

the Postal Supervisor

September 2017

Take Advantage of
NAPS Training
Always Pertinent, Always Helpful

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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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NAPS Training—Always in Season

Although the 2017 NAPS state convention season has ended, I must say that, from all accounts from the photos in *The Postal Supervisor* and postings on the NAPS website and Facebook, it was a very successful season. At the conventions, we hear from postal leaders and motivational speakers, discuss and debate resolutions, receive updates from national officers, listen to committee reports, elect officers and, hopefully, have activities to raise funds for NAPS' Supervisors' Political Action Committee (SPAC).



Brian J. Wagner
President

While most state conventions have similar agendas and formats, some have a twist to their convention activities. What is this twist? Sorry, it's not a twist ice cream cone, but that would be awesome. Many states, with the cooperation of their respective NAPS area vice president, incorporate official NAPS area training into the convention.

For example, when I attended the Tennessee, Illinois, MINK, Pennsylvania and New Jersey conventions, NAPS training was provided before and during the convention. Training topics varied, including retirement planning, legislation and advocacy, to name just a few. For some in attendance, a specific training topic may not pertain to them. However, I suggest you take advantage of this valuable NAPS training and share your knowledge with other members who were unable to attend. Furthermore, by attending, you may become a subject matter expert (SME) for your branch.

Two training topics that have been given at various state conventions and training seminars over the years are advocacy and officer duties and responsibilities. Some members may consider these topics redundant and less important because they have heard the material many times. Let's not judge too quickly. Anytime training is given, look at it as another learning opportunity rather than an opportunity to take a break.

During the MINK convention, National Secretary/Treasurer Chuck Mulidore and I tag-teamed to provide officer duties and responsibilities training. Whether these training topics are presented in conjunction with a NAPS state convention or at a stand-alone NAPS area or regional training seminar, I like presenting them for the following reasons:

1) First-time convention or training seminar delegates learn how NAPS is structured and what is expected of branch officers. Plus, members learn what their rights are in accordance with *ELM 650*. This training may move the first-timer to become more active in NAPS.

2) Attendees who are active in NAPS but not branch officers may be encouraged by this training to become an advocate or seek a more advanced leadership role at the branch or state level as an officer.

3) Even a seasoned NAPS officer can use a little refresher training to make sure they are doing their best in their elected position. Advocacy and NAPS officer training may be just the ticket to kick start a branch with new ideas.

I have heard our DDF provider, Charlie Scialla, or one of his DDF representatives give advocacy training many times. It never ceases to amaze me that, as the material is being presented and through membership interaction, along with a Q&A after the presentation, I learn at least one new thing regarding this topic. Just when you think you know it all, you surprise yourself and discover you don't.

My father, rest his soul, always told me, "Get an education because no one ever can take it away from you." Going to NAPS training is an education. Don't take it away from yourself. Winter, spring, summer or fall—all you have to do is call for NAPS training and we'll be there.

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Engagement—Has the Salt Lost Its Savor?

My column's title is found in a Bible verse, although it certainly is not a Bible lesson. The Bible refers to believers as the "salt of the Earth." Salt long has been used as a preservative to keep foods for extended periods.

Science notes that the only way for salt to lose its saltiness is from a chemical loss or by dilution. How does this apply if the USPS is the salt of engagement?

The way the USPS can lose its savor for engagement also is by diluting the process.

I am not saying engagement has lost its savor, although some may question whether engagement ever has achieved a point of reality for USPS employees. We are struggling to find legitimacy in a process (Postal Pulse) that would have us believe we should celebrate being 1/10th of 1 percent improved as positive progress.

Please don't get me wrong. The Postal Service has been going through some painstaking measures (outward appearances) over the past years to change the negative persona some employees at various levels of the agency have regarding the quality of their work lives and environments. As I wrote this article, I received a phone call from a manager on their way to be, as they said, "Hollered and screamed at like I am less than human." Not deserving common decency in engagement—has the salt of engagement lost its savor?

So why haven't the actions of the USPS been successful? I was talking with a senior leader about adhering to a memorandum put out by their office on an issue. I said, "Your leaders don't care about your memorandums." I got an odd look from this person, but I am not sure if it was from surprise. I realized there was no expectation of compliance or surprise that I said it. My reality check was that, sometime after this discussion, I received the same response from another senior leader during a discussion on the lack of responsiveness of the (then) three-person Board of Governors to a NAPS inquiry.

Another pause here. I just spoke with another manager whose district, at 2:30 p.m. on a Friday, man-

dated that all managers work Saturday if they did not achieve 99.95 percent in parcel select; I believe the NPA goal is 99.70. So, to wrap my head around that statement, I needed to do some math. It would take an office scanning 1,819 parcels with one failure to be within this tolerance. This mandate on a Friday at 2:30 p.m. begs the question, has the salt of engagement lost its savor?

There also is a clear message without words being sent to field managers that if you can't make wildly important goals without exception, then you must work for free on Saturday. I have heard this leadership justification before: "As an executive, I have to work long hours." In this particular case, with the lead executive receiving a 19.7 percent pay raise in the infamous FY15 NPA disaster and a 15.4 percent increase in FY16, I agree they are well—in fact, very well—compensated for working long hours.

According to management consultants Aon Hewitt, engaged employees "invest their discretionary effort in the right behaviors to achieve future business results." USPS employee engagement is a paradox. While programs to increase the number of engaged employees have the best of intentions, the inconsistency between what is communicated by USPS Headquarters and what is fostered outside the walls of the pink palace is a blind spot that undermines the effort. This blind spot has not been checked, so the level of engaged employees is stalled and may even decrease due to toxic competition, mistrust and complacency of leadership that either is unwilling or ill-equipped to address the psychologically aggressive and hostile work environments that have been created.

USPS leadership has created an environment that is plagued by years of "isms;" cronyism, favoritism and nepotism have left us with some (one would be too many) leadership promotions for all the wrong reasons. I was speaking at one of our monthly consultative meetings with the USPS regarding an issue of a senior leader in a district creating their own rules out-

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



Ivan D. Butts
Executive Vice President

It's the Little Things That Matter

The great UCLA basketball coach John Wooden once said: "It's the little details that are vital. Little things make big things happen." And so it is in many aspects of life, including our work lives at the Postal Service.

Some things may seem little, such as requesting and receiving approval for annual leave in a timely manner or getting paid for hours worked in accordance with the provisions of the *ELM*. These things that may seem little or so simple can lead to big things happening, such as improved productivity or more actively engaged, happier employees.



Chuck Mulidore
Secretary/Treasurer

For NAPS leaders, two issues addressed at the July consultative meeting (*see page 6*) may seem little, but they are vital and in accordance with Postal Service rules and regulations. Yet we have to

fight for these, as well. They are the rights of EAS employees to use personal absence time, "personal leave" as we often say, and the rights of NAPS advocates to represent NAPS members in proposed disciplinary actions and the appeal of such actions once initiated. I have listed below the *ELM* references for each; the rules are clear:

ELM 519.72 Policy

"Non-bargaining unit exempt employees are paid on a salary basis. This means that under the FLSA they are not considered to be hourly rate employees. Therefore, partial day absences are paid the same as work time. While exempt employees are expected to work a full day, they may request time off to attend to personal matters during the workday, including time off due to conditions covered by FMLA. If approved, the time off is 'personal absence time' and is not charged to annual leave, sick leave, or LWOP."

ELM 519.732 Non-bargaining Unit Partial-Day Absences

"Normally, personal absence time is limited to no more than half an employee's workday. However, when an unanticipated need for time off occurs after the employee reports to work and the employee is allowed to leave work but is unable to return, the half-day limit does not apply. For example, when an employee gets sick after two hours at work and must

leave for the remaining six hours of the workday, the entire six hours is treated as personal absence time.

"However, a manager may disapprove personal leave requests when necessary to carry out their responsibilities to control work hours as set forth in 519.75. In this regard, managers may require the use of an appropriate leave category; for example, sick leave in the case of partial-day absences for FMLA-covered conditions."

ELM 651.2 Representation

"Subject to prohibitions regarding Executive and Administrative Schedule (EAS)/Craft representation, employees have free choice of representation. *Representatives designated by employees, if postal employees and if otherwise in a duty status, are granted a reasonable amount of official time* [emphasis added] to respond to notices of proposed disciplinary action, to prepare for and represent the employee at a hearing held in accordance with 652.24, and/or to represent an employee who has appealed a letter of warning or emergency placement in a non-duty status in accordance with 652.4. Employees covered under these provisions may request representation during investigative questioning if the employee has a reasonable belief disciplinary action may ensue."

