

the Postal Supervisor

April 2017

Be Informed

**The Benefits Are
Well Worth It**

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

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Objectives

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.

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Get Smart. Get Informed!

This article is not about the 1960's television show "Get Smart" or a current television producer's crazy idea of remaking that iconic spy-spoof comedy show into a 2017 spin-off called "Get Informed." Although "Get Smart" was full of jokes and laughter, the importance of NAPS members getting informed about what is happening on Capitol

Hill, at the Postal Service and in NAPS is no joking matter today.

Thomas Jefferson said, "Whenever the people are well-informed, they can be trusted with their own government." How true. I had an opportunity to attend the 19th annual California Postal Employees Legislative Coalition event this past February. One key message that resonated from those participating was for everyone to get and be legislatively informed.



Brian J. Wagner
President

At the time of this writing, NAPS is preparing to host approximately 500 attendees at our annual Legislative Training Seminar (LTS). We plan to ensure our LTS delegates are well-informed about legislation that may impact their postal careers and livelihoods.

And that had me thinking. What does it mean to be an informed voter? According to the website of the American Association of State Colleges and Universities, "Being an informed voter means to be knowledgeable about the issues and positions of candidates when voting. It also means you are able to make decisions without influence from outside factors intended to persuade those who may not fully understand a candidate's platform or ideas."

You can extend this question to include what it means to be an informed postal employee or NAPS member. American journalist Doug Larson said, "There must be a happy medium somewhere between being totally informed and blissfully unaware." When you consider your role as a postal employee or NAPS member, where do you rate on this scale? Are you at the "totally informed" end of the scale or more toward the "blissfully unaware" end? I hope more toward the former than the latter. Why?

When you are not informed, you may tend to speculate, jump to conclusions and start rumors as to what you believe is the reason, rationale or truth behind someone's or some organization's action or instructions when, in fact, it may be just the opposite of what you believe or thought was happening.

It's important that Postal Service leadership at all levels ensures employees are totally informed as much as possible about the bigger picture of postal business and the reasons why various decisions and actions are taken. When employees, especially EAS, are asking why they have to complete a particular task or report that appears to waste time or not make sense, it's apparent they have not been fully informed of the bigger picture.

When you are informed, you are part of the process and the solution. It can make all the difference in tipping the scale toward a person being more productive, engaged and involved as a postal employee when they are fully informed. Conversely, if you are less informed, the opposite may occur.

This also goes for NAPS leadership at all levels. NAPS must keep its members informed about what is happening at the local, state and national levels. This includes informing them about meetings, training, our positions on various USPS policies and guidelines and legislation we support, such as H.R. 756, and why NAPS takes such positions.

Conversely, when our members are less informed, they may become less involved in NAPS. They may become more skeptical of an association whose objective is to promote the welfare of its members. Therefore, having well-informed NAPS members will make for a well-run NAPS organization.

Even with all the Postal Service and NAPS information readily available on websites, social media pages or in our publications, if you do not take the initiative to seek out information and ask questions, it is harder to become fully informed. In the political, postal and NAPS world of today, don't be blissfully unaware. Get smart and take the initiative to be informed!

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Postal Reform Showing Positive Movement

On Feb. 7, I attended a hearing on H.R. 756, the “Postal Service Reform Act of 2017.” The bill was introduced Jan. 31 by a bipartisan group of legislators I call the “Gang of Five Plus One.”

The reason is that, during the second session of the 114th Congress, five leaders of the House Oversight and Government Reform Committee introduced similar legislation by way of H.R. 5714. The bill was introduced

late in the session on July 11, 2016, by Jason Chaffetz (R-UT), Elijah Cummings (D-MD), Gerry Connolly (D-VA), Mark Meadows (R-NC) and Stephen Lynch (D-MA)—a group referred to in the press as the “Gang of Five.”

In this first session of the 115th Congress, Rep. Dennis Ross (R-FL) rejoined the committee and signed on as the sixth legislator co-sponsoring this legislation. You may remember Ross as the sole co-

sponsor of H.R. 2309, postal reform legislation introduced by Rep. Darrell Issa (R-CA) in the first session of the 112th Congress on June 23, 2011.

H.R. 756 has posed a challenge for your NAPS leaders due to the well-noted concerns regarding the integration of Medicare benefits for all retirees. This provision also is viewed as the major component to returning the USPS to financial sustainability. As I write this article, the USPS reported its 20th consecutive quarter of financial losses.

This legislation has the benefit of offering transitional reductions in Medicare Part B premiums to newly enrolled Postal Service annuitants and family members in the following amounts: first year—75 percent; second year—50 percent; and third year—25 percent.

The bill also standardizes among all EAS employees the right of appeal to the Merit Systems Protection Board (MSPB). NAPS has advocated

for years to make MSPB due process a reality for 7,500 EAS employees. Inclusion of the MSPB provision in the bipartisan postal reform bill shows the strength of our case and is a significant step forward. Movement of this legislation early in the 115th Congress signals a real opportunity for positive change for NAPS.

In weighing our support of postal reform, NAPS leaders took a comprehensive look at the entire bill and the difficult situation facing the Postal Service. It became clear the Postal Service’s financial problems only are going to worsen down the road, given mail volume trends and the inflexible obligations the agency faces under current law. That downward path, despite the bright spots in parcels, will not be kind to the Postal Service or postal supervisors. Finding a sustainable future for the USPS must start with the kinds of tools contained in H.R. 756 to help the agency return to profitability and begin to show black ink.

During review of the bill, I asked myself, “How long will it be until the new administration hears about USPS quarterly losses?” and “How might it react?” The answer may lie in what Trump campaign adviser Rudy Giuliani said this past October when he suddenly told MSNBC host Stephanie Ruhle that the government isn’t capable of doing much. “The government can’t run the Post Office!” Giuliani exclaimed. (For more, see my December 2016 article.)

What was striking to me was this comment about America’s Postal Service was an unsolicited response while discussing an unrelated matter; proponents of privatizing the USPS are alive and well. We must look to the needs of the many in helping create a sustainable future for the USPS.

In solidarity ...

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Ivan D. Butts
Executive Vice President

The Postal Supervisor 2017 Production Schedule

Issue	Copy Deadline*	Mails
MAY	MAR 15	APR 18
JUNE	APR 20	MAY 16
JULY	MAY 19	JUNE 15
AUG	JUNE 15	JULY 13
SEPT	JULY 18	AUG 10
OCT	AUG 21	SEPT 12
NOV	SEPT 22	OCT 19
DEC	OCT 24	NOV 16
JAN 18	NOV 28	DEC 21

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

Working to Benefit Our Members

Spring finally has arrived and, perhaps, your thoughts, like mine, have turned to, oh, maybe baseball, perhaps winter cleanup around the house, taking a vacation, doing your taxes, gardening or any number of other activities related to spring. It's a wonderful time of year. But, for a moment, can we talk about your monthly branch reports that come from NAPS Headquarters?



Chuck Mulidore
Secretary/Treasurer

It's an important topic and one about which I often get questions. First of all, as branch leaders, you get four monthly reports from NAPS Headquarters: the DCO, Non-Member Report, Change Report and the Mail List. So, in honor of baseball season, we'll start at the top of the order.

The DCO documents the transfer of funds from NAPS Headquarters to local branches, paid by an ACH deposit into your local branch bank account near the end of each month. The Postal Service transfers the money to NAPS based on the withholding of members' dues each pay period. Then, NAPS Headquarters transfers this money to the local branches, minus the per-capita charge of \$3.50 per member, per pay period used to help fund NAPS' operations.

You also may see on the report certain codes next to members' names; let me explain. Generally, these are postal codes used by HRSSC. NU-EMP is a new employee—pretty easy. NO-DED is a member in a non-deduction status. However, NAPS Headquarters still is collecting the per-capita dues of \$3.50 per pay period from the local branch. It is up to the local branch to collect dues from that member to reimburse the branch for lost revenue.

NO PAY indicates a member in a non-pay status at the USPS. However, again, NAPS Headquarters is collecting the \$3.50 per-capita charge from the branch; the branch must recover that revenue from the member. Similar is NO T/C, indicating the member is in a no-time-card, or non-pay, status.

And, of course, RET is the code for a person who is retiring, which is an excellent opportunity for you, as branch leaders, to sign that pending retiree as an associate member. Remember, we need their knowledge and expertise. An associate member is charged only

\$1.75 per pay period by NAPS Headquarters. As in other cases, it is up to the branch to collect membership dues from associate members. This is another source of local branch revenue.

Next is the Non-Member Report, which we need you to shrink as much as you can! These are potential members; they need to join NAPS. Once we sign these non-members, it can take up to two months or more for them to come off your Non-Member Report and move over to your DCO. This is normal, but we consider them members while this transition occurs. Moving members from the Non-Member Report to the DCO affords them the benefits of NAPS membership and brings much-needed revenue into your branch treasury.

Next up is the Change Report. This report illustrates any changes for branch members or non-members. For example, a member of Branch A gets a job in an area covered by Branch B, which triggers a change in Finance number. Thus, on the Change Report, each branch is notified of a member leaving one branch and moving to the other branch.

Also on the Change Report, NAPS Headquarters can input manual changes. For example, a cancellation of dues notice, even though under postal regulations a *Form 1188* is processed only in March and September of each year. So, NAPS Headquarters would inform the branch a member is requesting to cancel dues, but will stay a member until either March or September, whichever is closer, of that year. Branch exceptions are listed on the Change Report, as well.

Finally, our last report is the Mail List, which provides branches the physical and email addresses, if available, of its members. This allows branches to generate mailing lists and improve communication with its members.

There you have it: a condensed version of the reports NAPS Headquarters generates for our branches each month. Our goal, as always, is to benefit our members any way we can. If you ever have questions, please contact our outstanding membership manager, Jovan Duncan, at naps.jd@naps.org, or me at naps.cm@naps.org. We are here to serve you.

Okay, since you've read your reports, go outside and enjoy spring!

naps.cm@naps.org

Update on Request for Quarterly NSP Data, Hyundai Sonata Hybrid Concerns Among Items Discussed

President Brian J. Wagner, Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore were present for the Feb. 8 consultative meeting with the Postal Service. Executive Board Chair Tim Ford attended via telecon. Representing the Postal Service was Bruce Nicholson, Labor Relations Policy Administration.

Agenda Item #1

NAPS raised the issue of its approved request from the April 2, 2015, consultative regarding New Supervisor Program (NSP) training data not being supplied quarterly. NAPS requested data on the number of employees promoted to EAS under the NSP structure but who have not begun their training classes. NAPS also requested data on the number of employees in the NSP structure, listed by district, who currently are being trained.

The USPS provided NAPS with a NSP national summary by USPS quarter and area. The report reflects training data as of April 3, 2015; tracking began at the start of the new USPS fiscal year, Oct. 1, 2014. The report is broken down by four checkpoints:

- *Checkpoint 1: Two-week classroom training. A checkpoint is not considered finished until the entire process is completed.*
- *Checkpoint 2: Weeks 3-7 comprise assessment from the trainee's manager that all required training has been completed during these weeks.*
- *Checkpoint 3: Weeks 8-14 include cross-functional training, virtual learning and eLearning.*
- *Checkpoint 4: Weeks 15-16 en-*

compass final training modules, followed by graduation.

