

# the Postal SUPERVISOR

May 2018

*'The Postal Service touches every American every day. This business deserves the dignity and respect of Congress.'*

—Rep. Brenda Lawrence

**LTS**  
coverage  
begins on  
page 16



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## Objective

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

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

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

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# Can You Hear Me Now?

**A**t a previous NAPS Executive Board meeting, concerns were raised regarding EAS employees having to personally decide or being instructed to use their personal cell phones for USPS business. The USPS came up with a solution—the “Informed Mobility (IM)–Smartphone Expansion” project.

What does it mean in the eyes of the USPS? Improved service, efficiency and success. What does it mean in the eyes of EAS employees? More questions about what is expected of them once they receive their USPS-issued smartphones. Here are a few questions I received from members:



**Brian J. Wagner**  
President

1. Are EAS employees expected to answer their USPS smartphones 24/7, on their non-scheduled days, before or after work or when on leave?

2. Do I have to answer my USPS-issued cellphone during dinner with my family?

3. Can EAS employees be mandated to answer their USPS smartphones when not on duty?

4. What happens if an EAS employee fails to answer their smartphone when not on duty?

5. Are EAS employees expected to use their USPS smartphones to be on teleconferences on their non-scheduled days?

6. Will exempt EAS employees be paid for answering their USPS smartphones when not on duty?

7. Are there restrictions on using USPS smartphones for personal use, such as making personal calls or taking personal pictures?

8. What is NAPS' position on the USPS issuing smartphones to EAS employees?

For years, the USPS has issued phones to EAS employees, not to mention those historic BlackBerrys and pagers. If the Postal Service wants to issue EAS employees smartphones for official USPS business, they have that right. Consider it a tool to make your job easier and the USPS more efficient and successful.

However, NAPS' position is that only EAS employ-

ees who are not on an emergency call list should answer their USPS smartphone or other USPS-issued cell phone when on duty. Members should not be mandated to answer their USPS-issued phones on their non-scheduled days.

NAPS does not support members using a USPS smartphone for personal use; keep it for USPS business only. Furthermore, NAPS does not support members being required to answer their personal cell phones to conduct daily USPS business, whether on or off duty.

It can be argued that your manager expects you to answer your USPS smartphone or other postal-issued phone whenever it rings, whether on duty or not. That is their expectation. What is your expectation? Whenever on duty, when reasonably and safely possible, answer your USPS-issued phone.

NAPS suggests that when off duty, leave your USPS-issued phone at the office, preferably locked up. However, if you opt to take your postal phone home after you are off duty, you should not be required to answer the USPS phone when it rings. If it rings constantly while at home or even when you are off duty, turn the phone off until you are back on duty. This may require the phone being off for a couple of days if it is a weekend or holiday.

There should be no plausible reasons for your postal phone ringing constantly after you have left for the day. You have earned the right and deserve to spend time away from the USPS, enjoying rest and relaxation with friends, family or just yourself. You can't recharge your mind and body when you always are charging toward answering that USPS phone—24/7.

I understand members may feel pressured to answer their Postal Service phones when off duty. Members may be concerned their managers will issue them corrective action for not answering their postal phones when in a non-duty status, especially when they have been given a direct order to do so. If your manager's expectation is for you to answer your USPS smartphone 24/7, this probably is the same manager who schedules you for a two-hour lunch each day with the expectation you only will take a 25-minute lunch, but work the rest of your lunch time.

*Continued on page 5*

# 2018 LTS—Stepping Up to the Next Level

**A**s your executive vice president, I reserve my May columns for recaps of our activities at the just-completed LTS sessions. I say this while acknowledging there are some burning issues in my heart and on my mind.

I have seen some positive moments of engagement from USPS leadership. However, we are in need of movement within the administration of this agency

if real change is to happen. For this agency to have a movement, it will require sacrifice. We will look at this further in coming months.

Delegates from around the country traveled to our nation's capital for this year's well-attended LTS. Some reviews from longtime attendees indicated this was the best LTS ever. Comments such as these are great to hear, but we can't rest on our laurels. The NAPS

Legislative Team under my leadership always will look for ways and processes to enhance our LTS efforts, content for local meetings and our status on the constituents' pyramids.

Deputy Postmaster General Ron Stroman gave attendees an in-depth review of the USPS' legislative efforts. He encouraged delegates to support these efforts by asking legislators during their visits to Capitol Hill to confirm the three persons nominated for the Board of Governors.

Ashley Poling, senior policy counsel for Sen. Heidi Heitkamp (D-ND), and John Kane, senior professional staff member for Sen. Tom Carper (D-DE), enlightened delegates on the de-

velopmental workings of creating the newly introduced bipartisan Senate version of postal reform, S. 2629 (see page 15). Carper has been a longtime advocate of postal reform to correct the unintentional effects of the 2006 "Postal Accountability and Enhancement Act." The mandatory prefunding of future retiree health benefits at 100 percent for 75 years out has put a tremendous burden on the Postal Service's financial resources.

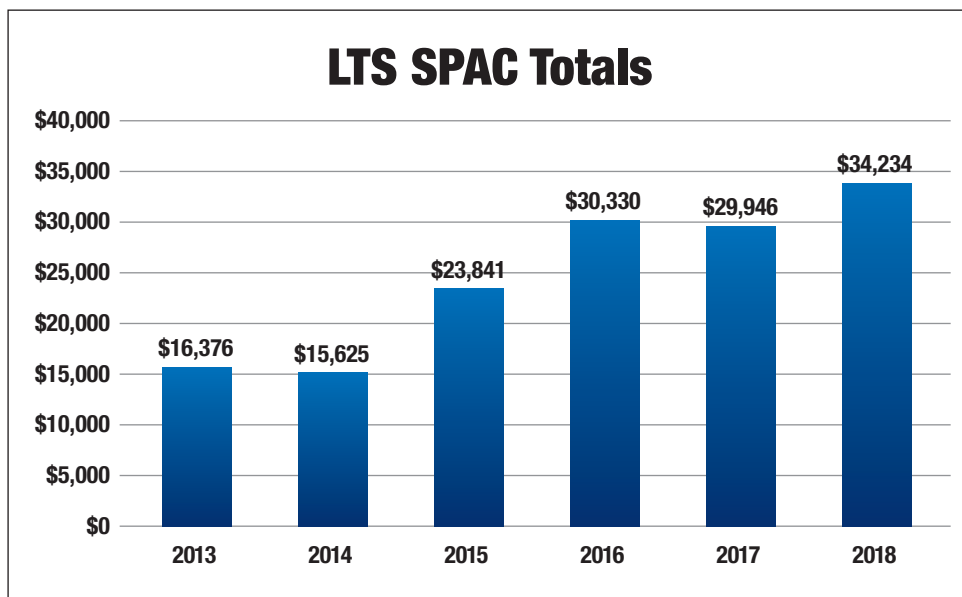
A special thanks to Carl Walton and his team for putting together an excellent role-playing segment. Many first-time LTS attendees commented on how helpful and calming they found these skits in helping prepare their efforts for our grassroots advocacy process.

I was honored to have Mark Acton, commissioner of the Postal Regulatory Commission, as well as his assistant Alex Cooper, give delegates an overview of the steps taken by the PRC as part of its 10-year review process, which is heading toward completion. We also were honored to have Acton join us for lunch.

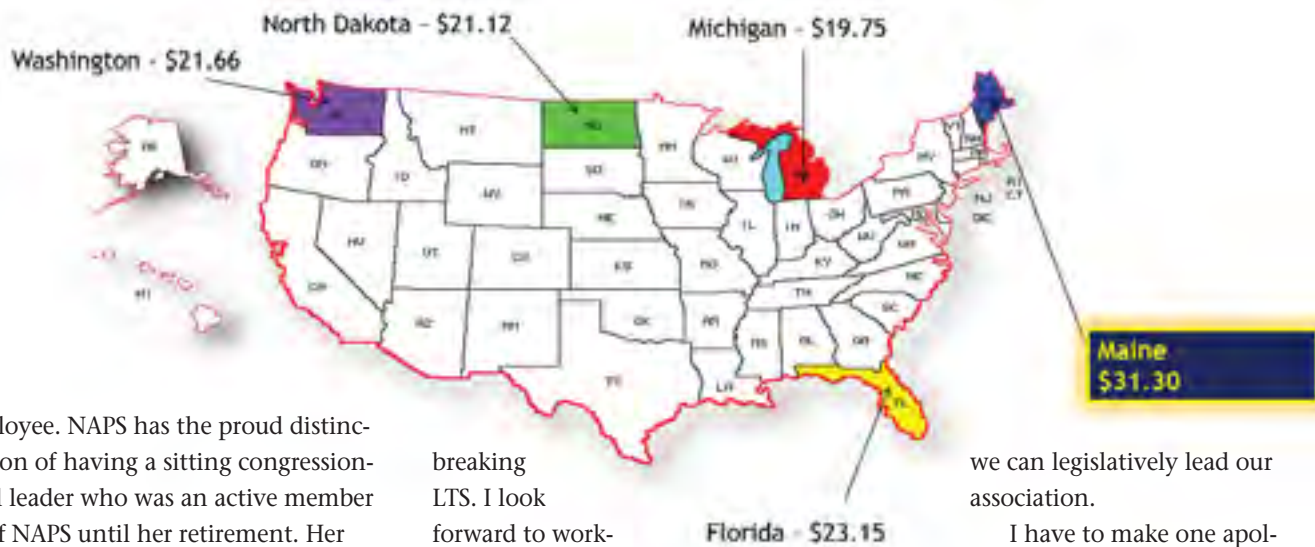
I was disappointed that Congressman Mark Meadows was unable to join us, due to his schedule. However, Congresswoman Brenda Lawrence more than made up for his absence with her inspiring comments. Lawrence's in-depth knowledge of USPS operations and processes comes from her 30 years as a USPS em-



**Ivan D. Butts**  
Executive Vice President



# NAPS 2017 Top Five States—Per Capita



ployee. NAPS has the proud distinction of having a sitting congressional leader who was an active member of NAPS until her retirement. Her knowledge and work on the House Committee on Oversight and Government Reform, which oversees the Postal Service, are invaluable to our association.

I also want to thank our Auxiliary members for their outstanding job collecting contributions for SPAC. Their hard work and your generosity made for another record-

breaking LTS. I look forward to working with and supporting our Auxiliary at our national convention later this year.

I try to be as inclusive as possible, so I would like to thank everyone who attended and participated in our 2018 LTS. Collectively, our efforts have taken NAPS' grassroots efforts to a new level. I look forward with great anticipation as to where

we can legislatively lead our association.

I have to make one apology. In my SPAC recap, I inadvertently omitted the slide celebrating the top-five states in NAPS' per-capita contributions. Congratulations to the great state of Maine. I ask for your understanding of my oversight and that you charge it to my head—not my heart.

In solidarity ...

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

## Can You Hear Me Now?

*Continued from page 3*

If for some strange reason you receive corrective action for not answering your USPS-issued phone while off duty, appeal it to the highest possible level. I do not believe the USPS will be improving employee engagement and Postal Pulse scores by treating EAS employees as if they do not have a life outside the USPS.

The Postal Service is all about employee engagement. If you have been issued a USPS phone, I encourage you to engage your manager in a conversation and explain your expectations of using your USPS smartphone when not on duty.

Can you hear me now? Let's review. The concept of answering a

USPS cell phone or smartphone is simple. NAPS' position is that when on duty, answer your postal phone when reasonably and safely possible. Don't use your USPS-issued phone for personal use.

Unless you consider it a work-related emergency, such as a fire at your office, the building alarm sounding, vandalism at the office, an employee assault, or a customer driving through your front window, you should not be constantly answering your USPS-issued phone when not on duty. This includes before or after your tour, on your non-scheduled day or when on approved leave.

Ultimately, it is your call whether or not to answer the Postal Service call-to-duty when not on duty.

Now, you can answer the call to try my ice cream flavor of the month recommendation for May: salted butterscotch!

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## The Postal Supervisor 2018 Production Schedule

Issue	Copy Deadline*	Mails
JUNE	APR 20	MAY 15
JULY	MAY 17	JUNE 12
AUG	JUNE 12	JULY 5
SEPT/OCT	AUG 31	OCT 2
NOV	SEPT 21	OCT 18
DEC	OCT 22	NOV 15
JAN 19	NOV 27	DEC 20

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

# The Value of Goodwill

**W**e all, most likely, understand the concept of goodwill, which also can be called compassion, kindness, thoughtfulness, consideration and many more synonyms, but I'm sure you understand.

Goodwill is something we know when we see it, feel it or hear about it. We often express goodwill during the holiday season to our friends and families by letting

them know we value them because they are important to us. There are many ways to express goodwill to those you care about, as well as to those you have never met by donating to a charity, serving meals or simply thanking a military member for their service to our country.

But you may not have known that the value of goodwill also is an accounting term, recognized as an intangible asset by many companies, large and small. Businessdic-

tionary.com defines goodwill in a business setting as an "assumed value of the attractive force that generates sales revenue in a business and adds value to its assets. Goodwill is an intangible, but saleable, asset, almost indestructible except by indiscretion."

Goodwill and intangible assets usually are listed as separate items on a company's balance sheet. Goodwill is further defined in an accounting sense as a special type of intangible asset that represents that portion of the entire business value that cannot be attributed to other income-producing business assets—tangible or intangible. Thus, goodwill is recognized as an intangible asset to a company; by investing in goodwill, a company can improve its overall value.

Of course, this leads me to Pay-for-Performance in the Postal Service—a plan we know has no connection to goodwill. If we accept the accounting concept that goodwill adds to the bottom line of a business, could we also not accept the idea that creating goodwill within the business also adds value to the organization? What better way is there to invest in goodwill than by paying all EAS employees a wage increase for their work?

While I agree that thanking employees is important, as is employee recognition, nothing says thanks more than a pay raise. However, in an organization that is failing in most service categories, where only approximately 30 percent of districts are "in the money" so far in FY18 and potentially nearly a third of all EAS employees, for another year, will not receive any kind of pay increase for FY18, as well as tying such increases to a broken, goal-based system, is just plain wrong. A goal system, by the way, on which NAPS consulted with the Postal Service, but our recommendations and suggestions were not accepted.

So, if EAS employees have little, if any, input regarding goals and the company is performing poorly to these goals, why should EAS employees be the only ones in the Postal Service who potentially receive no wage increase? Where is the goodwill? Not just the goodwill of compassion, but also the accounting goodwill of adding to the value of the company's bottom line.

I'm not talking about a handout. I'm talking about a financial incentive that recognizes the value of EAS employees to the organization, as well as our hard work and dedication to improve the company to which we devote so much of our lives—the United States Postal Service.

It's time to move past this system of pay; it's time has come and gone. In the meantime, EAS employees deserve to receive the goodwill of a grateful company—not another year of little to no wage growth.

