

the Postal Supervisor

November 2020

Conducting NAPS Business With New Thinking in the New Norm

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Objective

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

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

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

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

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Fulfilling NAPS Duties in a New Norm

As a result of the COVID-19 pandemic, the term “new norm” has become a way of life and business for the American public. Although the pandemic may have slowed our lives, NAPS business must continue to move forward—cautiously and safely.

A byproduct of this pandemic is new-norm thinking to make our lives more successful and less stressful.

What new-norm thinking is necessary for NAPS Headquarters and local and state branches to effectively conduct association business? Here’s the scoop!

NAPS Headquarters started early to answer that question when the Executive Board addressed the potential impact the COVID-19 pandemic could have on our 67th National Convention scheduled for August 2020. To protect the health and safety of NAPS

and Auxiliary members, guests and their families, the board voted on May 3 to postpone and reschedule the national convention for Aug. 30 through Sept. 3, 2021. Rescheduling the convention also postponed electing new Executive Board members.

Therefore, in accordance with “Robert’s Rules of Order Newly Revised” and Article VII, Section 1(b), of the NAPS *Constitution*, Executive Board members will continue to hold office until they or their successors are duly appointed or elected. In that regard, all current board members except one (due to personal reasons) agreed to serve in their incumbent positions until Sept. 3, 2021, when the next Executive Board elections are held.

Until then, per Article VIII, Section 2, of the NAPS *Constitution*: “It shall be the duty of the Executive Board to carry out the orders of NAPS and conduct all business of NAPS during the interim of conventions.” NAPS business is conducted mostly through Executive Board meetings and numerous conference calls

throughout the board’s term, now an extended term.

Specifically, in Article V, Meetings, Section 2, of the NAPS *Constitution*: “The Executive Board shall meet at least once each year, and more frequently if conditions require. Such meetings shall be held at the call of the President or by petition to the President, signed by at least twelve (12) Executive Board members. A summation of the minutes of Executive Board meetings shall be reported in subsequent issues of *The Postal Supervisor*.”

Fortunately, in March 2020, an Executive Board meeting was held at our headquarters, The National Association of Postal Supervisors Vincent A. Palladino Building, fulfilling its constitutional requirement to meet once a year. Therefore, the traditional fall board meeting was not required. However, to set an example, NAPS Headquarters decided to fulfill its duties and responsibilities by scheduling a fall board meeting in October, conducted remotely via Zoom.

NAPS Headquarters understands many local and state branches already have taken the initiative to continue with their local NAPS business remotely using meeting platforms such as Zoom. Other branches have yet to embrace this new-norm thinking. However, it is something to consider until COVID-19 is safely suppressed or completely eliminated.

How and where should a branch start to have meetings to fulfill its duties and responsibilities during this pandemic? Because there are over 275 branches with different needs, NAPS Headquarters has not set official policy for how branches should conduct their business or meetings during this pandemic. However, here are some suggestions:

If hosting a remote meeting, a branch should consider options such as Zoom, Microsoft Teams, Go-To-Meetings and more. There may be other types of remote teleconferencing applications a branch may want to research to find the best fit in terms of member access and cost effectiveness.

If not already done, a branch may want to amend

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Brian J. Wagner
President

SPAC and You

Marvel at the fact we are almost in November. Although time is moving swiftly this year, it cannot end fast enough. History undoubtedly will view 2020 as one of the worst years in the history of civilization.

At the beginning of 2020, we just had finished another extremely successful year of SPAC contributions



Ivan D. Butts
Executive Vice President

and legislative activity. We were heading into our 2020 LTS legislatively and SPAC stronger than we ever had been. For the first time, we had legislation introduced to address our pay rules' fallacies, as found in 39 U.S. Code §1004, by which supervisory and other managerial organizations abide.

H.R. 6085, the "Postal Supervisors and Managers Fairness Act of 2020," was introduced by Rep.

Gerry Connolly (D-VA), with original co-sponsor Rep. Mike Bost (R-IL), on March 4. This bill signaled a new, focused legislative initiative to address the concerns voiced by many NAPS leaders and members over the years—that is, *Title 39* has no teeth.

We carried the enthusiasm for this EAS pay fairness-focused legislation to the Hill; it fueled a record-breaking year for SPAC contributions at LTS. Little did we know we would see our SPAC efforts almost grind to a halt just weeks later. Since the 2020 LTS, every scheduled 2020 NAPS event, including our 2020 Na-

tional Convention, has been postponed or canceled due to the impact of COVID-19.

These events are vital sources for providing the fuel (money) for our SPAC engine. We are tremendously fortunate that your generous SPAC efforts over the past six years have given us some continuing resources we have been able to put to work to maintain our grassroots efforts in legislation and position NAPS in numerous campaigns for seats in the 2020 election. We are working to increase the number of legislators we help get elected to Congress and move legislation such as H.R. 6085 to the front burner for action in the next session.

I would like to send a special shoutout to the great state of Florida, which did not let COVID-19 stop their quest to lead NAPS in SPAC. Thanks to all of you who responded to our earlier SPAC contribution mail-in campaign in the June *Postal Supervisor*. This initiative helped secure over \$8,900 in SPAC funds.

So, as we approach the close of 2020, please consider sending a SPAC contribution to NAPS Headquarters to help rebuild our legislative war chest. We head into 2021 with our primary focus continuing to be making the necessary changes to 39 U.S. Code §1004 a reality.

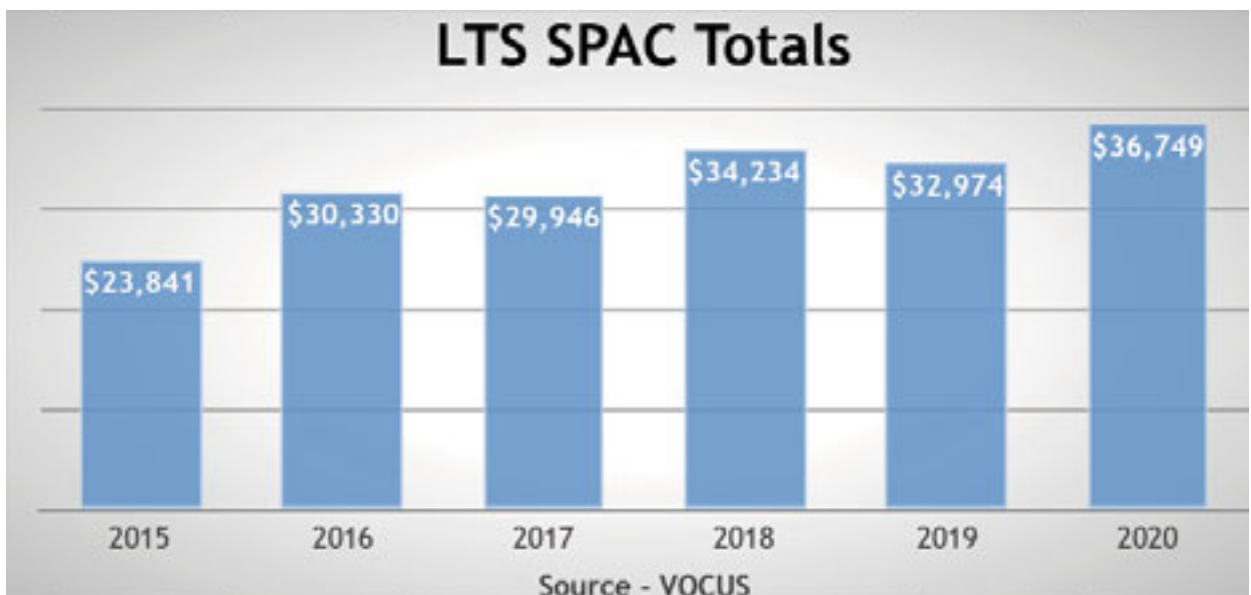
In solidarity ...

naps.ib@naps.org

The Postal Supervisor 2020 Production Schedule

Issue	Copy Deadline*	Mails
DEC	OCT 23	NOV 17
JAN 21	NOV 23	DEC 22
FEB	JAN 4	JAN 28

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



‘What the Hell Is Going on Out There?’

Legendary Green Bay Packers Coach Vince Lombardi once yelled to his team during a not particularly good afternoon of traditional Packer football, “What the hell is going on out there?” This was a message to his team that, not only was the coach dissatisfied with their play, he was angry at the level of performance, seeing it as below their capability and talent.



Chuck Mulidore
Secretary/Treasurer

Much the same can be said of my assessment of the current senior leadership of the Postal Service, led by a postmaster general who has taken this essential agency from its traditional roots of service and performance to an organization that has required the intervention of four separate federal judges in order to correct his disastrous policies, take control over some operational decision-making

and monitor his actions so as not to undermine the essential nature and purpose of the United States Postal Service.

This not only is unprecedented, it is a blemish on our record as postal employees and a disservice to the men and women who have served this agency since the beginning of our American republic. By the time you read this issue of *The Postal Supervisor* magazine, voting in the election may be over. But the underlying issues surrounding this entire process deserve not only to be questioned, but to be investigated by Congress in its oversight role.

