

# the Postal Supervisor

October 2020

**The Future of the USPS  
Rests on This Election**

**Make  
Your Vote  
Count**

page 29

**VOTE**



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## Objective

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

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

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# A USPS Balancing Act— Business vs. Service

**T**he U.S. Postal Service's total revenue in Fiscal Year 2019 was \$71.2 billion— enough to place it 43rd on the Fortune 500 if it were a private company. So, the USPS is big business. In reality, how should the Postal Service be viewed—as a business or a public service? How should it be managed—for profit or not for profit? Here's the scoop.

In the simplest terms, the Post Office Department



**Brian J. Wagner**  
President

was first established by Congress under the U.S. Constitution. With the passage of the 1970 "Postal Reorganization Act," the U.S. Postal Service was established as a self-sufficient government agency to serve the American public without taxpayer funding. Today's Postal Service could be viewed as a business, but a public-service business with a universal service obligation to bind the nation together.

It's no surprise the Postal Service is considered one of the most consistently popular and trusted entities among federal agencies. In April 2020, the Pew Research Center reported that 91% of the American public approved of the USPS.

In general, a business is owned by an individual, partners or shareholders, with a goal of profitability to maximize the value for its shareholders. However, there are no owners or shareholders of the Postal Service. There are stakeholders, with a vested interest to maximize the intrinsic value of mail delivery to the American public.

So, who exactly are these stakeholders? According to the executive summary in the Postal Service's "FY2020-2024 Five-Year Strategic Plan," stakeholders include the president, Congress, the American people, postal employees, business partners and, of course, customers. When NAPS and our members hear U.S. Postal Service, we hear *service*.

However, recent news stories about mail delays, postal processing machines taken out of service, mandates to reduce overtime, changes in post office hours

and concerns about the timely delivery of mail-in ballots for the November election have caused angst among various postal stakeholders regarding the USPS' current service performance. Such news can negatively impact the long-standing trust the American public has had for the Postal Service and, more importantly, negatively impact the agency's revenue stream with customers switching to USPS competitors.

NAPS fully supports a viable, highly trusted, efficient and cost-effective Postal Service whose focus is serving the American public. As a postal stakeholder, NAPS is ready, willing and able to provide Postmaster General Louis DeJoy and his leadership team with input and assistance to achieve the agency's goal of operational efficiency, financial stability and the highest level of trust and service to the American public.

Furthermore, NAPS supports postal legislation that keeps this same, high level of trust and service. We encourage legislation that addresses the impact COVID-19 has had on USPS finances, operations and the safety and security of postal employees. NAPS will continue to seek passage of long-overdue postal reform legislation that includes major components such as repealing the prefunding of future retiree health benefits, fair and flexible postage rates, incentives to develop innovative products and services and protecting the Postal Service's universal service obligation.

This past June, I had a meet-and-greet Zoom meeting with incoming PMG DeJoy, where he stated the USPS can't provide service at all cost. That is understandable, as no business can give away the shop if it wants to be financially successful. But it can't be at the cost of service levels to the American public.

I agree with DeJoy's Aug. 7 *USPS Newsbreak* statement: "It is crucial that we do what is within our control to help us successfully complete our mission to serve the American people and, through the universal service obligation, bind our nation together by maintaining and operating our unique, vital and resilient infrastructure."

*Continued on page 10*



# A History of Challenge in Serving

**A**s we enter the month of October in a national election year, some in this heavily partisan era are waiting with bated breath for the October “surprise” that could sway an election from victory to defeat. Unfortunately, the postal version of this surprise has happened much earlier.

As I have stated in past articles, we have faced proponents who have advocated for the privatization of America’s Postal Service since the enactment of H.R. 17070 (91st), “An Act to improve and modernize the postal service, to reorganize the Post Office Department, and for other purposes.” The Postal Reorganization Act of 1970 passed by Congress abolished the then-United States Post Office Department. Until that time, the Post Office Department was part of the cabinet.



**Ivan D. Butts**  
Executive Vice President

In its place, the United States Postal Service was created as a corporation-like, independent agency with an official monopoly on the delivery of mail in the United States. President Richard Nixon signed the act into law on Aug. 12, 1970. This legislation was a direct outcome of the U.S. postal strike of 1970.

Since these legislators’ engagement, we have seen countless attacks on the foundational structure of this American treasure. These attacks have come from various entities.

United Parcel Service (UPS) has 495,000 employees and 21,000 retail locations. Its 2019 revenue was \$74 billion. It delivers only when and where it can make a profit. UPS pays the USPS to deliver 100 million to 300 million parcels annually to less-profitable locations, according to the industry watchdog group, Courier Express and Postal Observer. UPS has a stake in eliminating its main U.S. competitor—the Postal Service. In 2019, UPS spent \$7.3 million on lobbying.

FedEx employs 245,000 workers and recorded \$37 billion in revenue in 2019. It also delivers when and where it is profitable and uses

the USPS for a percentage of its ground mail delivery. The USPS pays \$1.5 billion annually to move letters and parcels via FedEx air cargo planes. FedEx spent almost \$10.5 million on lobbying in 2019.

Pitney Bowes has 11,000 workers worldwide. Its 2019 revenue was \$3.2 billion. It paid for a “White Paper” in 2013 that recommended privatizing postal trucking, retail and mail processing. In 2002, Pitney Bowes became the largest U.S. presorted mail network. Pitney Bowes would vastly increase its profits if those recommendations bore fruit. Pitney Bowes contributed over \$1 million to lobby Congress in 2019.

These aren’t the only companies that would benefit from postal privatization. On Aug. 12, CNN reported that PMG Louis DeJoy continues to hold a multimillion-dollar stake in his former company XPO Logistics, a United States Postal Service contractor, likely creating a major conflict of interest, according to newly obtained financial disclosures and ethics reports.

Outside experts who spoke to CNN were shocked that ethics officials at the Postal Service approved this arrangement, which allows DeJoy to keep at least \$30 million in XPO holdings. DeJoy and the USPS have said he fully complied with the regulations.

We have faced these proponents of privatization for many years, while maintaining our commitment to serving America. With our legislative friends in Congress, we have been able to sustain the attacks on this American institution. We also have seen the introduction of numerous bills by our legislative champions with the express purpose of increasing the sustainability of America’s Postal Service. Fighting together, America wins.

In solidarity ...

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## The Postal Supervisor 2020 Production Schedule

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

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

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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.

# Yes, Congress, We Are Essential —and Always Were!

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

Even more scrutiny has been placed on the Postal Service since the selection of Louis DeJoy as postmaster general and ill-advised directives that have contributed to delayed mail and reduced service across the country in advance of the November elections.



**Chuck Mulidore**  
*Secretary/Treasurer*

There has been a lot of conversation about the impact of postal operations on the country as a whole—not just the delivery of ballots, but also medications, packages, mail to our service

members overseas and more. Certainly, COVID-19 and misguided operational decisions from L'Enfant Plaza have contributed to this conversation. But let's take a step back a few years to when the problems surrounding the United States Postal Service began and how, if those issues had been corrected, the Postal Service and our country may not be in this current predicament.

Per Wikipedia, The “Postal Accountability and Enhancement Act” (PAEA) was enacted by the 109th Congress and signed into law by President George W. Bush on Dec. 20, 2006. The bill was introduced in the House of Representatives by Republican Tom Davis of Virginia and co-sponsored by Republican John M. McHugh of New York and Democrats Henry Waxman of California and Danny K. Davis of Illinois.

As the chair of the Senate Oversight Committee, Sen. Susan Collins of Maine shepherded the bill's passage through the Senate. The bill was approved during the lame-duck session of the 109th Congress and approved without objection on a voice vote.

PAEA was the first major overhaul of the Postal Service since 1970. It reorganized the Postal Rate Commission, compelled the USPS to pay in advance for the health and retirement benefits of all of its em-

ployees for at least 50 years and stipulated that the price of postage could not increase faster than the rate of inflation.

It also mandated the USPS to deliver six days of the week. According to former Rep. Davis, the Bush administration threatened to veto the legislation unless Congress added the provision regarding the funding of employee benefits in advance with the objective of using that money to reduce the federal deficit.

Consequently, between 2007 and 2016, the USPS lost \$62.4 billion; the Postal Service OIG estimated that \$54.8 billion of that was due to prefunding retiree benefits. By the end of 2019, the USPS had \$160.9 billion in debt due to growth of the internet, the Great Recession and prepaying employee benefits as stipulated in PAEA.

Mail volume decreased from 97 billion to 68 billion pieces from 2006 to 2012. The employee benefit prepayment cost the USPS about \$5.5 billion per year and the USPS began defaulting on this payment in 2012. The latest quarterly financials of the USPS do not suggest the COVID-19 pandemic further reduced income due to decreased demand in 2020.

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

Bill Pascrell, a Democratic House member from New Jersey, said in 2019 the PAEA was rushed through Congress without due consideration and referred to it as “one of the worst pieces of legislation Congress has passed in a generation.” From my perspective, it is clear that this legislation—PAEA—contributed to the USPS debt and to the 2020 Postal Service crisis.

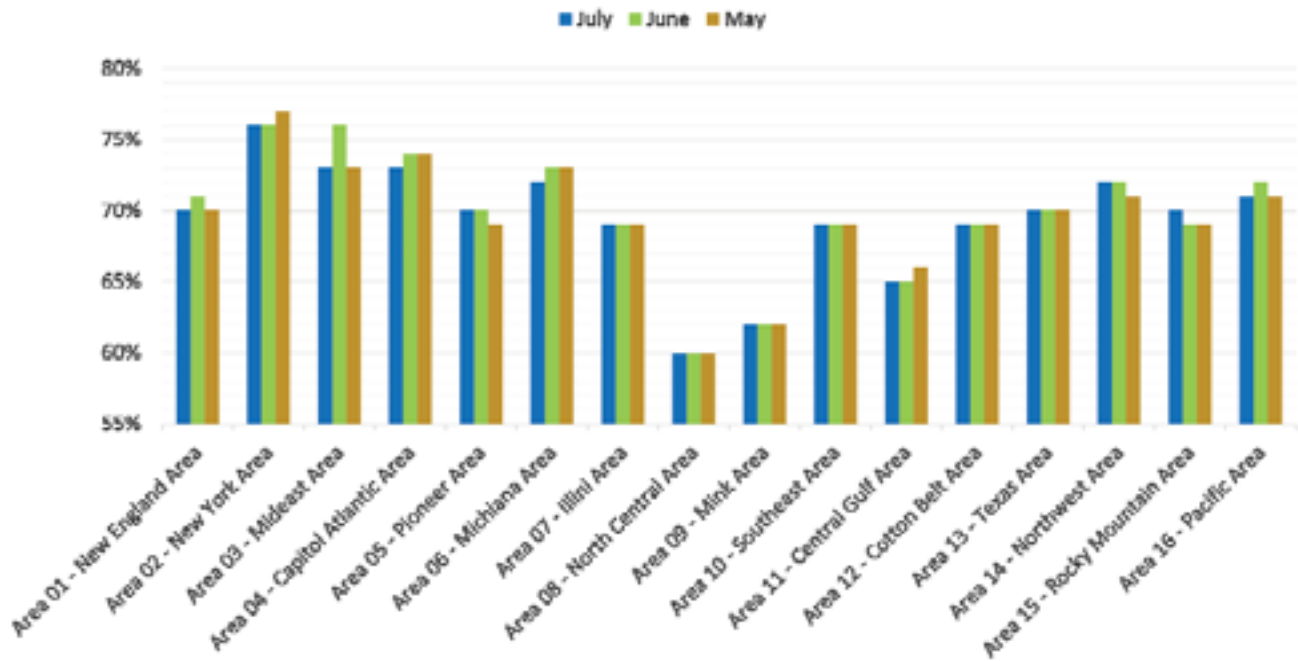
We are glad Congress finally has recognized the importance of the Postal Service to the fabric of American democracy. NAPS members have been telling Congress since 2007 this law was detrimental to the interests of the Postal Service and its employees. Each and every year, NAPS members have taken the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

