

the Postal Supervisor

September 2020

**Regardless the
Route Taken,
NAPS Will
Advocate for
Its Members**

page 3



The Postal Supervisor (ISSN 0032-5384) is printed monthly, with a combined September/October issue, by the National Association of Postal Supervisors (NAPS), 1727 King St., Suite 400, Alexandria, VA 22314-2753; 703-836-9660; fax, 703-836-9665; website, www.naps.org; general e-mail, naps@naps.org. ©2020

Periodicals postage paid at Alexandria, VA, and additional mailing offices.

NAPS members receive *The Postal Supervisor* as part of their membership dues. Members not receiving the publication on a regular basis should notify their branch secretaries. Non-member subscription price: \$25 per year.



Objective

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

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

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

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

Advertising—Advertising inquiries should be directed to Karen Young; phone/fax, 540-636-2569; kbalentyoung@gmail.com.

The publication of any advertising herein does not necessarily constitute NAPS endorsement of the products or services offered.

Postmaster—Please send address labels, clipped from undeliverable copies, along with USPS Form 3579, to *The Postal Supervisor*, 1727 King St., Suite 400, Alexandria, VA 22314-2753.

In This Issue

September 2020

FEATURES

- 10 June 23 Consultative** *Additional pay requested for OHNAs and cessation of street inspections (3999s), count of city carriers' mail (1838Cs) among items discussed.*
- 14 Inspired to Work Hard for NAPS Members** *Interview with Secretary/Treasurer Chuck Mulidore*
- 28 Promoting Positivity in the Workplace** *There are many things in this world over which we have no control. But we do have control over how we react to situations. Having a positive outlook is an inside job that starts with you.*

RESIDENT OFFICERS

- 3 NAPS Lawsuit Decision—Recalculating!** *Brian J. Wagner*
- 5 Can They All Be Wrong?** *Ivan D. Butts*
- 6 Engagement—We're Talking 'Bout Engagement?** *Chuck Mulidore*

COLUMNS

- 21 Legislative Update** *Bob Levi*
- 30 The NAPS Postmaster** *Jimmy Salmon*

DEPARTMENTS

- 8 NAPS of Note**
- 16 Views from the Vice Presidents** *Tim Ford and Lisa Douglas*
Thrift Savings Plan *July 2020*
- 17 Louis M. Atkins Presidential Student Scholarships**
- 23 2021 National Convention Registration Form**
Hotel room block expires Aug. 4, 2021; convention registration closes July 24, 2021
- 24 Best Website and Newsletter Contests** *Deadline is June 30, 2021, for entries*
- 25 2021 NAPS Golf Tournament**
- 26 2020 SPAC Contributors**
- 27 SPAC Scoreboard**
- 31 Notes from the National Auxiliary** *Linda Rendleman*

NAPS Lawsuit Decision— Recalculating!

Before starting a road trip, travelers usually have an idea of the direction to take to reach their destination. Thanks to today's technology, GPS can make the journey easier. Even so, some journeys encounter unexpected roadblocks, prompting GPS to recalculate new directions.

Similarly, the recent decision of the United States

District Court for the District of Columbia dismissing NAPS' lawsuit against the U.S. Postal Service represents a temporary detour, requiring a bit of recalculation by NAPS to improve the pay and representation of all EAS employees. Here's the scoop!

More than a year ago, NAPS went to federal court seeking declaratory and injunctive relief against the U.S. Postal Service for its failure to pay its supervisors,

managers and other professional and administrative employees in accord with its obligations under Section 1004 of *Title 39* of the United States Code. Three months earlier, an independent fact-finding panel had unanimously agreed with many of NAPS' pay complaints, but the Postal Service rejected those findings in adopting the FY16-19 pay package.

NAPS also sought to overturn the Postal Service's refusal to recognize the rights of postmasters and Headquarters and area personnel to be represented by NAPS in pay consultations. NAPS filed the lawsuit in the United States District Court for the District of Columbia on July 30, 2019, following unanimous approval by NAPS' Executive Board.

On July 17, 2020, almost a year later, the district court dismissed NAPS' lawsuit, ruling that any violation by the USPS of its statutory pay obligations is not subject to judicial review. The district court, it's important to note, did not rule on the merits of the case.

The district court only determined on procedural grounds that NAPS had no clear right under the

"Postal Reorganization Act" (PRA) and *Title 39* to take the USPS case to court. The judge ruled that, despite the court's original jurisdiction over lawsuits against the Postal Service, the PRA does not authorize NAPS to sue the USPS for violations of the law's mandates on supervisory compensation and representation.

Senior Judge Royce Lamberth held that any fix lies more immediately with Congress, rather than the courts. Under the judge's interpretation of the law, postal supervisory organizations cannot challenge USPS decisions in court because the statute governing postal compensation does not specifically provide a right of action to secure judicial review, despite earlier precedent by the same district court (and the court of appeals above it) approving a similar pay challenge.

Similarly, the judge also did not reach the question of whether the applicable section of *Title 39* requires the USPS to recognize the rights of postmasters and Headquarters and area personnel to choose to be represented by NAPS. "At this stage, only Congress can provide the remedy the Association seeks," Lamberth wrote.

NAPS and its Executive Board, aided by our legal team, disagrees with the court's decision. This has required NAPS to recalculate how best to reach our destination of a fair and equitable EAS pay system and the representation of postmasters and Headquarters and area employees by NAPS. Therefore, on Sunday, Aug. 9, the NAPS Executive Board held a special Zoom meeting where the board voted in favor of filing an appeal of the district court's decision to the U.S. Court of Appeals for the District of Columbia. Besides filing an appeal, NAPS will redouble our efforts in Congress to pass legislation that reforms the EAS pay consultation process.

Let me be clear: Legislative relief would change only the EAS consultation and representational processes going forward. Legislation would not provide retroactive cure for the USPS' past disregard for its *Title 39* statutory obligations to set supervisory pay at levels comparable to those in the private sector.



Brian J. Wagner
President

Congressional action would not overturn the disastrous FY16-19 pay package or its reliance on a pay-for-performance system that the fact-finding panel found “severely flawed.” That’s why NAPS went to court to contest the Postal Service’s pay practices. And that’s why congressional allies introduced legislation earlier this year to improve the *Title 39* pay consultation process and create a more fair playing field.

The first prong of NAPS’ strategy involved filing the lawsuit in July 2019 to spotlight the arbitrariness of USPS supervisory pay practices and the unanimous fact-finding panel report, as well as the USPS’ denial of NAPS’ representational rights. The second prong of our strategy involved proactive action by Congress to reform *Title 39*.

Bipartisan legislation—the “Postal Supervisors and Managers Fairness Act of 2020,” H.R. 6085—was introduced in March 2020 by Reps. Gerry Connolly (D-VA) and Mike Bost (R-IL). As we approach the end of the current Congress, little time remains to secure enactment of this particular measure. But we are optimistic this measure will be reintroduced early next year.

This two-prong strategy established by the NAPS Executive Board will continue to represent our roadmap in the months ahead, with some recalibration of our legal arguments in our appeal of the district court’s decision and the scope of legislative relief we seek in Congress.

There is no retreat or regret in our strategy. Our objectives remain the same: Hold the Postal Service accountable in its pay consultation relationship with postal management associations and assure the letter of the law is upheld.

NAPS will continue to advocate for its members’ rights. As the fact-finding panel found, the USPS pay system for managers and supervisors is broken and inconsistent with the law. NAPS remains committed to arriving at a day when the Postal Service complies with the law and supervisors, managers and postmasters are paid fairly and appropriately.

Finally, on a lighter note, as we move into autumn, enjoy the multiple colors of fall foliage and my September ice-cream-flavor-of-the-month recommendation: brown sugar bourbon vanilla.

naps.bw@naps.org

Timeline of *NAPS v. USPS*

September 2017: USPS and NAPS begin EAS pay consultation for FY16-19.

December 2017: USPS and NAPS extend pay consultation process.

June 2018: Per unanimous vote of NAPS Executive Board, NAPS files for fact-finding with the Federal Mediation and Conciliation Service (FMCS).

NAPS receives modified USPS pay decision, but continues to pursue fact-finding.

December 2018: Fact-finding panel holds two-day hearing, with testimony from NAPS and USPS witnesses.

April 2019: NAPS receives favorable FMCS fact-finding report. The panel unanimously found that EAS compensation was not comparable to private-sector compensation, the pay-for-performance system is “seriously flawed” and the current Supervisor Differential Adjustment is unreasonably calculated and inadequate—resulting in thousands of postal supervisors and postmasters being paid less than the clerks and carriers they supervise.

May 2019: NAPS receives the final USPS FY16-19 EAS pay decision. The USPS rejected most recommendations of the fact-finding panel.

July 2019: Per unanimous vote of the NAPS Executive Board, NAPS files a lawsuit in federal district court in Washington, DC, seeking declaratory and injunctive relief from the USPS for failure to pay supervisors, managers, postmasters and other professional and administrative employees in accordance with federal law. The lawsuit also seeks to overturn the USPS’ refusal to recognize the right of postmasters and USPS Headquarters and area personnel to be represented by NAPS.

November 2019: UPMA moves to intervene in and oppose a portion of NAPS’ lawsuit against the Postal Service. UPMA opposes NAPS’ right to represent its member postmasters and join UPMA in consultations with the USPS over postmaster pay and benefits. Also, UPMA joins the USPS in requesting the federal district court dismiss the portion of NAPS’ lawsuit relating to NAPS’ entitlement to represent postmasters.

July 2020: NAPS receives a ruling from the U.S. District Court for the District of Columbia granting the USPS’ and UPMA’s motions to dismiss NAPS’ lawsuit over pay and representation. The judge ruled that, despite the court’s original jurisdiction over lawsuits against the Postal Service, *Title 39* does not authorize NAPS to sue the USPS for violations of the law’s mandates on supervisory compensation and representation. The court pointed to potential congressional action that would modify *Title 39* to assure NAPS a path to relief.

