

# the Postal Supervisor

July 2021

*Let's Press  
Our Advantage  
to Help Save  
Our Iconic  
Institution*

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## Objective

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

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

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# 67th NAPS National Convention Is Right Around the Corner

**N**APS Headquarters, our conference planner Sheri Davies and Host Branch Committee are turning the corner as we put the finishing touches on the 67th NAPS National Convention, “Deep in the Heart of NAPS,” at the Gaylord Texan Resort, Aug. 30 through Sept. 3, in Grapevine, TX. We are eager to welcome NAPS and Auxiliary delegates and guests to enjoy this long-awaited national convention.

Here’s the scoop!

In April, the NAPS resident officers, Host Branch Committee, National Auxiliary leadership, Credentials & Registration Committee chair and conference planner visited the Gaylord to review—in one day—final national convention arrangements to ensure your convention is not only successful, but the best ever. The NAPS team met with Gaylord conference coordinators to review our convention space and

serving procedures for food functions.

We also toured the Glass Cactus for Monday Night’s Welcome Reception. In order to ensure the health and safety of all attendees, we reviewed the Gaylord’s COVID-19 safety protocols, including social distancing signage, the hotel’s extensive cleaning procedures, hand sanitizer stations and mask requirements.

Speaking of attendees, if you are planning to attend the national convention, the registration deadline also is right around the corner. The registration fee is \$250 on or before July 10; after July 10, the fee is \$325. As a reminder, registration is online only.

Fortunately, convention registration has been open for over a full year. Please note: No online registrations will be accepted after July 24. If you have not yet registered, I encourage you to turn the corner and register now, before the deadline. **There will be no onsite convention registration or convention registration exceptions accepted after July 24.**

Therefore, double check that you received a nation-

al convention registration receipt to confirm you are registered. If you are relying on a branch officer to register you and others, please confirm they have done so. We would hate for you to have a hotel room reservation, but not be registered for the convention. If so, you will have a room, but no delegate seat on the convention floor. If in doubt, double check to ensure your convention registration is paid.

The good news is NAPS’ room reservation block was extended until Wednesday, Aug. 4. Please go to [naps.org](http://naps.org) to make your Gaylord Texan Resort accommodations. If you had a previous room reservation before the convention was rescheduled, that reservation no longer is valid. Just as with your convention registration, please double check that your Gaylord Texan Resort room reservation is for August 2021.

If you are a branch delegate, don’t forget to send to NAPS Headquarters your officer-signed delegate credential. Credentials are verified and filed for safekeeping until the convention. It’s also important to note if any active member changed branch affiliation that a new credential is submitted with the proper officer signature and branch number.

Furthermore, any active member who has retired or is planning to retire before Aug. 30 must become an associate member before attending the national convention. Please complete your *1187-A* and send it to NAPS Headquarters immediately. Otherwise, you will be an ineligible credentialed delegate at the national convention.

Bringing a guest? NAPS’ meal plan may be purchased for guests who are not registered for the 67th National Convention, but wish to participate in certain NAPS-sponsored events. The purchase of a meal plan grants entry to the NAPS-sponsored Host Branch Reception on Sunday, breakfasts the week of Aug. 30 and Monday night’s Delegates’ Welcome Reception only. Those not registered for the 67th National Convention or have not purchased a meal plan will not be granted access to the aforementioned events.

Don’t need a meal plan, but just a Grand Banquet

*Continued on page 32*



**Brian J. Wagner**  
*President*



# Welcome to the Matrix

**W**ith the USPS moving to the matrix management style of serving America's postal system, I thought I would take a closer look at it. Matrix management is an organizational structure in which some individuals report to more than one supervisor or leader; such relationships are described as solid-line or dotted-line reporting.

More broadly, the arrangement also may describe the management of cross-functional, cross-business groups and other work models that do not maintain strict vertical business units or "silos" grouped by function and geography. Matrix management was developed in U.S. aerospace in the '50s and achieved wider adoption in the '70s.



**Ivan D. Butts**  
Executive Vice President

There are different types of matrix management styles, including strong, weak and balanced. I make a presumption here that your project goals will determine the type of matrix management style the USPS will employ.

According to a Gallup study, 17% of employees today have more than one boss (a formal matrix structure) and a further 67% regularly work on multiple teams (matrix working). In addition, 95% of the top 50 Fortune and Financial Times Stock Exchange (FTSE) companies operate a matrix. It is the norm in organizations that operate internationally or with multiple business units.

Matrix management is not a problem-free solution for the USPS, which obviously believes its organizational structure up to this point has been a failure. This change in management philosophy has some inherent pitfalls and challenges that will require the agency to provide proper training, development and mentoring.

Some of the challenges that professionals in matrix-style management report, and that I feel apply to the USPS, include:

- The potential for participants to be conflicted between various managers and priorities
- Communication confusion be-

tween and across projects and functions

- Loss of clarity regarding who is responsible for performance evaluation
- No determination of responsibility for coaching and professional development
- Individual capability reduction as participants become stretched across too many initiatives
- Loss of organizational learning and team learning because individuals are involved for only a short duration
- Understanding the context; not being clear of the need for a matrix and the advantages and disadvantages it brings
- Creating clarity, managing ambiguity and competing goals, trade-offs and dilemmas
- Simplifying collaboration and communication; enabling faster decision-making and fewer face-to-face and virtual meetings
- Finding the right balance of control and empowerment
- Taking accountability for results when you don't have control over the resources needed to deliver them
- Exercising influence without authority
- Managing multiple bosses

Certainly, a couple of these challenges apply to current daily life in the USPS. There are alphas and deltas to every management structure. However, transforming this presumably failed USPS organizational structure to a matrix management structure will be a tall order.

There are some keys to success for employees recommended by industry professionals that, hopefully, the USPS is sharing through its training, developing and mentoring of this new organizational structure. I

wholeheartedly agree with the professionals on this important key: Document everything.

Type an email memo to your manager(s) every day regarding complications and successes. This way, you have documentation of your performance and work throughout the project.

In solidarity ...

**haps.ib@haps.org**

## The Postal Supervisor 2021 Production Schedule

| Issue    | Copy Deadline* | Mails   |
|----------|----------------|---------|
| AUG      | JUNE 22        | JULY 15 |
| SEPT/OCT | SEPT 14        | OCT 12  |
| NOV      | OCT 5          | OCT 28  |
| DEC      | OCT 28         | NOV 23  |
| JAN 22   | NOV 30         | DEC 23  |
| FEB      | JAN 4          | FEB 1   |

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

# Removing an Obstacle to Fair EAS Pay

**T**here was a flurry of activity around the United States Postal Service during the 2020 national election campaign season regarding the effects of COVID-19 on operations. Specifically, the question was whether the Postal Service could deliver election ballots in time to be properly counted in the 2020 national election.



**Chuck Mulidore**  
*Secretary/Treasurer*

Even more scrutiny has been placed on the Postal Service since the selection of Postmaster General Louis DeJoy and his several, ill-advised directives that have contributed to delayed mail and reduced service across the country, as well as the agency's recently published 10-year plan.

There has been much conversation about the impact of postal operations on the country as a whole, not just the delivery of ballots and First-Class Mail, but also medicines, packages and mail to our service members overseas and more. Certainly, COVID-19 and misguided operational decisions from L'Enfant Plaza have contributed to this conversation. We need to take a step back a few years when the agency's current financial problems began and ascertain how—if those issues could have been corrected—the Postal Service and our country may not be in the financial predicament it's in today.

Per Wikipedia, the Postal Accountability and Enhancement Act (PAEA) was enacted by the 109th United States Congress and signed into law by President George W. Bush on Dec. 20, 2006. The bill was introduced in the House by Virginia Republican Tom Davis and co-sponsored by New York Republican John M. McHugh and California Democrat Henry Waxman and Illinois Democrat Danny K. Davis. As chair of the Senate Oversight Committee, Sen. Susan Collins of Maine shepherded the bill's passage through the Senate.

The bill was approved during the lame-duck session of the 109th Congress and approved without objection via voice vote. The PAEA was the first major overhaul of the Postal Service since 1970. It reorganized the Postal Rate Commission, compelled the USPS to pay in advance for the health and retirement benefits of all its

employees for at least 50 years and stipulated that the price of postage could not increase faster than the rate of inflation. It also mandated the USPS to deliver six days a week.

Per Davis, the Bush administration threatened to veto the legislation unless Congress added the provision regarding prefunding employee benefits in advance, with the objective of using that money to reduce the federal deficit. Consequently, between 2007 and 2016, the USPS lost \$62.4 billion; the Postal Service OIG estimated that \$54.8 billion of that was due to prefunding retiree benefits.

By the end of 2019, the USPS had \$160.9 billion in debt due to growth of the internet, the Great Recession and prepaying employee benefits as stipulated in the PAEA. Mail volume decreased from 97 billion to 68 billion pieces from 2006 to 2012. The employee benefit prepayment cost the USPS about \$5.5 billion per year; the USPS began defaulting on this payment in 2012.

According to Bloomberg, prefunding the health benefits of retirees "is a requirement that no other entity, private or public, has to make." In the July 2014 *Roanoke Times*, columnist Dan Casey wrote in an op-ed that the PAEA is "one of the most insane laws Congress ever enacted."

Rep. Bill Pascrell (D-NJ) said in 2019 that the measure was rushed through Congress without due consideration and referred to it as "one of the worst pieces of legislation Congress has passed in a generation." Clearly, this legislation has contributed to the agency's debt and 2020 crisis.

Now, there finally appears to be serious legislative relief on the horizon for the Postal Service in the form of H.R. 3076 and its companion bill in the Senate, S. 1720. While much work needs to be done to see these bills passed into legislation—and certainly there may need to be amendments to the bills to set up final passage in Congress—we now can be hopeful that this legislation, along with other proposed postal legislation, can finally begin to fix the finances of the Postal Service.

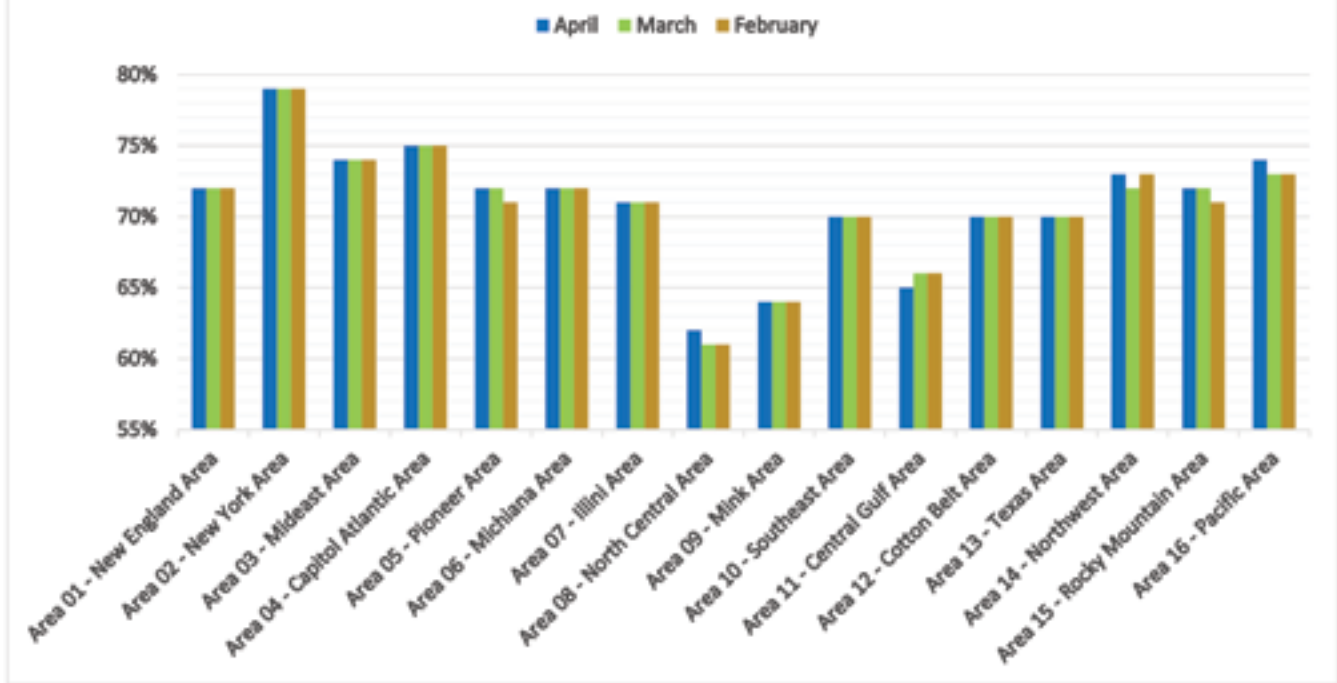
If this can pass, along with NAPS-sponsored H.R. 1623, which would help bring sanity to our pay consultation process with the USPS, EAS employees will see an obstacle removed in the form of the continual refrain of

*Continued on page 7*

# National Association of Postal Supervisors Membership Report

April 2021

## 3 Month Member Percentage by Area



| Regular Member Totals By Area   | April 2021        | March 2021        | February 2021        |
|---------------------------------|-------------------|-------------------|----------------------|
| Area 01 - New England Area      | 72%               | 72%               | 72%                  |
| Area 02 - New York Area         | 79%               | 79%               | 79%                  |
| Area 03 - Midwest Area          | 74%               | 74%               | 74%                  |
| Area 04 - Capitol Atlantic Area | 75%               | 75%               | 75%                  |
| Area 05 - Pioneer Area          | 72%               | 72%               | 71%                  |
| Area 06 - Michiana Area         | 72%               | 72%               | 72%                  |
| Area 07 - Illini Area           | 71%               | 71%               | 71%                  |
| Area 08 - North Central Area    | 62%               | 61%               | 61%                  |
| Area 09 - Mink Area             | 64%               | 64%               | 64%                  |
| Area 10 - Southeast Area        | 70%               | 70%               | 70%                  |
| Area 11 - Central Gulf Area     | 65%               | 66%               | 66%                  |
| Area 12 - Cotton Belt Area      | 70%               | 70%               | 70%                  |
| Area 13 - Texas Area            | 70%               | 70%               | 70%                  |
| Area 14 - Northwest Area        | 73%               | 72%               | 73%                  |
| Area 15 - Rocky Mountain Area   | 72%               | 72%               | 71%                  |
| Area 16 - Pacific Area          | 74%               | 73%               | 73%                  |
| <b>Total Regular Member %</b>   | <b>72%</b>        | <b>72%</b>        | <b>72%</b>           |
| <b>Total Regular Members</b>    | <b>25,580</b>     | <b>25,643</b>     | <b>25,821</b>        |
| <b>NonMember Totals</b>         | <b>April 2021</b> | <b>March 2021</b> | <b>February 2021</b> |
| <b>Total NonMembers</b>         | <b>9,734</b>      | <b>9,853</b>      | <b>9,979</b>         |
| <b>Total NonMember %</b>        | <b>28%</b>        | <b>28%</b>        | <b>28%</b>           |

**Removing an Obstacle  
to Fair EAS Pay**

*Continued from page 5*

USPS leadership that their finances do not allow for fair compensation for EAS employees.

While we are glad Congress finally has recognized the importance of the Postal Service to the fabric of American democracy, NAPS members have been telling Congress that, since 2007, the PAEA was detrimental to the interests of the Postal Service and its employees. Each and every year, NAPS members have taken the message to Capitol Hill that the PAEA must be repealed and replaced.

Suddenly, a confluence of events wrapped in political overtones has awakened Congress. Now, many pieces of proposed legislation have been advanced to correct the Postal Service's systemic problems largely created by this law. Thank you, Congress, for recognizing the urgent needs of the Postal Service.

However, I cannot help but wonder had NAPS' legislative message been taken more seriously by Congress over the past decade and more, would the Postal Service and our nation be in the grip of this debate? I believe the answer is obvious, but we cannot be satisfied with an "I told you so."

We now must press the advantage to finally begin correcting these long-standing problems and finally right-size this uniquely American institution. We must press forward, as we have many times, in the face of Postal Service leadership that stands in the way by issuing directives and decrees that threaten the existence of the organization we strive to save!

You see, we didn't just become essential when a worldwide pandemic broke out; we *always* have been essential. So much so that the Founding Framers provided for a postal system in the United States Constitution.

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

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

**Statement of Financial Position (Balance Sheet)**—Feb. 28, 2021

**Assets:**

|   |                  |
|---|------------------|
| Cash and Investments                                    | \$ 13,510,813.47 |
| Dues Withholding Receivable                             | 286,344.00       |
| Prepaid Expenses and Other Assets                       | 952,516.35       |
| Total Current Assets                                    | 14,749,673.82    |
| Building and Equipment, Net of Accumulated Depreciation | 2,607,624.41     |
| Total Assets  | \$17,357,298.23  |

**Liabilities and Net Assets:**

|  |                  |
|--|------------------|
| Accounts Payable                       | \$105,750.37     |
| Accrued Expenses                       | 232,519.68       |
| Deferred Revenues                      | 42,916.94        |
| Dues to be Remitted to Branches        | 580,685.87       |
| Total Liabilities                      | 961,872.86       |
| Unrestricted and Designated Net Assets | 16,395,425.37    |
| Total Liabilities and Net Assets       | \$ 17,357,298.23 |

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

(For the period Dec. 1, 2020, through Feb. 28, 2021)

**Revenues:**

|  |                 |
|--|-----------------|
| Dues and Assessments.                              | \$ 1,836,319.22 |
| Less: Dues Remitted to Branches                    | 1,240,974.79    |
| Net Dues and Assessment Revenue                    | 595,344.43      |
| NAPS Property, Inc. (Net Loss) Before Depreciation | \$(32,442.46)   |
| Less Depreciation                                  | (49,466.70)     |
| NAPS Property, Inc. (Net Loss)                     | (81,909.16)     |
| Advertising Income From The Postal Supervisor      | 6,552.00        |
| Royalties  | 709.44          |
| Other  | 728.00          |
| Revenues Before Investment Income                  | 521,424.71      |
| Investment Income                                  | 467,788.43      |
| Total Revenues For the Period                      | 989,213.14      |

**Expenses:**

|                                     |            |
|-------------------------------------|------------|
| National Headquarters               | 327,956.14 |
| Executive Board                     | 40,279.93  |
| <i>The Postal Supervisor</i>        | 64,469.12  |
| Legal/Fact Finding/Pay Consultation | 88,661.09  |
| Legislative Counsel                 | 3,937.50   |
| Legislative Expenses                | 12,639.30  |
| Membership                          | (4,389.76) |
| Education and Training              | 500.00     |
| Disciplinary Defense                | 76,750.00  |
| Total Expenses                      | 610,803.32 |

**Revenues in Excess of Expenses (Change in Net Assets)** \$ 378,409.82

Substantially all disclosures required by GAAP are omitted.

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

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

No assurance is provided on these financial statements.