*Continued on page 14*

# National Association of Postal Supervisors Membership Report

July 2020

## 3 Month Member Percentage by Area



Regular Member Totals By Area			
Area	July 2020	June 2020	May 2020
Area 01 - New England Area	70%	71%	70%
Area 02 - New York Area	76%	76%	77%
Area 03 - Mideast Area	73%	73%	73%
Area 04 - Capitol Atlantic Area	73%	74%	74%
Area 05 - Pioneer Area	70%	70%	69%
Area 06 - Michiana Area	72%	73%	73%
Area 07 - Illini Area	69%	69%	69%
Area 08 - North Central Area	60%	60%	60%
Area 09 - Mink Area	62%	62%	62%
Area 10 - Southeast Area	69%	69%	69%
Area 11 - Central Gulf Area	65%	65%	66%
Area 12 - Cotton Belt Area	69%	69%	69%
Area 13 - Texas Area	70%	70%	70%
Area 14 - Northwest Area	72%	72%	71%
Area 15 - Rocky Mountain Area	70%	69%	69%
Area 16 - Pacific Area	71%	72%	71%
<b>Total Regular Member %</b>	<b>70%</b>	<b>70%</b>	<b>70%</b>
<b>Total Regular Members</b>	<b>25,998</b>	<b>26,048</b>	<b>25,978</b>
NonMember Totals			
	July 2020	June 2020	May 2020
<b>Total NonMembers</b>	<b>10,751</b>	<b>10,696</b>	<b>10,749</b>
<b>Total NonMember %</b>	<b>30%</b>	<b>30%</b>	<b>30%</b>

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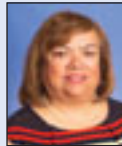
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# National Association of Postal Supervisors 2020 Presidential Candidate Questionnaire

*In late July, NAPS sent its 2020 presidential candidate questionnaire to the two major candidates for president of the United States. The questionnaires were sent to the campaign headquarters via Priority Mail, with a follow-up email. NAPS received the completed questionnaire from former Vice President Joseph Biden's campaign by NAPS' Sept. 8 deadline.*

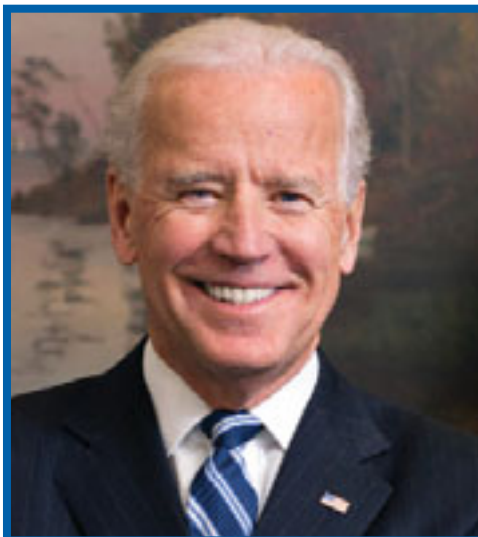
*NAPS reached out a third time to Donald Trump's campaign by phone, by email and by letter to White House Chief of Staff Mark Meadows. As of the Sept. 8 deadline, no questionnaire was received from the Trump campaign. This questionnaire is for information only; NAPS does not endorse presidential candidates.*

## Presidential Candidate Joe Biden

**Q** What are the most important issues you believe NAPS members should consider when deciding between you and the other presidential candidate?

**A** We rely on the Postal Service for our democracy, our health and our prosperity. President Trump is attacking the U.S. Postal Service, one of our country's most trusted institutions. A Biden-Harris administration will ensure the Postal Service has the support it needs to not only survive this crisis, but emerge capable of serving the American people while charging affordable rates. In a Biden-Harris administration, the USPS will be led by ethical experts who believe in the importance of a public postal service.

**Q** The U.S. Postal Service has been financially saddled with a unique and unfair requirement



to prefund future retiree health premiums and further tested by the transformation of its mail mix from letter mail to small parcels. Finally, the agency and its employees have been impacted by the COVID-19 pandemic. What do you believe are the most critical challenges facing the U.S. Postal Service and its employees?

**A** As stated in the previous answer, President Trump's attack on the U.S. Postal Service is an attack on one of the country's oldest, most trusted institutions—

and one of the few institutions explicitly authorized by the U.S. Constitution. It threatens our ability to communicate with our loved ones, receive life-saving medications and operate small businesses.

Additionally, the Trump administration has refused to provide the Postal Service with much-needed funding, calling for rate increases on customers, while pushing to eventually privatize the agency. It's wrong and it stops in a Biden-Harris administration.



**Q** What actions would your administration take to address these challenges?

**A** A Biden-Harris administration will ensure the Postal Service has the support it needs to not only survive this crisis, but emerge capable of serving the American people, while charging affordable rates.

In a Biden-Harris administration, the USPS will be led by ethical experts who believe in the importance of a public postal service. We will:

- supply the U.S. Postal Service with an emergency relief so it has the resources to continue serving the American people.
- protect the U.S. Postal Service against privatization.
- revoke the requirement that the Postal Service fully prefund employee benefits to protect the long-term financial health of the Postal Service.
- invest in clean postal infrastructure to modernize the postal fleet.
- explore the potential of diversification of services.
- enhance Postal Service leadership by filling the vacant seats on the Postal Service Board of Governors.
- protect USPS union workers' rights by making it easier for workers to join a union and collectively bargain and protect postal workers' pensions and health benefits.

**Q** The obligation to provide our nation with universal postal services is a hallmark of the U.S. Postal Service. Universal service has been operationally defined in the context of delivery frequency and mail accessibility. Also, the agency has been heralded for its ability to secure the mail. Consequently, numerous national surveys have consistently awarded the Postal Service stellar approval ratings, making it the most approved federal agency. What changes, if any, to the Postal Service's universal service obligation or security protections would your administration recommend?

**A** USPS workers are the eyes and ears of the community and often are on the first line of defense for rural and disenfranchised communities. Postal service is provided to everyone and every house, regardless of geography, income, race, religion or sexual orientation. We must honor and defend the USPS' universal service obligation as a core belief of our great nation.

We also support maintaining six-day mail delivery for every American home and business. Ensuring the six-day mail delivery that allows the USPS to stay competitive and honor its universal service obligation is a critical national priority in 2020 and the future.

Rural communities disproportionately benefit from

Saturday delivery—not only as a result of the USPS jobs that are created, but also because remote areas are disproportionately reliant on frequent delivery in order to access goods; private providers do not have incentive to deliver to these communities. This is particularly important for the delivery of sensitive packages, such as prescription drugs and infant formula that need to be received in a timely manner.

The country has evolved since the initial idea of moving away from six-day mail delivery. Years ago, the idea of reducing delivery days was discussed as an option to support the USPS as it faced uncertainty in managing its mandate to prefund retiree health care. Since then, the rise of e-commerce has fueled customer reliance on six-day delivery. The USPS should be able to deliver on that expectation.

Without six-day delivery, customers who have the option of shifting to private delivery services may do so, hurting the ability of the USPS to stay competitive as it attempts to stabilize its fiscal status. A Biden-Harris administration will protect six-day delivery.

**Q** The ongoing COVID-19 pandemic has and will continue to affect the way by which Americans vote in the upcoming fall election. What are your views on vote-by-mail?

**A** It's no coincidence that President Trump and his allies have ramped up their attacks on the Postal Service just as Americans prepare to cast their ballots in the fall. This is another one of President Trump's scare tactics to undermine voter confidence in voting by mail and the election results. The truth is Trump himself requested a vote-by-mail ballot for the Florida primary in August. His own campaign has endorsed voting by mail. And, his administration has conclusively refuted his conspiracy theories about the most secure form of voting.

The Postal Service has the capacity to support voting by mail. We have to make it easier for everybody to be able to vote, especially during a national pandemic. If it's good enough for Donald Trump, it's good enough for every voter.

**Q** Unlike many foreign postal entities, the U.S. Postal Service continues to be a governmental operation. Do you believe it should remain an inherently governmental function or should it be privatized/corporatized?

**A** The USPS should not be privatized. As a U.S. senator, I co-sponsored the "Mail Delivery Protection Act," which would have protected the USPS from priva-

tization by prohibiting it from contracting mail delivery to private contractors. As president, I will continue the fight to protect the Postal Service from all attempts at privatization.

**Q All pay and fringe benefits issues for NAPS members are governed under 39 U.S. Code § 1004. Under existing law, postal supervisors, managers and postmasters are denied the right to a fair and prompt resolution of compensation matters with the Postal Service. Would you sign into law legislation, such as H.R. 6085, to provide fairness to the process by which postal supervisors, managers' and postmasters' compensation is determined in the event of an impasse?**

**A** I am committed to working with NAPS to find a fair way to resolve pay disputes between your members and the USPS.

**Q Active and retired postal supervisors, managers and postmasters currently participate in the Civil Service Retirement System, Federal Employees Retirement System and Federal Employees Health**

**Benefits Program for their earned retirement and health benefits. What changes, if any, would you propose to these benefits?**

**A** We support full repeal of the Government Pension Offset and Windfall Elimination provisions of the Social Security law. Current rules penalize public-sector workers who either switch jobs or who have earned retirement benefits from various sources. We will get rid of the benefit cuts for workers and surviving beneficiaries who happen to be covered by both Social Security and another pension. These workers deserve the benefits they earned.

We support repealing the cost-shifting in FERS and oppose proposals to decrease the government's share of federal workers' benefits. We oppose any and all efforts to reduce benefits under FEHBP. Our federal employees deserve fair compensation and should not be subject to cuts in health insurance premiums or other critical employee benefits.

The federal government should lead by example and provide high-quality benefits, instead of pushing anti-worker budget adjustments designed to shift the burden of health care and retirement costs onto employees.

## **A USPS Balancing Act— Business vs. Service**

*Continued from page 3*

In order for this to occur, the Postal Service must find the right balance to provide the highest level of service against the goal to achieve operational efficiency and financial stability. How does the USPS achieve this balance between business and service when challenged with declining First-Class Mail volume, increased package business, current performance issues, efforts to reduce costs, answer to stakeholders and survive as a political football during an election year—all during a worldwide pandemic? Not by eating the entire elephant at one time.

To start, the USPS must have a solid business plan and structure balanced to coincide with current laws, postal policies, sufficient resources (postal capital equipment and employee staffing), operational strate-

gies and schedules. This balancing act must be qualified and quantified with data and analysis to determine the probability of success.

Communicate, communicate and communicate to stakeholders regarding decisions and actions that may impact service to the American public. Lack of communication, inconsistent messaging and misinformation lead to transparency deficiency and skepticism about the USPS.

In an Aug. 18 *Postal News* statement, DeJoy communicated the following to all Americans:

- Retail hours at post offices will not change.
- Mail processing equipment and blue collection boxes will remain where they are.
- No mail processing facilities will be closed.
- The USPS will reassert that overtime has, and will continue to be, approved, as needed.

• Effective Oct. 1, the USPS will engage standby resources in all areas of its operations, including transportation, to satisfy any unforeseen demand.

Again, if the Postal Service is to accomplish cost reductions, operational efficiency and financial stability under a new organizational structure and business plan, it must balance the business of the agency with high levels of service to the American public. When the right balance is achieved, the USPS will experience greater service performance, exponential savings and elevated public trust, while, at the same time, securing the agency's success and long-term sustainability.

I think your waistline may grow exponentially with my October ice-cream-flavor-of-the-month recommendation: Cinnabon.

**naps.bw@naps.org**



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# Verbal Directives From USPS Leadership, Conducting Route Inspections While Driving, Making Route Inspection Position Permanent Among Items Discussed

**P**resident Brian Wagner, Executive Vice President Ivan D. Butts, Secretary/Treasurer Chuck Mulidore and Executive Board Chair Tim Ford attended the July 8 consultative meeting via Zoom. Representing the Postal Service were Bruce Nicholson and Henry Bear, Labor Relations Policy Administration.

## Agenda Item #1

NAPS received the following concerns regarding delivery operations from various NAPS Executive Board members, as well as various articles posted in *The Washington Post* and on *Commondreams.org*, *Business Insider*, *Postaltimes.com* and others.

- EAS employees have been instructed to delay First-Class Mail to meet transportation leave times in plants.
- EAS employees have been instructed in the field to delay mail to avoid use of penalty overtime.
- EAS employees have been instructed in the field to leave outgoing mail at local offices if a truck “bulks out” to avoid late or extra trips.
- EAS employees have been instructed in the field to non-deliver First-Class and Priority mail to avoid the use of penalty overtime.
- EAS employees have been instructed to have minimal or no SDO use to cover vacant assignments.
- EAS employees potentially having to pay for late trips.
- EAS employees have been in-

structed to deliver mail.

- EAS employees have been instructed to work the window to cover vacancies.

- There is no pre-tour overtime in plants or Customer Service units. Therefore, it is acceptable to delay mail and parcels.

