

# the Postal Supervisor

November 2017

## Pay Talks

*Putting the Pieces  
Together for a Fair  
and Equitable EAS  
Pay Agreement*

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*The Postal Supervisor* (ISSN 0032-5384) is printed monthly, with a combined September/October issue, by the National Association of Postal Supervisors (NAPS), 1727 King St., Suite 400, Alexandria, VA 22314-2753; 703-836-9660; fax, 703-836-9665; website, [www.naps.org](http://www.naps.org); general e-mail, [napshq@naps.org](mailto:napshq@naps.org). ©2017

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

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



## Objective

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

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

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# The Pay Talks Process

**O**n Sept. 21, NAPS received the Postal Service's initial FY 2016-2019 EAS pay proposal for NAPS to consider. Now what? Well, I think it's best to explain how the EAS pay talks process works so our members have a better understanding of what is required of the Postal Service and NAPS when it comes time for pay talk consultations. I said consultations—not negotiations. There is a difference and I will explain that later in this column.



**Brian J. Wagner**  
President

But first, it is important to know that EAS pay talks with the USPS is a process governed by federal law and established under *Title 39* U.S.C. §1003 and §1004. Section 1003 (a) requires the Postal Service to maintain compensation and benefits for all officers and employees comparable to the compensation and benefits paid for similar levels of work in the private sector of the economy.

Section 1004 (a) states it shall be the policy of the Postal Service to provide compensation, working conditions and career opportunities that will assure the attraction and retention of qualified and capable supervisory and other managerial personnel. It further requires the USPS to provide adequate and reasonable differentials in rates of pay between employees in the clerk and carrier grades in the line workforce and supervisory and other managerial personnel.

To summarize sections 1003 and 1004, the USPS must first present NAPS with an EAS pay proposal that provides: 1) Pay comparable to the private sector for similar levels of work; 2) Fair and equitable pay differential to craft employees; and (3) Pay that will attract and retain qualified and capable supervisory and other managerial personnel, known as EAS—Executive and Administrative Schedule.

You may be asking why USPS pay talks with NAPS have taken so long to begin given that our 2011-2015 EAS Pay Agreement expired on Sept. 30, 2015. According to *Title 39*, within 45 days on which an agreement is reached on a collective bargaining agreement be-

tween the USPS and the largest postal union at the time, the Postal Service shall make a proposal for any changes in pay policies and schedules and fringe benefit programs for members of the supervisors' organization that are to be in effect during the same period as covered by such agreement. That supervisor organization is NAPS.

In summary, the NALC was determined to be the largest postal union. When the NALC ratified its National Agreement on Aug. 7, 2017, the 45-day clock started for NAPS and the USPS. The USPS had until Sept. 21 to provide NAPS with an EAS pay proposal. That has occurred.

What happens next? According to the law, the Postal Service and NAPS shall strive to resolve any differences concerning the proposal. This may require NAPS and the USPS to go back and forth on various pay and benefit issues. This is called consultation—not negotiation. In the end, the Postal Service will provide NAPS with a final EAS pay package after giving our recommendations "full and fair consideration." This final pay package must come within 90 days following the submission of the USPS' initial pay proposal, which is on or before Dec. 20.

If NAPS is satisfied with the USPS' final pay proposal, then we do nothing and the USPS implements it accordingly. However, if NAPS is not in agreement and believes the Postal Service did not follow the provisions of *Title 39*, NAPS has another option to seek a favorable EAS pay agreement. It is called fact-finding.

Under fact-finding, within 10 days following the receipt of the USPS' final pay decision, NAPS may request the Federal Mediation and Conciliation Service to convene a three-member panel to consider and address our pay issues. NAPS and the USPS then would present their cases to the fact-finding panel.

The panel may make recommendations to the USPS after hearing both sides. Before giving NAPS a final EAS pay package, the Postal Service is required by *Title 39* to give full and fair consideration—there's that phrase again—to the fact-finding panel's recommendations and explain in writing any differences between the USPS' final decision and the panel's recommendations.

*Continued on page 16*

# The Postal Service's Culture of Questionable Integrity

**B**efore addressing an alleged integrity issue by a legislator against an EAS employee, we must, as advocates, first look at how the USPS has created a culture and environment of acceptance for this level of conduct. This has been created and demonstrated in the Postal Service's policies and procedures; it has implanted a seed of acceptance of acts lacking integrity by EAS employees. Below are

examples of how the agency has created this environment.

There is a standing directive within postal policies and procedures to be followed each day in operations at specified postal facilities. The task of completing manual entries in time and attendance is a required and acceptable function of maintaining postal records. It is outlined in, and supported by, "Handbook F-21," section 144.3 which reads, in part:

## 144.3 Adjusting for Missing Clock Rings

### 144.31 Special Attention Required

Missing clock rings are a serious matter and require special attention. If a timekeeper discovers that a clock ring is missing from an employee's time card, the timekeeper should call it to the attention of the appropriate supervisor. The supervisor is permitted to manually enter the missing clock ring *according to the supervisor's best estimate* [emphasis added] of the time that the clock rings would have been recorded.

The USPS issued a procedural update in September 2012 to allow Health Resource Management (HRM) managers to automatically authorize continuation of pay (COP) for employees by placing a check in the auto-authorize COP box. Normally, when an employee indicates their leave request is associated with an injury on duty and the leave type, 071, continuation of pay, is used, an IOD/COP authorization (leave type 071) is sent to the HRM specialist.

The specialist, in turn, validates that the request is applicable and in conjunction with a legitimate injury claim that is supported by appropriate medical documentation following FECA regulations. This step is designed to ensure the integrity of the process is main-

tained and minimize the need to recover monies that could be owed. The agency's procedural update allows for COP to be authorized without the appropriate safeguards to prevent fraud and creates a culture of diminished integrity on the part of the HRM manager.

The USPS has issued procedures for addressing end-of-day (EOD) scanning operations. The procedure identifies the mechanism for identifying scanning errors in the system. At the end of this identification process, the procedure reads, "Every piece must be reconciled daily." The agency gives no guidance or instructions as to how this ending statement is supposed to be accomplished with integrity. In most instances, this general statement only can be accomplished through the manual manipulation of the scanning process due to the download process of the scanners, as well as the unavailability of the carrier who is the only person who can validate the disposition of the scan.

These postal policies and procedures have contributed to creating an environment and culture where it is acceptable for EAS employees to commit acts of questionable integrity to comply with these issued policies and procedures.

Now, the most recent OIG report (NO-AR-17-011) found the Postal Service was not accurately reporting delayed mail; the response from Sen. Jon Tester (D-MT) was those who engaged in manipulation or false reports should be terminated.

"To be clear," Tester told PMG Megan Brennan, "any employee who deliberately delayed mail delivery or who knowingly misreported mail delivery should be terminated for violating the trust of America's hard-working taxpayers and postal ratepayers."

NAPS is concerned that Tester's position was taken in light of prior conversations with his staff on operational issues impacting the USPS. At the time this article was written, NAPS was working on clarifying its response to Tester, as well as meeting with the OIG team that produced the audit.

On a much brighter note, Laurie and I wish you and your families a happy Thanksgiving filled with the love and joy of family and friends.

In solidarity ...