August 2020: The NAPS Executive Board votes via videoconference to authorize NAPS’ legal counsel to file an appeal of the decision dismissing *NAPS v. USPS* to the U.S. Court of Appeals for the District of Columbia (see page 9).

Can They All Be Wrong?

During July's monthly consultative with the USPS, I asked the following question: "If this non-postal letterhead and unsigned stand-up talk on delaying mail was not an 'official' USPS Headquarters directive, was an official USPS Headquarters directive issued to clarify and direct against implementation of the unauthorized document?"



Ivan D. Butts
Executive Vice President

The answer was as could have been predicted, "No." However, what was not so predictable were the bizarre statements that came after that response.

What followed was strange dialogue from a USPS leader stating that employee groups such as NAPS do not like the new PMG because he is a Trump supporter; the *Washington Post* reported it, so we all believe it. To say this statement caught me off guard would be an

understatement—in addition to the fact the comments were inappropriate for a supposed corporate setting.

I want to look analytically at the subject of who is connecting the president to the USPS and what has resulted.

Fox Business reported that the feud between Jeff Bezos, the owner of Amazon and *The Washington Post*, and the president goes back to December 2015, when Bezos joked the president should be sent to space. Since then, the president has accused Amazon of hurting "tax-paying retailers" and said it would be a "great idea" if employees at the Bezos-owned *Washington Post* went on a "really long strike."

CNBC reported that the president claimed the Postal Service is losing billions because of Amazon. On April 3, the president said, "The post office is losing billions of dollars" at U.S. taxpayers' expense. Well, we know the USPS does not receive taxpayer funds to operate America's Postal Service.

Amazon may have helped save the Postal Service from financial ruin. In a Postal Service 2017 Fiscal Year Report, shipping and packages were one of the few categories that brought in more money than the previous year. While overall revenue fell \$1.8 billion, shipping and packages saw a \$2.1 billion increase in revenue. Meanwhile, First-Class Mail revenue was down around \$1.8 billion. Shipping and package revenue continues to increase.

The Associated Press reported the president stated he would not approve a \$10 billion loan for the Postal Service unless the agency raised charges for Amazon and other big shippers to four to five times current rates.

"The Postal Service is a joke because they're handing out packages for Amazon and other internet companies," the president told reporters in the Oval Office. "Every time they bring a package, they lose money on it."

Axios reported that PMG Megan Brennan, the first woman to serve in that role, announced she would retire on Jan. 31, 2020, completing her planned five years in the position.

The Washington Post reported the president previously expressed his frustrations with Brennan to Treasury Secretary Steven Mnuchin. Senate Majority Leader Mitch McConnell's office was aware of the president's desire to replace her.

"Brennan had explained to the president in multiple conversations that he cannot undo Amazon's contracts without a Regulatory Commission review, and had also argued that the relationship benefits both Amazon and the Postal Service," the *Post* reported.

Politico reported that a major donor to the president would become the next head of the Postal Service. This institution has frequently come under criticism from the president amid one of its worst financial crises.

The president has repeatedly characterized the Postal Service as hemorrhaging money, demanding that it charge delivery behemoths such as Amazon more. Last month, the president called the Postal Service a "joke" as it suffers significant losses amid the coronavirus pandemic.

Fortune reported that the President Trump-backed postmaster general plans to slow mail delivery. There are no plans to hire more employees to make up for the cut in hours. Because the Postal Service is required by law to prefund 75 years' worth of retiree health benefits for new hires, it is generally thought of as more cost-efficient to increase overtime rather than hire new employees.

"Overtime will be eliminated. If the plants run late, they will keep the mail for the next day," read an internal memo reviewed by Fortune. "If we cannot deliver all the mail due to call-offs or shortage of people

Continued on page 9

Engagement—We’re Talking ‘Bout Engagement?

Basketball Hall of Fame player Allen Iverson once famously scoffed about practice: “We talkin’ ‘bout practice, man. I mean, how silly is that? We talkin’ ‘bout practice.” As the COVID-19 pandemic spread through our country and the Postal Service, NAPS Headquarters was notified on May 11, 2020, that, due to COVID-19, Postal Pulse surveys would be delayed. Now the plan is to begin the surveys again Aug. 4 through Sept. 4.



Chuck Mulidore
Secretary/Treasurer

In light of that, I would substitute the words “engagement” for “practice” in Iverson’s famous diatribe. “Engagement, we’re talkin’ ‘bout engagement. How silly is that?” When has the Postal Pulse survey really made you feel engaged or, even better, when have you felt your concerns as elicited on the surveys have mattered?

Certainly, many of the new processes now rolling out from L’Enfant Plaza are not designed to engage employees, but have created fear for the survival of this essential agency. So, I thought I would give the USPS a lesson on engaged employees from Gallup, the very ones who administer the Postal Pulse survey.

Historically, the U.S. Postal Service has ranked at or near the bottom in engagement scores since the inception of the Postal Pulse surveys. Yet, according to Gallup, engaged employees are an organization’s strongest asset. In times of disruption, this is even truer.

According to Gallup, engaged employees consistently outperform their colleagues by solving new problems, innovating and creating new customers. Gallup recommends companies prioritize engaging employees to create sustained growth. So here, according to Gallup, are a few ways to accomplish that in the coronavirus age:

1. Maintain clear and consistent communication. During this time of upheaval, employees have more on their minds than day-to-day activities, which can cause them to lose focus. To keep them grounded at work, maintain a constant and open line of communication. This allows employees to keep productivity

high and reassures them during an uncertain period.

2. Create connection with employees. Laurie Schultz, president and CEO of Galvanize, a Canadian software as a service company, kept a CEO diary she shared daily with employees for the first three months of the outbreak. In the diary, she detailed her perspective on the business landscape, as well as anecdotes about how the outbreak was affecting her personally. Schultz said, “People want to feel safe and secure. Daily, authentic and human communication allows you to build trust—reassuring people through regular check-ins—rather than having them fill in the blanks.”

3. Upskill your employees. Successful upskilling, or reskilling, focuses on innovation and is seen as both a technology and a human capital investment. Mohamed Kande, PwC’s (Price Waterhouse and Coopers & Lybrand) U.S. and global advisory leader, explained, “When it comes to innovation, it can’t come just from leadership, it comes from everybody.” Kande also recommended looking into new technologies for training, such as virtual reality, which were found to improve employees’ confidence in new skills by 340%.

4. Learn to lead with empathy. Unhealthy stress can wreak havoc on everyone, inhibit productivity and lead to detached employees. “When an employee is showing signs they’re struggling in some way, the best thing a manager can do is encourage them to discuss any fears or concerns, empathize with what they’re experiencing and help them outline what needs to be done to address the challenges head-on,” said Billie Hartless, chief Human Resources officer of Mitel, a Canadian telecommunications company. “This is what good humans do for each other and it strengthens the employee-manager relationship, which is essential to fostering long-term engagement and high performance.”

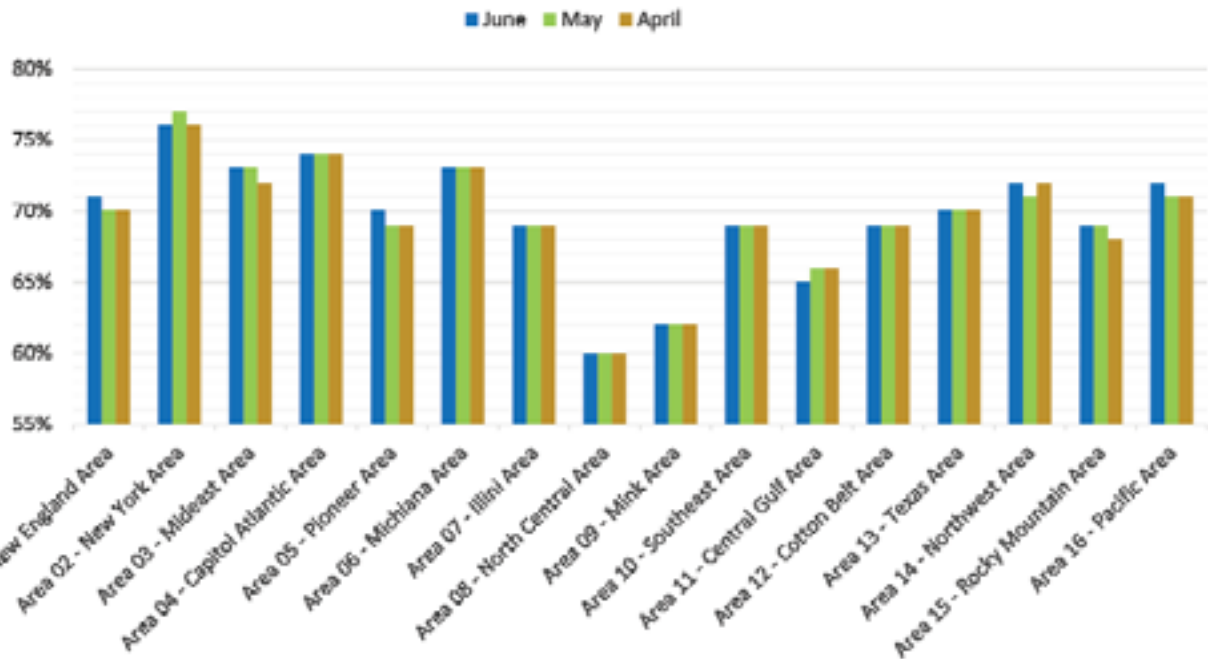
5. Redeploy your workforce to give customers more value. Redeploying your workforce is one way to engage employees. Yet you need to be strategic in how you do this. For instance, you should focus on redeploying employees to give more value to your customers. PwC’s Kande explained, “The first step is determining how value is defined for each customer. For instance, is

Continued on page 12

National Association of Postal Supervisors Membership Report

June 2020

3 Month Member Percentage by Area



Regular Member Totals By Area	June 2020	May 2020	April 2020
Area 01 - New England Area	71%	70%	70%
Area 02 - New York Area	76%	77%	76%
Area 03 - Midwest Area	73%	73%	72%
Area 04 - Capitol Atlantic Area	74%	74%	74%
Area 05 - Pioneer Area	70%	69%	69%
Area 06 - Michiana Area	73%	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%	66%	66%
Area 12 - Cotton Belt Area	69%	69%	69%
Area 13 - Texas Area	70%	70%	70%
Area 14 - Northwest Area	72%	71%	72%
Area 15 - Rocky Mountain Area	69%	69%	68%
Area 16 - Pacific Area	72%	71%	71%
Total Regular Member %	70%	70%	70%
Total Regular Members	26,048	25,978	25,944
NonMember Totals	June 2020	May 2020	April 2020
Total NonMembers	10,696	10,749	10,792
Total NonMember %	30%	30%	30%

The Dallas NDC recognized its essential workers as true heroes. Windows lit up the Dallas skyline, showing motorists that essential workers work there, processing America's mail. Special thanks to Tour 3 NAPS Branch 559 members Neander Howard and Alvin Cole.