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**Chuck Mulidore**  
Secretary/Treasurer

## NAPS 2018 State Conventions

Dates	State(s)	Location
May 17-19	Wisconsin	Chula Vista, Wisconsin Dells
May 17-20	New York	Villa Roma, Callicoon
May 18-20	New England Area	Red Jacket Inn, North Conway, NH
May 18-20	Northwest Area	Anchorage, AK
May 31-June 3	Capitol-Atlantic Area	Sheraton, Baltimore, MD
June 7-9	Michigan	Traverse City
June 8-9	Minnesota	Fair Hills Resort, Detroit Lakes
June 8-9	Pennsylvania	Valley Forge
June 21-23	Florida	Clearwater
June 22-24	Texas	La Torretta Resort & Spa, Montgomery; tours start June 21
June 24-26	New Jersey	Resorts Hotel Atlantic City

# Change to Language in *ELM* to Adequately Reflect Supervisory Work of Managers, Maintenance Operations Support, and Request for Data Regarding Productivity of Customer Retention Centers Among Items Discussed

**P**resident Brian Wagner, Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore were present for the Feb. 14 consultative meeting with the Postal Service. Executive Board Chair Tim Ford attended via telecon. Representing the Postal Service were Bruce Nicholson, Phong Quang and Henry Bear, Labor Relations Policy Administration.

## Agenda Item #1

NAPS requested an OCC code review for consideration of the Supervisor Differential Adjustment (SDA) for the following EAS positions assigned to the Stamp Fulfillment Services Center (SFSC):

- OCC Code 2355-0011, EAS-17 Supervisor, Maintenance Operations Support (SFS). Currently, this SFSC EAS employee supervises five PS-10 ETs, 10 PS-4 Labor/custodians and one PS-7 MOS clerk.

- OCC Code 2375-0015, EAS-17 Supervisor, Order Processing (SFS). Currently, this SFSC EAS employee supervises one PS-7 Customer Service clerk, one PS-6 general clerk and 17 PS-6 Stamp Fulfillment Services clerks.

NAPS requested the salaries for the EAS positions with OCC-codes 2355-0011 and 2375-0015 be corrected and updated in *ELM* 412.12b. Also requested was whether the USPS authorizes the SDA for work that has been and is being performed by these two EAS positions.

*These positions are being reviewed by USPS Headquarters Compensation. NAPS will be informed of the Postal Service's decision.*

## Agenda Item #2

NAPS requested copies of the following standard position descriptions:

- Manager, Maintenance Operations Support (EAS-19)
- Manager, Maintenance Operations Support (EAS-20)

NAPS included standard position descriptions as an attachment for both these positions. This agenda item subsequently was withdrawn by NAPS.

## Agenda Item #3

In reviewing *ELM* 650, specifically Section 651.74, NAPS has been made aware that language in a proposed notice of removal (adverse action) stated the employee and/or their representative could appeal to the deciding official. However, the deciding official informed the NAPS representative that *ELM* 651.74 referenced that only the EAS employee or the employee's representative may appeal in person to the deciding official. To avoid any conflicting instructions in a proposed notice and the *ELM*-related adverse action, NAPS requested the following change to *ELM* 651.74:

Currently, *ELM* 651.74 states, in part:

"The employee or [emphasis

added] representative may respond to the notice of proposed adverse action."

NAPS requested the following change:

"The employee and/or [emphasis added] representative may respond to the notice of proposed adverse action."

*ELM 651.74 currently does not reflect the updated language incorporated in the discipline templates for non-bargaining employees adverse actions (removals, reductions in grade/pay, suspensions of more than 14 days). The Postal Service will notify NAPS once *ELM* 651.74 has been revised. In the meantime, an employee requesting an appeal regarding an adverse action should be allowed to respond to a deciding official with or without a representative.*

## Agenda Item #4

With the Feb. 18, 2018, implementation of the Function 1 scheduler report and the fact OPM solicited and approved VER authorization that has been offered to APWU and NPMHU craft employees, NAPS requested a briefing on any and all conceptual or actual USPS plans that would result in an impact on service performance through consolidations of any potential USPS processing plant operations.

*The Postal Service does not have any plans to consolidate any processing plant operations that would result in an impact to service performance.*

## Agenda Item #5

NAPS is aware of two EAS positions (*see below*) that have identical duties and responsibilities. However, there is an issue with the salary compensation for these positions:

- OCC Code 2355-0021, Manager, Maintenance Operations Support (EAS-19), is listed on the occupation codes eligible for the Supervisor Differential Adjustment (SDA), effective Sept. 2, 2017 (PP19-2017). The base salary for this position is \$71,890. The operational requirement for this position is to supervise between 52 and 156 authorized Maintenance craft positions.
- OCC Code 2355-0024, Manager, Maintenance Operations Support (EAS-20) is not listed on the occupation codes eligible for the Supervisor Differential Adjustment (SDA), effective Sept. 2, 2017 (PP19-2017). The base salary for this position is \$56,924. The operational requirement for this position is to supervise 157 or more authorized Maintenance craft positions.

The EAS-20 position has the same supervisory responsibilities as the EAS-19, which includes a larger employee base, but the EAS-20 position does not receive the SDA.

NAPS requested that the language found in 412.12.b be changed to adequately reflect and compensate for the supervisory work being performed.

*ELM* 412 states, in part:

“New Career Appointment

“b. Supervision of Bargaining Unit Employees. When an appointment is to an exempt EAS-15 through EAS-19 [emphasis added] grade position that involves directly supervising two or more full-time-

## Resident Officer Candidates Announced

At the 2010 NAPS National Convention, Resolution #57 was passed:

“WHEREAS, *The Postal Supervisor* is a monthly publication paid for by members’ dues, and

“WHEREAS, For the first time in the history of NAPS, officially announced resident officer candidates are being allowed to place election advertisements in *The Postal Supervisor*, and

“WHEREAS, The officially announced resident officer candidates are being required to purchase these advertisements, therefore be it

“RESOLVED, For the good of the membership, that NAPS put in print in *The Postal Supervisor*, the currently announced candidates for the three national officers, in three issues before the national convention.”

These NAPS members have announced their candidacies for the three resident officer positions:

**President:** Brian J. Wagner

**Executive Vice President:** Ivan D. Butts

**Secretary/Treasurer:** Chuck Mulidore

equivalent bargaining unit employees, current Supervisor Differential Adjustment (SDA) pay policies will apply as described in Exhibit 412.12b.”

NAPS requested that *ELM* 412 be changed to state, in part:

“New Career Appointment

“b. Supervision of Bargaining Unit Employees. When an appointment is to an exempt EAS-15 through EAS-20 [emphasis added] grade position that involves directly supervising two or more full-time-equivalent bargaining unit employees, current Supervisor Differential Adjustment (SDA) pay policies will apply as described in Exhibit 412.12b.”

NAPS also requested that the exhibit found in *ELM* 412.12b be

changed to reflect that the EAS position with OCC-Code 2355-0024 receives the SDA for work that has been and is being performed by this EAS position.

*This matter should be discussed in pay consultations in accordance with Title 39 §1004 (e).*

NAPS does not agree this is a matter for pay consultations. Changes to the *ELM* should occur on as-needed basis and not wait for pay consultations as this position currently supervises employees.

## Agenda Item #6

NAPS requested a list of all OCC codes and standard position descriptions for Technical Pay Band employees. NAPS wants to determine if any future consultative discussion is warranted.

*We don't consider Technical Pay Band positions a matter suitable for the consultative process in accordance with Title 39 §1004. However, we are providing a list of the Technical Pay Band positions and standard position descriptions as a courtesy.*

## Agenda Item #7

NAPS is aware that a Dispute Resolution Team (DRT) made a settlement for the release of an EAS employee's record to the NALC. This information included the EAS employee's attendance records, *Form 3971* and medical information.

NAPS is concerned about this apparent violation of the HIPPA rights of an EAS employee by the USPS. In addition, NAPS was made aware that the impacted EAS employee was informed by local management that



the directive to release their personal information was authorized by USPS Headquarters.

NAPS wants to know:

1. What is the rationale for the Postal Service fulfilling a union information request for an EAS employee's attendance records, Form 3971 and medical information?

*Information requests are fulfilled per Article 31.3, "Information." There is no evidence that medical information was requested.*

2. Under what authority may a B team direct the release of personal/medical information of an EAS employee without that employee's authorization?

*Information requests are fulfilled per Article 31.3, "Information." There is no evidence that medical information was requested.*

3. What can EAS employees expect to be held confidential and not released to unrelated third parties, such as postal unions, regarding their personal information held by the USPS?

*Personal information in custody of the Postal Service is protected under the Privacy Act. There may be situations where information is provided to a union if the information is relevant to contract enforcement. If an individual receives a request for information by the union in accordance with Article 31 and needs advice in determining whether the information should be provided, that individual should seek advice from a local Labor Relations representative.*

4. What criteria does the USPS use to determine if issuing corrective action for an attendance issue to a craft employee by the craft employee's supervisor constitutes a violation of the JSOV?

*This question doesn't make sense; the Postal Service did not take the position described above. However, Article 16 determines the criteria used in issu-*

*ing corrective action. In this case, the union referenced JSOV as a possible violation in their request for information (RFI). The grievance settled at Step B concerned failure to provide information for that RFI.*

#### Agenda Item #8

NAPS requested information regarding the productivity of Customer Retention Centers and their status of being staffed by non-permanent EAS personnel. NAPS asked for data on the following:

1. What is the net benefit (target and actual) for the Customer Retention Centers since their inception in 2012?

*\$2 billion; Cliff Rucker, senior vice president of Sales & Customer Relations, Operations, provided all the responses.*

2. What percentage of customers is being contacted by the Customer Retention Centers?

*500,000 on average per year*

3. How often are Headquarters staff dispatched to Customer Retention Centers to train and/or backfill detailed EAS positions?

*On an as-needed basis; there is no specific time, number or requirement. CRCs do get sales management training in an attempt to retain customers.*

4. Since the inception of the Customer Retention Centers, what is the total USPS incurred cost for travel associated with question #3?

*\$233,986*

5. What is the current level of engagement, based on the past three Postal Pulse Surveys for the Customer Retention employees working under non-permanent EAS staffing?

*23 percent are engaged; the score is 3.44*

# NAPS Training Calendar

## Texas Area Training

May 5, 2018

**Conducted by:** Texas Area VP Jaime Elizondo

**Location:** Doubletree San Antonio Downtown, 502 W. César Chávez Blvd., San Antonio, TX 78207; (201) 224-7155

**Hotel Rate:** \$136; includes two breakfast buffets per room per day, free Internet and parking

**Registration Fee:** no charge

**Training Topics:** Officer training, representation, ELM 650 and retirement

**Instructors:** TBD

## Arizona State Training

May 12, 2018

**Conducted by:** Rocky Mountain Area VP Myrna Pashinski

**Location:** International House of Food, 1402 W. Van Buren, Phoenix, AZ 85007

**Registration Fee:** TBD

**Training Topics:** ELM 650, incident report and more

## New England Training

May 17-20, 2018

*In conjunction with the New England Area Convention*

**Conducted by:** New England Area VP Greg Murphy

**Location:** Red Jacket Mountain View Resort, 2251 White Mountain Highway, North Conway, NH 03860; (603) 356-7816, ext. 504. Book directly through the hotel—not through the Red Jacket Inn or a website.

**Hotel Rates:** \$571, single; \$688, double; \$81.50 additional per night for a loft; \$100 additional per night for a townhouse. Rates include three breakfasts, one lunch and one dinner.

**Registration Fee:** \$75

**Training Topics and Instructors:** TBD

## Michiana Area Training

June 8, 2018

*In conjunction with the Michigan State Convention*

**Conducted by:** Michiana Area Vice President Kevin Trayer

**Location:** Traverse City, MI

**Hotel Rate:** TBD

**Registration Fee:** no charge

**Training Topics:** Ethics, more TBD. For information, call Kevin Trayer, (269) 366-9810.

# NAPS of Note

## NAPS members attended a March 17 brunch celebrating “Women Who Make a Difference,” in support of Rep. Robin Kelly (D-IL)



Northwest Arkansas District Branch 379 officers Christy Fonville, president, and Jason Fitzgerald, vice president, were installed March 8 by Cotton Belt Area Vice President Shri Green.



Rep. Robin Kelly and Toni Coleman-Scruggs, Illinois Branch 493 associate member



NAPS members with Rep. Robin Kelly (second from right)



Toni Coleman-Scruggs and Rep. Barbara Lee (D-CA)

## New York Branch Celebrates 100 Years



New York Branch 100 celebrated 100 years at its Centennial Dinner Dance Feb. 25. The branch also awarded the Andy J. Sozzi Scholarship to children of branch members, sponsored by M3 Technology.



The Postal Police Branch 51 Color Guard presented the colors for the Pledge of Allegiance and “The Star-Spangled Banner.”



From left: Branch 100 President Tom Hughes; scholarship winner Lilli Y. Ahmed; John Pescitelli, president and CEO of M3 Technology; and Anna Palanska (Lilli’s mother), supervisor, Customer Service, FDR Station.



Branch 100 presented M3 Technology President and CEO John Pescitelli a token of appreciation for his ongoing support of the Andy Sozzi scholarships. From left: Branch 100 Executive Vice President Kenneth Stanley, Branch 100 President Tom Hughes, Pescitelli, New York Area Vice President Jimmy Warden and Northeast Region Vice President Tommy Roma.



An impressive contingent of Central Gulf Area delegates attended the 2018 LTS.



From left: Branch 100 President Tom Hughes; scholarship winner Ameer K. Clark, son of Evelyn Clark, supervisor, Customer Service, Peck Slip Station; and John Pescitelli, president and CEO of M3 Technology.



Branch 100's centennial celebration was a six-hour event with great networking and the opportunity to honor the Andy J. Sozzi Scholarship recipients. Everyone had a great time, with plenty of dancing.

From left: New England Area Vice President Greg Murphy, past DDF provider Charlie Scialla, past Executive Vice President Jay Killackey, National President Brian Wagner, Branch 100 Executive Vice President Kenneth Stanley, Branch 100 Secretary/Treasurer Tu Tu, Stations Branch 100 Vice President Jim Puccio, past National President Louis Atkins, New York Area Vice President Jimmy Warden, Plant Branch 100 Vice President Juan Pastor, past New York Area Vice President Ann Konish, Executive Vice President Ivan D. Butts, past Eastern Region Vice President Dotty Wileman, Branch 100 Sergeant-at-Arms Vincent Hall, Branch 100 Financial/Secretary Drew Martin, M3 Technology President John Pescitelli, Branch 100 Communications Director Jeff Wilensky, Branch 100 President Tom Hughes, Northeast Region Vice President Tommy Roma and Mideast Area Vice President Hans Aglidian.



## Postal Pulse Survey Changes

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

The Postal Service has made a major change to the Postal Pulse Survey. Prior to this change, there was just a 12-question survey with what were termed the “Q 12 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 you have the opportunity to do what you do best every day?

4. In the past seven days, have you received recognition or praise for doing good work?

5. Does your supervisor, or someone at work, seem to care about you as a person?



6. Is there someone at work who encourages your development?

7. At work, do your opinions seem to count?

8. Does the mission/purpose of your company make you feel your job is important?

9. Are your associates (fellow employees) committed to doing quality work?

10. Do you have a best friend at work?

11. In the last six months, has someone at

work talked to you about your progress?