Perhaps one could say the current PMG made some rookie mistakes, was unaware of the enormous role the Postal Service plays in the lives of Americans or maybe was inexperienced in running such a large, complex organization of over 600,000 employees. And I would say you are correct on all counts. However, what about strong, consistent leadership during a pandemic?

What about understanding the impact that managerial decisions have on the employees? How about reading the United States Constitution before assuming the role of PMG, in particular, Section 8, also known as the “Postal Clause,” that reads, in part, “The

Congress shall have the power ... to establish Post Offices and Post Roads. ...”

Yes, that’s us—the U.S. Postal Service. An agency deemed so essential, it is mentioned in the very founding document that laid out the organization of the newly created United States of America! And in all the ensuing historic years, never has the U.S. Postal Service had to be overseen by a federal district judge(s) out of concern whether it was operating in the best interests of the American public in advance of a presidential election.

These judges issued injunctions not only to stop service and processing reductions, as well as delaying mail and slowing the nation’s delivery network in advance of the presidential elections, but also as a matter of service to the American public. In fact, the federal injunctions required the Postal Service to maintain service levels through the election at a minimum.

So, I must ask senior Postal Service leaders, echoing the words of Coach Lombardi, “What the hell is going on out there?” What is going on at L’Enfant Plaza? Why are the decisions of senior postal leaders being overturned by federal judges? Why are Postal Service processes being monitored by federal judges?

My fellow NAPS members, this is not normal. In fact, I consider it an insult to the generations of postal employees who have preceded us and the legacy of an American institution that dates to colonial times.

As a leader, if my decisions led to an outside entity overturning those decisions based on the sincerity of those decisions, what would that say about my leadership? If I am the leader of an organization that, for the first time in its long history, federal courts have had to monitor the intent of its decisions, then what are the consequences of those actions?

It is time for *all* of us to hold the PMG and others at L’Enfant Plaza accountable for their actions and for besmirching the grand name of the United States Postal Service. We need answers, especially to the question asked by Coach Lombardi of his team. We must seek answers to that question and look for ways to make sure we never go to this place again.

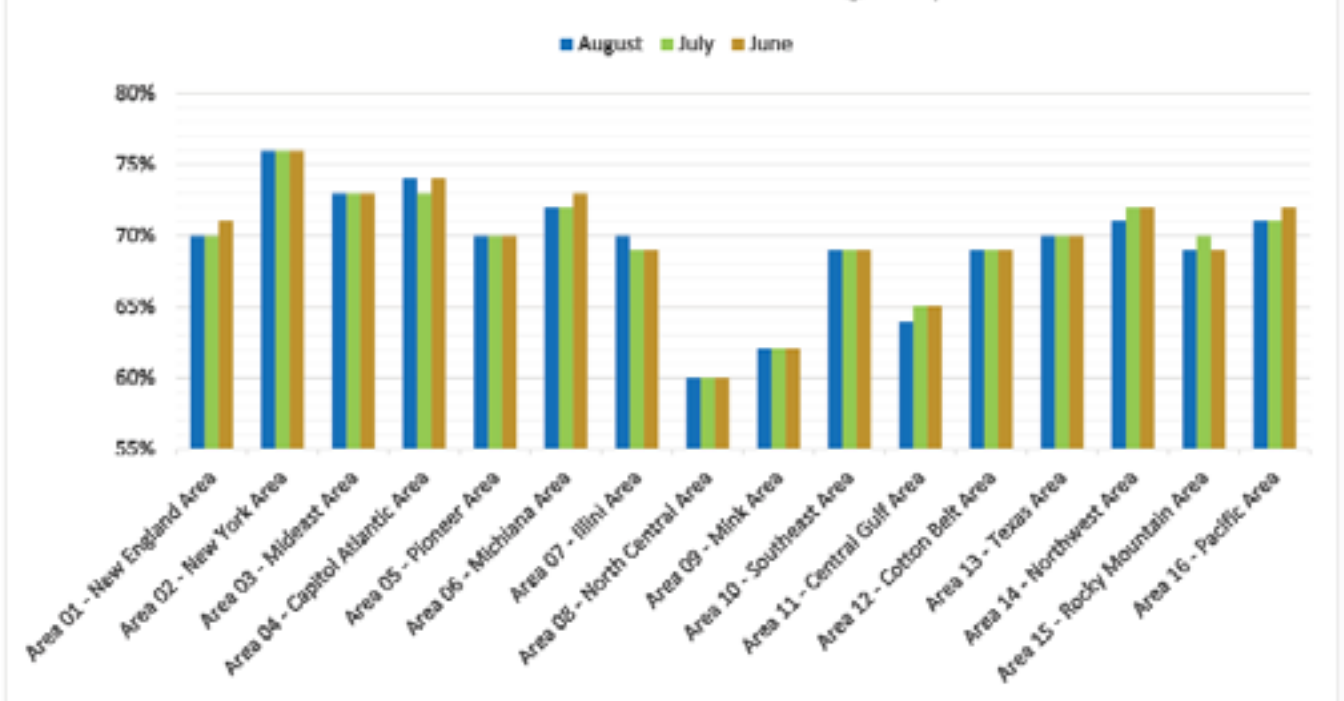
We are the U.S. Postal Service. We deserve better.

naps.cm@naps.org

National Association of Postal Supervisors Membership Report

August 2020

3 Month Member Percentage by Area



Regular Member Totals By Area	August 2020	July 2020	June 2020
Area 01 - New England Area	70%	70%	71%
Area 02 - New York Area	76%	76%	76%
Area 03 - Mideast Area	73%	73%	73%
Area 04 - Capitol Atlantic Area	74%	73%	74%
Area 05 - Pioneer Area	70%	70%	70%
Area 06 - Michiana Area	72%	72%	73%
Area 07 - Illini Area	70%	69%	69%
Area 08 - North Central Area	60%	60%	60%
Area 09 - Mink Area	62%	62%	62%
Area 10 - Southeast Area	69%	69%	69%
Area 11 - Central Gulf Area	64%	65%	65%
Area 12 - Cotton Belt Area	69%	69%	69%
Area 13 - Texas Area	70%	70%	70%
Area 14 - Northwest Area	71%	72%	72%
Area 15 - Rocky Mountain Area	69%	70%	69%
Area 16 - Pacific Area	71%	71%	72%
Total Regular Member %	70%	70%	70%
Total Regular Members	26,097	25,998	26,048
NonMember Totals	August 2020	July 2020	June 2020
Total NonMembers	10,788	10,751	10,696
Total NonMember %	30%	30%	30%

Fulfilling NAPS Duties in a New Norm

Continued from page 3

its constitution and bylaws to also incorporate making a virtual or hybrid (in-person and virtual concurrently) meeting an “official” meeting. Providing an option to attend virtually is a great way for branches to keep members active and reactivate less-active members.

Members can receive meeting credit for attending virtually. Also, their virtual attendance can count toward a meeting quorum to ensure the branch has an official meeting and fulfills its NAPS duties and responsibilities.

If hosting a virtual meeting, seek a member who understands this technology, such as Zoom, to help administer and coordinate the invitation, chat box, screen-sharing and “mute” button to avoid background noise and coordinate speakers and debate. Basically, the branch president conducts the meeting over video rather than in person and follows its regular meeting agenda. A good idea is for the branch president to first host a virtual executive board meeting to get a better feel for the larger branch virtual meeting.

Given advance notice, resident officers and respective NAPS area and regional vice presidents also could attend branch and state executive board virtual meetings. It would be nice to physically attend a branch meeting to address members’ concerns and enjoy NAPS fellowship. But until the pandemic is tamed, a virtual meeting is a way to safely stay connected and involved.

Some branches may be comfortable holding in-person branch meetings, despite the pandemic still being present. Therefore, NAPS highly encourages branches to take measures to protect attendees, including their families, from contracting

and/or spreading COVID-19. Following are some suggestions for in-person branch meetings:

Follow the Centers for Disease Control and Prevention (CDC) guidelines for social distancing by having seats at least six feet apart, including chairs at the table where branch officers sit. Unless you are sure the facility or room where the branch is hosting its meeting already has done so, have one designated person wear gloves and a mask to wipe down or spray meeting seats and/or tables with CDC-recommended sanitizers/disinfectants before the start of the meeting.

Require all meeting attendees to wear masks. Provide hand sanitizer and have the branch secretary take verbal attendance instead of having members gathering at a table to register their presence.

If providing food during the meeting, prepare in advance lunch-type snack bags filled with prepackaged chips, cookies, bottled water, soda, candy bars, handwipes, napkins, etc. Place the snack packs on

the socially distanced chairs before the start of the meeting. Finally, in addition to hosting an in-person branch meeting, also provide members the option to attend remotely (hybrid), especially if they have a high-risk condition.

I encourage NAPS members to keep up their faith and spirits; this COVID-19 pandemic will pass. When it does, NAPS and its members can be thankful they rose to the challenge with greater hope, more resilience, a smarter way to live and by conducting NAPS business with new thinking.