NAPS is concerned these directives are being put out verbally by USPS leadership, which, by so doing, has affixed no accountability to what could become numerous contractual and procedural violations. NAPS is concerned these actions will lead to grievances, union payouts, poor TOE and impacts to NPA.

NAPS also is concerned these directives will lead to an increase in Joint Statement on Workplace Violence complaints filed under the documented NALC strategy for removing EAS employees from supervisory positions for adhering to verbal instructions such as those noted above.

In addition, NAPS is concerned no one at the local level is willing to put these national directives in writing. EAS employees who delay mail and record non-deliveries could be subject to disciplinary actions for following these verbal instructions.

NAPS requested these directives in writing, which are being verbalized in a coordinated manner across the USPS.

*These directives were not given by USPS Headquarters. The emphasis from USPS Headquarters is focusing on the reduction of additional transportation*

*trips. Another point of emphasis from USPS Headquarters is the amount of overtime paid and the reasons for it. There has been no communication on eliminating overtime, but to be aware of what one is spending and exercising caution in approving overtime because of the Postal Service's financial situation.*

*Encouragement has been given on getting carriers out of the office on time and returning on time. These are simple management tactics that have always been done, but now, there is a greater focus on them to conserve cash. The intent is to balance these initiatives while meeting service standards.*

*Spending millions on extra transportation trips, as well as spending unnecessary overtime when it's not required, are poor management practices. Attention to these issues will help the Postal Service control costs and improve performance.*

*The pandemic has created challenges with staffing; we continue to monitor those situations. Organizational changes are being prepared and NAPS will be notified in advance of announcement of those changes. We will work with NAPS throughout implementation.*

In August, after the July 8 consultative was held, PMG Louis DeJoy testified before two congressional committees on the delay of mail. During DeJoy's testimony, he confirmed it was his policy to ensure all trips leave on time, ultimately resulting in service declines he claims should not have happened. NAPS

believes the initiatives cited in this consultative item were initiated by Postal Service Headquarters. NAPS cannot fully accept the USPS response on this agenda item.

### Agenda Item #2

NAPS Headquarters received a safety issue from Kevin Trayer, NAPS Michiana Area vice president. Due to the COVID-19 pandemic, EAS employees (NAPS members) in the Greater Michigan District are being instructed to conduct and complete rural route inspections (PS Form 4248s) by following the respective rural carrier's vehicle along the route in a separate postal vehicle while conducting the route inspection audit.

Trayer said NAPS members have expressed concern that conducting such rural route inspection audits using a separate postal vehicle is a safety issue related to distracted driving. The EAS employee must drive their vehicle while taking inspection notes and entering route inspection information in an electronic device. Members also claimed this is an OSHA violation. NAPS asked for an official USPS Headquarters response to the following:

- Is driving a separate postal vehicle, while following another postal vehicle, in the performance of a city (PS Form 3999) or rural (PS Form 4248) route inspection audit deemed unsafe per USPS policy?
- Is driving a separate postal vehicle, while following another postal vehicle, in the performance of a city (PS Form 3999) or rural (PS Form 4248) route inspection audit deemed a violation of OSHA safety guidelines?

*Conducting these observations are not unsafe and not deemed a violation of OSHA guidelines. Conducting these observations in this manner is standard practice and not anything new.*

*There may be limited situations when following behind a carrier could create challenges in efficiency; we are not asking employees to compromise safety for efficiency. The expectation is the observations should be performed safely.*

*Electronic devices can be used for recording purposes when safe to do so. Electronic devices also give the observer an opportunity to set an audible recording to be taken throughout the observation. Standard work instructions (SWIs) have been created for conducting rural route inspections. The SWIs will be emphasized in offices with recently promoted supervisors and training provided, when needed.*

NAPS continues to consider this distracted driving, which is not allowed in most states. Further, the reason these observations were suspended in March and April 2020 was due to the onset of the pandemic, which has not abated at this time. This policy change should be revisited and the suspension of these observations continued until such time as the global pandemic abates.

### Agenda Item #3

The Postal Service recently has demonstrated the extreme importance of conducting route inspections by resuming this process during the current COVID-19 world pandemic. The physical process covers about eight months of the year. However, some EAS employees continuously work on this detail assignment for the entire year. There also are numbers of EAS employees who are involuntarily reassigned to walk teams, presumably due to there being no willing EAS volunteers.

NAPS requested that the position of route inspector be made a permanent one. NAPS contends most of these EAS employees never go back to the office to which they belong. Creating a permanent job would

open up vacated (due to detail) positions. This action also would reduce the cost of having EAS employees detailed year-round, paying for them to stay in hotels and paying per diem for doing details and/or jobs nobody wants.

*Any detail assignment that exceeds one year requires approval from an area vice president. If this is occurring, it should be discussed locally. The route examiner position was eliminated in 2011. It was determined the position was not needed throughout the year. Temporary assignments are established to support route inspections, if needed. EAS annuitants also can be used for this purpose.*

*Rural route inspections are conducted at a specific time during the year. A permanent route inspector would not resolve the need for additional examiners during a national rural count or city route inspections in an entire office.*

*We recommend further development of a proposal by NAPS on this position and the expected duties and responsibilities of the position.*

### Agenda Item #4

NAPS is concerned with the practice of sending either terminal leave or settlement checks to retired members. It appears the policy for making such payments involves processing the invoice at Eagan; the check is sent to the last or current duty station.

NAPS requests that—when the USPS is sending a check to a retired or separated employee for a settlement, terminal leave or any other situation in which the check is required—the payment be sent to that person's current or last-known mailing address as shown in USPS records.

*Administration of a terminal leave check was modified in 2019 and is transferred electronically to an individual's account by direct deposit. Individ-*

uals are notified of this when completing retirement paperwork.

Individuals who choose not to have direct deposit should notify their prior duty station of their address, as well as any changes, so a check can be forwarded to the individual. The Postal Service database does not keep a record of employee addresses after separation.

Changes to this process could require up to \$50,000 in costs and notification to all employee organizations. A new process still would require individuals to update their address after each move.

## Yes, Congress, We Are Essential—and Always Were!

*Continued from page 5*

Yet that message has fallen on deaf ears for over a decade. Suddenly, a confluence of events wrapped in political overtones has awakened Congress. Now, many pieces of proposed legislation have been advanced to correct the systemic problems of the Postal Service largely created by this law.

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

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

# 2020 Vince Palladino Scholarship Winners

**N**APS awards Vince Palladino Memorial Scholarships annually in honor of the late NAPS president to honor his dedication to NAPS and its members. The children and grandchildren of NAPS members are eligible to participate.

This year, 10 scholarships were



randomly drawn and awarded, representing two winners from each NAPS region. The winners have been notified; NAPS mailed the \$1,000 scholarship checks, payable to the college or educational institution each scholarship winner is attending.

### Northeast Region

**Sophia Giza**, daughter of Michael Giza, Branch 102. She is attending Bay Path University, Longmeadow, MA, studying interior design.

**Angela Baselice**, daughter of Francisco Baselice, Branch 202. She is attending Queens College, NY, studying speech pathology.

### Eastern Region

**Corey Chalk**, son of Dawn Chalk, Branch 70. He is attending Susquehanna University, Selinsgrove, PA, studying pre-med.

**Charles Alt**, son of Laureen Alt, Branch 20. He is attending Duquesne University, Pittsburgh, studying education.

### Central Region

**Taylor Murphy**, granddaughter of Mary Kylander, Branch 104. She is attending Daytona State College, Daytona Beach, FL.

**Ethan Tarian**, son of John Tarian, Branch 508. He is attending Cleary University, Howell, MI, studying business.

### Southern Region

**Dylan Robinson**, son of Roger Robinson, Branch 124. He is attending the University of North Texas, Denton, studying digital design.

**Mathew McEvoy**, son of Robert McEvoy, Branch 405. He is attending South Florida University, Tampa, studying physical therapy.

### Western Region

**Jordan Lapira**, son of Joseph Lapira, Branch 159. He is attending Alabama College of Osteopathic Medicine, Dothan, studying osteopathic medicine.

**Ericka Knapp**, daughter of Todd Knapp, Branch 373. She is attending the University of Nebraska-Lincoln, studying nutrition and exercise science.

You see, we didn't just become essential when a worldwide pandemic broke out. We always have been essential—so much so, the Founding Framers provided for a postal system

in the Constitution of the United States. If you didn't know that, now you do!

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



# PERF Offers a Helping Hand



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

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

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

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

## In Memoriam

Ether Mae Center, a longtime member of Margarete A. Grant (Oakland, CA) Branch 127 and California State Branch officer, died Aug. 9. She was the first



female president of the Oakland Branch for many years. Ether ran for and won a seat on the all-male California State board.

She paved the way for other women and worked tirelessly to promote her best friends Margarete A. Grant, former NAPS secretary/treasurer, and Dorothea Bradley, former Western Region vice president.

Ether retired in 1990 as general supervisor at the Oakland Plant after 34 years of

service. She remained an active NAPS member and chaired several state conventions, as well as mentoring, training and supporting NAPS members from all

over California.

She was living in a care facility, but moved home in March to live with her daughter due to COVID-19. She died peacefully with her family present. Ether's last words to Western Region Vice President Marilyn Walton were, "You young folks go up to Washington, DC, and tell those legislators to keep the Postal Service viable and our retiree benefits safe!" She was much-loved by many California NAPS members.

## USPS Modifies Annual Leave Carryover for Leave Year 2020

Due to the impacts of COVID-19 on travel, postal staffing shortages and state quarantine guidelines, etc., some members have been unable to take vacation this year. As a result, many EAS employees possibly could lose earned annual leave by the end of the USPS 2020 leave year. At the August 2020 USPS/NAPS consultative meeting, NAPS requested the USPS increase the maximum annual leave carryover and annual leave exchange amounts.

The USPS notified NAPS that our request was a pay-talks issue and would be reviewed separately from the monthly consultative. Per NAPS' request, the USPS agreed to modify *ELM 512.321*, "Maximum Carryover Amounts," with an alternate decision to NAPS' request. The Sept. 3 correspondence from USPS Vice President of Labor Relations Doug Tulino provides details regarding the agency's decision to modify its annual leave and leave exchange policy (*see next page*).

In brief, for Leave Year 2020, the USPS increased the maximum carryover by 80 hours. For Leave Year 2021, the maximum annual leave exchange amount was increased by 40 hours. NAPS appreciates the Postal Service's decision to modify this policy to protect EAS employees' well-earned annual leave during this pandemic. NAPS encourages active members to take their annual leave for rest, recreation and personal purposes.

The NAPS resident officers supported a legislator rally at Postal Service Headquarters in August. From left at podium: Sen. Chris Van Hollen (D-MD), Rep. Anthony Brown (D-MD), Rep. Eleanor Holmes Norton (D-DC), Sen. Mark Warner (D-VA), Rep. Jennifer Wexton (D-VA), Rep. John Sarbanes (D-MD), retired letter carrier Annette Taylor, NAPS Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore.





September 3, 2020

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

Dear Mr. Wagner:

This is in response to an agenda item on the August 26 consultative meeting with the Postal Service and the National Association of Postal Supervisors. You have requested to modify benefit programs for eligible Executive and Administrative Schedule (EAS) Employees for Leave Year 2020 due to impacts from COVID-19. Specifically, you requested that the annual leave carryover amount be modified and increased by 200 hours and for the Open Season of the Annual Leave Exchange (ALE) Program be re-opened to allow for up to 256 hours of annual leave to be exchanged for Leave Year 2020. This agenda item was forwarded to me for consideration outside of the pay consultation process as prescribed in Title 39 § 1004 (e).

Increasing the annual leave carryover by 200 hours would increase the need for additional leave requests and place employees at risk of forfeiting annual leave in Leave Year 2021. Further, the request to re-open the ALE program for Leave Year 2020 would require significant programming changes that cannot be completed by the end of the leave year.

Therefore, having considered your requests, I have decided to modify the following benefit programs for *Field* EAS Employees as follows:

Employee and Labor Relations Manual (ELM) 512.321, *Maximum Carryover Amounts*, will be modified to allow for an increase in the maximum annual leave carryover amount. Currently, the maximum annual leave carryover amount for each leave year is 70 days (560 hours). This amount will be increased to 80 days (640 hours) for Leave Year 2020.

The maximum annual leave that can be exchanged as part of the ALE Program is 128 hours. This maximum will be increased by 40 hours, to a maximum of 168 hours for Leave Year 2021. All other provisions of the ALE Program are unchanged.

As a reminder, annual leave that has been earned and accumulated during the current leave year, which ends on January 1, 2021, cannot be exchanged for cash. Therefore, only leave that is to be earned in the new leave year may be exchanged.