12. In the last year, have you had opportunities to learn and grow?

These questions solicit “yes” and “no” answers that may not reflect the true feelings of EAS employees across the country about issues that impact them daily in the workplace. Now, though, you will have the op-

portunity to add comments that will give you the opportunity to speak about your feelings regarding the Postal Service. If there is something with which you have issues, use the comments section to further voice your opinion.

I can think of a few things I will address, but that is personal and will be on my survey. As always, the Postal Pulse Survey is anonymous; no one will know what you said but you. With all the concerns I hear from members in my region, this is a great opportunity for EAS employees nationwide to speak up about their issues and concerns.

Please don't say it won't make a difference. We all need to voice our opinions—27,000 strong! The only way to make positive change is to make our voices heard: #Making our voices heard 27,000 strong!

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

## Branch 127 Honors Margarete A. Grant

**Marilyn Walton**  
*Western Region Vice President*

On Sunday, Feb. 25, East Bay Branch 127 officially changed its name to the Margarete A. Grant Branch 127. Chuck Mulidore, national secretary/treasurer, presented a special proclamation signed by the NAPS resident officers renaming the branch in honor of Margarete.

Branch 127 was chartered in 1919 in Oakland, CA. Margarete began her postal and NAPS career in there. She was a trailblazer who

broke the glass ceiling for women in NAPS officer positions. Margarete was the first African-American woman president of Branch 127, the first woman to hold the offices of Pacific Area vice president, Western Region vice president, NAPS secretary/treasurer and, ultimately, executive vice president, in which she served 1986 to 1998.

Later in her career, Margarete also was a member of San Francisco

Branch 88. There were so many firsts for this phenomenal woman. She worked tirelessly for and supported NAPS until her death in 2003.

Many of Margarete's friends were on hand to share in this celebration. Most notably was Ether Center, another trailblazer who paved the way for women seeking leadership roles in NAPS at the state level. Margarete, Dorothea Bradley and Ether



*Continued on page 14*

# NAPS National Retirement Provider

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## Views from the Vice Presidents

Continued from page 12

traveled all over California, providing NAPS training to support members facing job actions. This trio of trailblazers led the way for so many other women to aspire to greatness and leadership roles in NAPS. Bradley shared some of the funny memories of these women as they traveled around the state promoting NAPS.

The branch also had its annual installation and retiree brunch. Thirteen retirees were acknowledged, but only one was able to attend the event. Noel Stafford, post office operations, was presented with a special gift.

Chuck, Pacific Area Vice President Hayes Cherry and I installed the newly elected branch officers for 2018: Vontina Swygert, president; Glenn Gray, vice president; Yvonne Davis, secretary; Rachel Gholston, treasurer; Julio Leto, sergeant-at-arms; and Gary Pope, Edna Gray and Yolanda Lewis, trustees.

The branch also awarded five \$700 scholarships to the children



National Secretary/Treasurer Chuck Mulidore and California NAPS members were on hand to celebrate the official name change of Branch 127 to the Margarete A. Grant Branch 127.



Celebrating the recognition of Margarete A. Grant were, from left, Western Region Vice President Marilyn Walton, Branch 127 President Vontina Swygert, National Secretary/Treasurer Chuck Mulidore, former Western Region Vice President Dorotha Bradley, Pacific Area Vice President Hayes Cherry and Ether Center. Margarete, Dorotha and Ether used to travel the state together offering training and encouraging women to aspire to leadership roles.



Margarete A. Grant Branch 127 President Vontina Swygert, right, recognized retiree Noel Stafford.

and grandchildren of active and retired members attending a college or university. The scholarships are financed by various fundraisers conducted throughout the year.

A special thank-you to the following NAPS California branches for sending representatives to witness this historical occasion: Los Angeles Branch 39, Sacramento Branch 77, San Francisco Branch 88, San Diego Branch 159, Richmond Branch 239, NAPS Branch 210, Sierra Coastal Branch 244, Al Navarro Branch 373 (Orange County), San Bernardino Branch 466 and Long Beach Branch 698.

Branch 127 also sponsored a SPAC 50-50 fundraiser. This event occurred on a beautiful sunny day overlooking the East Bay at HS Lordships Restaurant in Berkeley. Attendees enjoyed a buffet brunch and amazing fellowship. After all the shared memories and happy tears, Roxanne Bradley sang "The Greatest Love of All," which reminded us of how Margarete gave her all to support NAPS. I know she was looking down on us saying, "Good job, NAPS team!"

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

## Thrift Savings Plan

Fund	G	F	C	S	I
<b>March 2018</b>	<b>0.24%</b>	<b>0.65%</b>	<b>(2.55%)</b>	<b>0.69%</b>	<b>(0.76%)</b>
<b>Past 12 Months*</b>	<b>2.40%</b>	<b>1.37%</b>	<b>13.96%</b>	<b>13.18%</b>	<b>15.56%</b>
<small>The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.</small>					
Fund	L Income	L 2020	L 2030	L 2040	L 2050
<b>March 2018</b>	<b>(0.08%)</b>	<b>(0.33%)</b>	<b>(0.78%)</b>	<b>(0.96%)</b>	<b>(1.11%)</b>
<b>Past 12 Months*</b>	<b>4.72%</b>	<b>6.90%</b>	<b>9.75%</b>	<b>11.06%</b>	<b>12.26%</b>
<small>These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so that investors' shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010.</small>					
Visit the TSP website at <a href="http://www.tsp.gov">www.tsp.gov</a>					

**Bruce Moyer**

*NAPS Legislative Counsel*



**O**n March 22, a bipartisan group of senators introduced reform legislation to improve the Postal Service and put the financially strapped agency on a more sustainable path. Sens. Tom Carper (D-

DE), Jerry Moran (R-KS), Heidi Heitkamp (D-ND) and Claire McCaskill (D-MO) introduced S. 2629, “The Postal Service Reform Act of 2018: Improving Postal Operations, Service and Transparency.” The measure is intended to “stabilize, preserve and improve the Postal Service—an essential part of our nation’s infrastructure and economy.”

## Postal Reform Bill Introduced in Senate

Over the past several weeks, the four lawmakers had wrangled to get their postal bill added to the \$1.3 trillion omnibus government spending package racing through Congress. But the postal legislation failed to make the cut. The Senate bill builds on the House postal reform measure, H.R. 756, which passed the House Oversight and Government Reform Committee in March 2017.

In announcing NAPS’ support for the measure, Executive Vice President Ivan D. Butts said, “This Senate bill updates and strengthens the bipartisan House approach toward a balanced set of Postal Service reforms. It’s time that Congress approved, as only it can, these necessary reforms to assure prompt, universal postal service to all Americans.”

According to a press release from Carper’s office, the financial condi-

tion of the Postal Service, which operates at the center of a \$1.4 trillion industry and employs more than 7 million people, has been deteriorating for years. Despite the Postal Service setting a record on Dec. 18, 2017, when more than 37 million packages were delivered—the most packages delivered in a single day in the agency’s 200-year history—the Postal Service saw a net loss for the first quarter totaling \$540 million.

In addition to reporting net losses for the 11th year in a row and defaulting on its legally mandated multi-billion-dollar retiree health prefunding payments yet again, the Postal Service, for the first time, missed payments it owed to the federal retirement system in 2017—for a combined total of \$6.9 billion.

The onerous prefunding schedule has put the Postal Service in a place where it must cut costs—often at the price of service—and prevents the agency from investing in its infrastructure. While the situation is dire, it also can be fixed through needed legislative reforms. The bill seeks to:

**Increase sustainability**—S. 2629 would eliminate the statutory payment schedule, cancel any outstanding payments and amortize payments over 40 years. The bill also would create a new Postal Service Health Benefits Program (PSHBP) within FEHBP, implemented and administered by OPM, for all postal employees and annuitants. It also would require all Medicare-eligible postal annuitants and employees enrolled in the PSHBP to also enroll in Medicare, including parts A, B and D. This is essential for protecting the American taxpayer from a future bailout and for protect-

ing employees’ benefits in retirement.

**Improve and stabilize the Postal Service and operations**—The price of postage would be decreased pursuant to federal court orders from the previous Congress eliminating the positive revenue stream from the exigent rate case in 2014. As a result of a compromise among postal stakeholders, the bill would restore half of the temporary rate increase, while freezing any further rate increases until a new rate system could be finalized by the Postal Regulatory Commission.

**Prioritize the postal customer with service improvements and protections**—The bill includes strong service reforms that would put the postal customer first by improving mail service performance across the country—especially in rural America—while also requiring transparency and enforcement to ensure the Postal Service’s accountability. Service performance also would be stabilized by preserving current service standards for at least two years.

**Innovate and modernize the existing postal business model and increase transparency**—The bill would allow the Postal Service to introduce new non-postal products and services; ship beer, wine and distilled spirits; and partner with state and local governments in offering government services. The bill also would increase transparency of Postal Service delivery results and would require that all delivery and retail performance results be posted in a transparent and user-friendly way.

Various industry stakeholders also support the Senate’ reform bill, including Hallmark Cards, the Association of Magazine Media, the Coalition for a 21st Century Postal Service and the National Newspaper Association.

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# NAPS Delegates Take Their 'There Is No Substitute

Rosemary Harmon  
gave the invocation.



U.S. Marine Band



Armed Forces Color Guard



# Message to Capitol Hill: for the Postal Service'

LTS coverage by Karen Young, NAPS editor; photos by Dave Scavone;  
design by Christopher Smith

**M**ore than 500 NAPS members made the annual trek to Washington, DC, to urge Congress to pass much-needed postal reform.

NAPS Executive Vice President Ivan D. Butts welcomed delegates to the 2018 Legislative Training Seminar Monday morning, March 12.



Executive Vice President Ivan D. Butts

“We will focus on strengthening NAPS’ presence in DC,” he said.

“The White House, Congress and the Postal Regulatory Commission (PRC) each will have an important impact on the USPS in the coming months. We will continue our efforts to make postal reform a reality to keep the Postal Service moving forward and be financially sustainable.”

Butts told delegates the work they would do in Washington and the work that will continue at home will help move America’s Postal Service toward a viable future. “We must capitalize on the unique opportunity before us,” he declared. “We, as EAS employees, show resilience and dedication as we lead this service

agency. We need to use this same resilience and dedication to engage our lawmakers.”

Secretary/Treasurer Chuck Mulidore also welcomed delegates. “I know you’ll do the great work for our organiza-

**Secretary/Treasurer  
Chuck Mulidore**





## CHANGING THE CULTURE THROUGH ADVOCACY

tion that you always do. We want your full participation.”

President Brian Wagner likened NAPS’ legislative delegates to Olympic contenders. “Olympians put their best efforts forward; they’re trying to win as individuals or, more likely, a team,” he said. “Do you think they’re afraid of competition? Probably not. They know the hard work they’ve done has prepared them to win a medal just as much as anyone else.

When one falls, they get back up. What does that fall teach them? It teaches them things are not easy and they must continue to train and work harder. They can’t be discouraged, but passionate in what they’re trying to do.”

He said each NAPS delegate is a legislative Olympian. “Consider LTS to be our Olympics to accomplish postal reform to improve the lives of our members and their families,” he urged. “Our returning Olympians will not give up until leaders pass postal reform, provide MSPB rights to everyone and protect the well-earned benefits of our retirees. Our competition is other organizations vying for our lawmakers’ attention and support. We must focus straight ahead on our issues to finish strong. We need to stay on our feet and move faster and stronger on the Hill and in our home



**President Brian J. Wagner**

districts with our legislative message.”

Wagner also stressed the importance of SPAC. “Olympians don’t do it on their own; it takes teamwork and support from others—and it takes money,” he pointed out. “To get those funds and team support we have SPAC; make your contributions now. And we have the best support team: our Auxiliary. I know you have the dedication and commitment to take the Hill by winter storm. Take home the gold standard with a postal reform win!”

Butts explained that the NAPS legislative team, as it looked at the issues and members’ roles as grass-roots advocates, has developed a three-point approach. “We must be well-informed on our issues, we have to build strong relationships with members of Congress



This year's wreath-laying ceremony at Arlington National Cemetery was on the Wednesday before LTS. The four NAPS members who participated were Ronald Ward, Branch 74, Air Force; Mark Schannauer, Branch 16, Army; William T. McKeon, Branch 3, Army; and John Kerns, Branch 141, Navy. Executive Vice President Ivan D. Butts (left) and Paul Norton (right) recognized Schannauer and Kerns; McKeon and Ward could not stay for LTS.

and we must support SPAC," he explained.

He told delegates NAPS needs their support and generosity for SPAC. "I'm proud of where we are as an association for what we can give and what we accomplish with those funds," he said. "We are moving that ball in the

right direction. Thank you all for that effort."

SPAC contributions keep NAPS on top of the constituency pyramid and allow the association to support those who are supportive of strong postal systems and share NAPS' views as postal managers. "Your funds help us develop strong relations with legislative champions," he affirmed. "We need to maintain a strong treasury. With your continued support and contributions, we can be involved in fundraisers here in DC and in your hometowns. Your legislative team identifies and seeks out legislators who engage in our issues. Our SPAC fund helps increase our chances of legislative success."

SPAC Manager Katie Maddocks informed delegates she had the SPAC Internet Café set up in the lobby. "If you have any questions about your contribution levels, see me. Come sign up for Drive 4 Five. See me today!" she urged.



SPAC Manager Katie Maddocks



## CHANGING THE CULTURE THROUGH ADVOCACY



**Auxiliary President Patricia Jackson-Kelley**

Butts introduced National Auxiliary President Patricia Jackson-Kelley and acknowledged the dedicated Auxiliary members working at LTS to take SPAC contributions.

Jackson-Kelley told delegates she is honored to serve as Auxiliary president and grateful for their support of the Auxiliary. “We continue to serve,” she pointed out. “During LTS, we diligently work to generate funds for SPAC. We want to thank you for your generous contributions.” She recognized Auxiliary members and Executive Board members, saying, “I’m pleased to have such a hard-working, dedicated group of individuals. We will continue to work for you.”

Jackson-Kelley said she has been inspired by members who have approached her and asked about starting or resuming an auxiliary. “I’m encouraged by your dedication to SPAC,” she declared. “Thanks so much for your support.”

Legislative Counsel Bruce Moyer thanked everyone for their service to NAPS and taking the time to come to DC. “You’re exercising the right every American citizen has—to bring grievances before Congress,” he said. “That’s an inalienable right of freedom and democracy enshrined in our Constitution.” Moyer recognized the first-timers—about 45—at LTS.

He reiterated the three routes to accomplishing change: the White House, Congress and the PRC. “But there’s a fourth route,” he contended. “That is ourselves as public servants and employees of the Postal Service and decisions the agency makes at the leadership level for its future and operations. Yes, these other institutions are responsible for change,” he said, “but change lies within our own institution, as well.”

Moyer highlighted what delegates should discuss during their visits with lawmakers. “Keep in mind the Postal Service plays a phenomenal role in our country’s economy—7 percent of the GDP comes through it and the postal community, including printing,” he pointed out. NAPS members should consider themselves as advocates and teachers when visiting the Hill.