# NAPS Executive Board Directory

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Do You Want to Support SPAC and Win Amazing Prizes?

Register for a

# Midsummer Night's

# SPAC RAFFLE



The SPAC raffle is open to all NAPS members, but, in order to win, you must enter—online only! Registration opens July 19 at 5 p.m., EDT, and closes Aug. 23 at 5 p.m. There will not be an in-person SPAC raffle at the 67th NAPS National Convention this August. So, this is your opportunity to help support NAPS' important legislative efforts and win some great prizes.

Winners will be announced on Aug. 30 at [naps.org](https://naps.org). For more information on how to participate, visit <https://naps.org/Legislative-Center-SPAC>.

## QUESTIONS?

Email [naps.ap@naps.org](mailto:naps.ap@naps.org)  
or call us at (703) 836-9660



# Open to All Members

**CONTRIBUTE TO THIS WORTHY CAUSE! REMEMBER:  
PROMOTING PRO-NAPS LEGISLATION IS NOT A SPECTATOR'S SPORT!**

## NAPS of Note

### NAPS Completes Briefing of Appeal in USPS Lawsuit

On May 11, NAPS filed its reply brief in the United States Court of Appeals for the District of Columbia Circuit, responding to arguments made in briefs filed in April by the Postal Service and UPMA.

Refuting the Postal Service's arguments that the requirements of the law are mere "policy guidelines," NAPS' brief explains why its members' rights are enforceable in court. The brief further explains that, by providing no supervisory differential for thousands of supervisors and by entirely failing to consider private-sector compensation in

comparable employment when setting EAS pay, the Postal Service violated enforceable statutory requirements.

The brief also explains how the Postal Service's refusal to recognize NAPS' representation of Headquarters and area EAS employees and its over 4,100 postmaster members violates the law. As NAPS briefed the court, the law requires that the Postal Service consults with NAPS regarding pay packages and other programs that affect all supervisor and managerial employees—that is, all EAS employees who are NAPS members.

Oral argument before a three-judge panel of the Court of Appeals likely will occur sometime in the fall. All briefs may be found on the NAPS website at [naps.org](http://naps.org).

### Doug Tulino Appointed Deputy Postmaster General

In May, PMG Louis DeJoy appointed Chief Human Resources Officer Doug Tulino deputy PMG. Tulino also becomes a member of the Postal Service's Board of Governors. He will continue in his role as Chief Human Resources officer.

Tulino started his 41-year career with the agency in 1980 as a management associate. In 2005, he was appointed vice president of Labor Relations, a position he held until November 2020, when he was appointed Chief Human Resources officer.

As deputy PMG, Tulino will continue to oversee Labor Relations, Human Resource Management, Organizational Development, Compensation and Benefits, Learning and Development, Recruiting and Hiring and HR Technology. He also will serve as sponsor of the Executive Diversity Council chaired by DeJoy.

## Zoom Meetings



Oregon State President Kathi Clapp (front row, right) organized training for the Northwest Area. Executive Vice President Ivan D. Butts, Northwest Area Vice President Cindy McCracken, former Executive Vice President Jay Killackey and former Northwest Area Vice President Ben Clapp participated. Topics included DDF advocacy, SWCs and RIF procedures. Butts provided an update from NAPS Headquarters on pay talks, legislation and NAPS' lawsuit appeal.



Former Illini Area Vice President Dan Rendleman (right) met with Rep. Mike Bost (R-IL) on May 7 to discuss NAPS' legislative agenda and give him the 2021 LTS legislative packet. Bost was a primary sponsor of H.R. 1623, the "Postal Supervisors and Managers Fairness Act."



Attending the California State meeting (see page 14) were, clockwise from lower left: Los Angeles Branch 39 Trustee Shirley Lee, Trustee Velma McClinton, Parliamentarian Jackie Robinson, Vice President Sam Booth Jr. and President Marilyn Jones.



Executive Vice President Ivan D. Butts and Director of Legislative & Political Affairs Bob Levi met with House Committee on Oversight and Reform Chairwoman Carolyn Maloney (top photo, top left) and Ranking Republican James Comer (bottom photo, bottom right) to discuss postal reform legislation recently approved by the committee.







Rep. Raja Krishnamoorthi (D-IL), bottom row, left, member of House Oversight and Reform Committee



Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore met with Southeastern Michigan Branch 268 to discuss recent legislation, pay talks, NAPS' lawsuit appeal and the upcoming national convention.



San Diego Branch 159 President Stephnia Campbell and officers Frances Mena, Heather Odell and Michael Boisvert met with newly elected Rep. Sarah Jacobs (D-CA), top row, second from right. The NAPS members shared information about NAPS and its legislative agenda. They asked for Jacobs' support on H.R. 1623 and 1624 and discussed the impacts of COVID-19 on deliveries over the past year. This was an opportunity to meet the new congresswoman and brief her on postal concerns and legislation.





Florida members Patti Lynn and Ann Strickland engaged with Rep. Debbie Wasserman Schultz (D-FL), bottom right, member of the House Oversight and Reform Committee, on her continued support of NAPS' legislative issues as part of the virtual LTS.

Southern Arizona Branch 376 legislative rep John Aceves, Arizona legislative chair Jimmy Salmon and Arizona State and Branch 246 President Juan Luna met with Sayanna Molina, aide for postal issues to Rep. Raúl Grijalva (D-AZ)



Branch 376 legislative rep John Aceves and Arizona State legislative chair Jimmy Salmon met with Rep. Greg Stanton (AZ-D) and staffer Morgan Guilbeau.



Executive Vice President Ivan D. Butts and Director of Legislative & Political Affairs Bob Levi participated in a Zoom call with Rep. Nikema Williams (D-GA), second row, center, to discuss H.R. 1623 and 1624, as well as the Postal Service's economic footprint in Georgia's 5th Congressional District.



Executive Vice President Ivan D. Butts and Capitol-Atlantic Area Vice President Troy Griffin met with members of Baltimore, MD, Branch 42 to discuss pending postal reform legislation, pay fairness and MSPB appeal rights for EAS employees, job reclassifications and RIF timelines.



California State held its resolution meeting via Zoom in May in lieu of the California State convention that was cancelled due to COVID-19. NAPS resident officer candidates Ken Bunch, Cindy McCracken and Chuck Mulidore spoke, as well as national officer candidates Chuck Lum and Marilyn Walton.





Northeast Region Vice President Tommy Roma, New York Area Vice President Jimmy Warden, New England Area Vice President Lisa Douglas and Mideast Area Vice President Tony Dallojacono hosted a Zoom meeting for the Northeast Region's branch and state presidents.



New England Area Vice President Lisa Douglas arranged HERO training for NAPS members in May, conducted by Area Diversity Development Specialist Michelle Nicolosi. The training went through the basic steps of pulling together a HERO profile.



Executive Vice President Ivan D. Butts, Secretary/Treasurer Chuck Mulidore, Mideast Area Vice President Tony Dallojacono and New Jersey State President Jon Kofsky met with Dominick V. Daniels Facility Branch 548 to discuss pending postal reform legislation, pay fairness and MSPB appeal rights for EAS employees, legislation to appeal the WEP/GPO and the national convention.



Albuquerque, NM, Branch 295 members Joel Wadsworth and Richard Guzman participated in a Zoom meeting with Sen. Martin Heinrich (D-NM), top left. Heinrich, with Sens. Joe Manchin (D-WV) and Richard Blumenthal (D-CT), introduced the “Delivering Envelopes Judiciously On-Time Year-Round (DeJoy) Act.” The legislation would prevent changes that negatively impact USPS delivery standards.



President Brian Wagner attended Heart of Illinois Branch 255’s virtual meeting in April. Among the items discussed were the pending VER, USPS organizational changes, FY21 NPA goals, NAPS’ lawsuit against the USPS and plans for the national convention.



# Dakotas Bi-State Meeting



South Dakota State Branch 946 President Linda Nation presented David Erickson a watch in appreciation for his dedicated work on legislation and membership.



NAPS President Brian Wagner



NAPS Executive Vice President Ivan D. Butts

NAPS Secretary/Treasurer Chuck Mulidore



Central Region Vice President Craig Johnson

Northwest Area Vice President Cindy McCracken



New York Area Vice President Jimmy Warden

North Central Area Vice President Dan Mooney







May 14, 2021

Mr. Brian J. Wagner  
President  
National Association of Postal  
Supervisors  
1727 King Street, Suite 400  
Alexandria, VA 22314-2753

Dear Brian:

This is in reference to our ongoing consultation concerning development of FY2021 National Performance Assessment (NPA) indicators and related material and consideration of your April 16 recommendations to our proposal. As discussed with you on May 4, the NPA collects performance-related metrics from across the organization. These metrics are translated into scorecards that monitor the performance of the entire enterprise and individual units. NPA is a standalone program that supports the Pay-for-Performance (PFP) program but the PFP program itself is the mechanism that is related to pay for non-bargaining employees.

Therefore, any recommendations regarding pay for non-bargaining employees is better suited for pay consultation pursuant to Title 39 § 1004 (e). The Postal Service remains committed to our ongoing discussions in pay consultation on the PFP program including the pay matrix and its relation to pay for non-bargaining employees.

The Postal Service has given full and fair consideration to your recommendations and including the analysis you provided in response to the Postal Service's proposal. The NPA targets and thresholds have been revised following consideration of your analysis and input.

The enclosed FY2021 NPA indicators and related information constitute the Postal Service's decision. Thank you for your participation.

Sincerely,

A handwritten signature in blue ink that reads "Bruce A. Nicholson".

Bruce A. Nicholson  
Manager  
Labor Relations Policy Administration

Enclosures

## FY2021 INDICATORS - TARGETS

| FY2021 NPA INDICATORS |  | FY2021 Target |           |           |           |           |           |           |           |           |           |
|-----------------------|--|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
|                       |  | 1             | 2         | 3         | 4         | 5         | 6         | 7         | 8         | 9         | 10        |
| 1                     | Controllable Income                          | -8.95         | -8.12     | -7.30     | -6.47     | -5.65     | -4.18     | -2.72     | -1.26     | 0.21      | 1.67      |
| 2                     | Total Revenue % to Plan                      | -2.500        | -1.875    | -1.250    | -0.625    | 0.000     | 1.200     | 2.400     | 3.600     | 4.800     | 6.000     |
| 3                     | TOE % to Plan                                | 2.00          | 1.50      | 1.00      | 0.50      | 0.00      | -0.80     | -1.60     | -2.40     | -3.20     | -4.00     |
|                       | Total Workhours % to Plan*                   | 2.00          | 1.50      | 1.00      | 0.50      | 0.00      | -1.20     | -2.40     | -3.60     | -4.80     | -6.00     |
| 4                     | Functional Effectiveness                     | see below     | see below | see below | see below | see below | see below | see below | see below | see below | see below |
| 5                     | Market Dominant Composite                    | 82.36         | 83.24     | 84.11     | 84.99     | 85.86     | 86.44     | 87.02     | 87.61     | 88.19     | 88.77     |
|                       | Competitive - Processing & Logistics         | 78.41         | 79.15     | 79.89     | 80.62     | 81.36     | 82.15     | 82.94     | 83.73     | 84.52     | 85.31     |
| 6                     | Competitive - National & Retail and Delivery | 88.72         | 89.22     | 89.72     | 90.22     | 90.72     | 91.31     | 91.90     | 92.49     | 93.08     | 93.67     |
|                       | Scanning Visibility - Logistics              | 93.00         | 93.63     | 94.25     | 94.88     | 95.50     | 96.16     | 96.82     | 97.48     | 98.14     | 98.80     |
|                       | Scanning Visibility - Processing             | 95.60         | 96.01     | 96.43     | 96.84     | 97.25     | 97.60     | 97.95     | 98.30     | 98.65     | 99.00     |
| 7                     | Scanning Visibility - Retail & Delivery      | 98.90         | 99.00     | 99.10     | 99.20     | 99.30     | 99.38     | 99.46     | 99.54     | 99.62     | 99.70     |
|                       | Scanning Visibility - National               | 96.60         | 96.94     | 97.28     | 97.61     | 97.95     | 98.21     | 98.47     | 98.73     | 98.99     | 99.25     |
|                       | CX - Delivery                                | 76.22         | 78.75     | 81.28     | 83.80     | 86.33     | 86.47     | 86.61     | 86.76     | 86.90     | 87.04     |
|                       | CX - C360 Rate                               | 34.59         | 39.69     | 44.80     | 49.90     | 55.00     | 55.72     | 56.43     | 57.15     | 57.86     | 58.58     |
|                       | CX - C360 Improvement                        | -3.84         | -0.38     | 3.08      | 6.54      | 10.00     | 15.99     | 21.98     | 27.98     | 33.97     | 39.96     |
|                       | CX - BSN                                     | 96.27         | 96.50     | 96.74     | 96.97     | 97.20     | 97.40     | 97.60     | 97.80     | 98.00     | 98.20     |
| 8                     | CX - BMEU                                    | 95.77         | 96.01     | 96.25     | 96.49     | 96.73     | 96.85     | 96.97     | 97.09     | 97.22     | 97.34     |
|                       | CX - POS                                     | 84.18         | 85.74     | 87.30     | 88.86     | 90.42     | 91.01     | 91.60     | 92.18     | 92.77     | 93.36     |
|                       | CX - CCC                                     | 45.00         | 48.76     | 52.52     | 56.27     | 60.03     | 63.02     | 66.02     | 69.01     | 72.01     | 75.00     |
|                       | CX - USPS.com                                | 56.00         | 60.35     | 64.71     | 69.06     | 73.41     | 75.93     | 78.45     | 80.96     | 83.48     | 86.00     |
|                       | Customer Experience Index                    | 1             | 2         | 3         | 4         | 5         | 6         | 7         | 8         | 9         | 10        |
|                       | Total Accident Rate - Processing & Logistics | 12.00         | 11.00     | 10.00     | 9.00      | 8.00      | 6.80      | 5.60      | 4.40      | 3.20      | 2.00      |
| 9                     | Total Accident Rate - Retail & Delivery      | 17.50         | 16.88     | 16.25     | 15.63     | 15.00     | 14.00     | 13.00     | 12.00     | 11.00     | 10.00     |
|                       | Total Accidents Rate - National              | 17.00         | 16.19     | 15.38     | 14.56     | 13.75     | 11.66     | 9.56      | 7.47      | 5.37      | 3.28      |
|                       | Total Accidents Rate Improvement             | 0.00          | -2.50     | -5.00     | -7.50     | -10.00    | -14.00    | -18.00    | -22.00    | -26.00    | -30.00    |
|                       | Employee Availability Rate                   | 90.74         | 91.76     | 92.78     | 93.80     | 94.82     | 95.63     | 96.44     | 97.26     | 98.07     | 98.88     |
|                       | Employee Availability Improvement            | 0.00          | 0.21      | 0.46      | 0.75      | 1.12      | 1.60      | 1.77      | 2.00      | 2.30      | 2.70      |
|                       | Employee Retention                           | 36.79         | 40.21     | 43.64     | 47.06     | 50.48     | 54.63     | 58.78     | 62.93     | 67.08     | 71.23     |
| 10                    | Grievance Backlog & Cost Reduction           | 1             | 2         | 3         | 4         | 5         | 6         | 7         | 8         | 9         | 10        |
|                       | Grievance 2A                                 | 26.69         | 20.13     | 13.57     | 7.01      | 0.45      | 0.36      | 0.27      | 0.18      | 0.09      | 0.00      |



|                            |      |      |      |      |      |        |        |        |        |        |
|----------------------------|------|------|------|------|------|--------|--------|--------|--------|--------|
| Grievance 3B               | 1.30 | 1.10 | 0.90 | 0.70 | 0.50 | 0.40   | 0.30   | 0.20   | 0.10   | 0.00   |
| Grievance Case Pending     | 3.00 | 2.25 | 1.50 | 0.75 | 0.00 | -11.13 | -22.27 | -33.40 | -44.54 | -55.67 |
| Grievance Cost Reduction   | 3.00 | 2.25 | 1.50 | 0.75 | 0.00 | -13.12 | -26.25 | -39.37 | -52.50 | -65.62 |
| Employee Utilization Index | 1    | 2    | 3    | 4    | 5    | 6      | 7      | 8      | 9      | 10     |

