

the Postal Supervisor

August 2018



We Are Family

*Our Solidarity Helps Us
Support One Another as
We Fulfill NAPS' Mission*

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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.

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Mitigation Is All About Documentation!

What is the meaning behind the phrase, “Getting nicked and dimed?” Basically, it is being exposed to a financial hardship by the gradual accumulation of small expenses and bills. When you start adding up all these small, accumulated expenses, the real cost to your pocketbook can be huge. So how does this relate to the mitigation process in the Postal Service’s National Performance Assessment

(NPA) and Pay-for-Performance (PFP) system? Here’s the scoop!

Throughout the postal fiscal year (FY), your unit may experience small work-related issues you weren’t expecting. Such issues can impact your operation and change the way you manage for the day. Consider such work-related issues as having your unit’s operation nicked and dimed throughout the year.

Of course, as dedicated EAS employees, we do our best to adjust accordingly to these nickel-and-dime issues to ensure we can get the mail collected, processed and delivered, or a combination thereof—ultimately serving our postal customers satisfactorily. There you go making lemonade out of lemons.

Remember, all the nickel-and-dime issues your unit experiences throughout a FY has a cost—no matter how small or large. Therefore, it’s important to document any and all nickel-and-dime operational issues or outside influences that are outside your control and quantify the cost to your operation. Why? When it comes time to receive your NPA/PFP rating after the close of the USPS FY, you can, if necessary, mitigate how all these nickel-and-dime issues created a financial and performance hardship on your unit, budget and NPA.

However, not addressing the issues and letting them go to claim NPA mitigation at the end of a FY is not the answer, either. It is critical that you report these issues to your manager immediately so the problems can be fixed. If you don’t, your operational issues

never will be fixed and will continue to be nicked and dimed, negatively impacting your operation, budget and NPA each year.

By quickly identifying and reporting these issues to be addressed and/or corrected, there may be no need to spend your valuable time documenting issues for NPA mitigation. However, until your issues are resolved, continue to document how such issues have nicked and dimed your operation and budget. Once resolved, you then can calculate if these prior issues had an adverse impact on your overall NPA/PFP rating. If yes, then mitigate the issue with your supporting documentation.

What type of nickel-and-dime issues can impact your NPA/PFP payout? Late-leaving or -arriving transportation, late dispatches, misdirected mail, machine breakdowns, severe weather, natural disasters and monetary grievance settlements, to name just a few. Therefore, document every time your unit is getting nicked and dimed on matters outside your control to ensure you get your PFP payout back.

If you are serious about requesting NPA mitigation, please note it is all about documentation. First, what is a mitigating factor? A mitigating factor is a significant occurrence beyond a unit’s control that triggers a measurable impact not only on the NPA composite summary, but on the PFP overall performance rating, as well. In order to qualify for consideration, there must be so significant a change in a unit indicator(s) that it will cause a downward change in the NPA composite summary, resulting in the PFP overall performance rating to be lowered by at least one cell.

Second, the installation head is the only one who can request NPA mitigation on behalf of their unit or units. Make sure you share your documentation with the installation head so they are knowledgeable enough to file for mitigation. This is where your detailed documentation is important. Based on the current NPA mitigation process, you must describe the mitigating factor by addressing the following criteria:

Continued on page 15



Brian J. Wagner
President

We Are a NAPS Family

We are just weeks away from coming together in Uncasville, CT, at the Mohegan Sun for our national convention. No doubt, we will be confronted with choices that will shape our association for years to come.

As we consider these choices, I would like us to remember something I heard Kentucky State President Rosemary Harmon say in her opening address at the

Kentucky state convention that I found to be true: "We are family." This has been reaffirmed to me by you during these years of traveling around the country, serving as your executive vice president.

I stressed this point in my May 2013 *Postal Supervisor* column with the quote: "We must all hang together, or assuredly we shall all hang separately." This is a quote made famous by Benjamin Franklin, the first postmaster general, during the signing of the Declaration of Independence.

Throughout the process of change in which we are engaged, we must hold true to the statement, "We are family." It is our solidarity that has sustained us

through the turbulent times we have seen in the past years of consolidations, AMPs, DUOs and POSTPlan, as well as the RIFs that accompanied these actions. And let's not forget the assault on EAS pay that has been going on since 2009.

Nothing but our solidarity with one another could have sustained us during these times. It is that same solidarity that can help us support each other as we continue to fulfill the mission statement of the National Association of Postal Supervisors.

I have told many about the power that solidarity gives us in networking opportunities in my stories about reaching out to other members whom I met through NAPS when I needed insight into an issue. Because we are a NAPS family, we reach out and help each other. This is what we do because "we are family."

So, as we gather and meet up with old friends we have not seen in a while and make some new ones along the way, let's show the solidarity that makes us the best and most reliable of the postal management associations. We may have issues where we will not agree, but, regardless, let us hold onto and remember these three words, "We are family."

In solidarity ...

naps.ib@naps.org



Ivan D. Butts
Executive Vice President

FY18 Career Awareness Conferences Schedule

Area/District	Point of Contact	Phone Number	Date	Location
Eastern				
Ohio Valley	Benedicta Brown	513-684-5597	Aug. 25-26	Wilmington, OH
Philadelphia	Donna L. Faison	215-863-2098	Oct. 1	Philadelphia, PA
Great Lakes				
Lakeland	Donna M. Nigbur	414-270-2339	Aug. 24-25	Wisconsin Dells, WI
Northeast				
Long Island	Dolores A. Witkowski	631-755-2549	Oct. 19	Melville, NY
Northern New Jersey	Latraye W. Sumter-Moreau	732-819-3617	Sept. 16	Newark, NJ
Triboro	Jeanette Brooks	718-348-3301	Sept. 19	Brooklyn, NY
Pacific				
Honolulu	Cheryl Ann P. Johnson	808-423-3797	Aug. 25-26	Honolulu, HI
San Francisco	Katherine A. Pabalan	415-550-5576	July 28-29	San Francisco, CA
Sierra Coastal	Michael H. Lacsamana	661-775-7070	Aug. 26	Oxnard, CA
Southern				
Arkansas	John W. Gentry	501-228-4278	Oct. 21-22	Little Rock, AR
Fort Worth	Tammie Turner	817-317-3399	July 28-29	Fort Worth, TX
South Florida	Damaris Agrait	305-470-0881	Sept. 14-15	Weston, FL
Western				
Alaska	Robert D. Ward	907-273-5831	Oct. 18	Anchorage, AK
Arizona	Kelly E. Meyers	602-225-3052	Aug. 12	Tucson, AZ
Hawkeye	Deb Droze	515-251-2202	Aug. 4	Cedar Rapids, IA
Portland	Thomas L. Werbin	503-294-2346	Sept. 8	Portland, OR
Seattle	Alisa S. Masunaga	206-768-4942	July 29	Federal Way, WA

Current as of June 29

A Refresher Course on NAPS Reports

Every now and again, I go back and refresh an article for publication in *The Postal Supervisor* that continues to be relevant or about which I have received many calls or inquiries. In April 2017, I wrote about the monthly reports that come from NAPS Headquarters.

