

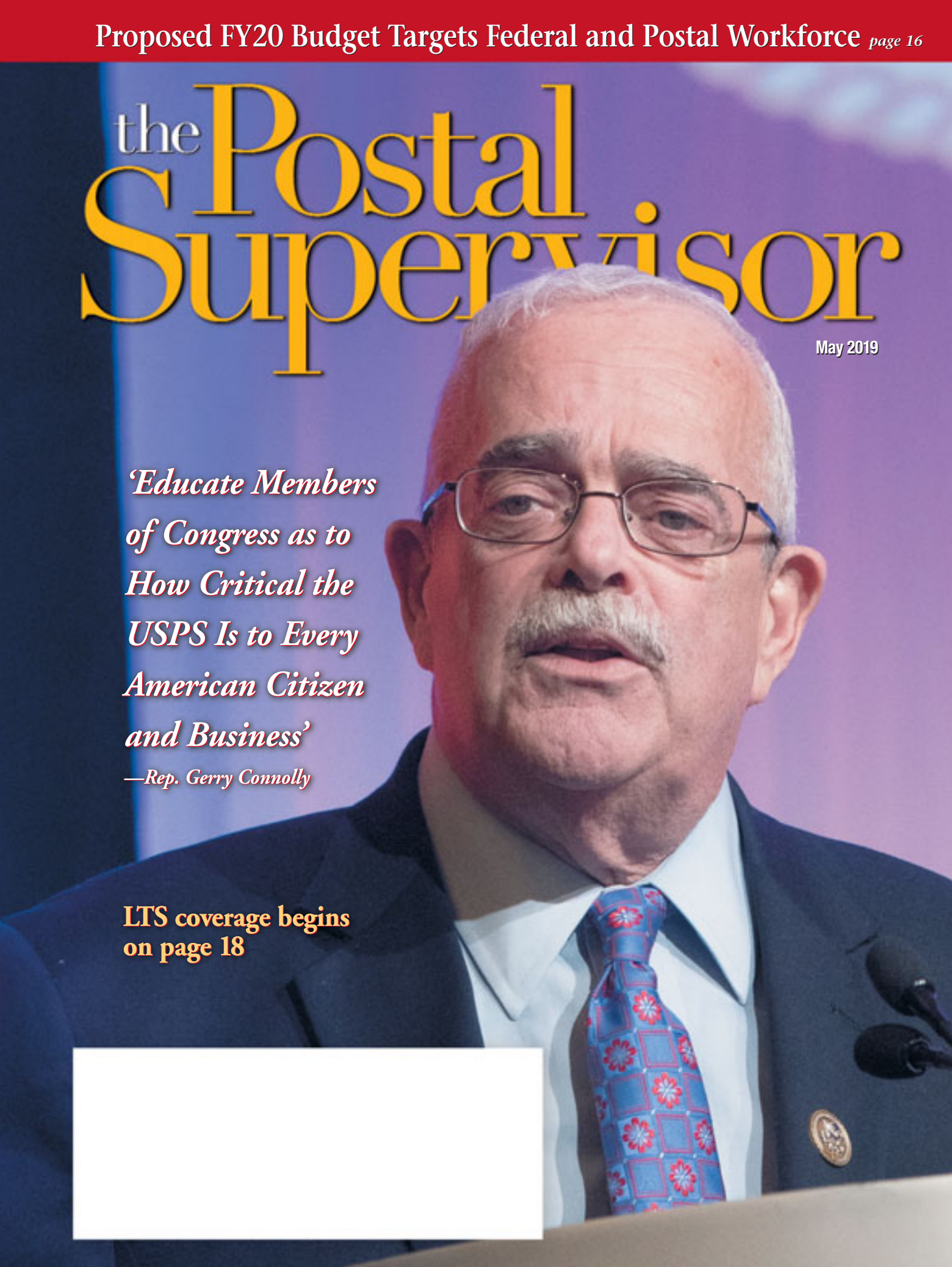
the Postal Supervisor

May 2019

*'Educate Members
of Congress as to
How Critical the
USPS Is to Every
American Citizen
and Business'*

—Rep. Gerry Connolly

**LTS coverage begins
on page 18**



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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.

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Let's Do Lunch

How many times have you heard someone say, "Let's do lunch. Have your people call my people." Although they may have been joking to get a laugh, it's no joke or laughing matter when you skip lunch because work is so busy. During the day, you need to take time to replenish your mind, as well as your body. Here's the scoop:



Brian J. Wagner
President

When you applied for and were awarded your current EAS position, you noted the EAS posting had an initial work location, a daily work schedule and non-scheduled days listed. This work schedule had a begin and end time, such as 0650-1550, which included a non-paid lunch period. Therefore, the Postal Service expects you to take a daily lunch; it is in your schedule. Unfortunately, lunch is being lost in an EAS employee's workday. Here's why.

First, some EAS employees feel pressured to not take lunch because they believe their daily workload is so heavy they don't have time for lunch in order to get everything done that the USPS or their boss requires. Guess what? In today's USPS work environment, I don't think any EAS employee can get everything done in eight hours. Surprisingly, I have yet to see the Postal Service shut down because an employee took their lunch, whether the employee was craft or EAS.

If you work through your lunch without getting paid, you are working for free. In addition, you are understating your daily workload. Therefore, your manager now thinks your nine-hour workload can be done in eight because you skipped lunch and recorded your hours as if you took lunch. Take your lunch and stop giving the Postal Service the personal time you need to recharge to be a better employee and person!

Second, NAPS Headquarters has heard from members whose managers are scheduling them for three- to four-hour lunches to avoid paying additional straight-time pay (T-time). In such cases, it appears the USPS is spending dimes to save pennies when it pays overtime and penalty overtime to craft employees at a higher

hourly rate than what an EAS employee would make at straight-time pay.

There is a cost to doing business. That business is the supervision and oversight of employees—not trying to save a "few bucks" off the backs of EAS employees by scheduling them for an excessively long lunch. It is sheer abuse by a manager to schedule any EAS employee for a three- or four-hour lunch period.

Strangely enough, the three- to four-hour EAS lunch period was actually tried in 1999 and again in 2002; NAPS strenuously objected. Indeed, NAPS has been advocating for years for reasonable lunch periods for EAS employees, as past *Postal Supervisor* articles and emails affirm.

In a *Postal Supervisor* article dated Jan. 24, 1997, NAPS referenced the 55th Biennial Convention resolution #109, which read, "No EAS employee should have a lunch longer than one hour." The May 2, 1997, issue of the *Postal Supervisor* reported on the March 19, 1997, USPS/NAPS consultative meeting. These minutes referenced NAPS resolutions #64 and #109 from the 55th Biennial Convention that read, "No EAS employee should be required to take a scheduled lunch break longer than one hour."

During this consultative, NAPS and the USPS agreed that dialogue on this issue should begin with the USPS area vice presidents, where NAPS found some area vice presidents to be in agreement with NAPS. However, no official policy was ever drafted and approved.

Furthermore, I found copies of memos to members from our late National President Vince Palladino dating back to 1999 and 2002. Vince stated he was disturbed to hear of three- to four-hour lunch periods. In his messages, he reaffirmed NAPS' position that lunch periods should not exceed a maximum of one hour.

In email messages from 1999 and again in 2002, NAPS referenced *ELM* 432.31, "Basic Work Week," about keeping EAS lunches to an hour. Basically, this *ELM* reference states that a full-time workweek consists of five, regularly scheduled, eight-hour days in a service week. There is a note that the daily eight-hour schedule may not extend more than 10 consecutive hours (also known as eight hours within 10).

Continued on page 5

The Unbalanced Scales of Justice

In some pictures of Lady Justice, her scales are unbalanced. The meaning of the symbolism depends on the context.

Under certain circumstances, the unbalanced scales are said to represent weighing the merits of one side against the other, with the understanding a fair judgment will give credence to one set of facts over another. Other times, unbalanced scales are used as a political commentary to indicate an opinion that a particular ruling or law unfairly favors one side over another, or to suggest one argument is significantly stronger than another.



Ivan D. Butts
Executive Vice President

My column this month agrees with the latter interpretation in regard to *ELM 650* hearing processing. *ELM 650* is the only source of justice for approximately 7,500 EAS employees who do not have

MSPB rights due to not fulfilling the supervisory requirements or, possibly, the one year in a like or similar position.

Traditionally, the scales are shown in balance, usually when they are held by Lady Justice (or Justitia, from the Roman goddess). This symbolizes giving fair and objective consideration to all evidence, without showing bias one way or the other.

However, the *ELM 650* process is an aberration in the USPS that is neither fair nor objective. This is the first action by the USPS when these EAS employees request to use the only process available to them to adjudicate their affirmative defense of allegations being made. The Step 1 official assigns a neutral hearing officer within 10 calendar days of receipt of a request for a hearing.

The very fact that the ultimate decider of the alleged action is the same body that chooses who hears that case pro-

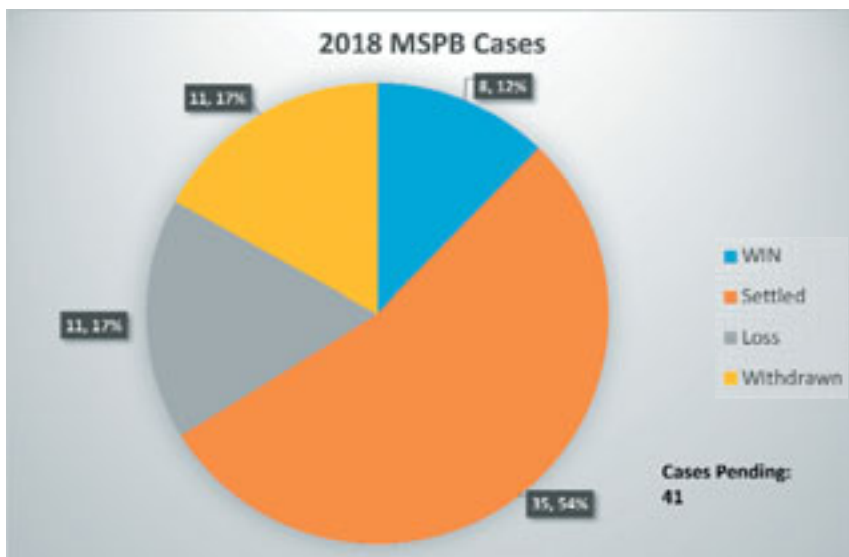
vides the opportunity for biased behavior. It is this opportunity that is the root cause of bias in the process: judge.

Next, we have the hearing officer—who was selected by the Step 1 official—prepare a proposed decision to include findings of fact and a determination whether the charge(s) is/are sustained. The hearing officer forwards the proposed resolution, the transcript of the hearing and all other records regarding the appeal to the Step 1 official: judge and jury.

Finally, we have the Step 1 official who may reject the hearing officer's proposed decision and issue a final decision, which is in accordance with criteria that is, at best, subjective to the Step 1 official's opinion. The Step 1 official will issue a final decision letter either accepting or rejecting the hearing officer's proposed decision within 21 calendar days of receipt of the file: judge, jury and executioner.

We have been told in the past how dangerous this process is for EAS employees. However, over the past year, I have been tracking data that helps illustrate this point. I must point out that the number of cases that go through the *ELM 650* hearing process pales in comparison to the number of MSPB cases for which NAPS advocates on behalf of its members. However, the results show a disparity difference.

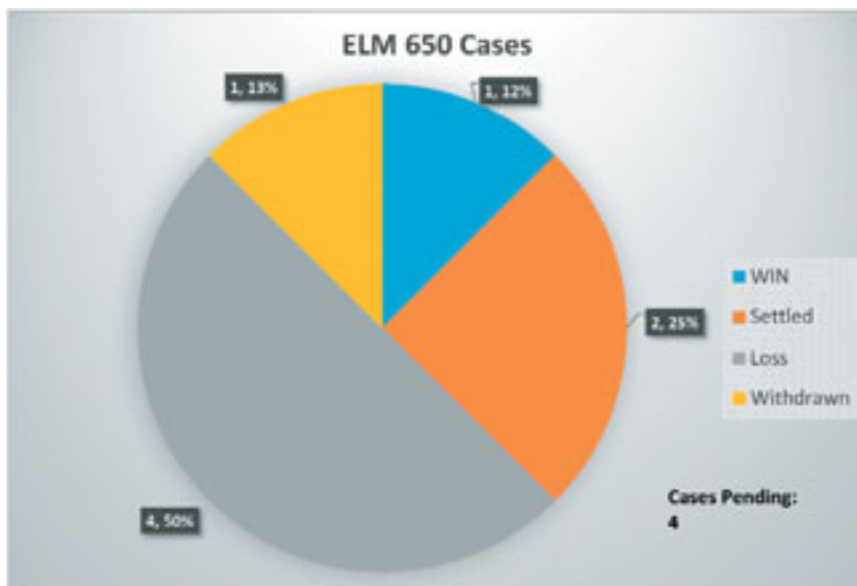
Calendar year (CY) 2018 data for NAPS MSPB cases show we have represented members in 106 (147 total,



with 41 pending) MSPB cases. NAPS either won, settled or achieved withdrawal of 54 of those cases, for an 83 percent success rate (see MSPB graph). The NAPS success rate advocating for EAS employees is almost equal to the total success rate for all agencies who took actions against federal employees in MSPB cases (89 percent) in CY18.

When we look at the results of CY18 in the *ELM 650* hearing process, we see something a little different. Taking into consideration that there is a difference in the number of cases that use this process, the results still validate this process is not fair and objective in giving due process to EAS employees who do not have MSPB appeal rights.

CY18 data for NAPS *ELM 650* hearing cases show we have represented members in eight (12 total, with four pending) *ELM 650* hearing cases. NAPS either won, settled or achieved withdrawal of four of those



cases, for a 50 percent success rate (see *ELM 650* graph).

NAPS, with the legislative leadership of Rep. Gerry Connelly (D-VA) and original co-sponsorship of Rep. David McKinley (R-WV), continues to pursue the full inclusion of all EAS employees in the MSPB process by supporting H.R. 597, the “Postal

Employee Appeal Rights Amendments Act.” Passage of this legislation would provide the due process needed to balance the scales of Lady Justice with fair and objective considerations.

In solidarity ...

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Let's Do Lunch

Continued from page 3

There is no *ELM* reference for scheduling EAS lunch periods. However, NAPS is in agreement with the Office of Personnel Management (OPM) and the law: 5 U.S.C. 6101(a) (3) (F). In brief, the law states an agency is prohibited from scheduling a break in working hours of more than one hour during a basic workday. This limitation applies to lunch and other meal periods. An agency may, however, permit or require *shorter* meal periods.

NAPS' position is the same today as it was in 1997, 1999 and 2002: EAS lunch periods should be one hour or less. More importantly, EAS employees should take their lunch *every* workday. According to career and executive coach Rebecca Wein-

garten, “It’s critical for workers to leave the office for lunch to clear their heads and gain perspective on what they’re working on. If you’re stumped on a problem, thinking about something else actually helps the brain process and come up with a solution.”

Whether your lunch period is 30 minutes or an hour, it’s your time. Unless you are going to be paid for your lunch period, do not skip it. Do not work during lunch. Do not answer the work phone or emails during your lunch. Do not make yourself available during lunch.