\*total workhours to plan used for PO 18s and below

|   |       |       |       |       |       |        |        |        |        |        |
|---|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|
| Logistics   |       |       |       |       |       |        |        |        |        |        |
| Total Surface Transportation Efficiency % to SPLY | 0.00  | 2.50  | 5.00  | 7.50  | 10.00 | 14.00  | 18.00  | 22.00  | 26.00  | 30.00  |
| Air Network Utilization                           | 86.00 | 88.00 | 90.00 | 92.00 | 94.00 | 96.40  | 98.80  | 101.20 | 103.60 | 106.00 |
| Trips on Time                                     | 75.79 | 78.71 | 81.63 | 84.55 | 87.48 | 89.37  | 91.26  | 93.15  | 95.05  | 96.94  |
| Overtime Hours % Plan                             | 75.00 | 56.25 | 37.50 | 18.75 | 0.00  | -10.00 | -20.00 | -30.00 | -40.00 | -50.00 |

|                                     |       |       |       |       |       |        |        |        |        |        |
|-------------------------------------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|
| Processing and Maintenance          |       |       |       |       |       |        |        |        |        |        |
| MPV Opportunity Improvement to SPLY | 0.01  | 4.39  | 8.76  | 13.14 | 17.51 | 25.82  | 34.14  | 42.45  | 50.77  | 59.08  |
| Machine At Risk - AFCS              | 8.50  | 7.58  | 6.65  | 5.73  | 4.80  | 4.28   | 3.76   | 3.24   | 2.72   | 2.20   |
| Machine At Risk - AFC5200           | 10.10 | 9.49  | 8.88  | 8.26  | 7.65  | 7.00   | 6.35   | 5.70   | 5.05   | 4.40   |
| Machine At Risk - AFSM              | 3.12  | 2.77  | 2.42  | 2.07  | 1.72  | 1.56   | 1.39   | 1.23   | 1.06   | 0.90   |
| Machine At Risk - DBCS              | 2.94  | 2.67  | 2.40  | 2.12  | 1.85  | 1.75   | 1.65   | 1.55   | 1.45   | 1.35   |
| Machine At Risk - FSS               | 5.40  | 5.12  | 4.84  | 4.57  | 4.29  | 4.11   | 3.93   | 3.76   | 3.58   | 3.40   |
| Machine At Risk - APBS Parcels      | 11.90 | 10.85 | 9.80  | 8.75  | 7.70  | 6.92   | 6.14   | 5.36   | 4.58   | 3.80   |
| Machine At Risk - APBS Bundles      | 14.80 | 13.28 | 11.75 | 10.23 | 8.70  | 7.56   | 6.42   | 5.28   | 4.14   | 3.00   |
| Machine At Risk - APBS Intl         | 20.20 | 17.16 | 14.12 | 11.08 | 8.04  | 7.37   | 6.70   | 6.04   | 5.37   | 4.70   |
| Machine At Risk - APPS Parcels      | 10.60 | 9.85  | 9.10  | 8.35  | 7.60  | 7.16   | 6.72   | 6.28   | 5.84   | 5.40   |
| Machine At Risk - APPS Bundles      | 14.00 | 12.38 | 10.75 | 9.13  | 7.50  | 6.90   | 6.30   | 5.70   | 5.10   | 4.50   |
| Machine At Risk - APPS Intl         | 24.00 | 20.05 | 16.09 | 12.14 | 8.18  | 7.24   | 6.31   | 5.37   | 4.44   | 3.50   |
| Machine At Risk - SPSS Parcels      | 7.18  | 6.64  | 6.09  | 5.55  | 5.00  | 4.68   | 4.36   | 4.04   | 3.72   | 3.40   |
| Machine At Risk - SPSS Bundles      | 20.00 | 16.63 | 13.25 | 9.88  | 6.50  | 6.16   | 5.82   | 5.48   | 5.14   | 4.80   |
| Machine At Risk - SPSS Intl         | 16.00 | 14.40 | 12.80 | 11.20 | 9.60  | 8.88   | 8.16   | 7.44   | 6.72   | 6.00   |
| Machine At Risk - PSIM              | 6.75  | 5.60  | 4.45  | 3.29  | 2.14  | 1.83   | 1.52   | 1.22   | 0.91   | 0.60   |
| Machine at Risk Index               | 1     | 2     | 3     | 4     | 5     | 6      | 7      | 8      | 9      | 10     |
| Overtime Hours % Plan               | 75.00 | 56.25 | 37.50 | 18.75 | 0.00  | -10.00 | -20.00 | -30.00 | -40.00 | -50.00 |
| DPS Performance                     | 95.50 | 96.04 | 96.58 | 97.12 | 97.66 | 98.13  | 98.59  | 99.06  | 99.52  | 99.99  |

|   |       |       |       |       |       |       |       |       |       |       |
|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Retail and Delivery                     |       |       |       |       |       |       |       |       |       |       |
| TEI Improvement to SPLY                 | 0.01  | 0.43  | 0.85  | 1.28  | 1.70  | 2.39  | 3.08  | 3.78  | 4.47  | 5.16  |
| CSW/SOV Opportunity Improvement to SPLY | 1.13  | 5.84  | 10.56 | 15.27 | 19.98 | 33.15 | 46.33 | 59.50 | 72.68 | 85.85 |
| Employee Retention                      | 36.79 | 40.21 | 43.64 | 47.06 | 50.48 | 54.63 | 58.78 | 62.93 | 67.08 | 71.23 |
| ISC                                     |       |       |       |       |       |       |       |       |       |       |
| CBP ISC Intercept                       | 85.65 | 87.99 | 90.33 | 92.66 | 95.00 | 95.60 | 96.20 | 96.80 | 97.40 | 98.00 |





# PERF Offers a Helping Hand



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

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

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

You may make a contribution via personal check (a receipt for your tax-deductible donation will be mailed to you). Send your check to: PERF, PO Box 41220, Fredericksburg, VA 22404-1220.





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## Bob Levi

Director of Legislative & Political Affairs



In late May, iconic American songwriter and singer Bob Dylan celebrated his 80th birthday. One of my favorite Dylan lyrics are from his song, “Don’t Think Twice,

## Heart and Soul

It’s All Right.” The lyrics include, “I gave her my heart but she wanted my soul.” On May 13, the House Committee on Oversight and Reform strived to sustain the Postal Service’s heartbeat, as well as restore its soul.

On that date, the committee favorably reported two postal-related bills. H.R. 3076, the “Postal Reform Act of 2021,” was approved by a unanimous voice vote and H.R. 3077, the “Postal Service Improvement Act,” was passed by a 23-17 majority. H.R. 3076 represents the heart of our postal system, but H.R. 3077 embodies its soul.

Committee Chairwoman Carolyn Maloney (D-NY), Ranking Republican James Comer (R-KY) and Reps. Gerry Connolly (D-VA) and Virginia Foxx (R-NC) introduced H.R. 3076, while Maloney and Reps. Stephen Lynch (D-MA) and Brenda Lawrence (D-MI) introduced H.R. 3077. In tandem, these two bills would help ensure the viability and sustainability of a universal, affordable and accessible postal service.

Furthermore, on May 19, Senate Homeland Security and Governmental Affairs Committee Chairman Gary Peters (D-MI), Ranking Republican Rob Portman (R-OH) and 18 bipartisan co-sponsors introduced S. 1720, the Senate companion to H.R. 3076. Ongoing congressional action may revise the legislation because the House Ways and Means and Energy

and Commerce committees share jurisdiction over the Medicare integration provisions in H.R. 3076.

The core of H.R. 3076 and S. 1720 is its embrace of the Postal Service’s need to be relieved of the requirement to prefund future retiree health costs and reduce its future health liability. To achieve this goal, the measure would repeal the prefunding requirement adopted in 2006, erase the debt from unmade past prefunding payments and implement the integration of Medicare and FEHBP for postal employees who retire on or after Jan. 1, 2023.

The new Medicare provision seeks to address an objection raised to a requirement in previous drafts that all Medicare-eligible postal retirees enroll in Medicare. Current Medicare-eligible postal retirees who previously had waived Medicare Part B coverage would be able to enroll in Part B without penalty during a 90-day window. Current retirees not yet eligible for Medicare would have the option of enrolling in the program when eligible.

The legislation also would require the Postal Service to deliver market-dominant mail and competitive products six days a week; permit the Postal Service to partner with federal, state, local and tribal agencies to provide revenue-generating governmental services; permit the Postal Service to move more mail to ground transport; and report to Congress about its ongoing implementation of the 10-year plan that was unveiled in March.

In addition, the two bills would require the Postal Service to establish and publicize performance standards and develop a website that would provide the public a way to monitor postal performance on a weekly basis. The bill also would provide postage relief to small, rural periodicals and direct

the Postal Regulatory Commission (PRC) to study and, if indicated, revise cost attribution between market-dominant and competitive postal products.

Finally, H.R. 3076 and S. 1720 would require the PRC, in consultation with the postal Inspector General, to study the cause of inefficiencies in collection, transport, sortation and delivery of the mail. As you can see, the House and Senate bills reflect a bipartisan balance between the priorities of the Democratic and Republican sponsors of the bill.

H.R. 3077, as amended and approved by the committee, includes a series of provisions to ensure the Postal Service continues to perform essential, universal mail services at a level Americans expect and deserve and incorporates two provisions vitally important to EAS-level postal employees. The bill, as introduced, would authorize consistent barcoding and identification for mailed absentee election ballots and provide postal employees paid parental leave, similar to other federal employees.

However, the soul of the bill is encapsulated in amendments approved by the committee. The committee adopted two amendments proposed by Connolly that would directly impact EAS-level postal employees. The first is identical to legislation he introduced earlier this year (H.R. 1623), which would accelerate the timing of EAS pay talks so there would not be a gap between the expiration of a pay package and the start of a new one. It also would bind the Postal Service and NAPS to the recommendations of a Federal Mediation and Conciliation Service fact-finding panel, should fact-finding be invoked.

The second, approved Connolly amendment is similar to another bill introduced by him (H.R. 1624) that



# Last Call for Your Chance to Win an Apple iPad!\*

**S**PAC will award two brand-new Apple iPads to select “Drive for 5” contributors at the 67th National Convention in August. During *June and July*, active or retired NAPS members must be first-time contributors to “Drive for 5” or, if already a “Drive for 5” contributor, must increase their biweekly PostalEASE or monthly annuity withholding by \$5.

One iPad will be awarded to a PostalEASE contributor; the other will be awarded to an annuity withholding contributor.

For actively employed NAPS members during *June and July*:

1. First-time participants must enroll in SPAC's unique “Drive for 5” contribution program with a



minimum contribution of \$5 per pay period. For each additional multiple of \$5, you will get an additional chance to win.

2. Current “Drive for 5” participants will have a chance to win with each added multiple of \$5 currently allotted to SPAC through PostalEASE.

For retired NAPS members during *June and July*:

1. First-time participants must enroll in SPAC's “Drive for 5” with a minimum monthly contribution of \$5 through their CSRS for FERS annuity withholding. For each additional multiple of \$5, a participant gets an additional chance to win.

2. Current “Drive for 5” participants will have a chance to win with each additional multiple of \$5 withheld from their CSRS or FERS annuity.

***Help NAPS support lawmakers who support NAPS and the Postal Service by contributing to SPAC through “Drive for 5!”***

\*To be eligible, your first “Drive for 5” withholding must be effective **no later than Aug. 1.**

would provide 7,500 EAS-level postal employees who work in Headquarters positions the right to appeal adverse actions to the Merit Systems Protection Board. Both amendments were approved by voice vote.

Other amendments approved by the committee include one introduced by Rep. Raja Krishnamoorthi (D-IL) to maintain First-Class Mail service at the level in effect on Jan. 1, 2021. A second, introduced by Rep.

Debbie Wasserman Schultz (D-FL), to prohibit the Postal Service from denying a member of Congress access to a postal facility to conduct oversight. And a third, by Lynch, to authorize \$8 billion for the purchase of new electric postal vehicles and the needed infrastructure for their use. H.R. 3077 has not yet been referred to any other committees.

Obviously, the heart and soul of the Postal Service also rely on a dedi-

cated, fully functional Board of Governors. In May, the Senate finally confirmed President Biden's three nominees: Ron Stroman, Amber McReynolds and Anton Hajjar. In large part, the future of the Postal Service rests on their shoulders. Of course, NAPS endeavors to work with them to restore and improve the Postal Service.

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



**NAPS 67th National Convention**

Aug. 30-Sept. 3, 2021

Gaylord Texan Resort & Convention Center  
Grapevine, Texas

# NAPS 67th National Convention Agenda

This agenda is tentative as of June 1. Please refer to the *Daily Newsletter* for possible changes in the program.

## Sunday, Aug. 29

### 6 a.m. - 6 p.m.

NAPS/Auxiliary Registration continues—Texas Ballroom Pre-Function Area

*Delegates must bring the white copy of their credential form, signed by their branch president/designee, and their registration receipt to register.*

### 8 a.m. - 5 p.m.

Exhibits Open—Texas Ballroom Pre-Function Area

### 9 a.m.

Tee Time, NAPS Golf Tournament, Cowboys Golf Club, Grapevine

### 1:30 - 3 p.m.

Non-Denominational Church Service—Grapevine A

### 3:30 - 4:45 p.m.

NAPS and Auxiliary Delegates/First-Timers Orientation—Grapevine A

### 8 - 10 p.m.

Welcome Reception, Host Branch Committee; baseball theme (wear your favorite team's apparel)—Grapevine Ballroom C&D

### Committee Meetings:

**Audit:** 9 a.m. - 5 p.m., San Antonio 5

**Constitution & Bylaws:** 9 a.m. - 5 p.m., Dallas 4

**Postmaster:** 9 a.m. - 5 p.m., San Antonio 4

**Resolutions:** 9 a.m. - 5 p.m., Dallas 3

**Rules:** 9 a.m. - 1 p.m., Dallas 2

### Caucus Rooms

**Northeast Region:** San Antonio 1-3

**Eastern Region:** Austin 1-3

**Central Region:** Dallas 5-7

**Southern Region:** Austin 4-6

**Western Region:** Texas 2/3

## Monday, Aug. 30

### 6:30 - 8:30 a.m.

Breakfast—Grapevine Ballroom

### 6 a.m. - 4 p.m.

NAPS/Auxiliary Registration—Texas Ballroom Pre-Function Area

### 8 a.m. - 4 p.m.

Exhibits Open—Texas Pre-Ballroom Function Area

## Opening Ceremony

### 9 - 11:45 a.m.—Texas Ballroom

Convention Call to Order: Host Branch Committee

- Invocation
- Presentation of Colors
- Pledge of Allegiance
- National Anthem
- Memorial Service
- Welcoming remarks by local dignitary and USPS officials

officials

- Passing of gavel to NAPS president
- NAPS Headquarters introductions, remarks, special presentations and announcements





Glass Cactus

**noon**

Grab & Go lunch provided for paid NAPS convention attendees—**Grapevine Ballroom**

**12:15 p.m.**

Area photos—**Mideast, Capitol-Atlantic and Pioneer—Yellow Rose Ballroom**

**Monday Afternoon, Aug. 30**

**1:30 - 5 p.m.**

NAPS Convention—**Texas Ballroom**

**5 p.m.**

Recess for the day

**5:15 p.m.**

Area photos—**Northwest, Rocky Mountain and Pacific—Yellow Rose Ballroom**

**6:30 - 10 p.m.**

NAPS Welcome Reception—**Glass Cactus**

Transportation will be provided; delegates also may walk. A Country Feast will be served; cash bar. Wear your dancing shoes! A 10-piece rockin' band will provide entertainment.

**12:15 p.m.**

Area photos—**Southeast, Central Gulf, Cotton Belt and Texas—Yellow Rose Ballroom**

**1:30 p.m. - 5 p.m.**

NAPS Business Session—**Texas Ballroom**

**5 p.m.**

Recess for the day

**5:15 p.m.**

Area photos—**Michiana, Illini, North Central and MINK—Yellow Rose Ballroom**

**Tuesday, Aug. 31**

**6:30 - 8:30 a.m.**

Breakfast—**Grapevine Ballroom**

**8 a.m. - 4 p.m.**

NAPS/Auxiliary Registration—**Texas Ballroom Pre-Function Area**

**8 a.m. - 4:30 p.m.**

Exhibits Open—**Texas Ballroom Pre-Function Area**

**6 - 9 p.m.—Grapevine C Ballroom**

SPAC Dinner/Dance—for those 2020 contributors who achieved the President's Ultimate SPAC and VP Elite levels. Motown-theme sit-down dinner, open bar and 10-piece Motown band.

**8:30 a.m. - noon**

NAPS Business Session—**Texas Ballroom**

**Wednesday, Sept. 1**

*No official convention business.*



## Thursday, Sept. 2

### 6:30 a.m.

SPAC Walkathon—Meet at 6:15 a.m. at entrance of hotel in the front lobby

### 6:30 - 8:30 a.m.

Breakfast—Grapevine Ballroom

### 8 a.m. - noon

NAPS/Auxiliary Registration—Texas Ballroom  
Pre-Function Area

### 8 a.m. - 4:30 p.m.

Exhibits Open—Texas Pre-Function Area

### 8:30 a.m. - noon

NAPS Business Session—Texas Ballroom

### 9 a.m.

Nomination of candidates for Executive Board and presentations of cities vying to host the 2024 NAPS National Convention.

### noon

Area photos—New England and New York—  
Yellow Rose Ballroom

### 12:15 p.m.

Eastern Region Luncheon—Grapevine D  
Western Region Luncheon—Grapevine C

### 1:45 - 5 p.m.

NAPS Business Session—Texas Ballroom

### 5 p.m.

Recess for the day

### evening

Candidate/City Receptions (Hosted by Executive Board candidates and cities vying to host the 2024 NAPS National Convention; all delegates, family members and guests are welcome. Refer to the *Daily Newsletter* for specific locations and times.)



## Friday, Sept. 3

### 6:30 - 8:30 a.m.

Breakfast—Grapevine Ballroom

### 8 a.m. - 3 p.m.

Exhibits Open—Texas Ballroom Pre-Function Area

### 8:30 - 11:30 a.m.

NAPS Business Session—Texas Ballroom  
Business to include election of Executive Board members and city to host the 2024 NAPS National Convention.

### noon - 1:30 p.m.

National Auxiliary Luncheon—Grapevine C (*ticket required*)

### 1:45 p.m.

NAPS Business Session—Texas Ballroom

### 3:30 p.m.

Installation of Officers

### 4:30 p.m.

Adjournment

### 5:30 - 6:30 p.m.

Pre-Banquet Cocktail Hour (cash bar)—Grapevine Ballroom Pre-Function Area

### 6:30 p.m.

Grand Banquet—Grapevine Ballroom A, B, C & D (*ticket required*)

Music/dancing at 8:30 p.m.—Texas Ballroom A, B, C & D





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

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

# 67th National Convention Registration Information

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

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

### **Registration Fee—\$250**

The 67th National Convention registration fee is \$250 if submitted—online only—on or before July 10. After July 10, the fee is \$325. No national convention registrations or payments will be accepted after July 24.

### **No on-site registration will be accepted.**

Each official registrant will receive a confirmation receipt via email as soon as they register. If you do not receive your confirmation, email [napsq@naps.org](mailto:napsq@naps.org) or call 703-836-9660.

### **Refund Requests**

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

### **Substitutions**

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

## **Hotel Rates and Reservations**

### **Gaylord Texan Resort & Convention Center**

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

Delegates and guests attending the 67th National Convention are responsible for making their own lodging reservation directly with the Gaylord Texan Resort & Convention Center. The national convention single/double rate is \$189, plus applicable state and local taxes. The resort fee has been waived. Self-parking is complimentary from Aug. 25-Sept. 4; applicable only to those staying overnight at the Gaylord Texan.

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

The room block expires on Aug. 4. Reservations made after that date may be at a higher rate, if available at all.

To guarantee reservations, the hotel must receive a deposit of one night's room rate and tax by a major credit card at the time of the reservation. Cancellations must be received at least 24 hours before arrival or the deposit will be applied to your credit card. The hotel confirmation is your responsibility. NAPS Headquarters does not confirm lodging reservations.





**NAPS 67th National Convention**  
 August 30, 2021 - September 3, 2021  
 Gaylord Texan Resort & Convention Center  
 Grapevine, Texas

# Come, Worship with us at the NAPS 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 Prescott Butler, Pastor**  
**Irvington & Orange United Methodist Churches**  
**NAPS Branch President, Bob Towns Branch #327**  
**Sunday, August 29, 2021, 1:30 to 3:00 p.m.**



**Gaylord Texan Resort**  
**Grapevine A**  
**Songs of Worship**



**FELLOWSHIP MISSION**  
**Ephesians 6:10-18 (NIV)**

**The Armor of God**

<sup>10</sup> Finally, be strong in the Lord and in his mighty power. <sup>11</sup> Put on the full armor of God, so that you can take your stand against the devil's schemes. <sup>12</sup> For 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. <sup>13</sup> Therefore put on the full 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. <sup>14</sup> Stand firm then, with the belt of truth buckled around your waist, with the breastplate of righteousness in place, <sup>15</sup> and with your feet fitted with the readiness that comes from the gospel of peace. <sup>16</sup> In addition to all this, take up the shield of faith, with which you can extinguish all the flaming arrows of the evil one. <sup>17</sup> Take the helmet of salvation and the sword of the Spirit, which is the word of God.

<sup>18</sup> And 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.