According to the summary report, since Oct. 1, 2014, nationally, 287 EAS employees are at Checkpoint 1; 41 at Checkpoint 2; three at Checkpoint 3; and two supervisors, Customer Service, have completed NSP, completing Checkpoint 4.

The 16-week NSP training is to be completed within six months from when classroom training starts. Based on the April 3, 2015, tracking report, the two-week classroom training has fallen behind due to the peak mailing season. However, NSP training now is back on track.

According to the USPS, those in training have provided favorable responses to the NSP survey. Results indicate the training material is preparing newly promoted EAS employees for their supervisory positions. From a positive aspect, there is excellent tracking and follow-up with NSP, according to Chief Operating Officer Dave Williams. USPS Headquarters is committed to making NSP successful and is making a huge effort to get trainees through NSP training.

NAPS requested a copy of the survey results and the quarterly NSP tracking report.

USPS Headquarters will look into providing NAPS with this information on a regular basis.

Data was provided by Learning and Development for FY16 and Quarter 1 of FY17.

Agenda Item #2

NAPS requested a follow-up to Agenda Item 1 from the January consultative regarding the purchase of Hyundai Sonata Hybrids. NAPS asked

for more information about the functionality of the vehicle, specifically regarding instances of the vehicle starting on its own at times.

The Hyundai Sonata Hybrid is not designed to start unless the operator presses the start button. The vehicle should not start under any circumstances once the vehicle is properly shut off. Fleet Management has been made aware of one such complaint, but has not been able to confirm the issue or duplicate the problem claimed. Hybrid vehicles will intermittently start and shut off the gas engine when in the run mode. Any maintenance or operational issues with any postal vehicle issues should be forwarded to the VMF so they can be properly reviewed and addressed.

NAPS follow-up: Additional information was submitted to the USPS concerning issues with such vehicles starting on their own. USPS Fleet Management responded that the vehicle will not start under any circumstances *once the vehicle is properly shut off*. Fleet Management also is developing communication material regarding user guides for the Hyundai Sonata, which will be provided to the field when completed.

Safety performed an investigative analysis on the Sonata. The investigation did not find any evidence that the vehicle is self-starting. Further, it was found that, in certain situations, the vehicle unknowingly was left running and the key fob was in the vehicle. A memo dated Feb. 2, 2017, was distributed to district managers from Phil Knoll, manager, Fleet Management.

NAPS expressed concern whether the USPS intended to notify Sales employees who often are assigned to

drive the Sonatas.

This memo will be distributed to all Sales employees authorized to drive a Hyundai Sonata.

Agenda Item #3

NAPS requested an update to still-pending Agenda Item #5 from the March 2016 consultative:

During the May 2015 consultative, NAPS presented an agenda item regarding EAS staffing of the Local Operation Center (LOC). At that time, the USPS responded:

USPS Headquarters manager, Delivery and Planning, is working with Organizational Effectiveness (OE) to consider and determine what EAS staffing is needed for LOCs to ensure it works effectively and efficiently. Once USPS Headquarters has a decision, NAPS will be notified.

NAPS contended that the lack of a funded EAS staff for these work units was reducing supervisory oversight in the field by:

- taking Customer Service EAS 17s away from the offices in which they are assigned.
- having EAS employees work seven days a week, with the mandate that the EAS employees assigned to the LOC on any given day must stay until the last carrier returns to the office, and
- taking EAS support personnel from their assigned duties to oversee the LOC.

NAPS requested that the USPS create a dedicated funded staffing model for the purpose of properly managing LOCs.

Headquarters Delivery Operations and OE have met with field managers from across the country through telecons and focus groups regarding district staffing. The Postal Service has prelimi-

nary review of the results pending with each of the area vice presidents. LOC staffing will be addressed at that time; once the USPS has something definitive, it will be provided to NAPS.

In the meantime, LOCs should not be staffed with field personnel as stated to NAPS resident officers from Ed Phelan during a meeting on June 23, 2015. LOCs should be staffed with existing staff at the district.

Latest USPS Response: Delivery Operations is reviewing the LOCs to ensure operations are efficient and effective in order to evaluate and determine appropriate staffing of the LOCs. This review includes meeting with field managers on Feb. 9.

Agenda Item #4

NAPS requested an update to pending Agenda Item #7 from the May 2016 consultative meeting:

NAPS Headquarters received a request for an update to the Salt Lake

City District's request for an EAS-17 product information quality analyst (PIQA) position submitted through the Western Area. Western Area leadership stated the request was pending review by Headquarters Organizational Effectiveness. NAPS requested a status update on the review.

Organization Design (OD) returned the request for a PIQA position back to the Western Area for additional information and review. Once that is completed, the Western Area will send it back to OD for final determination.

At the July 13, 2016, consultative, the USPS responded:

During the May 2016 consultative meeting, the position request from the Salt Lake City District was returned to the Western Area for additional information and review from Headquarters. Local NAPS representatives should contact the Western Area to confirm the status of this matter.

NAPS was in contact with the

NAPS 2017 State Conventions

Dates	State(s)	Location
April 21-22	Tennessee	Inn at Opryland, Nashville
April 21-22	SD/ND	Dakota Magic Casino Hotel, Fargo, ND
April 23-27	California	Convention Cruise, Long Beach
April 27-29	Illinois	Embassy Suites, East Peoria
May 11-13	MINK Area	Omaha Marriott, Omaha, NE
May 18-20	Pioneer Area	Tropicana Casino/Hotel, Evansville, IL
May 18-20	Wisconsin	Chula Vista Resort, Wisconsin Dells
May 18-20	New York	Villa Roma, Callicoon
May 18-21	New England Area	Red Jacket Inn, Conway, NH
June 1-4	Capitol-Atlantic Area	Westin Hotel, Virginia Beach, VA
June 2-4	Rocky Mountain Area	Elk's Lodge, Tempe, AZ (convention); DoubleTree (hotel)
June 2-4	Minnesota	Fair Hills Resort, Detroit Lakes
June 7-11	FL/GA	Embassy Suites, Savannah Airport, Savannah, GA
June 8-10	Michigan/Indiana	Atheneum Suite and Hotel Conference Center, Detroit
June 8-11	Pennsylvania	Red Lion Hotel, Harrisburg
June 15-17	AL/LA/MS	Evangeline Downs Hotel, Opelousas, LA
June 23-25	Texas	Downtown DoubleTree, San Antonio
June 25-27	New Jersey	Resorts Hotel and Casino, Atlantic City
July 8-9	Hawaii	TBD

Please report state convention dates to NAPS Headquarters as soon as they are known.

Western Area and received this response at the Oct. 17, 2016, consultative:

“Hi, Myrna [Pashinski, NAPS Rocky Mountain Area VP],

“I did share with John [Aceves] prior to him leaving office the below info. HQ LR also is aware of current status.

“The Western Area requested authorization for this position through normal channels once received from SLC. This would have been a new authorization. We have been informed by the COO’s office this position is on hold until such time it is discussed further with the CHRO.”

Thanks,
Simon.

Latest USPS Response: There is no change to the information previously provided to NAPS.

The following are regarding resolutions adopted at the 2016 NAPS National Convention:

Resolution 42: Revenue drives staffing at post offices. These offices scan multiple prepaid acceptance scans and the revenue generated by these scans is based on the address the customer has associated with their account. Also, the number of prepaid acceptance scans is too nu-

merous to be processed through the POS system alone.

NAPS requests that all revenue associated with prepaid acceptance scans be credited to the receiving/processing office. NAPS also requests that all prepaid acceptance scans generated from IMD scans be credited to RSS/POS/EDW revenue for the office that makes the scans. NAPS further requests that RSS/POS revenue be applied to all prepaid acceptance scans from whatever input source for the office that makes the scan.

The Postal Service does not adopt this resolution. Customer Service Operations confirmed that scans performed by the IMD on prepaid acceptance items are credited in the Customer Service Variance model. The following process outlines how a post office outside the ZIP Code of the customer’s home address can receive revenue credit for packages:

When customers create a Click-N-Ship account, the system will ask for the customer’s home address. That address will default to the local post office under the assumption that packages with printed Click-N-Ship labels will be dropped off at that local office; therefore, the revenue will be credited to that local office.

If a customer decides or if it’s more convenient for the customer to drop packages off at a post office other than their local post office, then those packages should be accepted at any location.

The FAQs within the Click-N-Ship Program state that if a customer intends to drop off a package at a post office other than their local office, then the customer should go back into their account (i.e., where customers go to print labels) and choose the option “Shipping from ZIP Code.” This option is intended strictly for aviation security purposes. However, if a customer chooses this option, the package revenue will be allocated to the alternative receiving office.

Resolution 44: Non-bargaining unit employees’ vacation planning is provided in Part 512 of the *USPS Employee and Labor Relations Manual (ELM)*, which reads: “Annual leave is provided to employees for rest, recreation and personal and emergency purposes.”


Part 512.62 of the *ELM* states: “Vacation leave is granted to these employees when their services can best be spared. Postmasters and other responsible officials must schedule leave so that (a) employees do not forfeit leave and (b) postal operations are not impaired.”

NAPS contends that installation heads and administrative support managers in each district are responsible for providing vacation sign-up procedures to non-bargaining unit employees under their jurisdiction before the leave year commences.

It has been reported that installation heads and administrative support managers unilaterally change previously established vacation sign-up procedures, either before or after the leave year commences, or arbitrarily block out vacation weeks or refuse to honor the vacation period of a newly reassigned or promoted non-bargaining unit employee who legitimately signed up in their previous office or location—allegedly based on the needs of the service or to prevent impairment of postal operations.

Non-bargaining-unit employees plan in advance and sign up for their vacation periods for rest, recreation and personal reasons (including medical and other appointments), oftentimes scheduling flights and other vacation-booking commitments for themselves, significant others, family members and friends.

A June 24, 2002, USPS memorandum from DeWitt O. Harris, vice president, Employee Resource Man-



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.

agement, to managers, Human Resources (area), stated:

“National Association of Postal Supervisors President Vince Palladino has again expressed concern with unreasonable delays in processing leave requests submitted by supervisors. If this is happening in your area, we would appreciate your working with the operations managers to ensure requests are handled in a timely manner. In instances where possible, please return the approved or disapproved *PS Form 3971*, ‘Request for or Notification of Absence,’ to the supervisor within three business days.”

NAPS requests establishment of a policy on vacation planning for EAS employees. NAPS also requests that the established vacation sign-up procedure is not unilaterally changed before or after the leave year commences and that vacation weeks not be arbitrarily blocked out. NAPS further requests that the previously signed-up vacation period of a newly reassigned or promoted non-bargaining unit employee be honored.

In the event of an adverse change to employees’ leave, the previously signed-up vacation period of a non-bargaining unit employee should not be canceled or rescheduled by management without discussion and explanation with the affected employee. The vacation selection periods should be from Jan. 1 through Dec. 31 of the calendar year.

The installation heads and administrative support managers should meet and discuss proposed vacation sign-up changes with non-bargaining-unit employees before implementation and with the assistance and advice of local NAPS leadership.