If necessary, leave the postal building, sit in your car or on a park bench, go for a walk or shopping, but, just go to lunch. This may be the only time during the day you can recharge your mind, body and soul.

After lunch, please partake in my ice cream flavor of the month recommendation for May: Butterfinger coffee.

naps.bw@naps.org

The Postal Supervisor 2019 Production Schedule

Issue	Copy Deadline*	Mails
JUNE	APR 19	MAY 14
JULY	MAY 13	JUNE 6
AUG	JUNE 18	JULY 11
SEPT	AUG 5	AUG 27
OCT	SEPT 5	SEPT 26
NOV	SEPT 26	OCT 22
DEC	OCT 23	NOV 19
JAN 20	NOV 25	DEC 19
FEB	JAN 2	JAN 28

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

Be NAPS Membership Ambassadors

On Sept. 8 this year, NAPS will turn 111 years old. We never have looked better! The need for this organization to exist is as real now as it was in 1908 when 50 supervisors met in Louisville, KY, to chart the future of NAPS. Could those 50 men have imagined that, thanks to your efforts, membership has increased to over 27,000? As the number of NAPS members rises, so does the value of your membership!



Chuck Mulidore
Secretary/Treasurer

Most impressively, over 95 percent of our members are actively working EAS employees: supervisors, managers, postmasters, SDOs, MDOs, MMOs, plant managers, HR personnel, OPS support and district, area and USPS Headquarters personnel; almost too many to mention. We represent them all, making us the best, largest and most effective management organization representing EAS employees in the Postal Service.

NAPS is strong, growing and financially stable. We are well prepared to meet the challenges of the future and meet them we will! Your resident officers at NAPS Headquarters, your Executive Board members across the country and your local branch leaders are committed to maintaining the standard of effective representation that has been the hallmark of NAPS.

One of the greatest values NAPS offers is our Disciplinary Defense Fund (DDF), which will represent any NAPS member in any type of adverse action. This is offered as a part of your membership in NAPS. In other words, DDF representation does not cost you any additional out-of-your-pocket money.

Of course, our primary focus always has been to educate and train our members on how to stay out of trouble. But, if by some chance something adverse should happen to you as an EAS employee, we will be there with world-class representation.

NAPS continues to have our popular ongoing membership drive that gives each NAPS sponsor \$25 for signing a new member. We appreciate all of your efforts to grow our membership; each week, we send \$25 checks to NAPS members across the country who are actively engaged as NAPS ambassadors promoting membership.

Last year, NAPS Headquarters sent over \$70,000 back to our members as part of this membership promotion drive—money well invested in the future of NAPS. The growth in membership also allows NAPS Headquarters to return over \$385,000 to our local branches each month in the form of electronic funds transfers, allowing our branches to provide excellent service to our members in terms of education, training and local representation. You see NAPS at USPS career conferences, NSP graduation ceremonies and Postmaster Essentials training classes.

You see, we represent all EAS employees and have been doing so for a long time. We are, and will continue to be, working hard to grow membership. That is a legacy and responsibility that has been passed down to each of us over the past 110 years. This legacy allows NAPS to meet the challenges of today and, most importantly, the future.

We know that never-ending change is the one constant in the Postal Service. But there is one thing that will never change: As long as there is a Postal Service, there will be a National Association of Postal Supervisors.

naps.cm@naps.org

NAPS 2019 State Conventions

Dates	State(s)	Location
May 16-18	Wisconsin	Chula Vista Resort, Wisconsin Dells
May 23-25	New York	Villa Roma Resort and Conference Center, Callicoon
May 31-June 1	AL/LA/MS Tri-State	Gold Strike Casino Resort, Robinsonville, MS
May 31-June 1	Capitol-Atlantic Area	Greenville, SC
June 6-8	Michigan	Kalamazoo
June 6-8	Texas	Corpus Christi
June 7-8	Minnesota	Fair Hills Resort, Detroit Lakes
June 20-23	GA/FL Bi-State	St. Augustine, FL
June 20-22	Pennsylvania	Best Western, Bethlehem
June 21-22	Northwest Area	Kalispell, MT
June 23-25	New Jersey	Resorts Hotel, Atlantic City
Aug. 1-4	Pioneer Area	Holiday Inn, Youngstown, OH

Information and registration forms are available at www.naps.org.

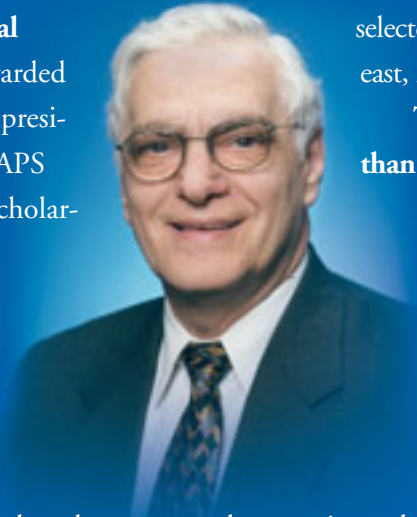
National Association of Postal Supervisors Vince Palladino Memorial Student Scholarships

2019 Official Application Form

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

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

NAPS will award 10 \$1,000 **Vince Palladino Memorial Student Scholarships**. Two winners will be randomly



selected from each of the NAPS regional areas (North-east, Eastern, Central, Southern and Western).

This application must be received no later than July 31, 2019, at the address provided below.

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the October 2019 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Vince Palladino Memorial Student Scholarship** will receive a check, payable to the college or university listed in the application, in October 2019. Scholarships may be used to pay expenses in the student's current or following semester.

deadline: July 31, 2019

Student's name (please PRINT legibly)

Major course of study

Name of accredited two- or four-year college or university attended or will be attending

City and state of the college or university

NAPS member's name

NAPS member's branch number

Student's relationship to NAPS member (son, granddaughter, etc.)

NAPS member's PO box/street address

City

State

ZIP+4

**Applications must
be received at
NAPS Headquarters
no later than
July 31, 2019**

Please mail completed application to **NAPS Scholarships, Attn: Chuck Mulidore, Secretary/Treasurer, 1727 King St., Suite 400, Alexandria, VA 22314-2753**. Thank you.

'Congress Should Move Ahead to Vitality of the Nation's Postal

Following is Executive Vice President Ivan D. Butts' statement to the Senate Committee on Homeland Security and Governmental Affairs at its March 12, 2019, hearing on recommendations from the President's Task Force on the U.S. Postal System:

Chairman Johnson, Ranking Democrat Peters and members of the Homeland Security and Governmental Affairs Committee, thank you for permitting me to provide the views of the National Association of Postal Supervisors (NAPS) on the President's Task Force on the U.S. Postal System. My name is Ivan D. Butts; I have the honor of serving as executive vice president of NAPS, representing approximately 27,000 postal supervisors, mid-level postal managers and postmasters who are employed by and retired from the U.S. Postal Service. Our members help ensure the high quality of the postal services American citizens expect and deserve.

I also thank you for holding today's hearing to provide review of the recommendations of the President's Task Force on the Postal System and their contribution to a universal, accessible and affordable postal system.

Today and tomorrow, over 500 NAPS delegates are meeting with their senators and representatives to advocate for a sustainable and vibrant Postal Service. Their meetings are intended to impress on members of Congress the importance of enacting consequential and constructive postal legislation. NAPS members have an intimate and abiding reverence for the Postal Service, including the important role the federal agency plays in the U.S. economy

and our nation's social fabric.

As the committee has noted in the past, our nation's postal system was established by the founders of this nation as a constitutionally enshrined and congressionally authorized government function. Indeed, binding our nation together remains the core mission of the American postal system. Consequently, any attempt to privatize the U.S. Postal Service that strays from these roots of American exceptionalism should be met with firm resistance.

American commerce relies on the strength of a universal mail system that does not discriminate on the basis of the geographic location of the sender or recipient, or the distance between the two. The president's task force recognized the reach of the Postal Service and the uniqueness of its mission in noting:

"In FY 2018, the U.S. Postal Service delivered 146 billion pieces of mail to 159 million delivery points, including to rural and remote locations. Private carriers charge many of these locations a delivery surcharge, limit the services offered to these locations and, in a few cases, offer no service at all."

Indeed, our national postal system is distinctive and valued. That stature, the task force noted, continues into the digital age. The task force recognized, although it was unable to quantify the economic impact of postal commerce, that "the

USPS's economic impact is substantial in both its direct activities and in the broader economic activity that it enables."

The economic footprint of the Postal Service comprises an irreplaceable network of post offices, processing facilities, transport vehicles and delivery routes, staffed by expert, efficient and dedicated employees. The reliability and integrity of the postal network enable our Postal Service to be ranked the most trusted and approved federal agency; that trust is irreplaceable. As Congress and the White House strive to equip the Postal Service with the tools necessary to preserve its future, let it be based on that trust and the expectations of Americans that the value of its postal system be preserved.

NAPS believes legislation introduced in the 115th Congress should serve as the foundation of action in this, the 116th Congress. The bipartisan measure considered and advanced in the House of Representatives was a legislative product endorsed by multiple postal stakeholders, including NAPS. The House Committee on Oversight and Government Reform voted overwhelmingly to favorably report H.R. 756 for floor action. The bill subsequently was reintroduced by Reps. Mark Meadows and Elijah Cummings as H.R. 6076, subsequent to retirement of the bill's author, former committee Chairman Jason Chaffetz.

Assure the Long-Term System'

In the Senate, bipartisan legislation, S. 2629, introduced by Sens. Tom Carper and Jerry Moran, provided a firm foundation for postal reform. The Senate bill reinforced the importance of Postal Service standards, especially for rural America. NAPS understands there need to be modifications to both bills to garner broader support and better address the unique interaction between the Federal Employees Health Benefits Program (FEHBP) and Medicare.

The authors of the previous Congress' legislation and NAPS believe three factors conspired to undermine the finances and operations of the Postal Service: the evolving composition of the mail mix, the debilitating impact of the 2006 congressional requirement to prefund future retiree health benefits and the lingering after-effects of the 2007-2008 recession. The task force correctly diagnosed some of the problems and proposed remedies for a number of governance issues that could be resolved fairly quickly. However, certain operational and fiscal recommendations offered by the task force would irreparably harm the postal system.

NAPS commends the task force for acknowledging that current vacancies on the Postal Board of Governors pose a huge obstacle to formulating a strategic plan to achieve postal sustainability. The current absence of a board quorum precludes the Postal Service from providing the postmaster general and senior postal staff with the requisite guidance to respond to evolving market conditions.

It also hinders the agency's ability to make critical policy decisions

that, when necessary, could be reviewed by the Postal Regulatory Commission and then implemented. This especially applies to introducing innovative products and services to the American public.

Consistent with the task force recommendation, the Postal Service needs to articulate how its core competencies will enhance opportunities to generate revenue and increase foot traffic in postal retail facilities. Partnering with other federal agencies, as well as state, county and local governments, the Postal Service should be encouraged to identify for-fee service products that require identity or address verification and constitute eligible sources of revenue. In addition, Postal Service acceptance, processing and delivery of alcoholic products would provide significant potential for added postal revenue.

While NAPS appreciates the task force not sanctioning privatization of the Postal Service, we would welcome clarification relating to the report's apparent variance with the June 2018 White House Office of Management and Budget proposal to reorganize the federal government, "Delivering Government Solutions in the 21st Century: Reform Plan and Reorganization Recommendation."

Two task force members took part in drafting the June 2018 document, which, in part, suggested postal privatization, akin to foreign postal privatization efforts. NAPS would hope that the committee and the White House appreciate how foreign and radical postal changes could inflate postage rates and eviscerate universal postal operations.

Finally, NAPS applauds the task force for endorsing revising the calculation of the postal health liability to include only those employees nearing retirement. Taking into account only the financial liability of postal employees statutorily entitled to FEHBP coverage (i.e., employees within five years of retirement with five years of uninterrupted health coverage) would significantly reduce the Postal Service's health insurance liability.

However, NAPS advises the committee to take the task force recommendation one step further. We recommend that the Postal Retiree Health Benefits Trust Fund be invested in conservative vehicles that historically have a better rate of return than the Treasury obligations in which the funds presently are invested. A long-term vehicle, structured consistent with the goals of the long-term Thrift Savings Plan L Fund, would represent a sound step. A percentage point increase in the rate of return, accomplished through the L Fund, could yield an almost \$20 billion reduction in the health liability.

Despite some positive recommendations, a number of task force recommendations are problematic. They would clash with the committee's attentiveness to rural mail service, destabilize postal rate-setting and reduce mail volume. The task force proposes to dramatically narrow the scope of the universal service obligation to include mail and postal services deemed to be "essential."

Generally, "essential" mail is defined by the task force as being products and services for which there is no "nationwide, private" substitute. Consequently, the task force suggests that uniform service standards or pricing should apply only to correspondence, transactional mail, drug prescriptions, government mail and

Continued on page 13

Classification of Learning Development and Diversity Specialist Position, Financial Benefits of the Attendance Control Officer Among Items Discussed

President Brian Wagner and Executive Vice President Ivan D. Butts attended the Feb. 13 consultative meeting; NAPS Executive Board Chair Tim Ford attended via telecon. Representing the Postal Service were Bruce Nicholson, Phong Quang and Henry Bear, USPS Labor Relations Policy Administration.

Agenda Item #1

NAPS requested reconsideration regarding the USPS' decision to classify the Learning Development and Diversity Specialist (EAS-16), Occupation Code 0201-0356, as an FLSA-exempt position. The USPS created this position to identify work being done in the PEDC by the Human Resources Specialist (EAS-16), Occupation Code: 0201-0078, as an FLSA non-exempt position.

In prior discussions, the USPS cited U.S. Department of Labor (DOL) Fact Sheet #17C as guidance for making this FLSA change. On review of this documentation, NAPS reached out to the DOL based on its objection to applying DOL Fact Sheet #17. NAPS contends the position (current or prior) fails to meet the DOL requirement for exempt status as found in DOL Fact Sheet #17, "Administrative Exemption."

NAPS has met with Ben Searle, a representative of DOL's Wage and Hour Investigation Unit, to review the job classification. The DOL has provided NAPS with additional fact tests that must be made in determining an FLSA status.

The DOL judged the USPS classification of the position fails to meet the test of discretion and independent judgment as found in CFR 29, Part §541.202. The Learning Development and Diversity Specialist (EAS-16), Occupation Code: 0201-0356, does not exercise any discretion and independent judgment in performing their job duties and responsibilities. The position is at the direction of the manager, Learning Development and Diversity.

In addition, this discretionary and independent judgment is required to be the employee's primary duty. The DOL defines primary duties in CFR 29, Part §541.700, as principal, main, major or most important duty the employee performs. This also is not the case for this position.

Based on the clarifications of the DOL on properly classifying administrative exempt positions, NAPS requested that the newly created position of Learning Development and Diversity Specialist (EAS-16), Occupation Code: 0201-0356, be classified as FLSA non-exempt as its prior position, Human Resources Specialist (EAS-16), Occupation Code: 0201-0078, was properly classified as FLSA non-exempt.

The Learning Development and Diversity Specialist (EAS-16), Occupation Code: 0201-0356, position is being reviewed to determine if any changes in FLSA classification are necessary.

Agenda Item #2

NAPS requested a briefing on the financial benefits for the USPS in ex-

tending the Attendance Control Officer (ACO) not-to-exceed (NTE) (EAS-19), Occupation Code: 0201-0355, detail. This briefing should include the return-on-investment that has been recorded and reported by the USPS during the EOY review process of this function.

