run. Yes, you may

get grievances that will need to be answered, but, having an accurate account of your hours, volumes and conditions makes answering those grievances much easier.

Accounting for these hours as “craft” hours will help justify your need for employees and workhours in the future. The memory will fade of how you accomplished such greatness this year under such stressful conditions.

The people who set your “planned” or “budgeted” hours next year will look back at this year, at SPLY. They will see the volumes your unit processed and delivered. However, if they see modest craft hours used, your budget for next year will be based on those misleading baseline craft hours.

Use your own individual office payroll transfer system to transfer these hours into the proper functions LDC and operational work code. Do this for both F4 clerk and F2 carrier operations.

This current higher-than-normal

parcel volume may be the new norm. The United States is undergoing a transformation as the pandemic has exponentially increased the number of people shopping and ordering online for just about everything.

The business model of the Postal Service is shifting with the increase of online ordering. Letters and flats volumes are dropping; parcel volumes are increasing and expected to stay high.

As postmasters, managers and supervisors, we need to watch out for ourselves—and the agency. Position the USPS in the best position possible for the coming years.

Report hours properly, transfer hours correctly and put workhours in the proper function, LDC and operation. Set up for success!
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Aric Skjelstad is Portland, OR, Branch 66 president.



Overcoming the Stigma and Getting the Help We Need

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comments, which is one of the sole causes of perpetuating a stigma.

For more information on mental health, mental illness or stigma, please call the EAP at 800-327-4968 (800-EAP-4YOU) TTY: 877-



492-7341. Your EAP can be a great starting place for getting the help you need. With counseling and life coaching, you can set goals and begin to make positive changes in your life. Additional resources and information also are available on the USPS EAP website at EAP4YOU.com.

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.

Beware the Latest Scams

By Patricia Jackson-Kelley

President

Imagine receiving a phone call and hearing, “Someone used your identity to log in our Zoom meeting and immediately showed child pornography.” Trust me, it’s not a pretty picture. Imposter scams have been increasing during the outbreak of COVID-19. We are experiencing a national emergency. I’m certain we will see an increase in these scams in this uncertain time.

Social media scams are tools cybercriminals use to distribute false information. The most common one, which apparently is decreasing right now, is a plea to send funds to someone claiming they are stranded in a foreign country.

Charity scams, on the other hand, are increasing. We can expect to see a continued increase due to COVID-19. You should not donate to a charity unless you verify its legitimacy. It’s easy to identify charities on the IRS website.

Romance scams should be on the rise as we spend even more time on the internet. During a conversation with your newfound partner, a request for money should be a red flag.

Phishing scams and emails claiming to be from financial institutions also are increasing. Don’t click on emails purporting to be from your bank. A careful review of the emails will detect spelling errors or a different email address.

You can install malware software that helps detect worms, trojan

horses, viruses, root kits and key loggers if you click on fraudulent links. Malware can detect if your computer has been infected with any type of malicious software—installed without consent—designed to damage or disable your business computer system or network.



The one thing I find most annoying are robocalls. Recently, the Federal Communications Commission and Federal Trade Commission demanded gateway providers cut off traffic from COVID-19-

related international scammers or “face serious consequences.” The scam robocall campaign includes false service refunds related to COVID-19 and fake calls about Social Security accounts being suspended during the pandemic.

Please be safe and remember to follow basic guidelines during this pandemic:

- Wash your hands often.
- Avoid close contact with people who are ill.
- Cover your mouth and face with a cloth face cover when around others.
- Cover coughs and sneezes.
- Clean and disinfect.
- Monitor your health.

I’m looking forward to being safe at our 67th NAPS National Convention in August 2021.

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