As I travel to many parts of the country, I hear questions about these reports. So, I thought I would dust off that article and refresh it a bit. My hope is branch officers will have a better understanding of the reports NAPS Headquarters sends out each month. It's an important topic, so here we go.

First of all, branch leaders get four monthly reports from NAPS Headquarters: the DCO, the Non-Member Report, the Change Report and the Mail List. In honor of the boys of summer, let's start at the top of the order: the DCO.

This report lists the transfer of funds from NAPS Headquarters to the local branches; it's paid by an ACH deposit into your local branch bank account near the end of each month. The Postal Service transfers this money to NAPS based on the withholding of members' dues each pay period.

Then, NAPS Headquarters transfers this money to the local branches, minus the per-capita charge of \$3.50 per member, per pay period, that is used to help fund NAPS operations. As of the May 2018 DCO, NAPS Headquarters transferred \$377,150 back to local branches to help them fund their operations at the local level.

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

NO PAY indicates a member is in a non-pay status at the USPS. However, again, NAPS Headquarters is collecting the \$3.50 per-capita charge from the

branch; the branch must recover that revenue from the member. Similar is NO T/C, indicating

the member is in a no time card, or non-pay, status.

And, of course, RET is the code for a person who is retiring. This coding presents an excellent opportunity for branch leaders to sign these pending retirees as Associate members. Remember, we need our retirees' knowledge and expertise; an associate is charged only \$1.75 per pay period by NAPS Headquarters. As in other cases, it is up to the branch to collect membership dues from the associates. This is another source of local branch revenue.

The next report is the Non-Member Report, which we need you to shrink as much as you can! These are potential members of NAPS. We need them to join, *and they need to join NAPS!* Once we sign these non-members as members, it can take up to two months or more for them to come off the Non-Member Report and move over to the DCO. This is normal, but NAPS does consider them members while the transition occurs.

Taking members from the Non-Member Report to the DCO affords them the benefits of NAPS membership and brings much-needed revenue into a branch treasury. As of May 2018, there were over 10,500 EAS employees who have not joined our organization. We *must* redouble our efforts to sign these EAS employees. They may not even know they need to be members of NAPS, but we know they do!

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

Also on the Change Report, NAPS Headquarters can input manual changes—for example, a cancellation of dues notice. This can occur, even though, under Postal Service regulations, a *Form 1188* only is processed in March and September of each year. So, NAPS Headquarters would inform the branch a mem-

The Postal Supervisor 2018 Production Schedule

Issue	Copy Deadline*	Mails
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.



Chuck Mulidore
Secretary/Treasurer

Continued on page 10

F1 Scheduler, RIF Impact on Mt. Hood P&DC and Unavailability of Team Awards for EAS Employees Among Items Discussed

President Brian Wagner, Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore were present for the May 23 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 Headquarters has been made aware of concerns about the inadequacy of the Function 1 (F1) Scheduler to provide the staffing necessary to carry out mail processing operations. On March 30, 2018, after reviewing the process, the USPS OIG issued Report Number NO-AR-18-004, *Mail Processing Facilities Staffing*.

NAPS noted that, in this audit report, the OIG validates that, regard-

less whether a facility uses more or fewer resources than what is identified by use of the F1 Scheduler, facilities still are using double-digit overtime and penalty overtime at a similar rate.

NAPS did not find any data in the OIG audit that would point to reduced overtime and improved productivity with the use of the F1 Scheduler. The results noted in Table 1 of the OIG audits validate what has been verbally stated regarding the F1 Scheduler: that it is not an accurate tool for providing staffing.

NAPS requested that the USPS discontinue its use of this flawed tool for staffing Function 1 mail processing plants.

Robert Cintron, vice president of Network Operations, and Gun Udomsawat, manager, Processing and Distribution Center Operations, attended the meeting to address the F1 Scheduler.

The F1 Scheduler is a model; it's one of the tools Mail Processing uses to manage complement and workhours. Input to that model was vital to achieving a successful output. An accelerated loss of volume resulted in having to rerun the model.

Overtime usage was not directly connected to the scheduler and management has an obligation to manage attendance and scheduling. Appropriate utilization of the Informed Visibility Employee Scheduler (IVES) program will help improve productivity and decrease overtime.

The Postal Service will continue to use the F1 Scheduler and other tools designed to aid supervisors in managing effectively.

The Postal Service further noted that, while the OIG report may have recommended the F1 Scheduler be used to set budgets, it is not a budgeting tool. Moreover, as the "match rate" is currently 52 percent—that is, 52 percent of bids actually match what the F1 scheduler indicates—the F1 Scheduler would not be an effective tool at this time to set plant budgets.

Currently, due to continued volume losses, the USPS has removed 500 pieces of equipment from plants, with an 160 additional pieces slated to be removed. Tools such as the F1 Scheduler, if used correctly in all plants, will assist in reducing overtime from its current 15 percent, with over 1 million hours of penalty overtime used so far this fiscal year.

Table 1. Comparison of F1 Scheduler Results to Productivity and Overtime

	Facilities Over Scheduler Results	Facilities Under Scheduler Results	Percentage Difference
Number of Facilities	160	96	
Overall Overtime	10.59%	12.85%	17.58%
Penalty Overtime	0.41%	0.54%	22.96%
Productivity	2171	2571	-15.68%

Source: Enterprise Data Warehouse (EDW), F1 Scheduler Compliance Report, and OIG calculations.

Agenda Item #2

NAPS brought back to the table

Resident Officer Candidates Announced

Agenda Item #5 from the February consultative:

NAPS is aware of two EAS positions that have identical duties and responsibilities. However, there is an issue with salary compensation for the following EAS 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 Manager, Maintenance Operations Support (EAS-20), 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 reads, 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 equivalent bargaining unit employees, current Supervisor Differential Adjustment (SDA) pay policies will apply as described in Exhibit 412.12b.”

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, listed alphabetically, have announced their candidacies for the three resident officer positions:

President: Toni Coleman Scruggs, Brian J. Wagner

Executive Vice President: Ivan D. Butts

Secretary/Treasurer: Chuck Mulidore

NAPS is requesting that *ELM 412* be changed to read, 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 that this is a matter for pay consultations. Changes to the *ELM* should occur on as-needed bases and not wait for pay consultations.

NAPS noted there have been changes to the OCC code through the consultative process in the past. This

issue should be no exception to the past practice of addressing needed changes to OCC codes—researching and correcting—in the consultative process.

Criteria for the Supervisory Differential Adjustment (SDA) were established through the pay consultation process, Title 39 § 1004 (e), with the management associations. NAPS has sent requests in the past, asking the Postal Service to review specific jobs NAPS believed met the existing criteria for the SDA.