Please read the consultative minutes in this issue; the Postal Service generally agrees that these provisions are fairly explicit in the *ELM* and, therefore, cannot understand why the issues repeatedly crop up in various districts and areas across the country. We do not, as NAPS leaders, understand either.

You see, these little, easy things should be just that; they are in line with the rules and regulations of the Postal Service and, if followed, would eliminate so many unnecessary costs, conversations and distractions. If postal leaders in the field simply would follow the rules and directives set forth in the *ELM* and other handbooks and manuals, these "little details would make big things happen."

We all agree the Postal Service is in need of big things to happen, so let's start with the simple, easy and clear things, such as following the rules! Then, we could take these off the table and focus on the big things that would lead to a more engaged EAS workforce, improved productivity and higher NPA scores.

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Fair Treatment for EAS-17 Employees, Representation 'On the Clock' and Use of USPS Cell Phones Among Items Discussed

Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore were present for the July 12 consultative meeting with the Postal Service. Executive Board Chair Tim Ford attended via telecon. Representing the Postal Service were Bruce Nicholson and Phong Quang, USPS Labor Relations Policy Administration.

Agenda Item #1

NAPS has been forwarded an issue in the Harrisburg District wherein local NAPS leaders were informed that "EAS Level-17 employees do not qualify for personal leave." NAPS noted the Eastern Area vice president has been included in this policy determination.

NAPS contends the directives for charging leave are outlined in *ELM* 512.511, which reads:

512.511 Minimum Unit Charge

"Minimum unit charges for full-time employees are as follows:

Employee Category	Minimum Unit Charge
All full-time non-exempt employees	One-hundredth of an hour (0.01 hour)
Full-time exempt	(See 519.7.)"

The policy and procedures of *ELM* 519.7 address non-bargaining unit personal absences. This policy reads:

519.72 Policy

"Non-bargaining unit exempt employees are paid on a salary basis. This means that under the FLSA they are not considered to be hourly rate employees. Therefore, partial day ab-

sences are paid the same as work time. While exempt employees are expected to work a full day, they may request time off to attend to personal matters during the workday, including time off due to conditions covered by FMLA. If approved, the time off is 'personal absence time' and is not charged to annual leave, sick leave or LWOP."

ELM 519.732 lists the guidelines for non-bargaining unit partial-day absences:

519.732 Partial-Day Absences

"Normally, personal absence time is limited to no more than half an employee's workday. However, when an unanticipated need for time off occurs after the employee reports to work and the employee is allowed to leave work but is unable to return, the half-day limit does not apply. For example, when an employee gets sick after two hours at work and must leave for the remaining six hours of the workday, the entire six hours is

treated as personal absence time.

"However, a manager may disapprove personal leave requests when necessary to carry out their responsibilities to control work hours as set forth in 519.75. In this regard, managers may require the use of an appropriate leave category; for example, sick leave in the case of partial-day absences for FMLA-covered conditions."

There is a long history of EAS-17 employees being afforded the rights

found in *ELM* 519.7. NAPS requested that USPS Headquarters Labor engages leadership in the Eastern Area and Harrisburg District to provide fair and equitable treatment to EAS-17 employees per the policies and procedures of the USPS. NAPS also noted that the leadership position NAPS has documented is in violation of USPS policies and procedures and urged that it be rescinded.

NAPS claims the Eastern Area vice president was included in this policy determination. However, being copied on an email does not constitute concurrence. If local NAPS leadership is not satisfied with the response provided, then it should be discussed with the Central Pennsylvania District.

NAPS does not claim the Eastern Area vice president being copied on the policy constitutes concurrence. Rather, NAPS contends the lack of response from the Eastern Area vice president to the policy in violation of the *ELM* is consent to the violation. NAPS Headquarters assumed the leadership role of contacting USPS Eastern Area leadership to resolve this issue. This issue was resolved in that manner.

Agenda Item #2

NAPS has received information that its representatives are not being allowed to provide representation to members in pre-disciplinary interviews (PDIs) and investigative interviews (IIs) while on the clock. The provision of *ELM* 651.2 reads [with emphasis added]:

651.2 Representation

“Subject to prohibitions regarding Executive and Administrative Schedule (EAS)/Craft representation, employees have free choice of representation. Representatives designated by employees, if postal employees and if otherwise in a duty status, are granted a reasonable amount of **official time** to respond to notices of proposed disciplinary action, to prepare for and represent the employee at a hearing held in accordance with 652.24 and/or to represent an employee who has appealed a letter of warning or emergency placement in a non-duty status in accordance with 652.4. Employees covered under these provisions may request representation during investigative questioning if the employee has a reasonable belief disciplinary action may ensue.”

NAPS contends this policy is clear and unambiguous regarding the fair and equitable treatment to be afforded NAPS representatives. NAPS requested that the USPS reiterates the provisions of 651.2 and EAS employees are represented “on the clock” in all levels of disciplinary actions.

The Postal Service does not believe this is a national issue and NAPS needs to make a concerted effort to resolve this issue through the appropriate district and area. NAPS’ request for reiteration of the ELM 651.2 provision only would confuse employees because the policy has been in place for decades and has remained unchanged.

Representatives can be granted official time during their normal workhours to represent an employee during a PDI or II in accordance with ELM 651.2, Representation. Managers should make an effort to accommodate representatives in these situations. However, that manager and the representative have an obligation to ensure that postal operations are not ignored or neglected. Attendance during a PDI or II does not excuse a representative from completing the duties

and responsibilities of their job. If NAPS representatives believe they are repeatedly not being approved to represent individuals at a PDI or II during normal workhours, then this should be discussed with the representative’s manager and district, if appropriate.

NAPS did not state this was a national issue. NAPS requested the USPS reiterates the provisions of ELM 651.2, stressing that EAS employees are represented “on the clock;” this issue is appearing in different locations around the country.

Agenda Item #3

NAPS has been made aware of two settlements in the Eastern Area. The grievances involved alleged violence in the workplace and were settled at Step 3 by an Eastern Area labor representative. The settlement resulted in the supervisor being removed from her home office for six months.

NAPS contends the supervisor never received her due process as outlined in the letter USPS Labor Relations Vice President Doug Tulino sent out in December. NAPS also requested copies of the grievances originally from Northern Ohio; to date, NAPS has received only a copy of the settlement, not the entire grievance package. This request for information also was made to the Eastern Area; to date, the grievance package has not been received.

NAPS requested that the standards of due process found in the memorandum issued by Tulino be reiterated and adhered to by all managers who represent the USPS on labor issues.

NAPS also requested that the standard for providing information based on valid requests for information submitted by management association representatives be provided following postal policy and FOIA law.

Grievances of individual employees

shall not be matters that may be included as agenda items.

This issue is not about the individual grievance. The issue is the non-adherence to Tulino’s memo regarding due process. The USPS response was these actions occurred before Tulino issued his memo.

Agenda Item #4

NAPS has been made aware of a mandate for EAS employees in NAPS’ Northwest Area having to complete Individual Development Plans (IDPs) if current NPA scores have them in Cell 3.

NAPS contends the IDP process should not have been used as punishment for an EAS employee not achieving what NAPS noted at the beginning of FY17 as questionable and unobtainable NPA and, in some cases, in violation of federal standards.

NAPS requested that USPS Headquarters leadership issues a directive that no USPS leader may mandate EAS employees to complete IDPs due to NPA scores.

NAPS states this matter is occurring in the “NAPS’ Northwest Area.” This matter should be discussed with the manager who issued this mandate and then elevated to the district office, if necessary.

The IDP was being used as a punitive tool and the problems in the FY17 NPA process were well documented at the beginning of FY17 by NAPS Headquarters.

Agenda Item #5

With the issuance of cell phones to EAS employees, NAPS has been made aware of the mandates that managers respond to emails and maintain their offices after hours and during periods of leave.

NAPS would like to receive a briefing on the policies and proce-

Continued on page 15

A tri-district NSP class was held at the Triboro District Office in Brooklyn, NY, for newly promoted supervisors from the New York, Long Island and Triboro districts. Flushing Branch 164 Executive Vice President Mark Velez (front right) signed all attendees as new NAPS members. NAPS New York Area Vice President Jimmy Warden also was present and took the photo.