Speaking of being thankful, as we celebrate Thanksgiving this November, I want to thank the men and women of our armed forces, our military veterans and all essential workers for protecting and serving our great country. I send my sincerest thanks to NAPS branch officers and our Auxiliary for all they do for NAPS.

To keep up your spirits, my November ice-cream-flavor-of-the-month recommendation is Tillamook’s pumpkin cookie butter.

naps.bw@naps.org

Thrift Savings Plan

Fund	G	F	C	S	I
September 2020	0.06%	(0.03%)	(3.80%)	(3.04%)	(2.60%)
12-month	1.21%	6.91%	15.05%	12.60%	0.97%
The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.					
Fund	L Income	L 2025	L 2030	L 2035	L 2040
September 2020	1.59%	(1.58%)	(1.92%)	(2.11%)	(2.30%)
12-month	3.79%	0.00%	7.22%	0.00%	8.17%
Fund	L 2045	L 2050	L 2055	L 2060	L 2065
September 2020	(2.46%)	(2.63%)	(3.20%)	(3.20%)	(3.20%)
12-month	0.00%	8.92%	0.00%	0.00%	0.00%
These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so that investors’ shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010. The L 2020 Fund was retired June 2020.					
Visit the TSP website at www.tsp.gov					



Guaranteed Voluntary Benefits For NAPS Members and Associate Members

New Guaranteed Acceptance Benefit Programs Available to NAPS Members and Associate Members. Don't miss this opportunity to protect your financial future.
Return the information request by **November 30, 2020!**

Supplemental Life Insurance Program:

- **Guaranteed Acceptance Life Insurance** - low-cost, income tax-free, death estate insurance benefits for members and family members up to **\$150,000**. (Maximum of **\$500,000** available).¹
- **Guaranteed Tax-Deferred Interest** - on cash accumulations of **4.00%**.²
- **Chronic Condition with Extension of Benefits** - can be used to help offset unexpected expenses that may arise, such as a stay in the hospital or long term care facility at **4%** per month for **25 months** or **20%** one-time lump sum. The extension of benefits can provide **4%** for up to an additional **25 months** or **5%** one-time lump sum payment.³
- **Critical Care Benefit** - allows the withdrawal of **25%** of death benefits for lump sum payments up to **\$100,000** upon diagnosis of cancer, heart attack, stroke, renal failure, or major organ transplant.⁴
- **Terminal Illness Benefit** - allows the withdrawal of **75%** of death benefits for terminal illness for a maximum of **\$150,000**.⁵
- **Guaranteed Increases** - allows future increases in death benefits for ten years without evidence of insurability.⁶
- **Guaranteed Paid-up Insurance Options** - provides a guaranteed paid-up life insurance policy with increasing cash values, pre- or post-retirement.

Accident Insurance Program:

- **Wellness Benefit** - Annual screening benefit of **\$150** each for covered member and spouse.
- Pays benefits on and off-the-job accidents.

- **Accident Emergency Treatment (in Emergency Room or at Doctors Office)** - **\$150** for treatment by a physician and X-rays received in a hospital or physician's office.
- **Ambulance Benefit** - **\$360** for ambulance transportation; **\$1,800** for air ambulance.
- **Follow Up Visits & Physical Therapy Benefits** - **\$80** for follow-up treatment visits.
- **Major Diagnostic Exam Benefit** - **\$240** for one CT Scan, MRI, or EEG.
- A Benefit of **\$255,000** for Common Carrier Accidental Death.
- Benefits are portable.
- **Additional Accidental Death Benefits** include an Education Benefit of **\$6,800** per child (**\$1,700** each year for 4 years), Spousal Training Benefit of **\$6,800** (**\$1,700** each year for 4 years), and a Day Care Benefit of **\$2,550** per child (**\$850** each year for 3 years).⁵

Assault, Trauma Coverage, and Infectious Disease Program:

- Coverage for Assaults, Workplace Trauma, and Infectious Diseases contracted at work, Injuries from Acts of Terror, Accidental Death
- Plans start at only **\$10** a month!
- Annual benefits available from **\$50,000** to **\$200,000**!
- **24/7 Trauma Counseling** - provides payment of counseling expenses for member and immediate family members up to **\$5,000** per incident up to the maximum benefit during any one (1) year policy period.
- **Income Reimbursement** - receive 100% of your gross earned income, including income from secondary jobs, while unable to work due to a trauma **without a waiting period** to receive

benefits up to your chosen benefit maximum. The benefit is paid in addition to other benefits that may be received, including worker's compensation, disability, or sick leave. Beneficiaries of each insured will receive their policy maximum due to loss of life from an accidental death.

- **Expense Reimbursement and Family Support** - includes reimbursement for copays, deductibles or coinsurance related to medical, dental, vision, hearing, or prescriptions. Benefits also include rehabilitation for addiction to pharmaceuticals and **100%** of lost wages for family members providing at home supportive services.
- **Infectious Disease Coverage** - receive benefits if you accidentally contract an infectious disease, as listed by the CDC, including COVID-19, while carrying out the material duties of your regular occupation and become physically ill, and, therefore, can no longer perform your regular occupational duties. You must test positive within sixty (60) days of the accident. An incident report must be filed at the time of accident and a claim must be submitted fourteen (14) days after the diagnosis. If your skin is ruptured or broken due to a sharps accident, the initial test must be within five (5) days of the accident. The carrier must be informed within five (5) days following the accident of the facility performing the test.
- **Family Coverage Option** - under the family program, a covered full-time student up to age 26, who experiences a covered trauma, would receive a benefit of **\$100** a day while out of school. In addition, a family member staying at home to provide support would also be able to receive **100%** of their daily pay while out of work up to a maximum of **\$20,000**. Full-time students up to age 26, are also eligible for benefits if they contract an infectious disease listed by the CDC, during their educational curriculum.



Benefits Administered by
M³ Technology, LLC

NAPS MEMBERS AND ASSOCIATE MEMBERS ONLY
NEW BENEFIT INFORMATION

I would like information about the following benefit offering for NAPS Members:

- | | |
|--|--|
| <input type="checkbox"/> Life Insurance with Guaranteed Cash Accumulation at 4.00%** and "Living Benefits" for Chronic Condition for Long Term Care Expenses, Critical Care, Terminal Illness, and Disability. | <input type="checkbox"/> Critical Illness & Wellness Benefits |
| <input type="checkbox"/> Disability Income Benefits | <input type="checkbox"/> Assault, Trauma Coverage, & Infectious Disease Benefits |
| <input type="checkbox"/> Accident & Wellness Benefits | <input type="checkbox"/> Discount Homeowners & Auto |

Coverage for:	
<input type="checkbox"/> Member	<input type="checkbox"/> Member and Family

PLEASE PRINT AND RETURN BY NOVEMBER 30, 2020

Name: _____ Date of Birth: _____

Home Address: _____ Branch Number: _____

City: _____ State: _____ Zip: _____

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

Cell Phone: (____) _____ E-mail Address: _____

Work Address: _____ Member's Title: _____

Work City: _____ State: _____ Zip: _____

Work Hours: From: _____ am/pm To: _____ am/pm Days Off : _____

Type of Postal Facility: _____ Number of Employees : _____

¹ Based on current IRS regulations.

² After mortality and expenses.

³ A member can receive up to 50 months of the benefit. After the benefits under the extension have been paid, a paid-up certificate for 25% of the death benefit will be paid to the beneficiary.

⁴ Consult your policy for details.

⁵ Additional Benefits for Accidental Death.

⁶ Counseling, income reimbursement, and expense reimbursement benefits are payable per insured per incident up to the maximum benefit during any one (1) year policy period.

What Action Must I Take?

Simply return the priority information request form in the enclosed postage-paid privacy envelope today. Do Not Miss This Opportunity For Guaranteed Acceptance Benefit Programs for NAPS Members. Please return the priority information request form by **November 30, 2020!**

National Association of Postal Supervisors

Louis M. Atkins Presidential Student Scholarships

Deadline: Jan. 8, 2021

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



Applications must be received no later than Jan. 8, 2021. Online applications only will be accepted using the NAPS website. Please go to www.naps.org under the “Members” tab to apply for the **Louis M. Atkins Presidential Student Scholarships**, or go to <https://naps.org/Members-Scholarship>.

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

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

Scholarship winners will be announced in January 2021. In addition, the scholarship winners will be listed in the March 2021 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Louis M. Atkins Presidential Student Scholarship** will receive a check, payable to the college or university listed in the application, in January 2021. Scholarships may be used to pay expenses in the student’s current or following semester.

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

NAPS Responds to USPS Affidavits Targeting Local Supervisors, Managers for Mail Delays

NAPS is disappointed that top leaders at the U.S. Postal Service, in affidavits filed in federal court on Sept. 11, 2020, collectively referred to local USPS supervisors and managers as a reason for the unsuccessful implementation of operational changes that resulted in the delay of mail across the country.