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**Ivan D. Butts**  
Executive Vice President

# Changes ...

I hope the approaching holiday season finds you well and ready for peak season at the post office. Peak season always is a challenging time for EAS employees as weather and parcel volumes, plus competing and unreasonable demands, further complicate our jobs. But, as always, we weather the storms, deliver the mail and cut through the clutter to deliver for the American public.



**Chuck Mulidore**  
Secretary/Treasurer

That's what we do as EAS employees in the U.S. Postal Service—and the USPS could not do all this without you. While that is a worthy topic of discussion for any article, I wanted to share with you some important changes made at NAPS Headquarters that will not impact your job, necessarily, as an EAS employee, but the organization to which you belong: the National Association of Postal Supervisors.

First, I hope you have had an opportunity to view the new NAPS website at [naps.org](http://naps.org). The redesigned website is more functional, user-friendly and capable than our former website. Our goal is to drive traffic to our new website and make accessing information much easier. The website is mobile friendly, as well. This is key in today's world, where we all use our cell phones to access various types of news and information.

For NAPS advocates, the information flow is neater and more organized. For those wanting to find out how to join NAPS or information about NAPS, the information is easy to access, without having to go through multiple screens to find what you are looking for. This modern, cleaner and user-friendly website will be a great asset as you seek to better represent our members or sign up new members, which, by the way, you have done an outstanding job already—more than 27,050 members and growing.

Part of the diversity of the new website is the ability to register for the Legislative Training Seminar held annually in Washington, DC, each March. Also, you can register for the 2018 National Convention to be held at the Mohegan Sun Resort in

Connecticut in August. This will streamline the registration process for both events and further help us accomplish our mission to drive member traffic to our NAPS website, making it the key resource for news, information, legislative updates and advocacy efforts.

Please check out the website if you have not done so already and let me know your thoughts. Email me here at NAPS Headquarters or call; after all, the website is for you, our members, and we want you to find it useful and helpful.

One other major change at NAPS Headquarters is we changed banks. We terminated our previous banking relationship and have now signed on with Signature Federal Credit Union. This allows NAPS to save a significant amount of money in fees, plus gives us the ability to earn interest we were not capturing previously. Signature has partnered with us to help us grow your membership dollars, while saving NAPS members money in the process—a win-win for sure.

This new relationship will allow our organization to get financially stronger and keep us viable as the premier management organization representing you with Postal Headquarters. Not to mention Signature already partners with us by attending NAPS events, advertising every month in *The Postal Supervisor* and offering NAPS members an affinity credit card that not only rewards our members, but NAPS Headquarters, as well.

This is the type of vendor partnership NAPS should engage in—one that mutually benefits each partner. It just makes sense. This banking change will not affect our investment portfolio, as that is strong and currently well managed.

Okay, I hope I have not bored you! But I think it's important that NAPS Headquarters shares with you how we are spending and investing your hard-earned membership dollars. My pledge as the guardian of those funds is NAPS will always operate with one vision in mind: that this grand organization belongs to you and we must always keep you at the forefront of everything we do. Have a wonderful Thanksgiving and may God bless each of you throughout the holiday season.

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## **The Postal Supervisor 2017 Production Schedule**

Issue	Copy Deadline*	Mails
DEC	OCT 24	NOV 16
JAN 18	NOV 28	DEC 21

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

## Temporary TSP Rule Change for Hurricane Victims

The Thrift Savings Plan (TSP) has made a temporary change to the financial hardship withdrawal rules for participants affected by hurricanes Harvey and Irma. As of Sept. 1, 2017, for Hurricane Harvey and Sept. 13, 2017, for Hurricane Irma, the TSP will treat any “Financial Hardship In-Service Withdrawal Request” as a qualifying hardship and will waive the rule prohibiting employee contributions for six months after taking a hardship withdrawal provided one of the following is true:

1. Your primary residence or place of employment is located in a covered disaster area and has incurred a loss as a result of Hurricane Harvey or Irma.

or

2. Your hardship withdrawal will be used to assist an eligible family member who lives or works in a covered disaster area and who has incurred a loss as a result of Hurricane Harvey or Irma.

**In addition**, you must also meet all of the following requirements:

- You must be actively employed as a federal civilian or a member of the uniformed services.

- You must complete *Form TSP-76*, “Financial Hardship In-Service Withdrawal Request.”

- You must write “Hurricane Harvey” or “Hurricane Irma” at the top of page 1 above the name of the form.

- You must check the “Personal Casualty Loss” box on page 2, Item 18 of your request form, as the reason for requesting financial hardship.

- Your request must be received

in our office by Jan. 24, 2018, and, in compliance with IRS guidelines, your distribution must occur before Jan. 31, 2018. Any “Financial Hardship In-Service Withdrawal Request forms received after Jan. 24, 2018, will be processed as a standard hardship withdrawal and your TSP contributions will automatically stop for six months.

**If you want to stop your TSP contributions**, complete *Form TSP-1*, “Election Form” (*Form TSP-U-1* for uniformed services) or use your agency or service’s automated system.

This rule change is not retroactive and all other *Form TSP-76* rules apply. Participants may only receive one hardship withdrawal under this change. If you have questions about this change, call the toll-free Thrift-Line at (877) 968-3778. Outside the U.S. and Canada, please call (404) 233-4400 (not toll-free).

## What to Do if You Disagree with FEMA’s Decision Letter

Federal Emergency Management Agency (FEMA) applicants who have been found ineligible for assistance can request FEMA to revisit their cases. Applicants must read their letters carefully; it should explain any problems that could be corrected.

If a mistake has been made, the applicant should let FEMA know right away by calling the FEMA Hotline—(800) 621-3362; TTY: (800) 462-7585—or visiting a Disaster Recovery Center.

Everyone has the right to appeal. Appeals may relate to eligibility, the amount or type of help provided, a late application, a request to return money or continuing help. The appeal must be sent to and postmarked within 60 days after you receive your letter.

Explain in writing why you think the decision about the amount or type of assistance is not correct. When submitting the letter, the applicant needs to include their full name, date and place of birth and current address. Sign the letter; it must be notarized and accompany a copy of a state-issued identification card. If you cannot do that, write: “I hereby declare under the penalty of perjury that the foregoing is true and correct.”

Date the appeal letter and include the FEMA application number and the disaster number (DR-4332) and mail to: FEMA National Processing Center, PO Box 10055, Hyattsville, MD 20782-7055; fax: (800) 827-8112, attn: FEMA.

John Russell, Boston Branch 43, found this plate in a local flea market. On the back, the plate reads, “Issued in tribute to the Postmaster General of the United States, Honorable Jesse M. Donaldson.” Donaldson, appointed by President Harry S Truman, was the 53rd PMG, serving 1947 to 1953. He was the first PMG to have started his career as a letter carrier.





Rochester, Ann Konish, Branch 11 held its annual golf outing/clam bake. During the branch meeting, a raffle for SPAC was held. From left: Donna Kennell, National Secretary/Treasurer Chuck Mulidore, Tina Boyd Bauer, Executive Vice President Ivan D. Butts, Branch 11 President Scott Englerth, Ivonne Warden, New York Area Vice President Jimmy Warden and Ann Konish.

Minneapolis Branch 16 hosted its annual Retiree Steak Fry Dinner and golf outing on Sept. 8. More than 20 retirees, as well as many active NAPS members, attended this very special event. The Minneapolis Postmaster and Northland District senior plant manager provided congratulatory remarks and a USPS update.