Field EAS employees should be encouraged to plan vacation leave to ensure annual leave is not forfeited at the end of the leave year.

Sincerely,

A handwritten signature in black ink, appearing to read "Doug A. Tulino".

Doug A. Tulino

cc: Officers  
Area Managers, Human Resources  
Area Managers, Labor Relations  
Headquarters Managers, Labor Relations



Rep. Ed Case (D-HI) (*left*) held a press conference asking that the Postal Service permanently return to service levels in effect Jan. 1, 2020. He called on the Trump administration to immediately reverse course and commit to fully strengthening the USPS. Standing with him at the press conference were NAPS Pacific Area Vice President Chuck Lum (*pictured with Case*), union representatives and Hawaii Attorney General Clare Connors.

Case informed Hawaii citizens that the Postal Service in Hawaii will deliver for them and thanked these essential workers who have provided a vital service during this challenging time. He spoke about the benefits of vote-by-mail and said U.S. elections must be “full, fair and free.” Also, Hawaii’s primary election held earlier in August—the first locally conducted by mail—was a success.

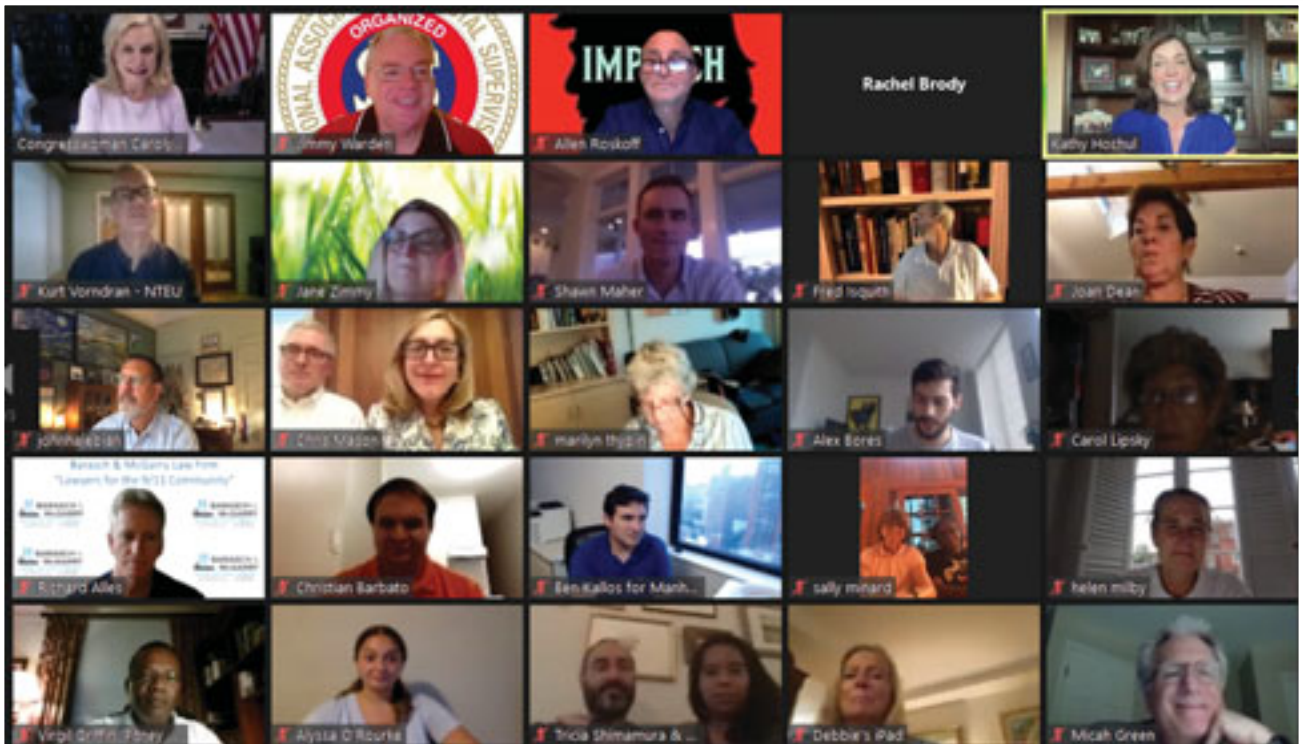
The vote-by-mail process encountered no problems; voter participation increased significantly. Connors urged all Hawaii registered voters to have confidence in the vote-by-mail process and continue to have confidence in the Postal Service. She urged Hawaii citizens to cast their November ballots by mail.



On Aug. 6, Rep. Carolyn Maloney (D-NY), chairman of the House Oversight and Reform Committee, held a virtual meeting to celebrate her primary victory. This is a great victory for NAPS and New York; Maloney is a champion of NAPS and the Postal Service.

The congresswoman, with Rep. Peter King (R-NY), in-

roduced H.R. 7015, the “Postal Preservation Act,” a stand-alone bill that seeks to give financial relief to the Postal Service. In thanking everyone for their support, Maloney pledged to continue her full support of voting-by-mail and ensure the viability of the USPS. She was instrumental in preventing stations from closing in New York.



Maloney is at the top left; next to her is NAPS New York Area Vice President Jimmy Warden. At the top right is New York Lieutenant Governor Kathy Hochul, who highlighted Maloney’s many achievements and congratulated her on her victory.



Rep. Fred Upton (R-MI), pictured with NAPS Michiana Vice President Kevin Trayer (right), asked to tour the Kalamazoo Main Post Office to gain better insight regarding the Postal Service's funding shortfall before the Aug. 22 House vote on H.R. 8015, the "Delivering for America Act." Upton voted for the bill, which passed 257-150.



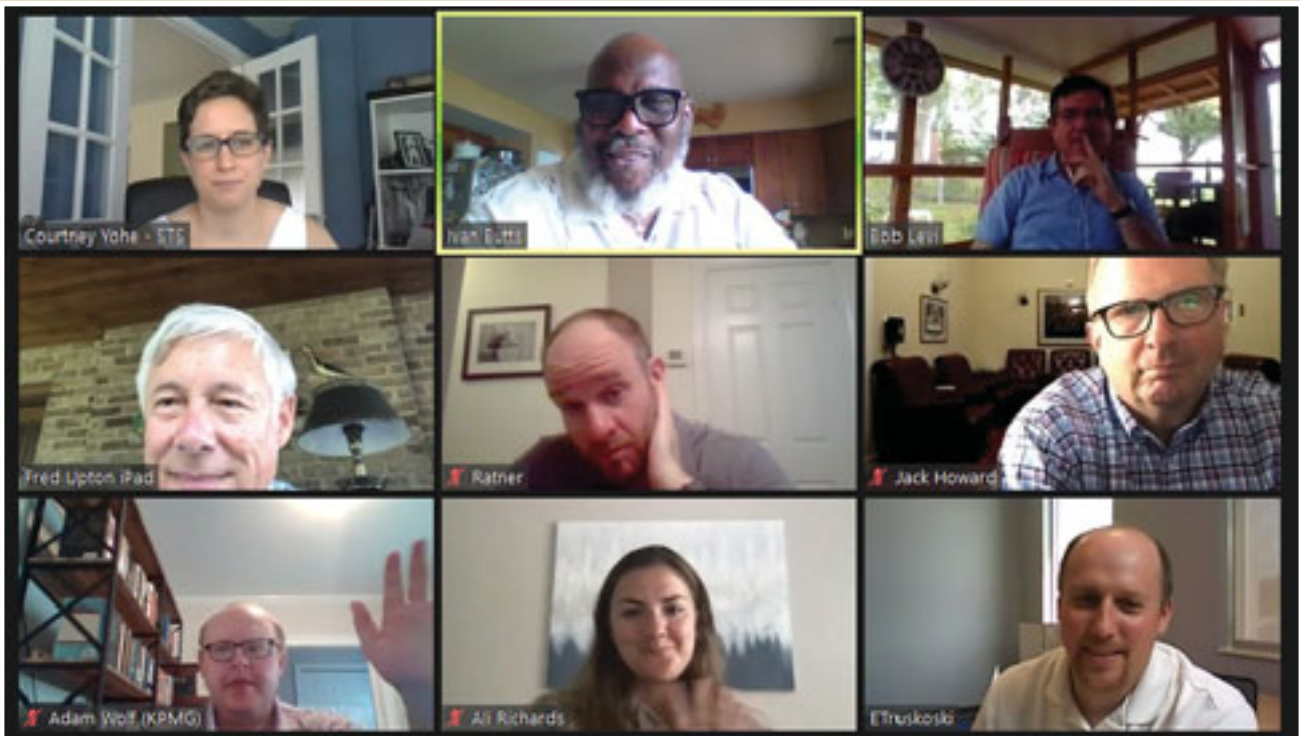
A Zoom meeting was held with Rep. Antonio Delgado (D-NY) and members of NAPS Anthony LaGrecia Mid-Hudson Branch 330. Delgado always has been a supporter of NAPS and the Postal Service. He recently voted in favor of H.R. 8015, the "Delivering for America Act." Delgado promised his support and spoke of the importance the Postal Service has in his district.

From left, top row: NAPS Director of Legislative & Political Affairs Bob Levi, New York Area Vice President Jimmy Warden and Branch 330 President Frank Barton. Middle row: Branch 330 member Steve Thorbjornsen, Northeast Region Vice President Tommy Roma and Executive Vice President Ivan D. Butts. Bottom row: Delgado and Matt Gerson, a member of Delgado's staff.





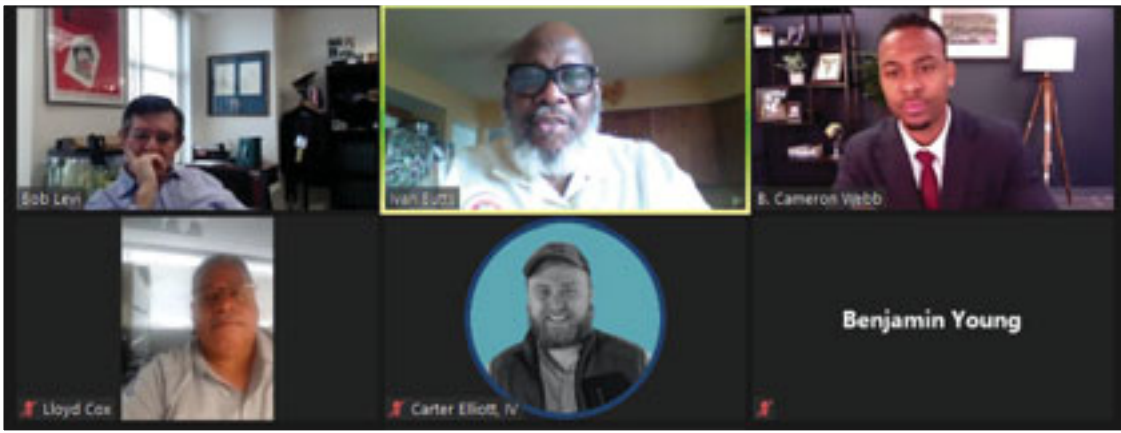
A Zoom meeting was held with Rep. Chris Smith (R-NJ), one of the six Republicans who voted for H.R. 8015, the “Delivering for America Act.” Smith has supported the Postal Service throughout his 40-year career representing New Jersey’s 4th District. From left, top row: Ali Richards (fundraiser for Smith); NAPS Executive Vice President Ivan D. Butts and Director of Legislative & Political Affairs Bob Levi. Middle row: Smith, New York Area Vice President Jimmy Warden and Mary Noonan, Smith’s chief of staff. Bottom row: NAPS New Jersey Legislative Director George Barrett and Mideast Area Vice President Tony Dallojacono.



NAPS Executive Vice President Ivan D. Butts (top row, center) and Director of Legislative & Political Affairs Bob Levi (top right) participated in a Zoom meeting with Rep. Fred Upton (R-MI) (middle row, left), to thank him for his support of H.R. 8015, the “Delivering for America Act.” Also, to garner his 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.”