The Postal Service does not adopt this resolution. Decisions should be left to postmasters and other responsible officials to determine the most effective manner in approving annual leave for

NAPS Training Calendar

Central Gulf Area Training March 31-April 1, 2017

Conducted by: Central Gulf Area VP Cornel Rowel Sr.
Location: Renaissance Mobile Riverview Plaza Hotel, 64 South Water St., Mobile, AL 36602; (251) 438-4000
Hotel Rate: \$115
Registration Fee: \$40
Training Topics: Appeal-writing, adverse action and more.
Instructors: NAPS President Brian Wagner, Southern Region VP Tim Ford, Treva Sanders and Kevin Logan.

Texas Area Training April 21-22, 2017

Conducted by: Texas Area VP Jaime Elizondo
Location: Doubletree Downtown, 502 W. Cesar E. Chavez, San Antonio, TX 78207; (210) 224-7155
Hotel Rate: \$135; includes one breakfast buffet per room per day; free Internet and parking.
Registration Fee: \$35 for installation lunch (payable to NAPS Branch 103)
Training Topics: Officer training, representation, *ELM* 650, retirement
Instructors: Dillard Financial, JFK3 Consulting and Texas Area VP Jaime Elizondo

Illini Area Training April 27-29, 2017

In conjunction with the Illinois State Convention
Conducted by: Illini Area VP Luz Moreno
Location: Embassy Suites Peoria Riverfront Hotel & Conference Center, 100 Conference Center Dr., East Peoria, IL 61611; (309) 694-0200

Hotel Rate:

 \$145, single/double; \$155, triple
Registration Fee: Free for Illini Area members; \$50 for others
Training Topics: Advocacy, among others
Instructors: Illini Area VP Luz Moreno and Michiana Area VP Kevin Trayer

Pioneer Area Training May 18-20, 2017

In conjunction with the Pioneer Area Convention
Conducted by: Pioneer Area VP Tim Needham
Location: Tropicana Evansville Hotel, 421 NW Riverside Dr., Evansville, IN 47708; (812) 433-4000
Hotel Rate: \$99 plus tax
Training Topic: Leadership
Instructor: Former Capitol-Atlantic Area VP John Geter

New England Area Training May 18-21, 2017

In conjunction with the New England Convention
Conducted by: New England Area VP Greg Murphy
Location: Red Jacket Mountain View Resort, 2251 White Mountain Highway North, Conway, NH 03860; (603) 356-7816, ext. 504
Hotel Rate: \$571/single, \$688/double; includes breakfast buffet each morning and lunch and dinner buffets on Friday.
Registration Fee: \$75
Training Topics: TBD
Instructors: TBD

this purpose to ensure that postal operations under their authority are not impaired. If NAPS believes decisions made by an installation head are inconsistent with the provision of ELM 512.62, it should be addressed between local management and NAPS officials and escalated to the district level if unresolved.

Resolution 46: Exempt EAS employees are routinely required to work a sixth day. *ELM* 519.733 states:

“When an exempt employee is directed to work a full day on a holiday or other full day in addition to

Continued on page 32

National Association of Postal Supervisors

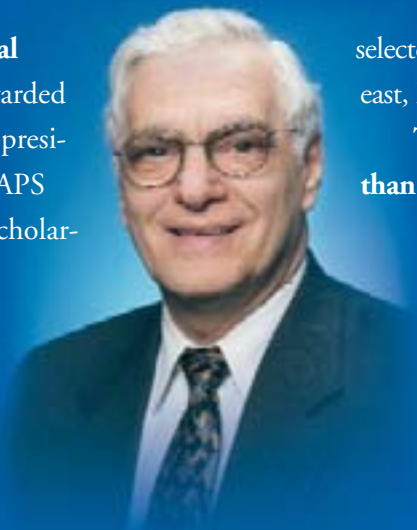
Vince Palladino Memorial Student Scholarships

2017 Official Application Form

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

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

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



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

This application must be received no later than July 31, 2017, at the address provided below.

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the October 2017 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Vince Palladino Memorial Student Scholarship** will receive a check, payable to the college or university listed in the application, in October 2017. Scholarships may be used to pay expenses in the student's current or following semester.

deadline: July 31, 2017

Student's name (please PRINT legibly)

Major course of study

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

City and state of the college or university

NAPS member's name

NAPS member's branch number

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

NAPS member's PO box/street address

City

State

ZIP+4

**Applications must
be received at
NAPS Headquarters
no later than
July 31, 2017**

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

Leadership Development

By **Richard L. Green Jr.**
Eastern Region Vice President

When we hear the words leadership development, the first thing we think of is preparing future leaders to run the Postal Service. I want to address this from another perspective: developing future leaders of the National Association of Postal Supervisors.

NAPS was started in 1908 in Louisville, KY, by a group of supervisors who had the foresight to understand that supervisors were an important part of the United States Post Office Department; their voices needed to be heard. That need continues today.

As the current caretakers of our organization, we have an obligation to pay it forward to ensure NAPS re-

mains strong for the next generation. That means we—you and I—must reach out to new supervisors and managers and teach them the history of NAPS and why it is important they become involved in the organization.

I remember my mentor—Arnold



Navarre, president of Richmond, VA, Branch 98—inviting me to my first NAPS meeting. At first I resisted, but, eventually, I decided to go. I learned that NAPS was there for me and I could educate myself about the

issues and concerns NAPS was addressing on the national level concerning pay and better treatment of EAS employees.

I learned that NAPS was a family and the organization was there for me—no matter what obstacles I may

be encountering. I didn't understand until that day the importance of the organization. The togetherness in that room of individuals with similar experiences helped me develop a network of friends in which I still confide and ask advice of today!

Now, I am asking the following from each of our more than 26,000 members nationwide:

1. Reach out to a new supervisor in your office or district and invite them to your next branch meeting.
2. Become a mentor for that individual—someone they can call when they have a question or need someone in whom to confide.
3. Mentor them so they can reach their highest potential—whether in NAPS or the USPS.

As my great friend Darryl Williams, Pittsburgh Branch 554, says, "Reach one, teach one."

rgreen151929@aol.com

Valuable Training for NAPS Reps

By **Marilyn Walton**
Western Region Vice President

On Saturday, Feb. 4, Central Valley Branch 197 (Stockton, CA) hosted a NAPS representative work study group. Branch President Debbie Baker wanted a small intimate group to train branch NAPS representatives.

We used the NAPS tool kit and reviewed the document, page by page, looking at how to conduct and document an initial representative interview. We also reviewed the NAPS worksheet to start the process of accumulating vital member infor-

mation needed before meeting with management. There is a representative form approved by Labor Relations that, once signed, will allow a representative to request the member's personnel info.

There are sample letters demonstrating the correct way to respond to a Letter of Warning or in Lieu of, as well as an Adverse Action response and Debt Collection appeal procedures. The NAPS Tool Kit contains additional vital info on the *ELM* 650 and 450, Douglas Factors, the NAPS DDF request



form and other quick references and information.

The questions and reviews were pointed and case preparation was precise and to the point. Feedback

from the attendees was the information, training and discussion were well received. While the attending NAPS reps have had experience, they said learning additional tools and techniques will give them more confidence

when assisting NAPS members in the Central Valley.

I also shared information about

my recent visit to the Pacific Area Executive Leadership meeting. Dean Granholm, USPS Pacific Area vice president, stressed that EAS employees must maintain integrity in the workplace and protect the Postal Service brand, which is known worldwide. I also shared that the Pacific Area is tracking all data related to the processing and delivery of mail. The Pacific Area LOC is very high tech and tracks almost everything. I stressed that Big Brother is watching; it's important to do the right thing!

We shared great training time

Clockwise, from left: Angie Gallardo, NAPS rep; Alisha Tuaila, NAPS rep; Marsha Danzy, Branch 197 secretary/treasurer; and Debbie Baker, Branch 197 president. Not pictured: reps Leonard Amador and Joe Tualla.

and ended the session with lunch and a lot of current job networking, including helping members fill out eCareer and promoting the popular engagement process. I want to thank Cen-



tral Valley Branch 197 for this very successful NAPS work study group!
marilynwalton@comcast.net

CA Postal Legislative Coalition Annual Event

By Marilyn Walton
Western Region Vice President

Sunday, Feb. 12, 2017, the 19th annual California Postal Employees Legislative Coalition's event was called to order at the Laborers Hall 185, Sacramento. Each year, hosting duties are rotated between the union and management associations; this year's program was hosted by the union. Susan Hammer, APWU, was the host and moderator.

The opening presentation was by

Jacquelyn McCormick and Harvey Smith, part of the community-organized Citizens to Save the Berkeley Post Office group. Also known as the National Post Office Collaborate, the group, which started in Berkeley, works to prevent the Postal Service from selling historic postal facilities, most of which were built during the 1930's Works Progress Administration. Many contain historic murals, artwork and detailed sculptures. The buildings are listed on historical registers and are required by law to be

maintained to certain standards and guarantee public access.

The collaborate has focused on many postal facilities in California—Napa, Santa Monica and San Francisco—and other nationwide federal and postal buildings, including New York. The goal is to help us become aware of these hidden public treasures being sold for a pittance of their historic value!

This year's keynote speaker was NAPS President Brian Wagner. His presentation explained NAPS' posi-



From left: Karen Douglas, NAPS; Michael Evans, APWU; Beverly Marriott, NAPS; Ron Jones, NALC; Marilyn Walton, NAPS; Mary Wooley, NRLCA; Clarice Golden, UPMA; Brian Wagner, NAPS; Chris Casey, UPMA; Helen Zajac, NARFE; Frances Barfield, NAPS; Susan Hammer, APWU/NARFE; Phil Warlick, APWU; John Beaumont, NALC; and Tony Coleman, NPMHU.

tion on the postal reform legislation, H.R. 756. He talked about how the legislation would extend Merit Systems Protection Board appeal rights to more EAS employees, as well as the Medicare mandate and postal banking. Wagner joined the panel for additional discussion about important postal, federal and retiree issues.

UPMA Director of Government Relations Bob Levi joined us via Skype. He also discussed H.R. 756, focusing on the Medicare provision. Levi has joined the coalition's annual event, either in person or via Skype, since its beginning.

NARFE National Representative Helen Zajac discussed legislative issues that NARFE supports. She also discussed NARFE's opposition to the Medicare mandate in H.R. 756. NARFE contends the resulting additional cost would negatively impact retirees.

NALC California President John Beaumont led the discussion on coalition projects, including a state disaster relief bill that would ensure Postal Service employees are paid when helping during national disasters. There also is a state assembly resolution to oppose postal closures and consolidations. Beaumont organizes the Lobby Day at the state capitol to help keep our postal and retiree issues front and center at the California State Senate and Assembly.

APWU California President Michael Evans led a discussion on postal banking. The APWU is forming a group to campaign for this issue. The U.S. had a Postal Savings System from 1911 to 1967. Postal organizations support re-establishing postal banking services to assist underserved communities in urban and rural communities.

The coalition was honored to welcome first-time attendees from



NAPS President Brian Wagner discussed the latest postal reform legislation at the annual California Postal Coalition meeting.

my NAPS family, Karen Douglas and Beverly Marriott, who traveled from North Carolina to attend our annual meeting. Their goal is to return to North Carolina and replicate our coalition in their state. We offered our support in helping them in any way we can!