The FY19 budget President Trump sent to Congress in February contains proposals that would be disastrous for the federal workforce: about \$190 billion in cuts over 10 years. Moyer said proposals include increasing FERS contributions in order to equalize the government’s contributions, using an employee’s



**Legislative Counsel Bruce Moyer**

highest five years of salaries instead of three to calculate annuities, eliminating the FERS annuity supplement, slashing retiree COLAs, eliminating COLAs for all federal/postal retirees, reducing the TSP's G Fund and increasing FEHBP employee premium contributions.

Moyer pointed out many of these same changes were proposed this past year, but the federal and postal community organized and defeated those proposed budget cuts. "We're going to use that same playbook," he said. "In an election year, we think we have an even better chance, but we're taking nothing for granted."

Regarding the second route to change—Congress—there are two postal reform bills under consideration: H.R. 756 and a Senate measure nearing introduction. "We've had

movement in the Senate to develop a prototype of 756," Moyer explained. "It's similar in many ways, but goes beyond 756 in important ways."

He discussed why H.R. 756, which was introduced Jan. 31, 2017, with bipartisan support, has not progressed. The main reason is the lack of leadership. House Oversight and Government Reform Committee

Chairman Jason Chaffetz resigned. Rep. Trey Gowdy (R-SC), who succeeded Chaffetz as chairman, announced he will retire at the end of this current session of Congress. There is a leadership vacuum.

Moyer also pointed out that Sen. Ron Johnson (R-WI), chairman of the Senate Homeland Security and Governmental Affairs Committee, has had reservations about the Postal Service and the need for postal reform. "Through our appeal to the rest of Congress," he affirmed, "we aim to instill enthusiasm and support for the Senate postal reform bill, particularly with help from Sens. Jerry Moran (R-KS), Tom Carper (D-DE), Heidi Heitkamp (D-ND) and Claire McCaskill (D-MO). These are the reformers; they are our champions and have received our support."

Moyer encouraged NAPS delegates who



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are represented by Republicans in rural districts to emphasize the incredible role the Postal Service plays in delivering to the last mile and serving their constituents.

Highlights of H.R. 756 include realigning the USPS retiree health prefunding burden, providing postage rate relief with a 2.15 percent exigency, standardizing MSPB appeal rights for all employees, integrating Medicare coverage for postal retirees, providing accurate pension funding based on postal instead of civil service demographics, providing more USPS innovation, reforming the USPS Board of Governors by reducing the size and allow-

ing for faster staffing and providing cost savings through delivery conversion—more curbside and centralized—and innovative services.

Moyer reiterated NAPS’ support for Medicare integration. “It would require all USPS retirees not participating in Part B to enroll for that coverage; Medicare would be primary, FEHBP secondary in coverage,” he said. “This is the same structure that provides coverage for nearly all major employers and the rest of the federal civil service. We believe it will result in better coverage at lower costs.” The penalty for late sign-up would be waived and premium subsidies would be provided for several years. “This represents the best choice for our retirees,” he stressed.

NAPS delegates’ message to their legislators should be to pass postal reform and preserve employee and retiree benefits.

The third route to change, Moyer said, is through the PRC. Currently, the commission is conducting a 10-year review of the 2006 Postal Accountability and Enhancement Act to determine if the law is working as intended. Moyer

**Bruce Moyer recognized the first-timers.**



explained the rate structure basically is capped if any rate exceeds the rate of inflation. This has imposed an incredible burden on the USPS—there is not enough revenue.

The PRC has found the current rate structure has not maintained the agency’s financial health and is proposing a 2 percent rate increase for the next five years, with a possible 1 percent increase each year based on certain conditions regarding service and finances.

“This would provide a bigger boost to the Postal Service and, in the absence of reform, would be a relatively good shot in the arm,” Moyer affirmed. On Dec. 1, PRC Chairman Robert Taub said, “We are calling for action from Congress, but we’ll do what we have to, based on the reality of what is.”

The commission proposed this rate structure on Dec. 1; there was a public comment period through March 1, then reply comments through March 31. Moyer said it is hoped the PRC will announce its final findings on the rate structure later this spring or early summer. “We’re optimistic about helpful action from the PRC,” he predicted.

He also urged delegates to encourage their Senate offices to fill the vacancies on the Board of Governors. Right now there are nine vacancies; the PMG and deputy PMG only can act with emergency authority without future leadership.



President Trump has named three nominees for the first nine openings: David Williams, former USPS OIG; Robert Duncan, former chair of the Republican National Committee and former chair of the Tennessee Valley Authority; and Calvin Tucker, a businessman from Pennsylvania and a delegate to the Republican National Convention. These nominees have yet to have hearings on their candidacies. “The message you should give lawmakers,” Moyer said, “is let’s move ahead and get these vacancies filled.”

Another talking point for visits to Capitol Hill is the erosion in mail service; reports of poor service have been in the news. “Infrastructure and staffing are causing this erosion,” Moyer declared. “Decreased revenue prevents us from dealing with these problems. We can’t



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continue to cut service. Reforms are necessary to fill the gap.”

Deputy Postmaster General Ron Stroman told delegates they are in Washington at an important time. He said Congress doesn’t have a sense of urgency regarding the issues facing the Postal Service. “They see the mail being delivered, people are being paid and people are retiring,” he pointed out. “From the outside, it seems as if things are normal. They don’t think we have a catastrophe. Congress often operates on urgent issues and when they don’t feel the sense of urgency, they don’t move as quickly as they need.”

He talked about the continuing decline of mail volume. The Postal Service forecast a loss of about 2 billion pieces, but, this past year, the loss was close to 5 billion pieces. This puts extreme financial pressure on the agency. “As you educate your members of Congress, they need to understand if they want a U.S. Postal Service, they have to provide a way to pay for that,” he stressed.

Despite the challenges, there is a path forward, Stroman said. “Last year, we talked about building on progress we made as a coalition of management, labor and industry. We came together with a good bipartisan effort: H.R. 756. The cornerstone of that bill was



**Deputy Postmaster General Ron Stroman**

Medicare integration. I know everyone is not embracing that as a solution. But those who don’t—especially when you ask them where they are going to get \$26 to \$50 billion over the next five to 10 years—can’t offer a solution on how to fill that hole. Medicare integration is a win-win; you’ll have 100 percent coverage. For most people, premiums will be lower.”

Despite the progress made last year in advancing H.R. 756, the legislation is stalled. The longer nothing gets done, the financial hole continues to get deeper. “I’m back to that sense of urgency when it comes to Congress,” he said. “We have to figure out how to break





**Brian Wagner and Ron Stroman**

through. Most people understand we're a vital service."

He said he is encouraged by discussions in the Senate regarding its version of postal reform. "People are talking and coming together and saying now is the time. House members are looking at a short-term window of moving postal reform. Your support for that is key," he stressed.

"We have a broken business model set up by Congress that doesn't allow us to pay our bills. Part of that is on the rate side; we have a price cap. So we've been advocating with the PRC to remove the rate cap and let markets decide what the prices should be. The PRC has agreed the rate structure and model are not working. Between



**Ivan Butts and Ron Stroman**

legislation, if we can get relief from the PRC and then create our own efficiencies, we can help stabilize the USPS in the long term. But we have to move now and get something done now."



**Ron Stroman with California delegates, from left, Sarah Pena, Mary Burkhard, Karyn Rahming, Jackie Rominger and Diane Ingalls**



## CHANGING THE CULTURE THROUGH ADVOCACY

Stroman summarized the legislative environment:

- The cornerstone of any piece of legislation will be Medicare integration, which would save between \$35 and \$50 billion.

- Failing to pass some legislation this year will mean whatever happens next year or later

will have to be more radical and will be a more difficult lift for Congress.

- The Postal Service is an essential service for lawmakers’ constituents.

“The work you do day-in and day-out and the work our employees do is the backbone of the USPS. You have to convey that to Congress and educate them about the work you do every day,” he said. “You are the best ambassadors we have; you are credible, articulate and convincing. I feel such a sense of optimism that we can get this done. You are fundamental to the work of the Postal Service.”



**Ron Stroman with Louisiana delegates Tomica Duplessis and Bertha Brumfield**



**Ron Stroman and Milwaukee Branch 72 delegate Julie Joers**



**Ron Stroman with Los Angeles Branch 39 delegates Marilyn Jones, Trinise Johnson, Yolanda Grayson and Sam Booth**



**Bruce Moyer with Capitol Hill staffers Ashley Poling and John Kane**

Two Capitol Hill staffers—Ashley Poling and John Kane—joined Bruce Moyer to discuss the Senate’s latest postal reform legislation. Poling is a senior policy counsel to Sen. Heidi Heitkamp (D-ND), a member of the Senate postal oversight committee. Kane works for Sen. Tom Carper (D-DE). He also worked for Sen. Susan Collins and has a mastery of postal policy issues. Moyer introduced them as the two staffers most-associated with the Senate effort to build on the progress of H.R. 756.

Poling said they’ve been working hard to craft a bill that mirrors 756, which they consider a good bill. “Our bosses, especially Heitkamp and Carper, want to make sure the USPS is on firm financial footing,” she stressed. “This is something they’ve been passionate about for a very long time. We’re working to come up with something that adjusts to where we are now—for instance, the rate review from December, as well as Medicare adjustments due to valuation.”

She pointed out that service provisions are very important to Heitkamp, who has been working closely with Rep. Mark Meadows (R-NC) the past two years. “They have a lot of the same issues in North Carolina,” she pointed

out. “I think it’s all about finding similarities and coalescing around something that affects every household in the U.S. This should not be a partisan issue because it affects everyone. We’re lucky to have Republicans in rural states willing to work with us.”

Also, there has been no opposition to the Senate bill in the union and mailer industry. “We’re working to get things together and introduce something soon,” she affirmed.

Kane acknowledged that postal reform is one of the most complicated issues facing Congress. “It’s not as simple as a little bill that can reform a regulatory process or reform a basic administration process. It’s a business that is owned and operated by the federal government that has to balance how it does its work with its competitors and private sectors,” he explained.

**Ashley Poling**



**John Kane**



## CHANGING THE CULTURE THROUGH ADVOCACY

“Anytime you start working on postal reform, you have to look at what led up to it and what is impacted,” he said. “In October, Carper and Heitkamp were frustrated because we couldn’t move the House bill, so we called in a number of members who worked with us. We talked to the PMG and the PRC. It quickly became clear the bill needed to be redrafted—not for policy concerns, but for dates and times. If 756 were passed tomorrow, all the changes in the Senate version would have to be addressed in the House bill.”

Kane said they support 756. In the process of formulating the Senate bill, they addressed the PRC’s current rate review, which, absent any legislative reform, would put the responsibility on ratepayers. As a result, they negotiated with the unions, mailers and magazine publishers. He said Moran, Carper, Heitkamp and McCaskill support the PRC doing a rate review, but language needs to be in the bill to ensure any postage increases are fair to mailers. Also, the bill needs to incorporate Medicare integration.

He pointed out that OPM changed the actuarial evaluation of the USPS’ health care liability, which devalued the \$50 billion sitting in the fund. “It doesn’t mean there’s less money,” he explained. “It means it doesn’t go as far. Therefore, it was underfunded when we did the iPost bill in the previous Congress. We had to redraft the Medicare provisions to pay for integration.”

“There are other minor changes—nothing



**John Kane, aide to Sen. Tom Carper, and Delaware delegates Blanche Oliviere and Angela Garland**

dramatic—but the backbone of this bill is no different than what you’ve endorsed before,” he professed. “It would put you on firm financial footing. The USPS is very complicated. Most people don’t understand the legislative reforms. They don’t understand you don’t get appropriated dollars as opposed to ratepayer dollars. Junior staffers need a lot more information to know what’s going on. That’s why we’re relying on you to advocate for this.”

Poling affirmed the difficult balancing act needed to keep everyone on board in the union/MAILER coalition. “I’m impressed they’ve maintained that balance,” she expressed. “We’ve worked really hard. NAPS always has been very helpful on postal reform and we’re very grateful. You have a fantastic legislative team.”

She said the bill’s leaders want to introduce it soon. “One more thing that’s really important to point out is the Postal Service binds

people together—especially in rural areas. There is no substitute for the USPS in rural America. It is key. That is something to use in your meetings going forward. People respect the agency and its employees, but they don't understand the dire financial straits it is in because it gets very complicated very quickly.

“The push is getting people to understand: This is the Postal Service and everyone depends on it. If the agency goes away, we'll hear about it. I echo the point that this is not Republican or Democrat, but something everyone needs. The Postal Service serves America and we need to protect postal customers and employees.”

Kane said the Senate reform bill would stabilize the agency and take the financial burden off its shoulders so it can continue functioning as a business and not worry about the next crisis. “They need to get the core product of service fixed—vehicles and infrastructure,” he urged. “This would put the Postal Service on the path to solving its problems.”

Moyer asked how the legislation provides for greater responsiveness. Kane responded the bill includes shipping beer and wine and provides for non-postal products. Also, Heitkamp's language forces the USPS to restore service performance—establishing and getting back the overnight delivery requirement. It provides for an innovation officer and the PRC gets a lot more teeth to ensure the agency does its job regarding service.

Moyer confirmed the legislation includes

MSPB appeal rights for EAS employees, as well as a directive to the USPS OIG to evaluate the efficiency of the current pay consultation process and its potential for improved EAS pay.

Poling said it took a while to get lawmakers to understand the difference between service standards and service performance. “Service is the heart of the business,” she said, “and if that's not working well, we've got bigger problems. We want to ensure there are performance targets for rural mail that are being met and make sure the agency meets its goals.”

Kane reiterated that it doesn't serve the USPS well if customers don't think they're getting their mail in a timely manner. “We know we have to fix that,” he said.



**Carl Walton, Washington, DC, Branch 135, proffered advice for delegates' visits to Capitol Hill. “Give them a professional and team-oriented message,” he counseled.**

Ivan Butts with the congressional visit role-playing cast that offered helpful tips on how to conduct—and not conduct—visits to lawmakers. From left: Angie Hicks, Greensboro, NC, Branch 157; Michael McNeal, Norfolk, VA, Branch 132; Jevonda Gilbert, Charlotte, NC, Branch 183; and Rafael Brathwaite, Birmingham, AL, Branch 45.



How not to conduct a congressional visit.



How to professionally conduct a congressional visit.

Mark Acton, PRC commissioner, told delegates that reviewing rates is one of the PRC's most important responsibilities. He said the Postal Service is an independent agency that is required to fulfill its universal service mandate; this offers opportunities and restraints. "The agency has to face what no one else in the private sector must do," he said. "Private companies only are in it for profit. They're not obliged to reach out to every household."

Acton pointed to the presence of the Postal Service in the U.S. Constitution and that very few federal agencies are named in the founding document. "The founding framers knew there was a call for delivering the news of the day," he stressed. "It's a unique circumstance to be part of what the Constitution says mail delivery should be."

He explained the Postal Service is the operator and the PRC regulates it. The reason the USPS is the only federal agency regulated by another federal agency is because of its enormous scope of operations, with revenues of nearly \$60 billion and a retail footprint of 32,000 outlets. "That scale warrants special consideration and proper regulatory review," he said. "We do not have a role in how it's managed, though. That's up to the Board of Governors. Questions about operational con-



**PRC Commissioner Mark Acton**

cerns and logistical arrangements are not within our purview."