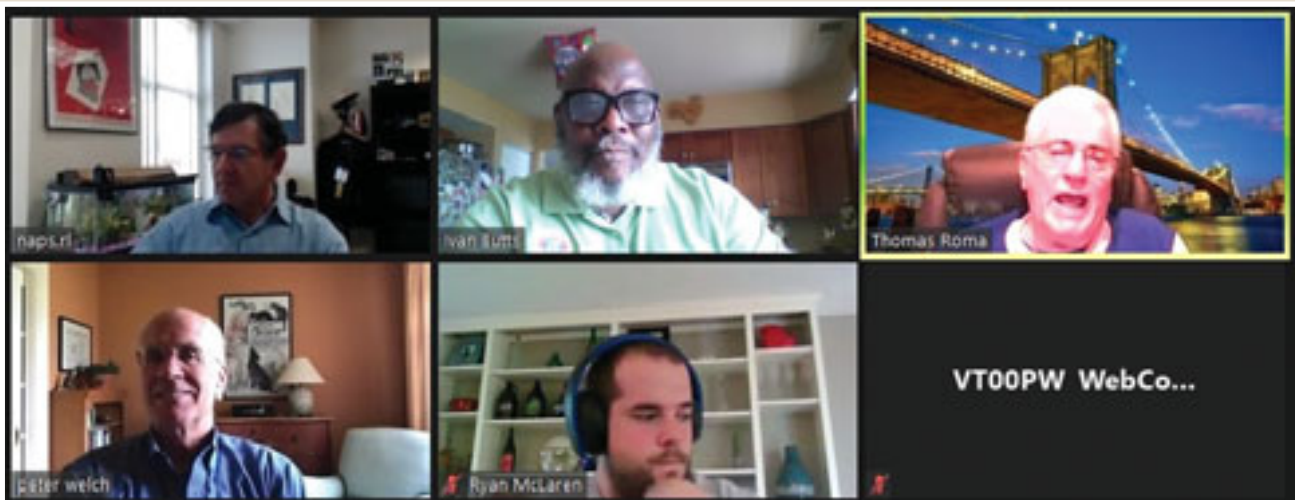
A Zoom meeting was held with Dr. Cameron Webb (top right), the Democratic candidate for Virginia's 5th District. Discussions centered on congressional polling data and issues impacting the Postal Service. NAPS members on the meeting were Director of Legislative & Political Affairs Bob Levi (top left), Executive Vice President Ivan D. Butts (top row, center) and James E. Parks Jr. NOVA District Branch 526 President Lloyd Cox (bottom left).



NAPS held Zoom meetings with Rep. Lizzie Fletcher (D-TX) and Rep. Peter Welch (D-VT), thanking them for supporting H.R. 8015, the “Delivering for America Act,” and asking them to support H.R. 8015, the “Postal Supervisors and Managers Fairness Act of 2020,” and H.R. 597, the “Postal Employee Appeal Rights Amendment Act.” Also discussed were impacts caused by reductions in mail processing machines.



Participating in the Zoom meeting with Rep. Lizzie Fletcher (bottom right) were NAPS Texas Area Vice President Jaime Elizondo Jr. (top left), Executive Vice President Ivan D. Butts (top center) and Director of Legislative & Political Affairs Bob Levi (bottom left).



Participating in the Zoom meeting with Rep. Peter Welch (bottom left) were NAPS Director of Legislative & Political Affairs Bob Levi (top left), Executive Vice President Ivan D. Butts (top center) and Northeast Region Vice President Tommy Roma (top right).

## Vote This November!

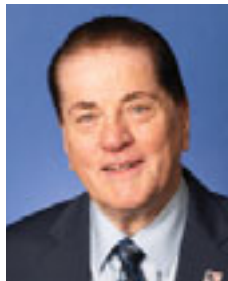
By **Tommy Roma**

Northeast Region Vice President

**A**s we speak, the Postal Service is in a state of flux. COVID-19 has drained the already financially strapped agency of any reserve funds it might have had. And the man occupying the White House is hell-bent on destroying us. He refuses to include the USPS in any stimulus bills he has offered, telling his minions, “Fix it up and sell it to the highest bidder.”

The president’s disdain for Jeff Bezos, owner and CEO

of Amazon, goes back long before he settled into the White House. Bezos also is the owner of the *The Washington Post*—a newspaper that has not been kind to Trump over the years. So, in the interim, we—the Postal Service—are pawns in their private war.



Let’s face it: Republicans want no part of vote-by-mail. They will do anything to destroy it. Could this be the reason why the man in the White House wants to kill the Postal Service? He would not have to worry about vote-by-mail if the Postal Ser-

vice were not around.

At Congressman John Lewis’ funeral, President Obama said just that. Everyone knows that is the motivation, but it took President Obama to say it—my kind of guy! Congress called PMG Louis DeJoy to testify regarding the disappearance of mail boxes from routes and the removal of all kinds of machinery from the plants. His corporate response is that, in order to make the Postal Service viable again, these matters had to be addressed.

Everyone knows Trump and the Republicans fear vote-by-mail and will do anything to stop it. Our delivery standards really went down the drain when DeJoy stated in a letter to the field that if the plant can’t get mail to carriers on time, the carriers would tie out and go to the street with whatever mail they had. Any mail arriving late from the plant would be delivered the next day. Before, we were taught *never* to leave mail behind. Our motto always was, “Every Piece, Every Day!”

COVID-19 dictates daily rosters regarding who comes to work. Our employees have gone above and beyond to deliver the mail every day to our customers; they don’t deserve what is happening. If Congress really wants to help, it can relieve us of the annual \$5.1 billion retirees prefunding requirement the Republicans slipped in on us in 2006. No other federal agency ever has had this requirement. Why did we get stuck with it?

We are in dire need of new postal vehicles to deliver the enormous amount of parcels we deliver every day. The current fleet is antiquated.

# 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](mailto: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!

We should instruct all federal agencies, including Congress, to use the USPS when mailing articles from their offices. It hurts me when visiting the Hill to lobby Congress on our postal bills to see FedEx and UPS getting the bulk of the pickup business.

I personally have spoken to postal officials on this matter. They stated they would have to wait until the contracts they signed with these companies expired in order to come back to the USPS. If you want me to believe that, I still have that bridge in Brooklyn for sale.

The Postal Service definitely needs the \$25 billion earmarked in the current stimulus package. Yet the president stated he would not sign the bill if the Postal Service was included. He wants to destroy us and voting by mail.

I could go on and on, but will

Thrift Savings Plan					
Fund	G	F	C	S	I
<b>August 2020</b>	<b>0.05%</b>	<b>(0.81%)</b>	<b>7.19%</b>	<b>7.20%</b>	<b>5.12%</b>
<b>12-month</b>	<b>1.29%</b>	<b>6.37%</b>	<b>21.83%</b>	<b>17.36%</b>	<b>6.45%</b>
The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.					
Fund	L Income	L 2025	L 2030	L 2035	L 2040
<b>August 2020</b>	<b>1.39%</b>	<b>3.17%</b>	<b>3.81%</b>	<b>4.18%</b>	<b>4.56%</b>
<b>12-month</b>	<b>5.02%</b>	<b>0.00%</b>	<b>10.71%</b>	<b>0.00%</b>	<b>12.38%</b>
Fund	L 2045	L 2050	L 2055	L 2060	L 2065
<b>August 2020</b>	<b>4.88%</b>	<b>5.21%</b>	<b>6.41%</b>	<b>6.40%</b>	<b>6.40%</b>
<b>12-month</b>	<b>0.00%</b>	<b>13.75%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>
These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so that investors' shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010. The L 2020 Fund was retired June 2020.					
Visit the TSP website at <a href="http://www.tsp.gov">www.tsp.gov</a>					

conclude with this: Please make sure you exercise your right to vote this November; make sure your vote

counts! Are Medicare and Social Security next on Trump's agenda? [troma927@cs.com](mailto:troma927@cs.com)

# Strive To Be Candid and Honest

**By Myrna Pashinski**  
Rocky Mountain Area Vice President

I want to discuss a topic I feel needs attention: candor. The definition of candor is unreserved, honest or sincere expression: forthrightness.

Over my 36 years of being involved with NAPS, being honest and forthright has, from time to time, been brought up in respect to answering questions during investigative meetings.

NAPS officers have addressed the need to always present the truth during investigative interviews or due processes, while keeping responses short and concise. Being honest and candid typically will set a person free; too often, though, people edit the truth or give only snippets of the entire story. These snippets, if you will,



may cause more deception than one might have intended.

In training provided by USPS Legal Department representatives, lack of candor has been presented as a charge difficult to defend. While being candid in an investigation may offer a small sample of the truth re-

garding the situation, it lends itself to leaving out critical parts of the story. In training provided by NAPS officers, we stress being short and concise in answers given in an investigative interview or due process. However, being honest is the most important thing.

Is it possible to be honest in an interview, while not being viewed as demonstrating a lack of candor? Yes, I believe you can be honest and candid. Whatever the situation, even if you are wrong, being honest is para-

mount. In a situation where you are being asked for or giving information to a group that expresses why you have done something, keep in mind the devil is always in the details—or in what details you omit.

If you are new to your position, do your best to always be honest and candid. Do not try to cover the situation by editing the truth to a level where it causes more questions than necessary. If you know in your heart that, with a little more investigation, it can be determined you not only gave just a snippet of the truth, but also left out important information, it may cause deep regret for you later. Be forthright in your responses and the information you share professionally and during investigations.

Honest mistakes, in most cases, can be overcome if you are humble and acknowledge you made a mis-

*Continued on page 35*







H.R. 2382  
H.R. 8015

Linda Sanchez (D-38th)	•	•
Gil Cisneros (D-39th)	•	•
Lucille Roybal-Allard (D-40th)	•	•
Mark Takano (D-41st)	•	•
Ken Calvert (R-42nd)	•	
Maxine Waters (D-43rd)	•	•
Nanette Barragan (D-44th)	•	•
Katie Porter (D-45th)	•	•
Lou Correa (D-46th)	•	•
Alan Lowenthal (D-47th)	•	•
Harley Rouda (D-48th)	•	•
Mike Levin (D-49th)	•	•
Juan Vargas (D-51st)	•	•
Scott Peters (D-52nd)	•	•
Susan Davis (D-53rd)	•	•

**Colorado**

Diana DeGette (D-1st)	•	•
Joe Neguse (D-2nd)	•	•
Scott Tipton (R-3rd)	•	
Ken Buck (R-4th)		
Doug Lamborn (R-5th)		
Jason Crow (D-6th)	•	•
Ed Perlmutter (D-7th)	•	•

**Connecticut**

John Larson (D-1st)	•	•
Joe Courtney (D-2nd)	•	•
Rosa DeLauro(D-3rd)	•	•
Jim Himes (D-4th)	•	•
Jahana Hayes (D-5th)	•	•

**Delaware**

Lisa Blunt Rochester (D-at-large)	•	•
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**Florida**

Matt Gaetz (R-1st)		
Neal Dunn (R-2nd)	•	
Ted Yoho (R-3rd)	—	
John Rutherford (R-4th)	•	
Al Lawson (D-5th)	•	•
Michael Waltz (R-6th)	•	
Stephanie Murphy (D-7th)	•	•
Bill Posey (R-8th)		
Darren Soto (D-9th)	•	•
Val Demings (D-10th)	•	•
Dan Webster (R-11th)	—	•
Gus Bilirakis (R-12th)	•	
Charlie Crist (D-13th)	•	•
Kathy Castor (D-14th)	•	•
Ross Spano (R-15th)		—
Vern Buchanan (R-16th)	•	•
Greg Steube (R-17th)		—
Brian Mast (R-18th)	•	

H.R. 2382  
H.R. 8015

Francis Rooney (R-19th)		
Alcee Hastings (D-20th)	•	•
Lois Frankel (D-21st)	•	•
Ted Deutch (D-22nd)	•	•
Debbie Wasserman Schultz (D-23rd)	•	•
Frederica Wilson (D-24th)	•	•
Mario Diaz-Balart (R-25th)	•	—
Debbie Mucarsel-Powell (D-26th)	•	•
Donna Shalala (D-27th)	•	•

**Georgia**

Buddy Carter (R-1st)	•	
Sanford Bishop (D-2nd)	•	•
Drew Ferguson (R-3rd)		
Hank Johnson (D-4th)	•	•
Lucy McBath (D-6th)	•	•
Rob Woodall (R-7th)		
Austin Scott (R-8th)	•	
Doug Collins (R-9th)	•	—
Jody Hice (R-10th)		
Barry Loudermilk (R-11th)		
Rick Allen (R-12th)		
David Scott (D-13th)	•	•
Tom Graves (R-14th)		

**Hawaii**

Ed Case (D-1st)	•	•
Tulsi Gabbard (D-2nd)	—	—

**Iowa**

Abby Finkenauer (D-1st)	•	•
Dave Loebsack (D-2nd)	—	•
Cindy Axne (D-3rd)	•	•
Steve King (R-4th)	•	—