If the Postal Service determined a job met the existing criteria for SDA, then a new occupation code was established, if needed. The new occupation code and position description were proposed to NAPS through the consultation process of Title 39 § 1004 (d) and added to the list of jobs eligible for the SDA. This request is a proposal to change the existing criteria, which should be discussed in pay consultations in accordance with Title 39 § 1004 (e).

NAPS still disagrees with this response from the Postal Service.

Agenda Item #3

NAPS Headquarters was made aware on Tuesday, May 8, 2018, of the

RIF impact to the Mt. Hood P&DC. NAPS requested the following:

- A list of names of all impacted EAS employees and a list of all EAS vacancies within a 50-mile radius of the Mt. Hood P&DC.
- A copy of all documents created in fulfillment of PO-408.
- Will EAS employees who receive non-competitive laterals or downgrade assignments throughout the RIF timeline be afforded saved-rate/saved-pay?

The list of names of impacted EAS employees and a list of vacancies will be provided after the impacted employees are notified. It was determined that this consolidation was not subject to PO-408. Impacted employees who are granted a voluntary downgrade will be eligible for two years' saved-grade and -salary.

Agenda Item #4

NAPS brought back to the table its long-standing objection to the eCareer program. When EAS employees apply for a position through Greensboro, the information provided to the evaluator includes a listing of all jobs the applicant has applied for in the past. NAPS contends this can create a negative image of the applicant on at least two levels:

- 1) The evaluator views the applicant as unsatisfactory simply because the applicant has not been selected so many times that the person then must not be acceptable for some unknown reason, or
- 2) The evaluator views the applicant as unsatisfactory solely because the applicant is so eager to move up or around that they appear to apply for numerous positions, hoping to move, but have no intention of staying long in the position if awarded the job.

NAPS contends that listing previous applications does not serve any purpose in determining an applicant's ability to perform in the job

presently being applied for evaluation. Listing previously applied positions adds no fair evaluation value to the selection process for the job being applied. NAPS requests that this section be removed from the eCareer process.

This was addressed during a consultative meeting with NAPS in February 2015. The hyperlink enabling review committees and selecting officials to view an applicant's application history was deactivated as of June 2014. We confirmed with the sponsor that, to date, it still is deactivated. An applicant still may view application history on their profile, but review committees and selecting officials do not have that capability.

Following is the agenda item and USPS response from February 2015:

Resolution #77—EAS employees have to bid on jobs through eCareer. The information maintained by the system and reviewed by the selecting official is above and beyond information needed when selecting candidates for jobs. NAPS requests that, when going through the selection process in eCareer, selecting officials only be able to view pertinent information and not the history of jobs bid on or withdrawn.

Joseph Bruce, manager, Human Resources, responded: The hyperlink that enables a review committee and selecting officials to view the applicant's application history has been deactivated. This modification was updated in June 2014.

Agenda Item #5

NAPS Headquarters has been made aware that EAS awards currently are not available. NAPS is concerned that this unilateral action to exclude EAS employees from receiving team awards (see Exhibit 491.1 on page 9) is a violation of ELM 490.2, which states, in part:

"All levels of management are responsible for ensuring that all em-

ployees are treated fairly and equitably and for providing a workplace environment characterized by recognition and celebration of business success."

NAPS contends that the actions of the USPS to exclude EAS employees from any part of the Award and Recognition Policies and Procedures demonstrates the continued unwillingness of the USPS to create and maintain processes designed to attract and retain EAS employees following the provision of Title 39, which states, in part:

"39 U.S. Code § 1004 (a) It shall be the policy of the Postal Service to provide compensation, working conditions, and career opportunities that will assure the attraction and retention of qualified and capable supervisory and other managerial personnel; to provide adequate and reasonable differentials in rates of pay between employees in the clerk and carrier grades in the line workforce and supervisory and other managerial personnel; to establish and maintain continuously a program for all such personnel that reflects the essential importance of a well-trained and well-motivated force to improve the effectiveness of postal operations; and to promote the leadership status of such personnel with respect to rank-and-file employees, recognizing that the role of such personnel in primary-level management is particularly vital to the process of converting general postal policies to successful postal operations."

Allocations were made for non-bargaining awards for Quarter 1 of FY18. Further allocations are not currently authorized.

NAPS continues to question why these have not been authorized in quarters 2 and 3, particularly in light of the current NPA results through April 2018.

Continued on page 17

Service Recognition and Incentive Awards

Category	ELM Reference	Employees Eligible	Others Eligible	Description
Certificate of Appreciation	492	All	Contractors and customers	Noncash recognition.
Service Awards				
Service Award Pin	493.2	Career	None	Noncash recognition.
Service Award Certificates for Retirement and Posthumous Service Recognition	493.3	Career	None	Noncash recognition.
Informal Award	494	All	Contractors	Noncash tangible item, less than \$75 in value.
Formal Awards				
Spot Award	495.2	Non-Inspection Service, career employees	None	Cash, cash equivalent, gift certificate or noncash tangible item, up to \$3,000 in value.*
Noncareer Gift Certificate	495.3	Noncareer	None	Gift certificate valued from \$1 to \$100.
Quality Step Increase	495.4	Career bargaining unit or step schedule	None	Change in base pay.
Special Awards				
Team Award	496.2	Nonbargaining, Non-Inspection Service career employees	None	Cash, cash equivalent or noncash tangible item, from \$50 to \$2,000 in value.
Vice President Award	496.3	Career	None	Cash, up to \$5,000 per award.
Postmaster General Award	496.4	Career	None	Cash, up to \$12,500 per award.
ELT Award	496.5	Career	None	Cash, up to \$10,000 per award.
Benjamin Franklin Award	496.6	Designated by the Postmaster General	None	Noncash recognition.
Other Awards				
Contest Award	497.2	All	None	Noncash items, up to \$500 in value (see 497.23 and 626.1).
Safety Award	497.3	Career	None	Noncash items, up to \$500 in value (see 843).
Inspection Service Awards				
Informal Award	498.2	Career Inspection Service	None	Cash equivalent, gift certificate or noncash tangible item, up to \$3,000 in value.
Nonexecutive Award	498.3	Career Inspection Service	None	Cash award up to \$5,000.

*See 491.3 for descriptions of cash equivalent, gift certificate and noncash tangible awards.



Illini Area Vice President Luz Moreno hosted a retirement workshop for Illinois North Shore Branch 270 and North Suburban Facility 489 members, conducted by Dillard Financial Solutions, on June 4.



Northeast Region Vice President Tommy Roma made his annual June 14 birthday visit to the grave of his friend and NAPS President Vince Palladino.



NAPS members attending the 2018 Capitol-Atlantic Area Convention participated in the annual Sandy Rankin Memorial Golf Outing.

A Refresher Course on NAPS Reports

Continued from page 5

ber is requesting to cancel dues, but will stay a member until either March or September, whichever is closer, of that year.