NAPS National President Brian Wagner, Central Region Vice President Craig Johnson and North Central Area Vice President Dan Mooney also congratulated the retirees. The NAPS officers gave remarks and provided an update on current legislation, NAPS training and upcoming pay talks. They encouraged the active and retired members to stay involved in NAPS.



Northeast Region Vice President Tommy Roma (left) swore in Branch 459 President John Vincenzi and newly elected board members at a meeting Sept. 20.



Detroit Branch 23 members met with Past President Louis Atkins and Central Gulf Area Vice President Cornel Rowel while they were in Detroit. From left: Branch 23 President Ken Bunch, Legislative Delegate Delores Hunter, Atkins, Junebug Wardell and Rowel.

NAPS and NARFE members met with Rep. Jerry McNeerney (D-CA). From left: Mel Tigen, McNeerney, Gaylin Ziegler and Bob Martin. Martin is a NAPS East Bay Branch 127 (Oakland) rep, a California Postal Legislation Coalition member and rep for NARFE.



Members of Long Island Branch 202 attended a fundraiser for Rep. Kathleen Rice (D-NY). From left: Anne Pedro, Diana DeDomenico, Vinny Violante, Branch 202 President Tom Barone, Rice, Dee Perez, Frank Baselice, Robert Moux and Stu Berg.

Jackson, MS, Branch 199 officers Linda Turner and Mildred Hill worked the NAPS table at the Jackson Career Awareness Conference in September.



NAPS members from Sacramento, CA, Branch 77 and Central Valley (Stockton) Branch 197 enjoyed one-on-one face time with Rep. Ami Bera (D-CA), discussing postal and federal concerns and general political issues. From left: Marco and Benerisa Perez, Jackie Rominger, Bera, Brenda Hampton, Anna Sykes, Karyn Rahming and Marsha Danzy.

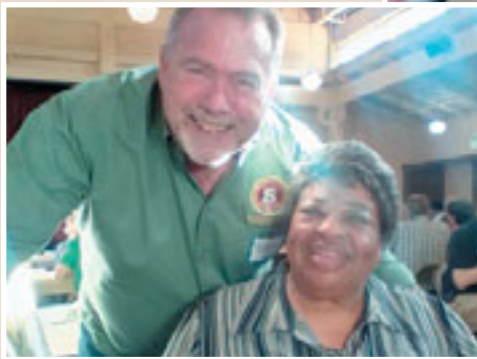


NAPS purchased a table for 10 for Rep. Mike Thompson's (D-CA) fundraiser, a barbeque dinner in Crockett, CA. Joined by NARFE Vallejo President Robin Leong, NAPS members thanked Thompson for his continued support of postal and federal benefit issues.

Bob Martin and former Western Region Vice President Dorotha Bradley



NAPS members enjoyed the barbeque dinner.



From left: NAPS East Bay Branch 127 members Bob Martin, Frances Barfield, Rep. Mike Thompson and Vontina Swygert.



Ann Mitchell, secretary for Fort Worth Branch 124, attended a seniors' seminar given by Rep. Marc Veasey (D-TX). With help from Executive Vice President Ivan D. Butts, SPAC Manager Katie Maddocks and Texas Area Vice President, Jaime Elizondo, Mitchell introduced herself:

"As a senior, I felt the information offered here today would be helpful. I am a Postal Service retiree, but I'm not exempt from potential mail scams. And although I'm not a constituent of Rep. Veasey, I am the local NAPS branch secretary. As a NAPS member, I am a regular, voluntary contributor to the Supervisors' Political Action Committee (SPAC), which has supported Rep. Veasey.

"However, the support is not unbalanced. Rep. Veasey consistently supports issues regarding the Postal Service. For instance, I recently learned he has signed onto House resolutions supporting service standards, door delivery and six-day delivery. Thank you, congressman, for your support!"

Veasey took a photo with Mitchell, who said she was going to send the photo to NAPS Headquarters. Veasey's staffer gave Mitchell his card and told her to contact the office any time with concerns, despite her not being a constituent.



From left: North Houston Branch 589 President A.J. Washington, Houston Branch 122 President Pamela Davis and Past President Charleen Jones worked the NAPS table at the Houston District Career Awareness Conference in July.



Texas Area Vice President Jaime Elizondo conducted a class at the conference.

Westchester, NY, Branch 336 held its September meeting on the *Klondike*, a cruise boat that travels the Long Island Sound and East River in New York City. Some local branches joined Branch 336 for a meet-and-greet branch meeting on the pier before the cruise. Everyone enjoyed the dinner cruise and the lights of the city's skyline.

**Executive Vice President Ivan D. Butts and Branch 336 President Linda Morgan-Glover spoke at the meeting on the pier before the cruise.**

**Front row, from left: Branch 100 President Tom Hughes, Branch 336 Treasurer Rita Cody, Branch 336 President Linda Morgan-Glover, Tu Tu (Branch 100) and Dennis Gawron (Branch 935).**

**Back row: Branch 336 Vice President Larry Berry, Butch Maynard (Branch 51), New York Area Vice President Jimmy Warden, Drew Martin (Branch 100), Mike Connors (Branch 51) and Executive Vice President Ivan D. Butts.**



Freedom Tower

Statue of Liberty



Empire State Building



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## Western Region Training Seminar Offers Valuable Training and Information

By Marilyn Walton

Western Region Vice President

**D**eonna Flaherty, president of host Denver Branch 65, called the 2017 Western Region Bi-Annual Training Seminar to order at the Sheraton Denver Downtown Hotel. During the opening ceremony, we welcomed Greg Graves, USPS vice president, Western Area Operations, and Larry Munoz, vice president, Pacific Area Operations. They were impressed at the turnout of more than 170 Western Region NAPS members; 12 out of 13 Western Region states were represented.

The area vice presidents thanked NAPS and Auxiliary members for their commitment to the Postal Ser-

vice and to a partnership with NAPS. NAPS President Brian Wagner offered greetings and participated throughout the event.

We were pleased the three NAPS resident officers traveled to Denver to join us and participate in training and information-sharing. Our National Auxiliary partners—President Patricia Jackson-Kelley, Treasurer Bonita Atkins and Western Region Vice President Lee Leopold—held

their meetings in conjunction with NAPS and supported our efforts with two outstanding SPAC fundraisers.

The theme of this year's training was engagement. Through our speakers and presenters, we provided information, tools, techniques and presentations that would help members be more engaged in

the workplace.

USPS Headquarters and the Western Area sent presenters to support our theme. We were honored to welcome Loretta Tolliver, manager, USPS Headquarters Employee Engagement Program, and Joseph Bruce, manager, USPS Headquarters Human Resources. Representing the USPS Office of Inspector General were Kimberly Ray and Jewell Taylor, special agents/attorneys.

The Western Area sent Brian

USPS Pacific Area Vice President (A) Larry Munoz



Retired U.S. Army members served as the Honor Guard. From left: Vontina Swygert, first sergeant; Patricia Jackson-Kelley, lieutenant colonel; and Mary Mitchell, private, first class.



NAPS national officers held a question-and-answer session with members.



With President Brian Wagner (left), Hawaii members Wendy Iyoki, Kanani Alos and Chuck Lum.