**Idaho**

Russ Fulcher (R-1st)		
Mike Simpson (R-2nd)	•	

**Illinois**

Bobby Rush (D-1st)	•	•
Robin Kelly (D-2nd)	•	•
Dan Lipinski (D-3rd)	•	•
Chuy Garcia (D-4th)	•	•
Mike Quigley (D-5th)	•	•
Sean Casten (D-6th)	•	•
Danny Davis (D-7th)	•	•
Raja Krishnamoorthi (D-8th)	•	•
Jan Schakowsky (D-9th)	•	•
Brad Schneider (D-10th)	•	•
Bill Foster (D-11th)	—	•
Mike Bost (R-12th)	•	•
Rodney Davis (R-13th)	•	•
Lauren Underwood (D-14th)	•	•

H.R. 2382  
H.R. 8015

John Shimkus (R-15th)	•	—
Adam Kinzinger (R-16th)	•	
Cheri Bustos (D-17th)	•	•
Darin LaHood (R-18th)	•	

**Indiana**

Pete Visclosky (D-1st)	•	•
Jackie Walorski (R-2nd)		
Jim Banks (R-3rd)		
Jim Baird (R-4th)		
Susan Brooks (R-5th)	•	—
Greg Pence (R-6th)		
Andre Carson (D-7th)	•	•
Larry Bucshon (R-8th)	•	
Trey Hollingsworth (R-9th)		

**Kansas**

Roger Marshall (R-1st)	•	
Steve Watkins (R-2nd)	•	
Sharice Davids (D-3rd)	—	•
Ron Estes (R-4th)	•	

**Kentucky**

James Comer (R-1st)		
Brett Guthrie (R-2nd)		
John Yarmuth (D-3rd)	•	•
Thomas Massie (R-4th)		
Hal Rogers (R-5th)	•	
Andy Barr (R-6th)		

**Louisiana**

Steve Scalise (R-1st)		
Cedric Richmond (D-2nd)	•	•
Clay Higgin (R-3rd)		—
Mike Johnson (R-4th)		—
Ralph Abraham (R-5th)		
Garret Graves (R-6th)		

**Maine**

Chellie Pingree (D-1st)	•	•
Jared Golden (D-2nd)	•	•

**Maryland**

Andy Harris (R-1st)		
Dutch Ruppersberger (D-2nd)	•	•
John Sarbanes (D-3rd)	•	•
Anthony Brown (D-4th)	•	•
Steny Hoyer (D-5th)	•	•
David Trone (D-6th)	•	•
Kweisi Mfume (D-7th)		•
Jamie Raskin (D-8th)	•	•

**Massachusetts**

Richard Neal (D-1st)	•	•
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	H.R. 2382	H.R. 8015
Jim McGovern (D-2nd)	•	•
Lori Trahan (D-3rd)	•	•
Joe Kennedy III (D-4th)	•	•
Katherine Clark (D-5th)	•	•
Seth Moulton (D-6th)	•	•
Ayanna Pressley (D-7th)	•	•
Stephen Lynch (D-8th)	•	•
Bill Keating (D-9th)	•	•
<b>Michigan</b>		
Jack Bergman (R-1st)	•	
Bill Huizenga (R-2nd)		
Justin Amash (I-3rd)		
John Moolenaar (R-4th)	•	
Dan Kildee (D-5th)	•	•
Fred Upton (R-6th)	•	•
Tim Walberg (R-7th)		
Elissa Slotkin (D-8th)	•	•
Andy Levin (D-9th)	•	•
Paul Mitchell (R-10th)		
Haley Stevens (D-11th)	•	•
Debbie Dingell (D-12th)	•	•
Rashida Tlaib (D-13th)	•	•
Brenda Lawrence (D-14th)	•	•
<b>Minnesota</b>		
Jim Hagedorn (R-1st)	•	
Angie Craig (D-2nd)	•	•
Dean Phillips (D-3rd)	•	•
Betty McCollum (D-4th)	•	•
Ilhan Omar (D-5th)	•	•
Tom Emmer (R-6th)	•	
Collin Peterson (D-7th)	•	•
Pete Stauber (R-8th)	•	•
<b>Missouri</b>		
Lacy Clay (D-1st)	•	•
Ann Wagner (R-2nd)	•	•
Blaine Luetkemeyer (R-3rd)	•	
Vicky Hartzler (R-4th)	•	
Emanuel Cleaver (D-5th)	—	•
Sam Graves (R-6th)	•	•
Billy Long (R-7th)		
Jason Smith (R-8th)		
<b>Mississippi</b>		
Trent Kelly (R-1st)		
Bennie Thompson (D-2nd)	•	•
Michael Guest (R-3rd)		
Steven Palazzo (R-4th)		
<b>Montana</b>		
Greg Gianforte (R-at-large)	•	

	H.R. 2382	H.R. 8015
<b>Nebraska</b>		
Jeff Fortenberry (R-1st)	•	•
Don Bacon (R-2nd)	•	•
Adrian Smith (R-3rd)	•	
<b>Nevada</b>		
Dina Titus (D-1st)	•	•
Mark Amodei (R-2nd)	•	—
Susie Lee (D-3rd)	•	•
Steven Horsford (D-4th)	•	•
<b>New Hampshire</b>		
Chris Pappas (D-1st)	•	•
Ann Kuster (D-2nd)	•	•
<b>New Jersey</b>		
Donald Norcross (D-1st)	•	•
Jeff Van Drew (D-2nd)	•	•
Andy Kim (D-3rd)	•	•
Chris Smith (R-4th)	•	•
Josh Gottheimer (D-5th)	•	•
Frank Pallone (D-6th)	•	•
Tom Malinowski (D-7th)	•	•
Albio Sires (D-8th)	•	•
Bill Pascrell (D-9th)	•	•
Donald M. Payne Jr. (D-10th)	•	•
Mikie Sherrill (D-11th)	•	•
Bonnie Watson Coleman (D-12th)	•	•
<b>New Mexico</b>		
Deb Haaland (D-1st)	•	•
Xochitl Torres Small (D-2nd)	•	•
Ben Ray Lujan (D-3rd)	•	•
<b>New York</b>		
Lee Zeldin (R-1st)	•	
Pete King (R-2nd)	•	•
Thomas Suozzi (D-3rd)	•	•
Kathleen Rice (D-4th)	—	•
Gregory Meeks (D-5th)	•	•
Grace Meng (D-6th)	•	•
Nydia Velazquez (D-7th)	•	•
Hakeem Jeffries (D-8th)	•	•
Yvette Clarke (D-9th)	•	•
Jerry Nadler (D-10th)	•	•
Max Rose (D-11th)	•	•
Carolyn Maloney (D-12th)	•	•
Adriano Espaillat (D-13th)	•	•
Alexandria Ocasio-Cortez (D-14th)	•	•
Jose Serrano (D-15th)	•	•
Eliot Engel (D-16th)	•	•
Nita Lowey (D-17th)	•	•
Sean Patrick Maloney (D-18th)	•	•
Antonio Delgado (D-19th)	•	•
Paul Tonko (D-20th)	•	•

	H.R. 2382	H.R. 8015
Elise Stefanik (R-21st)	•	•
Anthony Brindisi (D-22nd)	•	•
Tom Reed (R-23rd)	•	•
John Katko (R-24th)	•	•
Joe Morelle (D-25th)	•	•
Brian Higgins (D-26th)	•	•
Chris Jacobs (R-27th)		
<b>North Carolina</b>		
G.K. Butterfield (D-1st)	•	•
George Holding (R-2nd)		
Greg Murphy (R-3rd)		
David Price (D-4th)	•	•
Virginia Foxx (R-5th)		
Mark Walker (R-6th)		
David Rouzer (R-7th)	•	
Richard Hudson (R-8th)		
Dan Bishop (R-9th)		
Patrick McHenry (R-10th)		
Alma Adams (D-12th)	•	•
Ted Budd (R-13th)		
<b>North Dakota</b>		
Kelly Armstrong (R-at-large)	•	
<b>Ohio</b>		
Steve Chabot (R-1st)		
Brad Wenstrup (R-2nd)		
Joyce Beatty (D-3rd)	•	•
Jim Jordan (R-4th)		
Bob Latta (R-5th)		
Bill Johnson (R-6th)	•	
Bob Gibbs (R-7th)	•	—
Warren Davidson (R-8th)		
Marcy Kaptur (D-9th)	•	•
Mike Turner (R-10th)	•	•
Marcia Fudge (D-11th)	•	•
Troy Balderson (R-12th)	•	•
Tim Ryan (D-13th)	•	•
Dave Joyce (R-14th)	•	•
Steve Stivers (R-15th)	•	•
Anthony Gonzalez (R-16th)	•	
<b>Oklahoma</b>		
Kevin Hern (R-1st)		
Markwayne Mullin (R-2nd)	•	
Frank Lucas (R-3rd)	•	
Tom Cole (R-4th)	•	
Kendra Horn (D-5th)	•	•
<b>Oregon</b>		
Suzanne Bonamici (D-1st)	•	•
Greg Walden (R-2nd)	•	—
Earl Blumenauer (D-3rd)	•	•

	H.R. 2382	H.R. 8015
Peter DeFazio (D-4th)	•	•
Kurt Schrader (D-5th)	•	•
<b>Pennsylvania</b>		
Brian Fitzpatrick (R-1st)	•	•
Brendan Boyle (D-2nd)	•	•
Dwight Evans (D-3rd)	•	•
Madeleine Dean (D-4th)	•	•
Mary Gay Scanlon (D-5th)	•	•
Chrissy Houlahan (D-6th)	•	•
Susan Wild (D-7th)	•	•
Matt Cartwright (D-8th)	•	•
Dan Meuser (R-9th)	—	—
Scott Perry (R-10th)		
Lloyd Smucker (R-11th)	—	
Fred Keller (R-12th)		
Tom Marino (R-12th)		
John Joyce (R-13th)		
Guy Reschenthaler (R-14th)	•	
Glenn Thompson (R-15th)	•	
Mike Kelly (R-16th)	•	—
Conor Lamb (D-17th)	•	•
Mike Doyle (D-18th)	•	•
<b>Rhode Island</b>		
David Cicilline (D-1st)	•	•
Jim Langevin (D-2nd)	•	•
<b>South Carolina</b>		
Joe Cunningham (D-1st)	•	•
Joe Wilson (R-2nd)	•	
Jeff Duncan (R-3rd)		
William Timmons (R-4th)		—
Ralph Norman (R-5th)		
Jim Clyburn (D-6th)	•	•
Tom Rice (R-7th)		
<b>South Dakota</b>		
Dusty Johnson (R-at-large)		
<b>Tennessee</b>		
Phil Roe (R-1st)	•	
Tim Burchett (R-2nd)	•	
Chuck Fleischmann (R-3rd)	•	
Scott DesJarlais (R-4th)		
Jim Cooper (D-5th)	•	•
John Rose (R-6th)		
Mark Green (R-7th)		
David Kustoff (R-8th)		
Steve Cohen (D-9th)	•	•
<b>Texas</b>		
Louie Gohmert (R-1st)	—	
Dan Crenshaw (R-2nd)		

	H.R. 2382	H.R. 8015
Van Taylor (R-3rd)		
John Ratcliffe (R-4th)		
Lance Gooden (R-5th)		
Ron Wright (R-6th)		
Lizzie Pannill Fletcher (D-7th)	•	•
Kevin Brady (R-8th)		
Al Green (D-9th)	•	•
Michael McCaul (R-10th)	•	•
Mike Conaway (R-11th)		
Kay Granger (R-12th)		—
Mac Thornberry (R-13th)		—
Randy Weber (R-14th)		
Vicente Gonzalez (D-15th)	•	•
Veronica Escobar (D-16th)	—	•
Bill Flores (R-17th)		—
Sheila Jackson Lee (D-18th)	•	•
Jodey Arrington (R-19th)		
Joaquin Castro (D-20th)	•	•
Chip Roy (R-21st)		—
Pete Olson (R-22nd)	•	—
Will Hurd (R-23rd)	•	•
Kenny Marchant (R-24th)	•	—
Roger Williams (R-25th)		
Mike Burgess (R-26th)		
Michael Cloud (R-27th)		
Henry Cuellar (D-28th)	•	•
Sylvia Garcia (D-29th)	•	•
Eddie Bernice Johnson (D-30th)	•	•
John Carter (R-31st)		
Colin Allred (D-32nd)	•	•
Marc Veasey (D-33rd)	•	•
Filemon Vela (D-34th)	—	•
Lloyd Doggett (D-35th)	•	•
Brian Babin (R-36th)		
<b>Utah</b>		
Rob Bishop (R-1st)	•	
Chris Stewart (R-2nd)		—
John Curtis (R-3rd)		
Ben McAdams (D-4th)	•	•
<b>Vermont</b>		
Peter Welch (D-at-large)	•	•
<b>Virginia</b>		
Rob Wittman (R-1st)		
Elaine Luria (D-2nd)	•	•
Bobby Scott (D-3rd)	•	•
A. Donald McEachin (D-4th)	•	•
Denver Riggleman (R-5th)	•	
Ben Cline (R-6th)		
Abigail Spanberger (D-7th)	•	•
Don Beyer (D-8th)	•	•
Morgan Griffith (R-9th)	•	