In the affidavits, USPS officials referred to pandemic-related decisions being made by less-experienced supervisors and inexperienced acting supervisors, “ineffective” management in transportation services and local management occasionally exercising “poor judgment” regard-

ing the dispatch of mail as factors contributing to delays in mail delivery. Such references give the general public and media the inaccurate perception that postal supervisors and managers caused the recent delays in mail service. This is not true.

Blaming hard-working, front-line postal supervisors and managers does nothing to improve postal operations or service to the American public. Rather, it hurts the morale of managerial personnel who deserve clear communication of postal policies and instructions by top USPS officials, together with proper training, coaching, mentoring and staffing.

In response to media reports in-

terpreting the affidavits as blaming local supervisors and managers for delivery delays, NAPS Headquarters considers any attempt to blame Postal Service supervisory and managerial employees without addressing the root causes of recent mail delays as not a sign of responsible leadership. Supervisors, managers and postmasters have followed USPS policies and directives.

The recent challenges of moving and delivering America’s mail during the COVID-19 pandemic have been daunting. Postal employees deserve a “thank you” from the Postmaster General, nothing less.



Because you are a NAPS Member and work for the USPS

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Be sure to mention you work for the USPS to receive this offer.



Limited time offer. Subject to change. **T-Mobile Perks:** Qualifying credit, new acct. with 12 or less lines. & port from AT&T, Verizon, or Claro required. Validate eligible employment w/in 30 days of acct. (ongoing verification). Must be active & in good standing to receive credits. Credits may also be voided if you cancel a line. May not be combined with some offers/discounts. Restrictions apply. Limit 1 T-Mobile Perks Corp. credit per acct. **Magenta Plus:** Credit approval. Max. \$10 50M used, and, in some cases, a customer service call. SPD restricted or unavailability of other lines may be void. Unlimited talk & text features for direct communications between 2 people; others (logs, conferences & chat links, etc.) may cost extra. Unlimited high speed data US only. Not avail. for hotspots & some other data limit devices. Capable devices required for some features. Actv. required in driver video streams or speeds that provide. **Coverage:** not available in some areas. **Network Management:** Service may be slowed, suspended, terminated, or restricted for misuse, abnormal use, interference with our network or ability to provide quality service to other users, or significant loading. See t-mobile.com/Speedtest for details. See **Terms & Conditions** at www.t-mobile.com. T-Mobile, the T logo, Magenta & the magenta color are registered trademarks of Deutsche Telekom AG. © 2020 T-Mobile USA, Inc. 2N205410

Removal of Mail Processing Machines and Equipment, Changes to Annual Leave Exchange and Annual Leave Carryover Among Items Discussed

President Brian Wagner, Executive Vice President Ivan D. Butts and Executive Board Chair Tim Ford attended the Aug. 26 consultative meeting via Zoom. Representing the Postal Service were Bruce Nicholson and James Timmins, Labor Relations Policy Administration; Robert Neal, manager, Delivery Operations; Dr. Gun Udomsawat, manager, P&DC Operations; and Earl Randel, Operations specialist.

Agenda Item #1

NAPS Executive Board members have made NAPS Headquarters aware the USPS currently is removing mail

processing machines and equipment from postal facilities and/or operations. Some machines and equipment are being physically removed from postal facilities. Others are being covered with tarps in a facility to ensure non-use. Does the USPS expect a reduction of EAS positions as a result of the reduction of postal machines and equipment in postal facilities? If yes:

- Will the USPS initiate a reduction-in-force (RIF) as a result of the reduction in postal machines and equipment?
- When does the USPS expect the impacts to occur?
- How many EAS positions will be impacted by:
 - EAS job title?
 - postal facility?
 - district office?
 - area office?

Supervisory positions are not predicated on the number of machines, but on the number of bargaining-unit employees in a facility through staffing ratios. There are no planned excessing events outside of the section due to the machine reductions/relocations and, therefore, no intent to reduce EAS positions.

There may be situations where bargaining-unit positions increase/decrease on different tours in the facility, which may trigger reassignment of a supervisor to another tour in a facility. But this wouldn't trigger a RIF.

The USPS makes annual adjustments to relocate, remove, take out of service (tarp) or add postal equipment throughout USPS operations due to

mail volume changes. Equipment use is based on letter, flat and package volume workload. As a result of COVID-19, mail volume has decreased by approximately 20%.

NAPS asked why the USPS scrapped postal equipment, such as DBCS and BCS machines, rather than sell them to potential mailing houses or workshare companies.

The respective operation equipment had been fully depreciated and had no value.

Agenda Item #2

Due to the COVID-19 pandemic, many EAS employees are unable to use annual leave due to staffing shortages and being COVID-19 quarantined. While EAS employees are off work due to contracting COVID-19, other EAS employees are having their annual leave canceled due to being essential workers or unable to travel for vacation due to COVID-19 travel restrictions and other factors.

Based on the impact of COVID-19 on employees taking annual leave, NAPS Headquarters has received inquiries from members with concerns that, due to being unable to take annual leave in 2020, they will accumulate leave above the maximum USPS carryover amount. Therefore, without modification to the USPS annual leave carryover policy, many EAS employees will lose earned annual leave at the end of the year.

In order to protect EAS employees from losing earned annual leave because of circumstances outside their control, NAPS asked the Postal

Central Gulf Area VP Cornel Rowel Resigns

After careful consideration, Cornel Rowel Sr., Central Gulf Area vice president, has resigned from the Executive Board effective Oct. 6. In his letter to President Brian Wagner, Rowel thanked members of the Central Gulf Area for allowing him to represent them on the Executive Board. He also expressed his appreciation for the many wonderful experiences and valuable opportunities to grow as a NAPS national officer.

Per the NAPS Constitution, Wagner has selected, with approval from the Executive Board, Roy Beaudoin to fill the position. Beaudoin is president of Shreveport, LA, Branch 170 and the former Central Gulf Area vice president. He will serve as interim area vice president until the 67th National Convention in 2021.



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Service to implement two modifications to the USPS annual leave policy for calendar year 2020 only:

1. Increase the annual leave carryover maximum amount by an additional 200 hours.

2. Allow EAS employees to sell back up to an additional 128 hours, or a total of 256 annual leave hours, before the end of 2020.

3. If options 1 or 2 do not satisfy the employee's situation from forfeiting earned annual leave in 2020, allow the employee to sell back earned annual leave in 2020, as well as carry over annual leave above the new temporary maximum.

This item was provided to Vice President of Labor Relations Doug Tulino for consideration outside the pay consultation process. Changes to the annual leave exchange and annual leave carryover were modified on Sept. 3.

(See October *Postal Supervisor*, p. 17).

Agenda Item #3

AMS EAS employees in the field are concerned with the speed of the Sortation Equipment Reconciliation (SER) process to convert over 200,000 city routes to one six-shelf case by Oct 2, 2020. NAPS asked to be briefed on the lack of OIEs to design the CAD drawings for the various offices. Many of these positions have been vacant for over a year.

NAPS also asked to be briefed on what steps have taken place to address the lack of notification to field Maintenance units that have to modify cases to accommodate this change. AMS EAS employees are not supposed to perform maintenance in the AMS database; that is a craft function.

Because carrier input is part of the process, COVID-19 and liberal-leave policies may make this difficult to achieve in such a short timeframe, as well as COVID-19 and liberal-leave policies among craft

employees in AMS offices.

NAPS further asked if this applies to rural routes, as well. Are units required to send edit books to AMS with these changes, which would overwhelm most AMS offices at district offices in this short timeframe?

The SER only is a component of a greater initiative, Delivery Unit Network Optimization. This component has been placed on hold with an indefinite date it will resume. The ultimate result of this initiative is space-saving, which helps minimize challenges created by increases in parcel volumes. CAD or hand drawings of the floor layout are acceptable. This initiative currently applies to city routes.

As additional NAPS information, due to mail volume declines, the intent of SER is to reduce city carrier casing equipment into one piece of equipment with six shelves. The USPS estimates 75% to 80% of city delivery routes can be reduced to one piece of casing equipment, as it may not be capable to have all city routes converted down to one piece of casing equipment. The USPS does not see an issue of AMS being able to accommodate the workload to convert city-carrier cases equipment labels to one piece of equipment with six shelves.

Agenda Item #4

NAPS has been notified that the Office of Personnel Management issued an interim rule that would allow some federal employees to carry more than 30 days of annual leave into 2021. NAPS requested this rule be applied to USPS employees who, as essential personnel, have been impacted by COVID-19.

This item was provided to Vice President of Labor Relations Doug Tulino for consideration outside the pay consultation process. Changes to the annual leave exchange and annual leave carryover were modified on Sept. 3.

(See October *Postal Supervisor*, p. 17.)