# NAPS National Convention Golf Tournament

If you want a great golf experience, join us at Cowboys Golf Club next August at the 67th NAPS National Convention. Etched into the rolling hills of Grapevine, TX, Cowboys Golf Club is distinguished as the first and only NFL-themed golf club in the world. It's also one of the region's only all-inclusive world-class resort golf properties. The Cowboys Golf Club pays tribute to the five-time Super Bowl champion Dallas Cowboys—integrating an historical tour of the accomplishments of the NFL franchise.

The Golf Tournament, in conjunction with the National Convention at the Gaylord Texan Resort, will tee off at 9 a.m. Sunday, Aug. 29, 2021, at the beautiful Cowboys Golf Club. The tournament golf fee is \$95 until July 15, 2021, and includes breakfast, lunch and food while playing.



From July 16, 2021, until Aug. 1, 2021, the fee is \$125.

Also included in the fee are non-alcoholic drinks on and off the course, range balls, golf cart with GPS and other tournament needs. All players must have their own bag and clubs, wear proper golf attire;

no metal spikes are allowed. Non-golfers can ride with teams and eat for \$39.95. Registration closes after Aug. 1, 2021.

The course is approximately five minutes away from the Gaylord Texan Resort; transportation to and from the golf event will be provided by the Host Branch Committee. Participants also may take their own transportation to the tournament. Whatever your skill level or love of golf, you are not a "Lone Star" player when you are golfing, especially with NAPS members and friends.

## NAPS National Convention Golf Tournament Registration

Registration closes after Aug. 1, 2021

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

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

Name \_\_\_\_\_ Phone # (include area code) \_\_\_\_\_

Mailing Address \_\_\_\_\_

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

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

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

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

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

**NAPS Golf  
PO Box 456  
Hewitt, TX 76643-0456**

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.



## 67th NAPS National Convention Is Right Around the Corner

Continued from page 3

ticket for your guest? We have the answer. To purchase additional Grand Banquet tickets for Friday, Sept. 3, visit [naps.org](http://naps.org). This ticket grants access to the Grand Banquet only. If you are not ready to purchase a meal plan and/or extra banquet tickets, they will be available onsite until 5 p.m. on Monday, Aug. 30. However, the onsite price is higher than if purchased before the July 24 registration deadline.

Again, visit [naps.org](http://naps.org) to read more about the NAPS ticket options. Once purchased, bring your meal plan and/or additional Grand Banquet ticket re-

## Resident Officer Candidates Announced

At the 2010 NAPS National Convention, Resolution #57 was passed:

“WHEREAS, *The Postal Supervisor* is a monthly publication paid for by members’ dues, and

“WHEREAS, For the first time in the history of NAPS, officially announced resident officer candidates are allowed to place election advertisements in *The Postal Supervisor*, and

“WHEREAS, The officially announced resident officer candidates are being required to purchase these advertisements, therefore be it

“RESOLVED, That, for the good of the membership, NAPS puts in print in *The Postal Supervisor* the currently announced candidates for the three national officers in three issues before the convention.”

These NAPS members have announced their candidacies for the three resident officer positions, listed in alphabetical order for each office:

**President**—Ivan D. Butts  
**Executive Vice President**

- Ken Bunch
- Chuck Mulidore

**Secretary/Treasurer**

- Toni Coleman-Scruggs
- Cindy McCracken
- James Warden

ceipts to the NAPS Headquarters National Convention office to pick up your respective meal plan badge and/or Grand Banquet exchange ticket.

Convention fun continues as Host Branch Committee Chair Robert “Texas Bob” Bradford is ready to greet those eager to play in the National Convention Golf Tournament at the Cowboys Golf Club on Sunday, Aug. 29, at 9 a.m. The Host Committee also is ready to rope you into Sunday night’s Host Branch Welcome Reception at 8 p.m. It’s baseball themed, so come dressed in your favorite team’s colors and apparel.

On Monday, Aug. 30, after our Opening Ceremony and the afternoon business session, starting at 6:30 p.m., will be the Delegates’ Welcome Reception at the Glass Cactus Nightclub on the Gaylord property. Complimentary shuttle service to and from the event is available. For those who are able, it’s a short, leisurely walk from the Gaylord. Wear your dancing shoes, boots and Western wear if you dare. There will be great music and country food to match.

Wednesday, Sept. 1, is our free day. Therefore, I will save you some reading here as our convention tour options and details may be found on the next page. However, save that special outfit for Friday evening, Sept. 3.

After the election and installation of national officers, it will be time to celebrate the end of another successful NAPS national convention with a great Grand Banquet dinner and NAPS fellowship, followed by magnificent music and delightful dancing. Afterward, be safe boot-scoot’n’ home to rest up because the 2022 68th NAPS National Convention in New Orleans will be right around the corner.

Now it’s time to turn the corner and give you my July ice-cream-flavor-of-the-month recommendation: chocolate milk & cookies.

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



# Sign Up Now for a Texas Tour!

At the 67th NAPS National Convention in Grapevine, TX, the following tours are available for delegates to enjoy on the convention’s free day—Wednesday, Sept. 1. The tours are first-come, first-served; they require a minimum of 50 persons.

To register and pay, go to <https://ttdt.hello-dmc.com/tx/SPAC/index.asp>—starting July 1.

**The deadline for registering and paying is Aug. 1.** If you have any questions, contact Michael Schultz at [mschultz@hello-dmc.com](mailto:mschultz@hello-dmc.com).

*This information is provided as a courtesy to NAPS convention attendees. Hello! Destination Management is providing the tours. NAPS has no responsibility with the operation and/or outcome of the tours. Any cancellations, etc., must be between the tour registrant and Hello! Destination Management.*

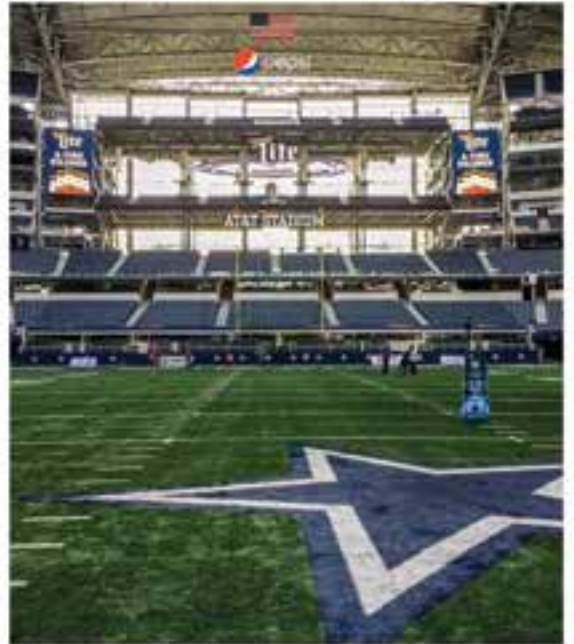


# AT&T Stadium VIP Tour

\$73 per person

Wednesday, September 1, 2021

AT&T Stadium is more than the home of the Dallas Cowboys, it's a world of facts and figures about the world's largest domed structure, an art museum, a classroom. The things you can do inside AT&T Stadium are endless, and with AT&T Stadium Tours, you can experience them all. The most knowledgeable and experienced tour guides meet you in the Pro Shop to lead your VIP Guided Tour. Guest see major highlights from the Stadium including a private suite, media press box, Cotton Bowl office, locker room, and the field to name a few.



## Itinerary Overview

11:30 AM – 12:00 PM Transfer to AT&T Stadium

12:00 PM – 1:30 PM VIP Tour of AT&T Stadium

1:30 PM – 2:00 PM Return Transfer to Hotel



# Grapevine Wine Tour

## Wednesday, September 1, 2021

\$212 per person

Did you know that Texas is the 5th largest wine producing state in the USA?

Grapevine is a fantastic wine loving destination that offers a unique wine experience. Guests will sample vintages from two or three award winning establishments, each with its own unique history and charm. During the drive to the wineries and between stops, a professional tour guide will describe the history of Grapevine and specifics of the local wineries and the booming Texas winemaking business.

Guests will also see Historic Grapevine Township, with its rich array of art galleries, shops and restaurants.

### Itinerary Overview

|                     |                              |
|---------------------|------------------------------|
| 11:00 AM – 11:30 AM | Transfer to First Winery     |
| 11:30 AM – 12:00 PM | First Wine Tasting           |
| 12:00 PM – 12:15 PM | Transfer to Second Winery    |
| 12:15 PM – 12:45 PM | Second Wine Tasting          |
| 12:45 PM – 1:00 PM  | Transfer to Third Winery     |
| 1:00 PM – 1:30 PM   | Third Wine Tasting           |
| 1:30 PM – 2:00 PM   | Return Transfer to the Hotel |





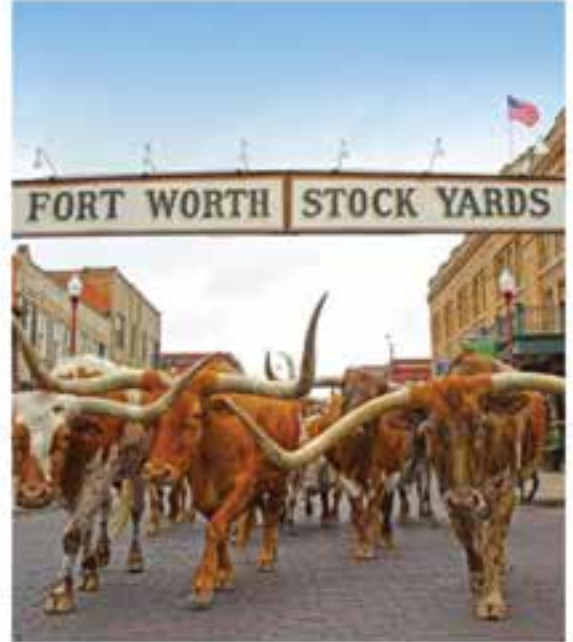
# Fort Worth Stockyards Tour

Wednesday, September 1, 2021

\$56 per person

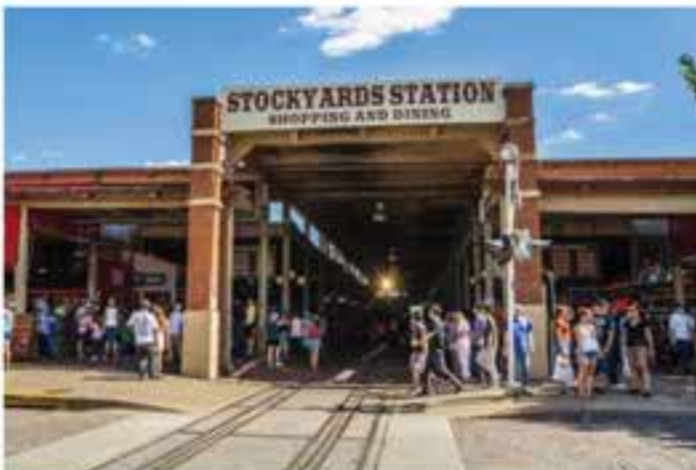
Fort Worth is where the West begins, and nothing embodies Western heritage better than the Fort Worth Stockyards National Historic District. From the original brick walkways to the wooden corrals, every inch of the Stockyards tells the true history of Texas' famous livestock industry. Your certified tour guide will be there to lead the way and answer any questions.

On the way to the Stockyards, your tour guide will drive you past some of downtown Fort Worth's attractions and point out landmarks along the way. After driving portion of the tour, your tour guide will walk you through the Stockyards and provide fun facts about the area's history. After that, guests will roam the area on their own and can partake in designated activities or shop on-own. While there you can choose your adventure and can head on over to experience the Cowtown Cattlepen Maze or snag a selfie photo on a real Texas Longhorn to show your friends and family.



## Itinerary Overview

|                     |                                   |
|---------------------|-----------------------------------|
| 10:00 AM – 10:30 AM | Transfer to Fort Worth Stockyards |
| 10:30 AM – 11:00 AM | Catch the Cattle Drive            |
| 10:30 AM – 1:00 PM  | Activities, and Shopping on Own   |
| 1:00 PM – 1:30 PM   | Return Transfer to Hotel          |





# Outlet Shopping Shuttle

Wednesday, September 1, 2021

\$27 per person

Join us at Grapevine Mills. A wonderful climate controlled indoor mall featuring 180 stores of shopping, entertainment, and restaurants.

Among the 180 stores at Grapevine Mills features Neiman Marcus Last Call, Saks Fifth Avenue OFF 5TH, H&M, Forever 21, NIKE FactoryStore, Coach Factory, Ann Taylor Factory Store, Under Armour, Disney Outlet, J Crew and much more!



## Itinerary Overview

|                     |                          |
|---------------------|--------------------------|
| 10:00 AM – 10:30 AM | Transfer to Outlet Mall  |
| 10:30 AM – 3:00 PM  | Shopping at leisure      |
| 3:00 PM – 3:30 PM   | Return transfer to hotel |



# Presidential Tour

Wednesday, September 1, 2021

\$83 per person

Today we'll spend the day going back in time.

First we travel to The Sixth Floor Museum at Dealey Plaza. This exhibit chronicles the assassination and legacy of President John F. Kennedy; interprets the Dealey Plaza National Historic Landmark District and the John F. Kennedy Memorial Plaza; and presents contemporary culture within the context of presidential history.

Next we head to The George W. Bush Presidential Library and Museum. Serving as a resource for the study of the life and career of George W. Bush, while also promoting a better understanding of the Presidency, American history, and important issues of public policy. The Library and Museum accomplishes its mission by preserving and providing access to artifacts, and producing innovative museum exhibits including a replica of the oval office for a fantastic photo opportunity.



## Itinerary Overview

|                     |   |
|---------------------|---|
| 10:30 AM – 11:00 AM | Transfer to the Sixth Floor Museum                                    |
| 11:00 AM – 1:30 PM  | Audio-guided Tour of the Sixth Floor Museum and Visit to JFK Memorial |
| 1:30 PM – 2:00 PM   | Transfer to the George W. Bush Library                                |
| 2:00 PM – 3:30 PM   | Self-guided Tour of George W. Bush Library                            |
| 3:30 PM – 4:00 PM   | Return Transfer to the Hotel  |



# In Memoriam


**I**n keeping with tradition, NAPS will honor and pay respect to those members who have died since the 2018 National Convention at the upcoming 67th NAPS National Convention, Aug. 30-Sept. 3, 2021, at the Gaylord Texan Resort in Grapevine, TX.

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

Any NAPS branch that had a member die over the three years since the 2018 National Conven-

tion held at Mohegan Sun, please submit their first and last names, along with their respective branch number, to NAPS Headquarters at the email address below. The names will be given to our 2021 Host Branch Committee for the Memorial Service to be held during the convention's Opening Ceremony on Monday morning, Aug. 30.

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

|  |  |
|--|--|
| <b>ORIGINAL:</b><br>Present at Convention<br>Mail copy to:<br>NAPS HQ<br>1727 King St STE 400<br>Alexandria VA 22314             | <b>National Association of Postal Supervisors</b><br><b>Delegate Credential</b><br> |
| .....<br><i>(Print or Type Delegate's Name)</i>  |  |
| .....<br><i>(Delegate's Home Street Address)</i>   |  |
| .....<br><i>(Delegate's Home City, State and Zip+4)</i>  |  |
| <b>Check Here if First-Time Delegate</b> <input type="checkbox"/>  | <b>USPS EIN #</b> .....  |
| is a certified member in good standing of .....  |  |
| <i>(Branch Number)</i> <span style="float: right;"><i>(Date)</i></span>  |  |
| and has been duly elected to represent that branch at the national convention of the National Association of Postal Supervisors. |  |
| .....<br><i>Printed Name Branch President or Designee Branch #</i>   |  |
| .....<br><i>Signature of Branch President or Designee</i>  |  |



# Two Venues Bidding for 69th NAPS National Convention in 2024

|   | <b>Foxwoods Resort Casino</b>                    | <b>Hilton Minneapolis</b>   |
|---|--|---|
| <b>Dates Offered for 2024 Convention</b>                  | July 31-Aug. 10; Aug. 7- 17; and Aug. 21-Aug. 31 | Aug. 7-18   |
| <b>Sleeping room rate, single/double</b>                  | \$175  | \$214   |
| <b>Resort Fee Waived</b>                                  | Yes  | Yes   |
| <b>Parking</b>  | Complimentary                                    | Fees will apply; as of 2021, \$25/self-parking; \$45/valet  |
| <b>Internet</b>   | Complimentary, standard public bandwidth         | Complimentary, standard guest-room internet   |
| <b>Distance from airport</b>                              | 45 miles   | 13 miles; 15 minutes  |
| <b>Number of restaurants on property</b>                  | Over 30 dining options                           | One restaurant/bar; one grab-and-go snacks, made-to-order pizzas; will offer special pricing/menus for NAPS |
| <b>Pools</b>  | One outdoor and three indoor pools               | One indoor  |
| <b>Spa on property</b>                                    | Two full-service spas                            | No  |
| <b>Fitness center on property</b>                         | Yes, multiple                                    | Yes, renovated in 2020  |
| <b>Distance to shops and restaurants</b>                  | All dining options are under one roof            | Hotel is one block from restaurants, bars and shopping; all located off Nicollet Mall                       |
| <b>Taxi fare to airport</b>                               | \$60/one way                                     | \$25-\$30/one way   |
| <b>Providing transportation from airport to hotel?</b>    | Yes, from Hartford and Providence airports       | No  |
| <b>Coffee maker/mini refrigerators in sleeping rooms?</b> | Yes  | Yes   |
| <b>Recommended airport</b>                                | TF Green (PFD), Providence, RI                   | Minneapolis-Saint Paul International Airport  |
| <b>NAPS local support?</b>                                | Yes  | Yes   |

# Foxwoods Resort Casino,



**F**oxwoods Resort Casino takes convention planning to a new level. Looking to have it all at your next convention? It's possible.

Foxwoods Resort Casino in Mashantucket, CT, is the premier destination resort and casino, offering a world-class place for meeting attendees to learn, escape and enjoy unbeatable experiences they simply can't get anywhere else.

With over nine million square feet, Foxwoods offers unrivaled gaming options across six casinos,

30-plus dining options for all tastes, unique adventure experiences, two luxurious spas, an award-winning golf course and so much more. Foxwoods truly has something for everyone—all in one place.

No matter the size or scope of an event, Foxwoods delivers customized packages and meeting space for every purpose, including five ballrooms totaling over 175,000 square feet, two state-of-the-art theaters and a variety of unique and intimate meeting rooms designed specifically for socializing



# Mashantucket, CT

and networking, offering the perfect blend of business and fun. Foxwoods also houses over 2,200 spacious hotel rooms, including suites and villas, across four award-winning hotels.

After experiencing a packed event agenda, guests can treat themselves to the high-speed rush of a state-of-the-art, indoor racetrack at Monza World-Class Karting. Looking for a different pace? Hit the greens at Foxwoods' award-winning Lake of Isles golf course that stretches over 900 acres. Or catch a show in one of the resort's two entertainment venues that host big-name acts such as Alicia Keys, Rascal Flatts, Jerry Seinfeld, Hall & Oates and John Legend.