Odem, attorney, Law Department, and Jomo Thomas, EAP coordinator. Their messages were geared toward engaging in the workplace and not letting relationships get in the way of achieving the mission of providing service to the customers.

NAPS Executive Vice President Ivan D. Butts provided training on the SPAC process and awarded SPAC pins to Western Region members



USPS Western Area Vice President Greg Graves

who reached a specific level of giving. He also provided legislative update training. Wagner and Secretary/Treasurer Chuck Mulidore teamed for a presentation on officers' duties. Mulidore also recognized branches that achieved significant numbers of new members and shared that, nationally, NAPS membership had increased by 1,400 members.

Past President Louis Atkins attended; he always is a good sport. Atkins, Wagner and Mulidore joined the California Players in demonstrating the wrong, then the right way, to conduct a consultative meeting. Special thanks to Marilyn Jones, Yolanda Grayson, Marsha Danzy, California State Branch 39 and California State and Shawn Buffet, Branch 376,

Clockwise, from right: Western Region Vice President Marilyn Walton, California State Legislative consultant Marsha Danzy and Los Angeles Branch 39 President Marilyn Jasper-Jones.



Los Angeles Branch 39 President Marilyn Jasper-Jones and NAPS President Brian Wagner

for participating.

I hosted the first-ever, pre-seminar representative training. Tom Muther, a local attorney and NAPS advocate in the Colorado District, pre-

sented, "Your NAPS appeal needs this." We welcomed longtime NAPS friend Patty Hansen, currently a Western Area Engagement ambassador. NAPS former Rocky Mountain Area Vice President John Aceves was indispensable in helping with all the production equipment, as well as doing a presentation on "Communicating through Engagement."

We also had a great presentation on "Generations: Exploring Our Bias" by Chuck Roberts, a NAPS member and Ph.D. candidate. The goal was to help us understand the different generations in the workplace. Currently, there are five generations working in the Postal Service, mostly baby boomers and millennials.

Along with the extensive training, some outstanding sponsors provided information on Medicare Part B, financial planning, Thrift Savings Plan management, long-term health care and government benefits and retirement planning. The presenters

Los Angeles Branch 39 delegation, from left: Sam Booth, Robin Walker, Detris Jackson, Patricia Jackson-Kelley, Damon Leopold, Lee Leopold, Marilyn Jasper-Jones, Velma McClinton and Yolanda Grayson.





Helping with the Auxiliary and NAPS fundraiser were, from left, Sally Simpao, Patricia Jackson-Kelley, Toya Cato-Hodges, Lee Leopold and Ed Simpao.



Montana delegation, from left: Dora Felicioni, Paul Griley, Brandi Lien and Kally Permann.



Sacramento Branch 77 delegation, from left: Ralph Petty, Marilyn Walton, Jackie Rominger and Freddie Jordan.

and sponsors provided a wealth of information and handouts so attendees could review important information once they returned home.

Marsha Danzy, California State legislative consultant, coordinated a SPAC fundraiser. She sent out a “call to action” requesting gift cards and gifts, then provided envelopes to

document cash, check and credit card donations. The NAPS and Auxiliary SPAC fundraisers were very successful. Thanks to all the branches for their donations and participa-

tion. We also want to thank Denver Branch 65 and the many volunteers who helped make our bi-annual training seminar a success.

NAPS Pacific Area Vice President Hayes Cherry, Northwest Area Vice President Cindy McCracken, Rocky Mountain Area Vice President Myrna Pashinski and I worked very hard to ensure our members received the most current information to help them confront negative situations, intimidation, harassment and other challenges in the workplace, as well as gain valuable knowledge to take back to their members.

[marilynwalton@comcast.net](mailto:marilynwalton@comcast.net)

## Employee Engagement—What Does It Mean?

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

**T**he Postal Service recently sent out Quarter 4 Postal Pulse surveys. The surveys are an opportunity for each of us to voice our opinions regarding the current direction and climate of the Postal Service. I feel very strongly about completing the survey; I hope each of you feels the same. This is your opportunity to tell the agency how you feel

In this article, I want to focus on three of the questions: 1. Do you know what is expected of you at work? 2. Do you have the materials and equipment to do your work right? 3. At work, do your opinions seem to count?



Do you know what is expected of you at work? This is a very challenging question for EAS employees. We chase after so many targets, it becomes very difficult to always know what is expected of us at

work. A recent survey of 1,800 global executives (Strategy & Coherence Profiler) regarding this issue revealed a wide range of related management ailments, including:

- Most executives (64 percent) report they have too many conflicting priorities.
- The majority of executives (56 percent) say that allocating resources in a way that really supports the strategy is a significant challenge, especially as companies chase a wide set of growth initiatives.

• 81 percent admit their growth initiatives lead to waste, at least some of the time.

• Nearly half (47 percent) say their company’s way of creating value is not well understood by employees or customers.

So, if these are the thoughts of leading executives across the world, how can EAS employees be expected to know what is expected of them when the goals are ever-changing? At our core, we are a company that collects, processes and delivers mail service to the American public. I believe our focus should be on the core principles that have resulted in the Postal Service providing excellent service to the American public for the past 240 years! Chasing after too many targets only leads to confusion and chaos.

**Do you have the materials and**

# NAPS Training Calendar

## 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

## Eastern Region Cabinet Meeting

Jan. 11-14, 2018

**Conducted by:** Eastern Region VP Richard L. Green Jr., Mideast Area VP Hans Aglidian, Capitol-Atlantic Area VP Troy Griffin and Pioneer Area VP Tim Needham.

**Location:** Renaissance Cleveland Hotel, 24 Public Square, Cleveland, OH 44113; (216) 696-5600

**Hotel Rate:** \$109 plus tax

**Registration Fee:** \$225

**Training Topics:** Advocacy, DDF representation, Medicare integration, legislative update and managing the finances of your local branch

**Presenters:** Glen Smith, Doug Tulino, Ivan Butts and Chuck Mulidore

equipment to do your work right? Personally, I believe this question leaves a bit to be desired. Most front-line supervisors would frame it this way: “Do you have the staffing, materials and equipment to do your work right?”

Every supervisor makes a tremendous effort to do more with less. However, it is difficult to do more when, each day, you are expected to do “more without enough to even be successful.” Supervisors only are asking for the opportunity to be successful each day and get support from senior leadership. They want to feel they are part of the leadership team—from the Postmaster General to the front-line supervisor.

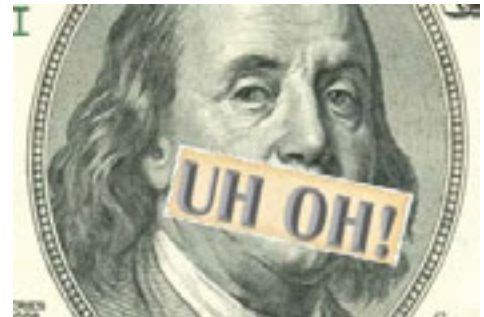
**At work, does your opinion seem to count?** EAS employees with

whom I have spoken across the region seem to believe their opinions don’t count. I have heard this from the front-line supervisor: “Why say anything? They don’t listen to any-

thing I have to say.”