Branch Exceptions are listed on the Change Report, as well. These are members whose home Finance number may be in one branch, but who are domiciled in another branch. An exception, initiated by

the NAPS area vice president and approved by the full NAPS Executive Board, allows the member to be in the branch in which their work location is domiciled.

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

There you have it—a condensed

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

Okay, now that you've read your reports, go outside and enjoy a ball-game with your family!

naps.cm@naps.org

Western Region Activities

By Marilyn Walton

Western Region Vice President

Pacific Area Representative Training

On Saturday, May 26, NAPS members attended the Pacific Area NAPS representative training in Southern California. Pacific Area Vice President Hayes Cherry scheduled two representative training events; the first was in northern California in April. The Southern California training was scheduled for those unable to travel north in April.

Glenn Smith, attorney and NAPS DDF provider from Grand Rapids, MI, traveled to California to conduct both training events. The May training was held at the USPS ISC in Los



Angeles. Glenn's focus was on the do's and don'ts when NAPS representatives assist our members.

He discussed how to get started, document and collect essential information that will start the representation process. Glenn reviewed the ELM 650 process and provided insight on

reviewing the Douglas Factors that relate to all corrective or adverse charges. He also provided tips and techniques for researching a case to ensure the NAPS representative is providing confident representation.

Joining the attendees were NAPS Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore. Ivan, Chuck, Hayes and I participated in a Q&A session. The information was well received;

we were surprised so many members came out on a holiday weekend.

Special thanks to Los Angeles Branch 39 and California State President Marilyn Jones for arranging lunch and setting up this event. Also, a special thanks to the ISC manager for allowing us to use the training room.

Seattle Branch 61 Annual Brunch

On the first Sunday in June, NAPS Seattle Branch 61 hosted its annual spring brunch at the beautiful Woodmark Hotel in Kirkland, WA. All three NAPS resident officers were able to attend. Branch 61 President Bjoern Gruetzmacher welcomed the guests and acknowledged their sister Branch 31 officers present.

Seattle Postmaster Trent McNeil extended greetings from newly named District Manager Darrell Stoke who was unable to attend because he was in the process of moving to the area. McNeil said the Western Area leadership team recently traveled to Seattle to recognize outstanding achievements by the plant and Customer Service.

Several managers at the brunch were again recognized by McNeil. For outstanding achievement with the Hoisin Plan Performance (HPP)



From left: attorney Glenn Smith, Mary Burkhard, Chuck Mulidore, Sam Booth Jr., Sarah Pena, Debbie Washington, Marilyn Jones, Velma McClinton, Yolanda Grayson, Marilyn Walton, Ivan Butts and Hayes Cherry.



Attendees at the Pacific Area training for NAPS representatives



Attending Seattle Branch 61's annual spring brunch were, front row, from left: Branch 61 members Barbara Miller, Charlie Krogh and Dawn Bovin, Tacoma Branch 31 member Dee Dee Emmett, NAPS President Brian Wagner, Branch 61 members LaTanya Patterson, Zach Jennings, Michael Ware and James Reedy, and Northwest Area Vice President Cindy McCracken. Back row: Branch 61 member Calvin Edwards, Executive Vice President Ivan Butts, Branch 61 member Ron Harrell, National Secretary/Treasurer Chuck Mulidore, Branch 61 President Bjoern Gruetzmacher, Seattle Postmaster Trent McNeil, Western Region Vice President Marilyn Walton and Branch 61 member Janet Doyle.

process, NAPS Northwest Area Vice President Cindy McCracken, Postmaster of Mercer Island, WA, was among the top performers. HPP is a process related to the Lean Six Sigma (LSS) methods that help managers improve their NPA scores.

McNeil encouraged all EAS employees to work on improving communication and focus on a positive work attitude. He said the new district manager is focused on people and helping the team achieve success together.

NAPS President Brian Wagner updated attendees on the status of pay talks, stressing his commitment to work with the NAPS team for a fair pay package for members. He also shared information on the upcoming national convention in August.

Executive Vice President Ivan D. Butts gave us a legislative update and discussed all the activities on which his Legislative Team is working. Secretary/Treasurer Chuck Mulidore talked about the importance of all NAPS members signing new supervisors as members and encouraging long-term EAS employees to join, as well. He said, of all the benefits of membership in NAPS, the Disciplinary De-

fense Fund (DDF) is the insurance we hope we don't have to use.

There also was a presentation on retirement planning. For the rest of the afternoon, we enjoyed a grand buffet, great conversation and fun. Thanks to the Brunch Committee for a wonderful event.

Las Vegas Branch 463 Meeting

Las Vegas Branch 463 hosted its June Executive Board and regular branch meeting at Dean's Place. Before the regular meeting, the board reviewed the topics for its meeting agenda and had a discussion about ongoing NAPS cases.

Rocky Mountain Area Vice Presi-

dent Myrna Pashinski and I were special guests. Susan Lee, congressional candidate for Nevada District 3, was the keynote speaker. She assured everyone she supports the Postal Service. Her background is in non-profit work and community organizing. Lee took questions from attendees and encouraged everyone to vote in the upcoming June primaries.

The first agenda item was announcing which branch members were attending the national convention in August. There were nominations for branch officers as this is the branch's election year. Jerry Wilfling, longtime branch president, was stepping down. Nominations were accepted; Wilfling noted that nominations would remain open until the end of June.

There was a SPAC 50-50 fundraiser. I talked about why it is important to contribute to SPAC. My ticket won the pot and I donated it back to SPAC.

Branch officers reiterated that members facing Investigative Interviews should contact NAPS as soon as possible so a representative can be available to attend. Members also were reminded to read and understand the *ELM 650*, which references EAS employees' rights and appeal procedures. Members were encouraged not to wait until the last minute to contact NAPS when a



Las Vegas Branch 463 members had a productive meeting, with helpful networking and good food.

workplace issue needs to be addressed. Branch officers meet regularly with postal management regarding EAS employee concerns.

Pashinski explained the process of moving workplace concerns up the NAPS chain. All issues must be addressed locally, she said, and, if they are not resolved, they should be moved up to the area and then to NAPS Headquarters to be added to the agenda for the monthly consultative meeting with Postal Headquarters.

All issues raised by members were discussed in detail. Wilfling an-



Las Vegas Branch 463 Executive Board, from left: Ernie Salus, Cecilia Pelletier, David James, Jerry Wilfling, Jackie Clayton and LaCora Stroud.

nounced this year's Christmas Party is scheduled for Saturday, Dec. 8. We enjoyed a great array of Italian cuisine. There were a lot of information-sharing and conversation about workplace issues and concerns.

I want to thank the Branch 463 officers and members for the warm welcome, outstanding networking and wonderful meal. This was a very productive branch meeting.