At the Texas State Convention were, from left, NAPS Texas State President John Lomba, National Secretary/Treasurer Chuck Mulidore, Southern Region Vice President Tim Ford, USPS Southern Area Vice President Shaun Mossman and Texas Area Vice President Jaime Elizondo.



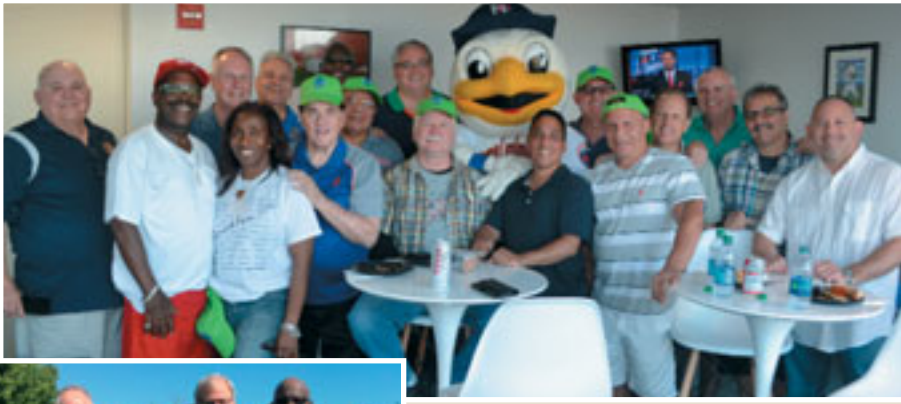
NAPS national officers and newly elected Minnesota state officers at the Minnesota State Convention were, seated, from left: Mellisa Waterman, Central Area vice president; Gina Hellermann, secretary/treasurer; and Tammy Vail-Rimer, North Area vice president. Standing, from left: Kevin Trayer, Michiana Area vice president; Chuck Mulidore, national secretary/treasurer; Robbie Rimer, Minnesota State president; Neil Baker, South Area vice president; and Craig Johnson, Central Region vice president.

July 9 was a fun, sunny day for Los Angeles Branch 39 and South Bay Branch 266. The two California branches co-sponsored the first Family Fun Day Picnic in Los Angeles. The branches are in close proximity in the Los Angeles District and work closely together throughout the year. The picnic was a great success with fellowship and catered Mexican cuisine. All members and their families were invited, as well as non-members interested in joining NAPS. Because it was so successful, the branches may very well make it an annual event.



Southern Region Vice President Tim Ford awarded NAPS members starfish pins, recognizing them for their "One person can make a difference" efforts at the Texas State Convention.





The annual New York Area Presidents' Meeting was held at MCU Park in Brooklyn by Northeast Region Vice President Tommy Roma and New York Area Vice President Jimmy Warden. NAPS Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore also attended. After the business session, everyone watched the Staten Island Yankees defeat the Brooklyn Cyclones (Mets), 4-3. Butch Maynard, Branch 51 Postal Police, took the photo. Missing from the photo as a result of NY traffic were Linda Morgan-Glover and Larry Berry, Branch 336.



Visiting former President Vince Palladino's grave were NAPS national officers Chuck Mulidore, secretary/treasurer; Tommy Roma, Northeast Region vice president; Jimmy Warden, New York Area vice president; and Ivan D. Butts, executive vice president. New York State President Dennis Gawron took the photo.



At the presidents' meeting, a \$1,000 scholarship was presented to past Branch 110 President Joe Dispensa for his daughter on behalf of New York State, sponsored by M3 Technologies. From left: Northeast Region Vice President Tommy Roma, New York Area Vice President Jimmy Warden, Dispensa, National Secretary/Treasurer Chuck Mulidore, New York State President Dennis Gawron and Executive Vice President Ivan D. Butts.

Charlotte, NC, Branch 183 Treasurer Kim Boggan and President Michael Belger were on hand at the Mid-Carolinas Career Awareness Conference in early July.



Staten Island Branch 100 held a special election. Northeast Region Vice President Tommy Roma (right) swore in newly elected Executive Vice President Mary Rafferty and President John Schlosser. Also present was New York Area Vice President Jimmy Warden.



A Successful Convention Season

By **Richard L. Green Jr.**

Eastern Region Vice President

It was absolutely great to be out among the members of the Eastern Region during state convention season. Following is a recap of my great adventure during convention season.

It was great attending the first Pioneer Area convention in Evansville, IN. Tim Needham, Pioneer Area vice president, and the entire team did a great job of having an informative, fun-filled weekend at the Tropicana Casino Hotel. There was great attendance from the entire area, with members from other areas across the Eastern Region also there for support.

We had great training on leadership from John Geter, former Capitol-Atlantic Area vice president. We recognized Dotty Wileman, former



Eastern Region vice president, for her many years of dedicated service to NAPS. We ended the event with a '70s-themed banquet that was absolutely fabulous. I want to especially thank Rosemary Harmon for her commitment and ensuring we all had a great time!

Next, I attended the Capitol-Atlantic Area Convention in Virginia Beach, VA. As usual, the group did a great job of providing excellent training, along with an opportunity for members to engage area and district leaders from across the area. One of the highlights of the event was the recognition of and naming a scholarship in honor of John Geter for his many years of service and mentorship to NAPS. It was great to be there to see this icon of NAPS recognized for his great accomplishments. Kudos to Troy Griffin, Capitol-Atlantic Area

vice president, and the entire team for a great convention.

I also attended the New Jersey State Convention in Atlantic City, NJ. State President Tony D and the entire group did an outstanding job providing an informative networking opportunity for all NAPS members. It also was the 100th anniversary of the New Jersey State Branch. The resident officers presented the group with a proclamation recognizing this significant accomplishment.

To my Pennsylvania NAPS family: I apologize for not being able to attend your state convention this year due to issues at work. But I promise that nothing will keep me away next year!

Again, I want to thank the members of the Eastern Region for allowing me to serve as regional vice president. I look forward to working with all of you for years to come!

See you soon.

rgreen151929@aol.com

Hawaii State Convention

By **Marilyn Walton**

Western Region Vice President

Aloha and welcome were the warm greetings we received as we gathered in Honolulu for the NAPS biannual visit to meet and greet our members at the USPS Honolulu District office. Our NAPS party included National President Brian Wagner and his wife Carol, Past President Louis Atkins and his wife Bonita and me. Honolulu Branch 214 President Chuck Lum was our host.

We visited the HR Department,

stopped in on an employee recognition lunch, visited the Honolulu Work Group and ended our visit by having a great discussion with Acting Senior Plant Manager Daniel Hiram. Everyone at the plant was excited that PMG Megan Brennan would be visiting the district office the following week.

Our second NAPS event was dinner with the local NAPS Executive Board. We had a wonderful meal and networking at



the Marina Sail Club on Sand Island. We did a lot of catching up with our Hawaii NAPS *ohana* (family). The

highlight of the evening was when Lum and Laurie Ramelb announced their upcoming September wedding! After the exciting announcement, there were toasts and well-wishes for this great couple.

This year, the local NAPS officers and members combined their training, meeting and installation dinner



From left: Former NAPS President Louis Atkins, Honolulu Branch 214 Trustee Paula Antoque, Western Region Vice President Marilyn Walton, Branch 214 President Chuck Lum and National President Brian Wagner.

into a one-day affair on Sunday. This allowed more members who work on Saturday to attend; more than 50 members attended.

Wagner shared the latest news from NAPS Headquarters. He discussed the status of postal reform legislation and provided some insights into when our pay talks will begin. At the time of the meeting, the NALC had yet to ratify its contract. Once that is done, the agency has 45 days to make its first offer, then our talks begin.

Atkins expressed his happiness in being able to spend time with his Honolulu NAPS family. He shared that Bonita and he were having a wonderful time; you know he got plenty of hugs and kisses!

I shared with the

group information I had learned from attending USPS area meetings and visits with other Western Area NAPS members. I also talked about the current legislative environment and the importance of giving to SPAC. I was pleased the branch conducted a very successful 50-50 raffle. The winner, Camille Weindl, a new retiree, donated some of her win-



Visiting the USPS Honolulu District Office were, seated: NAPS Western Region Vice President Marilyn Walton and National President Brian Wagner. Standing: Branch 214 President Chuck Lum, Past National President Louis Atkins and Acting Senior Plant Manager Daniel Hiram.

nings back to SPAC. I asked the members to think about giving up one or more fancy coffees or other beverages a month and, instead, give that money to SPAC. It's an investment in our future.