Since enactment of the 2006 Postal Accountability and Enhancement Act, the commission, whose name changed from "Rate" to "Regulatory," gained broader regulatory authority. There are five commissioners confirmed by the Senate whose terms don't expire at the same time. Of those five, only three can be from one political party; the PRC is bipartisan by law.

The PRC's mission is to "Ensure transparency and accountability for the United States Postal Service and foster a vital and efficient universal mail system." Acton said stakeholders want a place to go and understand how it's functioning. The PRC's job is to address the full spectrum of concerns with openness, integrity, merit and adaptability.

"We're good at brokering bipartisan solu-



## CHANGING THE CULTURE THROUGH ADVOCACY



**Brian Wagner, PRC Commissioner Mark Acton, Special Assistant Alex Cooper and Ivan Butts**

tions,” he pointed out. “Adaptability is probably the most important requirement. We’re a very nimble organization for the scope of the operation; 85 people are responsible for regulating it. We’re a pretty busy place most of the time.”

Acton said having organizations such as NAPS press for legislative reform is key. “The rate review we’re currently undergoing is not a stand-alone approach,” he explained. “There are other problems with the agency’s business model. There are a lot of other change issues that Congress and the White House have reserved for themselves. Don’t think just because the PRC may make some changes that the problem will be fixed.”

He said the Postal Service has not been good at maintaining financial health—medium

or long term; measures haven’t been achieved very well. Also, high-quality service standards are not being maintained. The PRC’s proposed changes are the commission’s best effort to addressing the agency’s operational solvency. “This is an effort by the commission to make the Postal Service better,” he contended. “We want to keep the price cap, but augment it with additional pricing authority.”

Acton also stressed the importance of filling the Board of Governor vacancies. “It’s really discouraging we don’t have these appointees,” he said. “Certain provisions of the law are reserved for the governors on the board. Currently there are three candidates. When you’re up on the Hill, push for new governors and push for reform.”





**Top-five 2017 SPAC Ultimate contributors, from left: Bob Bradford, Jimmy Warden, Ann Konish, Ivan Butts and Kym Mullins.**

SPAC Manager Katie Maddocks gave delegates a legislative update on the outlook for midterm elections. She said it's a tough political landscape. As a result, there's been an insurgence of lawmakers announcing their retirements. In order for the Democrats to take control of the House, they have to flip 24 seats; 20 of those are toss-ups. And there have been incredibly tight races all over the country in special elections.

"How do we make NAPS' voice heard?" she asked. "When there is an election, we have to make sure our money is going far and making a difference," she explained. "We need to be very judicious and focus on those who are postal champions and have spoken out on the need for postal reform. We also give to leadership—trying to work on both sides so they understand our issues and are concerned. We're going to make sure our money and our voices are heard."

NAPS Executive Vice President Ivan D.

Butts lauded NAPS delegates for doing a tremendous job contributing to SPAC at LTS. "This gives us the ability to reach out to legislators here and in your home districts," he said. "You have made a tremendous impact on the Hill; we have an excellent reputation."

Nationally, SPAC contributions have achieved positive growth. In 2017, a non-national convention year, \$258,534 was raised. The Southern Region—once again—was number one in contributions. Every other region had positive growth.

The top five areas in contributions last year were Southeast, \$42,019; Pacific, \$26,249; Capitol-Atlantic, \$21,781; New York, \$21,023; and Mideast, \$17,531.

The top five states were Florida—number one 13 years in a row—\$37,752; California, \$24,019; New York, \$20,583; Texas, \$15,609; and Illinois, \$14,624.

"We're seeing positive growth," Butts exclaimed. "It's great for everyone when all give



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a little more. There's a lack of education on our legislators' part—we built America! We're the reason why we have the United States. If we have infrastructure problems, our legislators should help us address them.”

He was pleased to report that the number of Ultimate SPAC contributors continues to increase—there were 39 in 2016 and 60 in 2017. These contributors give at least \$1,000 to SPAC in a calendar year. The top five Ultimate contributors were recognized:

1. Kym Mullins, Florida; 2. Ann Konish, New York; 3. Ivan Butts, Pennsylvania; 4. Jimmy Warden, New York; and 5. Bob Bradford, Texas.

Butts urged members to sign up for Drive 4 Five—the best way for NAPS to receive contributions through payroll or OPM allotments. “It lets us budget and forecast what we want to do with our SPAC events because we know we have these dollars coming in every two months,” he explained. “Thanks for all you’re



Rep. Brenda Lawrence (D-MI) was escorted to the dais by Michiana Area Vice President Kevin Trayer (fourth from left) and members of Detroit Branch 23, Royal Oak Branch 508 and Michigan State Branch 925.

doing here and in your home districts. I know you're going to town hall meetings."

Rep. Brenda Lawrence (D-MI), told NAPS members it feels really good being in a room that feels like family—she worked in the Postal Service for 30 years and is a NAPS member. "Like you all, I know what it's like being in a job and having your whole world thrown upside down through no fault of your own," she declared.

"Everything I needed to learn about Congress I learned in the post office. My colleagues are elected from my district—I didn't choose them, but I have to work with them. We're all connected because we have families and are here with a common goal of serving.



**Rep. Brenda Lawrence**

We take a similar oath to serve and protect this great country.

"Sometimes we get managers or others we report to who don't always have the tools, skills or ability to comprehend or grasp their job. Nevertheless, we show up every day and work to make it happen; we take care of the people of this great country."

Lawrence said that when she came to Congress she asked to be on the House Oversight and Government Reform Committee in order to take care of her postal family. Because of her experience working for the Postal Service, she has gained the respect of her fellow committee members. "When I speak, they listen," she said.

"This country has a democracy that says 'We the people'—that has not changed," Lawrence reminded NAPS delegates. "What's so good about the USPS is what I need to know—diversity, different ethnic groups, dif-

**Ivan Butts welcomed Rep. Brenda Lawrence.**





## CHANGING THE CULTURE THROUGH ADVOCACY

ferent cultures and religions. I learned a lot about women in the workplace. My job was to train and develop women to serve in PCES.

“I will tell everyone in this room the Postal Service touches every single American; we touch them. We, in this company, and you, as NAPS, sometimes forget about the important stuff and the impact you have on this America that you love. Thank you for that.

“When I talk about where we are in history, in all those times when America lost its way, the people stood up—strong leaders,

strong women, Latino union leaders—and changed the conversation and made it right in America. History has designated you are an American. And we have work to do to protect our workers.

“Something we talked a lot about was dignity and respect, quality of worklife. Sometimes it was about making our numbers and processing the mail and timelines and productivity. Sometimes, we lost our way. But, stepping back and looking at the Postal Service, I get to brag. It’s the one organization that



Executive Vice President Ivan D. Butts said it has been his pleasure for the past four years to present the Gold Standard Legislative Leadership Award—named for Stanley Gold, the original recipient. This year’s recipient was Gary Townson, Kansas State Branch 919. Butts said Townson works to bridge the gap across the congressional aisle and makes sure NAPS’ issues are heard. He also is a strong advocate for the Postal Service. From left: Ivan Butts, MINK Area Vice President Bart Green, Gary Townson and President Brian Wagner.

touches every single American every day. This business deserves the dignity and respect of Congress.”

“No other member of Congress has 30 years in the USPS—I’m it!” she proclaimed.

Lawrence talked about the proposed FY19 budget and urged NAPS delegates to “stay woke” regarding potential impacts. “It would increase FERS contributions and eliminate COLA adjustments for current and future FERS and CSRS employees,” she said. “According to the experts, these changes could force employees to delay their retirements and decrease their monthly take-home pay.

“When I say ‘stay woke,’ I’m not going to support legislation that will harm the less of us. We’re going to have to stay woke and question what we are doing in this country.”

Lawrence admonished that this is not the time to check out or not deal with politics. “In Flint, MI, a politician made the decision to switch the water source and poisoned 90,000 people,” she said. “If you eat food in America, it meets a certain standard because it is USDA-approved. The fact we have organized labor and negotiate for pay and benefits and vacation

Special thanks to Signature Federal Credit Union for donating an Amazon Echo to the Drive 4 Five table. Thanks, also, to Dillard Financial for donating a \$25 gift card to the PERF table. The PERF table, staffed by LaToria Bolling, NAPS administrative assistant to President Brian Wagner, raised \$568 for PERF.



**At the close of Monday’s session, Executive Vice President Ivan D. Butts told NAPS delegates, “SPAC has been the winner today! I appreciate what you do for our organization.” SPAC contributions collected during LTS totaled \$34,234.**

time—many employees have the right to file grievances. Our rights and benefits are debated all the time in government. So, please, don’t tell me politics doesn’t affect you. I’m so glad I’m preaching to the choir because you’re here. It’s an honor.

“Stay woke, stay engaged. I’m going to stay engaged, work hard and make them hear you on Capitol Hill. And when you leave, the letters and the calls matter. Hold people accountable for their vote. This woman who is in Congress now learned a scheme, worked tour 1, drove a postal truck and inspected buildings for safety. This woman walking the halls of Congress knew what it felt like with no women in certain jobs. I know how important your job is. NAPS—the people in the middle. It’s not a sandwich unless there’s something in the middle.”



## CHANGING THE CULTURE THROUGH ADVOCACY

SPAC Manager Katie Maddocks assisted members at the SPAC Internet Café.



Auxiliary members collected contributions for SPAC.



# Wreath-Laying Ceremony at Arlington National Cemetery



NAPS resident officers with this year's honor guards, back row, from left: Secretary/Treasurer Chuck Mulidore, Executive Vice President Ivan D. Butts, John Kerns and Mark Schannauer. Front row: William McKeon, President Brian Wagner and Ronald Ward.



North Central Area Vice President Dan Mooney and Mark Schannauer, Minneapolis Branch 16



William McKeon, New Haven, CT, Branch 3, and New England Area Vice President Greg Murphy

Rocky Mountain Area Vice President Myrna Pashinski and John Kerns, Colorado Springs Branch 14



Secretary/Treasurer Chuck Mulidore and Ronald Ward, South Jersey Branch 74





# CHANGING THE CULTURE THROUGH ADVOCACY









# Secretary/Treasurer Training

**S**ecretary/Treasurer Chuck Mulidore conducted an in-depth training class for branch secretary/treasurers. He explained the duties and responsibilities of the position and provided information on gaining tax-exempt status, as well as a guide on filing taxes. NAPS Headquarters Office Manager Jovan Duncan talked about DCO and other related reports branches receive each month from NAPS Headquarters.



Secretary/Treasurer  
Chuck Mulidore



NAPS Headquarters  
Office Manager  
Jovan Duncan







# First-Timers Offer Fresh Eyes and Perspective

By Karen Young, NAPS editor

**N**early 45 first-time delegates attended this year's LTS. At the first-timers' orientation on Sunday, March 11, Executive Vice President Ivan D. Butts welcomed the delegates and



Executive Vice President Ivan D. Butts

said they will be prepared to meet with legislators to talk about the sustainability of the Postal Service. President Brian Wagner said NAPS offers the best training for first-timers. "We're here as a team and a family," he said.

Secretary/Treasurer Chuck Mulidore said NAPS needs more first-timers for everything—

branch meetings, training; it's imperative to get more people involved and energized. "Get involved in your branches," he urged. "As we like to say, reach one—teach one."

Legislative Counsel Bruce Moyer also welcomed the first-timers and told them they could make a pivotal difference with their visits to Capitol Hill. "You bring fresh eyes and energy!" he affirmed, adding, it will be important to educate lawmakers on the need for



President Brian Wagner

postal reform. "No one can speak as intelligently and credibly as you do on postal issues because you are on the front lines every day," he pointed out.

Moyer assured everyone that, by Tuesday morning, they would be equipped and confident. "You'll be on the Hill as informed, credible advocates of the Postal Service and NAPS," he declared.



Secretary/Treasurer Chuck Mulidore

**Stanley Gold, Miami Branch 146**



**Florida State Legislative Chair Ann Strickland**



**Legislative Counsel Bruce Moyer**

Longtime political activist Stanley Gold, Miami Branch 146, encouraged first-timers to become friendly with their representatives.



**Indianapolis Branch 8 Legislative Chair Paul Norton**

ence,” she urged. “Money is what it takes. We’ve done a great job, but we have to do better.”

“Talk to them,” he said. “Be friendly with their staffs and collect money for SPAC.”

Paul Norton, Indianapolis Branch 8 legislative chair, also stressed the importance of SPAC. “If everyone does a little,” he contended, “a lot gets done. Don’t assume someone else will do it. Step up!” He reiterated the importance of NAPS members getting to know their legislators and their staffs. “You will make a difference,” he insisted.

Ann Strickland, Florida State legislative chair, explained that SPAC gets its funds from NAPS members who make voluntary contributions. “We have to do better because we all can make a differ-

Florida has been number one

in SPAC contributions for 13 years. Strickland discussed the various ways her state has been able to be the top performer. At their state conventions, they conduct silent auctions, have a walkathon, offer raffles





## CHANGING THE CULTURE THROUGH ADVOCACY



and, at the end of the convention, have a SPAC challenge. “We build up the energy and enthusiasm,” she explained.

“When you go back to your branches,” she said, “talk about SPAC and the importance of



**Sergeant-at-Arms Will McIntyre, Gardner, KS, encouraged first-timers to take their family members to the Hill, as well. He talked about the time he took his son and daughter with him to visit former Rep. Nancy Boyda. She took his children with her to the floor and had his daughter cast a vote for her. “It was an amazing experience,” he said, “one they never will forget.”**

giving. Be a leader and set the tone.”

Moyer credited the NAPS Auxiliary for doing a great job collecting for SPAC and thanked Auxiliary President Patricia Jackson-Kelley for her leadership.

He urged first-timers to help make a difference and create change. “It’s your time now!” he proclaimed. Success is measured

by getting co-sponsors for postal reform legislation and getting a bill passed. Moyer reiterated the importance of cultivating relationships with lawmakers so they better understand the important role the Postal Service plays in the lives of all Americans.

Once NAPS delegates go home, it’s important for them to follow up with their lawmakers and their staffs and remain a repository of information. “Inform and educate your colleagues about what you did here,” he said, “and the need for them to be engaged.”



# Fellowship and Faith

**N**APS members took a respite from LTS activities Sunday afternoon to attend the non-denominational worship service. This was the seventh year for the service, which was started by former Illini Area Vice President Dr.

Nancy Wesley. Her vision was to offer NAPS members an opportunity to worship with one another while away from their home churches.

Northern Virginia Branch 526 President  
**Richard Green**

Lloyd Cox welcomed everyone to the service and gave the invocation. Eastern Region Vice President Richard L. Green Jr. gave the Old Testament reading;



**Lloyd Cox**



**Ivan Butts**

Executive Vice President Ivan D. Butts gave the New Testament reading. Rev. MacArthur Littles, Philadelphia Branch 35, gave the message. The inspirational Holloway Family provided musical selections.