John Prokity, manager of Workforce Planning, Insights & Analytics, attended the meeting to address employee availability. The ACO initiative had a 5 percent sick leave target, with a savings opportunity of \$132,448,243. From the inception of the ACO and into Quarter 1 of FY19, the Postal Service has achieved a reduction in career sick leave of 598,924 hours, with a savings of \$18.35 million.

The USPS further responded that the NTE ACO positions were approved last February/March 2018. The ACO's mission is attendance control and improving employee availability. While sick leave decreased, the USPS noticed an increase in leave-without-pay (LWOP) usage. The Postal Service will continue the NTE ACO position through FY19. It then will determine whether to continue the ACO position after reviewing FY19 leave results.

NAPS asked the USPS to look into the issue of retired postal employees. Until OPM finalizes an employee's retirement, they remain on the postal rolls and their time is coded in TACS as LWOP. NAPS asked whether or not the USPS adjusts LWOP to account for the retirement issue. The USPS will investigate and advise NAPS on its findings. NAPS' position is that this retirement LWOP needs to be factored out

of the LWOP percentage usage and not charged against NPA's Employee Availability Unit Indicator.

The following are regarding resolutions adopted at the 2018 NAPS National Convention:

Resolution 50: EAS supervisor complement ratio to craft employees has diminished and the workload continues to increase. EAS employees have been instructed to take an extended lunch in order to keep their workhours under 10. EAS employees have been pressured into working only eight hours each day, regardless of any extenuating circumstances.

Units that have one EAS employee to open and close on Saturdays are directed, instructed or told they will be paid only 10 hours for the day: "Just don't clock." EAS employees also are being instructed not to clock on Saturdays: They will be paid 10 hours and comp time will be allowed during the same week.

Many EAS supervisors have been clocking out and ending their tour just short of 10 hours to stay in compliance, yet stay and continue to work to finish their required daily duties to avoid reprisal of punitive action.

NAPS requests the Postal Service allows EAS employees to work the hours required to get their jobs done without fear of reprisal or, alternatively, EAS manpower be added as necessary to ensure the success of their units and for the good of the service.

Postal Service policy regarding eligibility of FLSA special-exempt employees in EAS-18-and-below jobs for EAS additional pay is outlined in the ELM, Section 434.143. Local NAPS representatives should cite the clear provisions of the ELM, Section 434.143, in the event of any local misunderstanding concerning application of the rule.

As for extended lunches, individual scheduling is a matter that should be addressed locally through discussion addressing local operating requirements and available resources. Local management should make every reasonable effort to prevent undue inconvenience and disruption to employees affected when efforts to schedule in order to meet local operating/business requirements are being made.

Supervisor and manager jobs are authorized based on the complement models, to include ratios to bargaining-unit employees that were established in the consultation process of Title 39 § 1004 with NAPS.

NAPS responded that SWCs determine supervisor staffing in an office. As such, authorized EAS employees have a set begin and end tour, which addresses the length of the employee's lunch. Having a supervisor work longer than their regular schedule and paying them T-time is a cost of doing business. Changing an EAS employee's schedule to extend their lunch to avoid paying T-time is improper. If a manager/postmaster needs a supervisor to stay longer in the day, they need to pay T-time—not extend the supervisor's lunch period to avoid this cost.

Resolution 53: The Postal Service continues to add remotely managed post offices (RMPOs) to larger administrative post offices (APOs). The gaining offices now have additional responsibilities and duties. NAPS requests that proper credit be given to AMPOs for the workload involved in managing and that AMPOs get additional credit to reflect the workload.

Proper workload credit is applied in both the PS 150 and SWCs. The automated PS 150 worksheet measures and calculates workload for a post office. RMPOs' revenue unit is added to APOs' revenue unit in the worksheet.

The Supervisor Workload Credit (SWC) worksheet identifies and measures the workload of supervisors. As RMPOs are mapped to their administrative post offices, all bargaining-unit employees will receive credit in SWCs following existing business rules.

Resolution 54: Level-18 postmasters with multiple remotely managed post offices (RMPOs) are required to visit these smaller post offices. Level-18 postmasters must visit RMPOs using their personal vehicles. Visiting RMPOs on a regular basis puts mileage and wear and tear on postmasters' personal vehicles. Level-18 postmasters must perform all requirements at each office, including safety observations, for every RMPO assigned to that post office.

NAPS requests that Level-18 post offices be assigned a staff car to be used by the postmaster to complete all duties assigned to them regarding RMPOs, for the good of the service.

The Postal Service does not recognize NAPS as the representative of postmaster positions in accordance with Title 39 § 1004. Therefore, it would be inappropriate to discuss this agenda item as a matter of consultation with NAPS.

Also, a NAPS vehicle issue was addressed in Resolution 68 from the 2014 NAPS National Convention during the December 2014 NAPS/USPS consultative meeting. The result was implementation of a January 2015 EAS Privately Owned Vehicle (POV) Program whereby supervisors and other non-bargaining employees will be compensated for using their POV to perform Postal Service duties, such as street supervision and travel between/among APOs and RMPOs. The program not only provides for reimbursement of mileage, but also the cost of adding business-use coverage or a commercial rider on the employee's existing personal insurance policies. This program is voluntary.

Portland, OR, Branch 66 Holds Annual Dinner

By **Marilyn Walton**

Western Region Vice President

Branch 66 President Aric Skjelstad welcomed officers, members, special guests and friends to McMenamins Edgefield Lodge and Winery in Troutdale, OR. Special guests were NAPS Secretary/Treasurer Chuck Mulidore, Northwest Area Vice President Cindy McCracken and me. Reese Steelman, Portland postmaster, represented the Postal Service.

Steelman shared that he was glad to be back in Portland where he started his career. He also was a past NAPS officer. Steelman committed to

working with NAPS and using engagement tools with a focus on improving NPA so all EAS employees will rise to success together.

McCracken and I brought greetings from the NAPS Executive Board and reminded members we are available for information and support.

Mulidore challenged members to go out and encourage local non-members to join NAPS. Face-to-face contact is a great way to invite EAS employees to join NAPS, he said.

Mulidore also provided an update on the status of fact-finding and

answered attendees' questions.

Each year, Branch 66 sponsors two scholarships for active members' children or grandchildren in honor of Deeann Desimini. She died while

serving as branch president. Each recipient received \$250.

Everyone en-

joyed a buffet dinner, sampled local wines and ales and had a good time socializing and networking

Pacific Area Mid-Year Review

NAPS officers attending the recent Pacific Area 2019 mid-year meeting had an opportunity to meet Salina A. Ferrow, acting site manager for the Customer Care Centers. There are four Customer Care sites nationwide; Los Angeles is the largest.



Marilyn Walton, Santio Barbosa (former Seattle, now Portland member), Cindy McCracken and Chuck Mulidore.



From left: NAPS California State Branch Secretary Bridget Evans, California State President Marilyn Jones, Customer Care Centers Acting Site Manager Salina Ferrow and Western Region Vice President Marilyn Walton.



From left: Branch 66 President Aric Skjelstad, NAPS Secretary/Treasurer Chuck Mulidore, Northwest Area Vice President Cindy McCracken, Branch 66 Treasurer Linda McNulty, legislative rep Lynn Yut, Vice President of Associate Offices Pam Kennedy, Vice President of City Operations 1 Dawn Hansen, newsletter editor Dan O'Donnell, Secretary Nancy McVicker and Western Region Vice President Marilyn Walton.



Back row: NAPS Pacific Area Vice President Chuck Lum, Vice President of Employee Resource Management Simon Storey and California State Branch Secretary Bridget Evans. Front row: Western Region Vice President Marilyn Walton and California State President Marilyn Jones.

Customers receive service help regarding mailing issues and concerns nationwide and, in some cases, internationally. Ferrow shared important information on how this USPS Headquarters function is working on many improvements that will support mail processing and delivery tracking of customers' mail.

These improvements will help postal units help the care centers serve

the customers, with the goal of improving customer satisfaction scores.

NAPS officers also had an opportunity to meet with Simon Storey, vice president, Employee Resource Management, USPS Headquarters, who shared the many updated Human Resources programs being worked on and rolled out to the field. Storey said his goal is to focus on improving the hiring process.

The USPS has eliminated the old entrance exam and streamlined the timeline for filling EAS vacancies. Storey has committed to partnering with the management associations to share information and new programs.

We attended a two-day meeting that covered a wide range of information, including processes and programs, to share with our members.

marilynwalton@comcast.net

Senate Hearing Statement

Continued from page 9

recall notices. Everything else would be profit-driven.

Therefore, so-called non-essential products, including small parcels from home-based businesses or non-residence-to-residence packages addressed to rural areas or originating there, would be destination-priced and delivery-saturation scheduled. Under this flawed approach, mailing products to rural and low-density areas would become more expensive and delivery frequency would be slashed.

The task force recommendations also seek to constrict the universal service obligation. The task force proposes to sell mailbox access to private-sector postal competitors, which would compromise the historic sanctity of the residential and business mailbox. It would expose mail recipients to breaches of privacy and undermine Americans' trust in the Postal Service.

The committee should assure all Americans that only a government-employed postal designee will have access to the mailbox. Vacation stops and mail-forwarding services provided by the Postal Service should not be delegated to private messengers to avoid risk to the integrity of the mailbox. The combination of universal service obligation reduction and opening the mailbox would devalue

the mail and the stability of the Postal Service.

Finally, NAPS strongly objects to the task force recommendations to increase Federal Employees Retirement System (FERS) contributions and to eliminate FERS coverage for future Postal Service employees. Our opposition applies to this proposal, as well as a similar proposal in the president's Fiscal Year 2020 budget proposal. For current postal employees, this proposal would be tantamount to a \$4,000-plus pay cut, annually, after six years. Increasing the employee contribution, absent an increase in pension value, is punitive and unfair.

In conclusion, NAPS encourages the committee to move ahead toward

approval of a postal reform measure that reflects the Postal Service's statutory responsibility to bind the nation through universal service to our citizens and ensure postal accessibility, security and reliability. The task force made a meaningful contribution to the discussion, but Congress should move ahead, consistent with its constitutional authority to establish post offices and post roads, to assure the long-term vitality of the nation's postal system.

NAPS looks forward to working with you, Mr. Chairman, and the members of this committee to drafting the legislative framework for a vital, sustainable and vibrant Postal Service.

Thrift Savings Plan

Fund	G	F	C	S	I
March 2019	0.23%	1.93%	1.95%	(1.03%)	0.71%
12-month	2.92%	4.63%	9.48%	5.13%	(3.64%)
<small>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.</small>					
Fund	L Income	L 2020	L 2030	L 2040	L 2050
March 2019	0.52%	0.61%	0.87%	0.96%	1.02%
12-month	3.59%	3.73%	4.33%	4.46%	4.54%
<small>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.</small>					
Visit the TSP website at www.tsp.gov					

Gary Roll Honored With 2019 Gold Standard Award

Colorado-Wyoming Bi-State Terry G. Brady Memorial Branch 907 legislative chair Gary Roll was this year's recipient of the Gold Standard and Legislative Leadership award (see page 35). Roll, who joined NAPS in 1986, shared that politics always has been part of his life.

"Everyone in my family was informed politically and had strong opinions," he said. "They tended to be more Democrat than Republican. One grandfather was a union railroad employee, the other was a small businessman. But they both loved Roosevelt and his New Deal. I remember following closely Harry Truman's 1948 re-election campaign."

Roll said when he found out NAPS lobbied lawmakers, he was all in. "I was lobbying my congresswoman for postal and federal employee issues before I ever went to

LTS. I did this mostly on my own based on what I read in *The Postal Supervisor*," he explained.

Roll lived in northwest Denver where monthly Saturday morning meetings were held where residents could talk to their elected officials. "Elected officials from the city and state would come and speak about issues and the politics of the issues," he said. "My U.S. representative and the mayor regularly attended, so I was comfortable going to my elected officials' offices and speak about my concerns."

Roll became the Colorado-Wyoming legislative chair about 15 years ago. "It has become a year-round job," he explained. "After LTS, there are follow-ups I do with everyone to whom we spoke in Washing-

ton. I ask all attendees to send thank-you notes. I also send thank-you notes because I have spoken to them when I scheduled the appointments and sent them the 'Issues Brief' before our meeting."

Roll also tries to schedule meetings with lawmakers the Colorado-Wyoming delegation missed while in Washington. "After that, I keep in touch and send out information to both postal supervisors and congressional staffers about updates and new information," he said.



Executive Vice President Ivan D. Butts and Gary Roll

California Delegates Meet With Rep. Jackie Speier

During the recent LTS, NAPS California members met with Rep. Jackie Speier (D-CA) at a reception in southeast Washington, DC. Speier previously sponsored legislation to allow the Postal Service to ship alcoholic beverages. She is a member of the House Committee on Oversight and Reform.

Speier was glad to see members from California representing postal supervisors. She supports NAPS' legislative agenda.



From left: Marilyn Jones, Los Angeles Branch 39; Rep. Jackie Speier (D-CA); Marilyn Walton, Western Region vice president; Patricia Jackson-Kelley, National Auxiliary president; and Velma McClinton, Branch 39.



Rep. Jackie Speier and Los Angeles Branch 39 Vice President Sam Booth Jr.



Los Angeles Branch 39 legislative rep Yolanda Grayson and Rep. Jackie Speier

On Tuesday, March 12, NAPS members at LTS attended the Senate Committee on Homeland Security and Governmental Affairs hearing on recommendations from President Trump's Task Force on the U.S. Postal System.



Carl Walton, District of Columbia Branch 135, listened to Postal Regulatory Commission Chairman Robert Taub testify.



Deputy Postal General Ron Stroman and NAPS Michigan Area Vice President Kevin Trayer



John Kane, Sen Tom Carper's senior Government Affairs adviser, and Deputy PMG Ron Stroman



Representing NAPS at the Tennessee District Career Awareness Conference in Knoxville were, from left, Cotton Belt Area Vice President Shri Green, Southern Region Vice President Tim Ford, Tennessee State President Donna Aaron and Tennessee State Vice President Robert McMurry.



New York Area Vice President Jimmy Warden celebrated his birthday at a recent Northeast Region dinner.



Tennessee State Vice President Robert McMurry visited NAPS Headquarters during the recent LTS.



Long Island, NY, Branch 202 held a SPAC Academy Awards Night; \$200 was raised for SPAC. From left: Postmaster Kara Hammond, Branch 202 President Tom Barone and Postmaster Marcia Bernard.

Bob Levi

Director of Legislative & Political Affairs



Spring has sprung. The robins have returned to my front lawn, the forsythia have unveiled their yellow foliage, baseball season

workforce. However, the battle over the budget has yet to be decided and may stretch into the fall. For this reason, it's important for NAPS members to reacquaint themselves with perennial budget attacks and get familiar with the new ones. In this way, they will

the scope of the Postal Service's universal service obligation. For example, timely, consistent, accessible and six-day mail delivery are part of the agency's current universal service obligation.

In addition, the president's budget proposes to expand the use of private-sector contractors to process mail, moving mail out of postal-operated mail-processing facilities. The budget also recommends replacing collective-bargaining over craft wages and benefits

with the method used by other federal agencies. The White House argues that collective bargaining yields above-market compensation.