We also welcomed four attendees from the American Federation of Government Employees (AFGE): Natalie Bernel, Ian Hoffman, Gilbert Galari and Leo Terhune-Loomis. They represent federal employees at Veterans Affairs, the Social Security Administration, TSA and other gov-

ernment unions. We welcomed them as our new coalition partners.

The final panel discussion Q&A included all organization representatives who joined with their comments and organizations' feedback.

The California Postal Employees Legislative Coalition meets quarterly, hosted by Ron Jones, at the NALC Local 1111, Richmond, CA. For those unable to travel to Richmond, we schedule a telecon. Anyone interested can provide their email address; all are welcome to call in and join the conversation!

marilynwalton@comcast.net

Thrift Savings Plan

Fund	G	F	C	S	I
February 2017	0.18%	0.71%	3.97%	2.45%	1.44%
Past 12 Months*	1.87%	1.66%	25.01%	32.74%	16.19%
<small>The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.</small>					
Fund	L Income	L 2020	L 2030	L 2040	L 2050
February 2017	0.77%	1.36%	1.96%	2.25%	2.51%
Past 12 Months*	5.97%	11.12%	15.37%	17.75%	20.06%
<small>These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so that investors' shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010.</small>					
Visit the TSP website at www.tsp.gov					

**Ann Konish Branch 11
Names New President**

Scott Slayton has stepped down as president of Ann Konish Branch 11, Rochester, NY, after accepting a position in the East Area. Scott Englerth has assumed the office. At the branch's January meeting, members wished Scott good luck on his promotion and thanked him for his outstanding commitment to the branch and its members.

Frank Baselice (fourth from the left), vice president of NAPS Long Island Branch 202, spoke to new supervisors from the Long Island District during their training session about the benefits of joining NAPS. Also in attendance was Branch 202 President Tom Barone, who took the photo.

Cotton Belt Area Vice President Shri Green and Tennessee State President Donna Aaron installed Smoky Mountains Branch 165 officers in Knoxville, TN, on Jan. 26. From left: Green, Branch 165 Vice President Robert McMurry, Secretary/Treasurer Becky Runyons (with son Michael), President Vic Esvang and Aaron.



Charleston, SC, Branch 215 hosted the 2017 Eastern Region Cabinet Meeting over the Martin Luther King Jr. Day holiday. The meeting was very successful, with more than 100 delegates attending.



Secretary/Treasurer Chuck Mulidore administered the oath of office to the Eastern Region branch officers, from left: John Geter, Charlotte Herndon, Joann Farmer, Pauline Brisbon, Steve Shawn and Reggie Gramblin.

From left: Secretary/Treasurer Chuck Mulidore, President Brian Wagner, Branch 554 Treasurer Darryl Williams, Branch 531 President C. Michele Randall, Eastern Region Vice President Richard Green, DC/Maryland State President Steve Shawn, Kentucky State President Rosemary Harmon and Executive Vice President Ivan D. Butts.



From left: Secretary/Treasurer Chuck Mulidore, Capitol-Atlantic Area Vice President Troy Griffin, Greater South Carolina District Manager Darryl Martin and Branch 225 President Darold Dantzler.





Northeast Region Vice President Tommy Roma, New York Area Vice President Jimmy Warden, Branch 68 President Jamaal Muhammad and Branch 164 Vice President Mark Velez attended the New Supervisor Program training class in the Triboro District. All new supervisors were signed as NAPS members. Also in attendance was USPS Manager of Learning Development & Diversity Jeanette Brooks. Thanks to the Triboro District for all their support.

The Triboro District held a career fair and invited NAPS to participate. From left, Tommy Roma, NAPS Northeast Region vice president; Anthony Impronto, Brooklyn postmaster; Elvin Mercado, Triboro district manager; Jimmy Warden, NAPS New York Area vice president; and Ricardo Quental, A/senior plant manager.



From left: Don Chen, Branch 68; Tommy Roma, Northeast Region vice president; Jeff Goldman, Branch 164 president; Jimmy Warden, New York Area vice president; Bobby Gonzalez, Branch 164; and Mark Velez, Branch 164 vice president.



President Brian Wagner installed the Des Moines, IA, NDC Branch 564 officers. From left: Branch 564 Treasurer Debbie Barton-Greubel, Secretary Amy Ward, President Gentry Grandberg, Vice President Matt Easter and Wagner. Also assisting was Central Region Vice President Craig Johnson.



Philadelphia Metro District Manager Chu Falling Star and Human Resources Manager Lisa Jordan presented NAPS Executive Vice President Ivan D. Butts with a certificate and pin in recognition of his 35 years with the Postal Service.



At the New Jersey State Executive Board meeting were, from left, Tony D, Gary Rutter, NAPS Secretary/Treasurer Chuck Muldore and John Farrell.

Los Angeles Branch 39 celebrated the installation of officers and its retirees at Long Beach Harbor on Jan. 28. Executive Vice President Ivan D. Butts was the keynote speaker. Former President Louis Atkins was on hand to help swear in the new officers. Branch 39 Vice President Sam Booth emceed the event. Western Region Vice President Marilyn Walton and Pacific Area Vice President Hayes Cherry also participated.



WHEN STARS COLLIDE, A BRIGHTER STAR IS BORN.

Please share with your team that a name change is coming...

While Carolina Postal Credit Union will continue to serve and support the postal community, as of 4/8/2017 we will be known as...
NOVA Credit Union!

Our commitment to trust, reliability, and communication is rooted in our origins in postal service. Through rain or shine, through darkness or dawn, we aim to be a light in our members' lives.



NOVA
credit union

Brighter Futures Together

NovaCU.com (800) 865-0445

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)



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National Association of Postal Supervisors
Legislative Issues Brief



115th Congress • 1st Session



Congress should take action and reform the nation's postal system this year, beginning with the passage of H.R. 756, the "Postal Service Reform Act of 2017." The bill was introduced by bipartisan leaders of the House Oversight and Government Reform Committee on Jan. 31, 2017. It has been referred to three House committees for consideration and approval: Oversight and Government Reform, Energy and Commerce and Ways and Means.

H.R. 756 deserves the sponsorship and support of all House members. It is the product of nearly two years of bipartisan effort and will help put the United States Postal Service on a path to fiscal stability. NAPS supports H.R. 756 and urges the House to promptly approve it.

The bill includes a number of reforms that would provide measured financial relief to the Postal Service, improve operations, provide enhanced benefits to postal customers and promote stability in postage rates. It also would reduce the onerous retiree health benefit prefunding obligation and put the Postal Service on a more sustainable financial path.

A decade has passed since major postal legislation last was signed into law in 2006. It's time for Congress to make postal reform a priority.

H.R. 756 and the Ingredients of Postal Reform

NAPS believes that meaningful postal reform requires the assurance of prompt mail service to all Americans, the repeal of barriers that harm the Postal Service's financial health and the infusion of innovation into the postal system.

Many of these priorities are contained in H.R. 756, introduced by the bipartisan leaders of the House Oversight and Government Reform Committee: Chairman Jason Chaffetz (R-UT), Ranking Committee Member Rep. Elijah Cummings (D-MD), Rep. Mark Meadows (R-NC), Rep. Gerry Connolly (D-VA), Rep. Dennis Ross (R-FL) and Rep. Stephen Lynch (D-MA).

The bill has been referred by the House Oversight and Government Reform Committee to

the Ways and Means and Energy and Commerce committees for their consideration of provisions within their jurisdiction.

Here are the principal features of H.R. 756:

Retiree Health Benefit Funding Reform

The prefunding schedule established in the "Postal Accountability and Enhancement Act of 2006" has been a major impediment to the Postal Service's ability to remain solvent. The \$5.6 billion annual prefunding mandate has accounted for most of the Postal Service's losses since 2007, despite USPS deposits of more than \$50 billion over the past nine years into the Postal Service

Retiree Health Benefits Fund.

H.R. 756 would reduce the onerous retiree health benefit prefunding obligation. It would require the Postal Service to make actuarially based Retiree Health Benefit (RHB) prefunding payments to cover 100 percent of the cost of the Postal Service's RHB liability within 40 years.

Accurate Postal Pension Funding

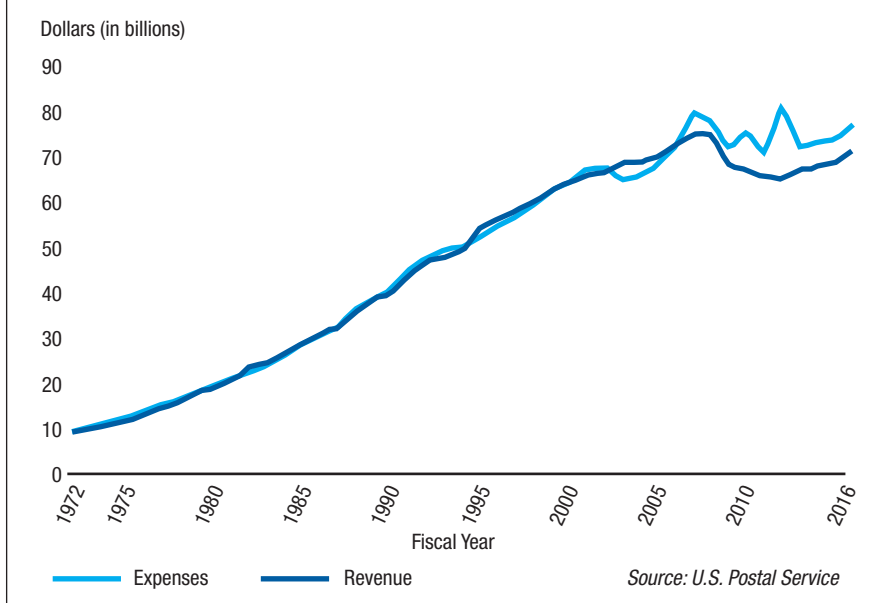
H.R. 756 would calculate the Postal Service's pension costs and liabilities in more accurate ways by using the salary growth and demographic assumptions that are specific to the Postal Service population instead of the government-wide population, as in current law. As proposed, the Postal Service would achieve \$210 million in savings over 10 years, according to a Congressional Budget Office report on a similar bill in the 114th Congress.

Accurate calculation of the Postal Service's pension costs and liabilities was similarly addressed through a pending regulatory change proposed by the Office of Personnel Management on Dec. 22, 2016.

Clarify MSPB Appeal Rights

The need remains for Congress to clarify current law to assure that all employees in the Executive and Administrative Schedule of the Postal Service may appeal adverse personnel actions to the U.S. Merit Systems Protection Board (MSPB). Currently, 7,500 non-supervisory management personnel are locked out of MSPB

U.S. Postal Service Revenue and Expenses—Fiscal Years 1972-2016



appeal rights. H.R. 756 would correct the situation and assure MSPB access to all Postal Service non-bargaining employees, regardless whether they supervise USPS operations. The legislation also would extend MSPB appeal rights to employees of the Postal Service Office of Inspector General.