Beyond live music, comedy and performance excitement, guests can take their convention experiences to new heights on the HighFlyer Zipline, towering over 30 stories high and reaching over a mile long. Those

looking to unwind can choose from a selection of luxury treatment services at The Norwich Spa at Foxwoods.

Beyond the excitement in the resort, the picturesque Mashantucket Pequot Reservation and Connecticut woods offer their own exhilarating adventure. Hit the Pequot Trails, where you can enjoy views that stretch as far as the waters of Block Island Sound.

When it comes to dining, Foxwoods delivers everything from classic comfort food to pub fare and beyond. From upscale, traditional American steakhouse fare at Cedars Steaks & Oysters to the fresh, vibrant flavors of coastal Italy at Caputo Trattoria, it's easy to see how Foxwoods' deep roster of dining offerings has helped the resort evolve into one of America's most popular and beloved resort destinations.





# Hilton Minneapolis



Photo by Lane Pelovsky

**T**he hotel is located in the heart of downtown Minneapolis, only minutes' drive from the Minneapolis-Saint Paul International Airport. The hotel offers 826 guest rooms and over 83,000 square feet of meeting space.

The hotel is connected to over nine miles of covered skyways giving guests access to all of downtown. Within blocks of the hotel is Nicollet Mall, a pedestrian walkway offering many bars, restaurants and shopping.

Hotel guest conveniences include:

- Complimentary 24-hour Precor Health Club with indoor pool and Peloton® bikes
- Ten 01 Social—the hotel's signature restaurant and large central bar
- Ten 01 Market—our all-day destination for everything from Starbucks® coffee to salads, sandwiches and made-to-order pizzas
- Underground parking

## Meet Minneapolis

Discover the destination that's on every meeting planner's list to check out for their next meeting! Minneapolis has it all: a dramatic riverfront skyline, three professional sports stadiums within 1.3 miles and so much art you're literally surrounded by it, with a theater on almost every corner.

There's also a culture committed to perfecting the craft of the brew, the best park system in the nation and a foodie paradise where you can get Nordic cuisine for breakfast, Ethiopian for lunch, this thing called a "Jucy Lucy" for dinner and, oh yeah, cocktails on a Ferris wheel.



Minneapolis is a place to bring your dancing shoes and party at festivals and enjoy 13 lakes, the Mississippi River and a waterfall. You'll be

sure to meet friendly locals who can't wait to show you why they love living here.





**National Association of Postal Supervisors**

# **Louis M. Atkins Presidential Student Scholarships**

**Deadline: Dec. 31, 2021**

**T**he **Louis M. Atkins Presidential Student Scholarships** are awarded to honor former President Louis Atkins and other former NAPS presidents for their dedication to NAPS members and their families. These scholarships are sponsored solely by NAPS.



Applications must be received no later than Dec. 31, 2021. Online applications only will be accepted using the NAPS website. Please go to [www.naps.org](http://www.naps.org) under the “Members” tab to apply for the **Louis M. Atkins Presidential Student Scholarships**, or go to <https://naps.org/Members-Scholarship>.

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 five \$1,000 **Louis M. Atkins Presidential Student Scholarships**. One winner will be randomly selected from each of the NAPS regional areas: Northeast, Eastern, Central, Southern and Western.

Scholarship winners will be announced in January 2022. In addition, the scholarship winners will be listed in the March 2022 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Louis M. Atkins Presidential Student Scholarship** will receive a check, payable to the college or university listed in the application, in January 2022. Scholarships may be used to pay expenses in the student’s current or following semester.

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



Meet Minneapolis  
City by Nature



Hilton  
MINNEAPOLIS

# TOP 8

## REASONS WHY MINNEAPOLIS

### 2024 NAPS NATIONAL CONVENTION



#### DELTA HUB, COMPACT CITY – TRAVEL WITH EASE

MSP Airport is a Delta hub, located within a 3-hour flight from almost everywhere in the U.S. and the Light rail connects attendees straight to our compact, walkable downtown with dozens of entertainment options. Our Skyways – enclosed, second-level walkways connecting buildings in 80 blocks – keep people comfortable and dry, year-round.



#### HILTON MINNEAPOLIS – YOUR MEETING HQ

Located in the heart of downtown Minneapolis, the Hilton Minneapolis is the perfect location to stay and enjoy the best of our favorite bars and restaurants right outside your doorstep. With our exclusive Hilton CleanStay program - our promise to you is to deliver the same level of reliable and friendly service you'd expect from Hilton, but with the added confidence of industry-leading hygiene practices created to keep you safe.



#### OUR INNOVATIVE FOOD SCENE IS READY TO IMPRESS

Whether it's the famous Jucy Lucy cheese-filled burger, two scoops of over-the-top ice cream, soul food that's as comforting as it is delicious, rooftop happy hour overlooking our vibrant downtown, or a restaurant that was featured on the Food Network, we just ask that you bring your appetite.



#### WE HAVE A PASSION FOR WHAT WE'RE POURING

City of Lakes, hundreds of watering holes. IPA fanatics, dive bar dwellers, wine enthusiasts, latte lovers and cocktail cravers alike will all find something to brag about back home. We know what we're doing behind the bar (or at least our bartenders do).



#### ENDLESS THINGS TO ENTERTAIN AND EXCITE

Explore Minneapolis the way it was meant to be explored – through multiple outfit changes. Lace up those sneakers and head out on a public art tour. Slide on your dancing shoes and find your way to world famous First Ave or visit Prince's Paisley Park. Get dressed up for a Broadway show or shop until you drop with tax-free clothing at the Mall of America and our trendy boutiques. Whatever you do – just don't pack lightly.



#### CITY BY NATURE: #1 PARKS, 22 LAKES & THE MIGHTY MISSISSIPPI

In the city with the #1 ranked park system in the nation, our Chain of Lakes, the mighty Mississippi River, and more than 200 miles of biking and hiking trails just steps from the urban action, you'll have endless options to enjoy a day of outdoor adventure safely.



#### A COMMUNITY LEADING THE PATH FORWARD

As the catalyst city for a nationwide movement in 2020, Meet Minneapolis stands in solidarity with our leaders from all backgrounds in recognizing the need to transform our city from the inside out – to ensure Minneapolis is both a safe and equitable place for everyone to live, work and visit.



#### TRIP PLANNING INSPIRATION ALL IN ONE PLACE

Our comprehensive website [Minneapolis.org](https://www.minneapolis.org) makes it easy to plan your trip and find things to do. Map out your journey to our unique neighborhoods, create the perfect pub crawl with our craft breweries, browse our itineraries, and stay up to date on COVID-19 information all in one place.



# 2021 SPAC Contributors



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

|                       |    |            |
|-----------------------|----|------------|
| Boisvert, Michael     | CA | Branch 159 |
| McHugh, James         | FL | Branch 386 |
| Mullins, Kym          | FL | Branch 81  |
| Sebastian, Gerald     | FL | Branch 386 |
| Wagner, Brian         | IL | Branch 255 |
| Wileman, Dotty        | MD | Branch 923 |
| Dallojacono, Anthony  | NJ | Branch 568 |
| Roma, Thomas          | NY | Branch 68  |
| Warden, James         | NY | Branch 100 |
| Mulidore, Chuck       | OH | Branch 133 |
| Butts, Ivan           | PA | Branch 355 |
| Kernahan-Beals, Carol | PA | Branch 387 |
| Krogh, Charlie        | WA | Branch 31  |
| McCracken, Cindy      | WA | Branch 61  |

## May Contributors

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

|                      |    |            |
|----------------------|----|------------|
| Sebastian, Gerald    | FL | Branch 386 |
| Wileman, Dotty       | MD | Branch 923 |
| Dallojacono, Anthony | NJ | Branch 568 |

### VP Elite (\$750)

|                  |    |           |
|------------------|----|-----------|
| Derden, Margaret | CA | Branch 39 |
| Bunch, Kenneth   | MI | Branch 23 |

### Secretary's Roundtable (\$500)

|                    |    |            |
|--------------------|----|------------|
| Campbell, Stephnia | CA | Branch 159 |
| Douglas, Lisa      | CT | Branch 5   |
| Moss, Donalda      | DC | Branch 135 |
| Maxwell, Sherry    | IL | Branch 255 |
| Winters, Michael   | IL | Branch 255 |
| Trayer, Kevin      | MI | Branch 142 |
| Mooney, Dan        | MN | Branch 16  |
| Johnson, Craig     | MO | Branch 36  |

### Chairman's Club (\$250)

|                  |    |            |
|------------------|----|------------|
| Melchert, Pamela | AK | Branch 435 |
| Hardwick, Andrew | AL | Branch 208 |
| Randle, Carol    | CA | Branch 39  |
| Garland, Angela  | DE | Branch 909 |
| Murray, Donald   | FL | Branch 93  |
| Ruckart, Kenneth | FL | Branch 386 |
| Parker, Laroma   | HI | Branch 214 |

|                   |    |            |
|-------------------|----|------------|
| Murphy, Gregory   | MA | Branch 102 |
| Amergian, Raymond | ME | Branch 96  |
| Bednar, Margaret  | NC | Branch 183 |
| Timothy, Pat      | NJ | Branch 548 |
| Smith, Ronald     | OH | Branch 46  |
| Weber, Camron     | SD | Branch 946 |
| Brooks, Lamarcus  | TN | Branch 41  |
| Trevino, Barbara  | TX | Branch 124 |
| Hubbard, Jim      | VA | Branch 22  |
| Taylor, Georgia   | WA | Branch 31  |
| Joers, Julie      | WI | Branch 72  |
| Simmons, Brandi   | WI | Branch 213 |

### Support (\$100)

|                        |    |            |
|------------------------|----|------------|
| Aceves, John           | AZ | Branch 376 |
| Cruz, Cheryl           | CA | Branch 497 |
| Gavin, Angela          | CA | Branch 159 |
| Annon, Cynthia         | CO | Branch 141 |
| Love, Valerie          | CO | Branch 65  |
| Austin, William        | CT | Branch 47  |
| Wright, Marcellus      | DC | Branch 135 |
| Quinlan, Robert        | FL | Branch 154 |
| Billups, Juanita       | IL | Branch 17  |
| Cook, Carol            | IL | Branch 14  |
| Sevalia, Rosalind      | LA | Branch 73  |
| Berger, Ricky          | MD | Branch 531 |
| Gramblin, Reginald     | MD | Branch 531 |
| Hafford, Darrell       | ME | Branch 96  |
| Hardin, Donald         | MI | Branch 130 |
| Perkins, Ethel         | MI | Branch 140 |
| Kuiper, Bruce          | MN | Branch 16  |
| Moore, Olin            | MN | Branch 16  |
| Moudy, John            | MN | Branch 16  |
| Newcomb-Evans, Theresa | MN | Branch 926 |
| O'Donnell, Curt        | MN | Branch 16  |
| Brown, Latasha         | MO | Branch 131 |
| Perman, Kally          | MT | Branch 929 |
| Hicks, Angie           | NC | Branch 157 |
| Jackson, Abner         | NC | Branch 299 |
| Dennis Jr., Edward     | NJ | Branch 53  |
| Kofsky, Jonathan       | NJ | Branch 568 |
| Pixley, George         | NV | Branch 249 |
| Morgan-Glover, Linda   | NY | Branch 336 |
| Wiggins, Derrick       | NY | Branch 85  |
| Lewis, Gillian         | OH | Branch 2   |

|                      |    |            |
|----------------------|----|------------|
| Mayes, Sean          | OH | Branch 29  |
| Paige, Lillie        | OH | Branch 46  |
| Lahmann, Joseph      | OR | Branch 276 |
| Lehman, Jason        | PA | Branch 554 |
| Magnuson, Sonny      | SD | Branch 946 |
| Young, Laura         | SD | Branch 946 |
| Mitchell, Denise     | TN | Branch 41  |
| Clark Jr., Bobby     | TX | Branch 124 |
| Garcia, Mario        | TX | Branch 288 |
| Hill, Earnest        | TX | Branch 122 |
| Lyons, Lisa          | TX | Branch 428 |
| Brown, Lorraine      | VA | Branch 98  |
| Howe, Steven         | WA | Branch 61  |
| Ware, Michael        | WA | Branch 61  |
| Williams, Arthur     | WA | Branch 61  |
| Maggioncalda, Sharon | WI | Branch 213 |

## April Contributors

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

|                       |    |            |
|-----------------------|----|------------|
| Boisvert, Michael     | CA | Branch 159 |
| Mullins, Kym          | FL | Branch 81  |
| Wagner, Brian         | IL | Branch 255 |
| Roma, Thomas          | NY | Branch 68  |
| Warden, James         | NY | Branch 100 |
| Mulidore, Chuck       | OH | Branch 133 |
| Kernahan-Beals, Carol | PA | Branch 387 |
| Krogh, Charlie        | WA | Branch 31  |
| McCracken, Cindy      | WA | Branch 61  |

### VP Elite (\$750)

|                      |    |            |
|----------------------|----|------------|
| Salmon, James        | AZ | Branch 246 |
| Wong, John           | CA | Branch 497 |
| Randall, C. Michele  | MD | Branch 531 |
| Dallojacono, Anthony | NJ | Branch 568 |

### Secretary's Roundtable (\$500)

|                     |    |            |
|---------------------|----|------------|
| Derden, Margaret    | CA | Branch 39  |
| Meana, Frances      | CA | Branch 159 |
| Pashinski, Myrna    | CO | Branch 65  |
| Ford, Timothy       | FL | Branch 353 |
| Strickland, Ann     | FL | Branch 146 |
| Moreno, Luz         | IL | Branch 489 |
| Shawn, Steve        | MD | Branch 403 |
| Rosario Jr., Arnold | ME | Branch 96  |
| Bunch, Kenneth      | MI | Branch 23  |
| Weiland, Heather    | ND | Branch 937 |
| Needham, Timothy    | OH | Branch 133 |
| Skjelstad, Aric     | OR | Branch 66  |
| Muir, James         | PA | Branch 20  |
| Cox, Lloyd          | VA | Branch 526 |

# SPAC Scoreboard

(Statistics reflect monies collected Jan. 1 to May 31, 2021)

### National Aggregate:

\$86,559.17

### National Per Capita:

\$3.17

### Region Aggregate:

|              |             |
|--------------|-------------|
| 1. Western   | \$20,620.00 |
| 2. Eastern   | \$19,586.00 |
| 3. Southern  | \$17,819.00 |
| 4. Central   | \$16,176.00 |
| 5. Northeast | \$12,358.17 |

### Region Per Capita:

|              |        |
|--------------|--------|
| 1. Western   | \$3.55 |
| 2. Central   | \$3.47 |
| 3. Eastern   | \$3.30 |
| 4. Southern  | \$3.02 |
| 5. Northeast | \$2.49 |

### Area Aggregate:

|                     |             |
|---------------------|-------------|
| 1. Southeast        | \$10,440.50 |
| 2. Capitol-Atlantic | \$10,094.55 |
| 3. Pacific          | \$ 9,025.00 |
| 4. Mideast          | \$ 8,204.00 |
| 5. Northwest        | \$ 6,905.00 |
| 6. New York         | \$ 5,742.17 |
| 7. North Central    | \$ 5,595.00 |
| 8. Illini           | \$ 4,923.00 |
| 9. Rocky Mountain   | \$ 4,690.00 |
| 10. New England     | \$ 4,185.00 |
| 11. Texas           | \$ 3,799.50 |
| 12. Michiana        | \$ 3,790.00 |
| 13. Pioneer         | \$ 3,718.45 |
| 14. Cotton Belt     | \$ 1,897.00 |
| 15. MINK            | \$ 1,868.00 |
| 16. Central Gulf    | \$ 1,682.00 |

### Area Per Capita:

|                     |        |
|---------------------|--------|
| 1. Northwest        | \$6.07 |
| 2. North Central    | \$5.96 |
| 3. Southeast        | \$4.57 |
| 4. Illini           | \$3.65 |
| 5. Mideast          | \$3.44 |
| 6. Capitol-Atlantic | \$3.41 |
| 7. Michiana         | \$3.24 |
| 8. Rocky Mountain   | \$3.08 |
| 9. Pacific          | \$2.86 |
| 10. New England     | \$2.54 |
| 11. Pioneer         | \$2.51 |
| 12. New York        | \$2.35 |
| 13. Central Gulf    | \$2.09 |
| 14. Texas           | \$2.08 |
| 15. Cotton Belt     | \$1.93 |
| 16. MINK            | \$1.54 |

### State Aggregate:

|                 |            |
|-----------------|------------|
| 1. Florida      | \$9,731.50 |
| 2. California   | \$7,625.00 |
| 3. New York     | \$5,547.17 |
| 4. Illinois     | \$4,923.00 |
| 5. Pennsylvania | \$4,480.00 |

### State Per Capita:

|                 |         |
|-----------------|---------|
| 1. North Dakota | \$19.92 |
| 2. Maine        | \$11.26 |
| 3. South Dakota | \$10.04 |
| 4. Hawaii       | \$ 9.03 |
| 5. Idaho        | \$ 7.60 |

## Drive for 5

### Members by Region:

|              |    |
|--------------|----|
| 1. Southern  | 49 |
| 2. Central   | 48 |
| 3. Eastern   | 43 |
| 4. Western   | 40 |
| 5. Northeast | 33 |

### Aggregate by Region:

|              |            |
|--------------|------------|
| 1. Eastern   | \$7,101.00 |
| 2. Western   | \$7,015.00 |
| 3. Southern  | \$6,686.00 |
| 4. Central   | \$6,391.00 |
| 5. Northeast | \$5,273.17 |