STATEMENT OF OWNERSHIP, MANAGEMENT AND CIRCULATION

1. Publication title: **The Postal Supervisor**. 2. Publication number: **0032-5384**. 3. Filing date: **Sept. 17, 2020**. 4. Issue frequency: **monthly, with a combined September/October issue**. 5. Number of issues printed annually: **11**. 6. Annual subscription price: **\$18**. 7. Complete mailing address of known office of publication: **NAPS, 1727 King St., Ste 400, Alexandria, VA 22314-2753**. 8. Complete mailing address of headquarters or general business office: **NAPS, 1727 King St., Ste 400, Alexandria, VA 22314-2753**. 9. Full names and complete mailing addresses of publisher, editor and managing editor: **Publisher—NAPS, 1727 King St., Ste 400, Alexandria, VA 22314-2753; Editor—Karen Young, PO Box 734, Front Royal, VA 22630-1600; managing editor—N/A**. 10. Owner: **National Association of Postal Supervisors, 1727 King St., Ste 400, Alexandria, VA 22314-2753**. 11. Known bondholders, mortgagees and other security holders owning or holding 1 percent of total amount of bonds, mortgages or other securities: **none**. 12. Tax status: **Has not changed during preceding 12 months**. 13. Publication title: **The Postal Supervisor**. 14. Issue date for circulation data below: **Aug. 1, 2020**. 15. Extent and nature of circulation: **NAPS membership**. A. Total number of copies—Average number copies each issue during preceding 12 months: **25,048**; number copies of single issue published nearest to filing date: **24,906**. B. Paid circulation. B1. Mailed outside-county paid subscription stated on *PS Form 3541*—Average number copies each issue during preceding 12 months: **24,354**; number copies of single issue published nearest to filing date: **24,127**. B2. Mailed in-county subscriptions stated on *PS Form 3541*—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. B3. Paid distribution outside the mails including sales through dealers and carriers, street vendors, counter sales and other paid distribution outside USPS—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. B4. Paid distribution by other classes of mail through the USPS—average number copies each issue during preceding 12 months: **241**; number copies of single issue published nearest to filing date: **218**. C. Total paid distribution—average number copies each issue during preceding 12 months: **24,595**; number copies of single issue published nearest to filing date: **24,345**. D. Free or nominal rate distribution. D1. Free or nominal rate outside-county copies included on *PS Form 3541*—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. D2. Free or nominal rate in-county copies included on *PS Form 3541*—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. D3. Free or nominal rate copies mailed at other classes through the USPS—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. D4. Free or nominal rate distribution outside the mail—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. E. Total free or nominal rate distribution—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. F. Total distribution—average number copies each issue during preceding 12 months: **24,595**; number copies of single issue published nearest to filing date: **24,345**. G. Copies not distributed—average number copies each issue during preceding 12 months: **453**; number copies of single issue published nearest to filing date: **561**. H. Total—average number copies each issue during preceding 12 months: **25,048**; number copies of single issue published nearest to filing date: **24,906**. I. Percent paid—average number copies each issue during preceding 12 months: 100%; number copies of single issue published nearest to filing date: 100%. I certify that all information furnished on this form is true and complete. **Karen B. Young**, editor.

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USPS Vice President of Government Relations and Public Policy Named

Peter Pastre has been appointed USPS vice president of Government Relations and Public Policy, effective Sept. 28. He will report directly to PMG Louis DeJoy. Pastre joins the agency after 17 years in government relations at MetLife in Washington, DC.

He led MetLife's federal advocacy, political and employee engagement teams and developed extensive bipartisan relationships with congressional members and their staffs, as well as federal agencies. After graduating from college, Pastre was a legislative aide to former Republican Sen. Alan Simpson of Arizona.

USPS Extends Additional Pay for EAS Field Managers to Dec. 31, 2020

Based on conversations between NAPS and USPS Labor Relations Policy Administration, the agency has extended the temporarily modified pay provisions for specific field FLSA-exempt managers to Dec. 31. The policy was due to expire Sept. 25.

Employees in these positions (*see July Postal Supervisor, p. 8*) are eligible for EAS additional pay if authorized to work over 8.5 hours on a scheduled day or any hours on a nonscheduled day due to an increase in absences related to COVID-19 and the additional hours are spent directly supervising bargaining-unit employees.

NAPS offers its sympathies to former Central Gulf Area Vice President Cornel Rowel Sr. whose brother, Anthony, died Sept. 24. Condolences may be sent to the family at 808 N. Sabine Dr., Baton Rouge, LA 70810-2471.

Eastern Region Cabinet Meeting Postponed

Eastern Region Vice President Richard Green Jr. announced the 2021 Eastern Region Cabinet meeting, scheduled for Jan. 14-17, has been postponed indefinitely due to COVID-19. Updates will be provided when available.



NAPS President Brian Wagner, Executive Vice President Ivan D. Butts and Director of Legislative & Political Affairs Bob Levi mailed their ballots, entrusting them to the employees of the U.S. Postal Service.



In mid-September, Sen. Mark Warner (D-VA) (left) visited the Ryan Keith Cox Post Office in Virginia Beach. Adolph P. Chiappa Memorial Branch 132 President George Mott spoke with the senator during his visit.





Members of North Suburban, IL, Branch 489 show their support for employees at the Palatine P&DC. From left: Anna Johnson, Illini Area Vice President Luz Moreno, Branch 489 President Ricky Hilliard, Paul Mulock, Olajide Okedin and Plant Manager Allen Mitchel.



Branch 489 member Esmeralda Dominguez designed the banners displayed at the Palatine P&DC.



Northeast Region Vice President Tommy Roma (fourth from right) and New York Area Vice President Jimmy Warden (second from right) hosted a branch presidents' meeting on Sept. 13 at the Marina DelRey in the Bronx. The meeting was held in an outside venue; it was the first time the New York branches have been able to meet due to COVID-19 restrictions. Thanks to Butch Maynard, president of Postal Police Branch 51, for taking the photos. He was presented a \$100 gift card for his being the only branch in the New York Area with 100% membership.



Thanks to Branch 100 for running the SPAC raffle. Gift cards and headphones were donated by New York Area Vice President Jimmy Warden, Branch 100 and New York State Branch 935. Contributions to SPAC totaled \$2,170. Branch 100 member Tu Tu (sitting, left) sold tickets to Branch 85 member Calvin Robinson. To his right are Branch 100 President Tom Hughes and members Jim Puccio and Dave Conover.



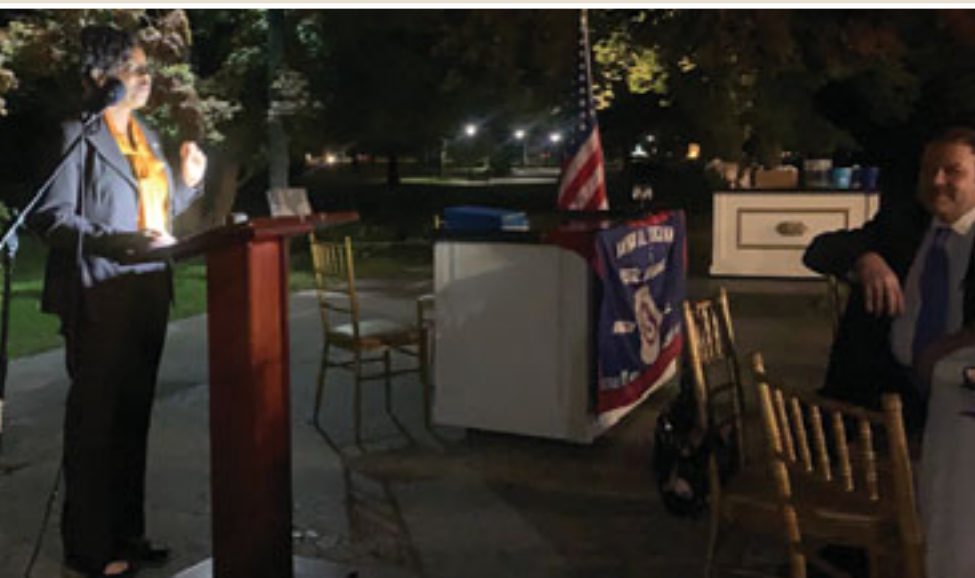
New York Area Vice President Jimmy Warden (standing) discussed membership, SWCs, NPA and NAPS' pending appeal on its lawsuit against the Postal Service. NAPS' DDF provider Al Lum (sitting, top left) discussed changes regarding debt collections.

Long Island, NY, Branch 202 held its membership meeting in late September at The Carlton, a luxurious venue in Eisenhower Park, East Meadow, NY. Branch 202 was honored to have Lieutenant Colonel Jackie Gordon attend. She is the Democratic nominee for New York Congressional District 2—a seat that will be vacated by the retirement of NAPS friend Rep. Peter King (R). Gordon addressed NAPS members, assuring them she will fight for Long Island and the Postal Service.



From left: Branch 202 President Tom Barone, branch member Vinnie Nicolos, candidate Jackie Gordon, branch member Vinnie Violanti, Branch 202 Vice President Dee Perez, branch members Frank Baselice and Jay Singh, New York Area Vice President Jimmy Warden, branch member Rocky Singh, Branch 202 Vice President Anne Pedro and NAPS Executive Vice President Ivan D. Butts.

Jackie Gordon, Democratic candidate for Congress, addressed NAPS members.



Branch 202 Vice President Anne Pedro (left) and congressional candidate Jackie Gordon.