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NPA: MIA

By **Dan Mooney**

North Central Area Vice President

The National Performance Assessment (NPA) program measures performance-based metrics that support our Pay-for-Performance (PFP) program. How many EAS employees and PCES executives really understand the program—how it works and the metrics behind it? That number is growing, but it has taken years; we still have plenty of room to improve.

The program itself is much more complicated than it needs to be. First off, there are 34 possible profiles (scorecard) every area and district employee fits into, no matter your job. All area and district employees have 11 Corporate Indicators on which they are measured. One of those indicators is a composite of two measurements and one is a composite of five measurements. So, those 11 Corporate Indicators really have 16 measurements to them.

Those 11 Corporate Indicators

account for 60 percent of your composite NPA score. Three of those indicators are measured on a national measurement—not a Finance number measurement, not a district measurement, not an area measurement, but a national measurement. How much influence do you have

on those national measurements? That's the Corporate Indicator side of NPA. Are you confused yet?

The other 40 percent of your composite NPA score comes from your Unit NPA scorecard.

There are 19 possible Unit Indicators. One of those indicators has 11 measurements to it, two have five measurements and seven have two measurements.

Bottom line: Those 19 possible Unit Indicators have 44 measurements tied to them. Every one of the 34 profiles (scorecard) has between four and seven Unit Indicators on which they are measured. Eleven profiles/scorecards have seven, with the average being six. The total number of measurements for your

Unit Indicators can vary greatly, but more than 10 is pretty common.

Let's recap: We have 11 Corporate Indicators (three of which are national measurements) that have 16 total measurements, which make up 60 percent of our NPA composite score. We also have four to seven Unit Indicators that have, on average, 10 or more total measurements that make up 40 percent of our NPA composite score. Collectively then, most scorecards have 15 to 18 Corporate and Unit indicators, with 26 or more total measurements. Are you confused or feeling dizzy?

How many incentive/pay programs do you know that have 26 measurements? If you are sitting on the top, looking down, this must look good and fair. If you are sitting on the outside looking in, you scratch your head and say, "Really?!"

We are told that all management employees get paid based on the results of their NPA scorecards. For many PCES executives—yes, they have scorecards—their pay is not based solely on the results of that scorecard. They can have an NPA scorecard that reflects a block 1 to 3,



but, somehow, they got a raise. How many of the 13,000-plus EAS employees in FY15 who had NPA scorecards with blocks 1 to 3 got raises that year? Zero. How many of their executive leaders did?

Through April of this year, 20,082 EAS employees were not in positions to get raises because they were in blocks 1 to 3. That's about 46 percent of all EAS employees covered under NPA. That's not right!

While there are five months left in the fiscal year, all indications are a significant number of EAS employees will not be getting a pay increase based on FY18 NPA. Can the same

be said of the executive leadership of those EAS employees? Are 20,000 EAS employees really coming to work every day through April and not doing enough to get paid, but their executive leaders are?

This is why NPA must be MIA: Make It Achievable! Set goals that are achievable and be transparent. As an example, below are six April YTD District Corporate indicator categories that make up 40 percent of your Corporate NPA score. Looking at the district percentages (on the far right) that are not making the target, you have to ask, "Why?" Is the target achievable? Why are so many

not making the targets?

Sadly, the year-to-date NPA numbers through April gave many of us limited hope. That does not mean we give up! That's not how we are built; that's not how we should approach it.

However, we need to look at the reality of the situation and ask, "Are the targets achievable?" "What is causing this reality gap when so many districts are below target?" We have made many network changes; attrition and complement continue to be issues, among other factors.

NPA is too complicated with too many indicators as it currently ex-

ists. Having targets not properly set for most to be successful only compounds the buy-in to the program. If you want engagement, make it achievable for all. Then you will be successful.

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Corporate Indicator	Corporate Indicator Weight	Target	National score	National Block score	Percent of Districts in Blocks 1-3
Priority Mail Composite	10%	94.80	88.00	0	99%
First-Class Parcels	5%	94.80	86.52	1	82%
First-Class Letters and Flats composite	5%	96.00	91.52	1	87%
Parcel Select	5%	99.77	99.55	1	73%
Marketing Mail and Periodicals	5%	91.80	87.19	0	78%
Customer Insights	10%	68.39	68.39	0	90%

Are You Coachable?

By Myrna Pashinski

Rocky Mountain Area Vice President

In the June issue of *The Postal Supervisor*, I talked about leadership and whether it inspires trust in your unit. Building trust isn't an instant process—neither is taking the time to be coached or mentored or even being given the time to train.

Creating an environment in which you can ask for help in your development doesn't mean you don't know your job. It means you want to *grow* in your job. If you don't ask questions about training or explain why you would like more training,



how are you going to get any additional training? Don't be afraid to ask for training. The saying, "You only know what you know," is true, but it's an excuse to use only when trouble arises.

Coaching, mentoring and development are important to all of us.

We say we want it, but what are we doing about it? We have coachable moments and engaging moments every day at work; why don't we take the opportunity during those moments to ask for what we need? A more important question to ask, perhaps, is, "Am I open and able to be coached?"

Here are a few questions to ask yourself to determine if you are coachable:

- Do I want to learn?
- Do I have an inquisitive nature?
- Do I believe I don't know everything or don't have all the answers?
- Am I a good listener with my peers, managers, customers and others who are willing to share their knowledge with me?
- Do I have enough humility to admit and address my mistakes?
- Am I really willing to learn and not just go through the motions of acting as if I care about what is being shared?
- How do I accept feedback from my peers and managers?

Coaching doesn't mean remedial

training. Even senior leaders in Operations need additional coaching. It helps them be better leaders, encourages them to be more engaged with their team and inspire future leaders. The coachable person listens, reflects and takes appropriate actions. They take feedback they've received and training they've completed and use that information to make decisions about what matters and make changes in how they do things.

If you consider yourself in charge of your career, then you are in charge of making smart strategic decisions about managing your personal talents and career. Find a person you trust and admire and ask them to be your coach. Listen to them and leverage their strengths and knowledge that will enhance your ability to meet the priorities of the unit in which you work. If your coach is taking the time to offer advice and

direction, it's all for naught if you don't heed what has been shared.

Whether you are just starting out in your management career or you are the highest-level manager in your unit, take advantage of the coachable moments that come your way. You may just reach higher levels in the Postal Service than you ever could have imagined.

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Mitigation Is All About Documentation!

Continued from page 3

- What was the significant occurrence?
 - When did it occur (dates)?
 - What specific NPA unit indicator was impacted by this occurrence?
 - How was it beyond your control?
 - What actions did you take to offset the effects of the event?
 - What was the impact on the unit indicator, unit performance summary and composite summary?
- Describe the trends of the unit indicator prior to the occurrence and attach documentation.
 - Attach your NAPS report card detail with the proposed indicator score annotated on the report card.
 - Mitigation requires each impacted employee's full name and EIN.