Postal Service Health Benefits Program and Medicare Integration

Retiree health care costs represent a significant expenditure for the Postal Service; the agency is the single largest payer into Medicare. It's vital that the agency gets full value from its participation in Medicare and postal retirees receive full value from their participation in Medicare and the Federal Employees Health Benefits Program (FEHBP). By enrolling all postal retirees in Medicare parts A and B, plus additional Part D savings, retiree and USPS interests are satisfied. Medicare integration would save the government roughly \$1.8 billion over the 2017-2026 period, essentially eliminate the Postal Service's unfunded retiree health benefit liability and reduce expenses



by nearly \$17 billion over five years.

H.R. 756 would establish separately rated postal plans within FEHBP beginning January 2019. FEHBP carriers currently insuring at least 1,500 postal employees and retirees, as well as any other carriers, would be permitted to offer postal plans. Postal employees and retirees who elect coverage through

Photo: USPS



FEHBP would be required to enroll in one of the postal FEHB plans, with the waiver of any late enrollment penalty. Medicare-eligible Postal Service retirees and family members would be automatically enrolled in Medicare parts A and B under H.R. 756. Part D prescription drug coverage would be made available with subsidies for prescription drug benefits within each FEHB plan.

Also under the bill, the Postal Service would cover a decreasing portion of Medicare Part B premiums over a four-year transition period for current retirees transitioned into Medicare as a result of the legislation: 75 percent in the first year, 50 percent in the second year, 25 percent in the third year and 0 percent in the fourth year.

Governance Reform

Under current law, the Postal Service Board of Governors (BOG) is an 11-member board comparable to a board of directors of a private corporation. The nine presidentially appointed governors choose the postmaster general (PMG), who also serves as a member of the board. These 10, in turn, choose a deputy postmaster general (DPMG), who becomes the 11th member of the

board. The PMG and DPMG serve at the pleasure of the governors.

Currently, nine of the 11 USPS Board of Governors positions are vacant; the PMG and the DPMG are the only serving members. Political standoffs in the Senate prevented the confirmation of President Obama's nominees to the BOG during the 114th Congress.

H.R. 756 would reduce the size of the BOG by about half, establishing five presidentially appointed, Senate-confirmed Postal Service governor positions with seven-year terms. In addition, the PMG and DPMG would serve on the board, as they currently do.

Under the legislation, the PMG would be explicitly tasked with responsibility to carry out the power of the Postal Service in a manner consistent with a strategy set by the Board of Governors.

Cost Savings Through Cluster Boxes

The Government Accountability Office determined in 2014 that cost savings would result through conversion of door-to-door delivery to secure curbside or centralized mailboxes, popular-

ly known as cluster boxes. H.R. 756 would speed up the Postal Service’s ongoing conversion to centralized delivery of business addresses. It also would open the way for voluntary conversion to cluster box delivery of residential addresses identified by the Postal Service where 40 percent of the residents consent to conversion. A conversion waiver would be allowed in cases of physical hardship.

Postal Rates

The Postal Service is entirely funded by postage and does not rely on taxpayer dollars. That means the Postal Service’s financial stability rests on adequate postage rates. H.R. 756 would allow the Postal Service to increase postal rates for market-dominant products by 2.15 percent, or 1 cent, for a First-Class stamp.

Under the 2006 postal reform law, the Postal Regulatory Commission (PRC) is required in 2017 to undertake its decennial rate review. H.R. 756 establishes priority factors for consideration in the PRC’s review. The bill also would require

the PRC to conduct a one-time review of the Postal Service’s cost allocation methodologies and eliminate the right of state and national political committees to be eligible for non-profit mail rates.

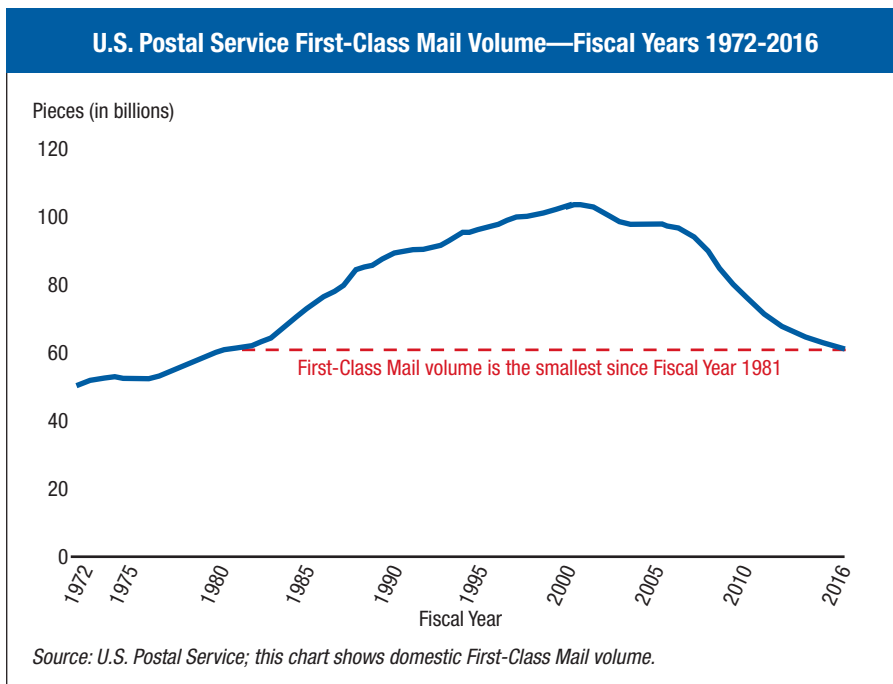
Innovative Services

The success of the nation’s postal service throughout the past two centuries has rested in its responsiveness to a changing America. In turn, the Postal Service has changed America itself. Robust innovation lies at the heart of the Postal Service’s future.

Under current law, the Postal Service is allowed to partner with federal agencies to provide services on behalf of those agencies. For example, the Postal Service already has a successful arrangement with the U.S. Department of State to accept passport applications at post offices. The Postal Service’s revenue exceeds the costs of providing this service, and the Department of State is able to accept applications at thousands of locations across the country without having to invest

in physical infrastructure or personnel. H.R. 756 would expand these kinds of mutually successful arrangements in the USPS delivery of non-postal services to state, local and tribal governments and other federal agencies.

The bill also would require the Postal Service to establish and appoint a Chief Innovation Officer to manage the Postal Service’s development and implementation of innovative postal and non-postal products and services.





Post Office Closures

H.R. 756 would require the Postal Service to consider additional factors when evaluating whether or not to close a post office: distance to the next post office, characteristics of the location—including weather and terrain—and the availability of broadband.

It would shorten the deadline for the PRC to review the Postal Service's decision to close or consolidate a post office from 120 to 60 days. It also would allow communities the opportunity to provide input on their preference as to the closing

or consolidation or alternative options for access to postal services and permit appeals over the closing or consolidation of post office stations and branches.

Contracting Reforms

H.R. 756 would require the Postal Service and the PRC to issue a policy on delegating contracting authority, posting noncompetitive contract awards meeting certain dollar-value thresholds and improving oversight and response to potential conflicts of interest regarding contracting.

Additional Ingredients of Postal Reform

Modernizing Investment of RHBFB Assets

Realigning how Retirement Health Benefit Fund assets are invested would provide higher returns and relieve the prefunding burden through those higher returns, as well as reduce the federal deficit. The RHBFB currently contains \$55 billion in assets.

NAPS also supports the "Postal Service Financial Improvement Act of 2017," H.R. 760, introduced by Rep. Stephen Lynch (D-MA), which would authorize the investment of RHBFB assets in index funds offered by the Thrift Savings Plan. This would modernize how these funds are invested and bring these investment practices in line with private-sector business and investment practices.

Limited Banking

Digital services, including limited banking, that complement the Postal Service's core products and align with the postal mission should be encouraged and authorized by Congress.

The United States had a Postal Savings System from 1911 to 1967, which, in 1947, had \$3.4 billion in assets (more than \$35 billion in today's dollars) or about 10 percent of the entire commercial banking system. Worldwide, 1.5 billion people receive some financial services through their postal service.

NAPS has supported the restoration of limited postal banking services by the Postal Service. In the 114th Congress, NAPS endorsed the "Providing Opportunities for Savings, Transactions, and Lending (POSTAL) Act of 2015" (H.R. 4422), introduced by Rep. Cedric Richmond (D-LA). A 2014 report by the USPS Office of Inspector General (OIG) found that the Postal Service was well-suited to provide non-bank financial payment and credit services and products to the underserved, some in partnership with the private sector.

The OIG found that one in four U.S. households lives at least partially outside the financial mainstream—without bank accounts or using costly services, such as payday lenders.

Additional NAPS Legislative Priorities

1. Opposition to any cuts to the earned retirement and health benefits of federal and postal employees and retirees. Federal and postal employees and retirees have been promised hard-earned retirement annuities and health benefits essential to their future financial and health security. Cuts in these benefits would break a congressional commitment that deserves to be upheld.

NAPS opposes the following proposals that would break a promise to federal and postal retirees:

- **Reducing the government contribution toward federal health insurance premiums by limiting increases to inflation, rather than the cost of health insurance.** This proposal could cost a federal family upwards of \$50,000 over 10 years, with employees and retirees paying more than 50 percent of total premiums.

- **Using the Chained CPI to determine cost-of-living adjustments (COLAs) for Social Security benefits and federal and military retirement annuities.** Changing CPI measures would reduce the annual adjustment by a half-percentage point on average.

- **Reducing the rate of return on the Thrift Savings Plan G Fund from an average of 2.25 percent to 0.02 percent.** Currently, the G Fund pays interest at a rate about equal to mid-term government bonds. Reducing the rate of return to correspond to short-term rates would deprive millions of federal employees and retirees of earnings that sustain a key portion of their retirement investments.

2. Opposition to any cuts or net cuts in federal and postal employee pay and compensation. NAPS opposes across-the-board pay and/or benefit cuts that undermine current federal and postal compensation schedules, threatening the government's ability to recruit and retain an effective workforce, including the following:

- **Increasing federal employee payroll contributions toward retirement without any added improvement in retirement benefits.** (Currently, federal and postal employees hired before 2013 contribute 0.8 percent of their pay

toward retirement. Employees hired in 2013 contribute 3.1 percent of their pay and those hired after 2013 contribute 4.4 percent of their pay toward retirement.)

- **Eliminating the Federal Employees Retirement System (FERS) annuity entirely for new hires without an equivalent matching increase in pay or Thrift Savings Plan contributions.**

3. Support for reform of the Windfall Elimination Provision to provide relief to current retirees. The Windfall Elimination Provision (WEP) unfairly reduces earned Social Security benefits based on government employment. The WEP impacts 1.3 million public servants, including federal, state and local employees who earn a pension at work as well as in Social Security. The WEP can dock monthly Social Security benefits as much as \$413 a month.

NAPS supports WEP reform that provides relief from the unfair penalties of the provision. In 2015, Rep. Kevin Brady (R-TX), chairman of the House and Ways and Means Committee, introduced the "Equal Treatment of Public Servants Act," H.R. 711 (114th Congress), which repealed the WEP and based Social Security benefits on real-life earnings and work history.