Branch 202 presents awards to members nominated by their peers for NAPS Outstanding Supervisor, Outstanding Postmaster and Lifetime Achievement. Each nomination includes a \$10 contribution to SPAC.



Branch 202 President Tom Barone (right) presented John DelVecchio the Outstanding Supervisor Award.



Branch 202 President Tom Barone presented Sheryl Farrall the Outstanding Postmaster Award.



Branch 202 President Tom Barone and Vice President Dee Perez presented Gary Abrahamsen the Lifetime Achievement Award.



Following the membership meeting, NAPS members enjoyed The Carlton's cigar room after making a contribution to SPAC.

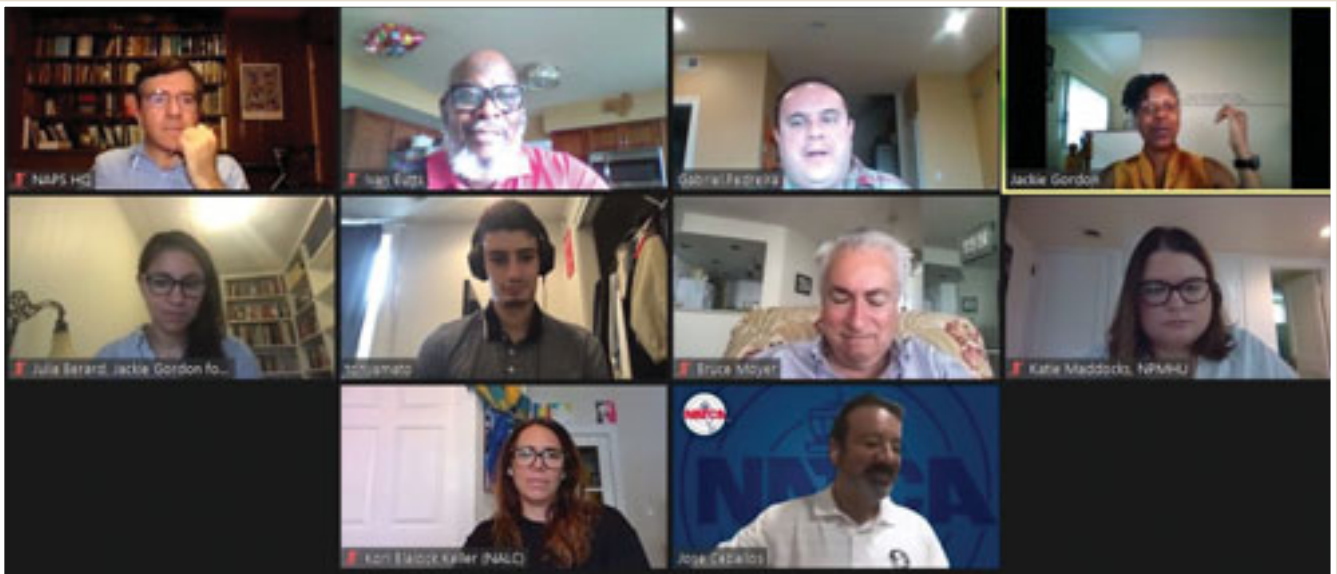
Despite the inability to meet in person with legislators and political candidates due to COVID-19, NAPS' Legislative Team continues to engage via Zoom. In the many meetings, NAPS Executive Vice President Ivan D. Butts and Director of Legislative & Political Affairs Bob Levi thanked lawmakers for their support of H.R. 8015, the "Delivering for America Act," as well as sought support for H.R. 6085, the "Postal Supervisors and Managers Fairness Act of 2020," and H.R. 597, the "Postal Employee Appeal Rights Amendment Act."

Also discussed was the impact on mail delivery due to the reduction of machinery and how these delays impact lawmakers' constituents in their districts, as well as the economic impact of USPS operations. In discussions with congressional candidates, the NAPS Legislative Team discussed congressional polling data, postal issues—including vote-by-mail efforts—and reviewed responses to NAPS' candidate questionnaires.



Christina Hale, Democratic candidate for Indiana's 5th congressional district (lower right)

Jackie Gordon, Democratic candidate for New York's 2nd congressional district 2 (upper right)





Diane Mitsch Bush, Democratic candidate for Colorado's 5th congressional district (upper right)



Rita Hart, Democratic candidate for Iowa's 2nd congressional district (lower right)



Rep. Lucy McBath (D-GA) (lower left)



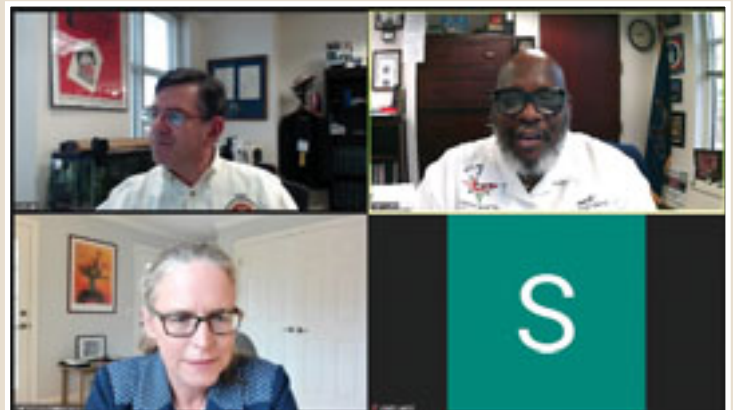
Sen. Patrick Leahy (D-VT) (bottom row, right). Also participating in the meeting were Vermont NAPS members Dawn Rossiter, postmaster, White River Junction Post Office; Robert Sanderson, plant manager, Essex Junction P&DC; Jerome Reem Jr., supervisor, Burlington Post Office; Maria Mable, Atlantic Area Finance, Barre; and Liane Spaulding, supervisor, Montpelier.



Rep. Kweisi Mfume (D-MD) (top row, center)



Rep. Abigail Spanberger (D-VA)



Carolyn Bordeaux, Democratic candidate for Georgia's 7th congressional district



Rep. Ben McAdams (D-UT) (upper left)

PERF Offers a Helping Hand



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

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

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

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

Bob Levi

Director of Legislative & Political Affairs



You can shovel all the snow, but you can't stop winter from coming. In an Oct. 2, federal-court-demanded filing, the Postal Service provided data to the U.S. Dis-

trict Court for the Southern District. The 54-page document indicated, in part, that Postmaster General Louis DeJoy's mid-August about-face on implementation of June's postal operational changes failed to repair the already inflicted damage.

pared to the previous year. It's good to point out the poll reported two-thirds of Americans believe the USPS should be run as a "public service," even if it costs the government money.

By the time you receive this issue, we may or may not know the final tally for the presidential and

congressional elections. No matter the outcome, we have our work cut out for us in the upcoming months. It will fall on postal employees, in collaboration with our elected allies, to help restore the quality mail service to which Americans are entitled.

In late summer, members of Congress subjected postal leadership to two days of hearings and the House passed legislation to help the agency. Now, it appears the mailing public, postal-reliant businesses and postal employees have allies in the federal courts.

In mid-September, four different U.S. district courts considered the operational pronouncements made by the Postal Service's senior leadership that coincided with new Postmaster General Louis DeJoy assuming the helm. Multiple states, cities, public-interest groups, voters and citizen mailers challenged those decisions in court; specifically, recent operational changes and the removal of more than 700 high-speed mail processing machines.

The federal courts were in the states of Washington, New York and Pennsylvania, as well as the District of Columbia. All four courts ruled against Postal Service leadership, recognizing the crucial role the agency has played in the administration of the 2020 election. All four courts refused to accept the Postal Service's defense that there was no change in postal policy. And all four rejected the Postal Service's attempt to shift blame to local management.

First-issued Washington state's ruling was distinct in that it raised the possibility the USPS' decisions may have been politically motivated. The presiding judge referenced how the president's anti-postal and anti-absentee-ballot tweets and statements may have influenced leadership decisions.

Federal Courts Rule Against USPS Leadership Decisions

In fact, according to the required filing, national on-time performance for First-Class Mail slipped to 84.23% for the week ending Sept. 24. For reference, First-Class on-time delivery was 92.3% the week of May 23 (during the pandemic).

The judge also observed that 72% of the decommissioned mail processing machines were in counties lost by President Trump in 2016. Finally, the ruling identified the impact the postal changes have had on governmental operations conducted through the mail, as well as the transit of prescription medication through the mail.

The New York court raised serious constitutional concerns about the Postal Service's operational changes. Specifically, the judge suggested the changes may have violated the First Amendment's guarantee to freedom of speech and the Fifth Amendment's assurance of equal protection under the law. Because voting is a recognized form of speech, the USPS' actions could impair a citizen's ability to vote by mail. The discriminatory impact of the postal changes on different classes of citizens could deny them voting protections extended to other citizens.

As a result of the potential for serious constitutional infringement, the New York Court ordered the

As NAPS members know, the reliability and timeliness of our nation's most cherished government service have been challenged and become a partisan piñata. These spiteful blows have threatened the integrity of absentee balloting and the Postal Service itself.