## The Holloway Family



**Rev. MacArthur Littles**



## CHANGING THE CULTURE THROUGH ADVOCACY

# Town Hall Meeting

**T**he NAPS resident officers, with Executive Board Chair Tim Ford presiding, took questions from members. President Brian Wagner acknowledged these are challenging times. Pay talks with Postal Service Headquarters are continuing. “In the best interests of our members,” Wagner said, “we agreed to extending pay talks. As a result, we’ve had more dialogue and made progress. Your officers are working to get you a solid pay package.”

NAPS members asked questions of the resident officers covering a variety of topics. Below, from left: Executive Board Chair Tim Ford, President Brian Wagner, Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore.









# 2017 SPAC Contributors at LTS

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



**VP Elite (\$750)**



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



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



**Supporter (\$100)**





# Hill Visits Underscore Importance of Continued Interaction With Congress

By Bruce Moyer

Over 500 NAPS LTS delegates stormed Capitol Hill on March 13 and 14 and participated in productive meetings with nearly all House and Senate lawmakers' offices. Delegations of NAPS members from almost every state in the country scheduled and took part in meetings with over 500 House members, senators and their staffs.

For first-time NAPS delegates, these meetings were eye-openers regarding Congress and democracy at work. For LTS veterans, it was one more opportunity to expand contacts—and make new ones—on the Hill.

Delegates promoted NAPS' legislative agenda and educated Congress about the Postal Service and, especially, the need for postal reform, as contained in H.R. 756 and S. 2629, "The Postal Service Act of 2018," just introduced in the Senate. H.R. 756 awaits a final House floor vote; the Senate proposal was introduced March 22. The pending legislation was discussed during LTS. NAPS delegates also urged Congress to turn aside Trump budget proposals that would reduce postal employees' retirement and health benefits.

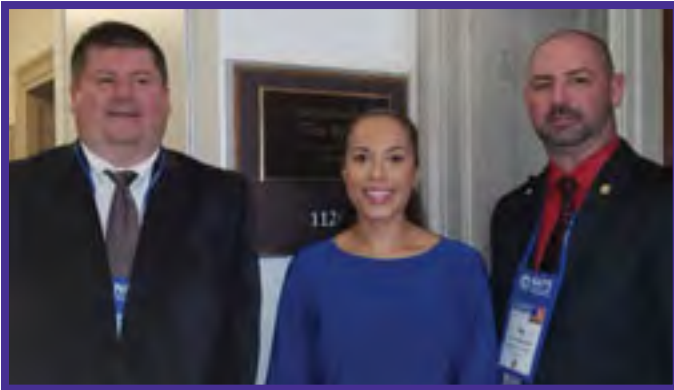
House and Senate offices responded favorably to NAPS' message. Delegates reported during debriefing sessions that they were received favorably in most congressional offices. Many lawmakers and staff expressed an awareness of the financial problems afflicting the Postal Service, but preferred to refrain from expressing official support for postal reform proposals until they are committed for floor action. Many offices also expressed concern over the impact of reductions in federal and postal retirement and health benefits, as well as support for turning aside these proposals, just as Congress did last year.

Many NAPS delegates said they planned to follow up with their House lawmakers back home through meetings in district offices where lawmakers usually can make more time available for discussing Postal Service issues. Being in Washington, DC, NAPS delegates said, underscored the importance of continued interaction with congressional offices back home.

# Capitol Hill Photo Album

Photos by LTS Delegates

*(Photo identifications are from left to right.)*



Youngstown, OH, Branch 133 President Tim Kopcash (left) and Pioneer Area Vice President Tim Needham met with an aide to Rep. Tim Ryan (D-OH).

Delaware delegates Blanche Oliviere (left) and Angela Garland with Sen. Tom Carper (D-DE)



Rep. Doug Collins (R-GA) and Georgia delegates Roger Finley, Ozzie Camacho and Jane Finley



Pacific to Sierras Branch 244 President Mary Burkhard and Rep. Julia Brownley (D-CA)

Long Island Branch 202 Executive Vice President Frank Baselice, Rep. Peter King (R-NY) and Branch 202 President Tom Barone



Mary Burkhard and Rep. Tony Cardenas (D-CA). The photo on the wall is of Cardenas' father, a California farm worker.



# CHANGING THE CULTURE THROUGH ADVOCACY



Rep. Ed Perlmutter (D-CO) (second from right) with Denver Branch 65 delegates Dion Rosborough, Lorraine Rudolph and Gary Roll

Rep. Mike Coffman (R-CO) (center) with Denver Branch 65 delegates Lorraine Rudolph, Gary Roll, Donna Flaherty and Dick Price



Rep. Diana DeGette (D-CO) (second from right) with Denver Branch 65 delegates Lorraine Rudolph, Gary Roll and Dion Rosborough

Rep. Ken Buck's (R-CO) staff member James Hampson (second from right) with Denver Branch 65 delegates Julia Cordova, Gary Gutierrez, Gary Roll, Lorraine Rudolph and Dion Rosborough



Colorado and Wyoming NAPS delegates Lorraine Rudolph, Gary Roll, John Kern, J.R. McEntee and Tim McNair visited Margo Tercek, a staff member for Sen. Michael Bennet (D-CO).





North Carolina NAPS delegates Kim Boggan, John Geter, Ron Cole, Karen Douglas and Jevonda Gilbert with Rep. Mark Meadows (R-NC)



North Carolina NAPS delegates with an aide to Rep. Ted Budd (R-NC)



Rep. Ruben Gallego (D-AZ) (fourth from right) with Arizona delegates—Tucson Branch 376 and Phoenix Branch 246—Sharon Kiszczak, Shawn Bruffett, George Hernandez, A.J. Almeda, Juan Luna, Jim Salmon and John Aceves



Rep. Raul Grijalva (D-AZ) (third from right) with Arizona delegates John Aceves, Sharon Kiszczak, Juan Luna, Jim Salmon, George Hernandez, Shawn Bruffett and A.J. Almeda



# CHANGING THE CULTURE THROUGH ADVOCACY



Sen. Claire McCaskill's (D-MO) aide Charlie Moskowitz (third from right) with Central Region Vice President Craig Johnson, Robert Daggs, Kat Bollinger, Kim Woodson, Gateway, MO, Branch 131 President Virginia Price Booker and MINK Area Vice President Bart Green



Sen. Roy Blunt (R-MO) (center) with Jeff Crisoff, Craig Johnson, Kat Bollinger, Virginia Price Booker, Kim Woodson, Bart Green and Robert Daggs



Virginia Price Booker, Robert Daggs and Kim Woodson



Aide to Rep. Ann Wagner (R-MO) (third from right) with Robert Daggs, Bart Green, Virginia Price Booker, Kim Woodson and Craig Johnson





Rep. Raja Krishnamoorthi (D-IL) (third from left) with Illinois NAPS delegates Rhonda Thompson, Doris Grazien, John Walsh, Luz Moreno, Esther Mendoza and Fernando Moreno



Ebony Lastrapes, Rep. Ralph Abraham (R-LA), Sandra Minor and Larry Hamilton

Rep. Gene Green (D-TX), Houston, has been a longtime supporter of NAPS. The Texas delegation had scheduled a visit with his legislative assistant, Susannah Ross. Green was busy with another appointment, but stepped out of his office to take a photo with the NAPS members. Standing: Johnny Seal, Jessie Austin, Green, Beverly Austin and Melba Seals. Sitting: Pam Davis and Alexandria Robertson.



Wisconsin NAPS delegates met with Sen. Tammy Baldwin (D-WI), fourth from left.

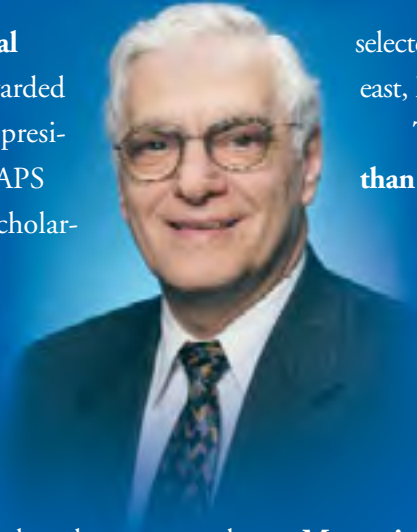
# National Association of Postal Supervisors Vince Palladino Memorial Student Scholarships

## 2018 Official Application Form

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

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

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



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

**This application must be received no later than July 20, 2018, at the address provided below.**

Scholarship winners will be announced at the NAPS 2018 National Convention in August. In addition, the scholarship winners will be listed in the September/October 2018 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Vince Palladino Memorial Student Scholarship** will receive a check, payable to the college or university listed in the application, in October 2018. Scholarships may be used to pay expenses in the student's current or following semester.

## deadline: July 20, 2018

\_\_\_\_\_  
Student's name (please PRINT legibly)

\_\_\_\_\_  
Major course of study

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

\_\_\_\_\_  
City and state of the college or university

\_\_\_\_\_  
NAPS member's name

\_\_\_\_\_  
NAPS member's branch number

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

\_\_\_\_\_  
NAPS member's PO box/street address

\_\_\_\_\_  
City

\_\_\_\_\_  
State

\_\_\_\_\_  
ZIP+4

**Applications must  
be received at  
NAPS Headquarters  
no later than  
July 20, 2018**

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

# FY18 Career Awareness Conferences Schedule

Area/District	Point of Contact	Phone Number	Date	Location
<b>Capital Metro</b>				
Atlanta	Marilyn L. Nobles	678-323-5138	June 9-10	Atlanta, GA
Baltimore	Licha S. Wilson	410-347-4413	June 23-24	Timonium, MD
Capital	India J. Brown	301-499-7685	July 21-22	Potomac, MD
Greensboro	Hedy L. Maliszewski	336-668-1344	April 28	Durham, NC
Mid-Carolinas	Joi Kirk	704-393-4509	July 14	Charlotte, NC
<b>Eastern</b>				
Appalachian	Michael R. Snyder	304-561-1257	April 28-29	Roanoke, VA
Central Pennsylvania	Victoria L. Giandalia	717-257-2267	June 24	Harrisburg, PA
Northern Ohio	Margaret E. Richards	216-443-4232	June 9-10	Akron, OH
Ohio Valley	Benedicta Brown	513-684-5597	Aug. 25-26	Wilmington, OH
Philadelphia	Donna L. Faison	215-863-2098	Oct. 1	Philadelphia, PA
Western New York	Julieann Morgan	716-846-2329	May 11-12	Henrietta, NY
<b>Great Lakes</b>				
Central Illinois	Claudia Bingham	708-563-7498	June 2-3	Oak Brook, IL
Chicago	Joyce A. Ozia	312-983-8672	July 20-22	Chicago, IL
Detroit	Gail J. Lewis	313-226-8340	April 28-29	Detroit, MI
Lakeland	Donna M. Nigbur	414-270-2339	Aug. 24-25	Wisconsin Dells, WI
<b>Northeast</b>				
Connecticut Valley	Catherine A. Litke	860-524-6209	June 10	Westbrook, CT
Long Island	Dolores A. Witkowski	631-755-2549	May 20	Melville, NY
Long Island	Dolores A. Witkowski	631-755-2549	Oct. 19	Melville, NY
New York	Joanne M. Kelly	212-330-3960	May 9	New York, NY
Northern New Jersey	Latrayer W. Sumter-Moreau	732-819-3617	Sept. 16	Newark, NJ
Triboro	Jeanette Brooks	718-348-3301	Sept. 19	Brooklyn, NY
Westchester	Michelle C. Nicolosi	914-697-7223	April 28	Newburgh, NY
<b>Pacific</b>				
Honolulu	Cheryl Ann P. Johnson	808-423-3797	Aug. 25-26	Honolulu, HI
Sacramento	Brandi L. Jentgen	916-373-8115	May 20	Sacramento, CA
San Diego	Robert C. Henley	858-674-0467	June 24	Temecula, CA
San Francisco	Katherine A. Pabalan	415-550-5576	July 28-29	San Francisco, CA
Santa Ana	Robert W. Waldrup	714-327-6509	July 15	Anaheim, CA
Sierra Coastal	Michael H. Lacsamana	661-775-7070	Aug. 26	Oxnard, CA
<b>Southern</b>				
Alabama	Daphne M. McClain	205-521-0293	July 14-15	Birmingham, AL
Arkansas	John W. Gentry	501-228-4278	Oct. 21-22	Little Rock, AR
Dallas	Toni A. Scott	214-760-4601	May 19-20	Coppell, TX
Fort Worth	Tammie Turner	817-317-3399	July 28-29	Fort Worth, X
Gulf Atlantic	Delores D. Carter	904-359-2812	July 20-22	St. Augustine, FL
Oklahoma	Tommy J. Palmer	405-815-2280	June 29-July 1	Midwest City, OK
Rio Grande	Karen A. Robinson	210-368-8425	June 30-July 1	San Antonio, TX
South Florida	Damaris Agrait	305-470-0881	Sept. 14-15	Weston, FL
Suncoast	Jacqueline E. Calhoun	813-354-6023	June 8-10	Champions Gate, FL
<b>Western</b>				
Alaska	Robert D. Ward	907-273-5831	Oct. 18	Anchorage, AK
Arizona	Kelly E. Meyers	602-225-3052	April 28	Santa Fe, AZ
Arizona	Kelly E. Meyers	602-225-3052	Aug. 12	Tucson, AZ
Portland	Thomas L. Werbin	503-294-2346	Sept. 8	Portland, OR
Salt Lake City	Pania Heimuli	801-974-2922	April 28	Salt Lake City, UT
Salt Lake City	Pania Heimuli	801-974-2922	May 1	Boise, ID
Salt Lake City	Pania Heimuli	801-974-2922	May 3	Salt Lake City, UT
Seattle	Alisa S. Masunaga	206-768-4942	July 29	Federal Way, WA

Current as of March 31

# The Political Road Ahead

**By Katie Maddocks**

*Legislative representative and SPAC manager*

It seems every election I say, "This is the most exciting election cycle this nation has seen." Then, in the next cycle, I am proven wrong. Maybe I'll get it right in 2018!

With only seven months left before the 2018 midterm elections, it's necessary to understand that, historically, the president's party loses seats in a midterm election and is further impacted by the president's ap-

proval rating. The best example of this was seen in 2010, when Tea Party Republicans dominated the polls as a reaction to passage of the "Affordable Care Act," referred to as Obamacare. President Obama's approval rating fell to 45 percent.



Keeping that in mind, it's also necessary to remember that in order for a political party to control the House, 218 seats are needed. Currently, Republicans hold 238 seats; Democrats would need to win 24 seats to flip control. It's important to note that CNN has rated 20 seats toss-ups—

the same amount between the seats held by Republicans and the seats needed for control.

Adding to the stress of this election, 56 seats are open due to members of Congress retiring or running for other offices. Five of these open seats currently held by Republicans are ranked as toss-ups; five open seats currently held by Republicans are ranked as leaning Democratic; and three open seats currently held by Democrats are ranked as toss-ups. This creates contentious primary and general elections, with candidates vying for attention and funding.