We seem to have become a company that stifles the thoughts and opinions of the people who make things happen in the field. This is in

## The Second Mistake You May Be Making With Your TSP Account—and What to Do About It



The idea of retiring can be exciting; however, retirement planning can be a bit intimidating. Even the best-laid plans can fall by the wayside. Even the most committed retirement savers can make a few mistakes if they don’t have the right information.

The following mistake can cost you, but easily can be avoided with a bit of forethought:

- 2. You don’t get the match.** If you are a FERS participant and you are not contributing your own money to your TSP account, you are missing out on free matching money from your agency. Missing that matching money could be the difference between a comfortable retirement and a difficult one. You receive matching contributions on the first 5 percent of pay you contribute each pay period.

**Solution:** Increase your contributions to 5 percent to keep from losing what could amount to thousands, even tens of thousands, of agency matching dollars over time. To do this, log into your agency’s electronic payroll system—LiteBlue—and increase your contributions amount.

Planning and saving for retirement can seem complicated for some people. Whether retirement is a few decades away or just around the corner, the goal is to make steady progress in the right direction as you prepare for life after work. Avoiding this costly mistake could help you better navigate your way to the retirement you desire.

our plant and Customer Service operations. As front-line supervisors who want to feel we are a part of the team, we must listen to everyone's

thoughts on how to improve the performance of the operations they have been entrusted to run.

As I said, the Postal Pulse survey

is your opportunity to voice your opinion. Take the time to respond and make your opinion count!

[rgreen151929@aol.com](mailto:rgreen151929@aol.com)

## Simply Awesome!

By **Tim Ford**

*Southern Region Vice President*

**A**s I write this, Hurricane Maria just swept through Puerto Rico, leaving the entire Caribbean destroyed. I am overwhelmed with the intensity and ferocity of the natural disasters that recently have challenged our country, our homes and our jobs. Mother Nature has shown her awesome power. Mother Nature has shown her awesome power, striking us with every conceivable natural disaster: floods, tornadoes, fires, earthquakes, landslides and, of course, hurricanes.

Many of our members in the South have been affected directly by these storms and face a monumental task rebuilding their homes and caring for their families while trying to maintain their position at work. During the recent storms that affected Texas, Louisiana, Mississippi, Alabama, Georgia and Florida, as well as the Caribbean, the Postal Service clearly showed compassion and discretion by closing offices that were in harm's way early enough for employees to secure their families and property.

During these storms, the USPS regularly updated NAPS on conditions and closures in the field so we could respond to questions from our members. I personally received updates and phone calls from the Southern Area daily. Thank you to Southern Area Vice President Shaun Mossman and

his team for their leadership during these disasters. The preventive planning certainly reduced some stress for the employees.

Losing a house to Hurricane Andrew back in 1992 made me acutely

aware of the struggles facing those of you trying to recover. While the disaster is scary, recovery is the tough part. My heart goes out to each of you and I urge you to stay strong and know there is help available. Fueled by these

unprecedented events, NAPS proudly has made donations to PERF—the Postal Employees Relief Fund. These funds are available to all postal employees, including EAS employees. If you are in need of help, please request help from PERF.

Just as we have seen the power of Mother Nature, we have witnessed the awesome power of human nature responding to these disasters. Time and time again, we see people helping each other, giving and sharing, donating and working—all for others. Families bond together, neighbors help each other and complete strangers reach out to those in need of assistance. And that is awesome. The compassion for others can be just as powerful as Mother Nature. The strength we show when faced with these challenges bonds us in ways that will be remembered for years to come.

Yet, somehow in spite of all these disasters and roadblocks, you are processing and delivering mail to our customers, providing them with criti-

cal communications, assisting in locating missing people and getting your job done. You are demonstrating again and again why the USPS is the most trusted and respected government agency.

I find that simply awesome.

[seareavp@aol.com](mailto:seareavp@aol.com)

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### The Pay Talks Process

*Continued from page 3*

As you can see, this process does not entail negotiations, but consultation. For the record, the USPS is not obligated by law to accept any of NAPS' or a fact-finding panel's recommendations. As long as the USPS has met the statutory requirement of providing NAPS and the panel with fair and full consideration of our views, the USPS has met its obligation under the law.

As USPS Headquarters leadership continues to message that NAPS is part of the USPS Leadership Team, it will require a team effort by both parties working together to seek the best possible EAS pay agreement. I am optimistic that once NAPS and the USPS reach a fair, equitable and reasonable EAS pay agreement, we can continue moving forward in a positive manner to address EAS workplace environment issues. I am confident that this will result in the USPS becoming more successful each and every day, long into the future. Not to mention, it should result in EAS employees sharing in that success not just personally, but financially, as well, long into the future.

Best wishes to you and your family for a Happy Thanksgiving.

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





A photograph of a house with a satellite dish on the roof, partially submerged in floodwater. The house is surrounded by trees and a large willow tree on the right. The water is murky and reaches up to the windows and the base of the house.

# Not Your Back Yard?

It Still Could Be Another  
Postal Employee's  
Back Yard!

**P**lease make a donation to the Postal Employees' Relief Fund (PERF) during the Combined Federal Campaign's open solicitation period, Oct. 2-Jan. 12. And help fellow postal employees—active or retired—whose homes were destroyed or left uninhabitable by natural disasters.

Designate **CFC#10268** on the Combined Federal Campaign's contribution form to make a *tax-deductible* contribution to PERF. You also may send a check directly to PERF, PO Box 7630, Woodbridge, VA 22195-7630. Do your part to support postal employees throughout the country.

*For more information, go to [www.postalrelief.com](http://www.postalrelief.com).*

**Bruce Moyer**

*NAPS Legislative Counsel*



Despite the initial appeal of the President's proposed middle-class tax cuts, federal and postal employees could end up paying in part for those tax cuts through reductions in their retirement bene-

NAPS and other federal and postal employee and retiree organizations immediately opposed the Trump budget and enlisted the help of our collective members to call and write their lawmakers in Washington to oppose the proposals. Our efforts succeeded in reducing the size of the federal workforce cuts

## Postal Reform Update

The focus on tax reform in the House also has had collateral fallout in other ways affecting postal interests. Despite House oversight committee approval of postal reform legislation (H.R. 756) earlier this spring, two additional House panels responsible for the measure have been slow to give their approval.

Before the postal reform bill can proceed to the House floor, the House Ways and Means and Energy and Commerce committees must mark up and approve the Medicare integration provisions in the bill. Both committees have jurisdiction over Medicare, but have not held hearings on H.R. 756 or scheduled action to consider the impact of Medicare integration. Their delay is largely due to the overwhelming attention devoted by committee leaders and staff to tax reform, essentially sidelining the postal bill.

Some Hill sources have indicated that, until a tax reform package clears the House, the Ways and Means Committee may not act on H.R. 756. Let's hope that's not true. Congress should be able to multi-task on urgent legislative matters.

[bruce@moyergroup.net](mailto:bruce@moyergroup.net)

## Will Tax Cuts Be Funded With Your Retirement Benefits?

fits under proposals being considered by Congress. NAPS and other federal employee groups have vigorously opposed budget proposals to reduce federal employee benefits and have enjoyed some success in whittling down the size of the potential cuts. But more advocacy remains.

The financing of the tax-cut package—in terms of how much is paid for through the elimination of tax loopholes, reductions in federal spending and how much goes unpaid and is added to the deficit—will be determined through the tax reform legislation and the FY 2018 budget under a congressional approval process called “budget reconciliation.” Under the reconciliation process, only 51 Senate votes are required, instead of the normal 60.