Another budget proposal would authorize private messenger companies to purchase access to residential mail boxes. The president's budget also would provide the Postal Service a bit more latitude in pricing products that are not subject to the universal service obligation and enable post offices to provide additional government services.

Included in the \$98 billion in postal cuts are postal employee and retiree pay and benefits reductions that would be applied to the entire federal/postal workforce. First, the budget would increase employee contributions to the Federal Employees Retirement System (FERS) by 1 percent a year for the next seven years.

Second, the budget proposes to eliminate the FERS cost-of-living adjustment (COLA) and reduce the Civil Service Retirement System (CSRS) COLA by 0.5 percent. Third, the budget suggests that retirement benefits be calculated on an employee's high-five salary years, rather than the present high-three. Fourth, the budget proposes to eliminate the

Proposed FY20 Budget Targets Federal and Postal Workforce

is underway and, regrettably, budgetary attacks on postal workers and retirees have commenced.

On March 11, the second day of the NAPS Legislative Training Seminar (LTS), the White House Office of Management and Budget (OMB) unleashed the first salvo against the postal and federal workforce, submitting to Congress President Trump's Fiscal Year 2020 budget proposal—albeit a month late due to the partial December-January government shutdown. The budget proposes cuts to the Postal Service, including its employees and retirees, of \$98 billion over the next decade.

Two weeks later, Senate Budget Committee Chairman Mike Enzi (R-WY) introduced the FY20 Senate Budget Resolution, which included cuts of \$15 billion over the next five years to unspecified programs under the jurisdiction of the Senate Committee on Homeland Security and Governmental Affairs. This committee has jurisdiction over the Postal Service and the earned benefits of its employees and retirees.

Fortunately, LTS delegates anticipated the budget hits and persuasively educated members of Congress of the effects such cuts would have on the Postal Service and its

be better prepared to effectively deep-six these punitive attacks on NAPS members.

The \$98 billion in postal cuts included in the president's budget is a combination of service reductions, incremental privatization and cuts to postal compensation. The compensation cuts that impact postal retirees are applied to all federal and postal retirees—not just postal retirees. In large part, the postal cuts are a reflection of recommendations made by the President's Task Force on the U.S. Postal System.

The budget recommends that the Postal Service modifies its delivery-processing standards, mode of delivery and frequency of delivery. Although not specified, it appears the proposed change could weaken delivery standards, making it longer for mail to reach its destination points. Apparently, modifying the mode of delivery refers to moving the mail delivery point, in certain locations, from the door to a centralized mail delivery point.

Finally, the reference to delivery frequency refers to reducing the number of days mail is delivered. It is important to note that these proposals bear a strong connection to the task force's proposal to narrow

NAPS Training Calendar

FERS special retirement supplement for employees who retire before Social Security eligibility.

Fifth, the budget proposes the Thrift Savings Plan G Fund rate of return be based on an index that would substantially reduce the rate of return. And, sixth, the budget begins the process of phasing out FERS by denying FERS coverage to certain term employees of the federal government; i.e., employees initially hired for a term of less than five years.

The Senate budget resolution proposed by Enzi was more modest. Nevertheless, it could have significant implications for specific employee benefits. For example, the \$15 billion in cuts assigned to the Homeland Security and Governmental Affairs Committee was about the same amount as the savings attributed to the president's FERS-CSRS COLA elimination-reduction proposal. In addition, with a bit of budgetary manipulation, the proposed increase in FERS employee contributions also could fit in the scope of the Senate budget resolution.

On March 28, the Senate Budget Committee approved the Enzi budget proposal on an 11-9 party-line vote. At this point in time, it is highly doubtful that the House will take up the proposals in the president's FY20 budget or the Senate budget resolution.

However, with the White House precedent of forcing government shutdowns relating to disagreements with Congress over government-funding issues, it is crucial that NAPS remains vigilant in protecting our flank.

naps.rl@naps.org

New England Area Training

May 16-19, 2019

In conjunction with the New England Area Convention

Conducted by: New England Area VP Cy Dumas

Location: Red Jacket Mountain View Resort, 2251 White Mountain Hwy., North Conway, NH 03860; 603-356-7816, ext. 504. Use group code "NAPS;" ask for Bob or Millie.

Hotel Rate: \$588/single occupancy; \$354/per person for double occupancy; \$285/per person for triple occupancy; \$70/loft; \$100/townhouse

Registration Fee: \$75; make checks payable to NAPS and mail to Cy Dumas, 4 Adams St., Foxboro, MA 02035-2202; cyrilpdumas@aol.com; 508-816-7517

Training Topics: TBD

Central Gulf Area Training

May 30, 2019

In conjunction with the AL/LA/MS Tri-State Convention

Conducted by: Central Gulf Area VP Cornel Rowel Sr.

Location: Gold Strike Casino Resort, 1010 Casino Center Dr., Robinsonville, MS 38664; (888) 245-7829.

Hotel Rate: \$49/Wednesday and Thursday, \$119/Friday and Saturday; group code is National Association of Postal Supervisors

Registration Fee: \$50; make checks payable to NAPS Headquarters and mail to 1007 Brenda Circle, Minden, LA 71055

Training Topic: Adverse action

Instructor: Southern Region VP Tim Ford

Rocky Mountain Area Training

June 6-8, 2019

Conducted by: Rocky Mountain Area VP Myrna Pashinski

Location: Phoenix Airport Marriott, 1101 North 44th St., Phoenix, AZ 85008; (800) 228-9290

Hotel Rate: \$94 plus tax; rate expires May 17; use group code NPSNPSA

Registration Fee: \$135, due by May 17; make checks payable to NAPS Headquarters (in the memo section, indicate "RMA Training"). Mail checks to Myrna Pashinski, 21593 E. Layton Dr., Aurora, CO 80015-6781.

Training Topics: TBD

Michiana Area Training

June 7, 2019

In conjunction with the Michigan State Convention

Conducted by: Michiana Area VP Kevin Trayner and attorney Glenn Smith

Location: Four Points by Sheraton, 3600 E. Cork Street Ct., Kalamazoo, MI 49001; 269-385-3922

Hotel Rate: \$102

Registration Fee: Free

Training Topic: ELM 650

Northwest Area Training

June 21-22, 2019

In conjunction with the Northwest Area Convention

Conducted by: Northwest Area VP Cindy McCracken

Location: Hilton Garden Inn, 1840 Hwy., U.S. 93 S, Kalispell, MT 59901; 406-756-4500; www.kalispell.hgi.com; use group code "NAPS19"

Room Rate: \$120

Registration Fee: \$110

Training Topics: TBD

Western Region Training Seminar

Aug. 1-4, 2019

Conducted by: Western Region VP Marilyn Walton, Northwest Area VP Cindy McCracken, Rocky Mountain Area VP Myrna Pashinski and Pacific Area VP Chuck Lum

Location: Sunset Station Hotel & Casino, 1301 West Sunset Rd., Henderson, NV 89014; 888-786-7389; use group code "SCINAPS"

Hotel Rate: \$49 plus taxes/Thursday; \$89 plus taxes/Friday and Saturday. You must stay Friday and Saturday night to receive this rate.

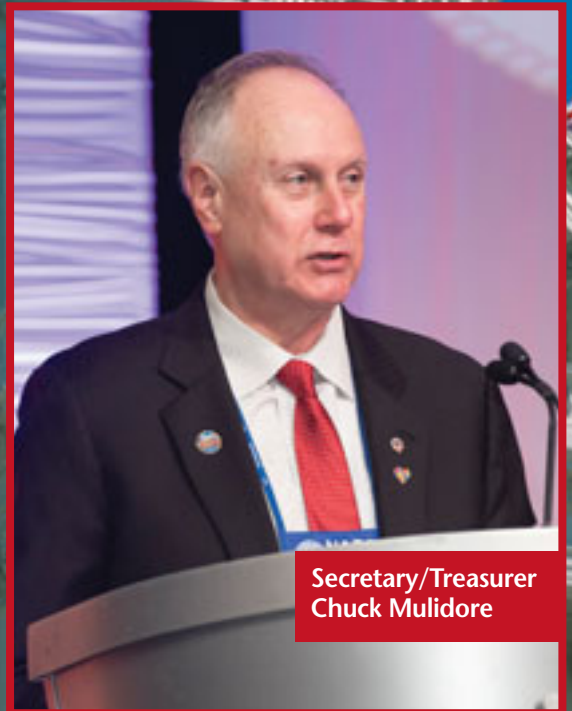
Registration Fee: \$175; \$220 if not staying at the host hotel. After July 12, registration is \$220. Make checks payable to NAPS Headquarters and mail to Myrna Pashinski, 21593 E. Layton Dr., Aurora, CO 80015-6781. Everyone eating lunch must be registered for the seminar or purchase a meal ticket: \$45 per person per day.

Training Topics: representation training, panel discussion and Q&A sessions; other topics TBD

‘The Time Is Now’



Executive Vice President
Ivan D. Butts



Secretary/Treasurer
Chuck Mulidore



NAPS Delegates Highlight the Urgency for Responsible Postal Reform

LTS coverage by Karen Young, NAPS editor; photos by Dave Scavone; design by Christopher Smith

NAPS Executive Vice President Ivan D. Butts welcomed delegates to the 2019 Legislative Training Seminar Monday morning, March 11. “It’s wonderful to see you all here,” he declared. “At this year’s LTS, we will continue to build on the successes we’ve had in prior years and work to further strengthen NAPS’ presence in Washington, DC, and educate the new Congress.”

Butts said the White House, Congress and the Postal Regulatory Commission (PRC) have an important impact on the Postal Service and postal policy. “This is an important time for the USPS,” he stressed, “as the new Congress tries to move the country forward.

We’ll continue our efforts to make

USPS sustainability a reality and keep the agency moving forward on sound, fiscal footing.”

He thanked delegates for taking time out of their busy schedules to participate in NAPS’ political grassroots efforts. “Your work here will continue at home,” he said. “We need to have true bipartisan legislation to alleviate the burdens placed on the Postal Service. This is our time for action!”

Butts said EAS employees demonstrate their resilience day in and day out as they lead the Postal Service and serve America. “We need to use that same dedication and resilience as we engage our legislators,” he urged.

Secretary/Treasurer Chuck Mulidore welcomed NAPS members to LTS. “We welcome your full par-



Former Northwest Area Vice President Ben Clapp gave the invocation.



Postmaster General Megan Brennan and NAPS President Brian Wagner



ticipation at the conference,” he said. “Interaction is important.”

President Brian Wagner thanked delegates for their presence at LTS and their dedication to NAPS’ legislative efforts. He also thanked the National Auxiliary for the work they do and their commitment to help raise money for SPAC throughout the year. “They knock it out of the park,” he exclaimed. “We’re in spring baseball season, which reminds me of spring with LTS and legislation.”

He likened LTS to spring training: there are legislative veterans and rookies who are

left or right switch hitters. “The curve balls that throw us off base,” he said, “are the legislators who try and pick apart our issues. We work to win the game by educating our congressional leaders.

“Our coaches—hitting, batting and the manager—provide guidance, support and assistance. At LTS, Ivan is our manager and Bruce Moyer and Bob Levi are our coaches. We keep stats on our congressional leaders and their voting records.

“Spring training, though, doesn’t count toward the regular season. What we do here

Armed Forces Color Guard



NAPS 2019 Legislative Training Seminar

today and on the Hill counts; LTS is our big league. Working as a team, we are pushing forward a legislative agenda that will enhance the livelihoods of our families. It's our postal world series.

“We’re never out as long as we continue swinging for the fences and making contact with our legislators to pass postal reform. I know you’ll knock it out of the park; let’s play ball!”

Butts told delegates NAPS continues to use a three-point approach in working with their legislative advocates: be well-informed on the issues, build relationships with members of Congress and support SPAC.

He next introduced National Auxiliary Pres-



National Auxiliary President
Patricia Jackson-Kelley

ident Patricia Jackson-Kelley. “Pat has been a tremendous help to me with SPAC,” he said. “I couldn’t do what I’ve been able to do without her support and the support of her team.”



Executive Vice President Ivan D. Butts, with Paul Norton (second from left) who presented challenge coins, honored the NAPS members who participated in the wreath-laying ceremony at Arlington National Cemetery on Sunday: Bret Sisco, Anchorage Branch 435 and postmaster of Anchorage, served in the Navy; Kelly McCartney, Kansas State Branch 919 president and postmaster, served in the Army; and Tomica Duplessis, New Orleans Branch 73 president and area labor relations specialist, served in the Army Reserve. Not shown: Phillip Butler, Virginia State Branch 951 and Richmond Branch 98 vice president and postmaster of Fredericksburg, VA, served in the Navy.



Jackson-Kelley told delegates the National Auxiliary was organized in 1933. “We’ve been actively working with NAPS since that time,” she said. “The mission has not changed; we have a distinguished history of supporting NAPS. I am fortunate to have a wonderful team in place—the A Team: Executive Vice President Laurie Butts and Secretary/Treasurer Bonita Atkins.”

She urged members that, if their branch does not have an auxiliary, they consider implementing one. “It’s human nature to focus on the negative, rather than what is right,” she said. “Don’t be caught up in the negativity. It’s a time of chaos, but we can change that.”

Butts told delegates their generous contributions to SPAC keep NAPS on top of the constituency pyramid. “We support members of Congress who are supportive of a strong postal system and share the interests of postal managers and supervisors,” he explained.

“Your contributions help us cultivate strong relationships with lawmakers. With your continued support, we can be involved in fundraising events in DC and in your hometowns. Based on your generous contributions, your Legislative Team identifies legislators who support our issues; we contribute funds to increase our legislative successes.”

He asked delegates to visit the SPAC Internet Café and join the “Drive for 5” program of



**Postmaster General
Megan Brennan**

setting up regular deductions for SPAC. “This helps us budget events throughout the year and gives us a clearer picture of what we have to work with. The payroll and OPM deductions really boost our SPAC portfolio,” he said.

Postmaster General Megan Brennan addressed NAPS delegates. She thanked NAPS members and retirees for being actively engaged in public policy discussions and engaging with public officials to make NAPS’ voice heard.

“The time is now,” she stressed. “It’s urgent that we advance the public policy discussion beyond debate to responsible reform that will ensure this 242-plus year institution remains viable and is able to compete in a 21st century marketplace.”

“We won’t cost cut or price our way out of this,” she affirmed. “We need to do what we can to grow profitable revenue streams and serve our customers by recognizing what con-

NAPS 2019 Legislative Training Seminar

sumers want in a 21st century marketplace. We cannot close the gap absent regulatory and legislative reform.”

She talked about the value the Postal Service adds. “Today, we will deliver more than 400 million pieces of mail and 20 million packages to 159 million homes, businesses and post office boxes. Roughly three million customers will visit our retail sites. Another six million will visit USPS.com. And more than 240,000 vehicles will drive 4.5 million miles to serve the American public.”

The PMG explained the economic impact goes beyond the USPS. The agency is the second-

largest civilian employer of veterans. Its supply chain encompasses envelope manufacturers to logistic companies. “That’s the ubiquity of the Postal Service—its size and scope,” she said. “Highlighting the economic impact of the mailing and shipping industry is how we message to public officials that the USPS matters to the American public and the economy.”

The agency is hampered by a flawed business model imposed by Congress. “There are significant costs imposed on the Postal Service,” she contended, “and constraints that prevent us from raising additional revenue to cover those costs; we have a price cap on products that generate 70 percent of our revenue. These are

The PMG took questions from NAPS members.