	H.R. 2382	H.R. 8015
Jennifer Wexton (D-10th)	•	•
Gerry Connolly (D-11th)	•	•
<b>Washington</b>		
Suzan DelBene (D-1st)	•	•
Rick Larsen (D-2nd)	•	•
Jaime Herrera Beutler (R-3rd)	•	•
Dan Newhouse (R-4th)	•	
Cathy McMorris Rodgers (R-5th)	•	
Derek Kilmer (D-6th)	•	•
Pramila Jayapal (D-7th)	•	•
Kim Schrier (D-8th)	•	•
Adam Smith (D-9th)	•	•
Denny Heck (D-10th)	•	•
<b>West Virginia</b>		
David McKinley (R-1st)	•	•
Alex Mooney (R-2nd)		
Carol Miller (R-3rd)	•	
<b>Wisconsin</b>		
Bryan Steil (R-1st)		
Mark Pocan (D-2nd)	•	•
Ron Kind (D-3rd)	•	•
Gwen Moore (D-4th)	•	•
Jim Sensenbrenner (R-5th)		
Glenn Grothman (R-6th)		
Tom Tiffany (R-7th)		
Mike Gallagher (R-8th)		
<b>Wyoming</b>		
Liz Cheney (R-at-large)	•	

**National Association of Postal Supervisors**

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

**Deadline: Jan. 8, 2021**

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



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

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

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

Scholarship winners will be announced in January 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>**



## Bob Levi

Director of Legislative & Political Affairs



American patriot Benjamin Franklin, the nation's first postmaster general, is producing seismic movement in Philadelphia's Christ Church Burial Ground. Even 230

## The Fate of the USPS Rests in the Ballot Box

years after his death, Franklin's legacy instills our postal system with integrity, innovation and dedication to serving the communication, information and commercial needs of all Americans.

However, the degree to which Franklin's creation has become ensnared in reckless partisanship, subjected to shameful ridicule and victimized by a personal feud explains his fury from the grave. It falls on each and every one of us to soothe our beloved Founding Father's soul. In fact, Rep. Rodney Davis (R-IL) declared on the Sept. 4 *NAPS Chat* that postal employees, from supervisors to craft-level employees, should reassure the American public that our mail system will continue to be safe, secure, universal and efficient, despite the regrettable tumult enveloping it.

The onset of the pandemic shed a bright light on the essential nature of our postal system in providing a universal network for commerce and communications. NAPS' national leadership has aptly fought to maintain and, in fact, improve the level of service to which our fellow citizens, friends and neighbors expect and deserve. Over the past few

months, Congress has taken increased notice of the headwinds challenging the historical integrity and independence, as well as the quality mail service, of our national postal operation.

Two late-summer, "virtual" hearings—one before the Senate and the other before the House—laid bare

the stark and dark political and operational decisions influencing effective postal

functioning and how these actions could imperil USPS carriage of absentee ballots and holiday mail. New Postmaster General Louis DeJoy and Postal Board of Governors Chair Robert Duncan were summoned to appear before the House Oversight and Reform Committee. DeJoy also was summoned to appear before the Senate Homeland Security and Government Affairs Committee.

Democratic members of the House committee honed in on the analysis behind the removal of mail processing machinery, the use of overtime, alleged White House influence in postal decision-making and the PMG selection process. GOP members of the committee were more deferential to DeJoy and Duncan and were critical of the committee majority.

Ten days after the hearing, Committee Chair Carolyn Maloney issued a subpoena requiring DeJoy to produce yet-to-be-shared information and documents requested at the hearing. Obscured by the fog is the ongoing need for the Postal Service to remain a viable public service—binding the nation together and providing a universal mail service.

The upcoming elections provide

ample opportunity for the extended postal family to hold accountable elected leaders who have faltered in their sacred obligation to safeguard and invigorate America's foremost government service. In this issue of *The Postal Supervisor* (see page 24), we are providing a succinct scorecard of the two postal bills the House considered during the 116th Congress.

The first House bill, H.R. 2382, the "USPS Fairness Act," would repeal the burdensome, unique and discriminatory requirement that the Postal Service prefund its future retiree health benefit premiums. This injurious payout has hamstrung the Postal Service since 2007. As you know, this is a financial obligation borne by no other public or private entity in this country.

The second House bill, H.R. 8015, the "Delivering for America Act," would provide \$25 billion in emergency relief to the Postal Service, reverse the controversial service reductions and infrastructure cuts advocated by Postal Headquarters, repeal the suspect Treasury Department-mandated conditions imposed on the Postal Service in exchange for a \$10 billion line of credit and require absentee ballots to be treated as First-Class Mail.

Unfortunately, the Senate failed to take a vote on either of these two House-passed bills or consider similar legislation introduced in the Senate. Nevertheless, as part of our scorecard, we have listed the co-sponsors of the two bills most similar to H.R. 2382 and H.R. 8015 introduced in the Senate.

The first Senate bill, S. 2965, would repeal the retiree health premium prefunding requirement. The measure bears the same title as H.R. 2382—the "USPS Fairness Act." The second bill, S. 4174, the "Postal

Emergency Assistance Act,” would provide the Postal Service with up to \$25 billion in COVID 19-related emergency assistance and repeal the Treasury Department conditions associated with the Postal Service accessing the \$10 billion line of credit.

The House also considered H.R. 6800, the “Heroes Act,” which included a number of NAPS-supported postal provisions, including financial assistance to state election authorities to help conduct absentee balloting through the mail. However, we decided to exclude H.R. 6800 from the scorecard as there were a large number of controversial provisions in the bill unrelated to the Postal Service.

We would hope that NAPS members and their families consider how their member of Congress voted on H.R. 2382 and H.R. 8015 and Senate co-sponsorship of S. 2965 and S. 4174 as they cast their election ballots—whether from home or in person.

In addition, over the past few months, Executive Vice President Ivan D. Butts, NAPS Executive Board members and state officers have been using the Zoom platform to communicate with promising pro-NAPS congressional candidates, educating them about our legislative priorities. We also have used the platform to thank incumbents who have stood shoulder-to-shoulder with the interests of NAPS members.

We now are in the midst of the election season. As many of you will vote before Nov. 3, remember: The Postal Service’s future and the future job and retirement security of NAPS members rest in the ballot box.

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

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

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

Any NAPS branch that had a member die over the three years since the 2018 National 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](mailto:naps.rr@naps.org) by July 10, 2021. After July 10, names may be submitted to NAPS Editor Karen Young at the national convention for publication in the convention newsletter.



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

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

# 67th National Convention

## Registration Information

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

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

### **Registration Fee—\$250**

The 67th National Convention registration fee is \$250 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](mailto:napshq@naps.org) or call 703-836-9660.

### **Refund Requests**

All refund requests must be submitted in writing via email to [napshq@naps.org](mailto: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](mailto: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](http://www.naps.org); under the "About Us" drop-down, click on "National Convention." You also may make a reservation by phone by calling 877-491-5138. Use the group code: NAP. Check-in time is 4 p.m.; checkout is 11 a.m.

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

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





# 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](mailto: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.

<b>ORIGINAL:</b> Present at Convention <b>Mail copy to:</b> NAPS HQ 1727 King St STE 400 Alexandria VA 22314	<b>National Association of Postal Supervisors</b> <b>Delegate Credential</b> 
..... <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> .....	
<b>Check Here if First-Time Delegate</b> <input type="checkbox"/>	<b>USPS EIN #</b> .....
is a certified member in good standing of .....	
<i>(Branch Number)</i> .....	
<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](mailto:texasbob49@gmail.com).

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

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

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



# 2020 SPAC Contributors



President's Ultimate SPAC (\$1,000+)		
Salmon, James	AZ	Branch 246
Wong, John	CA	Branch 497
Franz, Kenneth	FL	Branch 146
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
Williams, Carolyn	FL	Branch 146
Murphy, Gregory	MA	Branch 102
Randall, C. Michele	MD	Branch 531
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

Gawron, Dennis	NY	Branch 27
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Butts, Ivan	PA	Branch 355
Allen, Rose	VA	Branch 526

## August Contributors

President's Ultimate SPAC (\$1,000+)		
Salmon, James	AZ	Branch 246
Williams, Carolyn	FL	Branch 146
Murphy, Gregory	MA	Branch 102
McKiernan, Michael	NJ	Branch 74

VP Elite (\$750)		
Johnson, Craig	MO	Branch 36
Green Jr., Richard	VA	Branch 98

## 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 # \_\_\_\_\_

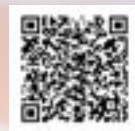
Name \_\_\_\_\_

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.*



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

Moore, Kevin	GA	Branch 281
Moreno, Richard	MA	Branch 498
Rosario Jr., Arnold	ME	Branch 96
Bunch, Kenneth	MI	Branch 23
Jessmer, Spencer	NY	Branch 11
Mott III, George	VA	Branch 132

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

Florentin, Diana	CA	Branch 244
Parker, Laroma	HI	Branch 214
Valuet, John	ID	Branch 915
Carter, Tonious	LA	Branch 421
O'Donnell, Curt	MN	Branch 16

**Supporter (\$100)**

Kern, Stephen	AZ	Branch 246
Derden, Margaret	CA	Branch 39
Kindle, Delloria	GA	Branch 82
Lastrapes, Ebony	LA	Branch 209
Minor, Sandra	LA	Branch 209
Gramblin, Reginald	MD	Branch 531
Cogar, Laurie	MI	Branch 268
Forde, Nicholas	NY	Branch 202
Schirching, Christy	NY	Branch 27
Kendrick, Beverly	SC	Branch 215
Bell, Andrew	TN	Branch 32
Hibbler, Marilyn Hinton	TN	Branch 41
Hensley, Sheila	TX	Branch 124
Richardson, Elizabeth	TX	Branch 86
Helleckson, Randy	WI	Branch 213

**Strive To be Candid and Honest**

*Continued from page 23*

take and do what you can to correct it. Shifting blame to others only will cloud the issues. If others have not, by your definition, been as honest or candid as you believe they should have been, don't try to throw that person under the bus in an effort to free your own conscience.

Unless you have all the details of that person's situation, it only makes you look foolish when you attempt to shift blame by saying, "If that person can get by in a similar situation, I should be able to get by, too." The two situations—as similar as they may seem—may be far from the same story.