Despite the political broadside, a nationwide survey conducted during the last week of August by Ipsos Polling, *The Washington Post* and the University of Maryland Center for Democracy and Civic Engagement found that 72% of American voters viewed the Postal Service favorably. However, more than half noted a decline of on-time delivery as com-

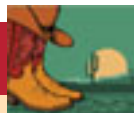
Postal Service to provide detailed, weekly performance reports to the court, mandating that the Postal Service submit a plan for on-time delivery at 93.88%. The 84.23% on-time performance referenced in the second paragraph of this column is extracted from the Oct. 2 report.

The Pennsylvania court, in its ruling, required the same performance data as mandated in the New York court ruling. However, probably the most far-reaching directive for future postal operations rests in the rulings of the Pennsylvania and District of Columbia courts. Both federal courts ruled the Postal Service should have followed the law and submitted its operational changes and removal of mail processing equipment to the Postal Regulatory Commission (PRC) for an “advisory opinion” before implementing those changes.

The proposed changes would have been open for public comment through an administrative hearing, after which the PRC would have issued an advisory opinion relating to the proposed changes. As a consequence of the Pennsylvania and New York rulings, it is highly likely that, should the Postal Service seek to implement the proposed changes after the election or propose any further changes approaching the magnitude of those implemented in June, the agency would first have to seek an advisory opinion from the PRC.

The lesson to be learned over the past few months is the Postal Service continues to be valued by the American public and is widely recognized as essential to governmental functioning. Postal leadership needs to take this into account as it governs the agency and steers its operations toward vitality. Otherwise, it will be a long winter.

naps.rl@naps.org



Important Convention Deadlines

- May 29** Deadline for all resolutions from states with conventions ending on or before May 24 to be emailed to Executive Vice President Ivan D. Butts
- June 30** Deadline for entries for the Best Website and Newsletter contests
- July 10** Deadline for all other resolutions to be emailed to Executive Vice President Ivan D. Butts
- Deadline for emailing deceased members' names to Executive Assistant Rebekah Leo

In Memoriam

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

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

Any NAPS branch that had a member die over the three years since the 2018 National Convention held at Mohegan Sun, please submit their first and last names, along with their respective branch number, to NAPS Headquarters at the email address below. The names will be given to our 2021 Host Branch Committee for the Memorial Service to be held during the convention's Opening Ceremony on Monday morning, Aug. 30.

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



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

Gaylord Texan Resort & Convention Center
Grapevine, Texas

67th National Convention

Registration Information

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

Register for the 67th National Convention
online only at www.naps.org

Registration Fee—\$250

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

No on-site registration will be accepted.

Each official registrant will receive a confirmation receipt via email as soon as they register. If you do not receive your confirmation, email napshq@naps.org or call 703-836-9660.

Refund Requests

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

Substitutions

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

Hotel Rates and Reservations

Gaylord Texan Resort & Convention Center

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

Delegates and guests attending the 67th National Convention are responsible for making their own lodging reservation directly with the Gaylord Texan Resort & Convention Center. The national convention single/double rate is \$189, plus applicable state and local taxes. The resort fee has been waived. Self-parking is complimentary from Aug. 11-Sept. 3; applicable only to those staying overnight at the Gaylord Texan.

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

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

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



Send Your Entries!

Best Website Competition

The NAPS Best Website Competition again is being conducted in conjunction with the upcoming NAPS national convention at the Gaylord Texan Resort, Grapevine, TX, this August.

A branch wishing to enter the competition must email only its website address to kbalentyoung@gmail.com by **June 30, 2021**, for forwarding to the competition judge.

Points will be awarded for content, design and technical merit, among other contest categories. The two entries receiving the highest overall point totals will be named the competition winners.

At the convention, all branches will be given the point totals of their entries by category, along with any comments the judge may make.

NAPS Newsletter Contest

The NAPS Newsletter Contest also is planned for the national convention. The entry deadline is **June 30, 2021**.

Branches wishing to submit their newsletters may do so in four categories: "Overall Excellence," "Best Layout," "Best By-lined Column/Editorial" and "Best News/Feature Article." Entries must have been published after August 2018.

The entry instructions include:


"Overall Excellence"—Submit three consecutive issues of the newsletter, stapled together as one entry. Staple a Post-it note or similar to identify the judging category, your branch number and the newsletter editor.

"Best Layout"—Submit two issues (not necessarily consecutive ones) of the newsletter, stapled together as one entry. As in the item above, identify the judging category, your branch number and the individual who lays out/designs the newsletter.

"Best Bylined Column/Editorial"—Submit one entry clipped from your newsletter (please do not submit the entire newsletter). The entry must be an original work that carries the byline of the author, who may or may not be the editor, but must be a NAPS member. Identify the judging category and your branch number.

"Best News/Feature Article"—Follow the instructions immediately above.

Please mail—do not email—entries to NAPS Newsletter Contest, c/o Balent-Young Publishing, Inc., PO Box 734, Front Royal, VA 22630, to be received no later than **June 30, 2021**. Receipt of all entries will be acknowledged; please provide your email address. Winners will be announced at the convention.

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

NAPS National Convention Golf Tournament

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

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



ing. From July 16, 2021, until Aug. 1, 2021, the fee is \$125. Also included in the fee are non-alcoholic drinks on and off the course, range balls, golf cart with GPS and other tournament needs. All players must have their own bag and clubs, wear proper golf attire; no metal spikes are allowed. Non-golfers can ride with teams and eat for \$39.95. Registration closes after Aug. 1, 2021.

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

NAPS National Convention Golf Tournament Registration

Registration closes after Aug. 1, 2021

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

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

Name _____ Phone # (include area code) _____

Mailing Address _____

City _____ State _____ ZIP _____

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

You may rent Taylor Made M-6 clubs for \$97. *All players must have a golf bag and clubs to play.* Participants are responsible for contacting the Cowboys Golf Club to rent clubs—(817) 481-7277. Transportation to and from the golf event will be provided by Host Branch Committee. Participants also may take their own transportation.

If you have a golf team or wish to play with a specific player, please indicate that information when mailing entry form(s) and check(s) to the address at right.

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

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

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

NAPS Golf
PO Box 456
Hewitt, TX 76643-0456



2020 SPAC Contributors



President's Ultimate SPAC (\$1,000+)		
Salmon, James	AZ	Branch 246
Wong, John	CA	Branch 497
Franz, Kenneth	FL	Branch 146
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Lynn, Patti	FL	Branch 296
McHugh, James	FL	Branch 386
Quinlan, Robert	FL	Branch 154
Sebastian, Gerald	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
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Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
McKiernan, Michael	NJ	Branch 74
Amash, Joseph	NY	Branch 83

Barone, Thomas	NY	Branch 202
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Warden, James	NY	Branch 100
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Allen, Rose	VA	Branch 526

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Moss, Donald	DC	Branch 135
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SPAC Contribution Form

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

\$1,000—President's Ultimate SPAC

\$750—VP Elite

\$500—Secretary's Roundtable

\$250—Chairman's Club

\$100—Supporter

Current as of February 2019

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

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____

Name _____

Home Address/PO Box _____

City _____ State _____

ZIP+4 _____ Date _____

Employee ID Number (EIN) or
Civil Service Annuitant (CSA) Number _____



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

Check or money order made payable to SPAC; *do not send cash*

Credit card (*circle one*): Visa American Express MasterCard Discover

Card number _____

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

Card expiration date: ____ / ____

Signature (required for credit card charges) _____

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

Describe gift _____ Value _____

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

Murray, Donald	FL	Branch 93
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Amergian, Raymond	ME	Branch 96
Evans, Darius	NY	Branch 85
Green, Shri	TN	Branch 41
Foster, Debra	TX	Branch 9

Secretary's Roundtable (\$500)

Herzog, Rosemarie	FL	Branch 154
James, Suzette	FL	Branch 154
Jones, Patricia	FL	Branch 425
Tucker, Johanna	FL	Branch 425
Krzycki Jr., Kenneth	MI	Branch 508
Dallojacono, Anthony	NJ	Branch 568
Baselice, Francisco	NY	Branch 202
Englerth, Scott	NY	Branch 11
Erickson, David	SD	Branch 946
Trevino, Manuel	TX	Branch 124

Chairman's Club (\$250)

Roll, Gary	CO	Branch 65
Batastini, Kenneth	FL	Branch 478
Ford, Timothy	FL	Branch 353
Goldstein, Diane	FL	Branch 156
Johnson, Conrad	FL	Branch 81
Jones, Sammie	FL	Branch 405
Roundtree, Edith	FL	Branch 154
Sims, Reginald	GA	Branch 82
Harmon, Rosemary	KY	Branch 920
Gramblin, Reginald	MD	Branch 531
Kuiper, Bruce	MN	Branch 16
Lyons, Lisa	TX	Branch 428
Cox, Lloyd	VA	Branch 526