The USPS fiscal year ends on Sept. 30, 2018. Hopefully, you have been reporting and documenting operational issues or influences outside your control over the past FY. If not, start now; it's never too late. If you can document, quantify and substantiate activities outside your control, you should have no hesitation to request NPA mitigation.

Remember, in order for the USPS to accept NPA mitigation, it must have negatively impacted your PFP

rating. Therefore, you must demonstrate had you not had those nickel-and-dime—and even bigger—issues, your composite PFP rating would have been at least one cell higher on the PFP matrix. Otherwise, the mitigation won't be accepted.

One nickel-or-dime event may not impact your PFP, but when you add them up over the FY, you may be able to make this one-cell PFP case. Analyze and calculate how each nickel-and-dime issue you experienced throughout the year impacted each indicator on your NPA scorecard.

For example, let's say you are having an issue with late-arriving transportation. Document the day and time the transportation is late. Did this late arrival result in your unit using more workhours, overtime and penalty overtime to get the mail delivered? This impacts your office's TOE.

When you have a major weather issue, did your revenue suffer? Did severe winter weather of ice and snow cause more accidents? If yes, keep track as to how those unit indicators were impacted.

Did the late transportation require your carriers to make later deliveries? Did this impact your customers' satisfaction, i.e., Customer Insight Measurement? Did this cause

more eCCs to be handled? Did you incur grievances for going off the overtime-desired-list (ODL) to get the mail delivered? Especially document how each nickel-and-dime event impacted *all* your unit indicators. Such issues can have a domino effect on your other NPA indicators.

Unit indicators are a weighted factor on the NPA scorecard; a rise in one unit indicator may not move you up one PFP cell. However, when you factor in how each unit indicator was impacted by these nickel-and-dime issues, a small rise in each unit indicator may accumulate into a large, overall weighted factor increase, resulting in you reaching that one PFP cell increase you need to have your mitigation approved.

If you don't track these so-called small operational issues and outside influences, before you know it you are nicked and dimed to death over the fiscal year. In the end, those nickels and dimes can add up to a big fat zero for a PFP payout. As my column states, mitigation is all about documentation.

There should be no mitigating or any nickel and diming around with my ice cream flavor-of-the-month recommendation for August 2018: sea salt Oreo!

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Bruce Moyer

NAPS Legislative Counsel



On the 517th day of Donald Trump's presidency, his administration called for the restructuring and ultimate privatization of the United States Postal Service. In a wide-ranging plan to

aligning revenues and expenses to restore a sustainable business model and possibly prepare it for future conversion from a government agency into a privately held corporation."

"The USPS no longer can support the obligations created by its enormous infrastructure and personnel re-

and small businesses is needed."

The "fix-it then sell-it" approach proposed by the administration signals the difficulties of attracting support for privatization from Congress and the American public. The Postal Service remains the most trusted institution in the federal government. Private-sector venture capitalists are likely to be skeptical of buying an enter-

prise with billions of dollars in debt and increasing delivery network demands. Nor will logistics competitors such as UPS have much of an appetite for buying

the Postal Service and taking on last-mile responsibilities, without the power to charge more and deliver less. And in Congress, rural lawmakers, particularly Republicans, will be skeptical about privatization, given its impact on service to their constituents.

Further details on the administra-

Trump Administration Proposes USPS Restructuring, Privatization

reorganize the federal government, the Office of Management and Budget (OMB) on June 21 proposed the creation of a "sustainable business model" for the Postal Service that eventually could lead to its sale to the private sector. The 132-page OMB reform plan also proposes the restructuring of other government functions, with many actions requiring congressional approval.

NAPS President Brian Wagner responded to the administration's proposal, questioning postal privatization and calling on Congress to enact pending legislation that would put the Postal Service on a firmer financial footing. (*President Wagner's statement appears on this page.*)

Postmaster General Megan Brennan also commented that it would be up to Congress to determine whether privatizing the agency was the best course, pointing out that the agency's "flawed business model" remains the core problem.

The administration's plan would improve the Postal Service's finances and operations first, then prepare for privatization, likely through either sale or public offering. According to the OMB plan, the administration proposes to "restructure the USPS by

quirements," OMB said. "The USPS already has over \$100 billion in unfunded liabilities, a substantial capital investment backlog, posted losses for over a decade and no clear path to profitability without reform. A new model that adequately finances the USPS while meeting the needs of rural and urban communities, large mailers

America Needs a Modernized Postal System— Not a Privatized One

Statement of NAPS President Brian J. Wagner

In calling for privatization of the United States Postal Service, the Trump Administration has charted a misguided path that would put universal mail service for all Americans at risk. The future of America's postal system requires a modernized Postal Service—not a privatized Postal Service.

Privatization is not the answer. The privatization of America's post offices would put at risk prompt, affordable service to many Americans, especially in rural areas. The Postal Service can become great again if Congress satisfies its legislative responsibilities and enacts the necessary re-

forms already backed by the postal stakeholder community.

A bipartisan package of reasonable reforms awaits congressional action and should be passed without further delay. That package would put the Postal Service on a firmer financial footing and continue to assure prompt mail service to all Americans.

The President and Senate also should return the Board of Governors to an active state of oversight and policy setting. These are the reasonable steps our national leaders should take to modernize the Postal Service—not privatize it.

tion's proposal are expected to be revealed in the report of the Presidential Task Force on the Postal System, expected by Aug. 10. With the November midterm elections approaching, little time in this Congress remains for consideration of the administration's restructuring proposals. Going into those elections, the proposals will represent the administration's commitment toward cutting the size of government and running it more like a business.

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May 23 Consultative

Continued from page 8

Agenda Item #6

NAPS received notification on April 9, 2018, about the pilot test of Customer Experience (CX) Delivery Ambassadors. These positions will be filled with volunteer city letter carriers. NAPS asked for a copy of the scope of work for these pilot positions and the standard position descriptions for the proposed positions.

Kelly Sigmon, vice president of Retail & Customer Service Operations, and Carmen Woodson, manager, Retail Operations & Strategy, attended the meeting to address the Customer Experience Delivery Ambassadors pilot.

The Customer Experience Delivery Ambassador pilot is not a national program. It was established by 10 districts identified as areas of opportunities to improve their ECC performance. There is no defined scope or structure to provide at this time. The goal of the program is to create peer-to-peer engagement and provide better customer service to postal customers.

The Postal Service will review the program at the end of the fiscal year and determine whether or not to roll out the program nationally.

Let's Talk Politics!

Attacks on Federal Employees Continue

By **Katie Maddocks**

Legislative Representative and SPAC Manager

On June 1, President Donald Trump signed Executive Order (EO) 13839, entitled "Promoting Accountability and Streamlining Removal Procedures Consistent with Merit System Procedures."

This is a long title that equates to "Limiting Appeal Rights of Civil Servants." It should be noted that while this executive order does not impact postal employees, it still is an attack on government employees. Similar executive orders degrading the entirety of the federal and postal workforces are expected in the future. This particular EO calls for several limits to the merit process.