During a July 14 Zoom meeting with NAPS members and Rep. Anthony Brindisi (D-NY), the congressman assured NAPS he would continue supporting postal issues. Top row, from left: NAPS Northeast Region Vice President Tommy Roma, President Brian Wagner and Director of Legislative & Political Affairs Bob Levi and Syracuse Branch 7 President Joe Zegarelli. Bottom row: New York Area Vice President Jimmy Warden, congressional aide Rosnelly Chavarria and Brindisi.

Ryan Ferris was awarded this year's Andy Sozzi Scholarship by M3 Technology. From left: NAPS New Jersey State President Jon Kofski, Ryan Ferris, M3 Technology CEO John Pescitelli, POOM Greg Ferris (Ryan's father), NAPS Northeast Region Vice President Tommy Roma, Mideast Area Vice President Tony Dallojacono and New York Area Vice President Jimmy Warden.



NAPS Executive Board Votes to Appeal Dismissal of *NAPS v. USPS*

Branch 376 'Information Shareables'

John Aceves, former NAPS secretary/treasurer and Rocky Mountain Area vice president—currently the Southern Arizona Branch 376 support assistant—has started an email stream on various topics, titled “Information Shareables.” Recent shareables include information on the *ELM* 650. For example:

It is unfortunate some managers in leadership positions quickly revert to disciplining EAS employees, completely ignoring and bypassing *ELM* Section 651.3, which directs managers to coach, mentor and assist EAS employees.

If this is happening to you and you are being quickly disciplined, notify your local NAPS officers. This not only could be construed as heavy-handed disciplining, but possibly could be a violation of your EEOC rights.

651.3 Nondisciplinary Corrective Measures

“Accountable managers/supervisors are responsible for the day-to-day performance management of subordinates. The accountable manager/supervisor monitors subordinates’ performance and provides appropriate resources, coaching and feedback to subordinates. The manager/supervisor is responsible for leading the employee to a higher level of achievement. Performance improvement should be a shared concern and effort between manager and employee. Early dialogue and guidance are critical to achieving positive results and continuance of an effective manager/employee relationship.”

We appreciate and thank those managers in leadership positions who take the initiative and this responsibility seriously to enhance their EAS cadres’ ability to succeed. This is leadership!

Aceves highlights an issue, then explains the process and cites the appropriate section in the *ELM*. Other topics will be covered in future emails. Aceves explained the information offered is the sole view and opinion of the author.

If you would like to be included in this email stream, contact Aceves at napstheace@msn.com.

Submitted by Chuck Mulidore *Secretary/Treasurer*

The NAPS Executive Board met via videoconference on Sunday, Aug. 9, to discuss appealing the decision of the U.S. District Court in the District of Columbia that dismissed NAPS’ lawsuit against the Postal Service—*NAPS v. USPS*. NAPS’ legal counsel and attorneys representing NAPS Headquarters in the lawsuit gave a presentation to the board, discussing NAPS’ legal options to appeal the case to the U.S. District Court of Appeals in the District of Columbia.

Each Executive Board member was allowed two to three minutes to make comments or ask questions, with appropriate follow-up questions and comments. The following motion was sub-

mitted by President Brian Wagner, seconded by Michiana Area Vice President Kevin Trayer:

“The NAPS Executive Board authorizes and approves NAPS’ legal counsel to file an appeal of the July 17, 2020, decision of the U.S. District Court for the District of Columbia that dismissed NAPS’ lawsuit against the U.S. Postal Service to the U.S. Court of Appeals for the District of Columbia.”

Voting “yes” were Wagner, Butts, Mulidore, R. Green, Johnson, Walton, Douglas, Dallojacono, Griffin, Needham, Trayer, Moreno, Mooney, B. Green, Quinlan, Rowel, S. Green, McCracken, Pashinski and C. Lum. Voting “no” were Roma and Warden. Abstaining was Elizondo. As board chair, Ford does not vote. The motion passed.

Can They All Be Wrong?

Continued from page 5

and you have no other help, the mail will not go out.”

In all fairness to the Postal Service executive who believes it is all about *The Washington Post* and everyone feeding into its reporting, it’s telling that after the president was widely rebuked for suggesting a delay of the election, he wasn’t remotely chastened. Instead, he floated another scenario that could help him accomplish the same goal of avoiding a free and fair election: He suggested that only the votes that can be tallied on Election Day should count.

This may seem like presidential bluster, but it’s much more alarming in light of an important new exposé in *The Washington Post* that recently reported on big backlogs in mail delivery due to “cost cutting” by the new

head of the U.S. Postal Service who, by spectacular coincidence, happens to be a top fundraiser for the president.

And here’s an additional reason for alarm that needs more attention: The impact of these delays could be dramatically exacerbated by state laws that invalidate ballots mailed before Election Day, but arrive after Election Day.

Guess which key presidential swing states have such provisions invalidating ballots that arrive after Election Day? All of them, except North Carolina.

So, these are the highlighted bread crumbs from Fox Business to *The Washington Post*. Can they all be wrong? Probably not. Do I care they may be right? No. My sole concern is for the sustainability of America’s Postal Service.

In solidarity ...

naps.ib@naps.org

Additional Pay Requested for OHNAs, Cessation of Street Inspections (3999s), Count of City Carriers' Mail (1838Cs) Among Items Discussed

President Brian Wagner, Executive Vice President Ivan D. Butts, Secretary/Treasurer Chuck Mulidore and Executive Board Chair Tim Ford attended the June 23 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 concern regarding OHNAs (occupational nurses) working in the field during COVID-19. This position is experiencing an escalated workload due to the COVID-19 pandemic that mandates OHNAs work longer hours and work weeks in support of continued USPS operations. NAPS understands that, in Operations, there are shortages related to employee availability.

This has required OHNAs increasing their workloads with mandated employee and physician contacts to create and process the return-to-work paperwork necessary to address employee availability. Currently, there are no provisions to accommodate OHNAs with any additional pay.

NAPS requested that OHNAs be included in the previously approved list of additional positions eligible for additional pay in the May 20, 2020, letter signed by Vice President of Labor Relations Doug Tulino.

The pay provision was temporarily modified to allow for additional pay for field EAS managers after consideration

of a request from NAPS. This provision shouldn't be modified as part of a monthly consultative meeting.

The pay policy changes essentially recognized the pandemic similar to how additional pay is provided during the Christmas period. Additional pay is provided in situations where the supervisor is absent and the manager is authorized additional hours directly supervising bargaining-unit employees in mail processing or delivery functions.

The following actions were taken in response to an increase in workload of the OHNA departments during the pandemic:

- *All postal employees were solicited in March to self-identify as licensed medical professionals and detail assignments were authorized. OHNA annuitants were contacted and rehired.*

- *Districts set up local COVID-19 response teams and workload was shared when appropriate.*

OHNAs are assigned to district staff and, like all other district staff, are not eligible for additional pay during the Christmas period and, therefore, not recognized in Tulino's May 20 correspondence.

Agenda Item #2

NAPS requested modification of the May 20, 2020, letter signed by Vice President of Labor Relations Doug Tulino regarding the implementation date of the additional pay authorization period.

NAPS requested the implementation date be retroactive to March 11, 2020, the date on which COVID-19

was declared a pandemic by the World Health Organization. At a minimum, NAPS requested retroactive implementation to April 8, 2020, when NAPS' request was made to the USPS.

The pay provision was temporarily modified to allow for additional pay for field EAS managers after consideration of a request from NAPS. This provision shouldn't be modified as part of a monthly consultative meeting.

The pay modification was prospective because the modified pay rule was not in effect at the time. Also, a decision to apply a pay change after the hours worked, pay provided, etc., would be problematic. Any individual who did not keep daily records of hours to include work performed on that day, such as directly supervising employees, could not request additional pay.

Agenda Item #3

NAPS has been made aware of the resumption of completing 3999s and 1838Cs. NAPS has been told this is at the direction of USPS Headquarters.

NAPS is concerned that, with package volume above peak-season volume, it is extremely difficult—if not nearly impossible—to be running an operation with all this volume and ensuring it gets processed and delivered, while, at the same time, watching a carrier all morning performing an 1838C or on the street all afternoon performing a 3999.

NAPS contends the USPS has taken this action without answering



M3 Technology
Office of the Administrator
PO Box 512
Matawan, NJ 07747



NEW LLOYD'S OF LONDON TRAUMA COVERAGE WITH BENEFITS FOR ASSAULT AND INFECTIOUS DISEASE

Dear NAPS Member,

We are proud to announce a new program for NAPS members. It's a Trauma Coverage program with Assault benefits underwritten by Lloyd's of London that fills the gaps left by traditional insurance and Employee Assistance Programs with respect to traumatic events. NAPS members know, perhaps more than anyone, the world we live in today. Trauma Coverage provides you and your family with financial and counseling resources needed to empower recovery after a traumatic event. There are three coverage options available, as well as a fourth family option.