**Chairman's Club (\$250)**

|                      |    |            |
|----------------------|----|------------|
| Hernandez, George    | AZ | Branch 246 |
| Campbell, Stephnia   | CA | Branch 159 |
| Sutton, Catherine    | CA | Branch 373 |
| Swygert, Vontina     | CA | Branch 127 |
| Hoffman, Shannon     | CO | Branch 141 |
| Kerns, John          | CO | Branch 141 |
| Douglas, Lisa        | CT | Branch 5   |
| Bock Jr., Robert     | FL | Branch 406 |
| Gilbert, Belinda     | FL | Branch 425 |
| LeCounte, Michael    | FL | Branch 146 |
| Lynn, Patti          | FL | Branch 296 |
| Van Horn, Gail       | FL | Branch 154 |
| Williams, Carolyn    | FL | Branch 146 |
| Moore, Kevin         | GA | Branch 281 |
| Lum, Chuck           | HI | Branch 214 |
| Lum, Laurie          | HI | Branch 214 |
| Valuet, John         | ID | Branch 915 |
| Dittmann, David      | IL | Branch 489 |
| Hilliard, Ricky      | IL | Branch 489 |
| Moreno, Richard      | MA | Branch 498 |
| Griffin, Troy        | MD | Branch 42  |
| Hurless-Byrum, Ruth  | MI | Branch 508 |
| Krzycki Jr., Kenneth | MI | Branch 508 |
| Trayer, Kevin        | MI | Branch 142 |
| Johnson, Craig       | MO | Branch 36  |
| Kindsvatter, Leo     | MT | Branch 929 |
| Lien, Brandi         | MT | Branch 929 |
| Manning, Randy       | NC | Branch 177 |
| McKiernan, Michael   | NJ | Branch 74  |
| Rutter, Gary         | NJ | Branch 74  |
| Guzman, Jesus        | NM | Branch 295 |
| Amash, Joseph        | NY | Branch 83  |
| Evans, Darius        | NY | Branch 85  |
| Forde, Nicholas      | NY | Branch 202 |
| Gawron, Dennis       | NY | Branch 27  |
| Yut, Rachelle        | OR | Branch 66  |
| Bartko, Susan        | PA | Branch 20  |
| Croswell, Darnel     | SC | Branch 225 |
| Stephens, Patricia   | SC | Branch 225 |
| Elizondo Jr., Jaime  | TX | Branch 122 |
| Trevino, Manuel      | TX | Branch 124 |
| Butler, Phillip      | VA | Branch 98  |
| Green Jr., Richard   | VA | Branch 98  |
| Mott III, GEORGE     | VA | Branch 132 |
| White Jr., William   | VA | Branch 526 |
| Gruetzmacher, Bjoern | WA | Branch 61  |

**Supporter (\$100)**

|                    |    |            |
|--------------------|----|------------|
| Carson, John       | AL | Branch 901 |
| Dangerfield, Carol | AL | Branch 45  |

|                          |    |            |
|--------------------------|----|------------|
| Studdard, Dwight         | AL | Branch 45  |
| Knapp, Roni              | AZ | Branch 517 |
| Luna, Juan               | AZ | Branch 246 |
| Black, Regina            | CA | Branch 127 |
| Booth, Samuel            | CA | Branch 39  |
| Brown, Carl              | CA | Branch 94  |
| Florentin, Diana         | CA | Branch 244 |
| Gray, Glenn              | CA | Branch 127 |
| Loera, Valarie           | CA | Branch 127 |
| Moore, Edward            | CA | Branch 244 |
| Rosas, Charles           | CA | Branch 127 |
| Trevena, April           | CA | Branch 94  |
| Roll, Gary               | CO | Branch 65  |
| Collen, Helen            | CT | Branch 3   |
| Donegan, Margie          | CT | Branch 5   |
| McKeon, William          | CT | Branch 3   |
| Perkins, Marcia          | CT | Branch 3   |
| Olliviere, Blanche       | DE | Branch 909 |
| Brady, Catherine         | FL | Branch 420 |
| Calhoun, Clothelia       | FL | Branch 354 |
| Gonzalez-Marino, Ilia    | FL | Branch 146 |
| Gucmeris, Algimantas     | FL | Branch 420 |
| Meadors, Joan            | FL | Branch 146 |
| Ruckart, Kenneth         | FL | Branch 386 |
| Stevens-Simmons, Roberta | FL | Branch 406 |
| Suarez, Eduardo          | FL | Branch 146 |
| Finley, Roger            | GA | Branch 595 |
| Sims, Reginald           | GA | Branch 82  |
| Alos, Kanani             | HI | Branch 214 |
| Kamei, Lori              | HI | Branch 214 |
| Parker, Laroma           | HI | Branch 214 |
| Coy, Daniel              | IA | Branch 172 |
| Crowe, Brian             | IL | Branch 14  |
| Edwards-Bender, Cynthia  | IL | Branch 14  |
| May, Charles             | IL | Branch 14  |
| Randle, Kay              | IL | Branch 369 |
| Wesley, Nancy            | IL | Branch 493 |
| Moats, Lori              | KS | Branch 205 |
| Carter, Tonious          | LA | Branch 421 |
| Laurendine, Kyle         | LA | Branch 73  |
| Madden, Roy              | MA | Branch 6   |
| Brownfield, Patricia     | MD | Branch 531 |
| Campbell, Maxine         | MD | Branch 42  |
| Jones, Marcia            | MD | Branch 42  |
| Piteau, Arthur           | ME | Branch 96  |
| Bradley, Anthony         | MI | Branch 142 |
| Byrum, Jimmy             | MI | Branch 508 |
| Orloski, Rose            | MI | Branch 508 |
| Pack, Roderick           | MI | Branch 23  |
| Schneider, Irene         | Mi | Branch 508 |
| Spurlin, William         | MI | Branch 268 |

# Here Are the 2021 SPAC Pins

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



## President's Ultimate SPAC

*\$1,000 level includes LTS SPAC reception for donor plus one guest*



## VP Elite

*\$750 level includes LTS SPAC reception  
for donor plus one guest*



## Secretary's Roundtable

*\$500 level includes LTS SPAC reception for donor plus one guest*



## Chairman's Club

*\$250 level*



## Supporter

*\$100 level*

---

## Drive for 5

*Contribute to SPAC  
by payroll deduction  
or direct payment.*

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|                           |    |            |
|---------------------------|----|------------|
| Baker, Neil               | MN | Branch 104 |
| Mooney, Dan               | MN | Branch 16  |
| Price-Booker, Virginia    | MO | Branch 131 |
| Bednar, Margaret          | NC | Branch 183 |
| Douglas, Karen            | NC | Branch 183 |
| Hicks, Angie              | NC | Branch 157 |
| Nicholson, Sandra         | NC | Branch 299 |
| Robinson, Theresa         | NC | Branch 299 |
| Olson, Chad               | ND | Branch 937 |
| Schunemann, Diane         | NH | Branch 932 |
| Barrett, George           | NJ | Branch 74  |
| Kofsky, Jonathan          | NJ | Branch 568 |
| Scales-Bradley, Constance | NJ | Branch 53  |
| Tanksley, Faye            | NJ | Branch 74  |
| Wadsworth, Joel           | NM | Branch 295 |
| Clayton, Jackie           | NV | Branch 463 |
| Patterson, Sherry         | NV | Branch 463 |
| Barton, Frank             | NY | Branch 330 |
| Hughes, Thomas            | NY | Branch 100 |
| Philpot, R.               | NY | Branch 100 |
| Rafferty, Mary            | NY | Branch 100 |
| Burgasser, Ted            | OH | Branch 29  |
| Jones, Debra              | OH | Branch 63  |

|                   |    |            |
|-------------------|----|------------|
| Smith, Ronald     | OH | Branch 46  |
| Clapp, Kathleen   | OR | Branch 66  |
| O'Donnell, Joseph | PA | Branch 20  |
| Cabrera, Antonio  | PR | Branch 216 |
| Keeling, Joanne   | RI | Branch 105 |
| Dickey, Azilee    | SC | Branch 225 |
| Barbee, Johnny    | TN | Branch 41  |
| Bell, Andrew      | TN | Branch 32  |
| Blakely, Kathy    | TN | Branch 41  |
| Mabon, Valerie    | TN | Branch 32  |
| Austin, Jessie    | TX | Branch 122 |
| Cooper, Karen     | TX | Branch 124 |
| Irving, Mary      | TX | Branch 122 |
| McCloud, Regina   | TX | Branch 589 |
| Miller, Ovetta    | TX | Branch 9   |
| Nettles, Mark     | TX | Branch 9   |
| Fratto, Jeff      | UT | Branch 139 |
| Tresner, Kristen  | UT | Branch 139 |
| Allen, Rose       | VA | Branch 526 |
| Brandt, Junemarie | VA | Branch 526 |
| Holley, Deborah   | VA | Branch 526 |
| Baldwin, Craig    | WV | Branch 212 |

# 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): \_\_\_\_\_.





*Make Contributing to SPAC a Habit:*

# OPM Contributions to SPAC (for Retired EAS Employees)

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

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

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

## **By internet:**

To sign up online, go to the OPM website at [www.servicesonline.opm.gov](http://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.



# NAPS Executive Board Has Productive Spring Meeting

**Submitted by Chuck Mulidore**  
*Secretary/Treasurer*

**T**he spring 2021 Executive Board meeting via Zoom was called to order at 1:05 p.m. on March 21 by Executive Board Chair Tim Ford. Executive Vice President Ivan D. Butts gave the invocation; Central Gulf Area Vice President Roy Beaudoin led the Pledge of Allegiance. Secretary/Treasurer Chuck Mulidore conducted the roll call of officers; all board members were present.

President Brian Wagner welcomed board members and thanked them for their continued commitment and dedication to represent NAPS not only throughout their NAPS term, but especially this past year as all were challenged by the COVID-19 pandemic. Wagner said he was optimistic this would be NAPS' last Executive Board meeting via Zoom. He looks forward to meeting in person this August at the national convention and beyond with future board meetings.

Although this was a Zoom meeting, Wagner asked the board to stay focused on the agenda and continue to improve the organization with positive actions that will make members' futures even better. As always, he stated the goal of the Executive Board is to promote the welfare of NAPS and its members.

President Wagner said board members would hear from NAPS Editor Karen Young, DDF Provider Al Lum, Bruce Moyer, NAPS' trusted legal counsel, and USPS leadership,

including Postmaster General Louis DeJoy. Wagner recognized Rebekah Rose-Leo, his executive assistant and NAPS Headquarters' Zoom guru.

Wagner told the board the PMG is scheduled to announce the USPS 10-year plan on Tuesday, March 23. In addition, NAPS was asked to join a USPS Service Improvement Task Force that includes UPMA and the four postal unions.

Wagner pointed out that NAPS' participation in this task force is in NAPS' best interests to ensure the organization knows what is occurring regarding service and how to improve it. "We need to be part of the solution," he stressed. Wagner reiterated his thanks to board members for all they do on behalf of NAPS and its members.

Executive Vice President Ivan D. Butts welcomed the board. He said there is much business to take care of at the meeting, including budget discussions and more. Also on the agenda are SPAC, the DDF and the upcoming virtual Legislative Training Seminar in April. "I am looking forward to this important board meeting," he affirmed.

Secretary/Treasurer Chuck Mulidore welcomed board members and said he was glad everyone is well, staying safe and hoping for continued progress against the devastating pandemic. "Many NAPS members have been lost over the past year to COVID," he said. "So many families have been impacted. We pray for them and look forward to brighter

days ahead. Our work at NAPS remains pressing; we have much work to do."

Executive Board Chair Tim Ford welcomed board members and NAPS guests. "I am glad to see all the smiling faces and hope all of you are healthy," he said. He acknowledged the past six months have been difficult for many personally; some have seen friends and family embark on a different path. "I would like to take a moment of silence to wish all of them peace and tranquility on their journey," he offered.

He said the challenges for the Postal Service and NAPS members have been historic: natural disasters, power outages, a global pandemic, political upheaval and internal changes to the structure of the Postal Service, to name a few. Despite all these challenges, somehow, NAPS members have continued to process and deliver mail to their customers. With members' input, NAPS has been able to address many of the challenges and present solutions in an effort to improve things for its members and USPS customers.

Ford said that, since the fall Executive Board meeting, he has assisted in the presentation and review of agenda items in all the monthly NAPS Headquarters consultative meetings via Zoom and consulted with the three resident officers regarding multiple issues, ranging from COVID-related problems to administrative actions.

He also has attended regular Zoom meetings with area and district



staffs and was happy to take part in training via Zoom conducted by Southeast Area Vice President Bob Quinlan. During this time, he responded to questions and concerns from board and NAPS members on a variety of issues.

“We now are headed into uncharted territory,” he declared. “A legislative effort via Zoom, state conventions being cancelled, a national convention with social distancing fast approaching and more structural changes to the Postal Service. For the record I am not saying disaster—exactly the opposite. I am saying strength through opportunity.”

Ford said this is NAPS’ opportunity to work together, recognize the challenges and help provide solutions, while protecting its members’ rights. “And, during the next four days, all of us will demonstrate our commitment to facing these challenges and providing solutions. Thank you all for the support you have given to NAPS and your members as part of this Executive Board,” he asserted.

A motion was made by Northeast Region Vice President Tommy Roma, seconded by Central Gulf Area Vice President Roy Beaudoin, to accept the minutes of the fall 2020 Executive Board meeting as previously submitted to the board. The motion was adopted.

Mulidore presented the financial report. As of Feb. 26, 2021, NAPS investments totaled \$12,885,912. On June 1, 2020, NAPS investments totaled \$11,733,178. This is a 2021 fiscal year-to-date increase of \$1,152,734 or 9.82%.

As of March 1, 2021, the NAPS General Fund Signature FCU Checking account balance was \$530,699.40;

the Signature FCU Money Market account was \$8,092.07, for a total of \$538,791.47.

As of March 1, 2021, the NAPS building was 82% leased by number of units (nine of 11) and 71% leased by square footage. On March 31, 2018, AACP vacated the second floor, which remains vacant. Tower Strategy notified NAPS it will not be renewing its lease, which expired at the end of February 2021.

Strategic Partnerships extended its lease for an additional eight-month term (Feb. 1 - Sept. 30) with no provisions for additional rent (CAM/real estate taxes). It is unclear at this time if it will elect to renew for a longer period when the short-term renewal expires.

Jim Stokes, STOLADI Property Group, said he has had some new interest in the second floor, but issues surrounding the pandemic and availability of leasing space complicate the market. NAPS did not receive regular owner distributions through FY18, FY19 or FY20. NAPS is continuing that process through FY21 due to projected maintenance, tenant improvements, commissions and potential lost revenue through unrenewed leases.

As of Feb. 28, 2021, NAPS Property Inc. had \$109,305 in cash on the balance sheet. Of that, \$84,510 supports outstanding liabilities (security deposits, prepaid rents and accrued expenses), meaning available cash of \$24,795 (free cash flow).

The current cash projections assume continued vacancy on the second floor, as well as the Tower Strategy space through the end of FY21. STOLADI is working on realistic leasing assumptions to include for FY22, based on a market rate of \$29 per square foot.

The overall pace of leasing activity stalled at the height of the COVID pandemic, but seems to be picking up very slowly as vaccination rates improve and warm spring weather approaches. Cash flow from the existing tenancy is sufficient through the end of the fiscal year to cover monthly building operating expenses. However, to the extent leasing activity occurs, contributions will be requested for tenant improvements and leasing commissions.

As of Feb. 28, 2021, NAPS Headquarters social media results were as follows:

**Facebook** had 3,018 followers (up from 2,616 in February 2020—up 16%).

- Posts continue to garner approximately 300 to 1,000 views; the most engaging posts will garner about 1,000-2,000 views organically.

- The post with the highest reach so far in 2021 was from March 3 (3,600 plus): “USPS Headquarters Announces Division Alignment, District Restructurings and Limited Voluntary Early Retirement (VER).”

- The next highest reach was from March 1 (1,300): “On Feb. 24, NAPS Submitted Testimony to the House Committee on Oversight and Reform for Its Hearing on the Legislative Proposal to Put the Postal Service on Sustainable Financial Footing.”

- Increasing saturation on Facebook continues; as more people join and more advertisers pay for ads, the competition for visibility becomes fiercer. This makes organic reach more and more competitive each year. NAPS is competing with more organizations/people/pages to show up in people’s timelines when they scroll through Facebook. Boosting posts continues to be a cost-effective

way to get more reach.

- Most of NAPS' web traffic from social media continues to come from Facebook (90% plus). It's still very important to be on other platforms, such as LinkedIn, Twitter and Instagram, for visibility.

**Twitter** followers as of Feb. 28 were 623. Typical monthly impressions range from 5,000 to 35,000, depending on the type of news shared.

**Instagram** followers as of Feb. 28 were 283.

**Website traffic** for 2020 showed more users than the previous year, with slightly fewer page views (page views were basically flat). This indicates more members were coming to the site, but each member, on average, was coming and clicking around to slightly fewer pages. More probably came to read a specific article or specific piece of information.

When COVID hit, there was some drop in traffic, but it was during the timeframe when online consumption was probably geared more toward mass media/news/social in general.

Email continues to be a large driver for readership and traffic to the NAPS website. It is worth considering developing an ongoing content plan to have more original news articles or other types of articles/content written shared on the website. Articles from *The Postal Supervisor* get a lot of traction and are great. It is worth considering creating more original content and articles exclusively for the website. This could help continue to grow web traffic.

As of the February 2021 DCO (reflecting DCO membership through PPs 1 and 2), NAPS had 27,190 members (25,852 active and 1,338 associates; 95% and 5%, respectively). Total membership from a year ago (PPs 1

and 2, 2020) was 27,601 (26,248 active and 1,353 associate); an overall total SPLY decrease of 411 members or (1.48%).

As of the February 2021 DCO, the total number of active EAS nonmembers was 10,130. This number is based on USPS payroll files of nonmember EAS employees who are coded non-postmasters. Based on current membership totals, there are approximately 29% nonmembers.

NAPS continues to encourage membership growth by providing sponsors of new members a \$25 NAPS check. Local and state branches continue to receive their NAPS Non-Member and Change Summary reports, along with their DCO and Mail reports on a monthly basis.

Per a board motion, the only contract expiring before the October 2021 Executive Board meeting is with NAPS attorney Bruce Moyer.

Mulidore presented the 2021 NAPS budget.

Al Lum, Labor Relations Admin Group (LRAG), and Butts presented their report. Updates were provided on wins, losses, settlements and a review of current cases. LRAG currently has nine contractors working DDF cases. For NAPS FY20, DDF cases totaled 80, of which 83% were MSPB cases; 13% were Debt Collection Act cases; and 4% were *ELM* 650 hearings. Four cases remain pending.

The most prevalent case types for FY20 were performance, attendance and sexual misconduct. For NAPS FY21, which began June 1, 2020, there have been 70 DDF cases, with 59% of those being MSPB cases; 12% Debt Collection Act cases; and 4% *ELM* 650 cases. Twenty-five DDF cases still are pending.

Butts and Director of Legislative &

Political Affairs Bob Levi provided a review of legislative, regulatory and political activities over the past six months that impact NAPS members, as well as an update to the virtual 2021 Legislative Training Seminar (LTS).

Levi discussed a Feb. 24 House Oversight and Reform Committee hearing on the Postal Service's finances and its 10-year strategic business plan. He also discussed two bills introduced by Rep. Gerry Connolly (H.R. 1623 and H.R. 1624) that address two, long-standing NAPS legislative priorities.

H.R. 1623, the "Postal Supervisors and Managers Fairness Act," would recalibrate the start of EAS pay talks to the expiration of the existing pay package and bind the USPS and NAPS to the findings and recommendations of a Federal Mediation and Conciliation Service fact-finding panel, should one be established. H.R. 1624, the "Postal Employee Appeal Rights Amendment Act," would extend Merit Systems Protection Board appeal rights to the approximately 7,500 EAS-level postal employees currently denied such rights.