Earlier this year, the Trump Administration, in its FY 2018 budget proposal to Congress, proposed a huge, unprecedented hit to federal employee and retiree benefits—approximately \$160 billion in cuts over 10 years. The Trump budget proposed a suspension in COLAs, changes in the high-three formula to high-five, substantial increases in employee retirement contributions and other disastrous changes.

from the Trump budget's \$160 billion down to \$32 billion, the number included in the budget resolution approved by the House Budget Committee in July. The committee's resolution calls for a total of \$203 billion in mandatory savings during the next decade.

Over in the Senate, the Budget Committee's FY 2018 budget resolution, which paves the way for its tax reform bill, refrains from paying for the tax cuts through any reductions in mandatory spending and proposes no cuts in federal employee benefits. With differences looming between the two versions of the budget resolution, House and Senate leaders will need to sit down later this fall to hammer out the differences in cuts to mandatory spending, including civil service benefits.

Until the final details are agreed on, civil servants and retirees will remain in the crosshairs of potential budget cuts that could prove costly to pocketbooks. NAPS Headquarters will continue to closely monitor developments on Capitol Hill and keep members informed of important developments. Thank you to everyone for your continued support of our advocacy efforts.

## 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.

# 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



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

Bruffett, Shawn	AZ	Branch 376
Salmon, James	AZ	Branch 246
Boisvert, Michael	CA	Branch 159
Meana, Frances	CA	Branch 159
Phillips, Daniel	CA	Branch 373
Franz, Kenneth	FL	Branch 146
Gilbert, Belinda	FL	Branch 425
Johnson, Conrad	FL	Branch 81
Mullins, Kym	FL	Branch 81
Quinlan, Robert	FL	Branch 577
Rodriguez, William	FL	Branch 146
Sebastian, Gerald	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Wagner, Brian	IL	Branch 255
Winters, Michael	IL	Branch 255
Foley, Paul	MA	Branch 120

**Did you know** that SPAC data for you and your branch is just a phone call or email away? Do you ever wonder how close you are to the next donor level and pin? If you are having a NAPS meeting and would like to recognize individuals who are contributing to SPAC or find out how your branch or state compares with others, please contact SPAC Manager Katie Madocks at NAPS Headquarters: naps.km@naps.org or (703) 836-9660.

Randall, C. Michele	MD	Branch 531
Trayer, Kevin	MI	Branch 142
Johnson, Craig	MO	Branch 36
Geter, John	NC	Branch 183
Amash, Joseph	NY	Branch 83
Gawron, Dennis	NY	Branch 27
Konish, Ann	NY	Branch 11

## 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.*

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
Green Jr., Richard	VA	Branch 98
McCracken, Cindy	WA	Branch 61
Reedy, James	WA	Branch 61

## September Contributors

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

Bruffett, Shawn	AZ	Branch 376
Trayer, Kevin	MI	Branch 142
Johnson, Craig	MO	Branch 36
Reedy, James	WA	Branch 61

### VP Elite (\$750)

Evans, Bridget	CA	Branch 159
Patterson, Charles	CA	Branch 497
Hommerson Jr., David	MI	Branch 130
Croswell, Darnel	SC	Branch 225

### Secretary/Treasurer's Roundtable (\$500)

Amergian, Raymond	ME	Branch 96
Van Norman, Gerald	MI	Branch 130
Bollinger, Kathreen	MO	Branch 36
Mitchell, Annie	TX	Branch 124

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

Sims, Reginald	GA	Branch 82
Weindl, Camille	HI	Branch 214
Levernier, Catherine	IL	Branch 270
Rosario Jr., Arnold	ME	Branch 96
Mooney, Dan	MN	Branch 16
Vasquez Elms, Valerie	MN	Branch 16
Halm, Frank	RI	Branch 105
Hill, Earnest	TX	Branch 122
Cox, Lloyd	VA	Branch 526

### Supporter (\$100)

Schirching, Christy	NY	Branch 27
Keen, Kevin	PA	Branch 35



# SPAC Scoreboard

Statistics reflect monies collected from Jan. 1 to Sept. 30, 2017

### National Aggregate:

\$198,142.83

### National Per Capita:

\$7.64

### Region Aggregate:

1. Southern	\$61,784.64
2. Western	\$40,867.18
3. Eastern	\$33,006.99
4. Central	\$32,721.00
5. Northeast	\$29,738.02

### Region Per Capita:

1. Southern	\$10.75
2. Western	\$7.55
3. Central	\$7.44
4. Eastern	\$6.16
5. Northeast	\$5.94

### Area Aggregate:

1. Southeast	\$38,495.00
2. Pacific	\$21,926.00
3. Capitol-Atlantic	\$17,392.45
4. New York	\$14,546.52
5. Mideast	\$13,012.49
6. Texas	\$12,656.24
7. New England	\$11,014.50
8. Michiana	\$10,055.00
9. Rocky Mountain	\$9,564.99
10. Illini	\$9,512.00
11. Northwest	\$9,376.19
12. MINK	\$6,926.5
13. Pioneer	\$6,779.05
14. North Central	\$6,227.50
15. Central Gulf	\$5,774.60
16. Cotton Belt	\$4,858.80

### Area Per Capita:

1. Southeast	\$16.62
2. Michiana	\$9.49
3. Northwest	\$9.09
4. Pacific	\$7.64
5. Central Gulf	\$7.50
6. Illini	\$7.45
7. Texas	\$7.18
8. North Central	\$7.04
9. Capitol-Atlantic	\$6.69
10. New England	\$6.49
11. Rocky Mountain	\$6.33
12. New York	\$5.96
13. MINK	\$5.88
14. Mideast	\$5.80
15. Cotton Belt	\$5.42
16. Pioneer	\$4.91

### State Aggregate:

1. Florida	\$34,950.00
2. California	\$20,096.00
3. New York	\$14,141.52
4. Texas	\$12,656.24
5. Illinois	\$9,512.00

### State Per Capita:

1. Maine	\$21.09
2. Florida	\$20.51
3. North Dakota	\$19.53
4. Washington	\$14.46
5. Hawaii	\$12.04

## Drive for Five

### Members by Region:

1. Central	78
2. Southern	72
3. Western	70
4. Eastern	56
5. Northeast	48

### Aggregate by Region:

1. Western	\$23,136.00
2. Southern	\$20,852.50
3. Central	\$20,471.50
4. Eastern	\$15,839.00
5. Northeast	\$11,439.50

# OPM Contributions to SPAC (for Retired Postal Supervisors)

**B**elow 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](http://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.



# Creating and Preparing the Gift That Keeps on Giving

By Dr. Susan K. Warren

The most productive workers do not have the best of everything; they just make the best of everything they have. Ingenuity happens when an employee is resourceful and cares enough about the workplace to discover a better way or, sometimes, the best way to get the job done. When we are lucky to have a team or even one person who has that commitment to the job, it is a gift to our workplace environment. Considering that Christmas is just around the corner, it is time for you to be given that blessing.



One way to do that is to demonstrate model behavior you want the workforce to adopt. Author Dr. Stephen Covey used to say, "Be a light, not a judge." Instead of continually reflecting on what has gone wrong in the operation, celebrate what is being done correctly and make the better way the best. Guess what? You will be the same gift to your manager/boss as the gift you are receiving from your subordinates.