MEMBER COVERAGE - Trauma Coverage provides income reimbursement, expense reimbursement, Accidental Death benefit, and counseling, 24/7, on and off the job, for incidents, including:

1. Mass Shootings
2. Aggravated Assaults
3. Sexual Assaults
4. Acts of Terror

Coverage is extended to work or school for incidents, such as, being traumatized by violence, or accidentally contracting an infectious disease listed by the CDC, on the job or at school.

After a covered incident, Trauma Coverage provides **100%** of your daily wages from all sources up to your chosen benefit limit, **100%** of a family member's regular pay that is providing at-home support, and reimbursement for any out of pocket medical expenses. There is no waiting period for benefits to begin on any of the four available programs, and there is an Accidental Death benefit up to a maximum of **\$200,000**.*

FAMILY COVERAGE

NAPS members can extend coverage to their family as well. Under the family program, a covered full-time student up to age 26, who experiences a covered trauma, would receive a benefit of **\$100** a day while out of school. In addition, a family member staying at home to provide support would also be able to receive **100%** of their daily pay while out of work up to a maximum of **\$20,000**. Full-time students up to age 26, are also eligible for benefits if they contract an infectious disease listed by the CDC, during their educational curriculum.

WHAT ACTION SHOULD I TAKE?

NAPS members who want to obtain more information and enroll in this unique Trauma Coverage program with Assault benefits should visit www.traumacoverage.com/NAPS.

* The accidental death benefit for the Family Plan is up to \$200,000 (\$150,000 for employed Insureds and \$25,000 for non-employed Insureds)

**The promotion, sponsorship and sale of this insurance product is solely the responsibility of M3 Technology and not that of the National Association of Postal Supervisors.

these critical operational questions:

1. At what point in time does management abort a route walk when a carrier is running late due to the number of their parcels?

2. When an office is below its complement levels and pivoting 12 routes or 35% of its office, with multiple carriers sorting mail on other routes to which they are not accustomed, how are 1838Cs and 3999s going to get done?

3. Do managers use multiple 1838Cs for each route on which carriers are sorting or do they place them on Line 22 until they return to their routes?

4. Do managers hold carriers accountable and issue corrective action for not casing to minimum standards on unfamiliar routes?

5. When a carrier reports in and checks their LLV, then swipes to LDC 23 other time for AM parcels, they will see a considerable gap in time. Is this now acceptable to USPS Headquarters?

Also, many offices are receiving drop-shipments from Amazon and UPS throughout the day. NAPS notes that, in addition to receiving package volume above and beyond that of peak season, offices and stations do not have any flexibility of the holiday season temporary staffing

help. In addition, offices now are in peak annual leave season.

Performing 1838Cs and 3999s at this time does not give an accurate picture of a route with parcel volume above the norm. The Postal Service does not perform route inspections during peak season because of volume fluctuations. Therefore, why perform 3999s and 1838Cs during current volume fluctuations?

NAPS does not see this action as being cost-effective. The agency will be spending additional money by having the supervisor performing these duties. This information could be irrelevant due to elevated parcel volumes.

NAPS requested that 1838Cs and 3999s not be conducted for the remainder of FY20. The data would be skewed due to COVID-19.

USPS Headquarters suspended all route inspection activities, which included 3999s and 1838Cs, in March 2020. The field was notified on June 6 these activities could resume. Scheduling 1838Cs and 3999s is at a district's/local office's discretion.

If a carrier is casing multiple routes in the morning while an 1838C is conducted, the appropriate line item to be used is Line 22 until that carrier returns to the scheduled route and notated on the form.

Supervisors should identify any time-wasting practices, specifically if it's determined a carrier is not meeting minimal acceptable performance standards rather than just issuing corrective action based solely on not meeting those standards. District Labor Relations should be contacted for advice in these circumstances.

Performing 3999s is a one-day observation based on current volume. Street and office observations are core functions to a successful delivery operation and can be performed throughout the year; 3999s must be performed annually, at a minimum. The current average (March 21- June 12) increase of packages per route/per day is 13 parcels compared to SPLY. This equates to approximately 13 minutes. This increase does not warrant canceling an inspection and, if there is an increase in parcels on the route, the 3999 data gives a fair representation of the route.

Although the use of LDC 23 is not inappropriate in the referenced situation, it is not the most efficient method in delivering parcels to customers.

The 1838C and 3999 are tools that can be used to identify time-wasting practices and address performance. Headquarters City Delivery does not adopt this recommendation to suspend this activity. These activities are needed to address efficiency opportunities.

Engagement—We're Talking 'Bout Engagement?

Continued from page 6

value related to lower cost? Is it related to a more holistic set of services or better experience? When value is defined, decisions can be made to positively impact customers and deploy talent in areas that will drive change in specific areas and for the organization as a whole."

According to Gallup, by following these tips to engage your workforce,

you can improve the productivity and profitability of your organization. The key is to come back to providing consistent communication, improving manager engagement and offering new opportunities to learn. Always remember to put your people before profit. As Galvanize's Schultz shared, "Our focus has been on employees first, customer retention second and then financials on the belief that the first two will lead to success on the financial front."

There you have it, U.S. Postal Service. Follow those concepts laid out by Gallup and the entire Postal Pulse survey could measure actual engagement and a meaningful course of future success: Success based on growth, positivity and true engagement versus fear, miscommunication and cutting service. I could not think of a better course of action for our new Postmaster General. So, yeah, let's talk 'bout engagement!

naps.cm@naps.org

Five Reasons to Plan Ahead for Long-Term Care

In today's world, planning is essential, particularly when it comes to retirement. People are living longer and need a long-range care plan that can sustain them throughout their lifetime.

Regardless of the setting—home, assisted-living facility or nursing home—long-term care can be expensive. And the need for long-term care can happen at any time—not just in your later years. So, making decisions about this type of care can be difficult. The Federal Long Term Care Insurance Program (FLTCIP), the group long-term care insurance program for which only members of the federal family can apply, can help.

By starting the conversation with your spouse or loved ones now, you can relay your care preferences and communicate who will make decisions on your behalf if the need arises. Here's a list of five important reasons to start planning now for long-term care:

1. Cost and financial security. The cost of long-term care can be expensive and vary greatly depending on the type of care you receive, the place it's provided and where you live. For example, the national average cost for a semiprivate room in a nursing home is \$92,725 per year (John Hancock Life & Health Insurance Company's "John Hancock 2018 Cost of Care Survey," conducted by LifePlans, Inc., December 2019). The FLTCIP helps protect your income, including pensions and annuities, plus your savings or other investments from being exhausted by long-term care costs.

2. Insurance coverage. Many people think long-term care is covered by traditional health insurance plans. It's important to know that long-term care expenses generally are not covered by the Federal Employees Health Benefits (FEHB) Program, TRICARE, TRICARE For Life or disability income insurance.

While Medicare covers some care in nursing homes and at home, it does so only for a limited time and is subject to restrictions. The FLTCIP pays for long-term care services in your choice of settings (at home or in a facility, such as an assisted-living facility, adult daycare or nursing home) and your choice of caregiver.

The U.S. Department of Veterans Affairs provides limited long-term care services, with restrictions on who can receive them. And Medicaid—the joint federal-state program that pays for health care services for individuals who meet their state's poverty guidelines—cannot be accessed until virtual-

ly all your assets have been depleted to state-required levels and may provide little choice or control over the care you receive.

3. Family. Long-term care most often is provided at home by adult children, other family members and friends. Even though they may be the first to step in and want to help, being a caregiver for someone who requires ongoing assistance can be a time-consuming commitment and often takes a toll on a caregiver's health and well-being (National Alliance for Caregiving, "Caregiving in the U.S. 2015," caregiving.org/caregiving2015; accessed July 2019).

Informal care provided by friends and family members is covered under the FLTCIP, as long as the caregiver isn't your spouse or domestic partner and doesn't live in your home at the time you become eligible for benefits. (Benefits for care provided by family members is limited to 500 days.)

4. Home care. Most people prefer to get the care they need in the comfort of their own home. The FLTCIP has a stay-at-home benefit that includes a range of services that support care in your home once you are benefit eligible—such as care-planning visits, home modifications (such as installing wheelchair ramps), emergency medical response systems, durable medical equipment (such as wheelchairs, walkers or hospital-style beds), caregiver training and home safety checks—to help you maintain your quality of life in familiar surroundings.

5. Lifestyle. Many people wish to maintain their independence so they won't have to rely on family members. Long-term care insurance coverage under the FLTCIP can provide the means necessary to help pay for your care and allow you to spend your nest egg the way you want. Additional standard features include respite care, international benefits and consumer protections, such as guaranteed renewable coverage and portability.

Plan Ahead with the FLTCIP

To learn more about the FLTCIP's comprehensive benefits and features, call 1-800-LTC-FEDS (1-800-582-3337), TTY 1-800-843-3557 or visit LTCFEDS.com/elearning to tune into our educational webinar series.

The Federal Long Term Care Insurance Program is sponsored by the U.S. Office of Personnel Management, insured by John Hancock Life & Health Insurance Company and administered by Long Term Care Partners, LLC.

FLTCIP20186

Build your advance care plan:

Durable financial power of attorney: This document authorizes a person to make legal or financial decisions on your behalf if you are incapacitated.

Durable health care power of attorney: This document authorizes a person to make health care decisions on your behalf if you are unable to do so.

Advance care directives: This document specifies how you receive care in the event you are unable to make those decisions on your own.

Long-term care insurance: This is an insurance product that pays for long-term care services in a variety of settings.

Note: A variety of user-friendly publications and guides on advance health care are available at the American Bar Association. Documents and requirements may differ by state. Please consult a legal or financial adviser to ensure use of the correct forms.

Inspired to Work Hard for NAPS Members

In this third interview with the NAPS resident officers, Secretary/Treasurer Chuck Mulidore talks about NAPS' successful foray into social media, the challenges of growing membership and the options moving forward after the dismissal of NAPS' lawsuit against the Postal Service. Interview by Karen Young, NAPS editor.