A clamorous election cycle will add volatility to the election environment. At the same time, NAPS will bring its steady hand of dis-

*Continued on page 63*

## 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 2018

*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.*

# 2018 SPAC Contributors



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

Geter, John	NC	Branch 183
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202
Konish, Ann	NY	Branch 11
Butts, Ivan	PA	Branch 355

## March Contributors

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

Geter, John	NC	Branch 183
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202
Konish, Ann	NY	Branch 11

### VP Elite (\$750)

Harmon, Rosemary	KY	Branch 920
Shawn, Steve	MD	Branch 403
Warden, James	NY	Branch 100
Austin, Jessie	TX	Branch 122

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

Salmon, James	AZ	Branch 246
Meana, Frances	CA	Branch 159
Walton, Marilyn	CA	Branch 77
Moss, Donald	DC	Branch 135
Wagner, Brian	IL	Branch 255
Randall, C. Michele	MD	Branch 531
Wileman, Dotty	MD	Branch 923
Gawron, Dennis	NY	Branch 27
Roma, Thomas	NY	Branch 68
Bradford, Robert	TX	Branch 203
Green Jr., Richard	VA	Branch 98

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

Bruffett, Shawn	AZ	Branch 376
Hernandez, George	AZ	Branch 246
Burkhard, Mary	CA	Branch 244
Campbell, Stephnia	CA	Branch 159
Cherry, Hayes	CA	Branch 466
Goodman, James	CA	Branch 39
Sutton, Catherine	CA	Branch 373
Wong, Tom	CA	Branch 127
Lynn, Patti	FL	Branch 296
Mullins, Kym	FL	Branch 81

**Did you know** the Federal Election Commission allows an individual to contribute up to \$5,000 to a single PAC in a calendar year? If you have questions about your contribution level, please contact SPAC Manager Katie Madocks at [naps.km@naps.org](mailto:naps.km@naps.org) or (703) 836-9660.

Murray, Donald	FL	Branch 93
Strickland, Ann	FL	Branch 146
Lum, Laurie	HI	Branch 214
Billups, Juanita	IL	Branch 17
Dittmann, David	IL	Branch 489
Maxwell, Sherry	IL	Branch 255
Moreno, Luz	IL	Branch 489
Rowel, Cornel	LA	Branch 73
Moreno, Richard	MA	Branch 498
Murphy, Gregory	MA	Branch 102
Amergian, Raymond	ME	Branch 96
Hommerson Jr., David	MI	Branch 130
Trayer, Kevin	MI	Branch 142
Weilep, Laurie	MN	Branch 104
Johnson, Craig	MO	Branch 36
Dallojacono, Anthony	NJ	Branch 568
McNulty, Linda	OR	Branch 66
Skjelstad, Aric	OR	Branch 276
Yut, Rachele	OR	Branch 66
Williams, Darryl	PA	Branch 554
Croswell, Darnel	SC	Branch 225
Aaron, Donna	TN	Branch 97
Green, Shri	TN	Branch 41
Cooper, Karen	TX	Branch 124
Elizondo Jr., Jaime	TX	Branch 122
Foster, Debra	TX	Branch 9
Mitchell, Annie	TX	Branch 124
McCracken, Cindy	WA	Branch 61
Reedy, James	WA	Branch 61

### Supporter (\$100)

Brathwaite, Rafael	AL	Branch 45
Carter, Willie	AL	Branch 45
Simpson, Pamela	AZ	Branch 246
Brown, Carl	CA	Branch 94
Danzy, Marsha	CA	Branch 197

# SPAC Scoreboard

Statistics reflect monies collected from Jan. 1 to March 31, 2018

## National Aggregate:

\$78,180.26

## National Per Capita:

\$3.02

## Region Aggregate:

1. Western .....\$18,421.04
2. Northeast .....\$17,124.94
3. Eastern .....\$15,952.23
4. Southern .....\$13,789.05
5. Central .....\$12,893.00

## Region Per Capita:

1. Northeast.....\$3.42
2. Western .....\$3.40
3. Eastern .....\$2.98
4. Central.....\$2.93
5. Southern.....\$2.40

## Area Aggregate:

1. New York .....\$10,730.94
2. Pacific .....\$9,129.64
3. Capitol-Atlantic.....\$8,002.06
4. Mideast .....\$5,572.50
5. Rocky Mountain.....\$5,313.40
6. New England .....\$5,121.00
7. Texas.....\$4,897.50
8. Southeast .....\$4,842.00
9. Illini .....\$4,228.00
10. Michiana .....\$4,160.00
11. Northwest.....\$3,978.00
12. Pioneer.....\$3,650.67
13. Central Gulf .....\$2,389.55
14. MINK .....\$2,348.00
15. North Central .....\$2,157.00
16. Cotton Belt .....\$1,660.00

## Area Per Capita:

1. New York .....\$4.40
2. Michiana .....\$3.92
3. Northwest.....\$3.85
4. Rocky Mountain.....\$3.52
5. Illini .....\$3.31
6. Pacific .....\$3.18
7. Central Gulf .....\$3.10
8. Capitol Atlantic .....\$3.08
9. New England .....\$3.02
10. Texas.....\$2.78
11. Pioneer.....\$2.64
12. Mideast .....\$2.48
13. North Central .....\$2.44
14. Southeast .....\$2.09
15. MINK .....\$1.99
16. Cotton Belt.....\$1.85

## State Aggregate:

1. New York .....\$10,460.94
2. California .....\$8,219.64
3. Texas.....\$4,897.50
4. Illinois.....\$4,228.00
5. Florida .....\$3,945.00

## State Per Capita:

1. Maine .....\$8.29
2. Utah .....\$7.23
3. Arizona .....\$6.45
4. Wyoming .....\$6.45
5. Hawaii .....\$5.99

## Drive 4 Five

## Members by Region:

1. Central.....75
2. Western .....64
3. Southern.....62
4. Eastern .....54
5. Northeast.....44

## Aggregate by Region:

1. Central .....\$6,418.00
2. Western .....\$6,355.00
3. Southern .....\$5,266.50
4. Eastern .....\$4,742.97
5. Northeast .....\$3,415.00

Gishi, Sharon	CA	Branch 94
Gray, Edna	CA	Branch 127
Gray, Glenn	CA	Branch 127
Jackson-Kelley, Patricia	CA	Branch 39
Jones, Marilyn	CA	Branch 39
Martin, Robert	CA	Branch 127
Murillo, Mariel	CA	Branch 466
Rahming, Karyn	CA	Branch 77
Rominger, Jackie	CA	Branch 77
Swygert, Vontina	CA	Branch 127
Thompson, Carolyn	CA	Branch 88
Trevena, April	CA	Branch 94
Wong, John	CA	Branch 497
Flaherty, Donna	CO	Branch 65
McNair, Timothy	CO	Branch 584
Pashinski, Myrna	CO	Branch 65
Roll, Gary	CO	Branch 65
Perkins, Marcia	CT	Branch 3
Spence, Sharon	DC	Branch 135
Walton, Carl	DC	Branch 135
Garland, Angela	DE	Branch 909
Brock, Tammy	FL	Branch 81
Gold, Stanley	FL	Branch 146
Greene, Lisa	FL	Branch 406
Herzog, Rosemarie	FL	Branch 154
Lecounte, Michael	FL	Branch 146
Quinlan, Robert	FL	Branch 577
Ruckart, Kenneth	FL	Branch 386
Van Horn, Gail	FL	Branch 154
Williams, Carolyn	FL	Branch 146
Wooley, Josephine	GA	Branch 82
Alos, Kanani	HI	Branch 214
Erickson, Erling	HI	Branch 214
Iyoki, Wendy	HI	Branch 214
Lum, Chuck	HI	Branch 214
Behrens, Elizabeth	IL	Branch 270
Cook, Carol	IL	Branch 14
Hilliard, Ricky	IL	Branch 489
Levernier, Catherine	IL	Branch 270
Pierce, Annette	IL	Branch 255
Randle, Kay	IL	Branch 369
Rendleman, Daniel	IL	Branch 255
Mosley, Monique	IN	Branch 8
Norton, Paul	IN	Branch 8
Ewing, Larry	KS	Branch 52
Rogers, Katherine	KS	Branch 205
Atkins, Bonita	LA	Branch 209
Hamilton, Larry	LA	Branch 209
Anderson, Paul	MA	Branch 498
Campbell, Maxine	MD	Branch 42
Griffin, Troy	MD	Branch 42

## Important Convention Deadlines

Mason Jr., Garland	MD	Branch 592
Bartlett, Bruce	ME	Branch 96
Hafford, Darrell	ME	Branch 96
O'Neill, Shawn	ME	Branch 96
Bodary, Joseph	MI	Branch 268
Bunch, Kenneth	MI	Branch 23
Cogar, Laurie	MI	Branch 268
Feggins, Marguerite	MI	Branch 23
Ice, Marilyn	MI	Branch 23
Krzycki Jr., Kenneth	MI	Branch 508
O'Donnell, Daniel	MI	Branch 268
Smith, Lynette	MI	Branch 23
Smith, Theresa	MI	Branch 130
Taylor, Deborah	MI	Branch 130
Mooney, Dan	MN	Branch 16
Moore, Olin	MN	Branch 16
Moore, Robert	MN	Branch 104
Soukey, Louis	MN	Branch 104
Vance, Julianne	MN	Branch 104
Davis, Lisa	MO	Branch 131
Green, Bart	MO	Branch 36
Price-Booker, Virginia	MO	Branch 131
Jahn, Shirley	NE	Branch 64
Newman, Edward	NE	Branch 10
Ruggiero, Joseph	NH	Branch 932
McKiernan, Michael	NJ	Branch 74
Phillips, Austin	NJ	Branch 224
Scales-Bradley, Constance	NJ	Branch 53
Walton, Irma	NJ	Branch 75
Maggart, Charles	NM	Branch 295
Wadsworth, Joel	NM	Branch 295
Burke, Terriann	NY	Branch 11
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85
Kennell, Donna	NY	Branch 11
Burgasser, Ted	OH	Branch 29
Laster, Jacshica	OH	Branch 46
Mayes, Sean	OH	Branch 29
Needham, Timothy	OH	Branch 133
Paige, Lillie	OH	Branch 46
Smith, Ronald	OH	Branch 46
Shelburne, Sarah	OR	Branch 66
Adams, Jeanine	PA	Branch 20
Keefe, Laura	PA	Branch 112
Lehman, Jason	PA	Branch 554
Smith, Diane	PA	Branch 20
Cabrera, Antonio	PR	Branch 216
Rodriguez, Jose	PR	Branch 216
Hill, Earnest	TX	Branch 122
Lomba, John	TX	Branch 103
Longoria, Richard	TX	Branch 229

- May 1** Receipt of Self-Nomination Convention Committee Request form  
Receipt of Delegate Credential form and paid convention registration for those asking to serve on a convention committee
- June 8** Deadline for entries for the Best Website and Newsletter contests
- June 18** Deadline for all resolutions from states with conventions ending on or before June 10 to be emailed to Executive Vice President Ivan D. Butts
- June 29** Deadline for all other resolutions to be emailed to Executive Vice President Ivan D. Butts

Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Gerber, Melissa	UT	Branch 139
Gerber, Stevan	UT	Branch 139
Tresner, Kristen	UT	Branch 139
Archer, Sylvia	VA	Branch 98
Cox, Lloyd	VA	Branch 526
Hubbard, Jim	VA	Branch 22
Jacobs, Charles	VA	Branch 132
Gruetzmacher, Bjoern	WA	Branch 61
Krogh, Charlie	WA	Branch 31
Ware, Michael	WA	Branch 61
Simmons, Brandi	WI	Branch 213
McComas, Christina	WV	Branch 212
McEntee, John	WY	Branch 300

### Drive 4 Five Earned in March

Bock Jr., Robert	FL	Branch 321
Mullins, Kym	FL	Branch 81
Starling, Karen	FL	Branch 146
Sisco, Bret	KY	Branch 920
Bennett, Kelley	OH	Branch 33
Bartko, Susan	PA	Branch 20

### Let's Talk Politics!

*Continued from page 60*

cernment to the political races that matter most to NAPS and the postal and federal employee communities. With your help, we will continue to identify and support champions for a more sustainable Postal Service.

As Nov. 6 grows closer, NAPS and SPAC will work to ensure our supporters and champions remain in office and those newly elected understand the value of the Postal Service and the importance of its supervisors.



**PASSION PURPOSE PEOPLE...**  
**CREATING A BRIGHTER FUTURE!**



August 6 – 10, 2018  
**NAPS 66<sup>th</sup> National Convention**

# 2018 National Convention

## Registration Information

**Convention registration closes July 11 • Hotel reservation cut-off is July 11**

### Register for the 2018 National Convention online only at [www.naps.org](http://www.naps.org)

#### Registration Fee—\$230

The 2018 National Convention registration fee is \$230 if registration is submitted on or before June 26. After June 26, the fee is \$300. **No registrations or payments will be accepted after July 11.**

#### **No on-site reservations will be accepted.**

Each official registrant will receive a confirmation receipt via email as soon as they register. If you do not receive your confirmation, email [naps\\_hq@naps.org](mailto:naps_hq@naps.org) or call 703-836-9660.

#### Refund Requests

All refund requests must be submitted in writing to [napshq@naps.org](mailto:napshq@naps.org). There is no penalty for refund requests received at NAPS Headquarters on or before July 11. There is a \$50 cancellation fee for refund requests received between July 12 and July 20. No refund requests will be granted after July 20.

#### Substitutions

All substitution requests must be submitted in writing to [naps\\_hq@naps.org](mailto:naps_hq@naps.org) no later than July 20. **There will be no on-site substitutions.** If you need assistance with a substitution, call NAPS Headquarters at 703-836-9660.



**Mohegan Sun**  
**1 Mohegan Sun Blvd.**  
**Uncasville, CT 06382**

### Hotel Rates and Reservations

Delegates and guests attending the 2018 National Convention are responsible for making their own lodging reservations directly with the Mohegan Sun.

To make a reservation online, go to [www.naps.org/event/2018-national-convention](http://www.naps.org/event/2018-national-convention); there is a link to book your reservation. You also may call the Mohegan Sun at 1-866-708-1340; be sure to reference group code "NAPS18"

The NAPS 2018 National Convention single/double room rate is \$179, plus applicable state and local taxes. Check-in time is 4 p.m., Monday-Friday; 5 p.m. on Sunday. Checkout is 11 a.m.

The cut-off for reservations is July 11. Your credit card will be charged the first night's room and tax on booking. Reservations must be cancelled two days prior to arrival or it will result in a charge of one night's room plus tax and full package. A maximum of three reservations may be secured by one credit card.

The hotel confirmation is your responsibility. NAPS Headquarters does not confirm lodging reservations.





## Group Call-In Procedure for NAPS

To make a room reservation, please call Mohegan Sun's toll-free group reservation line: **1-866-708-1340**.

**Please have the following information available:**

Name of Group: National Association of Postal Supervisors

Posted as: **National Association of Postal Supervisors**

**Group Code: NAPS18**

Passkey link: <https://resweb.passkey.com/go/NAPS18>

Arrival/departure dates: July 28 – Aug. 12, 2018

The group rate for NAPS is \$179 and is available July 28 – Aug. 12, 2018.

The reservation cut-off date is July 11. Thereafter, reservations are accepted on a space and rate availability. Please note: Available inventory may sell out prior to the cut-off date.