Levi next discussed legislation being drafted by House Oversight and Reform Committee Chairwoman Carolyn Maloney to restore financial and operational stability to the Postal Service. The key elements of the measure were anticipated to be repeal of the USPS' requirement to prefund future retiree health benefits, integration of Medicare and the FEHBP for future postal retirees and attention to postal performance standards. Levi introduced the board to NAPS' new advocacy portal to enhance the ability of NAPS members to directly communicate with their members of Congress.

Levi also discussed White House



postal actions, including the nomination of three new members to the Postal Board of Governors: Ron Stroman, Amber McReynolds and Anton Hajjar. He referenced the postal community's desire that the White House support a recalculation of the Postal Service retirement liability for health and pension benefits and grant the agency the authority to invest its Retiree Health Benefits Trust Fund in an index fund such as a long-term Thrift Savings Plan L Fund.

Lastly, Levi shared the basic elements of the April 18 LTS, including specific programs and speakers.

NAPS attorney Bruce Moyer provided a confidential update on legal issues facing the organization.

There was no old or new business. The March consultative meeting with the Postal Service was held; minutes were printed in the June 2021 *Postal Supervisor*.

The Executive Board committees provided updates:

**Ethics**—Committee Chair Craig Johnson, Central Region vice president, reported the committee, whose members are Marilyn Walton, Tommy Roma, Shri Green and Richard Green, sent a final report of an ethics complaint to Wagner since the fall board meeting. The committee has not received any further ethics complaints. The committee had no recommendations or changes to the "Code of Conduct & Ethical Guidelines."

**SWCs**—Committee Chair and New York Area Vice President Jimmy Warden reported that the SWCs process still is under guidelines agreed on through the consultative process in 2012. The agreement (instructions) can be found on the NAPS website and USPS Blue page.

In the January issue of *The Postal*

*Supervisor*, an article was published at the request of Wagner outlining the SWCs process, along with instructions on how an office/station can pull and verify its SWCs.

Over the past several months, many offices/stations have had concerns regarding their supervisory complement. It is strongly recommended every office/station review their SWCs calculations on a monthly basis.

The Postal Service runs the automated SWCs for every office/station on a monthly basis. The results usually are posted on the Blue page between the first to third day of each month. Every office/station should review the data; if it does not coincide with the actual staffing, the office/station is in or close to being in jeopardy of losing a supervisor. Staff should perform a manual SWCs.

To locate the automated SWCs data on the USPS Blue page, perform the following steps:

- Under "Human Resources," click on "Complement Management."
- At the top, click on "Staffing Tools."
- In the drop-down box, click on "Supv Workload Credit (SWC)."
- At the bottom, click on "SWC ALL March 2021" (The date will reflect the most recent report). You also will find the SWCs instructions link on this page.

When the report opens, drill down to your district; the Offices/Stations can be viewed. Inquiries have been received regarding the SWCs work study that had been conducted. The new program has been submitted to Postal Headquarters.

NAPS was informed it would be taken under consideration once the new PMG had taken office. There has

not been any recent update. With the new restructuring and current changes taking place, we are anticipating the new SWCs calculation method will be considered.

SWCs Committee: Chairman James G. Warden, Tommy Roma, Troy Griffin, Anthony Dallojacono and John Aceves.

**Duties and Responsibilities**—No committee report was presented.

**Legislative**—Committee Chair Marilyn Walton, Western Region vice president, reported that, since the fall board meeting, her team's focus has been promoting vote by mail in California and encouraging members and colleagues in other states to vote by mail. She participated in the USPS' Pacific Area Voter Mailing Tracking team.

She represented NAPS in a Zoom meeting with Rep. Katie Porter (D-CA). She also participated in five California Postal Legislative Coalition roundtable meetings with the NALC, APWU and NAPS with California Reps. Sarah Jacobs (D), Mike Levin (D) and Mark DeSaulnier (D) on Feb. 16; Jimmy Gomez (D) on Feb. 19; and Jerry McNerney (D).

Participants discussed the impact of COVID-19 on USPS employees and on-time mail delivery, as well as the need to step up vaccinations and ensure postal employees are categorized as essential workers. Coalition members shared their concerns about filling vacancies.

Also discussed were USPS Headquarters' June 2020 processing and logistic changes that resulted in impacts to on-time delivery up to and during election and peak mailing seasons. The roundtable thanked the representatives for their ongoing support of postal legislation and asked

for support of the unions' and NAPS' pending legislation.

As a follow-up to each meeting, Walton forwarded data to the congressional representatives' aides, including national, area and local COVID-19 stats for their districts. She also forwarded economic impact statements for their districts and attached the 2021 NAPS legislative agenda and any other stats that added to the information in the roundtable discussions.

In 2020, the coalition vigorously promoted vote by mail. The unions' focus was on promoting vote by mail in Arizona and Nevada. This year, the push is for nationwide vote by mail and national, automatic motor voter registration.

The coalition sent a congratulatory letter to Alex Padilla, California's newly appointed senator. He was California secretary of state and in charge of "No- Excuse Vote by Mail." The coalition asked him to push for the same program nationwide. A congratulatory letter also was sent to newly elected Vice President Kamala Harris.

Concern was raised about California State SB 324 that seeks to reduce bulk business mail; the bill is sponsored by an environmental proponent. The coalition is lobbying against the measure with state and congressional representatives, educating them that the USPS has an award-winning nationwide recycle program. There is no need to reduce advertisement mail.

**Northeast Area**—Jimmy Warden, Tommy Roma, Tony Dallojacono and Lisa Douglas attended many Zoom meetings with congressional leaders throughout the Northeast Area, advocating for bills in Congress that directly affect postal supervisors. Unfor-

tunately, in New York, Governor Andrew Cuomo did not designate postal employees to be in COVID vaccination phase 1-B. The CDC recommended placing postal employees in the 1-B phase.

Communication was sent to NAPS members in New York with QRL codes so they could directly contact via email the governor, both U.S. senators and their local representatives to urge placing postal employees in phase 1-B. All the neighboring states placed postal employees in phase 1-B.

Warden sent a letter to Cuomo, asking that he change his decision. Letters also were sent to the senators and representatives, urging them to request Cuomo to change his decision and do the right thing; postal employees are essential workers.

On March 9, it was announced that, effective March 17, postal employees in New York may start receiving the vaccine; they will be included in the group designated "public-facing." This was a great achievement for all postal employees in New York.

**Michiana Area**—Kevin Trayer reported the Michiana Area has been very involved in legislative activism before and after the presidential election. He personally was asked to do a congressional visit in October 2020 with Rep. Fred Upton (R-MI).

As a result of that in-person visit, Upton crossed party lines and voted for funding the Postal Service. He even mentioned to USPS leadership that he and Trayer have known each other for about 25 years.

Michigan plays a large role in the political world involving the USPS. Sen. Gary Peters (D) and Reps. Upton and Debbie Dingell (D) are part of the problem-solvers caucus. Also included is Rep. Brenda Lawrence (D), the

former Postmaster of Southfield.

The Indiana group is very active, as well, with congressional contacts to keep attention on Postal Service needs and concerns. Grassroots legislative efforts have been key in the presidential and congressional election results.

Trayer said he has attended several branch Zoom meetings and stressed the importance of members having contact with their members of Congress. He is going to write a letter congratulating Peter Meijer on his win in Michigan's 3rd District for the House of Representatives. He also will send a letter to Upton, thanking him for his support of the USPS and his votes to uphold the Constitution of the United States.

**Texas Area**—Texas Area Vice President Jaime Elizondo Jr. said that, since the fall board meeting, he has continued promoting SPAC. Activities with Texas branches were limited to Zoom meetings, but he continued to encourage members to be politically involved. He also worked with the following candidates to gain House seats:

- Lizzie Fletcher (D), incumbent—won
- Sri Kulkarni (D), challenger—lost
- Candance Valenzuela (D), challenger—lost
- Sylvia Garcia (D), incumbent—won
- Joaquin Castro (D), incumbent—won
- Gina Ortiz Jones (D), challenger—lost
- Colin Allred (D), incumbent—won

Since the election, Elizondo has continued to inform NAPS' congressional partners about EAS employees'

needs and the continuing support of bills that would help NAPS members and the USPS. He checks voting records before each meeting to thank the legislators for their support if they are listed as co-sponsors or firmly ask for their support if they are not co-sponsors.

He is working with Levi to set up a meeting with Rep. Pete Sessions (R) who long has been indifferent toward NAPS, but recently contacted Levi to request a meeting. NAPS will seize the opportunity.

Elizondo said he continues to donate his fair share to SPAC and encourages Texas members to do the same. He reached the VP Elite level for 2020.

**Southeast Area**—Southeast Area Vice President Bob Quinlan said Florida is working hard to promote SPAC by continually fundraising. He recently hosted a Zoom training meeting and thanked Warden who presented important information about SWCs.

Since COVID, there has been little opportunity to meet with congressional representatives. Florida is looking forward to scheduling Zoom meetings with its representatives during LTS week. He said he appreciates all the legislative information from committee members and NAPS resident officers.

**PFP Advisory**—Chair Dan Mooney, North Central Area vice president, reported that NAPS received the FY21 NPA proposal from USPS Headquarters in February. No explanations were provided. The resident officers, Mooney and Warden reviewed the proposal and had many questions.

These were assembled and submitted to USPS Headquarters in February. As of the spring board meeting, NAPS had not received a response. At

this time, NAPS is waiting for the USPS' response before the PFP Committee meets with the resident officers and determines NAPS' response/position on the FY21 NPA.

**Postmaster**—Chair Kevin Trayer reported on efforts to increase postmaster membership in NAPS. There was not much on which to report because the USPS continues to oppose NAPS' efforts to represent postmasters. NAPS continues to seek remedy through the courts. Regardless, this should not stop NAPS from discussing concerns of Postmasters at the area, state and local levels and when speaking to members of Congress.

**Training and Advocacy**—Chair Myrna Pashinski, Rocky Mountain Area vice president, reported the committee continues to work on updating current information for *ELM* mediation, as well as updating the debt collection section of the "Officer Training Manual" before the fall 2021 Executive Board meeting.

**Membership**—All Executive Board members are responsible for increasing membership. The board received an update from NAPS Membership Coordinator Emily Christophersen regarding getting updated branch officer profiles, as well as a discussion of how new finance numbers from the USPS are causing issues with NAPS' membership program.

**Plant**—Chairman Chuck Lum, Pacific Area vice president; Shri Green, Cotton Belt Area vice president; and Luz Moreno, Illini Area vice president, reported on its March 22, 2021, meeting. A new structure for Logistics and Processing was announced the first week in March, creating two Processing, four Logistics regions and 13 divisions. Logistics has transitioned to a unique Finance

number separate from Processing operations. It includes ramp clerks and general expeditors.

New EAS complement for Logistics was announced:

- Increase to authorized supervisor, Transportation Operation, based on the 25:1 ratio, with the additional clerks to Logistics
- Operations Support specialist
- Operations Industrial Engineer (plants with two authorized OIE positions)

Due to the transition period of Logistics and Processing, the committee has agreed to table all actionable items until the USPS has fully established the planned structure changes.

The committee's unfinished business:

- Reevaluation of plants and restructuring status?
- Awaiting announcement of plant consolidation plans. What are the additional supervisory tasks?
- Training program for Logistics staff will be forthcoming.

–What are the changes of annex and hubs in a plant?

–Ensure hubs and annexes are included with plant initiatives (Needham).

–Survey members in their area about all plant concerns.

–Attain list of daily supervisor tasks.

–Attain current plant structuring within their area.

The committee will continue to monitor transition on Logistics and Processing operations to establish plans to improve EAS staffing and work conditions.

Wagner welcomed Postmaster General Louis DeJoy to NAPS. The PMG spoke to the board the day the agency's 10-year plan was introduced.



DeJoy said the political landscape has made it difficult to effect changes. However, the focus is to maintain six- to seven-day delivery and become self-sustaining. The goal is to preserve the focus and mission of the organization in order to ensure sustainable footing for the long term. The plan is about growth.

DeJoy said the pandemic has shown Americans use the Postal Service for packages. The package business grew during the pandemic, so the USPS must use its delivery system to get mail and packages to delivery units in a timely manner. He thinks the American people want the Postal Service to be the provider of choice for parcels.

The 10-year plan will move some mail to a four- to five-day window and take some volume out of air transport and move it on trucks, which is less expensive. The plan includes \$25 billion in growth; DeJoy said it's the right profile for volume. Next-generation delivery trucks are larger than the current vehicles to accommodate the future growth in parcels.

DeJoy affirmed the need to improve turnover of noncareer employees, as well as training supervisors.

He pointed out that organizational changes have created more clear lines of authority throughout the Postal Service. Currently, there is poor transportation management software and poor visibility. The agency needs better package sorting machines and more space, as necessary.

DeJoy said that, by doing nothing, the USPS would lose \$160 billion over the next 10 years. The USPS needs legislation to address congressional requirements. He remains optimistic.

The Postal Service also needs pricing

flexibility and the availability to improve revenue. Cost reductions are necessary; much can be accomplished by doing things better and more efficiently.

DeJoy reported that service declined largely due to massive parcel volume increases, outdated processing capability and poor air network service. The 10-year plan is designed to provide 95% service to the public in total.

"We must improve the Postal Service for service to the American people and for long-term stability and viability for our employees," he stressed.

Doug Tulino was welcomed to the board meeting. NAPS recognized his new role as chief Human Resources officer.

Tulino indicated the USPS now has a vision for revenue growth, not just focusing on cost-cutting and initiating reductions. USPS leadership wants to invest in its front-line supervisors, improve the infrastructure and keep employees at the top of their mind in all upcoming changes. He said the USPS has a real chance to get its financial situation resolved through congressional momentum, some USPS self-help initiatives and growing the business long term.

Board members expressed ongoing concerns about supervisors being transferred involuntarily, in spite of guidance having been issued on this by the USPS. Tulino pledged to correct these issues as NAPS sends this information forward.

Concerns also were expressed about training supervisors. Tulino pledged to invest in training and retraining supervisors to advance the success of the organization.

The SWCs model that NAPS and the USPS developed has provided a

good framework for resolving issues with the current model and moving forward with a new or revised model, he said. Work on this should continue as the organization moves through numerous upcoming changes.

Tulino said he believes employees want to do the right thing and be successful; the organization shouldn't use strong tactics to move forward. The company will be changing this approach moving forward as the organizational leadership changes take hold in the USPS at the highest levels.

Tulino offered that the second VER offer will be helpful for those who wish to see how the new structure looks before making early retirement decisions. The goal is for 10% administrative reductions through the VER or RIF process. Exceptions to the hiring freeze have been approved by Tulino on an as-needed basis.

Vice President of Labor Relations Kate Attridge was welcomed and congratulated on her new position. She was introduced to each board member.

Attridge discussed the new, 44-month NALC agreement and how it would impact the beginning of pay consultations with NAPS, as well as highlights of the agreement. She said bargaining with the Rural Letter Carriers Association has begun; soon, bargaining will begin with the APWU.

She said the USPS is waiting for OPM guidance on implementation of the emergency federal employee leave program as outlined in the "American Rescue Plan Act." Attridge believes all EAS employees should want to come to work and not feel disrespected or uncomfortable in terms of their treatment by senior-level managers.

She expressed concerns about CCA retention and the impact on USPS ser-

vice. Board members also expressed concerns about EAS retention, particularly the fact that many newly appointed EAS employees have had a relatively brief career before their promotion and often are facing corrective action in a short time. Attridge indicated this is a focus of the organization moving forward. It's important to target improvement so that mentorship leads to a successful EAS career.

NAPS editor Karen Young reported the magazine is going well. A formal advertising rate sheet was developed for potential advertisers in response to increased interest in advertising in the magazine. The advertising revenue helps defray costs of the publication. The NAPS resident officers and board thanked Young for the outstanding job she does in publishing *The Postal Supervisor*.

NAPS accountant Jack Wallace addressed the employee retention credit NAPS received for 2020; seven pieces of legislation have passed since the pandemic began in March 2020. NAPS is nonprofit, so, originally, it did not qualify for the Paycheck Protection Program (PPP) in 2020, but it did qualify for the employee retention credit, as NAPS Headquarters kept staff on the payroll during the pandemic.

In 2021, as a result of the American Rescue Plan, NAPS now qualifies for a PPP. It technically is a loan, but if it is used for payroll and associated expenses, it will not have to be repaid.

Sheri Davies, ConferenceDirect, gave the board an update on continued planning for the 2021 NAPS National Convention in Grapevine, TX.

Stacey Herndon, PNC Investments, gave the board an update on investments. She reported there has been volatility in the market, but NAPS has a good investment strategy

that is conservative and balanced in nature. It was recommended NAPS stay the course. She said it is not a good idea to pull out of the market at the bottom and attempt to buy in when the market rises. Of NAPS' portfolio, 40% has no exposure to risk.

Jim Stokes and the STOLADI team gave an update on leasing the vacant office space in the Vincent A. Palladino NAPS Headquarters building, as well as an overview of various issues that arise in the normal day-to-day operations of the onsite STOLADI building management team.

The following motions and recommendations were acted on:

**Motion #1**—Kevin Trayer, seconded by Tommy Roma, that:

“The NAPS Executive Board passes the FY22 budget as presented by Secretary/Treasurer Chuck Mulidore.”

Except for Richard Green, the board voted “yes.” As board chair, Ford does not vote. The motion passed.

**Motion #2**—Bob Quinlan, seconded by Troy Griffin, that:

“NAPS extends the contract of Bruce Moyer as NAPS legal counsel for a period not to exceed two years at a rate to be negotiated by the NAPS resident officers.”

The motion passed unanimously.

**Recommendation #1**—Present the recommendation of the Executive Board Constitution and Bylaws Committee relative to the Organization in Article 4, Section 2, of the NAPS *Constitution & Bylaws* to the national convention for consideration. Recommendation passed.

**Recommendation #2**—Present the recommendation of the Executive Board Constitution and Bylaws Committee relative to the Executive Board in Article 8, Section 4, of the NAPS *Constitution & Bylaws* to the national

convention for consideration. Recommendation passed.

**Recommendation #3**—Present the recommendation of the Executive Board Constitution and Bylaws Committee relative to Membership in Article 3, Section 8, of the NAPS *Constitution & Bylaws* to the national convention for consideration. Recommendation passed.

The fall 2021 board meeting at the 67th National Convention is scheduled for Aug. 28 and Sept 4.

Executive Board members announced their intentions of whether to run for office at the 67th National Convention: President Brian Wagner indicated he is retiring at the end of his term. Executive Vice President Ivan D. Butts indicated he is seeking the position of president. Secretary/Treasurer Chuck Mulidore indicated he is seeking the position of executive vice president.

New York Area Vice President Jimmy Warden announced he is seeking the position of secretary/treasurer, as is Northwest Area Vice President Cindy McCracken. All other board members indicated they would be seeking reelection to their current board positions.