Executive Vice President Ivan D. Butts, PMG Megan Brennan, President Brian Wagner and Secretary/Treasurer Chuck Mulidore

the challenges we face; hence, the need for comprehensive and responsible regulatory and legislative reform.”

Brennan said the decline in mail volume puts tremendous pressure on the organization. It’s important to have these discussions now to ensure the USPS is nimble enough to respond to the change in the mail mix and volume in the network.

“We continue to deliver less mail to more addresses and the value in the mail box is declining,” she said. “You’re

well-versed in what we need to do to drive operating efficiency; we have to identify opportunities to grow. That’s the challenge we face. These are serious challenges, but solvable. We must continue to aggressively manage the business and have responsible regulatory and legislative reform.”

Brennan told NAPS delegates they’re well-positioned to educate the 100 new members of Congress. “That’s what we’ve been doing, as well,” she explained. “We are informing our

public officials about the value of the Postal Service—how we serve every American

The PMG took time to greet NAPS members and take selfies.



NAPS 2019 Legislative Training Seminar

and the economic impact, acknowledging the challenging financial situation, emphasizing the innovative changes the USPS has made and what we could do with product and pricing flexibility.”

Brennan reiterated that the time to act is now before the cycle turns to the 2020 election. “We recognize the importance of moving a reform bill now,” she declared.

“I appreciate the opportunity to be here,” she told delegates. “I know you’re here to educate our public officials and stress the urgency of getting postal reform now. Absent reform, the USPS financial condition continues to worsen and that creates a potential crisis of confidence—internally and externally—with our customers.

“The Postal Service has an unrivaled infrastructure, the best employees and the largest sales force to promote our products and services. No one is better positioned to serve the American public.”

Western Region Vice President Marilyn Walton emphasized the importance of face-to-face meetings with legislators on Capitol Hill. “Our legislators want to see us and know that we bring a good message,” she declared. “As everyone knows, the USPS is one of the most trusted govern-



Western Area Vice President Marilyn Walton urged everyone at LTS to contribute to SPAC.

ment organizations.

NAPS brings the most professional message to the Hill. But we need to have money in SPAC so our members, resident officers, Bob Levi—everyone—have access here in Washington, DC, and in your home districts. You should contribute to SPAC!”

NAPS Legal and Legislative Counsel Bruce Moyer welcomed delegates to LTS and thanked them for the opportunity to serve



Legal and Legislative Counsel Bruce Moyer

NAPS over 21 years as legislative counsel. “You are among my most respected and closest professional and personal colleagues and friends,” he said. “Your devotion to your jobs—and, if you’re a retiree, to the future of your former employer—is amazing and inspir-



Director of Legislative & Political Affairs Bob Levi

ing.” Moyer explained he will continue serving NAPS on the legal side and, from time to time, assist with legislative matters.

Director of Legislative & Political Affairs Bob Levi thanked members for embracing him in the NAPS family. He highlighted some of the challenges trying to get legislation accomplished, including a divided government and electorate that show little likelihood of changing. And with the many new members of Congress elected this past November, the demographics have changed, age-wise, with more millennials and Generations Xers.

“We have a lot of education to do because these new members have little knowledge of the USPS, how it operates and its importance to commerce. We will be the educators of the youth in Congress,” he proclaimed. That said, the new de-

mographics go beyond age; more women and minority candidates were elected, which further reflects the shifting demographics in our country.

Jamie Raskin, (D-MD), was introduced. He is on the House Committee on Oversight and Reform and is playing an increasingly prominent role in Congress. Raskin told NAPS members he was delighted to address them. He is a professor of constitutional law and emphasized the Postal Service’s constitutional duty.

“At a time when everything constitutional is under attack,” he said, “we need to defend everything constitutional. The Post Office established the transportation grid for America that created a common popular political culture because no one had a means of communicating with each other except through the post office.”

Raskin said he supports legislation that guarantees six-day delivery to everyone’s home. “The Postal Service is a thriving and



Rep. Jamie Raskin (D-MD)

NAPS 2019 Legislative Training Seminar



successful business that has had selective obligations imposed on it by the government no other government entity could endure,” he pointed out. “It has an important constitutional function: universal service to all people.

“We’ve been through some tough times over the past couple years with government shutdowns, which have been demoralizing and debilitating for the government. It’s my pleasure to stand strong for the federal government as an instrument of the common good. You’ve got a friend in me and I’m there for you.

“Keep up your great work! I’ll see you on Capitol Hill.”

Moyer and Levi explained NAPS’ three considerations for promoting the Postal Service:

First—The White House thrust the USPS into a bright light starting last year. The result of President Trump’s attention on Amazon resulted in the President’s Task Force on the

Postal System. It also resulted in the Office of Management and Budget in June calling for privatization of the agency.

Second—Identify legislative opportunities for NAPS to fight against bad recommendations and inappropriate and ill-advised recommendations coming out of the White House and promote legislation that will provide meaningful, constructive postal reform.

Third—There is the regulatory avenue with the Postal Regulatory Commission (PRC). Most important right now is there’s a 10-year review of the rate-setting system. The PRC’s initial ruling identified problems with the process and how it doesn’t produce enough revenue. The commission made certain recommendations that have yet to be implemented.

Levi summarized the “good, the bad and the ugly” in the task force’s report, which was released on Dec. 4. The Senate had scheduled a hearing on the report for March 12.

The good: The report recommends recalculating health liabilities to use data limited to current retirees and employees near retirement, rather than all postal employees. The task force recognized the importance of the Postal Service to rural America and recommended filling the Board of Governor vacancies and fostering increased retail partnerships with governmental entities.

The bad: Increase contracting-out of inherently governmental services provided by the USPS and shift more overhead costs to competitive products. The president and UPS believe the agency is giving Amazon and others too much of a bargain and want to see more costs shifted from monopoly products to competitive products.

The ugly: Open mailboxes, narrow the uni-

versal service obligation and services, increase employee retirement options and eliminate FERS.

Despite there being no postal reform bills yet introduced in this Congress, there have been House resolutions that, although they don't have the force and effect of law or changing U.S. code, put Congress on record as favoring a particular policy approach:

H. Res. 23 maintains the premise that business and residential door delivery should be continued.

H. Res. 33 and S. Res. 99 ensure the USPS is not privatized and remains an independent establishment of the federal government.

H. Res. 5 preserves six-day delivery.

NAPS strongly supports H.R. 597, "Postal Employee Appeal Rights." The bill's chief



Rep. Jamie Raskin with Maryland NAPS delegates



sponsor is Rep. Gerry Connolly (D-VA) and was reintroduced with Rep. David McKinley (R-WV). The measure would preserve and restore appeal rights Congress intended to give to non-supervisory employees. Currently, appeals to MSPB rights are restricted; about 7,500 EAS employees do not have appeal rights.

Levi explained that the keys to passing postal reform—hopefully this year and not during a presidential election year—are introducing a bill that is similar to H.R. 756 and H.R. 607, is bipartisan and has stakeholder support. The key elements NAPS is looking for in postal reform legislation include:

- realigning the USPS retiree health pre-funding burden,
- providing rate relief,
- standardizing MSPB appeal rights,
- allowing for USPS product and service innovation and
- having a full complement of governors on the USPS Board of Governors; since 2015, the board has operated without a quorum.

Levi informed delegates that President Trump’s Fiscal Year 2020 budget had just been released late that morning. He

added that, thanks to their efforts and the efforts of their colleagues in the federal and postal community, NAPS members were successful in defeating previous proposals that unfairly targeted federal and postal workers.

“We will go with the same strategy and approach in expressing our opposition to cuts we anticipate in the 2020 budget,” he stressed. “Our message to lawmakers is to enact constructive postal legislation, oppose cuts in retirement and health benefits and co-sponsor H.R. 597 and other bills.



After lunch, Executive Vice President Ivan D. Butts honored top SPAC contributors. “I love doing this presentation because it celebrates you and what you do for NAPS and where we are as an association addressing legislative issues and the resource our efforts need—SPAC dollars,” he said. “I’m looking for a great effort this year. In return,

you’ll see our continued growth and moving forward; SPAC helps us take care of business. It’s what drives our organization legislatively and makes everything we do happen.”

Butts took a moment to remember Mary Burkhard, who died Nov. 14. “I missed her yesterday at the town hall meeting, stepping up to

the mike and challenging us to be better leaders and live up to what we need to be,” he said. “Mary gave her best to NAPS. You may not always have agreed with her, but she always gave her best to NAPS. We’re all passionate about something; she was passionate about NAPS.”

Butts recognized the top five President’s Ultimate SPAC contributors: 1. the late Ann Konish, New York; 2. Kym Mullins, Florida; 3. Ivan Butts, Pennsylvania; 4. Joe Amash, New York; and 5. Ann Strickland, Florida.

“Ann Konish is truly missed,” he asserted. “She always gave her best. I appreciate Ann for all she did for NAPS and SPAC.” He again thanked delegates for helping continually push



Executive Vice President Ivan D. Butts celebrated NAPS members for their continued generosity toward SPAC.

the organization forward in its legislative and SPAC efforts. “Since I’ve had the pleasure of being vice president, you’re helping push PAC dollars forward,” he said.

SPAC contributions continue to achieve positive growth. In 2018, contributions totaled \$265,575. The Southern Region was the top contributor, \$71,220; followed by the Pacific Region, \$53,423; Central Region, \$47,834; Eastern Region, \$47,580; and Northeast Region, \$45,518.

The top five areas were Southeast, \$48,146.99; Pacific, \$30,999.64; Capitol-Atlantic, \$22,397.06; New York, \$19,983.73; and New England, \$17,531.99.

The top five states were Florida—number one 14 years in a row—\$40,850.99; California, \$24,832.64; New York, \$19,991.73; Texas, \$14,565.99; and Illinois, \$13,194.

The top five states in per-capita were



Former Capitol-Atlantic Area Vice President John Geter II gave the afternoon’s invocation.



The top five 2018 SPAC contributors were recognized; number one was the late Ann Konish. From left: Kym Mullins, FL; Joe Amash, NY; Ann Strickland, FL; and Ivan Butts, PA.

that got unanimous support in committee and we worked with your leadership on that bill. A year later, I now chair the subcommittee with responsibility for postal reform.”

Connolly said the new majority in the House is a lot more fa-

Maine, \$29.62; Florida, \$23.97; South Dakota, \$19.08; North Dakota, \$18.49; and Washington, \$18.18.

Rep. Gerry Connolly (D-VA) was introduced as a lawmaker who continues to fight for MSPB legislation for NAPS and has fought for federal employees since he’s been in office; he truly is a NAPS champion. He is chairman of the Government Operations Subcommittee of the House Committee on Oversight and Reform.

“It’s great to be with you,” Connolly told members. “What a difference a year makes! I was here last year and we had put together a postal reform bill

avorable to protecting and enhancing the Postal Service and its employees. “We’re going to resist privatization with every breath we have,” he declared. “You’re here at this legislative ses-



Executive Vice President Ivan D. Butts welcomed Rep. Gerry Connolly (D-VA).



Rep. Gerry Connolly, chairman of the Subcommittee on Operations, with jurisdiction over the Postal Service, quipped that his revenge over former House Committee on Oversight and Government Chairman Darrell Issa is now he has a gavel. NAPS presented the congressman with a gavel that reads: "Presented to the Honorable Gerry Connolly by the National Association of Postal Supervisors." From left: Chuck Mulidore, Gerry Connolly, Ivan D. Butts and Brian Wagner.

sion and we need your help. Many of you come from communities repre-

thing," he stated. "But we need your help in educating members of Congress as to how critical the USPS is to every American citizen and business."

sented by Republicans; you have access to those folks and you can make them more aware of the challenges we face and the solutions that make sense."

He stressed the need to fix the prepayment requirement, which would be a big step toward making the Postal Service solvent and healthy. Also, free the agency to compete in other areas. "We need to make post offices a focal point of communities for local government and free you up to be able to do things like a modern enterprise. That would a healthy

Connolly said he will do everything he can





Rep. Gerry Connolly greeted NAPS delegates.



to get a bill out of committee, onto the floor and passed in the House. “That is a passion of mine and a commitment I make to you,” he pledged.

The congressman discussed legislation to allow mid-level managers the right to appeal to the MSPB. “You have a right to appeal like anyone else,” he stressed. “We’re allies and partners in this enterprise. We know the creativity and energy you provide to make the Postal Service successful and put it back in black ink. We’re committed

to doing everything we can to make that happen. But we need you to educate your lawmakers to how critical the agency is. The more

we educate colleagues, the more sympathetic they are to the story; you have that in your power.

“Keep up the fight! It’s amazing how far we’ve come and the odds we’ve overcome together in really adverse circumstances. We’ve

NAPS Director of Legislative & Political Affairs Bob Levi and Legal and Legislative Counsel Bruce Moyer talked to Rep. Gerry Connolly who has introduced legislation to confer MSPB appeal rights to all EAS employees.



won every battle together, legislatively. And we'll win this one, too, with your help."

Since the morning session ended, Bob Levi had an opportunity to review the president's just-released FY20 budget. He told delegates the proposed budget would affect their benefits, including increasing employee contri-

butions to FERS by 1 percent per year for the next five to six years;

for retirees, no COLAs if they are in FERS and a reduced COLA for CSRS annuitants (consumer price index minus .5 percent); for calculating retirement, go from high-three years to high-five; eliminate the FERS supplement; change the Thrift Savings Plan's G Fund earned interest calculation; and increase FEHBP employee contributions.

The proposed budget has \$5 billion in cuts directed toward federal and postal retirees. Levi urged everyone to go up the Hill the next day and declare the budget "dead on arrival."

NAPS had a 92 percent success rate for supporting winning candidates in the 2018 midterm election, Levi noted. He explained that the criteria for making SPAC contributions to incumbents is based on their voting record,



Carl Walton, District of Columbia Branch 135, discussed the do's and don'ts of conducting visits to lawmakers on Capitol Hill. "We're all lobbyists," he said. "We have a great cause we're trying to promote."

The NAPS actors were back for a second year to demonstrate how to conduct and not conduct delegates' visits to Capitol Hill. From left: George Mott, III, Adolph P. Chiappa Memorial Branch 132 (VA); Rafael Braithwaite, Birmingham, AL, Branch 45; Jevonda Gilbert, Charlotte, NC, Branch 183; Angie Hicks, Greensboro, NC, Branch 157; and Carl Walton, District of Columbia Branch 135.



NAPS 2019 Legislative Training Seminar



Gary Roll was presented this year's Gold Standard and Legislative Leadership Award. The resident officers recognized Roll for his steadfast dedication to NAPS' legislative efforts. From left: Executive Vice President Ivan D. Butts, Gary Roll, President Brian Wagner and Secretary/Treasurer Chuck Mulidore.

co-sponsorship of legislation, access and recommendations by NAPS members—the eyes and ears in the congressional districts. Criteria for candidates is based on answers to the NAPS questionnaire they provide, as well as viability and recommendations.

“We’re fostering relationships,” he explained. “We don’t always bet on sure things.



We identify viable candidates who have a chance to win their elections and will support legislation NAPS supports.”