Once your reservation has been completed, you will be given a confirmation code. Please keep your confirmation code for future use. If a reservation needs to be changed or cancelled, please advise the reservation agent of your confirmation code.

CONFIRMATION CODE: \_ \_ \_ \_ \_

Please inform the customer service representative if you would like a confirmation letter.

- All rooms are subject to applicable taxes, currently 15 percent, and a waived facility fee.

- Hotel check-in time is 4 p.m. (Sunday, 5 p.m.); checkout time is 11 a.m. All guests arriving before 4 p.m. will be accommodated as rooms become available.

**“Thank you for choosing Mohegan Sun”**

**[www.mohegansun.com](http://www.mohegansun.com)**

# Send Your Entries!

## Best Website Competition

The NAPS Best Website Competition again is being conducted in conjunction with the upcoming NAPS national convention at the Mohegan Sun, Uncasville, CT, this August.

A branch wishing to enter the competition must email only its website address to [kbalentyoung@gmail.com](mailto:kbalentyoung@gmail.com) by **Friday, June 8**, for forwarding to the competition judge.

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

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

## NAPS Newsletter Contest

The NAPS Newsletter Contest also is planned for the national convention. The entry deadline is **Friday, June 8**.

Branches wishing to submit their newsletters may do so in four categories: "Overall Excellence," "Best Layout," "Best Bylined Column/Editorial" and "Best News/Feature Article." Entries must have been published after August 2016.

The entry instructions include:

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

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

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


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

Please mail—do not email—entries to NAPS Newsletter Contest, c/o Balent-Young Publishing, Inc., PO Box 734, Front Royal, VA 22630, to be received no later than Friday, June 8. Receipt of all entries will be acknowledged; please provide your email address. Winners will be announced at the convention.

**Delegate Credential Form:** When you register for the convention, you must also fill out the Delegate Credential form. If you would like to serve on a convention committee, the Delegate Credential form **has to be received at NAPS Headquarters by May 1**, as well as the Self-Nomination Convention Committee Request and proof of your convention registration.

**ORIGINAL**  
Present at Convention  
Mail copy to:  
NAPS HQ  
1727 King St. STE 400  
Alexandria VA 22314

**National Association of Postal Supervisors**  
**Delegate Credential**



.....  
(Print or Type Delegates Name)  
.....  
(Delegate's Home Street Address)  
.....  
(Home Phone - Home Cell - State and Zip #)

Check Here if First-Time Delegate      **USPS EIN #** .....

.....  
(Is a certified member in good standing of) .....

.....  
(Branch Number) .....

.....  
(Date)

and has been duly elected to represent that branch at the national convention of the National Association of Postal Supervisors.

.....  
**Printed Name Branch President or Designee**    **Branch #** .....

.....  
**Signature of Branch President or Designee**

Confidential Information

Self-Nomination: National Convention Committee Request

Please print or type name. Use one form to self-nominate. Unless an exception is granted by the NAPS National President, a National Convention Committee may only have one (1) branch member appointed per committee.

Deadline for Self-Nomination Request, Credential and Paid Convention Registration are ALL due at NAPS Headquarters by COB, May 1, 2018.

Committee Choices: Pick up to three (3) committees. Number your selection(s) in the boxes below with "1" representing your top choice, "2" next and "3" as final, if so desired.



Table with 2 columns and 5 rows: Assistant Secretaries, Audit, Balloting and Election, Constitution and Bylaws, Credentials and Registration

Table with 2 columns and 4 rows: Postmaster, Resolutions, Rules, Sergeant-at-Arms

I am self-nominating myself to serve on a NAPS National Convention Committee indicated above.

Member Name \_\_\_\_\_

Mailing Address \_\_\_\_\_

City, State, ZIP+4 \_\_\_\_\_

EIN or last 4 SS # \_\_\_\_\_ Contact Phone # \_\_\_\_\_

Member of Branch # \_\_\_\_\_ Non-postal email: \_\_\_\_\_ (branch # listed on delegate credential)

Are you a First-Time National Convention delegate? [ ] Yes [ ] No

Have you served on a National Convention Committee before? [ ] Yes\* [ ] No

\* If Yes, previous committee(s) served? \_\_\_\_\_

Individual's Credential [ ] Enclosed [ ] Previously Submitted

NOTE: For National Convention Committee assignment consideration/eligibility NAPS Headquarters must receive member's self-nomination request, signed delegate credential and paid convention registration (all 3) on or before May 1, 2018. No branch officer approval is required for national convention committee consideration.

NAPS HEADQUARTERS USE ONLY

Date Self-Nomination Received \_\_\_\_\_ Must be received by COB 5/1/18. Postmark not valid.

Date Credential Received \_\_\_\_\_ Must be received by COB 5/1/18. Postmark not valid.

Date of Paid Registration \_\_\_\_\_ Must be received by COB 5/1/18. Postmark not valid.

Fax Request to: (703) 836-9665 Mail Request to: 2018 Self-Nomination Committee Request c/o NAPS National President, 1727 King Street, STE 400, Alexandria, VA 22314

Email Request to: naps.bw@naps.org

2018 National Convention Mohegan Sun: Uncasville, CT - August 6-10, 2018



# Influencing Employee Motivation

**M**otivating employees is one of the most challenging activities in which managers engage regarding the study of organizational behavior. Yet, as managers, motivating or otherwise energizing, directing and sustaining employee efforts is much easier said than done. A manager cannot motivate people as they motivate themselves; however, a manager can create the environment and conditions necessary to influence employee motivation.

## The Importance of People

In any leadership situation, it is important to consider three questions about employees—the people who do the tasks—to determine their willingness to be motivated:

1. What is expected of them and are they aware of the expectations?
2. Can they meet those expectations with their current knowledge and skills?
3. Will they perform to meet or exceed expectations?

The first two are “can-do” questions that indicate if a worker has the knowledge, skills and abilities to perform the task at hand. The last is a “will-do” question that provides a starting point to assess how employees perceive a task and their attitudes and motivations toward completing it.

Understanding people and what drives them is an important component of the leadership process. In “Boundaries for Leaders,” Dr. Henry

Cloud offers insight as to the dynamics of leading people and building employee/manager relationships. “Leaders lead people, and it is the people who get it all done. To get it done, people have to be led in a way that they can actually perform.” In other words, leaders need to create a culture that allows people to perform at optimal levels.

## Theories of Motivation

Both content and process theories of motivation can help managers better understand what influences employee motivation. Content theories assume there are *factors* within an individual that energize, direct and sustain behavior, while process theories describe *how* behavior is energized, directed and sustained to give energy or excitement to a task. Let’s look at a couple of each type of theory to see how they apply.

Maslow’s Hierarchy of Needs—This content theory identifies five levels of human needs: physiological, safety, belonging, esteem and self-actualization. These five levels comprise a motivational system. When one need is met, an individual will move on to the next need until they achieve their full potential or self-actualization. Do you lead or manage employees who have these needs? Where do most of your employees fit?

Herzberg’s Motivation-Hygiene Theory—Herzberg’s content theory altered the way we perceive how workers are energized by looking at what employees want from a job; that is, what

characteristics of a job are satisfying. For example, do employees feel a sense of achievement at work? Is that achievement recognized? Do employees have a positive perception of their work? Advancement opportunities? Salary, status and security?

These factors influence employee motivation to maintain a high level of productivity and achieve goals and objectives. In an unsatisfactory work environment, lost work time, injuries and employee turnover prevail, negatively impacting the organization's bottom line. Have you experienced an unsatisfactory work environment? If so, what outcomes emerged?

Vroom's Expectancy Theory—This process theory is based on the assumption that individuals make conscious choices about their work behavior based on expected results.

In Vroom's theory, the basis for motivation is threefold. If these three factors align, then employee motivation will be high:

- Expectancy—effort will lead to the intended task performance.
- Instrumentality—task performance will achieve an expected result.
- Valence—the result has value to the individual.

Locke and Latham's Goal-Setting Theory—This process theory suggests that setting clear goals and providing meaningful feedback will increase employee motivation. The authors advocate that today's workers are eager to participate in shaping work, achieving goals and growing professionally. When goals are clear, challenging and involve task complexity combined with commitment and regular feedback, they improve the chances of success. The acronym AMP summarizes the theory:

- A goal *allows* us to increase our focus.
- Goals *mobilize* us to work toward something.
- Goals increase our *performance*.

Clearly, mastery of the principles addressed here is not a guarantee of management success. However, possessing a working knowledge of a variety of theories and a clear understanding of at least one can improve your potential for creating a work environment and conditions necessary to influence employee motivation.

*By Bill Davis, MA, CM; Ron Beach, PhD; and Mike Reilly, PhD, of Ashford University's Forbes School of Business & Technology.™ Davis is an assistant professor and a faculty senator, Beach is program chair of the BA in Business Administration Program and Reilly is a professor and former executive dean.*

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## My Humble Perspective

By John “JJ” Wong

**W**hen I began my membership in NAPS as a newly promoted supervisor, I had so much to learn. The subsequent years of being involved in branch meetings and events and then being installed as a branch officer have given me the knowledge and experience to do the work our organization does.

On our recent trip to this year’s LTS, I found the experience not only to be inspiring, but motivating, as well. Changing the culture through advocacy was the meeting’s theme. I never felt I was a politically motivated person, but the times are changing.

Social change is happening across

the world. It always changes, but, now, it is so visible; these changes and issues no longer are being ignored. We need to be the change—for the future of our organization—to be stronger together.

I would like to point out an item that, as an organization, we should change. Members-at-large are not affiliated with any local or state branch. We need to be inclusive as an organization, meaning every member of NAPS should be affiliated with a local and/or state branch or both, where applicable. Every local branch where there is a state branch also should be affiliated with that state branch. At our 2016 national convention, I found instances of local branches separated from their respective state branches.

How can we work together if we are not together as a collective group?

Following are inspiring words that have resonated with me; I look forward to change for the better:

“We don’t fear the future. We shape it, we embrace it, as one people, stronger together than we are on our own.”—Barack Obama, 44th president of the United States

“Stay woke!”—Rep. Brenda Lawrence (D-MI)

“Intelligence is the ability to adapt to change.”—Stephen Hawking, renowned physicist

[naps497@gmail.com](mailto:naps497@gmail.com)

*John “JJ” Wong is president of North Coast, California, Branch 497*

## Vacation Leave—Is It a Right?

By Darryl G. Williams

**T**his is a new leave year, when everyone starts planning for family vacations. Every year, we experience some of the same issues regarding employees getting the necessary time from work to spend with their families. Annual leave is provided to all employees for rest, recreation and personal and emergency purposes. This is clearly explained in *ELM*, Section 512, “Annual Leave.”

Requests for scheduled leave are submitted by an EAS employee on *Form 3971* to their immediate manager, postmaster or facility head. The request should be acted on and the submitted *3971* returned within three business days (72 hours) from the time the *3971* is submitted by the employee.

EAS employees automatically should be granted their requests for scheduled leave if the responsible manager, postmaster or facility head fails to act on and return the *3971* before close of business on the third day. It is the responsibility of the next-level manager, postmaster, POOM or installation head to provide adequate staffing coverage when an EAS employee submits a *3971* to request scheduled leave and/or vacations.

All facilities should have a plan in place for planning and scheduling during prime vacation periods. Each facility is different, but each facility has the responsibility to ensure EAS employees are afforded vacation time.

*Handbook F-401*, “Supervisor’s Guide to Scheduling and Premium Pay,” is a management tool to help

with the continuing maintenance of time and attendance in compliance with the Fair Labor Standards Act (FLSA), postal policy and established contractual agreements. The handbook provides supervisors and managers in postal installations a source document of related information pertinent to day-to-day time-and-attendance situations. Section 8-H, “Leave Usage by Exempt Employee,” explains:

“Leave Increments—Leave used by exempt employees must be charged in increments of eight hours unless the leave is covered by the Family and Medical Leave Act (FMLA). Except for FMLA situations, an exempt employee is paid for either a full day of work or a full day of leave for each of the employee’s normal schedule. (A full day of leave may be a combination of dif-

# Notes

from the National Auxiliary

ferent types of leave that total a full day). Employees who are eligible for FMLA leave may use that leave in less than full-day increments.”

Section 519.7 of the *ELM* covers personal absences for nonbargaining unit employees. Nonbargaining exempt employees may be granted a personal absence during a service day without charging such absence to official leave. Nonbargaining exempt employees who intend to be absent for more than four hours on a workday should request a full day of leave. If an emergency occurs after the employee works any part of the day, personal absences in excess of four hours may be granted.

An exempt employee cannot be charged annual leave, sick leave or leave without pay if the employee works any part of their normal workday. If an exempt employee is directed to work a full day on a holiday or other nonscheduled day in addition to normal workdays, the employee's supervisor may grant a full day of personal absence without charging to official leave. A full day of personal absence only is authorized when the employee has worked a full day on a nonscheduled day or holiday. Personal absence is not granted for work outside the normal schedule on an hour-for-hour basis.

So, as time draws near to prime vacation periods, we must ensure that all EAS employees get the vacation time with family they rightfully deserve. It is up to all branch presidents to have an open dialogue with their respective plant managers, managers and postmasters to establish an agreement on how they can ensure all EAS employees get their proper vacations. It's a right—not a privilege!

**gervin212@comcast.net**

*Darryl G. Williams is the Area 1 vice president for Pennsylvania State Branch 941.*

## National Convention Reminders

**By Bonita Atkins**  
*Secretary*

**O**ur 2018 National Convention at the Mohegan Sun in Uncasville, CT, is just around the corner. The National Auxiliary will be conducting fundraisers that will include, but not be limited to, 50/50 and gift-card raffles. This is the only opportunity the Auxiliary has to raise funds for its operations. In addition, we will have a table to raise funds for SPAC. Please bring extra money and make sure you stop by all the tables early and often to support the Auxiliary and SPAC.

Auxiliary delegates: **Please make sure all dues and credentials are mailed before June 30**; be sure to indicate your committee preference.



Please mail everything to me at PO Box 80181, Baton Rouge, LA 70898.

In the March issue, MINK Area Vice President Mary Caruso discussed amending the Auxiliary bylaws. Our bylaws have not been revised since August 2006. There are some changes that could and should be made. One update since Mary's article is the Auxiliary now has a vice president: Laurie Butts. **All proposed bylaw changes must be submitted by July 1** to Laurie at 7803 Marwood

Dr., Clinton, MD 20735-1476. Below is the correct format for submitting amendments.

Please have a safe trip to the Mohegan Sun. Don't spend all your money gambling—save some for us!  
**latkins326@aol.com**

### Format of an Amendment

To Amend: Article \_\_\_\_\_ Section \_\_\_\_\_ of the National Auxiliary Bylaws

By striking out \_\_\_\_\_

And inserting \_\_\_\_\_

or

By striking out \_\_\_\_\_

or

By adding \_\_\_\_\_

or

By substituting the following paragraph for the existing one \_\_\_\_\_

So that Article \_\_\_\_\_ Section \_\_\_\_\_ shall read: \_\_\_\_\_

Submitted by: \_\_\_\_\_ Auxiliary  
Auxiliary Name

\_\_\_\_\_  
Signature of President

\_\_\_\_\_  
Signature of Secretary




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