In all situations professional, personal and during an investigation, please remember the definition of candor: unreserved, honest or sincere expression: forthrightness.

vprma6state@aol.com

# SPAC Scoreboard

Statistics reflect monies collected Jan. 1 to Aug. 31, 2020

**National Aggregate:**

\$123,512.10

**National Per Capita:**

\$4.53

**Region Aggregate:**

- 1. Southern .....\$34,259.00
- 2. Eastern .....\$26,187.00
- 3. Western .....\$23,999.75
- 4. Central .....\$20,860.50
- 5. Northeast .....\$18,205.85

**Region Per Capita:**

- 1. Southern.....\$5.80
- 2. Central.....\$4.47
- 3. Eastern.....\$4.41
- 4. Western .....\$4.13
- 5. Northeast.....\$3.67

**Area Aggregate:**

- 1. Southeast .....\$19,174.00
- 2. Capitol-Atlantic.....\$15,593.85
- 3. Pacific .....\$13,265.50
- 4. Mideast .....\$10,055.00
- 5. New York .....\$8,585.85
- 6. Texas .....\$8,050.00
- 7. New England .....\$6,619.00
- 8. Illini .....\$5,881.00
- 9. Michiana .....\$5,600.50
- 10. Rocky Mountain....\$5,370.00
- 11. Northwest.....\$5,364.25
- 12. North Central .....\$5,240.00
- 13. MINK .....\$4,139.00
- 14. Cotton Belt .....\$3,833.00
- 15. Pioneer .....\$3,539.15
- 16. Central Gulf .....\$3,202.00

**Area Per Capita:**

- 1. Southeast .....\$8.39
- 2. North Central .....\$5.58
- 3. Capitol-Atlantic.....\$5.27
- 4. Michiana .....\$4.79
- 5. Northwest.....\$4.71
- 6. Texas .....\$4.40
- 7. Illini .....\$4.36
- 8. Mideast .....\$4.22
- 9. Pacific .....\$4.21
- 10. New England .....\$4.02
- 11. Central Gulf .....\$3.98
- 12. Cotton Belt.....\$3.90
- 13. New York .....\$3.52
- 14. Rocky Mountain.....\$3.52
- 15. MINK .....\$3.42
- 16. Pioneer.....\$2.39

**State Aggregate:**

- 1. Florida .....\$17,644.50
- 2. California.....\$11,110.50
- 3. New York .....\$ 8,280.85
- 4. Texas .....\$ 8,050.00
- 5. Maryland .....\$ 6,654.00

**State Per Capita:**

- 1. North Dakota .....\$16.90
- 2. Maine .....\$15.12
- 3. Hawaii .....\$13.90
- 4. South Dakota.....\$10.63
- 5. Maryland .....\$10.56

**Drive for 5**

**Members by Region:**

- 1. Central.....59
- 2. Eastern .....51
- 3. Southern.....51
- 4. Western .....41
- 5. Northeast.....35

**Aggregate by Region:**

- 1. Eastern .....\$12,050.00
- 2. Western .....\$12,008.00
- 3. Central .....\$11,811.00
- 4. Southern .....\$10,947.50
- 5. Northeast .....\$ 7,448.00

*Make Contributing to SPAC a Habit:*

# Contributions via USPS Payroll Deduction

To authorize your allotment **online**, you will need your USPS employee ID number and PIN; if you do not know your PIN, you will be able to obtain it at Step 3 below.

- 1 Go to <https://liteblue.usps.gov> to access PostalEASE.
- 2 Under Employee App-Quick Links, choose PostalEASE.
- 3 Click on "I agree."
- 4 Enter your employee ID number and password.
- 5 Click on "Allotments/Payroll NTB."
- 6 Click on "Continue."
- 7 Click on "Allotments."
- 8 Enter Bank Routing Number (*from worksheet below*), enter account number (*see worksheet*), enter account from drop-down menu as "checking" and enter the amount of your contribution.
- 9 Click "Validate," then "Submit." Print a copy for your records.

To authorize your allotment by phone, call PostalEASE, toll-free, at **1-877-477-3273** (1-877-4PS-EASE). You will need your USPS employee ID number and PIN.

- 1 When prompted, select one for PostalEASE.
- 2 When prompted, enter your employee ID number.
- 3 When prompted, please enter your USPS PIN.
- 4 When prompted, press "2" for payroll options.
- 5 When prompted, press "1" for allotments.
- 6 When prompted, press "2" to continue.
- 7 Follow prompts to add a new allotment.
- 8 Use the worksheet to give the appropriate information to set up an allotment for SPAC.



## PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

- Routing Number (nine digits): 121000248
- Financial Institution Name: Wells Fargo (this will appear after you enter the routing number).
- Account Number (this is a 17-digit number that starts with "772255555" and ends with your eight-digit employee ID number):

7 7 2 2 5 5 5 5 5 \_\_\_\_\_

(Example: 77225555512345678).

- Type of Account (drop-down menu): Checking
- Amount per Pay Period (please use the 0.00 format; the "\$" is already included): \_\_\_\_\_.



# National Politics Now Include the Postal Service!

By Dioenís D. Perez

It's nearly October. A couple major events affecting each Postal Service employee and the American public have taken place. The other major event is a month away.

I'm talking about COVID-19. Is it getting better or worse? Is the USPS all in—still keeping its employees safe—or has this waned? What did the Aug. 24 testimony by

Postmaster General Louis DeJoy to the House Oversight and Reform Committee reveal about the direction the USPS is headed?

Election Day, Nov. 3. Are national politics still a questionable factor in the USPS providing service to the American public?

By October, the first two questions will answer the third question. Never, in my 32 years of service, have I seen how politics are playing such a huge role in the USPS. Politics always have had a small role with the unions and management associations looking for better pay and benefits, while contributing money to political allies on the Hill to promote their agendas every year, but this is entirely different.

This is a game changer. Politics are affecting the "service" throughout the nation. Will it continue through the election process? I hope not. I recall a time when willful delay of mail placed you on removal status. Do we have a double standard now?



I'm amazed that postal leadership is not objecting to the delayed mail status and what this means to the American public. Preventing late-leaving trucks will adversely affect our timely mail delivery. Delayed mail is something that never was tolerated in the history of the USPS. Now it is. This is politics, folks, plain and simple; it's not business.

I understand saving \$200 million due to late-leaving trucks is an issue.

However, before this policy was implemented, the USPS needed to figure out what it is. Are we a governmental business or a governmental service? We cannot be both.

I never heard of a governmental business. If there is one, it's required by law to break even and not make a profit. Governments earn their revenue through taxing businesses and people—not by earning profits. Therefore, we can't become a postal business. It's that simple!

From the USPS Board of Governors meeting on Aug. 7, I learned the \$10 billion loan to the USPS from the Treasury department has to be paid back, with interest. No mention of payment terms or timelines was disclosed; it sounded like a Donald Trump loan.

As a reminder to USPS Headquarters leadership, since FY08, the USPS has been paying the Office of Personnel Management \$5.6 billion a year until it couldn't prefund future retiree health care any longer. What if your credit card company told

you, "You are being charged \$1 million on your credit card during your lifetime. Please enclose the \$1 million in your next bill payment. It's the responsible thing to do." This doesn't seem quite right, does it? Well, that is what your government leaders have done to the USPS—politics!

The next attack is on the EAS complement in every AO and mail plant. Without EAS employees, the USPS' success is not a given on any day. Solving the USPS budget deficit shouldn't come from cutting back on EAS employees. We are not the problem with the USPS budget or its savings.

EAS employees are the foundation to building a successful service. We are the ones who make it all work and achieve the service standards. USPS Headquarters needs to start understanding this and start looking into its own mirrors first and ask what contributions they have made to the Postal Service to save money. Not politics—just the facts!

**elcubano59@aol.com**

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



# Honorable Leader

By Joe Bodary

I want to offer some advice to postmasters, managers and supervisors regarding the political atmosphere in which we currently are. The first thing you need to remember is that you are the leader; you influence your subordinates. They look to you for guidance and leadership.

Think about how many times you have heard, “Practice what you preach.” That’s because they watch you. If you are not doing what they expect you to do, you lose respect and your leadership loses its effectiveness.

Subordinates to a supervisor are all craft employees. For a manager, it can be supervisors and all craft employees. And to a postmaster, it can be managers, supervisors and craft employees. So, how do we influence them?

We influence them by speaking with them, demonstrating for them and sending them messages and non-verbal signs at work and off the clock. I see many “leaders” out in public when I am out, as well as on social media. There, I can see what they are doing, whether in person, through photos or reading. This is where we need to be careful.

A postmaster’s title is “Honorable postmaster.” They have honor in all they do. They should be proud to have the title on the job and off—where you should be of the same behavior. How honorable would it be to my supervisors if I lead them at work, then they see me out in public behaving like an irresponsible drunkard?

When they got back to work, they

would have a whole new outlook and lack of respect for me. Sometimes, as leaders, we get invited by our subordinates to weddings, showers and other family events. I always have made it a practice to acknowledge the event, but not attend if I knew there would

be alcohol.

I would not want to see my subordinates in that situation, nor them to see me if I partook of too much cheer. There is a very thin line; always use caution. There should be consistent behavior that sup-

ports the title.

I’ve seen postmasters with bad attitudes who make their attitudes known to their employees, including on social media, which reaches their customer base, families and subordinates. Then they can’t figure why they have issues in their leadership quality. Some say, “It’s just a job.” Honorable is a lifestyle—not a job. If you feel that’s all it is, maybe you’re in the wrong job.

With that said, I did some research on the Hatch Act, about which I’m sure many of you are hearing, but, as I can see, not following on social media. Following is a statement the Ethics Committee gave regarding political activities on social media:

“Social networking websites, such as Facebook, may not include political commentary on the same page as biographical information that includes an employee’s title or federal agency affiliation. Such comments may appear on a page linked to the original page.”

“5 C.F.R. § 734.101.2 Statements constituting political activity are sub-

ject to the limitations described in your request; namely, they may be accessible through a link on a web page containing an employee’s employment information, as long as the page on which the statements appear does not reveal the employee’s title or affiliation with a federal agency.”

Political activity is defined as “an activity directed toward the success or failure of a political party, partisan political candidate or partisan political group.” Let’s say you accepted friendship requests from some of your “subordinates.” As their *leader*, when you post on social media, you are influencing them.

When you post political commentaries, they know who you are, as well as family members and members of the community you serve. Because you are honorable, you influence them all. You may not:

- be a candidate in partisan elections.
- *use official authority to interfere with an election or while engaged in political activity.*
- *invite subordinate employees to political events or otherwise suggest they engage in political activity.*
- *knowingly solicit or discourage the political activity of any person with business before the agency.*
- solicit, accept or receive political contributions (including hosting or inviting others to political fundraisers) unless both persons are members of the same federal labor or employee organization, the person solicited is not a subordinate employee, the solicitation is for a contribution to the organization’s political action committee and the solicitation does not occur while on duty or in the workplace.



## Staying Connected

By **Beverly Austin**

*Southern Region Vice President*

**A**s we deal with these unprecedented days together, we all know someone whose life has been upended by COVID-19. The pandemic still is in full swing across the world; it will be with us for some time.

Social distancing and mask-wearing are part of our “new normal.” Connecting with family and friends will continue to look different, especially when it comes to holidays, birthday parties, weddings and visiting those who are vulnerable to serious illness.

At the height of the pandemic, I lost my 106-year-old grandmother. She lived in Louisiana, so no one could travel to see her because of the 14-day quarantine in Texas and Louisiana. The funeral was shown via Zoom. Over 100 family members



and friends, from California to South Carolina to Texas, gathered over their computers for the hour-long ceremony.

While nothing can truly replace in-person hugs, kisses, hellos and high-fives, there are options we can use until we return to some type of normalcy. Our friends and family are the most important people in our lives. While we all may be alone, together, there are ways to stay connected:

- Write a letter. Remember those? While it may seem too old-fashioned to go the USPS mail route, it is an extremely effective way to reach out and show someone you care.
- Pick up the phone. A phone call or Skype date is another way to catch up on all the details of a friend's life.
- Sit in your front yard and have your family drive by and wave.
- Volunteer to work safely at a

neighborhood food bank or outreach center in your community.

- From a safe distance, check on neighbors who live alone to ensure they are okay.

Thankfully, we live in a technology-based world that offers options to stay connected, such as:

- Text or email is a quick way to drop a line to say hello.
- Social media (face to face) includes FaceTime, Snapchat, Facebook, Twitter and Instagram.
- Facebook Messenger and Google Hangouts or Google Meet are tried and true methods to stay connected.
- Apps and web platforms are innovative ways to catch up and stay in touch. Zoom, FreeConference.com and WhatsApp are a few.

Social connections are the threads that bind our communities together. By prioritizing our interactions and finding meaningful ways to connect during this time of social and physical distancing, we can support each other and our health and well-being. Stay connected and stay safe!

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• engage in political activity while on duty, in the workplace, wearing a uniform or official insignia or in a government vehicle. For example, you may not wear, display or distribute partisan materials or items; perform campaign-related chores; make political contributions; or use *email or social media to engage in political activity* (revised September 2017).

I italicized some instances that occur on social media and ask that you look at them. Do you feel when you are on social media—stating which candidate you support or tearing apart a candidate you would not support—

that your “official authority” would imply you would be interfering with the election? Remember: With mail-in voting, *you* have authority over the mail, even if not stated. People could get the impression you may interfere with their ballot based on your social media postings. Think about it!

What happens if someone complains and it is found that you, indeed, did violate the Hatch Act? Following are some penalties:

- An employee who violates the Hatch Act is to be removed from their position with all pay revoked.
- However, if the Merit Systems

Protection Board finds by unanimous vote that the violation does not warrant removal, they are to be suspended for at least 30 days without pay.

- Federal employees should be aware that certain political activities also may be criminal offenses under *Title 18* of the U.S. Code.

So, you need to ask if it's worth the penalty and be the honorable leader you took an oath to be.

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*Joseph K. Bodary is Michigan State Branch 925 corresponding secretary and the retired postmaster of Lincoln Park.*



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