Levi told delegates they should congratulate their branch legislative chairs and reps because SPAC is among the largest and most active management political action committees. “They know we’re out there; we’re ubiquitous,” he said. “When we promote SPAC to our members and then appear at political events, they know us and know why we’re there. They listen to you.”

He said NAPS looks for candidates who are the strongest advocates in support of NAPS. “Contribute to SPAC!” he urged. “Give online, sign up for ‘Drive for 5’ and attend events back home in your districts. NAPS needs to play a major role in the decision in 2020.”



Monday's LTS session ended with presentation of the Gold Standard Award. Butts said for the past five years he's had the pleasure of working with the legislative chairs, putting on the LTS, coordinating and having telecons with NAPS' legislative leaders—postal and civic leaders. "You do an outstanding job," he professed.

"Four years ago, we established the Gold Standard and Legislative Leadership Award. This year, the resident officers selected someone who helps keep their finger on the postal pulse as legislative chair, recapping efforts and meetings being held for NAPS in their home state. This person is a NAPS gem and we are honored to recognize them for their steadfast



NAPS Executive Office Manager Jovan Duncan was on hand to answer questions and help delegates at the SPAC Internet Café.

dedication to NAPS' legislative efforts: Gary Roll, the legislative rep for Colorado-Wyoming Bi-State Terry G. Brady Memorial Branch 907."

Butts said he hoped NAPS members found the day's session informative. He expressed confidence that they are ready to take NAPS' message to the Hill on Tuesday.

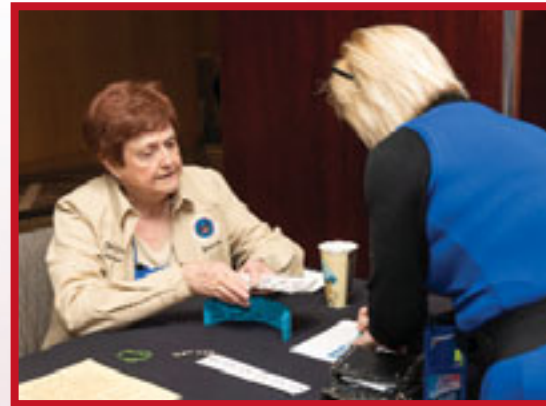
President Brian Wagner thanked everyone for coming to LTS. He also thanked the Auxiliary for doing an outstanding job and the NAPS staff for being there. "And thanks for stepping up and going to the Hill," he told members. "Knock it out of the park; let's play ball!"



Past President Louis Atkins with Sergeant-at-Arms Bjorn Gruetzmacher (left), Seattle Branch 61, and William McIntyre, Kansas City, KS, Branch 458.

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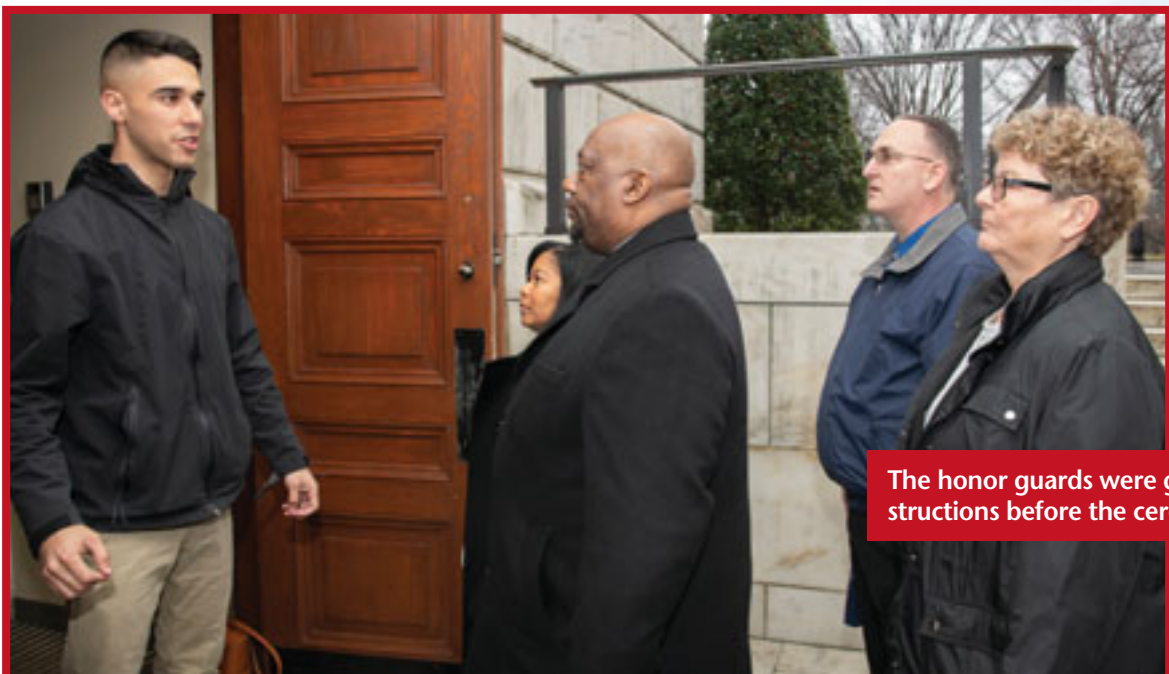
National Auxiliary members demonstrated their commitment to help raise money for SPAC during LTS.



Wreath-Laying Ceremony at Arlington National Cemetery



NAPS members participated in this year's wreath-laying ceremony at Arlington National Cemetery on Sunday, March 10. The honor guards, with Executive Vice President Ivan D. Butts (right) were, from left: Phillip Butler, Kelly McCartney, Tomica Duplessis and Bert Sisco.



The honor guards were given instructions before the ceremony.





NAPS 2019 Legislative Training Seminar



Front row: Eastern Region Vice President Richard L. Green Jr., Phillip Butler and Secretary/Treasurer Chuck Mulidore. Back row: Executive Vice President Ivan D. Butts, President Brian Wagner and Capitol-Atlantic Vice President Troy Griffin



Honor guards and NAPS Executive Board members, from row, from left: Phillip Butler, Northeast Region Vice President Tommy Roma, Tomica Duplessis, Southern Region Vice President Tim Ford, Rocky Mountain Area Vice President Myrna Pashinski, Illini Area Vice President Luz Moreno, President Brian Wagner, Cotton Belt Area Vice President Shri Green, Western Region Vice President Marilyn Walton, Kelly McCartney and Bret Sisco.

Second row: Executive Vice President Ivan D. Butts, Southeast Area Vice President Bob Quinlan, Pacific Area Vice President Chuck Lum, Central Gulf Area Vice President Cornel Rowel, Sr., Secretary/Treasurer Chuck Mulidore, Pioneer Area Vice President Tim Needham, New England Area Vice President Cy Dumas and Capitol-Atlantic Area Vice President Troy Griffin.

Third row: Texas Area Vice President Jaime Elizondo Jr., Central Region Vice President Craig Johnson, MINK Area Vice President Bart Green, Michiana Area Vice President Kevin Trayer, New York Area Vice President Jimmy Warden, North Central Area Vice President Dan Mooney and Mideast Area Vice President Tony Dallojacono.

Newest Advocates for NAPS: LTS First-Timers

By Karen Young, NAPS editor

Executive Vice President Ivan D. Butts welcomed first-timers to the 2019 LTS on Sunday, March 10. “The next two days of information and training will prepare you for visits to Capitol Hill this week,” he said. “We have veterans to help calm your nerves. Welcome and thanks for being here.”

President Brian Wagner brought greetings from the Executive Board. He encouraged the delegates to start connecting with other NAPS members. “We are family and work together,” he affirmed. “Learn as much as you can and ask ques-

tions. This is your opportunity to make a difference on the Hill for postal reform.”

Secretary/Treasurer Chuck Mulidore told the first-timers nothing is more important than going to the Hill and lobbying for the Postal Service. Then, once LTS is over, the first-timers need to go home and sign new members. “Be ambassadors for NAPS,” he exhorted, “and bring those new members to LTS with you next year.”

National Auxiliary President Patricia Jackson-Kelley explained the role of the Auxiliary and its work at LTS to raise money for the Supervisors’ Political Action Committee



Executive Vice President
Ivan D. Butts



President Brian Wagner



Secretary/Treasurer
Chuck Mulidore



(SPAC). She suggested the first-timers encourage their significant others to get involved in the Auxiliary.

Legal and Legislative Counsel Bruce Moyer thanked the first-timers for attending LTS and being advocates for all EAS employees and the USPS. He said they have the unique perspective of working in the field and know how the agency operates.

“In your meetings with lawmakers and staff,” he said, “you have a constitutional role in what you’re doing. Every American can petition Congress for the redress of grievances. Your efforts to educate members of Congress and their staffs go beyond what the Postal Service itself can do. You play an important role.”



Moyer acknowledged there is more chaos and partisanship in Congress than at any other time in his 40 years of working in the legislative arena. “Our republic is strong, though,” he

stressed. “And your presence makes it stronger.”

Director of Legislative and Political Affairs Bob Levi, the newest member of the NAPS Legislative Team, announced he, too, is an LTS first-timer. He discussed his postal connections and noted that his father, who retired from the Postal Service, had the late NAPS

President Rubin Handelman as his first supervisor. “My relationship with NAPS is close,

Legal and Legislative Counsel Bruce Moyer



National Auxiliary President Patricia Jackson-Kelley

Director of Legislative & Political Affairs Bob Levi



lifelong and deep,” he said.

Levi likened his philosophy of political activism to a three-legged stool: advocacy, information and political action. “If you think your advocacy as a first-timer ends here, you’re wrong,” he proclaimed. “It needs to continue when you are home in your district. You must continue your efforts and support constructive, meaningful and positive postal reform.”

Levi said advocating for NAPS and the Postal Service should be in every member’s DNA 365 days a year. “I look forward to working with you to protect your benefits and safeguard the USPS!” he declared.

Paul Norton, the legislative chair for Indianapolis Branch 8 and state chapter secretary, told the first-timers they will continue to grow and attend the LTS, even when they’re retired. “I challenge you to mentor members back home,” he said, “and sign them as new members.”

Norton counseled first-timers on meeting with their lawmakers later in the week. He said it’s important for them to be informed and communicate with their state legislative chairs. First impressions are important, he said; make a good impression when you first walk in the door.

Florida State Legislative Chair Ann Strick-

Florida State Legislative Chair Ann Strickland



land also welcomed first-timers and proceeded to discuss the importance of SPAC. She said she hoped to motivate and inspire everyone to dig deep and contribute to SPAC. “It’s our foot in the door,” she explained. “Attending legislators’ fundraisers allow us to meet one-on-one with them and talk about postal issues,” she explained.” Those events cost money, which is part of the importance of SPAC.

Strickland offered ideas for raising SPAC funds. Florida continually has been number one in raising money for SPAC. “Our political war chest is important,” she said. “Invite legislators to your local meetings. Go to town hall meetings. We need the Postal Service and must fight against its privatization.”

NAPS contributes SPAC funds to congressional incumbents and candidates who support NAPS’ legislative agenda. “You have to be hungry to raise money for SPAC and get the job done,” she said. “You have to be aggressive.”

Butts encouraged first-timers to enroll in “Drive for 5”—the most convenient way to contribute to SPAC through payroll—or, for retirees, annuity—deductions. Knowing what is coming each month allows the Legislative Team to better forecast and budget for the year.



Indianapolis Branch 8 Legislative Chair Paul Norton

Inspiration Through Worship

At Sunday afternoon's worship service, everyone was invited to join together in communion and find strength to face the road ahead. Eastern Region Vice President



Richard Green

Richard L. Green Jr. opened the service and welcomed NAPS members. Executive Vice President Ivan D. Butts gave the Old Testament reading; Paul Foley, Massachu-

setts Branch 120, gave the New Testament reading. Pastor Phoebe Jordan, Wilmington, NC, Branch 248, gave a message that was uplifting and inspirational.

The ever-popular Holloway Family provided music that had attendees moving and swaying.



Ivan D. Butts



Paul Foley



Pastor Phoebe Jordan



The Holloway Family





Town Hall Meeting

The NAPS Executive Board, with board Chairman Tim Ford presiding, held a town hall meeting with NAPS delegates Sunday afternoon. President Brian Wagner opened the meeting with providing an update on the pay talks. The Postal Service and NAPS presented their cases to the Federal Mediation and Conciliation Service panel in De-

ember. The panel asked for an extension to April to submit its findings. Wagner said the NAPS board agreed it was to the benefit of NAPS members for the panel to thoroughly consider the cases. “EAS employees need to be compensated for the value they bring to the table,” he said.

The NAPS Executive Board proceeded to

take questions from delegates at the town hall meeting.



**Executive Board
Chair Tim Ford**



President Brian Wagner



**Texas Area Vice President
Jaime Elizondo Jr.**



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New York Area
Vice President
Jimmy Warden



2018 SPAC Contributors at LTS

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



The chair next to President Brian Wagner was left vacant in memory of the late Ann Konish, the top 2018 SPAC contributor.

VP Elite (\$750)



Secretary/Treasurer's Roundtable (\$500)



Chairman's Club (\$250)



Supporter (\$100)



LTS Delegates Have Constructive Meetings with Lawmakers

By Bob Levi, Director of Legislative & Political Affairs

During this year's LTS, more than 500 NAPS members captured the attention of members of Congress, meeting with elected official and congressional staff. NAPS delegates conducted informative and substantial meetings with their elected representatives, focusing on the need to secure a vibrant future for the U.S. Postal Service and protect the earned benefits of EAS-level postal employees.

LTS delegates were equipped with a digital presentation downloaded to their mobile devices, detailed legislative briefing booklets and postal impact statements for every congressional district in the nation. These tools gave NAPS delegates essential aids to educate the many new members of Congress and provide postal enrichment to veteran members.

NAPS delegates spoke loudly and clearly about the need for bipartisan legislation to fortify the Postal Service, in part, by fairly and permanently addressing the projected liability for retiree health benefits. This liability has done immeasurable damage to postal finances.

Our delegates expressed firm opposition regarding efforts to privatize the Postal Service or undermine the agency's universal service



Bruce Moyer and Bob Levi answer questions at the end of Monday's LTS session in preparation for NAPS delegates visiting their lawmakers on Capitol Hill.

obligation. In addition, the meetings underscored the necessity of filling the vacancies on the Postal Board of Governors and enabling a fully functioning

board to authorize the agency to market innovative and profitable products to the American public.

NAPS delegates also responded to proposed cuts to employee benefits in President Trump's Fiscal Year 2020 budget. Those cuts target postal pay by increasing retirement contributions, reducing retiree cost-of-living adjustments, changing the formula for calculating federal pensions, reducing the rate of return on the TSP G Fund and increasing contributions to Federal Employees Health Benefits Program premiums.

At the conclusion of the LTS, the delegates filed their lobbying reports, which will be used for following up on the LTS visits during the year.

Capitol Hill Photo Album

Photos by LTS Delegates

(Photo identifications are from left to right.)

Pennsylvania

Pittsburgh Branch 20 Secretary James Adams and Executive Vice President Jeanine Adams met with Christian Chelak, aide to Sen. Pat Toomey (R-PA).



Pennsylvania members Joe O'Donnell, Marty Muir, Peggie Bednar and Sue Bartko met with Fiona Flory, center, aide to Rep. Connor Lamb (D-PA).