4. Opposition to civil service "reform" proposals that erode merit system protections. NAPS opposes politically motivated "drain the swamp" proposals that attack hard-working, dedicated public servants and threaten to undermine the effectiveness of the federal workforce.

Current due-process protections for most federal and postal employees, such as the right of appeal to the Merit Systems Protection Board over significant personnel actions, ensure that federal employees are hired and fired based on merit—not on their political views or affiliations. These protections were installed by Congress over a century ago to guard against corruption and incompetence that can arise under a spoils system of government. The reasons for these civil service protections remain as valid today and should be preserved.

Introducing the 2017 SPAC Pins

This year offers new SPAC designations
with corresponding pins:



President's Ultimate SPAC

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



VP Elite

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



Secretary's Roundtable

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



Chairman's Club

\$250 level



Supporter

\$100 level

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

Make Contributing to SPAC a Habit:

Contributions via USPS Payroll Deduction



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

- 1 Go to <https://liteblue.usps.gov> to access PostalEASE.
- 2 Under Employee App-Quick Links, choose PostalEASE.
- 3 Click on "I agree."
- 4 Enter your employee ID number and password.
- 5 Click on "Allotments/Payroll NTB."
- 6 Click on "Continue."

- 7 Click on "Allotments."
- 8 Enter Bank Routing Number (*from worksheet below*), enter account number (*see worksheet*), enter account from drop-down menu as "checking" and enter the amount of your contribution.
- 9 Click "Validate," then "Submit." Print a copy for your records.

PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

- Routing Number (nine digits): 121000248
- Financial Institution Name: Wells Fargo (this will appear after you enter the routing number).
- Account Number (this is a 17-digit number that starts with "772255555" and ends with your eight-digit employee ID number):
7 7 2 2 5 5 5 5 _____
(Example: 77225555512345678).
- Type of Account (drop-down menu): Checking
- Amount per Pay Period (please use the 0.00 format; the "\$" is already included): _____.



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

- 1 When prompted, select one for PostalEASE.
- 2 When prompted, enter your employee ID number.
- 3 When prompted, please enter your USPS PIN.
- 4 When prompted, press "2" for payroll options.
- 5 When prompted, press "1" for allotments.
- 6 When prompted, press "2" to continue.

- 7 Follow prompts to add a new allotment.
- 8 Use the worksheet to give the appropriate information to set up an allotment for SPAC.

2017 SPAC Contributors



January Contributors

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

Butts, Ivan	PA	Branch 355
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Supporter Earned (\$100)

Campbell, Frederick	DC	Branch 135
Salmon, James	AZ	Branch 246
Goodman, James	CA	Branch 39
Harper, Alvin	DC	Branch 135
Rodriguez, William	FL	Branch 146
Maxwell, Sherry	IL	Branch 255
Wagner, Brian	IL	Branch 255
Walsh, John	IL	Branch 289
Winters, Michael	IL	Branch 255
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Weilep, Laurie	MN	Branch 104
Konish, Ann	NY	Branch 11
Williams, Darryl	PA	Branch 554
Cooper, Karen	TX	Branch 124
Tresner, Kristen	UT	Branch 139
McCracken, Cindy	WA	Branch 61
Reedy, James	WA	Branch 61

Drive for Five Earned in January

Melchert, Pamela	AK	Branch 435
Carson, John	AL	Branch 901
Frazier, Rickey	AL	Branch 399
Nash, Leon	AL	Branch 45
Studdard, Dwight	AL	Branch 45
Bruffett, Shawn	AZ	Branch 376
Hernandez, George	AZ	Branch 246
Salmon, James	AZ	Branch 246
Simpson, Pamela	AZ	Branch 246
Burkhard, Mary	CA	Branch 244
Campbell, Stephnia	CA	Branch 159
Cherry, Hayes	CA	Branch 466
Cruz, Cheryl	CA	Branch 497
Danzy, Marsha	CA	Branch 197
Edwards, Michael	CA	Branch 373
Evans, Bridget	CA	Branch 159
Florentin, Diana	CA	Branch 244
Gishi, Sharon	CA	Branch 94

Goodman, James	CA	Branch 39
Ingalls, Dianne	CA	Branch 77
Johnson, Deborah	CA	Branch 88
Maginnis, Gary	CA	Branch 466
Patterson, Charles	CA	Branch 497
Rascati, Wayne	CA	Branch 244
Salus, Ernest	CA	Branch 159
Simpao, Sally	CA	Branch 88
Sutton, Catherine	CA	Branch 373
Swygert, Vontina	CA	Branch 127
Thomas, Linda	CA	Branch 88
Thompson, Carolyn	CA	Branch 88
Trevena, April	CA	Branch 94
Tucker, Carolyn	CA	Branch 301
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Annon, Cynthia	CO	Branch 141
Cool Jr., Harold	CO	Branch 141
Erfman, Glen	CO	Branch 65
Jackson, Rebecca	CO	Branch 141
Kerns, John	CO	Branch 141
Love, Valerie	CO	Branch 65
Loyd, Albert	CO	Branch 561
Roll, Gary	CO	Branch 65
Summerfield, John	CO	Branch 65
Collen, Helen	CT	Branch 3
Douglas, Lisa	CT	Branch 5
Hudson, Derek	CT	Branch 441
Siering Jr., Donald	CT	Branch 47
Garland, Angela	DE	Branch 909
Cox, Jacqueline	FL	Branch 93
Franco, Cheryl Ann	FL	Branch 296
Gilbert, Belinda	FL	Branch 425
Gonzalez, Ernesto	FL	Branch 406
Greene, Lisa	FL	Branch 406
Rodriguez, William	FL	Branch 146
Roundtree, Edith	FL	Branch 154
Ruckart, Kenneth	FL	Branch 386
Schulz, Mark	FL	Branch 577
Moore, Kevin	GA	Branch 281
Simpson, Mya	GA	Branch 595
Sims, Reginald	GA	Branch 82
Alos, Kanani	HI	Branch 214
Antoque, Paula	HI	Branch 214
Lum, Chuck	HI	Branch 214

Parker, Laroma	HI	Branch 214
Ramelb, Laurie	HI	Branch 214
Williams, Ricky	IA	Branch 172
Anguiano, Efren	IL	Branch 34
Baines-Albert, Pamela	IL	Branch 493
Brady, Derrick	IL	Branch 17
Cook, Carol	IL	Branch 14
Dittmann, David	IL	Branch 489
Hilliard, Ricky	IL	Branch 489
Levernier, Catherine	IL	Branch 270
Matuszak, Kevin	IL	Branch 489
Maxwell, Sherry	IL	Branch 255
Mendoza, Esther	IL	Branch 14
Mondie, Debra	IL	Branch 493
Moreno, Luz	IL	Branch 489
Nolan, Terrance	IL	Branch 220
Perteet, Cynthia	IL	Branch 541
Pierce, Annette	IL	Branch 255
Randle, Kay	IL	Branch 369
Wagner, Brian	IL	Branch 255
Wesley, Nancy	IL	Branch 493
Winters, Michael	IL	Branch 255
Derby, Karen	IN	Branch 169
Hardin, Donald	IN	Branch 55
Malone, Tammy	IN	Branch 8
Mosley, Monique	IN	Branch 8
Norton, Paul	IN	Branch 8
Webb, Marcel	IN	Branch 8
Aguilera, Patricia	KS	Branch 205
Alexander, Stephanie	KS	Branch 52
Ewing, Larry	KS	Branch 52
Macias, Juan	KS	Branch 205
Waddell, Corey	KS	Branch 52
Hale, Jenise	KY	Branch 1
Smiley, David	KY	Branch 390
Carter, Tonious	LA	Branch 421
Chambliss, Brenda	LA	Branch 170
Clarke, Shirley	LA	Branch 73
Duplessis, Tomica	LA	Branch 73
Feazell, Albert	LA	Branch 73
Grayson, Yolanda	LA	Branch 170
Hampton, Annette	LA	Branch 73
Harvey, Joycelyn	LA	Branch 209
Lastrapes, Ebony	LA	Branch 209
Laurendine, Kyle	LA	Branch 73
Minor, Sandra	LA	Branch 209
Morse Jr., Sam	LA	Branch 73
Parfait, Ernest	LA	Branch 73
Rowel, Cornel	LA	Branch 73
Sevalia, Rosalind	LA	Branch 73
Cauley, Richard	MA	Branch 102

SPAC Scoreboard

Statistics reflect money collected from Jan. 1 to Jan. 31, 2017

National Aggregate:

\$22,245.79

National Per Capita:

\$0.86

Region Aggregate:

1. Western	\$5,855.18
2. Eastern	\$5,612.99
3. Southern	\$4,314.74
4. Central	\$3,825.00
5. Northeast	\$2,637.88

Region Per Capita:

1. Western	\$1.08
2. Eastern	\$1.05
3. Central	\$0.87
4. Southern	\$0.75
5. Northeast	\$0.53

Area Aggregate:

1. Mideast	\$2,973.99
2. Rocky Mountain	\$2,213.99
3. Capitol-Atlantic	\$2,114.65
4. Northwest	\$1,886.19
5. Pacific	1,755.00
6. Southeast	\$1,638.00
7. Texas	\$1,438.74
8. New England	\$1,397.00
9. Illini	\$1,370.00
10. Pioneer	\$1,050.35
11. Michiana	\$1,035.00
12. MINK	\$769.00
13. New York	\$714.88
14. Cotton Belt	\$710.00
15. North Central	\$651.00
16. Central Gulf	\$528.00

Area Per Capita:

1. Northwest	\$1.83
2. Rocky Mountain	\$1.47
3. Mideast	\$1.33
4. Illini	\$1.07
5. Michiana	\$0.98
6. New England	\$0.82
7. Texas	\$0.82
8. Capitol-Atlantic	\$0.81
9. Cotton Belt	\$0.79
10. Pioneer	\$0.76
11. North Central	\$0.74
12. Southeast	\$0.71
13. Central Gulf	\$0.69
14. MINK	\$0.65
15. Pacific	\$0.61
16. New York	\$0.29

State Aggregate:

1. Pennsylvania	\$2,095.99
2. California	\$1,575.00
3. Florida	\$1,469.00
4. Texas	\$1,438.74
5. Illinois	\$1,370.00

State Per Capita:

1. Utah	\$6.37
2. Delaware	\$2.62
3. Oregon	\$2.31
4. Washington	\$2.29
5. Maine	\$2.13

Drive for Five

Members by Region:

1. Central	77
2. Southern	70
3. Western	68
4. Eastern	58
5. Northeast	48

Aggregate by Region:

1. Western	\$2,141.00
2. Central	\$2,114.00
3. Southern	\$1,897.50
4. Eastern	\$1,665.00
5. Northeast	\$1,185.00

Curley, James	MA	Branch 419
Foley, Paul	MA	Branch 120
Killackey, James	MA	Branch 43
Lewin, Kim	MA	Branch 118
Misserville, James	MA	Branch 498
Moreno, Richard	MA	Branch 498
Murphy, Gregory	MA	Branch 102
Ringie, Kevin	MA	Branch 102
Russo, Dominic	MA	Branch 43
Walter, Richard	MA	Branch 120
Berger, Ricky	MD	Branch 531
Brownfield, Patricia	MD	Branch 531
Gramblin, Reginald	MD	Branch 531
Griffin, Troy	MD	Branch 42
Jones, Marcia	MD	Branch 42
Kennedy, Gregory	MD	Branch 531
Mason Jr., Garland	MD	Branch 592
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Bartlett, Bruce	ME	Branch 96
Hafford, Darrell	ME	Branch 96
O'Neill, Shawn	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Sadler, Amanda	ME	Branch 96

Anderson, Shareen	MI	Branch 23
Bodary, Joseph	MI	Branch 268
Bradley, Anthony	MI	Branch 142
Bunch, Kenneth	MI	Branch 23
Burcar, Robert	MI	Branch 508
Glenn, Sandra	MI	Branch 140
Hommerson Jr., David	MI	Branch 130
Hunsanger, Laurianne	MI	Branch 508
Ice, Marilyn	MI	Branch 23
Krzycki Jr., Kenneth	MI	Branch 508
McCarthy, Bernard	MI	Branch 23
Pack, Roderick	MI	Branch 23
Perkins, Ethel	MI	Branch 140
Roundtree, Wanda	MI	Branch 140
Trayer, Kevin	MI	Branch 142
Van Norman, Gerald	MI	Branch 130
Baker, Neil	MN	Branch 104
Beck, Zebual	MN	Branch 104
Clausen, Catherine	MN	Branch 16
Kuiper, Bruce	MN	Branch 16
Mooney, Dan	MN	Branch 16
Moore, Olin	MN	Branch 16
Nelson, Matthew	MN	Branch 104
Vance, Julianne	MN	Branch 104

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 2017

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.