Another way to create trust and enthusiasm concerning the job is to ask for input from your employees. When you get their ideas, please take action and do something with them. Truly listen, ask questions, display interest and let employees know you value the time they gave to thinking about improvement.

What if an employee suggests something that is not such an excep-

tional idea or has been tried before without success? Give them an opportunity to attempt using their ideas for a short time during the operation. Have them demonstrate to other workers and seek others' input, as well. The key to obtaining more feedback is to value the feedback and the persons who gave it to you.

If you enlist others in the project, cultivate that team. It reminds me a bit of brainstorming; there are no bad answers. Yes, some people may think outside the box or maybe they did not even know there was a box, but your encouragement to look for a better way will incentivize the group to use teamwork on the road to perfection. When you begin, you should notice more discretionary effort, positive attitude and a passion for the work given the newfound

ownership component you have introduced into the workplace.

President John Kennedy said, "Every accomplishment starts with a decision to try." Remember, you are the gift and the light for your employees and management when you display attributes such as flexibility, approachability, caring, transparency, being willing to make the tough decisions and being firm, but fair, with integrity. You are a true role model. You are a gift to the Postal Service and the light showing others the path to success.

Because this is the November issue, I would be remiss if I did not say happy Thanksgiving to everyone. I wish you happiness and success. I know I am personally even more thankful for the job that you do since my retirement. You truly are a blessing to your customers and the nation.

susan.k.warren@comcast.net

## Thrift Savings Plan

Fund	G	F	C	S	I
September 2017	0.17%	(0.48%)	2.06%	4.26%	2.52%
Past 12 Months*	2.23%	0.34%	18.62%	19.15%	19.49%

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
September 2017	0.60%	1.02%	1.60%	1.87%	2.14%
Past 12 Months*	5.32%	8.62%	12.40%	14.27%	16.05%

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](http://www.tsp.gov)

# Living Your Best With a Chronic Condition

Submitted by the USPS Employee Assistance Program

A photograph of a man with dark hair and a beard, wearing a blue shirt, hugging two women. One woman has short brown hair and is wearing a pink top, while the other has long grey hair and is wearing a light blue top. They are all smiling and appear to be outdoors in a bright, sunny setting.

**W**hen you or someone you know is diagnosed with a chronic illness, you may experience a variety of emotions, including fear, anger and depression. Everyone reacts differently, but it's important to recognize that support is available; it is just a matter of finding the right resources.

This article outlines strategies that may help you cope with the challenges and changes—whether it is you, a family member or an employee who is living with the chronic condition. Chronic conditions include



illnesses such as heart disease, diabetes, cancer, chronic pain, Parkinson's disease and multiple sclerosis.

**Educate yourself.** Fear of the unknown is one of the most difficult aspects of facing a chronic illness. The first step is to find out what is happening as you learn to cope. The more you learn about the illness, the more your fears will be reduced and you will be better prepared to make decisions.

Confer with your doctor about the illness, treatment options, working, daily activities and emotional concerns. You can get valuable information from non-profit organizations, public libraries, health care-related websites and caregivers.

**Be honest and open about your feelings.** Acknowledging and talking about your feelings is important. Talking about the illness can reduce stress, help everyone feel more at ease and open the door for people to show their concern and offer support.

**Develop a support network.** Whether it is you or a family member, an important part of living with a serious illness is recognizing limitations. Establishing a support network is a great way to help alleviate some of the additional pressures that accompany a chronic illness.

A personal network of friends, colleagues and peers can help you maintain your emotional well-being. Often it is a matter of asking others to help. Take advantage of community services and resources; there may be family service agencies that can offer some information, as well as other volunteer programs.

**Address children's needs.** Surprisingly, children are aware of their surroundings and often can sense when something is wrong, even at a very young age. If you're not sure what to tell a child about an illness, be truthful. Not knowing what is going on can create anxiety.

## Chronic Medical Illness and Stress

**S**tress is a common, natural response when you have a chronic medical illness. Being diagnosed with a chronic medical illness can be stressful for you and your family.

Additional reasons stress may coexist with a chronic medical illness include:

- a physical change; for example, changes in the brain caused by a medical illness.
- side effects from medication taken to treat the medical illness.

The stress of dealing with the news of your medical illness usually subsides after you allow yourself some time to accept your medical condition. If you are experiencing a lot of stress that lasts a long time after your diagnosis, consider working with a health professional to help you deal with the feelings of anger, grief, sadness or frustration associated with your medical condition.

Tell your doctor about all the prescription and non-prescription medications you are taking. While popular stress-fighting remedies, such as herbal supplements, may seem harmless, they may not mix well with the treatment you are receiving for your medical illness.

Dealing with your stress can help you better manage your chronic medical illness. If stress is negatively impacting your well-being and quality of life, ask your doctor for a complete evaluation to find out the cause of your stress.

If stress related to a chronic medical illness doesn't go away, you might need to think about the following:

- Talking to your doctor about changing or adding to your medication
- Joining support groups
- Attending counseling
- Changing your lifestyle

### What Can You Do to Help an Employee?

A co-worker's serious illness can be traumatic for all employees. The illness impacts not only the person who is sick, but their co-workers, as well. The person who is ill needs compassion and attention. Questions may arise: Do they need someone with whom to talk? Is work becoming difficult for them to handle?

Additionally, co-workers of the sick person may benefit with processing their own feelings. It is common to feel uncomfortable and even vulnerable when someone you know is living with a chronic condition.

Coming to terms with the reality of an employee's chronic condition can be challenging. As a supervisor,

you know the work must be done, but you want to support your employee and protect their privacy. It may be a delicate balance.

Following are some simple things you can do to help your employees cope with their chronic condition:

- Be there. Sharing your time and presence is a wonderful way to show your support and demonstrate that you care. But respect the employee's need to be alone or to rest. They may not always feel up to talking.
- Offer specific assistance. Ask, "Is there something I can do for you right now?"
- Let the employee know you

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# NAPS Representatives Will Fight for You

By **Tony Dallojacono**

I am sure all NAPS representatives have noticed that fellow EAS employees are receiving more discipline for infractions that could be avoided. First, there are a lot of newly promoted supervisors getting into trouble. Second, other supervisors are getting into trouble because they are being intimidated by higher-level managers. Finally, sometimes supervisors just do stupid things that could be avoided.

The old Associate Supervisor Program put future supervisors in offices as extras to learn and be mentored over a 16-week period. They would go to classes a couple days during the week and spend the rest of their time in an office. They would sit down with their coaches, have report cards filled out and be graded. They took tests and, if they did not pass, they could not become supervisors.

The New Supervisor Program has them training on computers for two weeks and taking courses in their offices over the computer when, in reality, there is no extra time for this when you are supervising employees.

The newly promoted supervisors are awarded positions for which they really do not get the best training. They are put into offices that have major issues; no one wants these jobs, so the new supervisors are assigned without any help or guidance. The *ELM 651.3* states account-



able managers/supervisors are responsible for the direct day-to-day performance management of subordinates. The accountable manager/supervisor monitors subordinates' performance and provides appropriate resources, coaching and feedback to subordinates.