What is most concerning about this EO is calling for agencies to forgo negotiated grievance processes or arbitrations. Instead, removal decisions would be handled directly by the Merit Systems Protection Board (MSPB). This not only impedes most employees' appeal rights, but also puts undue stress on the MSPB. Currently, the board does not have a quorum; therefore, it is unable to make decisions on appeal cases or issue reports.

In January, MSPB Chairwoman Susan Tsui Grundmann resigned. There already was one vacancy, so her resignation left the board with only one member—Mark Robbins.

Board members require presidential appointment and approval by the Senate. President Trump has not announced his nominees; it does not appear he will do so any time soon.

Because of the lack of a quorum, there is a backlog of over 650 MSPB cases. This leaves appellants in limbo, unsure of their employment and their futures in the federal government. This also leaves appellants with hefty legal fees as lawyers cannot recoup these fees from the federal government until cases are resolved.

If and when this executive order is expanded to postal employees, it is unclear how this would impact certain EAS members who do not currently have full access to MSPB appeal rights when handling grievances. Before this EO is inevitably extended to the Postal Service, Congress needs to examine and extend appeal rights for adverse personnel actions for all postal employees.

During a time when civil servants' morale is struggling and recruitment and retention are falling by the wayside, actions such as this executive order have a grave impact on personnel and, in turn, the abilities of the federal government. By strengthening the rights of employees, you strengthen the federal government.

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PASSION PURPOSE PEOPLE...
CREATING A BRIGHTER FUTURE!



August 6 – 10, 2018
NAPS 66th 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

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 or call 703-836-9660.

Refund Requests

All refund requests must be submitted in writing to naps_hq@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 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; 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.

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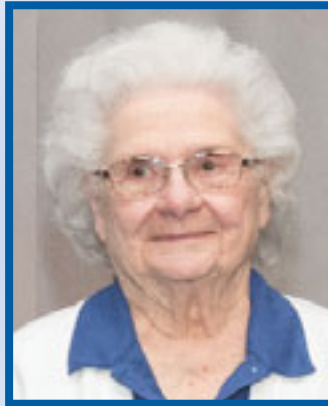
Remembering Ann Konish

—A NAPS Stalwart

NAPS has lost a long-time member and SPAC champion. Ann Konish died June 7; she was 88. She was a former National Executive Board member, serving as New York Area vice president, and a continuous top SPAC contributor. She also chaired the National Convention Rules Committee for many years.

Ann was appointed New York Area vice president on March 19, 1988, by then-President Rubin Handelman. She previously held the elected offices of Rochester, NY, Branch 11 secretary and treasurer.

When she joined the Executive Board, Ann was a supervisor, Mails and Delivery, in Rochester, NY. She was promoted to supervisor, Delivery and Collection, in 1988; vehicle operations analyst in 1989; and supervisor, Distribution Operations,



in 1993. She held the latter position when she retired from the Postal Service in 1996. She retired from the NAPS Executive Board at the 1996 NAPS National Convention in Portland, OR.

In 2010, NAPS Branch 11 was renamed the Ann Konish Branch in honor of her many

contributions to the organization.

At this year's LTS, Executive Vice President Ivan D. Butts recognized Ann as the



During a break at this year's LTS, Ann Konish spoke with Rosemary Harmon and Scott Englerth, president of Ann Konish Branch 11.

number-two 2017 SPAC contributor. At LTS, she presented \$5,000 for her 2018 SPAC contribution to Auxiliary President Patricia Jackson-Kelley, who presented Ann with all five of her contribution-level 2018 SPAC pins.

NAPS President Brian Wagner remembered Ann, calling her a dear friend and colleague to so many in NAPS and the Auxiliary. "She was a dedicated National Executive Board member, a continuous top SPAC contributor and, for many years, chair of our National Convention Rules Committee," he recounted. "Ann was a true treasure; she will be dearly and deeply missed, but never forgotten."

Immediate Past President Louis Atkins said, "Ann touched us all in many ways in life and, now, in fond memories. I am thankful to her family for sharing her with NAPS for so many years." (*See sidebar for his remembrance.*)

Former President Ted Keating met Ann in 1989 when he joined her on the Executive Board. "We became great friends and remained so all these years," he said. "She loved NAPS and contributed time and energy to its success by serving on New York State's Time and Place Committee and National Convention Audit and Rules committees.

"She always helped at LTS and made Branch 11 one of the best in the country. Nothing gave her greater pleasure than the many trips to visit our friends in Portland, ME, and spend the weekend eating lobster. To Ann, NAPS was family. We all have lost a great member of the family."

She is survived by three daughters, seven grandchildren, 14 great-grandchildren and her dog Buffy.

'Annie'

By Louis Atkins

Ann Konish—most of us knew her simply as "Annie." I was blessed when Annie allowed me to come into her life in 1990, when I became a member of the Executive Board. We were known as the "little suckers." All the VPs banded together so we could outvote all the other members on the board.

Annie did a lot of spicy talking at our board meetings. But when Annie had something to say, she spoke with knowledge, conviction and passion. She was a tireless soldier with a giant heart and brilliant mind. She was direct and determined to promote fairness and dependability in our organization's efforts.

Maybe the most important passion for Annie, other than her family, was her devotion to the legislative efforts of NAPS. She not only sought legislative changes to benefit NAPS members and the Postal Service, but she was one of the largest contributors to SPAC of all times.

I recall well Annie's personal motto to all of us: fairness and equality. What I wouldn't give, as when NAPS president, to again pick up the phone to seek her ready encouragement, quick wit and wise counsel.

I am truly moved that Annie touched so many of us in so many ways. I have laughed, cried, smiled, been amused by and, yes, even amazed by how deeply she touched our lives. Today, I am a better person and closer to God because of Annie being my friend. We both professed fairness and equality and knew that it would give us peace and justice.

In a very real sense, I know Annie will be right there alongside us every step of the way as we soldier on. We will miss you, Annie. God bless and may you rest in peace.

2018 SPAC Contributors



Top 2018 SPAC Contributor

Konish, Ann NY Branch 11

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

Boisvert, Michael	CA	Branch 159
Meana, Frances	CA	Branch 159
Gilbert, Belinda	FL	Branch 425
McHugh, James	FL	Branch 386
Mullins, Kym	FL	Branch 81
Quinlan, Robert	FL	Branch 577
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Geter, John	NC	Branch 183
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202
Konish, Ann	NY	Branch 11
Roma, Thomas	NY	Branch 68

Warden, James	NY	Branch 100
Butts, Ivan	PA	Branch 355

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

Gilbert, Belinda	FL	Branch 425
Mullins, Kym	FL	Branch 81
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403

VP Elite (\$750)

Walton, Marilyn	CA	Branch 77
Wileman, Dotty	MD	Branch 923
Green Jr., Richard	VA	Branch 98

Secretary/Treasurer's Roundtable (\$500)

Melchert, Pamela	AK	Branch 435
Cherry, Hayes	CA	Branch 466

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.