Vasquez Elms, Valerie	MN	Branch 16
Weilep, Laurie	MN	Branch 104
Bollinger, Kathreen	MO	Branch 36
Brown, Latasha	MO	Branch 131
Bye, Angie	MO	Branch 119
Bye, Kevin	MO	Branch 119
Davis, Lisa	MO	Branch 131
Davis, Pamela	MO	Branch 527
Johnson, Craig	MO	Branch 36
Marley, Carol	MO	Branch 131
Petersen, Lisa	MO	Branch 36
Shumate, Melisande	MO	Branch 131
Garrett, Donald	MS	Branch 199
Kindsvatter, Leo	MT	Branch 929
Gilbert, Jevonda	NC	Branch 183
Jackson, Abner	NC	Branch 299
Robinson, Theresa	NC	Branch 299
Blanck Lovelace, Deborah	ND	Branch 937
Leingang, Michael	ND	Branch 937
Fuller, Tamyra	NE	Branch 64
Goedeken, Carrie	NE	Branch 10
Newman, Edward	NE	Branch 10
Michaud, Russell	NH	Branch 932
Sarnie, Deborah	NH	Branch 932
Barrett, George	NJ	Branch 74
Bosler, Tammy	NJ	Branch 287
Carmody, Russell	NJ	Branch 74
Dallojacono, Anthony	NJ	Branch 568
Dennis Jr., Edward	NJ	Branch 53
Kofsky, Jonathan	NJ	Branch 568
McKiernan, Michael	NJ	Branch 74
Santiago, Jose	NJ	Branch 538
Timothy, Pat	NJ	Branch 548
Walker, Veronica	NJ	Branch 237
Walton, Irma	NJ	Branch 75
Maggart, Charles	NM	Branch 295
Wadsworth, Joel	NM	Branch 295
Andersen, Karen	NV	Branch 463
Doruth, Patrick	NV	Branch 249
Pixley, George	NV	Branch 249
Burke, Maureen	NY	Branch 336
Burke, Terriann	NY	Branch 11
Duffy, James	NY	Branch 85
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85
Krempa, Keith	NY	Branch 27
Middleton, Isaac	NY	Branch 68
Schirching, Christy	NY	Branch 27
Yuen, John	NY	Branch 100
Allen, Peggy	OH	Branch 46
Hawkins, Kenneth	OH	Branch 46

Did you know SPAC is funded only by voluntary contributions from NAPS members? No percentage of NAPS dues go toward SPAC. And all donations are used to educate elected members of Congress on postal issues and the need for a sustainable Postal Service for all Americans. If you have questions about how SPAC funds are used to contribute to federal candidates or how to contribute, please contact SPAC Manager Katie Maddocks at 703-836-9660 or naps.km@naps.org.

Laster, Jacshica	OH	Branch 46
Lewis, Gillian	OH	Branch 2
Mayes, Sean	OH	Branch 29
Miegl, Cynthia	OH	Branch 2
Needham, Timothy	OH	Branch 133
Nicholson, Rachel	OH	Branch 29
Paige, Lillie	OH	Branch 46
Sargent, Richard	OH	Branch 33
Smith, Ronald	OH	Branch 46
Sudberry, Norris	OH	Branch 46
Zamudio, Juan	OH	Branch 29
Fearrington, Melvin	OK	Branch 80
Lahmann, Joseph	OR	Branch 276
McNulty, Linda	OR	Branch 66
Shelburne, Sarah	OR	Branch 66
Skjelstad, Aric	OR	Branch 276
Yut, Rachele	OR	Branch 66
Adams, Jeanine	PA	Branch 20
Benford, Debra	PA	Branch 50
Bodnar, Kathleen	PA	Branch 20
Ferguson, Donald	PA	Branch 48
Keefe, Laura	PA	Branch 112
Kolecki, Michele	PA	Branch 941
Lehman, Jason	PA	Branch 554
Robinson, Andrea	PA	Branch 35
Smith, Robert	PA	Branch 35
Williams, Darryl	PA	Branch 554
Rodriguez, Jose	PR	Branch 216
Delsesto, John	RI	Branch 105
Delsesto, Regina	RI	Branch 105
Disalvia, Betty	RI	Branch 105
Giorgio, Victor	RI	Branch 105
Girard, David	RI	Branch 105
Halm, Frank	RI	Branch 105
Holt, Brian	RI	Branch 105
Saccoccio, Michaela	RI	Branch 105
Croswell, Darnel	SC	Branch 225

Aaron, Donna	TN	Branch 97
Blakely, Kathy	TN	Branch 41
Bowen, Randy	TN	Branch 97
Brooks, Lamarcus	TN	Branch 41
Cattron, Patricia	TN	Branch 555
Green, Shri	TN	Branch 41
London, Geneva	TN	Branch 32
Mitchell, Denise	TN	Branch 41
Proctor, Kevin	TN	Branch 32
Washer, Patricia	TN	Branch 32
Barcenez, Mary	TX	Branch 103
Barnes, Marilyn	TX	Branch 86
Bean, Joann	TX	Branch 136
Breault, Denis	TX	Branch 265
Clark Jr., Bobby	TX	Branch 124
Cooper, Karen	TX	Branch 124
Davis, Willie	TX	Branch 559
Elizondo Jr., Jaime	TX	Branch 122
Foster, Debra	TX	Branch 9
Hammock, Alessandra	TX	Branch 86
High, Gwendolyn	TX	Branch 86
Hill, Earnest	TX	Branch 122
Howard, Marsha	TX	Branch 9
Humphrey, Anita	TX	Branch 49
Jones, Charleen	TX	Branch 122
Lomba, John	TX	Branch 103
Longoria, Richard	TX	Branch 229
Lyons, Lisa	TX	Branch 428
McGuire Jr., Robert	TX	Branch 229
McKelvey, Courtney	TX	Branch 122
Miller, Ovetta	TX	Branch 9
Nettles, Mark	TX	Branch 9
Richardson, Elizabeth	TX	Branch 86
Scott, Michael	TX	Branch 589
Slaughter, Donna	TX	Branch 229
Staub, Mary	TX	Branch 124
Trevino, Barbara	TX	Branch 124

Trevino, Manuel	TX	Branch 124
Archer, Sylvia	VA	Branch 98
Brown, Lorraine	VA	Branch 98
Butler, Phillip	VA	Branch 98
Green Jr., Richard	VA	Branch 98
Hale, Donna	VA	Branch 526
Hartsel Jr., Robert	VA	Branch 22
Holley, Deborah	VA	Branch 526
Hubbard, Jim	VA	Branch 22
Jacobs, Charles	VA	Branch 132
Moore, Michael	VA	Branch 22
Mott III, George	VA	Branch 132
Rodriguez, Richard	VA	Branch 526
White Jr., William	VA	Branch 526
Baldwin, Dexter	WA	Branch 31
Gillett, Michael	WA	Branch 31
Gruetzmacher, Bjoern	WA	Branch 61
Haslett, James	WA	Branch 31
Howe, Steven	WA	Branch 61
Johnson, Stanley	WA	Branch 60
McCracken, Cindy	WA	Branch 61
Moore, Kristina	WA	Branch 60
Patterson, LaTanya	WA	Branch 61
Reedy, James	WA	Branch 61
Roberts, Charles	WA	Branch 31
Ware, Michael	WA	Branch 61
Williams, Arthur	WA	Branch 61
Abrams, Darlene	WI	Branch 72
Canada, Pamela	WI	Branch 72
Helleckson, Randy	WI	Branch 213
Joers, Julie	WI	Branch 72
Knepfel, Kim	WI	Branch 549
Sederholm Marti, Susan	WI	Branch 72
Sprewer, Victoria	WI	Branch 72
Baldwin, Craig	WV	Branch 212
McComas, Christina	WV	Branch 212
Newhouse, Raina	WV	Branch 212

Feb. 8 Consultative

Continued from page 9

normal workdays, the supervisor *may grant (emphasis ours)* a full day of personal absence without charging it to official leave.”

NAPS contends that supervisors rarely approve a full day of personal absence, which results in the exempt employee not being compensated for working a sixth day.