Pacific Area Vice President Hayes Cherry encouraged members to be vigilant in their work habits and document daily activities; there has been an increase in corrective actions. Cherry said he would be attending an area meeting and would have more information to share later. There was an extensive question-and-answer session. Lum and



Branch 214 officers were installed. With NAPS officers, from left: Secretary Wendy Iyoki, Trustee Paula Antoque, Trustee Lori Kamei, Western Region Vice President Marilyn Walton, President Chuck Lum, Past National President Louis Atkins, Treasurer Kanani Alos, National President Brian Wagner, Trustee Jerri Lum, Pacific Area Vice President Hayes Cherry and Vice President Laurie Ramelb.

Ramelb also encouraged members to continue to do a good job, but to know their rights.

The NAPS national officers installed the branch's newly elected officers: Chuck Lum, president; Laurie Ramelb, vice president; Wendy Iyoki, secretary; Kanani Alos, treasurer; and trustees Lori Kamei, Jerri Lum and Paula Antoque.

We had an excellent meal and, as we departed, we hugged and again declared we all are *ohana!* I want to extend a very special thanks to Lum and his NAPS board for the warm hospitality and aloha spirit. *Mahalo!*

Utah Branch 139 Annual Steak Fry

On July 15, Utah State Branch 139 hosted its annual steak fry in the Wasatch National Forest Campground. It was a beautiful afternoon for this annual cookout. Jeff Fratto, president of Branch 139, and his wife Michelle oversaw the grill. Melissa Gerber was in charge of the SPAC raffle and door prizes. Other officers ensured there were plenty of tasty side dishes to complement the

steaks, hamburgers and hot dogs.

Special guests attending were NAPS National Secretary/Treasurer Chuck Mulidore, Rocky Mountain Area Vice President Myrna Pashinski, Salt Lake District Manager Darrell Stokes and me. This annual event is geared toward family fun and there were lots of kids attending to enjoy the food and good times. Gerber made sure she had a lot of door prizes for the kids.

Once everyone had eaten and gathered around the fire pit, Fratto introduced the guests. Mulidore talked about the latest news from NAPS Headquarters, including the status of postal reform legislation and news about the upcoming pay talks. Mulidore shared that he was having a great time in Utah and taking in the mountain air.

I talked about the call to action communicated from NAPS Headquarters requesting that NAPS members, family and friends contact their congressional representatives to urge resistance to the dramatic cuts in federal and postal employee retirement benefits proposed earlier this year in the administration's budget,

but being voted on in mid-July.

I also suggested that, because of the current political climate, all NAPS members stay alert to proposed changes and give to SPAC. It is a good investment to forego a fancy coffee or smoothie several times a month and consider donating those funds to SPAC.

Pashinski shared information she gained meeting with Western Region managers this spring at the USPS area meeting, as well as information shared at the Rocky Mountain six-states meeting. She continues to be responsive in dealing with issues in the Rocky Mountain Area.

Fratto introduced District Manager Darrell Stokes, who has attended the annual steak fry each year since being assigned in Salt Lake. Stokes said he believes in engaging with all employees; his motto is "Remember where you came from and treat the people right." He thanked NAPS officers for working on behalf of the membership and supporting important legislative issues.

Fratto then opened nominations for Branch 139 officers. The two newly re-elected officers, Jill Jensen, vice president, and Melissa Gerber, legislative consultant, were installed by Mulidore, with Pashinski and me assisting.

Gerber conducted another very successful SPAC fundraiser, raising more than \$700. She is to be commended for her history of raising a significant amount of SPAC funds for Utah.

We ended the evening eating, watching the children play and sharing information. Thanks to Fratto, his officers and members for the warm hospitality, food and fellowship. It always is a joy to travel to the great state of Utah!

marilynwalton@comcast.net



From left: NAPS Western Region Vice President Marilyn Walton, National Secretary/Treasurer Chuck Mulidore, Branch 139 Vice President Jill Jensen, Branch 139 Treasurer Kristen Tresner, Branch 139 Legislative Consultant Melissa Gerber, Branch 139 President Jeff Fratto, Salt Lake District Manager Darrell Stokes and Rocky Mountain Area Vice President Myrna Pashinski.

NAPS Executive Board Directory

Resident Officers

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



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



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



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

Regional Vice Presidents

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



Craig O. Johnson
6703 N. Saint Clair Ave., Kansas City, MO 64151-2399; (816) 741-6064 (H) (816) 914-6061 (cell)
craigj23@sbcglobal.net

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



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

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



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rgreen151929@aol.com

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



Tim Ford
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Western Region (Areas 14, 15 and 16)



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

Area Vice Presidents

3—Midwest Area (DE/NJ/PA)



Hans P. Aglidian
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hpasoccer@comcast.net

1—New England Area (CT, ME, MA, NH, RI, VT)



Gregory Murphy
31 Hudson Lane, Windsor, CT 06095 (860) 687-9757 (H) (413) 244-6810 (cell)
newengareavp@gmail.com

2—New York Area (NY/PR/VI)



James "Jimmy" Warden
137 Evergreen Court, Freehold, NJ 07728-4122 (917) 968-5222 (cell)
nyareavp@aol.com

6—Michiana Area (IN/MI)



Kevin Trayer
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kevintrayer@att.net

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



Troy Griffin
1122 Rosanda Ct., Middle River, MD 21220-3025 (443) 506-6999 (H) (410) 892-6491 (cell)
troy1970@live.com

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



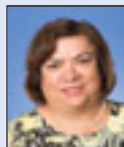
Timothy Needham
PO Box 21, Niles, OH 44446-0021 (330) 550-9960 (cell)
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9—MINK Area (IA/KS/MO/NE)



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7919 N Flintlock Rd., #K, Kansas City, MO 64158 (913) 205-8912 (cell) (816) 763-2579 (O)
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7—Illini Area (IL)



Luz Moreno
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8—North Central Area (MN/ND/SD/WI)



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12—Cotton Belt Area (AR/OK/TN)



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10—Southeast Area (FL/GA)



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11—Central Gulf Area (AL/LA/MS)



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



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13—Texas Area (TX)



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14—Northwest Area (AK/ID/MT/OR/WA)



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



Hayes Cherry
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Bruce Moyer

NAPS Legislative Counsel



A major congressional step toward reshaping federal retirement benefits occurred recently when the House Budget Committee adopted a Fiscal Year 2018 budget resolution that could lead to current

though only by 1.2 percentage points. Under current federal retirement arrangements, FERS-covered federal and postal employees pay the standard 6.2 percent of salary for Social Security. In addition, they contribute toward their civil service pension, but in varying amounts depending on

changes to civil service pensions. The only primary areas of mandatory spending within the jurisdiction of the HOGRC are federal retirement and health benefits, which make finding cuts in other areas difficult.

Unlike Trump's proposals, the House resolution does not propose basing federal pensions on the average of the high five years of salary, instead of the current formula based on the three highest years. Expanding the formula to include more years would result in lower retirement payouts. The House plan also departs from the Trump proposal in eliminating cost-of-living adjustments for federal retirees, whether in FERS or CSRS. While the Trump budget sought \$62 billion in cuts to federal retirement benefits, the House resolution seeks about half that amount—\$32 billion.

When the House returns in early September from its August recess, the HOGRC will vote on a bill, yet to be written, that provides the details on the size of the federal employee pension contributions. Given the small size of recent pay increases, the contribution increases could potentially offset any annual pay increase, leaving pocketbooks worse off. Overall, the House Republican plan is to include these federal retirement budget cuts in a comprehensive budget reconciliation package that paves the way for major tax cuts and reductions in the federal deficit.

NAPS opposes these proposals and will continue to join with other federal and postal employee groups in fighting initiatives that reduce the take-home pay and benefits of our members.

Disciplining Supervisors for Discrimination Actions

The House also has approved leg-

NAPS Opposes Latest House Budget Proposals

federal and postal employees contributing more for the retirement benefits they are set to receive. Aiming to establish "reforms to civil service pensions to put them on a better fiscal path," the House budget resolution calls for federal and postal employees "to make greater contributions to their own defined benefit retirement plans."

While the House budget resolution is short on details, the resolution echoes the proposal advanced by the Trump White House this spring that would increase employee out-of-pocket payments toward retirement by 1 percentage point each year until they equal the government's contribution for those in the Federal Employees Retirement System (FERS).

"The vast majority of private-sector employees participate in defined contribution retirement plans," according to the House budget resolution. "These plans put the ownership, flexibility and portfolio risk on the employee as opposed to the employer. Similarly, federal employees would have more control over their own retirement security under this option."