Do we really have managers who coach or mentor new supervisors? I have seen this problem more and more. The reasons may be because they don't care, they don't have the time or they, themselves, need more mentoring. Supervisors who feel intimidated by higher-level managers should be going to meetings and expressing themselves to their fellow members so it can be brought up and addressed at district, area or Headquarters meetings. How can we, as representatives, help if we are not aware?

No one likes to be bullied and told to do something that is not right. We can defend you for doing what's right, but it's difficult to defend someone when they do the wrong thing for fear of retaliation. If you are told to do something unethical, ask your superior to give it to you in writing. We all know that will never happen. If they will not put it

## Annual Leave Exchange Program

Did you know the Postal Service offers an Annual Leave Exchange Program (ALEP)? It's available through the LiteBlue website. The website offers a lot of information that can help you manage your employment, including a solid plan for retirement.

The ALEP offers eligible career employees the option to receive a lump-sum payment in exchange for annual leave. You only can exercise this option during open season. Employees who are eligible receive a letter about the leave exchange annually.

The ALEP applies to leave that will be earned during the next year. Once you make the exchange, you no longer are eligible to use the annual leave. Other conditions also apply.

The exchange program has a "Constructive Receipt" clause that is governed by the Internal Revenue Service. It stipulates that Postal Service employees are not allowed to exchange leave already earned that exceeds the agency's carryover limit. EAS employees have an annual leave carryover limit of 70 days or 560 hours.

There are a number of ways in which USPS employees can make their ALE elections. You can use PostalEASE Online, LiteBlue, Blue or one of the many kiosks designated for employees to conduct business. You also may use the self-service phone option by calling (877) 477-3273.

Always make sure your contact information is correct and updated on LiteBlue so you can continue to receive valuable information to help you make important employment decisions that also will help toward retirement.

P.S.: Always remember to share what you know!

in writing, it has to be wrong. Many EAS employees will do the wrong thing for fear they will be passed over for a promotion they want later in their careers.

NAPS representatives are here to assist, defend and fight for your rights. NAPS officers do it because we want to—not because we have to.

**tjdallo1012@gmail.com**

*Tony Dallojacono is the New Jersey State president.*

## There Is a Place for You After You Retire

By Skip Corley  
Capitol-Atlantic Area Vice President

**Y**ou are given the task of writing an article for *The Postal Supervisor*, but not told what the article should be about. It's not like I was given this assignment this week; you see, I've known about this since about March. The problem is I kept telling myself the article is not due until September for the November issue. So now, here it is, the middle of August, and I'm still agonizing over what to write about.

I'll start by saying I had a very rewarding career with the Postal Service. I retired in January 2000 after 22 years of service; I was in the U.S. Air Force for 21 years before my postal career. My involvement with the National Auxiliary began after retiring from the Postal Service. I truly can say I have enjoyed being a part of it.

You see, this allows me to still



rub shoulders with the friends and associates with whom I bonded during my postal career, as well as attend all the various seminars and conventions. Membership in the Auxiliary affords me the opportunity to stay abreast of postal regulations and policies.

I'm sure a lot of you have seen me on the convention floor selling 50/50 raffle tickets and even on stage at the national convention announcing the big winners of our raffles.

I'm having a ball being a member of the Auxiliary. If you want to be involved with the Postal Service in a lesser role after retirement, this is the way to go.

The next time you attend a state, area or national convention, stop by the Auxiliary booth and discover the fun we have while supporting the National Association of Postal Supervisors. We welcome you.

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## Living Your Best With a Chronic Condition

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care and they can rely on you for practical help and moral support.

- Learn about the illness. If you become more informed, you may be a more understanding listener.

Although it is important to be supportive, be considerate of your



work responsibilities. Also, be aware of your own needs. Find a healthy balance for both of you.

It is a challenge to cope with a chronic condition, both at home and at work. Your USPS EAP is here to help. For more information, contact your USPS EAP today at 1-800-327-4968 (1-800- EAP-4YOU); TTY: 877-492-7341. Or log on to [www.EAP4YOU.com](http://www.EAP4YOU.com).

### STATEMENT OF OWNERSHIP, MANAGEMENT AND CIRCULATION

1. Publication title: **The Postal Supervisor**. 2. Publication number: **0032-5384**. 3. Filing date: **Sept. 18, 2017**. 4. Issue frequency: **monthly, with a combined September/October issue**. 5. Number of issues printed annually: **11**. 6. Annual subscription price: **\$18**. 7. Complete mailing address of known office of publication: **NAPS, 1727 King St., Ste 400, Alexandria, VA 22314-2753**. 8. Complete mailing address of headquarters or general business office: **NAPS, 1727 King St., Ste 400, Alexandria, VA 22314-2753**. 9. Full names and complete mailing addresses of publisher, editor and managing editor: **Publisher—NAPS, 1727 King St., Ste 400, Alexandria, VA 22314-2753; Editor—Karen Young, PO Box 734, Front Royal, VA 22630-1600; managing editor—N/A**. 10. Owner: **National Association of Postal Supervisors, 1727 King St., Ste 400, Alexandria, VA 22314-2753**. 11. Known bondholders, mortgagees and other security holders owning or holding 1 percent of total amount of bonds, mortgages or other securities: **none**. 12. Tax status: **Has not changed during preceding 12 months**. 13. Publication title: **The Postal Supervisor**. 14. Issue date for circulation data below: **July 18, 2016**. 15. Extent and nature of circulation: **NAPS membership**. A. Total number of copies—Average number copies each issue during preceding 12 months: **25,360**; number copies of single issue published nearest to filing date: **25,192**. B. Paid circulation. B1. Mailed outside-county paid subscription stated on *PS Form 3541*—Average number copies each issue during preceding 12 months: **24,552**; number copies of single issue published nearest to filing date: **24,596**. B2. Mailed in-county subscriptions stated on *PS Form 3541*—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. B3. Paid distribution outside the mails including sales through dealers and carriers, street vendors, counter sales and other paid distribution outside USPS—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. B4. Paid distribution by other classes of mail through the USPS—average number copies each issue during preceding 12 months: **232**; number copies of single issue published nearest to filing date: **322**. C. Total paid distribution—average number copies each issue during preceding 12 months: **24,784**; number copies of single issue published nearest to filing date: **24,918**. D. Free or nominal rate distribution. D1. Free or nominal rate outside-county copies included on *PS Form 3541*—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. D2. Free or nominal rate in-county copies included on *PS Form 3541*—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. D3. Free or nominal rate copies mailed at other classes through the USPS—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. D4. Free or nominal rate distribution outside the mail—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. E. Total free or nominal rate distribution—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. F. Total distribution—average number copies each issue during preceding 12 months: **24,784**; number copies of single issue published nearest to filing date: **24,918**. G. Copies not distributed—average number copies each issue during preceding 12 months: **576**; number copies of single issue published nearest to filing date: **274**. H. Total—average number copies each issue during preceding 12 months: **25,360**; number copies of single issue published nearest to filing date: **25,192**. I. Percent paid—average number copies each issue during preceding 12 months: **100%**; number copies of single issue nearest to filing date: **100%**. 16. Electronic Copy Circulation. A. Paid electronic copies—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. B. Total paid print copies + paid electronic copies—average number copies each issue during preceding 12 months: **24,784**; number copies of single issue published nearest to filing date: **24,918**. C. 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