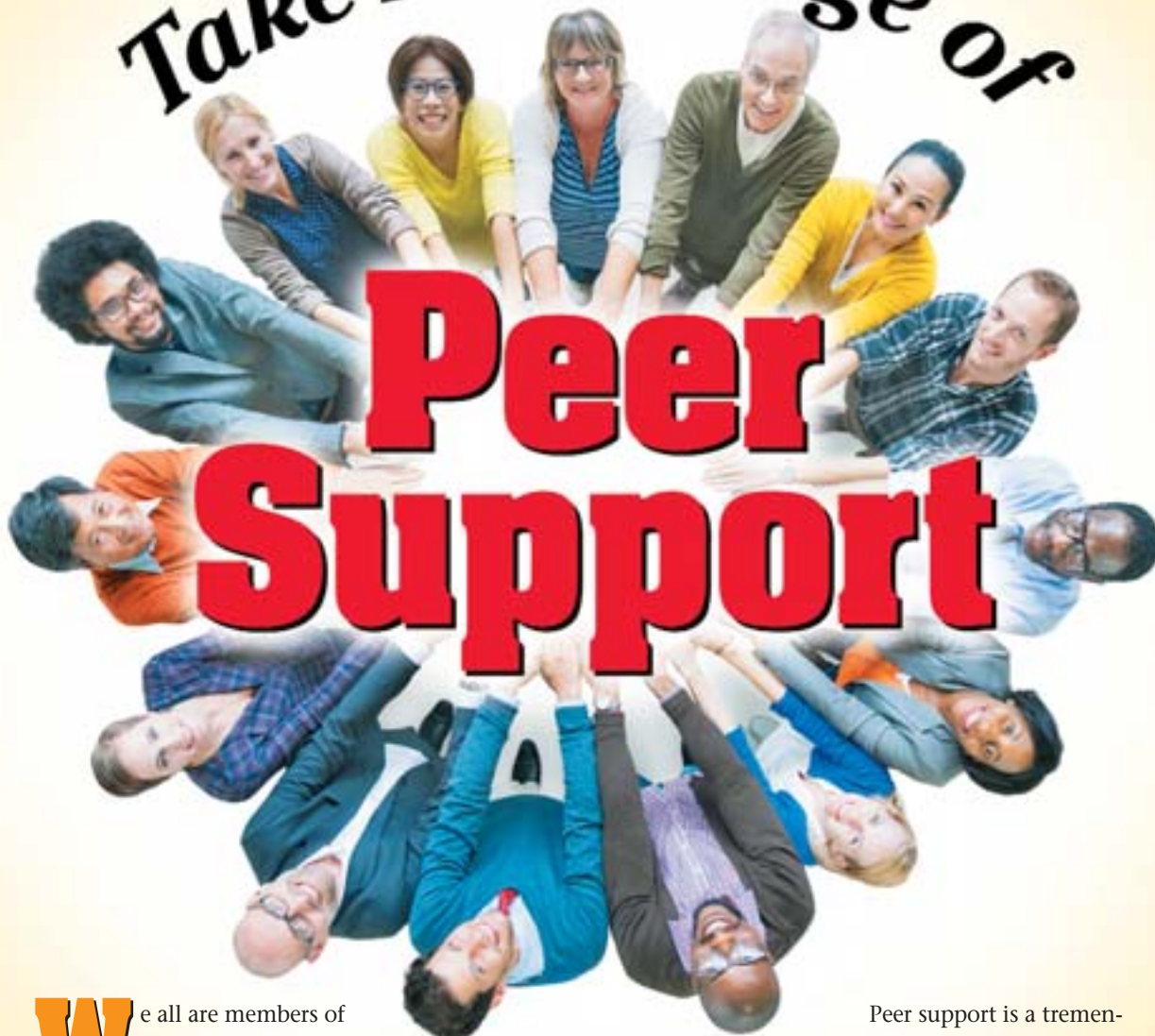
NAPS proposed the following change to ELM 519.733 to read:

“When an exempt employee is directed to work a full day on a holiday or other full day in addition to normal workdays, the supervisor *will grant (emphasis ours)* a full day of personal absence without charging it to official leave.”

The Postal Service does not adopt this resolution. This discretion should

be left to the supervisory authority because there may be situations where FLSA-exempt non-bargaining employees may be required to work a full day in addition to normal workdays. As stated in the PMG’s April 25, 2012, memo to the area vice presidents regarding work schedules of FLSA-Exempt Non-Bargaining Employees, “Every effort should be made to limit those situations.”

Take Advantage of



Peer Support

We all are members of various groups. Statistically, we are in groups based on gender, ethnicity and socio-economic status. We are in neighborhoods, in groups of co-workers and in families. While we may or may not be ideologically connected with those in our group, we still have something in common with others in our group.

We may or may not care about the particular circumstances of others in our group. Sometimes, those groups are distant and show little concern for one another. When we do connect and care, however, these collectives of people become more than a group. When we connect over solving a common problem, we become more than a group—we become a community. This is a powerful resource in our lives. In a community, we can reach out to one another to offer support and solutions.

**Submitted by the USPS
Employee Assistance Program**

Peer support is a tremendous aspect of being in a community. It is based on giving and receiving help in a mutually respectful and responsible

way. The goal is to encourage, inspire and empower. When people have similar experiences, they can relate to each other and offer authentic empathy and validation. Let's explore what peer support is, how it may be useful to you personally and professionally and where you can find it.

Peer support is not judgmental; it is easily approachable, empathic and compassionate. Individuals are trusted sources of connection and conveyors of hope who provide comfort and support along the journey. It is an accepted fact that social support results in benefits for both the provider and receiver in their psychological and physical health. This reciprocal, helping framework allows communities to be built. Sharing our vulnerabilities and strengths en-

ables us to value one another's help. It is shifting our focus from "what is wrong with them" to "what is wrong with the situation." We concentrate on finding solutions as a team or community.

Peer support can be formal or informal. Many of us benefit from daily informal peer support in our lives, especially when we have conversations about ourselves and others where we share our common experiences. We provide social and emotional support to one another. Formal peer support can be provided by trained individuals with the goals of encouraging, listening and guiding toward appropriate people and resources to help. There are peer support specialists who assist others with medical, mental health, chemical dependency, domestic abuse or other life-affecting issues. Their life experiences go beyond the education of professionals to provide unique expertise.

Parents may feel a sense of isolation in their families. Connecting with other parents about their real-life struggles and successes can create tremendous relief and hope. In turn,

we can just listen or talk about our experiences, knowing we are understood on a basic level. We can share parenting strategies.

In marriage, there are sometimes difficult times. Do we blame our partner or ourself? Maybe it is a natural phase in most relationships. We can read books, speak to professionals and to our peers. Relating to another married person about similar struggles can be reassuring. It may allow us to drop any defensiveness and blame to see the bigger picture. Is it more important to be right or heal the rift? And how do you heal? Peers can share what has worked and not worked from their own experiences. They can offer hope and solutions.

Peer support works well within a larger network of support. It can add to whatever resources we already have. Facing a medical diagnosis can be scary and emotionally paralyzing. Speaking to another person with the same diagnosis can offer some comfort. The experiences of others can transcend any professional knowledge or advice we may receive from our physician. We are no longer

alone. Persons sharing the same diagnosis can relate more closely.

In the professional world, peer support has long been a tradition through formal and informal mentorship relationships. Supervisors and managers are looking for the rising talent in their organization to shoulder more responsibility. These employees benefit from fostering a supportive relationship based on trust and success. When you express belief in someone, you elevate them to a higher level of accomplishment, therefore benefitting yourself and your organization as a whole.

Peers can speak to peers through their shared organizational community language to help master the skills necessary to achieve. They link each other to networking opportunities. Perhaps an employee needs support in a specific area that is unfamiliar to their manager. Another manager may be more effective in supporting this employee in this particular area. Peer support groups can be formed within an organization or in a professional association.

Employees may have outside issues, such as a medical condition, a

2017

Annual Addition - \$54k

Catch-Up - \$6k

Elective Deferral - \$18k

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mental health issue or other life-affecting circumstances. These circumstances may be unique and their managers may not know how to deal with them. One resource for this employee may be peer support in that particular challenging area.

In our social lives, we gain peer support though many organizations. They may be based on a common interest, such as the Sierra Club, or community service, such as the Lions Club, or even a shared hobby, such as an amateur radio or gardening club. Peer support goes deeper than shared interests. It examines the shared problems as a community, looks at strategies tried by real people and creates a custom solution for each person. Peer support may mean dropping our learned identity as “the problem.” With peer support, we can expand our capacity to see the whole picture. As we step back with support, we can have allies in our struggles and a new perspective.

Someone else may have a suggestion we never thought of that is worth trying. They may have experienced successes or setbacks; we can learn from both. They may have acquired a skill that makes success more likely. We can get support as we learn that skill from them.

Throughout our lives, we change: We move from birth toward adulthood, old age and death. We face challenges. We experience disease, moves, promotions and other transitions. We are identified in various groups. As we change, we never need to feel alone; support is available. We can open up and connect in a way that enhances our lives. You may already have sought support through professionals and literature that can be helpful. Now you can add a new dimension with peer support resources. Taking the risk to be authentic with another person is what it is all about—it is worth it.

Notes

from the National Auxiliary

The Ongoing Work of the NAPS Auxiliary

By **Laurie Butts**

Eastern Region Vice President

It truly is an honor to continue serving NAPS members as a leader in the NAPS Auxiliary. I began working with the Auxiliary almost 15 years ago, in 2002. During this time, I have had the pleasure of meeting and working with some extraordinary individuals who are committed to supporting the advancement of our spouses' and friends' association.

As Auxiliary members, our support work is critical in helping with registration at our area and regional events, coordinating fundraising efforts in support of our local and state branches and, most importantly, helping raise funds for NAPS' Supervisors' Political Action Committee (SPAC). Our support of SPAC protects working members from inadvertent violations of the Hatch Act. Our assistance helps raise SPAC contributions to new highs. These efforts are so im-

portant in gaining NAPS' access to new legislative leaders and affirming relations with long-standing congressional leaders.

Different branches have different ways of supporting their local Auxiliary members; however, the key is we need your help to support you. The stronger your support for your Auxiliary, the more efficient we can be in helping NAPS.

Get your loved ones involved with the Auxiliary. Come to your local meetings as a family. We always are looking for new members who can offer fresh, new ideas to help make NAPS even more viable. We are your Auxiliary NAPS—here to help in keeping this great association moving forward.

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Editor's note: In the March “NAPS of Note,” page 18, Lisa Lloyd was erroneously identified as president of the California Auxiliary. She is president of the Branch 159 Auxiliary.



Now, you can use a search engine to gather information at your fingertips. You easily can locate peer support groups based on many interests. Professionals are becoming aware of this valuable resource and may give you a brochure or website to check out. Friends may lead you to speak to another peer or a peer support group when they notice or hear of your circumstance. Media stories point out the easy access and usefulness of this resource. Locating

peer support is simple.

The EAP is here to help. There are skilled clinicians who can point you to many resources and referrals, including peer support. Allow the EAP to help you discover the richness available through peer support. Calling 1-800-EAP-4-YOU (TTY: 877-492-7341) is the first step in getting the support you deserve.

Make the call today to find out more about this valuable resource. You can call 1-800-EAP-4-YOU 24/7.

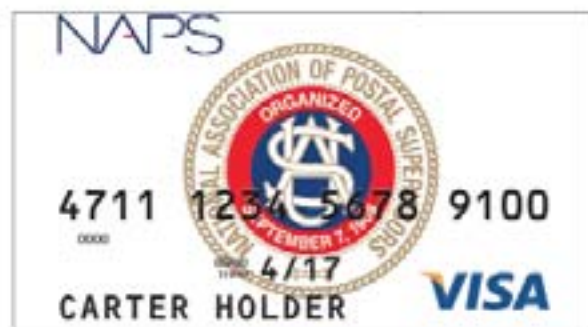


Help yourself while you help your great organization!

We're excited to offer NAPS members a special Visa credit card that shows the pride you have in your organization. The National Association of Postal Supervisors shares in the interest earned on these special cards used by NAPS members.

Additional benefits of the NAPS Visa card.

- Low rate starting at 8.90%*
- Earn one (1) rewards point per \$1.00 spent on qualified purchases
- No annual fee or minimum finance charges
- Credit limits up to \$25,000
- Auto Rental Collision
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*APR = Annual Percentage Rate. Your actual APR will be determined at the time of application and will be based on your application and credit information. Not all applicants will qualify for the lowest rate. Rate quoted assume excellent borrower credit history. Rates are current as of April 1, 2017, are set by the board of directors, and may change without notice.