The Obama Administration for several years had proposed increasing required retirement contributions, al-

though when they were hired. In recent years, Congress has twice increased the level of employee contribution, but applying the increases to new employees hired after a future date.

Today, most federal and postal employees contribute 0.8 percent of salary toward their annuity, while those first hired in 2013 must pay 3.1 percent and those hired in 2014 and afterward pay 4.4 percent. If the House plan is approved, this would mark the first time that larger contributions are required by employees already on the government payroll. The budget resolution also would terminate the "special retirement supplement," which pays FERS employees the equivalent of their Social Security benefit at an earlier age.

The overall House resolution includes reconciliation instructions to 11 House committees to make cuts in mandatory spending, including federal retirement spending. The retirement instructions were included in the resolution's directions to the House Oversight and Government Reform Committee (HOGRC), which oversees the civil service and the Postal Service, to develop legislative proposals achieving \$32 billion in savings over 10 years through

isolation that would establish further procedures to discipline managers and supervisors who have been found by the Equal Employment Opportunity Commission (EEOC) to have engaged in illegal discrimination or retaliation.

The "Federal Employee Antidiscrimination Act of 2017," H.R. 702, would require the EEOC, no later than 30 days after it issues a finding of discrimination or retaliation, to refer the matter to the Office of Special Counsel. That office must then review the referral and decide whether to seek disciplinary action against the official who committed the illegal discrimination or retaliation. The measure also requires agencies to update personnel records to note any punishment taken against an official due to discrimination-related offenses.

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Engagement—Has the Salt Lost Its Savor?

Continued from page 4

side the ELM. I questioned whether Qualifications/Requirements or KSA #1 still was a requirement. Most times on a job posting, KSA #1 is 1: Knowledge of policies, procedures; ensure compliance with national and local objectives and policies.

So, for USPS leadership to lose its savor for engagement, fostering engagement would have to be diluted from its conception at USPS Headquarters to its application in the field. This dilution breeds the lack of satisfaction we saw in the VOE and now see in Postal Pulse results.

So, can we make salt that has lost its savor salty again? The answer is in the dilution.

In solidarity ...

naps.ib@naps.org

July 12 Consultative

Continued from page 7

dures to be followed for EAS employees issued cell phones. NAPS also requested that, when EAS employees with cell phones are required to respond to work activities, these on-call employees be compensated with workhours following guidelines:

551.431 Time spent on standby duty or in an on-call status

"(a) (1) An employee is on duty, and time spent on standby duty is hours of work if, for work-related reasons, the employee is restricted by official order to a designated post of duty and is assigned to be in a state of readiness to perform work with limitations on the employee's activities so substantial that the employee cannot use the time effectively for his or her own purposes. A finding that an employee's activities are substantially limited may not be based on the fact that an employee is subject to restrictions necessary to ensure that the employee will be able to perform his or her duties and responsibilities, such as restrictions on alcohol consumption or use of certain medications.

"(2) An employee is not considered restricted for 'work-related reasons' if, for example, the employee remains at the post of duty voluntarily, or if the restriction is a natural result of geographic isolation or the fact that the employee resides on the agency's premises. For example, in the case of an employee assigned to work in a remote wildland area or on a ship, the fact that the employee has limited mobility when relieved from duty would not be a basis for finding that the employee is restricted for work-related reasons."

The issuance of smartphones to EAS-exempt employees is nothing new. The only recent change this year was to include EAS-18 exempt postmasters among the list of positions eligible for smart-

phones. The Postal Service intends to expand the use of mobile devices to assist EAS employees in making informed business decisions faster, rather than using a desktop computer to review multiple systems and make a decision. NAPS was advised of this initiative on June 26 and has requested a briefing on it.

Managers are responsible for all activities of the facility under their authority and may be required to respond to inquiries or make decisions related to the operations of their office on an intermittent basis outside the normal workday. The Postal Service disagrees with NAPS' statement that these employees are on-call and should be compensated for workhours due to limited situations where an exempt employee is contacted by phone or email.

Of course, it's unreasonable to expect an exempt employee to take phone calls and respond immediately to emails 24 hours a day, seven days a week. If NAPS deems any local requirement placed on a manager after normal duty hours is unreasonable, then NAPS should discuss it with the official who issued the mandate and elevate the issue to the district or area, if necessary.

Agenda Item #6

This long-standing agenda item regards NAPS' request for a briefing to determine what obstacles are impeding the Salt Lake City District's request to create a justified and needed EAS-17 product information quality analyst (PIQA) position.

The status of the request remains the same as we responded in October 2016: "This matter still is under consideration at USPS Headquarters."

The PIQA job was established in 2012 and not every district, including Salt Lake City, was authorized this job. Also, as NAPS is aware, the Postal Service currently is conducting studies and an evaluation of all district jobs to include AMS. It is unlikely any new positions will be added during these studies.

Here Are 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 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



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

Boisvert, Michael	CA	Branch 159
Phillips, Daniel	CA	Branch 373
Franz, Kenneth	FL	Branch 146
Gilbert, Belinda	FL	Branch 425
Johnson, Conrad	FL	Branch 81
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Quinlan, Robert	FL	Branch 577
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Randall, C. Michele	MD	Branch 531
Geter, John	NC	Branch 183
Amash, Joseph	NY	Branch 83
Gawron, Dennis	NY	Branch 027
Konish, Ann	NY	Branch 11
Roma, Thomas	NY	Branch 68

Warden, James	NY	Branch 100
Butts, Ivan	PA	Branch 355
Bradford, Robert	TX	Branch 203
Elizondo Jr., Jaime	TX	Branch 122

July Contributors

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

Phillips, Daniel	CA	Branch 373
Randall, C. Michele	MD	Branch 531
Bradford, Robert	TX	Branch 203
Elizondo Jr., Jaime	TX	Branch 122

VP Elite (\$750)

Bruffett, Shawn	AZ	Branch 376
Salmon, James	AZ	Branch 246
Maxwell, Sherry	IL	Branch 255
Trayer, Kevin	MI	Branch 142

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.

Weilep, Laurie	MN	Branch 104
Johnson, Craig	MO	Branch 36
Williams, Darryl	PA	Branch 554
Reedy, James	WA	Branch 61

Secretary/Treasurer's Roundtable (\$500)

Campbell, Stephnia	CA	Branch 159
Patterson, Charles	CA	Branch 497
Walton, Marilyn	CA	Branch 77
Lynn, Patti	FL	Branch 296
Vorreyer, Leslie	FL	Branch 353
Moreno, Luz	IL	Branch 489
Anderson, Shareen	MI	Branch 23
Hommerson Jr., David	MI	Branch 130
Croswell, Darnel	SC	Branch 225
Green, Shri	TN	Branch 41
Austin, Jessie	TX	Branch 122
Johnson, Stanley	WA	Branch 60

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Melchert, Pamela	AK	Branch 435
Simpson, Pamela	AZ	Branch 246
Roundtree, Edith	FL	Branch 154
Lum, Chuck	HI	Branch 214
Hilliard, Ricky	IL	Branch 489
Ewing, Larry	KS	Branch 52
Fezell, Albert	LA	Branch 73
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Bartlett, Bruce	ME	Branch 96
Hafford, Darrell	ME	Branch 96
Bodary, Joseph	MI	Branch 268
Krzycki Jr., Kenneth	MI	Branch 508
Pack, Roderick	MI	Branch 23
Taylor, Deborah	MI	Branch 361
Davis, Lisa	MO	Branch 131
D'Martino, Pasquale	NJ	Branch 548
McKiernan, Michael	NJ	Branch 74
Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75
Maggart, Charles	NM	Branch 295
Burke, Terriann	NY	Branch 11
Krempa, Keith	NY	Branch 27
Laster, Jacshica	OH	Branch 46
Mayes, Sean	OH	Branch 29
Keefe, Laura	PA	Branch 112
Smith, Robert	PA	Branch 35
Bowen, Randy	TN	Branch 97
Cattron, Patricia	TN	Branch 555
Clark Jr., Bobby	TX	Branch 124
Longoria, Richard	TX	Branch 229

Continued on next page

SPAC Scoreboard

Statistics reflect monies collected from Jan. 1 to July 31, 2017

National Aggregate:

\$172,765.08

National Per Capita:

\$6.67

Region Aggregate:

1. Southern\$56,981.64
2. Western\$32,575.18
3. Eastern\$29,518.49
4. Central\$28,144.00
5. Northeast\$25,520.77

Region Per Capita:

1. Southern.....\$9.92
2. Central.....\$6.40
3. Western\$6.02
4. Eastern\$5.51
5. Northeast.....\$5.10

Area Aggregate:

1. Southeast\$36,977.00
2. Pacific\$17,430.00
3. Capitol-Atlantic....\$15,700.25
4. New York\$13,104.27
5. Mideast\$11,407.99
6. Texas\$11,137.24
7. Michiana\$8,821.00
8. New England\$8,803.50
9. Illini\$8,020.00
10. Northwest.....\$7,606.19
11. Rocky Mountain....\$7,538.99
12. Pioneer\$6,023.25
13. MINK\$5,913.50
14. North Central\$5,389.50
15. Central Gulf\$5,008.60
16. Cotton Belt\$3,858.80

Area Per Capita:

1. Southeast\$15.97
2. Michiana\$8.32
3. Northwest.....\$7.37
4. Central Gulf\$6.50
5. Texas\$6.32
6. Illini\$6.28
7. North Central\$6.09
8. Pacific\$6.08
9. Capitol-Atlantic.....\$6.04
10. New York\$5.37
11. New England\$5.18
12. Mideast\$5.09
13. MINK\$5.02
14. Rocky Mountain.....\$4.99
15. Pioneer\$4.36
16. Cotton Belt.....\$4.30

State Aggregate:

1. Florida\$33,648.00
2. California.....\$16,170.00
3. New York\$12,719.27
4. Texas\$11,137.24
5. Illinois.....\$8,020.00

State Per Capita:

1. Florida\$19.75
2. North Dakota\$17.67
3. Maine\$12.57
4. Washington.....\$11.64
5. Michigan\$10.48

Drive for Five

Members by Region:

1. Central.....79
2. Southern.....73
3. Western71
4. Eastern57
5. Northeast.....48

Aggregate by Region:

1. Western\$18,106.00
2. Southern\$16,291.50
3. Central\$16,266.50
4. Eastern\$12,521.00
5. Northeast\$9,059.50

Trevino, Barbara	TX	Branch 124
Archer, Sylvia	VA	Branch 98
Jacobs, Charles	VA	Branch 132
Gruetzmacher, Bjoern	WA	Branch 61
Krogh, Charlie	WA	Branch 31
Moore, Kristina	WA	Branch 60
McComas, Christina	WV	Branch 212

Supporter (\$100)

Rascati, Wayne	CA	Branch 244
Gomez, Robert	GA	Branch 125
Kindle, Delloria	GA	Branch 82
Rosario, Tamara	ME	Branch 96
Cogar, Laurie	MI	Branch 268
Hughes, Carmen	MI	Branch 23
Hunsanger, Laurianne	MI	Branch 508
Orloski, Rose	MI	Branch 508
Roundtree, Wanda	MI	Branch 140
Schiller, Elizabeth	MI	Branch 268
Tomaskovic, Joyce	MI	Branch 508
McLaughlin, Deborah	NC	Branch 183
Barone, Thomas	NY	Branch 202
Girard, David	RI	Branch 105

Did you know that all contributions from a political action committee (PAC), such as SPAC, are listed on the Federal Election Commission's website, www.fec.gov? You easily can search by federal candidate or by PAC. You also easily can find out from where candidates are getting their money and how much they have raised. If you have questions about SPAC's FEC filings or which candidates SPAC supports, please feel free to reach out to SPAC Manager Katie Maddocks at (703) 683-9027 or naps.km@naps.org.

Bean, Joann	TX	Branch 136
Knowles, Tim	TX	Branch 203
Seals, Johnny	TX	Branch 122
Brown, Lorraine	VA	Branch 98
Helleckson, Randy	WI	Branch 213

Drive for Five Earned in July

Butts, Kevin	CA	Branch 466
Jackson, Christian	NV	Branch 463

"How To" with the TSP

Planning for retirement can be a challenge, but making basic changes to your TSP account should be easy. Keep reading to learn "How To" with the TSP.

How to Change Your TSP Investments

We offer five individual funds you can mix and match, and five Lifecycle (L) funds that are professionally designed based on when you'll need your money. (To learn more about our core funds, see the accompanying chart.) To change which fund(s) you invest in, there are two transactions you can make. A **contribution allocation** tells us how you want to invest **new** money coming into your account. An **interfund transfer (IFT)** allows you to change the way money **already** in your account is invested. You may request a contribution allocation or an IFT by logging into My Account at tsp.gov and visiting the "Online Transactions" menu on the left. You can also call the ThriftLine at 1-877-968-3778 and follow the automated prompts (you'll need your 13-digit account number and 4-digit PIN), or choose option 3 from the main menu to speak to a Participant Service Representative.

TSP Tip: An IFT does not affect how future deposits into your TSP account are invested – it will only affect the money that is currently in your account. For more information, watch our video, "Contribution Allocations and Interfund Transfers," at youtube.com/tsp4gov

How to Interpret Your Investments' Performance

Our core funds are designed to match the performance of certain benchmark indexes¹ and, for the past 10 years, thanks to our low fees and expenses, our funds have outperformed these benchmarks.

	G Fund	F Fund	C Fund	S Fund	I Fund
Description of Investments	Government securities (specially issued to the TSP)	Government, corporate and mortgage-backed bonds	Stocks of large- and medium-sized U.S. companies	Stocks of small- to medium-sized U.S. companies not included in the C Fund	International stocks from more than 20 developed countries
Objective of Fund	Interest income without risk of loss of principle	To match the performance of the Bloomberg Barclays U.S. Aggregate Bond Index	To match the performance of the Standard & Poor's 500 (S&P 500) Stock Index	To match the performance of the Dow Jones U.S. Completion TSM Index	To match the performance of the MSCI EAFE (Europe, Australasia, Far East) Index

¹ Most of our core funds have a benchmark that they track. For example: Our C Fund, which contains stocks of large- and medium-sized U.S. companies, aims to match the performance of the Standard & Poor's 500 Stock Index.

OPM Contributions to SPAC (for Retired Postal Supervisors)

Below are step-by-step instructions for making an allotment to SPAC through your OPM retirement allotment, using either OPM's telephone-based account management system or the online "Services Online" portal.

Please note: The amount you key in will be your *monthly* allotment to SPAC. The start of your allotment will depend on the time of the month it was requested. If you make your request during the first two weeks of the month, expect the withholding to take place the first of the following month. If the allotment is requested after the first two weeks of the month, the change will take place the second month after the request.

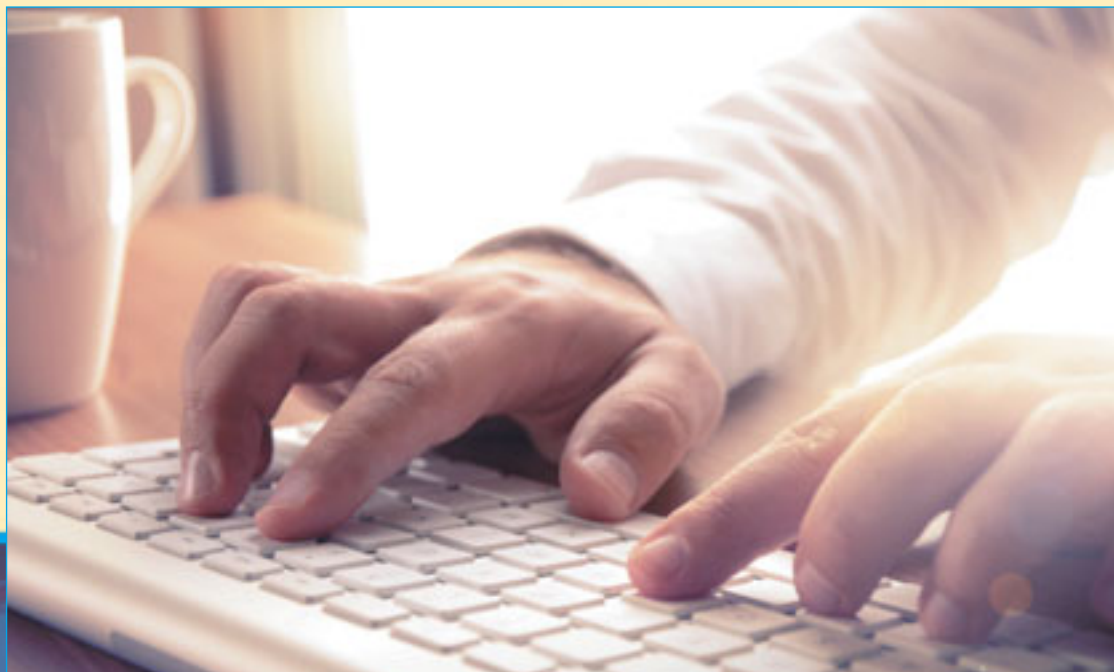
By Internet:

To sign up online, go to the OPM website at www.servicesonline.opm.gov, then:

- Enter your CSA number and PIN, and log in.
- Click on "Allotments to Organizations," and then select "Start" to begin a new allotment.
- Click on "Choose an Organization."
- Select "National Association of Postal Supervisors (SPAC)."
- Enter the amount of your monthly contribution and then click "Save."