Wagner thanked the board for the great work during the Zoom board meeting. NAPS has much work to do, he said, as he wished all the candidates the best of luck for office. “Be safe and healthy.”

The closing prayer was led by New England Area Vice President Lisa Douglas. Craig Johnson, seconded by Kevin Trayer, moved to adjourn. The motion was adopted.

## The Glass Is Half-Full

By Aric Skjelstad

*You've got to accentuate the positive  
Eliminate the negative  
Latch on to the affirmative  
Don't mess with Mister In-Between  
—Johnny Mercer*

**M**any in the Postal Service see a lot of negativity. We look at our fellow employees and make judgments. We get our new work schedule and make a judgment. We listen to our bosses and make a judgment. New work policies or practices, scanning reports, OT reports and more all are discussed as negatives.

In order to keep ourselves sane, we need to look and think positively. It's very easy to see negativity, but positives happen. They are around us every day. We just need to keep our eyes open and look for them. Don't get dragged down into the mud, always looking for negativity.

In this time of COVID-19, we hear a lot of negativity. That said, what positives come to mind? My wife is a registered nurse and has fewer patients to care for than during pre-COVID. This actually reduces her stress. Being required to stay home and reducing trips have prevented many people from becoming ill or having injuries that require medical attention.

Auto insurance companies have rebated money or reduced premiums to policyholders, as there have been far fewer vehicle accidents. For those of you who drive gasoline-powered

vehicles, your transportation costs have been reduced. (I hope you put some of that money to good use). You may have tackled some projects you've been postponing for years. There are many positives around us, even in this time of COVID.

How does this look for the USPS and NAPS? I see positives, even though COVID has affected all of us. Parcel volumes are up. A positive? Yes, it is. We need that revenue to

keep our organization viable. Sick leave usage—non-COVID-related—has been reduced by wearing masks, increased hand-washing and changing work practices.

Employees are more understanding of the role

of EAS employees when others are gone on 14-day quarantines. The public's recognition of the role postal employees play in their lives has improved. We are *essential!* Many craft employees have stepped up to help.

As for NAPS, I am grateful COVID has pushed us to explore and use technology for more online meetings—not telecons at work. The restrictions at restaurants and meeting locations have forced many branches to have Zoom-type meetings. Although I miss the face-to-face time with many of my members, I understand the need to still have meetings. Our branch has missed only one meeting in the past 15 months.

There are a couple positives that can come from these Zoom meetings. Members who live or work away from the meeting location can easily join in a meeting from home or a lo-

cation of their choice. This enables more members to attend, helping build our organization by having more involvement.

The online meetings have allowed NAPS Executive Board members to attend many of our local branch meetings. Just as our local members who now can attend, our NAPS president, executive vice president and secretary/treasurer all have attended a meeting or two of our branch. Having these NAPS executives available to interact with local members and provide insight is so valuable. This benefit would have been highly unlikely if COVID had not forced us to change our ways.

Even though meeting locations are opening up, our branch will continue to have hybrid meetings for the future. This increases member participation for those who can't make a sit-down meeting. There are many negatives around us for sure; I don't want to minimize the pain through which many have gone.

I encourage you to look for the positives in these situations. And I hope your local branch can "accentuate the positive," just as our branch has.

Look for the positives! They are all around you.  
[napsbranch66portland@gmail.com](mailto:napsbranch66portland@gmail.com)

*Aric Skjelstad is the Portland, OR, Branch 66 president.*







# Managing Through Change

Submitted by the USPS Employee Assistance Program

**O**ne thing certain in life is that change happens. How we handle change, whether in our personal or work lives, can vary greatly among us. In work environments, how a change is handled is strongly influenced by leadership.

Teams tend to react better and navigate change more smoothly when they are led by positive influences. By demonstrating and modeling positive behaviors and tuning in to the needs of their team, managers and supervisors can help their team members successfully adapt and accept changes in the workplace. The teams that adapt best to change are those that focus on the process of change and the people going through the change.

## The Process of Change

When going through significant changes, there are several stages or emotional experiences that most people typically go through.

- **Avoidance.** When change initially occurs, people may experience shock, denial, minimization and disbelief. They may have the sense that the change is not really happening or it doesn't seem real. Some may make a concerted effort to not think about the change or intentionally avoid trying to deal with its implications. When change is unexpected or forced on us, people may feel helpless or a loss of control.
- **Anger and opposition.** Dealing with change often can lead to feelings of fear about the future

and resentment about having to change routines or responsibilities. Employees may feel uncertainty about expectations. There often is a strong feeling of insecurity about having to leave familiar routines and comfort zones.

- **Analyzing and investigating.**

Once the initial shock wears off, people often go through a period of analyzing and information-gathering. At this point, employees are moving toward acceptance of the change and can begin to focus on stress management and self-care skills.

- **Acceptance.** As employees move toward acceptance of the change, there often is a shift toward relying on relationships, resources and stress-management skills to move forward. At this stage, many people recognize change is happening and begin to picture themselves and their futures in the new reality.

As a leader, it is important to recognize the different phases of change that people experience and, despite experiencing the same change, your team members may all be at different places at any given time. When change happens to us, it is external. The transition employees go through is personal.

One particular challenge for leaders dealing with change is they must manage their employees' reactions to change, as well as their own personal reactions. Make sure to acknowledge and manage your own stress, stay balanced, use your support system and practice self-care.

### **Mindfulness and Communication Skills for Leaders**

As a supervisor, it is important to understand how a team works simultaneously, as well as how workers function as individuals. Supervising a team can be like completing a puzzle. Because everyone has different strengths and needs, supervisors

must be aware of these differences to create a highly functioning team. Forcing individuals to fit in jobs they do not understand or work well in is very similar to forcing a puzzle piece into an area it does not go.

Try your best to stay in the moment and be mindful of your employees and their individual differences in the workplace, especially when navigating the change process. Try to resolve conflict and effectively influence others by communicating in a socially competent manner.

- **Recognize differences.** Understand that your team members may differ in how they cope with stress, how they communicate and how they learn. Your team members all have stress and experiences outside of work that may impact how they function at work. By taking the time to learn and know your team members and how they best respond to you, you will be much more effective in your communication as a leader.

- **Communicate clearly.** Be available and visible to your team members and create clear expectations. Let your team know you are open to input and communication will be ongoing. Have regular updates and briefings on the changes occurring.

- **Be mindful of your verbal and nonverbal communication.** Your employees are taking cues from you, so be aware of what you are saying and how you are saying it. Pay attention to your body language, which can greatly impact how a message is received. Try not to interrupt, no matter how you feel.

- **Consider timing and prepare for pushback.** By knowing your employees, you will be able to discern when is a good time to deliver news and when is not. When employees express frustration or anger, try to focus on *what* is being said—not *how* it is being said.

Clarify what you are hearing and ask yourself if there is any truth to what you are hearing. Don't take others' views and opinions personally. Know when to take a break when emotions escalate and discussions become nonproductive.

- **Promote EAP benefits.** Make sure your team members are aware of support resources, including the Employee Assistance Program. Through coaching, counseling and in-the-moment support, the EAP is a great resource to help you and your employees navigate change.

### **Strategies for Helping Your Team Positively Adapt to Change**

- **Interpret and communicate.** When helping your team navigate change, it is important to be honest, transparent and available. Provide information as you get it and recognize that it is okay to say you don't know something or don't have all the answers. Allow time to respond to your teams' concerns and recognize that, by giving space for people to express their concerns, you are helping them process and adjust to the changes.

- **Support and empower.** Change can be very disruptive. As much as possible, help provide structure for your team. Provide opportunities for staff development and additional training as your team adjusts to the changes.

- **Motivate and energize.** Remember, you set the tone for your team. If you can bring positive energy and optimism when discussing change, you likely will see a positive response from your team. Help your team members see their purpose in the changes and help them understand the why behind the changes.

- **Focus on what employees want and need.** Most employees want and need information, input and the ability to be successful. Make

*Continued on page 67*

## Two Issues the USPS Fails to Address

By **Dioenis D. Perez**

**W**ithout addressing the following two, basic principles, we continue to be the proverbial dog chasing its tail and going around in circles. Another hot, stress-filled, understaffed, pandemic summer has arrived. While USPS Headquarters has had ample time to fix these basic issues, they unfortunately struck out.



The first is CCA retention. Enough of the babying theory in order to retain a noncareer employee. USPS Headquarters needs to realize that, in certain high cost-of-living areas, it cannot retain these noncareer employees—even at \$18.01 an hour—for various reasons. The cost of living in these population-dense areas is astronomically off the charts. Nobody wants to drive an hour-plus to and from work on a daily basis.

The USPS is paying big dollars in penalty overtime because of the lack of CCAs and PSEs. It's a retention staffing issue—the current cost of

doing business. The agency would rather pay overtime than hire a career employee and pay benefits. The USPS believes that, in the long run, it saves money. Regardless if that's true, this practice doesn't support customer service, which is why we all are here in the first place.

Solutions to the CCA PSE issues:

- Make them career employees—PTFs.
- Provide a better regional area rate of pay that

entices them to stay.

- Provide full health coverage after their probation ends.
- Have a commitment document to stay for one year signed if they pass probation.
- The probation period only should start on the first day of office and street training—not while in HR orientation or the carrier academy.
- Provide more uniform money and quality uniforms; eliminate the 120-day waiting period.

The second issue: End the vicious practice of the SWCs zone of tolerance to eliminate EAS employees in

offices. With the lack of retention of noncareer employees, offices never again will be at their complement staffing levels. The USPS knows this.

The EAS workload has expanded enormously; more EAS employees are needed now—not fewer. This is evident to all of us. The USPS doesn't understand why too few EAS employees want to step up to the next level. Well, that's because:

- They don't want to go through a RIF down the road.
- The enormous workload responsibilities are not worth the pay.
- They don't want to work six and seven days a week or 10-hour days.
- When they reach the top of their pay grade, they're nearly retired.
- There is a need to bring back relief supervisors.
- NPA doesn't pay enough.

Have a safe and healthy summer!  
**elcubano59@aol.com**

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

## Time to Change the Conversation

By **Ken Bunch**

**I** recently received a call from some NAPS members complaining about their pay. One member shared they have been an EAS-17 employee for six years and makes only \$62,000 a year. However, the grade's maximum is over \$85,000. They wanted to know how that could be

even remotely fair when craft employees make more.

They also expressed how disheartening it is to come to work daily knowing your compensation is not reflective of your daily workload. Ultimately, they wanted to know how they go about appealing this injustice.

I certainly can empathize with these employees because I have been

having this same conversation for years. I have heard this frustration not just from my own members, but from NAPS members across the country. Unfortunately, I only could explain the source of the issue and what it might take to change it.

I explained to these members that we still are working under a Pay-for-Performance program drafted



for 2011 to 2015. Even though the program has long expired, the Postal Service continues to use it with only modest modifications mostly designed to avoid giving a few members cash payouts when they reach the top of their pay grades.

The USPS increased the top of the scale by a percentage that avoids the modest pay increases an average EAS employee would get in a single year. This only would impact a few NAPS members because very few are at the top of their pay grades. The agency also increased the lower end of the pay scale, thereby impacting even fewer EAS employees. Because our pay grade minimums and maximums are so wide, very few EAS employees are on the very bottom of their grades.

I further explained that, as EAS employees, if your pay was not at or near the top of the pay scale in 2010, then you highly likely are not near the top now. In the past 10 years, the pay of EAS employees has taken a dramatic decline relative to the years before 2010.

Remember, our pay was frozen from 2011 to 2013 and reflected only a 1% increase in 2014. Since then, the NPA indicators have been so out of reach that, literally, no one's final NPA score has fallen in the upper cells on the NPA chart. We would be challenged to find a single EAS employee in the country whose final NPA score was in cell 9 or above. Therefore, it could be argued the targets are unattainable. It's called chasing a rabbit.

As the result of making these target indicators so out of reach, even the best-performing districts are receiving only modest pay increases compared to pre-2010. This is how the Postal Service has reduced EAS pay while perpetuating the illusion it is because our performance has declined.



But, let's be honest, as former PMG Pat Donohoe told us in no uncertain terms during one of our LTS Q&A sessions when I asked him, "To what number of employees does the Postal Service need to reduce its staffing and what amount of revenue do we need to consistently generate for us, as EAS employees, to return to getting 5%, 6% and 7% raises?" His honest reply was quite revealing.

Donahoe said the number of employees he believed would be needed was about 400,000 full time and 100,000 part time. He also said \$73 billion in revenue would be the goal. His response regarding raises is what was, however, most telling. He said those raises were over; we would not be getting those raises going forward.

Since then, my question has been how could he know those raises were not forthcoming if they are based on our performance? I ultimately shared with our members that, relative to our pay as EAS employees, there is no

## 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.

way for them to appeal their individual salaries. That is a national issue that will impact all EAS employees.

I also said we may not get back to those huge raises of yesteryear, but we should be getting something every year. And that responsibility falls to us at NAPS. It is time for NAPS to change the conversation.

**klbinc51@gmail.com**

*Ken Bunch is Detroit Branch 23 president.*

| <b>Thrift Savings Plan</b>   |              |                |               |                |               |
|--|--------------|----------------|---------------|----------------|---------------|
| Fund   | G            | F              | C             | S              | I             |
| <b>May 2021</b>  | <b>0.13%</b> | <b>0.34%</b>   | <b>0.69%</b>  | <b>(0.66%)</b> | <b>3.61%</b>  |
| <b>12-month</b>  | <b>0.96%</b> | <b>(0.29%)</b> | <b>40.29%</b> | <b>62.54%</b>  | <b>39.15%</b> |
| The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.   |              |                |               |                |               |
| Fund   | L Income     | L 2025         | L 2030        | L 2035         | L 2040        |
| <b>May 2021</b>  | <b>0.47%</b> | <b>0.81%</b>   | <b>1.00%</b>  | <b>1.08%</b>   | <b>1.16%</b>  |
| <b>12-month</b>  | <b>9.22%</b> | <b>0.00%</b>   | <b>24.77%</b> | <b>0.00%</b>   | <b>29.97%</b> |
| Fund   | L 2045       | L 2050         | L 2055        | L 2060         | L 2065        |
| <b>May 2021</b>  | <b>1.22%</b> | <b>1.28%</b>   | <b>1.50%</b>  | <b>1.50%</b>   | <b>1.50%</b>  |
| <b>12-month</b>  | <b>0.00%</b> | <b>34.66%</b>  | <b>0.00%</b>  | <b>0.00%</b>   | <b>0.00%</b>  |
| These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so that investors' shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010. The L 2020 Fund was retired June 2020. |              |                |               |                |               |
| Visit the TSP website at <a href="http://www.tsp.gov" style="color: white;">www.tsp.gov</a>  |              |                |               |                |               |

## We Support the Postal Mission

By Rickey Hall

Eastern Region Vice President

In the book, “How the Post Office Created America,” by Winifred Gallagher, the author chronicles how the history of the Postal Service is nothing less than the story of America. This historical account paints a picture of America’s evolution into a global powerhouse of democracy through the communication genius and efforts of the Postal Service.

The very foundation of this hallmark served diligently to help give democracy a voice in America, as well as a lasting image of an



“eagle” flying high and free. The Postal Service is single-handedly responsible for binding the nation together. It continues to galvanize paths for effective and affordable written communication for all American citizens, regardless of socioeconomic status, race or color, ethnic distinction, nationality, gender, age, political affiliation, business industry/commerce/trade or governmental institution.

For the price of a stamp, an individual can mail written correspondence anywhere in the country—even the world. Transcending barriers of every nature, both good and bad, cit-

izens are provided equitable treatment and mail service in the United States of America: “Stamps don’t discriminate.”

This government institution has been successful at establishing and bridging communication channels throughout history and the world. The United States has become the leading information, communication superpower and beacon of light in the world due to those efforts.

The institution’s “sacrosanct” mission has evolved into a sacred and public trust interwoven into the infrastructure of American society. America relies on the Postal Service to provide its many services and daily mail deliveries, regardless of the cir-



### Auxiliary Luncheon Registration Form

Noon, Friday, Sept. 3, Grapevine Ballroom

Name (Please PRINT) \_\_\_\_\_

Auxiliary #/Branch # \_\_\_\_\_

Street Address/PO Box \_\_\_\_\_

City \_\_\_\_\_

State \_\_\_\_\_

ZIP \_\_\_\_\_

Check one:

Auxiliary Member     Auxiliary State President

NAPS Member     Visitor

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

The total is \$ \_\_\_\_\_

**Advance ticket orders MUST be received on or before Aug. 15, 2021.**

Group name: \_\_\_\_\_

Last Name/Auxiliary Name/Branch Name

Pick up by: \_\_\_\_\_

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

There will be no ticket sales at the convention. Advance tickets will be available for pickup Sunday, Aug. 29, through Tuesday, Aug 31.

**Advance Sales:**

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

*Thank you.*

## Submit Auxiliary Dues

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

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

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

cumstances. However, despite its stellar track record, of all the nation's founding institutions, the Postal Service is least appreciated and studied by the federal government.

## Managing Through Change

*Continued from page 63*

sure you are providing information as you receive it and are open to feedback. Allowing team members to provide input on the changes is a great opportunity to build trust and rapport with your team.

As a manager, you may not be able to implement the suggestions of your team members. But providing opportunity for input is an important way to help your employees feel valued and appreciated. Make sure your team members have the tools they need to be successful in their roles.

• **Listen actively and empathetically.** By truly taking the time to listen to your employees' concerns, you are demonstrating that you care and respect your team members. Reflect back the concerns your team members bring to you to make sure you really understand what they are saying. Allowing employees to vent, ask questions and provide input and feedback is an important part of suc-



Charles Williams Eliot's famous quote inscribed on the Smithsonian's National Postal Museum best describes the core values and guiding principles that continue to underscore the postal mission:

*Messenger of Sympathy and Love  
Servant of Parted Friends  
Consoler of the Lonely  
Bond of the Scattered Family  
Enlarger of the Common Life*

As members of the National Auxiliary, we have the distinct honor of experiencing the innerworkings of this great dynamic. We support the men and women who ensure the postal mission remains viable so the promises can continue to hold true.

[rhall43247@aol.com](mailto:rhall43247@aol.com)

cessfully navigating change.

Whenever teams go through changes, there will be stressful moments and unknown situations to work through in these big adjustments. However, the more you can keep a steady, aware and nonreactive attitude toward your employees, as well as support good feelings in your workplace, the better your team will come through the change. If you can be a mindful leader and keep away from negative feelings, you will be able to perceive situations clearly and be a role model of positivity.

The Employee Assistance Program is here to help you lead through changes and support a positive and well-functioning work environment. We want you and your team to benefit from wellness and a positive mindset. Use us for counseling, life coaching and consultation services. For more information, visit [EAP4YOU.com](http://EAP4YOU.com) or contact your EAP at 800-327-4968 (800-EAP-4YOU); TTY: 877-493-7341.

# National Auxiliary Executive Board

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*Region vacant: Northeast*

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





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