Q You have spearheaded efforts to get NAPS involved in multiple social media platforms. What made you decide to expand NAPS' presence via these methods?

A What we have seen over the past several years is younger employees being promoted to EAS ranks, many of whom were CCAs or PSEs. I believed it was important to try to reach out to these younger supervisors through other methods than the traditional sources.

Plus, we launched a new NAPS website in 2017 and thought it was important to drive member traffic to this new website to seek information or answer questions. Overall, our social media outreach efforts have been quite successful.

Q Membership and the importance of signing nonmembers is another area that you stress; over 10,000 EAS employees are not members. What do you find most challenging in trying to convince these employees to join NAPS?

A Part of the challenge for us is that, on average, approximately 150 to 300 members leave NAPS each month, mostly through retirements, but also other means. Each March and September, EAS employees may cancel their NAPS membership via *Form 1188*. We have a share of those, as well, for a variety of reasons.

So, we have to sign on average 200 to 300 members each month just to break even, which we do regularly. The challenge is to get significantly above that number to make a real impact on those 10,000 plus nonmembers.

We know these nonmembers need to be members of NAPS—not only for the high-quality representation NAPS offers, but for all the vari-

ous opportunities NAPS promotes. These include information-sharing, fellowship and training, as well as our legislative work on Capitol Hill on behalf of EAS employees and the Postal Service.

Q What motivated you to decide to run for the secretary/treasurer position? What part of the job do you enjoy most?

A When President Louis Atkins announced his retirement in 2016, I believed it was an opportunity to continue to advance the organization, considering my background in operations, having been an MPOO and MOPS, as well as a manager and postmaster. I have been a NAPS member since 1998, serving in various organizational capacities, and a member of the Executive Board since 2008. So, my love of NAPS led me to seek to become a resident officer.

I enjoy all aspects of managing the organization's finances, as well as all the varied functions of being the national secretary/treasurer. But

the best part of the job is the ability to meet members all across our country, talk to them firsthand and personally deliver a message from NAPS Headquarters at meetings, conventions and training seminars. Our members are the lifeblood of the organization and inspire me to work hard every day on their behalf.

Q How have you adjusted to working during the pandemic? Has NAPS Headquarters been able to keep operations running and continue responding to members' queries and issues?

A In March, just as the pandemic was really beginning to take hold across the world, the resident officers made a decision to close NAPS Headquarters for our safety and, most importantly, the safety of our staff. But we realized that the business of NAPS had to go on, especially at such a challenging time for the Postal Service and, thus, for our members.

So, we purchased laptops for our staff with features that allowed them to work from home. They have done a great job maintaining the business of NAPS throughout the most challenging of times. We also discovered that the "CARES Act" provided some relief for nonprofit organizations that made a commitment to keeping their employees working, as NAPS did. That has allowed us to take a credit on our payroll taxes over the next few quarters, so our decision to be a good employer also financially benefitted our organization.

Q You have written a number of columns for the magazine on the Postal Service's pay-for-performance system regarding its many shortcomings. Do you see any indications the USPS is working on trying to improve PFP?

A Unfortunately, no. The USPS had a perfect opportunity to

repair that system after the fact-finding panel's report came out that unanimously declared the PFP system did not meet the statutory requirements of *Title 39*. Instead, senior postal leadership chose to attack the validity of the fact-finding panel's recommendations and not implement any of the necessary changes that would lead to a fair and equitable EAS pay system. That is what led to our decision to seek injunctive relief in federal court to force the Postal Service to abandon its outdated and counter-productive pay system.

Q On July 17, a federal trial court dismissed NAPS' lawsuit against the Postal Service that sought to achieve a more fair and just compensation system for EAS employees, as well as allow NAPS to represent postmasters and Headquarters and area personnel. The judge indicated in his ruling that, to do so, Congress would need to modify *Title 39*. What have been your reactions to this ruling? What do you say to members?

A The federal judge's ruling essentially said NAPS did not have standing to sue the USPS in federal district court, although we have done so several times in the past. His ruling did not focus on the merits of the case. The judge referenced a section of *Title 39* that indicated Congress had provided a mechanism to change *Title 39* from time to time by appeal to Congress.

In other words, have Congress change the law to address the EAS pay system, as well as the representation issues NAPS raised in its lawsuit. Our members are rightfully concerned with what follows next. We have assured them NAPS will review all its options, from appealing the decision to leaning heavily on Congress to revamp the law. More to come!

Q Do you still consider working for the Postal Service a promising career for someone who is new to the workforce?

A Yes, I do, as long as we can right-size the Postal Service, particularly through legislative relief by Congress. The Postal Service has been an excellent gateway to the middle class for decades; that needs to continue. Surveys continue to reveal the USPS is the most trusted federal agency. And—with the right senior leadership, proper oversight by Congress and legislative fixes that will allow the Postal Service to survive—this essential government agency can thrive for another 245 years.

We are duty-bound to serve the American people. If we can refocus the Postal Service back to that core mission, it can remain a promising place for employees to grow in their careers and benefit their families.

Q NAPS has directed a thoughtful, sound and safe approach to managing its investment portfolio on behalf of its members. Given the disastrous state of the economy, largely because of COVID-19, what impact will the financial markets have on NAPS investments—short and long term?

A As we all know, the stock market has been on a roller coaster ride for months. It definitely has had an impact on our investment portfolio, but the investment strategy NAPS has is fairly conservative—built to weather the economic storms over the long term. We have a solid and strong membership base, NAPS owns the recently named Vincent A. Palladino building in Alexandria, VA, and our investment portfolio is well-funded. Overall, NAPS remains financially strong. I'm confident NAPS is well-prepared to meet the challenges of the future.

Learn to Do Things Correctly

By Tim Ford

Southern Region Vice President

Welcome to the new world. It is painfully obvious that our world and way of doing business have changed. We need to address these changes and adapt to them in order to survive. Without change, our way of life will cease to exist. I cannot ignore these things and I cannot remain silent.

First, recognize that you are *not* a postal employee. You are a human being who works for the Postal Service. This doesn't mean you are not a good, dedicated and caring employee, but it does mean your first priority is the health and care of yourself and your family.



We are and always have been essential workers for the people of America; I applaud you for coming to work every day. The true definition of a hero is a regular person who takes extraordinary action in the face of and in spite of potential danger. You *all* fit that description.

Be aware of the protocols and processes necessary to limit exposure for yourselves and your employees. Monitor cleaning supplies and PPE for employees; make sure they are available. And be sure to report any illnesses or potential exposures as timely as possible. Most of all, if you need help or guidance, don't wait. Asking for it. Failing to do so will not make things go away; they only will get worse.

Second, as I write this column,

The Postal Supervisor 2020 Production Schedule

Issue	Copy Deadline*	Mails
OCT	AUG 28	SEPT 22
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.

the U.S. District Court has dismissed NAPS' lawsuit regarding the 2016 - 2019 pay structure for all EAS employees. This issue has been addressed, readdressed, extended, discussed and litigated and still is not resolved. From 2016 to 2019, every single craft employee received annual raises—not one of the contractual raises is based on “performance standards” that must be achieved.

Legal opinions differ between NAPS and the Postal Service regarding this suit. I understand that—lawyers do what lawyers do. But enough is enough. It is time to just do the right thing and pay EAS employees for the work they do, the additional duties that have been added to their daily workloads and the efforts they put forth every day in the face of all the challenges and still serve our customers. It is insulting to tell our members they are the “backbone of the Postal Service” and are “where the rubber meets the road” and then not compensate them for their efforts.

Third, the Postal Service has a new direction that seems to be more focused on budget than service. As the employer, it is their responsibility to direct us in performing our duties and it is their right to do so. As

Thrift Savings Plan

Fund	G	F	C	S	I
July 2020	0.06%	1.49%	5.64%	5.71%	2.33%
12-month	1.42%	10.03%	11.86%	4.88%	(0.53%)

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
July 2020	1.11%	2.19%	2.82%	2.86%	3.35%
12-month	3.46%	0.00%	5.62%	0.00%	6.17%

Fund	L 2045	L 2050	L 2055	L 2060	L 2065
July 2020	3.32%	3.80%	4.13%	4.13%	4.13%
12-month	0.00%	6.54%	0.00%	0.00%	0.00%

These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so that investors' shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010. The L 2020 Fund was retired June 2020.

Visit the TSP website at www.tsp.gov

National Association of Postal Supervisors

Louis M. Atkins Presidential Student Scholarships

Deadline: Jan. 8, 2021

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



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

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

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

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

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

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

new directives are received—even if you disagree with them—follow the instructions. You may disagree with the instructions you are given, but you need to protect yourself.

Document and report any delayed/curtailed mail, staffing issues, leave issues, overtime assignments or any other issues that result from the instructions you are given. You will not remember what happened two weeks ago if you do not have docu-

ments and emails to confirm your actions.

Finally, the Postal Service has manuals, directives, guidebooks and handbooks that cover every aspect of our business. As the employer, that is their job. My advice is to learn the rules. Doing so will help you know how to do the right thing.

The role of supervisors and managers has been expanded to include serving as Timekeeping specialists,

Labor specialists, Human Resource specialists, Safety specialists, Injury Compensation specialists, counselors and on and on. You cannot know everything. Learn to do things correctly; you will protect yourself and your boss. It also will help you become better at your job. And remember: Stay safe out there.

seareavp@aol.com

Zooming Right Along, Staying in Touch

By **Lisa Douglas**

New England Area Vice President

I wanted to let everyone know we can Zoom through COVID-19 and be NAPS-connected at the same time. We have had a few town hall meetings with postal officials in New England. Yes, there are challenges and struggles. When, exactly, is the right time?

Zoom is so named because sometimes people Zoom in and out and they sound like robots, but it's par for the course. I even was locked out of one of my own



Zoom meetings. I had to laugh about it in the end.

Our first Zoom session was with Connecticut Valley's EAP Counselor Robert Butler. It's important that we take care of ourselves, as well as protect ourselves—especially our mental well-being. Our next town hall meeting was to wish outgoing Deputy Postmaster General Ron Stroman a happy farewell. But it ended up being a “see-you-later” type of conversation.