Pennsylvania members Joe O'Donnell, James Adams, Jeanine Adams, Marty Muir, Peggie Bednar and Sue Bartko met with Claire Borzner, second from right, aide to Rep. Mike Doyle (D-PA).



Pennsylvania members Joe O'Donnell, James Adams, Marty Muir, Jeanine Adams, Peggie Bednar and Sue Bartko met with Mike D'Orazio, second from right, aide to Rep. Guy Reschenthaler (R-PA).



Illinois

Illinois delegates Mike Winters, Branch 255 legislative rep; Angie Winters, Auxiliary; Dan Rendleman, Branch 255 president; and NAPS President Brian Wagner met with Rep. Darin LaHood (R-IL). Wagner is a constituent of LaHood.



Rep. Rodney Davis (R-IL), center, with Angie Winters, Dan Rendleman, Mike Winters and Brian Wagner. The Winters are constituents of Davis.

Rep. Mike Bost (R-IL), center, with Illinois delegates Mike Winters, Angie Winters, Dan Rendleman, Auxiliary Illini Area Vice President Linda Rendleman and Brian Wagner. The Rendlemans are constituents of Bost.



Illinois members attended a brunch for Rep. Robin Kelley (D-IL): Illinois State legislative rep Ricky Hilliard and Central Illinois District Branch 369 members Meika Smith, Kay Randle, Suzanne Hankins, Rep. Robin Kelly, Angela Rye (CNN commentator and keynote speaker) and Lee Junious.

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Meeting with Rep. Bill Foster (D-IL), third from left, were Illinois members Ricky Hilliard, Brenda Jackson, Kay Randle, Meika Smith, Suzanne Hankins, Lee Junious, Rhonda Thompson and John Walsh.

Rep. Raja Krishnamoorthi (D-IL), center, met with Illinois members Doris Grudzien, Oke Okedina, Esther Mendoza, Luz Moreno, Ricky Hilliard, Katie Levernier, Gayle Mayo and Ed Young.



Delaware

Regina McCloud and Blanche Olliviere with Sen. Tom Carper (D-DE)



Delaware members Regina McCloud and Blanche Olliviere with Sen. Chris Koons (D-DE)



California

During the LTS Hill visits, delegates from California's Margarete A. Grant Branch 127 and Sacramento Branch 77 had an opportunity to meet the great civil rights icon John Lewis (D-GA).



Members of Margarete A. Grant Branch 127 met with Kevin Figueroa, an aide to Rep. Barbara Lee (D-CA): Al Wright, Vice President Glen Gray, Treasurer Yolanda Lewis, President Vontina Swygert, Trustee Edna Gray, Bob Martin and Kevin Figueroa.

Members of Margarete A. Grant Branch 127 met with Art Morar, legislative aide to Rep. Eric Swalwell (D-CA): Art Morar, Alphonso Wright, Yolanda Lewis, Vontina Swygert, Bob Martin, Glen Gray and Edna Gray.



Members of Margarete A. Grant Branch 127 with Ethan Van Ness, aide to Rep. Mark DeSaulnier (D-CA): Alphonso Wright, Yolanda Lewis, Edna Gray, Ethan Van Ness, Bob Martin, and Glen Gray.



Jackie Rominger, Sacramento Branch 77 treasurer, and Karyn Rahming, Branch 77 legislative rep, met with Rep. Doug Lamalfa (R-CA).

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Michigan

Detroit Branch 23 and Southeastern Michigan Branch 268 members met with Rep. Brenda Lawrence (D-MI), third from left: June Wardell, Marilyn Ice, Ken Bunch, Bill Spurlin, Chad Viers, Sharon Wright and Dolores Hunter.



Maryland

The Maryland delegation with Rep. John Sarbanes (D-MD), a member of the House Committee on Oversight and Reform.



The Maryland delegation met with Sen. Ben Cardin (D-MD).





New York

Long Island Branch 202 members Jay Sing, Tom Barone and Frank Baselice met with Rep. Peter King (R-NY), second from left.



Albany, NY, Branch 83 President Joe Amash and his son Nathaniel met with Rep. Justin Amash (R-MI), center; they realized at the meeting they are related.

The New York Area delegation met with Sen. Chuck Schumer (D-NY), center: Derrick Wiggins, Branch 85; Chris Schirching, Branch 27; New York Area Vice President Jimmy Warden; Jamaal Muhammad, president, Branch 68; John Yuen, president, Branch 935; Joe Amash, president, Branch 83; Bob Levi, NAPS Director of Legislative & Political Affairs; Northeast Region Vice President Tommy Roma; Tayyibih Rampersaud, Branch 336, Nathaniel Amash; Dennis Gawron, president, Branch 935; Darius Evans, Branch 85; and Robert Blackney, Branch 336.



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Northeast Region Vice President Tommy Roma and New York Area Vice President Jimmy Warden with Sen. Chuck Schumer



Branch 935 President John Yuen and Branch 935 President Dennis Gawron with Sen. Chuck Schumer

Alabama

Alabama delegates with Rep. Gary Palmer (R-AL), center



Alabama delegates with Rep. Morris "Mo" Brooks (R-AL), third from left, and his aide.



Alabama delegates met with Sen. Doug Jones (D-AL), center.

Florida

The visit by Florida delegates with Rep. Daniel Webster (R-FL) was featured on Webster's website. "We discussed potential reforms to the USPS, including several issues I have supported and will continue to support, such as maintaining six-day delivery and current service standards, door-to-door delivery where it is allowed and opposing further consolidation of post offices in our district," he said. From left: Jennifer Quinlan, Southeast Area Vice President Bob Quinlan, Rep. Daniel Webster, Ken Ruckart and Shelia Ruckart.



The Florida delegation met with Rep. Matt Gaetz (R-FL), third from left.



Miami Branch 146 members Carolyn Williams and Ann Strickland and Fort Lauderdale Branch 196 member Patti Lynn met with Rep. Debbie Wasserman Shultz (D-FL), second from left.



Florida member Donald Murray and Katie Heffernan, legislative aide to Rep. John Rutherford (R-FL)

Virginia



Rep. Abigail Spanberger (D-VA), met with Richmond, VA, Branch 98 members Phillip Butler and Donald Garret, also her constituents.

Montana

Montana Branch 929 Secretary Kally Permann met with Sen. Steve Daines (R-MT). The farmland in the photo belongs to a family served by the Belt Post Office where Kally is postmaster.



Arizona

The Arizona delegation met with Sayanna Molina, third from right, legislative assistant to Rep. Raúl Grijalva (D-AZ): Arizona Jerome V. Blanton Branch 246 member Jim Salmon, and Southern Arizona Branch 376 members John Aceves, Dawn Rosenberry, Ute Eisinger and Shawn Bruffett.



The Arizona delegation met with Rep. Rubin Gallego (D-AZ), center: John Aceves and Branch 246 members Sharon Kiszczak, George Hernandez, Tana Ducharme, Juan Luna and Wendell March.



New Mexico

New Mexico members Frank Gallegos, Richard Guzman and Joel Wadsworth with Rep. Debra Haaland (D-NM)



Frank Gallegos, Sen. Martin Heinrich (D-NM), Joel Wadsworth and Richard Guzman

Joel Wadsworth, Rep. Xochitl Torres Small (D-NM), Frank Gallegos and Richard Guzman



Frank Gallegos, Sen. Tom Udall (D-NM), Joel Wadsworth and Richard Guzman

Louisiana



Louisiana delegates with Rep. Cedric Richmond (D-LA), second from right



Louisiana NAPS members caught Rep. Clay Higgins (R-LA) as he was going to exercise.

Georgia

Sen. Johnny Isakson (R-GA), second from right, Georgia's senior senator, met with North Georgia District Branch 595 members Robin Watson, Jane Finley and Roger Finley.



Rep. Doug Collins (R-GA), third from left, met with Auxiliary Southeast Area Vice President Jane Finley, Roger Finley, Osvaldo "Ozzie" Camacho, Kevin Moore and Robin Watson.

Kansas

The Kansas delegation met with Sen. Jerry Moran (R-KS), fourth from right.



The Kansas delegation met with Rep. Roger Marshall (R-KS), third from right.

Utah



Sundance, UT, Branch 139 President Jeff Fratto and Vice President Jill Jensen met with Rep. Ben McAdams (D-UT).

Massachusetts



Southeastern Massachusetts Branch 120 Vice President Paul Foley, Rep. Bill Keating (D-MA) and Branch 120 President Rich Walter.

Texas

Rep. Lizzie Fletcher (D-TX), center, stepped out of a meeting to greet Houston Branch 122 members R. Galvan, Jessie Austin, Pam Davis and Edward De La Rosa.



District of Columbia



District of Columbia Branch 135 members visited the office of Rep. Eleanor Holmes Norton (D-DC) and spoke with Trent Holbrook, her legislative counsel.

Branch 135 President Marcellus Wright and Carl Walton discuss support for postal reform legislation with Trent Holbrook, legislative counsel to Rep. Eleanor Holmes Norton (D-DC).



2019 SPAC Contributors



Top 2019 SPAC Contributor

Butts, Ivan D. PA Branch 355

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Walton, Marilyn CA Branch 77
 Foley, Paul MA Branch 120
 Geter, John NC Branch 183
 Amash, Joseph NY Branch 83
 Butts, Ivan D. PA Branch 355
 Austin, Jessie TX Branch 122

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

Walton, Marilyn CA Branch 77
 Foley, Paul MA Branch 120
 Geter, John NC Branch 183

Amash, Joseph NY Branch 83
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SPAC Contribution Form

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Current as of February 2019

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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.

Elizondo Jr., Jaime	TX	Branch 122
Green Jr., Richard	VA	Branch 98

Chairman's Club (\$250)

Bruffett, Shawn	AZ	Branch 376
Salmon, James	AZ	Branch 246
Evans, Bridget	CA	Branch 159
Jones, Marilyn	CA	Branch 39
Randle, Carol	CA	Branch 39
Rominger, Jackie	CA	Branch 77
Swygert, Vontina	CA	Branch 127
Wong, John	CA	Branch 497
Pashinski, Myrna	CO	Branch 65
Wright, Marcellus	DC	Branch 135
Ford, Timothy	FL	Branch 353
Gilbert, Belinda	FL	Branch 425
Lynn, Patti	FL	Branch 296
Strickland, Ann	FL	Branch 146
Williams, Carolyn	FL	Branch 146
Lum, Chuck	HI	Branch 214
Crowe, Brian	IL	Branch 14
Harris, Gregory	IL	Branch 369
Maxwell, Sherry	IL	Branch 255
Murphy, Gregory	MA	Branch 102
Griffin, Troy	MD	Branch 42
Trayer, Kevin	MI	Branch 142
Moore, Robert	MN	Branch 104
Johnson, Craig	MO	Branch 36
Price-Booker, Virginia	MO	Branch 131
Perman, Kally	MT	Branch 929
Dallojacono, Anthony	NJ	Branch 568
Blakney, Robert	NY	Branch 336
Englerth, Scott	NY	Branch 11
Gawron, Dennis	NY	Branch 27
Mulidore, Chuck	SC	Branch 225
Aaron, Donna	TN	Branch 947
Cooper, Karen	TX	Branch 124
Foster, Debra	TX	Branch 9
Butler, Phillip	VA	Branch 98
Edwards, Calvin	WA	Branch 31
McCracken, Cindy	WA	Branch 61

Supporter (\$100)

Ashanti, Regina	AL	Branch 399
Carson, John	AL	Branch 901
Hernandez, George	AZ	Branch 246
Simpson, Pamela	AZ	Branch 246
Allis, Harold	CA	Branch 373
Booth, Samuel	CA	Branch 39
Brown, Carl	CA	Branch 94
Danzy, Marsha	CA	Branch 197

SPAC Scoreboard

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

National Aggregate:

\$68,075.95

National Per Capita:

\$2.62

Region Aggregate:

1. Eastern\$17,970.85
2. Southern\$14,719.00
3. Western\$14,004.60
4. Central\$12,039.50
5. Northeast\$9,342.00

Region Per Capita:

1. Eastern\$3.35
2. Central\$2.74
3. Western\$2.59
4. Southern.....\$2.56
5. Northeast.....\$1.87

Area Aggregate:

1. Capitol-Atlantic\$11,145.30
2. Pacific Area\$7,569.00
3. Southeast\$6,617.00
4. Mideast\$5,667.00
5. Texas\$4,549.00
6. New York\$4,320.00
7. Illini\$4,160.00
8. New England\$3,831.00
9. Rocky Mountain.....\$3,702.60
10. Michiana\$2,938.50
11. North Central\$2,829.00
12. Northwest.....\$2,733.00
13. Pioneer\$2,349.55
14. MINK\$2,112.00
15. Central Gulf\$1,853.00
16. Cotton Belt\$1,700.00

Area Per Capita:

1. Rocky Mountain\$5.80
2. Illini\$5.12
3. Capitol-Atlantic.....\$5.11
4. Pacific\$4.47
5. New York\$3.71
6. Michiana\$3.51
7. Texas\$3.38
8. Pioneer\$3.24
9. Southeast\$2.90
10. Mideast\$2.12
11. New England\$1.94
12. North Central\$1.89
13. Central Gulf\$1.80
14. MINK\$1.49
15. Northwest.....\$1.38
16. Cotton Belt.....\$1.23

State Aggregate:

1. California\$6,814.00
2. Florida\$5,068.00
3. Texas\$4,549.00
4. Illinois\$4,160.00
5. New York\$4,130.00

State Per Capita:

1. South Dakota\$7.82
2. Maryland\$5.16
3. Hawaii\$4.97
4. Virginia\$4.79
5. Maine\$4.78

Drive for 5

Members by Region:

1. Central70
2. Southern57
3. Eastern54
4. Western53
5. Northeast38

Aggregate by Region:

1. Central\$5,216.00
2. Western\$5,188.00
3. Southern\$5,002.50
4. Eastern\$4,773.35
5. Northeast\$2,905.00

Gishi, Sharon	CA	Branch 94
Gray, Edna	CA	Branch 127
Gray, Glenn	CA	Branch 127
Martin, Mary	CA	Branch 159
McClinton, Velma	CA	Branch 39
Murillo, Mariel	CA	Branch 466
Odell, Heather	CA	Branch 159
Rahming, Karyn	CA	Branch 77
Stiles, Sarah	CA	Branch 244
Sutton, Catherine	CA	Branch 373
Trevena, April	CA	Branch 94
Love, Valerie	CO	Branch 65
Roll, Gary	CO	Branch 65
Rudolph, Lorraine	CO	Branch 65
Donegan, Margie	CT	Branch 5
Moss, Donalda	DC	Branch 135
Garland, Angela	DE	Branch 909
Bock Jr., Robert	FL	Branch 406
Greene, Lisa	FL	Branch 406
Herzog, Rosemarie	FL	Branch 154
Murray, Donald	FL	Branch 93
Quinlan, Robert	FL	Branch 154
Sebastian, Gerald	FL	Branch 386
Vorreyer, Leslie	FL	Branch 353
Lum, Laurie	HI	Branch 214
Beal, Anita	IL	Branch 255
Dittmann, David	IL	Branch 489
Hilliard, Ricky	IL	Branch 489
Pierce, Annette	IL	Branch 255
Randle, Kay	IL	Branch 369
Rendleman, Daniel	IL	Branch 255
Toles, Francee	IL	Branch 14
Malone, Tammy	IN	Branch 008
Norton, Paul	IN	Branch 8
Webb, Marcel	IN	Branch 8
Rogers, Katherine	KS	Branch 205
Harmon, Rosemary	KY	Branch 920
Hamilton, Larry	LA	Branch 209
Gramblin, Reginald	MD	Branch 531
Amergian, Raymond	ME	Branch 96
Hafford, Darrell	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Bodary, Joseph	MI	Branch 268
Bunch, Kenneth	MI	Branch 23
Cogar, Laurie	MI	Branch 268
Hommerson Jr., David	MI	Branch 130
Ice, Marilyn	MI	Branch 23
Krzycki Jr., Kenneth	MI	Branch 508
Schneider, Irene	MI	Branch 508
Smith, Theresa	MI	Branch 130