By telephone:

- Dial 1-888-767-6738, the toll-free number for the Office of Personnel Management (OPM)'s Interactive Voice Response (IVR) telephone system.
- Have your CSA number and Personal Identification Number (PIN) on hand when you call. You may speak to an OPM customer service representative or you may use the automated system.
- Simply follow the prompts provided in the telephone system.



Benefit from Mindfulness— Personally and Professionally

Submitted by the USPS Employee Assistance Program

We all have experienced it: too much information flooding our brains at one time. The world moves so quickly we do not have time to process our thoughts before the next wave is coming at us. We may struggle to stay focused, thus causing us to be less creative, lose attention to detail and miss opportunities to think about the long-term consequences of our actions.

The flow of information is not going to slow, but there are ways we can decide what is important and needs our attention versus the white noise and distractions we need to eliminate. One strategy that can help with this goal is mindfulness.

When you live in the moment, you are being mindful. When you actively choose to focus on your thoughts and feelings without judging them good or bad, you are being mindful. When you turn off the auto-pilot and concentrate on what is happening in your environment, you are practicing mindfulness.

The Personal Benefits of Being Mindful

We know from many studies completed on mindfulness that practicing this approach has proven to

have many health benefits. Some of these positive outcomes include:

- reducing the amount of stress you experience—Many health conditions are worsened by increased stress. Often, when you are able to reduce stress, it helps lessen the impact of symptoms from your medical condition.

- aiding in a relapse of anxiety and depression—Mindfulness has proven to be a successful tool to help manage anxiety and may be an effective alternative to antidepressant medication for those at risk of relapse.

- assisting with weight loss—As mentioned earlier, with the reduction in stress there tends to be the benefit of decreased stress eating. Practicing also allows you to be aware of mindful eating, which can yield to healthier choices.

- decreasing metabolic risk factors (cardiovascular disease and diabetes)—Using mindfulness has proven to have a positive impact on regulating your blood pressure, breathing and heart rate.

- increasing relaxation and quality of life—By reducing stress and eliminating the distractions, research has shown an increase in one's ability to relax and improvement in quality of life.

- treating chronic pain, substance

abuse and suicidal behavior—By being aware and focusing on your issues with deliberate intention, you begin to see different perspectives of the pain and behaviors. Instead of trying to focus on making the issue “go away,” your intention is to learn from issues.

- possibly delaying the onset of cognitive impairment and Alzheimer's disease—Daily meditation has proven to keep the parts of the brain active that help retain memory and increase cognition.

- lowering levels of cortisol, the hormone known to impact stress, the immune system and several other bodily functions—Using mindfulness to reduce stress keeps cortisol in check and, when one is not stressed, there is not a need for the level to rise.

How is Mindfulness Being Used in the Business World?

Many businesses have begun using the practice of mindfulness for their employees because of the work-related benefits they have seen. Companies such as IBM, Google, Apple, Nike, Ford, Target and Sony, among many others, have instituted mindfulness programs that teach employees strategies for being intentionally present.

Benefits these companies and



others have seen through these mindfulness approaches include:

- increased self-awareness and self-esteem in their employees.
- an increase in the amount of compassion for others, which has enhanced relationship satisfaction.
- improved workplace functioning that includes greater creativity, increased resilience and improved focus and concentration.
- employees who practice mindfulness have lower absenteeism, lower levels of frustration and an improved work environment.
- individuals report an increase in job satisfaction and effectiveness with their current role, largely due to goal-directed behavior.

Companies also have seen how mindfulness has a positive impact on their leaders. After attending mindfulness training and implementing a consistent application of the techniques, companies found their leaders were:

- better listeners and, therefore, increased the value and worth that their employees experienced.
- able to provide corrective feedback that was positive and encouraging, yet realistic. Mindful leaders displayed higher levels of compassion and were able to rally their team members by the example they set as

opposed to leading by force or fear.

- effective coaches. By investing in their employees, mindful leaders have significantly higher levels of trust developed and, therefore, are able to effectively coach team members. The increased investment in employees' well-being also allows leaders to have open conversations regarding career guidance and skill-building for employees.
- proactive in creating a culture of performance. By clearly outlining expectations and responsibilities, mindful leaders are able to have greater influence in decision making because of their awareness and openness to all possible choices and outcomes.

What Are the Benefits of Mindfulness for You?

We've talked about individual health benefits, employee outcomes and how mindfulness can help leaders in the business world, but what really could the value be for you in your day-to-day world? To begin that discussion, let's remember where we started this discussion: the massive amounts of information that flow in and out of the world at a lightning-quick pace.

As you often have to make split-second decisions regarding the infor-

mation you have, mindfulness helps slow you down in order to expand the time between your stimulus and reaction. In other words, mindfulness can help you think of your values, assumptions, alternate responses and desired outcomes before you act. How does mindfulness do this? Take a look at these outcomes when you practice mindfulness:

- You become consciously aware of where you are focusing. This means you are not on auto-pilot and mindlessly going throughout your day and responding without really thinking.
- The actions and behaviors you take have more meaning. You become acutely aware of your intent and goals. There is an awareness of how you speak to people and act toward them and how they are speaking and acting toward you.
- By living in the present, you avoid focusing on the past or looking too far into the future. Mindfulness helps you learn important lessons from your past, but not to dwell on past decisions. Additionally, while planning for the future is important, too much focus can distract you from the present.
- Resist passing judgment on others and choose to approach them

Continued on page 27

Don't Take Personal Heat for the Postal Service

By Dr. Susan K. Warren

Follow your heart, but take your brain with you. Never discredit your gut instinct; your body can pick up bad vibrations. If you sense that an instruction from your boss is not right or you don't feel comfortable about an incident you question, trust your gut feeling and document your opinion through the proper Postal Service handbook to validate your position.

For example, if you are told to stay and get the job done, you do just that because you are a loyal employee. Yet, if a postal inspector or other USPS authority questions why you are in the facility beyond your end time, you might be violating the Fair Labor Standards Act. You also may be subject to discipline should an accident or incident occur and you technically are "off the clock" while continuing to perform postal work.

Also, if you are asked to change information in TACS, please verify that the correction is accurate and documented. Do not change TACS information just to show carriers back by 5, incur no overtime, etc. In these situations, would your boss be in the resulting hot water? I think not. It all will be on you.

Figure out how to get the job done without violating the rules. One option might be to ask for permission, in writing, to institute your proposal, instead of doing something you find troubling. The



difficulties we face in our work life are not there to destroy us. They help show what we are made of and how strong we really are. If

we are able to approach each problem with an open mind and cool, calm demeanor, we will be able to dissect all the elements and dig down to the root cause of the workplace obstacle.

In school, we are given a lesson, then are given the test. In the USPS, we are given a test that teaches us a lesson. Please let that lesson be a win-win and of value to achieving unit, personal and workplace goals.

There are ongoing experiential learning opportunities. As a manager/supervisor, your experiences most likely are greater than those of your subordinates. If not, do not hesitate to ask for the opinions of subject-matter experts within your units for optimal results. This way, you and your subordinates take the test and learn the lessons together.

Finally, give up your stress to God. If the Almighty can turn night into day, He can turn your work obstacles into successes. If you do not believe in a higher power as I do, then simply let workplace stress go. If you have done your homework and are taking the correct path, the problem no longer is yours.

susan.k.warren@comcast.net

NAPS Training Calendar

Southeast Area Training

Sept. 30, 2017

Conducted by: Southeast Area VP Bob Quinlan

Location: Embassy Suites by Hilton Orlando North, 225 Shorecrest Dr., Altamonte Springs, FL 32701

Hotel Rate: \$115; call (407) 834-2400 for reservations

Training topics: How to prepare an I&I and write the MSPB appeal, presented by Wheeler Upham, P.C. Other topics TBD.