Our most recent Zoom town hall meeting was with Northeast Area Vice Presi-

dent Eric D. Chavez, who is retiring. It was enjoyable hearing all the accolades he received. NAPS Executive Board Chair Tim Ford joined the call.

In between town halls, there are Zoom meetings with the New England presidents and members to discuss issues and stay connected. You do not have to come on camera; as long as we can hear you, that is all that matters. Moving forward, we will continue to Zoom. There also is training lined up for the future.

Now is not the time to be idle. We will continue to reach out and stay connected the best and safest way we can.

lisadouglas12@yahoo.com



NAPS Executive Board Directory

Resident Officers

The resident officers may be contacted at 1727 King St., Suite 400, Alexandria, VA 22314-2753; (703) 836-9660; (703) 836-9665 (fax)



Brian J. Wagner
President
naps.bw@naps.org



Ivan D. Butts
Executive Vice
President
naps.ib@naps.org



Chuck Mulidore
Secretary/Treasurer
naps.cm@naps.org

Regional Vice Presidents

Central Region (Areas 6, 7, 8 and 9)



Craig O. Johnson
9305 N. Highland Ct., Kansas City,
MO 64155-3738; (816) 914-6061 (C)
craigj23@sbcglobal.net

Northeast Region (Areas 1 and 2, including all NJ, except Branch 74)



Thomas Roma
385 Colon Ave., Staten Island, NY
10308-1417; (718) 605-0357 (H)
(917) 685-8282 (C)
troma927@cs.com

Eastern Region (Areas 3—DE, PA and NJ Branch 74—4 and 5)



Richard L. Green Jr.
7734 Leyland Cypress Lane,
Quinton, VA 23141-1377
(804) 928-8261 (C)
rgreen151929@aol.com

Southern Region (Areas 10, 11, 12 and 13)



Tim Ford
6214 Klondike Dr., Port Orange, FL
32127-6783; (386) 767-FORD (H)
(386) 679-3774 (C)
seareavp@aol.com

Western Region (Areas 14, 15 and 16)



Marilyn Walton
PO Box 103, Vacaville, CA 95696-0103
(707) 449-8223 (H)
marilynwalton@comcast.net

Area Vice Presidents

3—Midwest Area (DE/NJ/PA)



Tony Dallojacono
PO Box 750, Jackson, NJ 08527-0750
(973) 986-6402 (C); (732) 363-1273 (O)
midwestareavp@gmail.com

4—Capitol-Atlantic Area (DC/MD/NC/SC/VA)



Troy Griffin
1122 Rosanda Ct., Middle River, MD
21220-3025
(443) 506-6999 (C)
(410) 892-6491 (H)
troyg1970@live.com

5—Pioneer Area (KY/OH/WV/Evansville, IN, Branch 55)



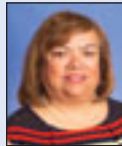
Timothy Needham
PO Box 21, Niles, OH 44446-0021
(330) 550-9960 (C)
napspioavp@gmail.com

6—Michiana Area (IN/MI)



Kevin Trayer
8943 E. DE Ave., Richland, MI
49083-9639
(269) 366-9810 (C)
kevintrayer@att.net

7—Illini Area (IL)



Luz Moreno
625 Alhambra Ln., Hoffman Estates,
IL 60169-1907; (847) 884-7875 (H)
(773) 726-4357 (C)
luznaps@yahoo.com

8—North Central Area (MN/ND/SD/WI)



Dan Mooney
10105 47th Ave. N, Plymouth, MN
55442-2536
(612) 242-3133 (C)
dan_9999@msn.com

9—MINK Area (IA/KS/MO/NE)



Richard "Bart" Green
3530 Prescott Dr., Columbia, MO 65201
(913) 205-8912 (C)
(816) 763-2579 (O)
minkareavp@yahoo.com

10—Southeast Area (FL/GA)



Bob Quinlan
PO Box 490363, Leesburg, FL 34749-
0363; (352) 217-7473 (C)
(352) 728-5992 (fax)
bjq@aol.com

11—Central Gulf Area (AL/LA/MS)



Cornel Rowel Sr.
808 N Sabine Dr., Baton Rouge, LA
70810-2471
(504) 450-1993 (C)
lenroc10@bellsouth.net

12—Cotton Belt Area (AR/OK/TN)



Shri L. Green
4072 Royalcrest Dr.,
Memphis, TN 38115-6438
(901) 362-5436 (H)
(901) 482-1216 (C)
slbg@comcast.net

13—Texas Area (TX)



Jaime Elizondo Jr.
PO Box 1357, Houston, TX 77251-1357
(832) 722-3737 (C)
jaimenapstx@aol.com

14—Northwest Area (AK/ID/MT/OR/WA)



Cindy McCracken
3247 109th Ave. S.E. #A, Bellevue, WA
98004-7532
(206) 465-8689 (C)
nwareavp@icloud.com

15—Rocky Mountain Area (AZ/CO/NV/NM/UT/WY)



Myrna Pashinski
21593 E. Layton Dr., Aurora, CO
80015-6781
(303) 931-1748 (C)
vprma6state@aol.com

16—Pacific Area (CA, HI, Guam, American Samoa)



Chuck Lum
95-12222 Moea St., Mililani, HI 96789-
5965
(808) 227-5764 (C)
lump013@hawaii.rr.com

PERF Offers a Helping Hand



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

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

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

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

Bob Levi

Director of Legislative & Political Affairs



In early spring, just as the coronavirus pandemic was securing a foothold in the United States, the Pew Research Center published its periodic analysis of views the American

public held regarding federal institutions. Topping the list was the U.S. Postal Service. Over the past half-decade, the much-heralded institution has earned high marks, averaging 90% approval. Our country will rely on the USPS to help salvage the economy, enabling merchants to connect with customers and safeguard our democracy by providing a safe, reliable and secure alternative to in-person voting. Nevertheless, the Postal Service has been targeted, ridiculed and delegitimized by those at the highest levels of our government. The Postal Service continues to find itself in a personal feud between President Trump and Jeff Bezos, the owner of Amazon. Now, the Postal Service is being rendered collateral damage over the president's baseless objection to mail-in balloting. Denying the Postal Service essential pandemic-related financial relief, delegitimizing postal reliability and weakening the agency's capacity to provide quality services are elements of the postal assault. It appears quite obvious that multiple bad players are trying to drive a wedge between the "people's post office" and Americans who depend on it.

Fortunately, NAPS' allies in Congress have been striving to immunize the Postal Service from the economic and health effects of COVID-19 and from toxic political interference. To wit, two bipartisan bills have been introduced in Congress: the "Postal Preservation Act" (H.R. 7015) and the "Postal Service Emergency Assistance Act" (S. 4174).

Reps. Carolyn Maloney (D-NY) and Peter King (R-NY) introduced H.R. 7015; Sens. Susan Collins (R-ME) and Dianne Feinstein (D-CA) introduced S. 4174. Both bills include up to \$25 billion in emergency aid to the agency and priority acquisition of PPE for postal employees. Also, S. 4174 would rescind the conditions the Treasury Department demanded tied to a \$10 billion line of credit extended to the Postal Service as part of the "CARES Act" (H.R. 748).

These ill-conceived conditions include a requirement that the USPS reveal proprietary information to UPS and FedEx, as well as other yet-to-be-disclosed stipulations. NAPS has been pushing for provisions in H.R. 7015 and S. 4174 to be included in COVID-19 relief legislation.

The necessity of such legislation is borne out by the financial impact the pandemic has had on the Postal Service. Despite meaningful growth in small parcels, First-Class Mail declined by 11% in April and May. It is important to understand that delivery of the government stimulus checks and 2020 census forms lessened the financial hit. Marketing mail plunged by 43% during the same period.

The one glimmer of good news was that parcel volume increased by 48%. All said, the revenue generated during April and May was about 0.5%

lower than the same period last year. While the Postal Service will not run out of cash at the end of this month, as originally projected by USPS executives, the agency now projects insolvency either by next spring or October 2021. The projections hinge on whether parcel volume falls below pre-pandemic levels or not.

NAPS has been working on Capitol Hill to help sustain our historic federal agency. We are fighting to ensure the Postal Service has the resources to remain the most-valued federal agency and has the capacity to serve as the trusted intermediary between state election authorities and American voters.

Efforts to undermine the quality of services the Postal Service provides to the public or to discredit its integrity are being met with a stiff rebuke by our congressional allies. In late July, the House passed an amendment to a multi-agency appropriations bill (H.R. 7617) prohibiting the use of appropriated funds to "implement the Expedited to Street/Afternoon Sortation pilot program or to make any change to service or operations standards as in effect on July 31, 2020."

House Oversight and Reform Committee Chairman Maloney offered this amendment out of deep and legitimate concern about the reported new postal operational instructions that would affect the timeliness of mail delivery and undermine the Postal Service's ability to provide timely transit of absentee balloting for the upcoming general election. The Maloney amendment was approved by a voice vote.

In early August, Postmaster General Louis DeJoy participated in a meeting called by House Speaker Nancy Pelosi and Senate Democratic Leader Chuck Schumer. The meeting took place in Pelosi's office in the U.S.

Unfounded Attacks Levied on the USPS

Capitol. White House Chief of Staff Mark Meadows and Treasury Secretary Steve Mnuchin also attended.

The agenda revolved around reports that operational changes are impacting mail service and have heightened concerns the changes could complicate upcoming absentee balloting. One day after the meeting, Pelosi and Schumer sent a letter to DeJoy, requesting documentation of the Postal Service's plans to handle election-related mail and a detailed analysis of how those operational changes will impact mail service.

In addition, Maloney has scheduled a Sept. 17 hearing before her panel on the Postal Service's operational changes. In a letter to Postmaster General Louis DeJoy confirming his participation, Maloney wrote that the committee will "examine recent changes to U.S. Postal Service operations and standards and the need for on-time mail delivery during the ongoing pandemic and upcoming election, which, as you know, may be held largely by mail-in ballot."