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Caruso, Karen	FL	Branch 154
Hinson, James	FL	Branch 353
James, Wayne	FL	Branch 154
Lalone, Teri	FL	Branch 156
Lowrey, Robert	FL	Branch 154
Clarke, Shirley	LA	Branch 73
Lewin, Kim	MA	Branch 118
Longfellow, Ruel	MA	Branch 498
Russell, John	MA	Branch 43
Sadler, Amanda	ME	Branch 96
Arroyo, Victor	NY	Branch 85
DeBerry, Walter	NY	Branch 68
Leto, Frank	NY	Branch 459
Robinson, Calvin	NY	Branch 85
Bennett, Kelley	OH	Branch 33
Ravo, Steve	RI	Branch 105

SPAC Scoreboard

Statistics reflect monies collected Jan. 1 to Sept. 30, 2020

National Aggregate:

\$140,640.60

National Per Capita:

\$5.15

Region Aggregate:

1. Southern	\$43,227.50
2. Eastern	\$27,842.00
3. Western	\$25,425.75
4. Central	\$22,162.50
5. Northeast	\$21,982.85

Region Per Capita

1. Southern	\$7.32
2. Central	\$4.75
3. Eastern	\$4.69
4. Northeast	\$4.43
5. Western	\$4.37

Area Aggregate:

1. Southeast	\$27,168.00
2. Capitol-Atlantic	\$16,709.95
3. Pacific	\$13,915.50
4. New York	\$11,587.85
5. Mideast	\$10,548.00
6. Texas	\$ 8,585.50
7. New England	\$ 7,162.00
8. Illini	\$ 6,182.00
9. Michiana	\$ 5,997.50
10. Northwest	\$ 5,820.25
11. Rocky Mountain	\$ 5,690.00
12. North Central	\$ 5,600.00
13. MINK	\$ 4,383.00
14. Cotton Belt	\$ 4,097.00
15. Pioneer	\$ 3,817.05
16. Central Gulf	\$ 3,377.00

Area Per Capita:

1. Southeast	\$11.89
2. North Central	\$5.96
3. Capitol-Atlantic	\$5.65
4. Michiana	\$5.13
5. Northwest	\$5.11
6. New York	\$4.75
7. Texas	\$4.69
8. Illini	\$4.58
9. Mideast	\$4.43
10. Pacific	\$4.41
11. New England	\$4.35
12. Central Gulf	\$4.20
13. Cotton Belt	\$4.17
14. Rocky Mountain	\$3.73
15. MINK	\$3.62
16. Pioneer	\$2.58

State Aggregate:

1. Florida	\$25,644.50
2. California	\$11,670.50
3. New York	\$11,272.85
4. Texas	\$ 8,585.50
5. Maryland	\$ 7,139.00

State Per Capita:

1. North Dakota	\$17.90
2. Maine	\$16.97
3. Florida	\$14.85
4. Hawaii	\$14.48
5. Maryland	\$11.33

Drive for 5

Members by Region:

1. Central	58
2. Eastern	49
3. Southern	51
4. Western	41
5. Northeast	35

Aggregate by Region:

1. Eastern	\$13,435.00
2. Western	\$13,314.00
3. Central	\$13,113.00
4. Southern	\$12,274.00
5. Northeast	\$ 8,370.00

Resilience

By Marsha Danzy

When the clock struck midnight on Wednesday, Jan. 1, 2020, no one could have anticipated all the challenges we would confront in the new year. The COVID-19 pandemic, protests and

civil unrest, elections, voting and a changing of the guard at USPS Headquarters are just a partial list. It has been an overwhelming set of circumstances

in which we found ourselves and continue to navigate.

In spite of all these challenges, USPS employees—craft and managers—have shown great resilience in dealing with all the issues at hand. As we enter peak season, along with the presidential election, even more time will be focused on providing the best service to the American public.

With everything many Americans have endured this year—layoffs, illness or loss of loved ones—the Postal Service offers security to the public in knowing we always will be available to deliver, whether it's essential items, a get-well card or just being available to have a conversation with a senior who may be homebound.

Let's do what we do every day: Provide great service to the American public.

marshadanzy@yahoo.com

Marsha Danzy is Central Valley, CA, Branch 197 treasurer and the postmaster of Victor.

Thoughts

from the NAPS Branches

PMG, USPS Executives Play the Blame Game

By Dioenis D. Perez

Friday, Sept. 11, 2020, a sacred day in our nation's history, was tarnished by top management at the USPS. As revealed in court documents, management deflected blame for recent high-profile mail delays by alleging "poor judgment" by local supervisors and "workforce performance" issues.

Here is the link; read it: <https://www.govexec.com/management/2020/09/court-usps-blames-mail-delays-poor-judgment-local-supervisors/168423/>. See page 11 for NAPS Headquarters' response.

Wasn't it enough that PMG Louis DeJoy's testimony before Congress in August was embarrassing for all of us? Now this article comes out and blames hard-working EAS employees for delaying the mail, which is the furthest thing from the truth. I'm appalled by this claim, knowing full well we do not want to delay any mail, at any cost.

It seems the PMG takes no responsibility for anything, even when his team of executives is making excuses by blaming EAS employees for mail delays. But there is no mention of the results of timely trips leaving closeout/DOV mail behind in the afternoon, per the PMG's policy change in July!

What strikes me as odd is the new PMG enters service during prime vacation time, in addition to

a pandemic. Associate offices and mail plants—from areas to districts, local management to the craft—understand we normally are short-staffed in prime vacation time. Now, include a pandemic.

I don't have to spell it out any further; we all understand what this means. We simply do not have the staffing, even with paying out huge sums of money to do everything timely. Of course, in some associate

offices, carriers will be running late if we are to deliver the mail to every address.

Will carriers meet truck schedules? No. Anyone who's been in the USPS for more than a few years understands this—at every level. We know in advance during prime vacation time this is not always possible, especially if offices have a severe lack of complement.

How did we overcome this previously? We never worked during a pandemic, but, during prime vacation time, we were able to hold trucks for 15 minutes or, worst case, call for another truck later. This avoided mail sitting overnight in our buildings and becoming delayed by one to three days, as it is now.

Didn't anyone in a USPS executive position take the time or, perhaps, have the courage to explain this to the new PMG? Also, while understanding we are just days away from the most important election in our lives.

My fellow members, it appears



Search for the Silver Lining

By **Felecia Hill**

Texas Area Vice President

Reflecting back over the years on all the good times we had at NAPS conventions—where we embraced old friends and met new ones—brings feelings of warmth and pleasure that flood one's soul. Now, we are faced with a dark cloud called COVID-19. The worldwide pandemic has forced us to experience many changes put into existence for our health and well-being. We must limit our exposure to friends, family and others—changing the way we normally live our lives.

Here's the question: Will we be able to meet and convene with our fellow NAPS associates next year or have to wait until the following year? Not only does the worldwide pandemic cause anxiety about uncertainties with NAPS conventions, it touches many other areas of our everyday lives.

It affects our jobs, worship services, the way we see our doctors, organizational meetings, businesses; even the education system has been greatly affected. With schools having to close their doors, children have experienced the anxiety of being unable



to see their teachers and schoolmates; their socialization skills were put on hold.

Students went to school the day before the shutdown where they interacted with each other, openly talked and played together. They were completely oblivious to the fact that soon they would not see each other again in person for months. School as they knew it would end and a newly adapted school protocol would start in the fall. Many students still are not physically going to school.

Grandparents have been separated from children and grandchildren. Medical workers have been separated from their families. Jobs were lost, churches closed their doors and businesses closed—some permanently.

Through all the stress and bad situations, we still must press on to a new adaptation, a new way of functioning and a new normal. As children prepare to return to school, we teach them their new normal. This includes what I call the “20-second healthcare hero's handwashing technique” and how to wear a mask and keep it on without touching it. They also need to be taught to wear their masks without sharing. We need to

prevent the scenario where little Johnny went to school wearing a Spiderman mask and returned home wearing a Superman mask.

The pandemic truly is a dark cloud, but it's not without a silver lining. Being at home affords wonderful time to be with family that otherwise would not have been possible. For the first time in many families, mom and dad are adapting to tag-teaming home-school teaching. This gives parents lifetime bragging rights in having an active part in their children's education.

There are so many parent-child memories to be made, such as videos and photos that can be shared with grandparents; necessity is the mother of invention. There can be home sewing classes and home cooking classes. And don't forget about sports classes: baseball, football, basketball and more. Mom and dad each can choose their specialty.

There are movie nights and backyard cookouts and campouts. So, get out those sleeping bags and get the tent ready. The events are fun, the pictures are priceless and the memories are precious.

There are so many adventures awaiting as we find our way to the future; buckle up and hold on tight! One day, the COVID-19 pandemic will become history. But, until then, mask up, stay safe and be blessed.

fah91@sbcglobal.net

the USPS has been politicized by outside forces, along with its long-tenured executives, who now are cowardly pointing fingers at EAS employees as an excuse, which I had never heard before.

I demand a full retraction by the

executives mentioned and a full apology to every EAS employee in this nation for questioning our integrity and dedication to this service. PMG Louis DeJoy and your Executive Leadership Team: The buck starts and stops with you! Leaders

take the credit *and* the blame; they don't point fingers!

elcubano50@aol.com

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



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