Northeast Region Training Seminar

Sept. 29-Oct. 1, 2017

Conducted by: Northeast Region VP Tommy Roma, New York Area VP Jimmy Warden, New England Area VP Greg Murphy and Mideast Area VP Hans Aglidian

Location: Villa Vosilla Resort Hotel, 6302 Main St., Tannersville, NY 12485; (518) 589-5060

Hotel Rate: One king/two queens, multiple occupancy: \$310.80 per person; one king, single, \$462.00; one queen, multiple occupancy, \$294.60 per person; \$435, single. Price includes tax, gratuities, all meals, a gift, coffee breaks, discounted drinks at the bar, a meet-and-greet party Friday and Saturday, 5:30 to 7 p.m., with complimentary finger foods, beer and wine; nightly entertainment. Call the hotel directly and mention NAPS to get these special rates.

Registration Fee: In lieu of a registration fee, attendees will be asked to make a donation to SPAC.

Training Topics: NPA, discipline, DDF representation, sales and an open forum

Instructors: Doug Tulino, Cliff Rucker, Michael Rakes, Ivan D. Butts, Charlie Scialla and other subject-matter experts

Central Region Training

Nov. 10-11, 2017

Conducted by: Central Region VP Craig Johnson

Location: Chicago Marriott Southwest at Burr Ridge, 1200 Burr Ridge Parkway, Burr Ridge, IL 60527

Hotel Rate: Special NAPS group rate of \$139/night; call (630) 986-4100; reservations must be made by Oct. 18

Registration Fee: TBD

Training Topics: Advocacy, legislation and others TBD

NAPS Speakers: President Brian J. Wagner, Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore

PERF Offers a Helping Hand



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

PERF is not an emergency relief or immediate needs replacement agency, such as the Federal Emergency Management Agency (FEMA) or the Red Cross or insurance companies that are paid to replace property. Rather, PERF (part of the Combined Federal Campaign) provides relief grants to help qualifying individuals get

re-established after a loss, based on an application process.

To help employees and family members cope with a variety of situations—whether a life-altering disaster or changes at work and other more routine issues—the Employee Assistance Program (EAP) is available 24 hours a day, seven days a week, online or by phone: www.EAP4YOU.com; 800-327-4968 (TTY: 877-492-7341).

As winter continues, employees may visit the National Preparedness site on Blue for information on emergency plans for work and home. There also are tips to prepare for severe winter weather at ready.gov.

A Season of Great Change

By **Patricia Jackson-Kelley**
President

I have a special favor to ask of everyone. If you have not read NAPS President Brian Wagner's August column, "A Sneak Peak—2018 NAPS National Convention," please do so immediately. Or, if your significant other has not shared this timely article with you, contact me and I will have a copy forwarded to you.

As noted in his column, the countdown to the upcoming national convention is less than one year away. Therefore, it is imperative we not only consider the work we have ahead of us, but also begin to create a viable agenda that will further strengthen the goals and mission set forth this year. Sharing President Wagner's vision of "ensuring our members stay engaged in NAPS participation at the local, state



and national levels" is vastly important and involves all our ongoing efforts. This concept of engagement is extended to Auxiliary members, as well.

Initially, I was a bit dismayed when I realized the convention dates will fall on a "milestone" in my life: my birthday. But then, I thought, maybe the aligning of these two events in my life will bring an awesome financial windfall. And, by so doing, I will be able to transport all my family

and friends to the convention at the Mohegan Sun. Additionally, NAPS auxiliaries from across the nation will enjoy a windfall of sustaining support and strategies from other members attending the convention.

During my term of office, one of my primary goals for the National Auxiliary is to update our bylaws. There has not been a revision since

Auxiliary Branches

If you did not pay your National Auxiliary dues by July 31, 2017, the dues are delinquent. Please submit your National Auxiliary dues—as soon as possible—to Auxiliary Secretary Bonita Atkins, PO Box 80181, Baton Rouge, LA 70898. Make checks payable to the "National Auxiliary to NAPS."

August 2006. I suggest each auxiliary schedule one meeting to review and update these bylaws. Then, submit proposed amendments to the updated bylaws that can be presented at the 2018 National Convention. Our bylaws identify and govern our operating procedures, as well as the composition of our standing committees.

Change can have the same impact on an organization that it has on environmental seasons; it brings renewed strength and the potential for continued growth and development. And, as such, President Wagner has identified a significant change to the first-timers' orientation at the convention on Sunday afternoon, Aug. 5. By extending the orientation to other convention delegates, as well as Auxiliary members, the Auxiliary will have an opportunity to increase its membership, educate its new members and re-energize its seasoned members.

During the orientation, it also will be beneficial for members to hear from NAPS parliamentarian Dr. Bruce Bishop. His presentation will clarify and introduce how the convention (and later, local meetings)

Thrift Savings Plan

Fund	G	F	C	S	I
July 2017	0.19%	0.43%	2.05%	1.11%	2.83%
Past 12 Months*	2.12%	(0.24%)	16.06%	16.72%	18.13%

The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.

Fund	L Income	L 2020	L 2030	L 2040	L 2050
July 2017	0.60%	0.96%	1.42%	1.63%	1.82%
Past 12 Months*	4.81%	7.79%	11.05%	12.68%	14.24%

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.

Visit the TSP website at www.tsp.gov

will be conducted according to "Robert's Rules of Order." It always is exciting to have an event to look forward to that has elements of change.

I am reminded of a quote from California attorney Caprice Collins: "When we fail to realize the power

of our decisions, we increase the chance of destroying the legacy that we have worked to create." The 2018 National Convention will give us all a chance to continue to work on creating a great NAPS legacy.

Peace and blessings.

geekell@aol.com

Benefit from Mindfulness

Continued from page 23

with kindness, openness and a desire to appreciate how their experiences might be influencing their decisions. In other words, someone who is angry at you may not be angry with you. They might be dealing with a difficult situation at home or a health issue. Mindfulness opens the door to many other possible reactions that someone is experiencing.

Subsequent Steps to Consider

One of the benefits of mindfulness is the ability to practice anywhere. There are many great tools and resources to help you get started, but you can begin by trying this brief exercise:

- Find a comfortable place where you can sit with legs and shoulders relaxed.
- Set the timer on your phone for two minutes.
- Relax your head with your chin tilted down slightly. You might close your eyes as this will help eliminate visual stimuli, but, if you keep your eyes open, let whatever appears before you pass without focus.
- Focus on your breathing, the slow inhale and exhale of your lungs. Our minds naturally will want to wander and that is okay; when you realize this is happening, gently bring your focus back to your breathing. Remember, mindfulness is the practice of being aware of the present. There is no judgment about

the wandering mind, just a gentle return to focus on the present.

- When the timer on your phone rings, slowly open your eyes and bring your attention back to your surroundings. Spend a moment thinking about the experience, how you feel; were you able to focus on your breathing?

- Set a reminder to practice this exercise twice a day. Try four minutes of mindfulness a day for two weeks; notice the changes in how you feel and the increased attention and focus on others.

In this digital age, there are many apps that can help you get started and track your progress. Some you can find in an app store include "Mindfulness Daily," "Mindfulness for Beginners," "Mindfulness 101," "Breathe," "OMG Meditate and Calm." You also can get a newsletter at mindful.org. These resources can be great tools as you continue to experience the benefits of mindfulness.

The EAP is a great resource to learn more about mindfulness and is available to you and household members 24/7 at 800-EAP4YOU (800-327-4968), TTY: 877-492-7341; and on the web at www.EAP4YOU.com. Along with learning about mindfulness, you can access counseling, coaching and consultation regarding many different topics. All these services are free to you and your household members.

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¹ APR = Annual Percentage Rate. Your actual APR will be determined at the time you apply and will be based on your application and credit information. Not all applicants will qualify for the lowest rate. Rates quoted assume excellent borrower credit history. Rates are set by the Board of Directors and may change without notice.

² APY = Annual Percentage Yield. To earn the 3.00% APY, certain requirements must be met: Debit card must be used at least 10 times per month and there must be a total of \$1,000 directly deposited into the account each month. They must be enrolled in e-statements and can only have one 3.00% APY checking per account. If any of the requirements are not met, the account will earn the standard checking account rate for that month. Balances above \$15,000 earn the standard checking APY while balances below \$15,000 will earn the High Yield APY.



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