A number of House- and Senate-authored letters have been addressed to DeJoy, seeking justification for controversial operational changes. In addition, Sen. Joe Manchin (D-WV) took the Postal Service to task for posting closure and hour reduction notices on post office doors. In response, the agency asserted miscommunication on the part of local operational managers and removed the notices. Nevertheless, in early August, Manchin introduced legislation (S. 4435) to prohibit closing postal facilities during the pandemic.

NAPS members need to redouble their efforts to educate their elected legislators of the importance, reliability, security and credibility of the most-approved agency in the United States. Only through our collaborative efforts will we withstand these unfounded attacks on our cherished institution.

naps.rl@naps.org



Important Convention Deadlines

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

Deadline for emailing deceased members' names to Executive Assistant Rebekah Leo

In Memoriam

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

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

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

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



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

Gaylord Texan Resort & Convention Center
Grapevine, Texas

67th National Convention Registration Information

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

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

Registration Fee—\$250

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

No on-site registration will be accepted.

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

Refund Requests

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

Substitutions

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

Hotel Rates and Reservations

Gaylord Texan Resort & Convention Center

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

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

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

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

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



Send Your Entries!

Best Website Competition

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

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

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

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

NAPS Newsletter Contest

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

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

The entry instructions include:


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

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

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

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

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

ORIGINAL: Present at Convention Mail copy to: NAPS HQ 1727 King St STE 400 Alexandria VA 22314	National Association of Postal Supervisors Delegate Credential 
..... <i>(Print or Type Delegate's Name)</i>	
..... <i>(Delegate's Home Street Address)</i>	
..... <i>(Delegate's Home City, State and Zip+1)</i>	
Check Here if First-Time Delegate <input type="checkbox"/>	USPS EIN #
is a certified member in good standing of	
<i>(Branch Number)</i>	
<i>(Date)</i>	
and has been duly elected to represent that branch at the national convention of the National Association of Postal Supervisors.	
..... <i>Printed Name Branch President or Designee Branch #</i>	
..... <i>Signature of Branch President or Designee</i>	

NAPS National Convention Golf Tournament

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

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



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

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

NAPS National Convention Golf Tournament Registration

Registration closes after Aug. 1, 2021

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

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

Name _____ Phone # (include area code) _____

Mailing Address _____

City _____ State _____ ZIP _____

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

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

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

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

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

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

NAPS Golf
PO Box 456
Hewitt, TX 76643-0456



2020 SPAC Contributors



President's Ultimate SPAC (\$1,000+)		
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
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
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

July Contributors

President's Ultimate SPAC (\$1,000+)		
Wong, John	CA	Branch 497
Franz, Kenneth	FL	Branch 146
Quinlan, Robert	FL	Branch 154
Sebastian, Gerald	FL	Branch 386
Strickland, Ann	FL	Branch 146

VP Elite (\$750)		
Williams, Carolyn	FL	Branch 146
Maxwell, Sherry	IL	Branch 255
Winters, Michael	IL	Branch 255

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.

Murphy, Gregory	MA	Branch 102
Mitchell, Annie	TX	Branch 124

Secretary's Roundtable (\$500)

Sutton, Catherine	CA	Branch 373
Walton, Marilyn	CA	Branch 77
Gilbert, Belinda	FL	Branch 425
LeCounte, Michael	FL	Branch 146
Amergian, Raymond	ME	Branch 96
Bollinger, Kathreen	MO	Branch 36
Evans, Darius	NY	Branch 85
Yut, Rachele	OR	Branch 66

Chairman's Club (\$250)

Norton, Charles	AL	Branch 208
Ford, Timothy	FL	Branch 353
O'Donnell, Curt	MN	Branch 16
Barrett, George	NJ	Branch 74

Supporter (\$100)

Duncan-King, Shirley	CA	Branch 88
Ruffin, Teriakysha	CA	Branch 198
Simpao, Sally	CA	Branch 88
Fulcher, Sandra	FL	Branch 146
Gonzalez-Marino, Ilia	FL	Branch 146
Guyton, Patricia	FL	Branch 146
Herzog, Rosemarie	FL	Branch 154
Hill, Otis	FL	Branch 146
Hoerner, Thomas	FL	Branch 420
Jimenez, Edilia	FL	Branch 146
LeCounte, Karen	FL	Branch 146
Lopez, Ellen	FL	Branch 146
McPhee-Johnson, Tayloria	FL	Branch 146
Meadors, Joan	FL	Branch 146
Metcalf, Thomas	FL	Branch 146
Munoz, Barbara	FL	Branch 146
Nolan, Patricia	FL	Branch 146
Ortiz, Abel	FL	Branch 146
Roundtree, Edith	FL	Branch 154
Suarez, Eduardo	FL	Branch 146
Williams, Gale	FL	Branch 146
Kamei, Lori	HI	Branch 214
Randle, Kaye	IL	Branch 369
Bennett, Kelley	OH	Branch 33
Ravo, Steve	RI	Branch 105
Howard, Marsha	TX	Branch 9

SPAC Scoreboard

Statistics reflect monies collected from Jan. 31 to July 31, 2020

National Aggregate:

\$116,476.60

National Per Capita:

\$4.27

Region Aggregate

1. Southern\$32,878.50
2. Eastern\$24,557.00
3. Western\$22,568.75
4. Central\$19,458.50
5. Northeast\$17,013.85

Region Per Capita:

1. Southern.....\$5.57
2. Central.....\$4.17
3. Eastern\$4.13
4. Western\$3.88
5. Northeast.....\$3.43

Area Aggregate:

1. Southeast\$18,797.00
2. Capitol-Atlantic.....\$14,507.75
3. Pacific\$12,595.50
4. Mideast\$9,537.00
5. New York\$8,303.85
6. Texas\$7,494.50
7. New England\$5,941.00
8. Illini\$5,580.00
9. Michiana\$5,103.50
10. Rocky Mountain...\$5,070.00
11. Northwest.....\$4,903.25
12. North Central\$4,880.00
13. MINK\$3,895.00
14. Cotton Belt\$3,569.00
15. Pioneer\$3,281.25
16. Central Gulf\$3,018.00

Area Per Capita:

1. Southeast\$8.23
2. North Central\$5.20
3. Capitol-Atlantic\$4.90
4. Michiana\$4.37
5. Northwest.....\$4.31
6. Illini\$4.14
7. Texas\$4.10
8. Pacific\$4.00
9. Mideast\$4.00
10. Central Gulf\$3.75
11. Cotton Belt.....\$3.63
12. New England\$3.61
13. New York\$3.40
14. Rocky Mountain.....\$3.33
15. MINK\$3.22
16. Pioneer.....\$2.22

State Aggregate:

1. Florida\$17,386.50
2. California.....\$10,530.50
3. New York\$8,008.85
4. Texas\$7,494.50
5. Maryland\$6,169.00

State Per Capita:

1. North Dakota\$15.90
2. Maine\$14.17
3. Hawaii\$13.32
4. Florida\$10.11
5. South Dakota.....\$10.00

Drive for 5

Members by Region:

1. Central.....60
2. Southern.....52
3. Eastern51
4. Western42
5. Northeast.....35

Aggregate by Region:

1. Western\$10,697.00
2. Eastern\$10,620.00
3. Central\$10,509.00
4. Southern\$9,617.00
5. Northeast\$6,526.00

Promoting Positivity in the Workplace

Submitted by the USPS Employee Assistance Program

Do you ever have one of those days where everything seems to be going wrong and you just can't catch a break? Sometimes, just watching the news or scrolling through social media can make a person feel defeated. Negativity is like a sprawling weed. It starts in one area and can spread quickly and easily to other areas of our lives, in our homes and in our workplaces.

There are many things in this world over which we do not have control, but we do have control

over how we react to situations. Having a positive outlook is an inside job that starts with you, your thoughts and your actions. The good news is positivity can be contagious.

There are numerous studies that support how positive work environments encourage an increase in effectiveness, productivity and employee engagement. You can directly affect your workplace environment by choosing to be positive. Those in supervisory roles determine what is acceptable and not

acceptable in the workplace by how they communicate and manage their personal interactions with others.

As a supervisor, you have the ability to encourage and promote positive behavior in the workplace. By engaging in positive and respectful behavior in your interactions with your colleagues, superiors and employees, you can model what healthy and positive workplace interaction should look like.

Greeting others by making eye contact and saying “good morning” or “good afternoon” goes a long way. Encourage an environment where people move forward. Acknowledge when mistakes are made, make the appropriate corrections, then move on.

In many instances, we spend more of our time at work than we do with our families. It is important to foster a positive work environment and model positive behavior and interactions with others. Focus on the aspects of your job that bring you fulfillment. Being passionate about your job and having empathy and compassion for your colleagues help improve workplace morale.

Another great way to promote positivity in the workplace is by showing gratitude and appreciation toward others. This encourages engagement. Being authentic and sincere in your interaction with others is a wonderful way to make others feel valued. Acknowledging others for a job well done or going above and beyond is important.

The saying that a person who is appreciated will always do more than what is expected is true. It is human nature for people to want to feel appreciated. Employees and colleagues who feel valued will want to engage as team players; this will increase productivity, attendance and cooperation.

Being friendly and approachable

toward your employees and colleagues will help improve work relationships and create a more positive environment. Seek to find something likable in everyone around you. Differences in personalities, work ethics and cultural backgrounds can lead to a stressful work environment. Challenge yourself to find the good in every person with whom you come in contact.

Listening and being open to others’ opinions, ideas and solutions without judgment encourage employees to speak up and feel heard as valued members of the team. Model and encourage an environment where it is okay to agree to disagree in a respectful manner to help promote a positive work atmosphere. By changing the way you respond to disagreements, you can model positive and effective communication in the workplace. Below are a few examples:

- **Using a positive tone** makes a difference. It is not what you say, but how you say it that often leads to communication issues.

- **Ask for clarification** when promoting a better understanding of one’s opinion. Seek to understand another’s perspective.