Junek, John	MN	Branch 104
Mooney, Dan	MN	Branch 16
Soukey, Louis	MN	Branch 104
Tate, Gregory	MN	Branch 104
Washington, Robert	MO	Branch 131
Weiland, Heather	MT	Branch 929
Belger, Michael	NC	Branch 183
Edwards, Brenda	NC	Branch 183
McLaughlin, Deborah	NC	Branch 183
Caruso, Richard	NE	Branch 10
Newman, Edward	NE	Branch 10
Ruggiero, Joseph	NH	Branch 932
Sarnie, Deborah	NH	Branch 932
Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75
Patterson, Sherry	NV	Branch 463
Burke, Terriann	NY	Branch 11
Evans, Darius	NY	Branch 85
Krempa, Keith	NY	Branch 27
Muhammad, Jamaal	NY	Branch 68
Laster, Edward	OH	Branch 46
Laster, Jacshica	OH	Branch 46
Mayes, Sean	OH	Branch 29
Needham, Timothy	OH	Branch 133
Paige, Lillie	OH	Branch 46
Smith, Ronald	OH	Branch 46
Bartko, Susan	PA	Branch 20
Benford, Debra	PA	Branch 50
Keefe, Laura	PA	Branch 112
Cabrera, Antonio	PR	Branch 216
Dumas, Cyril	RI	Branch 105
Quinton, William	SC	Branch 228
Weber, Camron	SD	Branch 946
Bowen, Randy	TN	Branch 97
Cattron, Patricia	TN	Branch 555
Shelburne, Sarah	TN	Branch 32
Clark Jr., Bobby	TX	Branch 124
Davis, Pamela	TX	Branch 122
Flaherty, Daniel	TX	Branch 9
Garcia, Mario	TX	Branch 288
Hill, Earnest	TX	Branch 122
Lomba, John	TX	Branch 103
Longoria, Richard	TX	Branch 229
Mitchell, Annie	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Garrett, Donald	VA	Branch 98
Hubbard, Jim	VA	Branch 22
Jacobs, Charles	VA	Branch 132
Gruetzmacher, Bjoern	WA	Branch 61
Joers, Julie	WI	Branch 72

Continued on page 71



Signs and Symptoms of Adolescent Substance Abuse

Submitted by the USPS Employee Assistance Program

Adolescence is a period of growth and change for everyone. It's a time when our children prepare to leave the family into which they were born and prepare to create families of their own. Many changes take place during this critical period of growth: physical, emotional and intellectual changes. We see our children grow from childhood to adulthood.

During this period of growth and development, adolescents are confronted with a number of challenges, from developing social skills to defining who they are and who they want to be. They encounter a variety of new individuals and face challenges they may be unprepared to undertake. The result of this growth is change or, hopefully, maturation. It is a time of important decisions, many of which can shape the rest of their lives.

Adolescence also can be a time of challenge for parents. We see our youngsters struggle with changes. Because change is so pervasive and multifaceted, we may be surprised or unprepared for what we witness. Adolescence literally is a life-changing

experience for everyone involved. Because such a variety of things change at this time, it sometimes can be difficult to determine whether or not a change is part of the development process. Are personality changes and moodiness part of normal development or are they part of something else?

Adolescence is a unique time in development where "uniqueness"—the need to differentiate one's self from others—is precipitously balanced with the need to "fit in" or be just like everyone else. So, while your teenager may be doing things much differently than they did when they were younger, they are secretly desperate to be different, just like everyone else in their generation. Social acceptance—"fitting in"—is potentially the strongest motivator for actions and behaviors during this period.

Substance use or experimentation is the trial use of some type of substance intended to change one's thoughts or feelings, predictably in a favorable way. Substance abuse is a pattern of chemical use in amounts or in ways that has the potential to

cause someone harm. Substance use almost invariably is tied to fitting in to one's peer group.

Trying to fit in or fear of not fitting in is the most common reason for initial substance use or experimentation. Related to this is peer pressure, knowledge or experience of friends "using" that creates curiosity or pressure to attempt experimentation. Experimentation may lead to regular use which, in turn, may lead to addiction: continued use despite adverse consequences.

There are a number of potential factors that may predispose substance abuse. Common factors likely to increase the potential for substance abuse include stressful early-life stressors, such as physical or sexual abuse, witnessing or being a victim of a traumatic event, genetic vulnerability or

predisposition, prenatal exposure to alcohol or drugs, family tension or conflicts, lack of parental supervision or monitoring and parental substance use, along with association with drug-using peers.

The most common gateway drugs are the easiest to obtain with no or few legal consequences—tobacco and alcohol. These drugs are commonly available in society and likely found in the adolescent's home or the home of a friend. These substances also are the most likely to be obtained without being noticed by an adult. They are legal almost everywhere in the country, provided you are old enough to purchase them. Their use is so pervasive that almost everyone knows someone who drinks or smokes.

The next step in substance abuse progression is another gateway drug

that is frequently illegal to use or possess. While many states are moving toward legalizing medical marijuana or limited amounts of recreational marijuana, most states still impose some form of criminal penalty for possession or use. After tobacco and alcohol, marijuana is the most common drug of abuse and is the most frequent illegal drug of first use.

If an adolescent progresses to further drug use, there is a common divergence of drug of choice by age. Younger users tend to gravitate to inhalants, while older users tend to prefer synthetic marijuana, prescription opiates or Adderall. From that point, addiction can progress in any number of ways, depending on cost, availability or preference.

Substance abuse can become apparent in a number of predictable ways. The most common signs of adolescent substance abuse are changes in friends, with this change being an increase in drug-using peers and a decrease in association with non-users (former friends). This often is accompanied by a deterioration in relationships with parents and siblings, including more frequent and hostile conflicts, isolation, lack of communication and increased defiance or breaking of reasonable rules.

There also is a change in preferred activities, with movement away from previously enjoyed activities and gravitation toward activities that provide the opportunity or probability of preferred substance use. Other signs often include a decline in school attendance and performance, changes in eating and sleeping patterns and/or deterioration of personal hygiene or appearance.

Additional indicators of potential substance abuse include increased apathy, lack of self-control, increase in violent or threatening behavior and defiance or disrespectful



We're Social

Connect With Us!

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

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

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

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

It's a Team Effort

By Kevin Moore

As a postmaster, one of the skills needed to be successful is the ability to build a cohesive team. This doesn't mean there won't be issues or fights among the team because, let's face it, we see more of each other than our families.

We are a working family. It never has been more important than now to build that cohesive team. Why, you ask? NPA is your ticket to a pay raise.



Although many of the 15 objectives are beyond our control, there are three or four within our control. This is where the family comes in.

The family—consisting of the postmaster, supervisors and employees—must work together to achieve the highest cell possible in their lead finance objectives. If one unit is scoring lower than the others, work with them to help raise their scores; it is to your benefit, as well as theirs. If their score brings your total score down,

you are losing your pay raise.

Once you are achieving great success with the lead finance objectives, move on to the MPOO objectives. Expand the size of your family and share your success with your group. Increasing the overall MPOO scores also gives you the opportunity to increase your paycheck. After all, we may or may not love our jobs, but we do love our paychecks.

kevinmoore324@gmail.com

Kevin Moore is Georgia State Branch 912 secretary/treasurer and postmaster of Fortson.

behavior toward authority figures. Other indicators of a more serious problem may include physical changes such as bloodshot eyes, dilated pupils, unusual or excessive drowsiness, fatigue or lethargy, frequent nosebleeds, shaking or tremors, red/flushed cheeks, frequent or unusual bruising, a frequently runny nose, chronic coughing, sudden weight gain or loss and the choice/wearing of inappropriate clothing.

Missing money or items from the home or evidence of stealing/theft are likely indicators of substance abuse. Also, the possession of drug paraphernalia such as pipes, cigarette lighters, small porcelain bowls, hypodermic needles or small vials also is a sign.

If your child has a substance abuse problem, they are not alone. Statistics indicate that 61.5 percent of high school seniors have used alcohol, almost half of high school

seniors have abused some type of drug and over 68 percent of high school seniors do not view marijuana as harmful. Also, 16.5 percent of high school seniors have used prescription medications for uses other than what was intended. Five percent of high school seniors have used LSD, Ecstasy or inhalants.

By 8th grade, 15 percent of children have used marijuana. Almost 8 percent of teenagers use Adderall and nearly 44 percent of high school students know a classmate who sells drugs. Survey results from 2017 reveal that experimentation with substances is trending younger, meaning that younger adolescents are trying more drugs at an earlier age.

If your adolescent has a substance abuse problem, treatment options are readily available. They may include outpatient, individual or group treatment, support groups, including 12-step programs for abusers

and their families, and school- or court-related resources. Treatment resources may involve participation with one or more agencies or individuals, may evolve as treatment progresses and often are tailored to meet individual treatment needs. Most are covered by insurance or may be offered at a discounted rate by community agencies

Resources available to assist with determining whether or not your child has a substance abuse problem include school counselors, primary care physicians and substance abuse counselors. Your EAP counselor also is a valuable resource for assisting with adolescent substance abuse issues and other problems. Please feel free to contact the EAP at 1-800-EAP-4YOU (800-327-4968; TTY: 877-492-7341) or go to www.EAP4YOU.com with any questions or for more information.

The USPS Greeter and Retail Huddle

By **Dionis D. Perez**

For years now, the USPS arguably has been trying to emulate the largest retail employer in the world: Walmart with its huddle and greeter programs. Our retail leaders have been promoting and directing us to have daily group huddles and a greeter in our lobbies in order to be successful in the Retail Customer Experience (RCE) program.

However, Walmart is abandoning its greeter program. Perhaps the company believes greeters are not doing enough in terms of other duties that need to be done in the store; they only greet customers. Walmart has realized it needs to hire other employees to perform other duties, which adds to expenses and affects profit and the bottom line.

Walmart huddles are not happening in every store either, so not every employee participates in this



high-schoolish, rah-rah-rah store-opening huddle process. Google it and read for yourself. It appears huddles are done randomly; there no longer is a company-wide requirement.

Yet the USPS still insists on the greeter and Retail huddle process because of the RCE. There is some value in both, but at what cost? Why are we continuing them when Walmart is abandoning its platform? The area office's concern is it doesn't have employees available at 8:45 a.m. to hold an entire Retail team opening huddle. Often, EAS employees aren't available because of all the different duties they are performing elsewhere in the office at this time.

The frustrating part about the greeter program is we don't have the budget to assure someone is in our lobby during opening hours or peak times. EAS employees are not the answer because of all the distractions they face during the day. It's an issue that needs to be understood by upper management when they conceive of this type of greeter program.

Let's face it, unlike a Walmart employee, EAS employees are doing a lot more and are responsible for a lot more than greeting someone and apologizing for not having enough employees to do this task.

elcubano59@aol.com

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

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Willie Carter
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Felecia Hill
Texas Area
(281) 880-9856; fah91@sbcglobal.net

Rebecca Turner
Pacific Area
(323) 997-5651; rebeccaturner52@att.net

Region vacant: Northeast

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

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.

Pushing Forward

By **Beverly Austin**

Southern Region Vice President

Close your eyes tight and think back to the most perfect place you've ever been. Each of us surely would come up with some place different.

My husband Jessie and I have had the opportunity to travel to many destinations in the United States. I've never been around the world, but Jessie, as a retired Navy man, has traveled the world twice over. He decided to take me on an excursion to one of his favorite—and my most memorable—locations: up the New England coast, far from my native Texas, to harbor towns that perfectly capture the essence of New England.

New England has its coastal hub; Portsmouth, NH, is the crown jewel of the Granite State's shoreline and Jessie's favorite. And just up the road is Vacationland—Portland, ME. What really sets Portland apart is its eclectic atmosphere: hills that roll down to the working docks of the



harbor, as well as the nooks and crannies of Old Port.

When I look back, I remember what really drove me to be a member of the Auxiliary. I remember the defining moment that pushed me

toward becoming a part of something so *big* and meaningful. It was the cohesiveness of this organization—people from all walks of life coming together for a common goal. Today, our membership is down, but the Auxiliary still is strong and still pushing forward to uphold that same goal.

So, I ask you, "What does an airplane, a bicycle and the Auxiliary have in common?" If any one of those three stops moving, you're in trouble! Likewise, with the Auxiliary's membership in relationship to NAPS. Both are unified by common goals. The growth of the Auxiliary depends on the continued growth of NAPS. I encourage you to urge your spouse and family members (over 16) to join this group of committed, dedicated individuals.

It's Time to Pay Auxiliary Dues

Local and state branches, now is the time to pay your National Auxiliary dues. Please submit your payments to Bonita R. Atkins, Secretary/Treasurer, PO Box 80181, Baton Rouge, LA 70898.

Make your check or money order payable to **National Auxiliary to NAPS**. If you need remittance forms, please email latkins326@aol.com or call (225) 933-9190 and forms will be mailed to you.

Jessie and I always will have fond memories of our travels. In a like manner, I always will enjoy fond memories of the Auxiliary. I view it as the crown jewel of NAPS. Along with you, our family, we will continue to push forward to make new memories. Pushing forward and working together for the benefit of NAPS.

braustin50@gmail.com

2019 SPAC Contributors

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Sederholm Marti, Susan	WI	Branch 72
Simmons, Brandi	WI	Branch 213
McComas, Christina	WV	Branch 212

'Drive for 5' Contributors

Moorgen, Michael	FL	Branch 406
Mullins, Kym	FL	Branch 81
Williams, Carolyn	FL	Branch 146
Winters, Michael	IL	Branch 255

O'Donnell, Curt	MN	Branch 6
Edwards, Marilyn	MO	Branch 928
Weiand, Heather	MT	Branch 929
Olson, Chad	ND	Branch 946
Schnepple, Kathleen	NM	Branch 295
Jessmer, Spencer	NY	Branch 11
Wiggins, Derrick	NY	Branch 85
Wright, Marcellus	NY	Branch 459
Fleck, Darren	OH	Branch 33
Johnson, Sarah	VA	Branch 98
Krogh, Charlie	WA	Branch 31

Enjoy our "Bump It Up" Certificate!



If the certificate rates change at any time during the term, you can "Bump It Up" one time to the new rate!

Certificate highlights:

- ✓ 36 Month Term
- ✓ 1 x bump up feature during term of Share Certificate
- ✓ Rate 0.25% APY higher than standard 36 month term = 2.80% APY
- ✓ Share Certificate to renew automatically to a regular 36 month certificate at maturity

We can help you get started anytime! To open a certificate please contact one of our Member Services Representatives at **(800) 336.0284 ext. 684**, or visit signaturefcu.org/Certificates

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