- **Use “I” statements** when talking with others. When you make statements such as, “You never show up to work on time,” you invite a defensive response. Instead, try stating, “I’ve noticed you are having difficulty making it to work on time.” This will create a less defensive response and invite a conversation as to why the person is having difficulty making it to work on time.

As a supervisor, your attitude and work ethic set the tone for others in the workplace because your employees naturally look to you for leadership on a daily basis. By creating clear goals and expectations of others across the board, you create an envi-

ronment of fairness. You cannot expect others to follow rules if you are not going to follow them yourself.

It is important not to give special or preferential treatment to certain employees or colleagues. Be aware of inherent, unconscious and implicit biases that may impact your interactions with others. Holding yourself and others accountable for their actions is important, but, again, it is not what you say but how you say it that is important to keep the environment positive.

Quash gossip in the workplace by not engaging in it. Discourage others from engaging in gossip, as well. Talking about others will make you less approachable, less trustworthy and will not promote positive relationships in the workplace.

It is not only important to pay attention to how we talk to others, but also how we talk to ourselves. Oftentimes, we are our own worst critic. Pay attention to your thoughts. Thinking that “things are never going to change,” “I can’t handle this” or “I don’t want to deal with this today” all are negative and defeating.

Combat negative thoughts by speaking to yourself positively. For example, “I can handle this,” “Things are going to change; nothing every stays the same” and “This is an inconvenience, but I will handle it and then move on.” Don’t let negative thinking cause you to have a bad day.

Our self-talk habits have a much bigger effect on our mood and stress levels than we realize. When we verbalize positive statements for others to hear, we are promoting a positive workplace. Focus on what is going well rather than what is going wrong.

Find solutions to problems rather than complaining about them

Continued on page 31

Changes

By Jimmy Salmon

Hello, fellow postmasters. There are a lot of changes to write about this month, so let's get right to it.

Change #1—new postmaster general. Louis DeJoy became the new PMG on June 15. It appears there will be many changes. Most of the changes I have seen have been on Facebook or information shared on Facebook. The information revolves around a stand-up talk and PowerPoint presentation.

The July *NAPS Chat* podcast with Executive Vice President Ivan D. Butts included a thorough discussion of these two sources. Some of the changes included in these two sources are no overtime, no penalty overtime, no late trips and no extra trips. Also, changes to start times to align with delivery up times and



routes will have no more than four pivot points.

DUOs are on the table again, all details will be discontinued and offices may have to close for lunch while other offices may have their hours of operation cut dramatically.

We have heard statements such as, "We may see mail left behind or mail on the workroom floor or docks" and "We all must have a different mindset to keep the USPS alive."

While we have dealt with similar changes in the past, it appears more attention must be paid to these latest changes. I know none of us would want to leave mail behind in our current environment. Some of these changes seem drastic. We need to roll with the punches and do our absolute best, every day, with the resources we are given.

Change #2—coronavirus. We have been dealing with changes related to the coronavirus for close to six months. We need to continue to persist in following all local regulations, such as mask-wearing, social distancing and the like. Work to make sure your office and workroom floor are safe for your customers, your employees and yourself.

COVID-19 is not going away soon. We need to be as vigilant as possible to be as safe as possible. Phoenix Postmaster Humberto Trujillo died July 14 from complications related to the coronavirus. Be safe— as safe as you can.

Change #3—legislation. There are a number of bills in Congress dealing with the USPS. Most of them

have to do with appropriations to the USPS to help us recover from the impacts of COVID-19.

H.R. 748, the "Coronavirus Aid, Relief and Economic Security (CARES) Act," was passed on March 27 and included a new \$10 billion line of credit for the USPS. In early August, the agency agreed to the Treasury Department-imposed conditions tied to the loan.

H.R. 6800, the "Health and Economic Recovery Omnibus Emergency Solutions (HEROES) Act" was passed by the House on May 15; it still is being debated in the Senate as of early August. The bill gives an emergency \$25 billion appropriation to the USPS and ensures the agency has access to the \$10 billion from the "CARES Act" without stipulations.

H.R. 7015, the "Postal Service Preservation Act," was introduced May 26.

S. 4174, the "Postal Service Emergency Assistance Act" was introduced July 2.

Finally, I hope all of you all have figured out how to participate in Zoom meetings to communicate with your members. Until next time, be safe and take care of yourselves.

jimmyinrichmond@gmail.com

Jimmy Salmon is the vice president of Arizona Jerome V. Blanton Branch 246 and postmaster of Clarkdale.

On the Move?

Have you moved or are planning a move? *Let NAPS know, too!*

Keeping your mailing address current at NAPS Headquarters helps us keep *The Postal Supervisor* coming to you without interruption and avoid unnecessary "Address Service Requested" charges.

Please let us know your new address and its effective date as soon as you know it. Address changes may be mailed to NAPS at 1727 King St., Suite 400, Alexandria, VA 22314-2753, or faxed to (703) 836-9665.

Notes

from the National Auxiliary

Hope for the Future

By **Linda Rendleman**

Illini Area Vice President

I hope everyone is well and safe and had a good summer. It has been a trying time with the corona-virus pandemic all around us.

There is new hope for the Postal Service with new Postmaster General Louis DeJoy in office. It has been a trying time for all postal supervisors; maybe the changes DeJoy makes will help EAS employees.

The Auxiliary still is doing its major part to help with legislation and to support supervisors any way we can. Even though the national convention was postponed to



next August, we still need to continue to do everything we can to assist supervisors when they need us.

We must continue to stay in touch with our representatives and senators, updating them with information on legislation to help the

Postal Service. In November, we need to support candidates who support the Postal Service.

Even though the holidays are a few months away, I hope everyone has a good holiday season.

Hopefully, we all will be able to be together next year for the Legislative Training Seminar and national convention.

danrendleman@gmail.com

Promoting Positivity in the Workplace

Continued from page 29

to others. Invite dialogue from others on how to solve problems. It's okay not to always have the answers. It definitely is okay to ask for guidance when it is needed.

As a supervisor, you can promote positivity in the workplace by:

- showing appreciation
- using effective communication skills
- modeling active listening
- paying attention to how you talk to others and yourself and
- setting expectations that foster respect, inclusion and fairness in the workplace.

Engaged employees and co-workers are more productive and work

better collaboratively. Employees who feel appreciated typically are more engaged. Engaged employees have better work performance and attendance. This will directly affect your work performance and stress levels, as well. Creating positivity in the workplace creates a win-win situation for management and employees.

Following the ideas presented in this article is a good start to promoting a healthy, positive work environment for everyone. If you find yourself struggling with having a positive attitude toward work, your Employee Assistance Program is here to help. For more information or assistance in promoting positivity in the workplace, visit EAP4YOU.com or contact your EAP at 800-327-4968 (TTY: 877-493-7341).

National Auxiliary Executive Board

National Officers

Patricia Jackson-Kelley

President

(323) 752-6252; geekell@aol.com

Laurie D. Butts

Executive Vice President

(484) 988-0933; laurie.d.butts@comcast.net

Bonita R. Atkins

Secretary/Treasurer

(225) 933-9190; latkins326@aol.com

Regional Vice Presidents

Rick Hall

Eastern Region

(804) 621-3843; rhall43247@ad.com

Ely Soukey

Central Region

(612) 715-3559; elly@charter.net

Beverly Austin

Southern Region

(832) 326-1330; baroadrunner@att.net

May Nazareno

Western Region

(415) 312-5813; mayumibarrion@gmail.com

Area Vice Presidents

Elsie Vazquez

New York Area

(718) 727-8652; frankels58@hotmail.com

Cathy Towns

Mideast Area

(732) 247-8811

Skip Corley

Capitol-Atlantic Area

(336) 908-1859; skicor@gmail.com

Linda Rendleman

Illini Area

(618) 893-4349; danrendleman@gmail.com

Mary Caruso

MINK Area

(402) 891-1310; carusorj@aol.com

Jane Finley

Southeast Area

(404) 403-3969; mjfarm100@aol.com

Willie Carter

Central Gulf Area

(205) 919-5645; wccwolf65@yahoo.com

Felecia Hill

Texas Area

(281) 880-9856; fah91@sbcglobal.net

Rebecca Turner

Pacific Area

(323) 997-5651; rebeccaturner52@att.net

Region vacant: Northeast

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



Everyone in
your post office
is eligible to
apply!

Why choose a **Federal Credit Union**?

Your account is **FEDERALLY** insured by NCUA for up to 250,000 and we are everywhere you are. At Signature Federal Credit Union, membership begins with just a \$5 deposit into a basic savings account—that's it. No membership fees and no minimum balance fees, so you can enjoy all the benefits of being a member instantly.

DEPOSITORS ARE MEMBERS, NOT CUSTOMERS

Each member is an owner of the Credit Union, and has one vote in electing board members.

DEPOSITS ARE FEDERALLY INSURED UP TO \$250,000

Federal Credit Unions, like Signature FCU, have **deposits up to \$250,000 federally insured** by the National Credit Union Share Insurance Fund (NCUSIF).

NOT-FOR-PROFIT

Credit Unions are not for profit financial cooperatives, whose **earnings are paid back to members** in the form of **lower loan rates, higher dividend rates, and no unnecessary fees.**

CREDIT UNIONS ARE EVERYWHERE YOU ARE

Online Branches, mobile apps, and the CO OP Network of 5,000+ shared branches and over 30,000 FREE ATM's nationwide, allow you to bank from everywhere you are.

Are you ready to get started?

Visit SignatureFCU.org to view all of our products and services or call **(800) 336.0284** to get started today.

Not a member of SFCU?

Open your account today at <https://bit.ly/SignatureFCU-apply-now>

Signature Federal Credit Union
(800) 336.0284
CU-Mail@signaturefcu.org
SignatureFCU.org



Federally insured
by NCUA

Membership eligibility required.

FOLLOW US

   /SignatureFCU

Signature **50th**
FEDERAL CREDIT UNION
Everywhere You Are