Did you know that in-kind gift raffles are a great way to raise funds for SPAC? Not only do they increase contributions, but you also can get credit for your donated gift. If you have questions about in-kind gifts or how to contribute to SPAC, please contact SPAC Manager Katie Maddocks at (703) 836-9660 or naps.km@naps.org.

Wong, John	CA	Branch 497
Goldstein, Diane	FL	Branch 156
Moreno, Luz	IL	Branch 489
Trayer, Kevin	MI	Branch 142
Johnson, Craig	MO	Branch 36
Englerth, Scott	NY	Branch 11
Croswell, Darnel	SC	Branch 225
Green, Shri	TN	Branch 41
Foster, Debra	TX	Branch 9

Chairman's Club (\$250)

Greene, Lisa	FL	Branch 406
Starling, Karen	FL	Branch 146
Pierce, Annette	IL	Branch 255
Norton, Paul	IN	Branch 8
Sisco, Bret	KY	Branch 920
Griffin, Troy	MD	Branch 42
Bodary, Joseph	MI	Branch 268
Krzycki Jr., Kenneth	MI	Branch 508
Pulinski, Leonard	MI	Branch 545
Schneider, Irene	MI	Branch 508
Vance, Julianne	MN	Branch 104
Laster, Jacshica	OH	Branch 46
Adams, Jeanine	PA	Branch 20
Davis, Pamela	TX	Branch 122
Lomba, John	TX	Branch 103
Longoria, Richard	TX	Branch 229
Trevino, Manuel	TX	Branch 124
Archer, Sylvia	VA	Branch 98
Hubbard, Jim	VA	Branch 22

Supporter (\$100)

Simpao, Sally	CA	Branch 88
Bock Jr., Robert	FL	Branch 321
Britt, Brian	FL	Branch 156
Cox, Jacqueline	FL	Branch 93
Coleman-Scrugs, Toni	IN	Branch 171
Laurendine, Kyle	LA	Branch 73
Jones, Anthony	MD	Branch 531
Jones, Marcia	MD	Branch 42

Continued on page 28

SPAC Scoreboard

Statistics reflect monies collected from Jan. 1 to June 22, 2018

National Aggregate:

\$133,650.19

National Per Capita:

\$5.16

Region Aggregate:

1. Western	\$32,046.04
2. Southern	\$27,460.35
3. Eastern	\$26,401.05
4. Central	\$24,513.50
5. Northeast	\$23,229.25

Region Per Capita:

1. Western	\$5.92
2. Central	\$5.57
3. Eastern	\$4.93
4. Southern	\$4.78
5. Northeast	\$4.64

Area Aggregate:

1. Pacific	\$17,346.64
2. New York	\$13,626.25
3. Southeast	\$13,543.00
4. Capitol-Atlantic	\$13,415.36
5. Mideast	\$10,174.50
6. Michiana	\$8,574.50
7. Texas	\$7,724.00
8. New England	\$7,484.00
9. Northwest	\$7,426.00
10. Rocky Mountain	\$7,273.40
11. Illini	\$6,357.00
12. North Central	\$5,164.00
13. Pioneer	\$4,930.19
14. MINK	\$4,418.00
15. Central Gulf	\$3,323.35
16. Cotton Belt	\$2,870.00

Area Per Capita:

1. Michiana	\$8.09
2. Northwest	\$7.20
3. Pacific	\$6.05
4. Southeast	\$5.85
5. North Central	\$5.84
6. New York	\$5.58
7. Capitol-Atlantic	\$5.16
8. Illini	\$4.98
9. Rocky Mountain	\$4.82
10. Mideast	\$4.54
11. New England	\$4.41
12. Texas	\$4.38
13. Central Gulf	\$4.32
14. MINK	\$3.75
15. Pioneer	\$3.57
16. Cotton Belt	\$3.20

State Aggregate:

1. California	\$15,946.64
2. New York	\$13,326.25
3. Florida	\$12,137.00
4. Texas	\$7,724.00
5. Michigan	\$7,679.50

State Per Capita:

1. Maine	\$12.19
2. North Dakota	\$11.98
3. Michigan	\$10.58
4. Washington	\$10.09
5. Arizona	\$9.39

Drive for 5

Members by Region:

1. Central	74
2. Western	60
3. Southern	60
4. Eastern	54
5. Northeast	43

Aggregate by Region:

1. Western	\$12,755.00
2. Central	\$12,417.00
3. Southern	\$11,119.00
4. Eastern	\$9,820.79
5. Northeast	\$6,760.00



Make Yourself Irreplaceable at Work

By Dr. Rockie McDaniel

I used to run several health care clinics. Whenever I interviewed a candidate for a job, I always made sure to ask one simple question: “How will you add value to our organization?”

I asked because I wanted to know what makes someone unique. In other words, why should I hire you and not the next person sitting in the waiting room? I strove to make my hiring decision based on how well the interviewee could answer this question. And even after I hired some-

one, I kept asking what value they provided to the organization.

A hiring manager may never ask you that question. But even if you’re not looking for a job or seeking a promotion, you still need to demonstrate the value you create.

So, how do you create value? I recommend you give it some thought; the value you provide is what makes you inimitable. Here are four ways to create value and make yourself irreplaceable:

1. Build relationships. No two relationships are exactly alike. Think about it. You probably have a certain friend or family member with whom you can talk about anything. That connection cannot be replaced. The same is true for you as a professional.

Go out of your way to be generous and bring people together. Remember the Golden Rule: Treat others the same way you want to be treated. How you relate to your colleagues and customers, and how much they rely on you, makes you a valuable asset to the team.

2. Solve problems. It's an ever-changing world, with new challenges arising every day. Customers and management have problems they need to resolve; you can stand out by finding solutions. Be inventive and look for new ways to remove the barriers. Take just one

problem off your manager's plate, and you will create a huge amount of value.

3. Go beyond the degree. Earning a degree is a huge achievement, but it doesn't guarantee you a job. Try to see things from an employer's perspective. Yes, your knowledge and skills are valuable, even necessary, but you are just one of many professionals with the same credentials. Therefore, you must go beyond the degree.

Specialize and add more depth to your knowledge. Seize every opportunity to develop a unique skill and acquire knowledge others don't have. Learn as much as you can on your own, outside of school. Only in this way will you set yourself apart.

4. Be real. The more you succeed, the more people will ask you to take on new responsibilities. This may put pressure on your schedule,

not to mention your stress level! But you don't have to sacrifice yourself. Be honest and know your limitations.

Talk to your manager when tasks become overwhelming, especially if they compromise the quality of your work. Management will appreciate your willingness to communicate. Remember, doing the right thing is always the right thing to do.

When you demonstrate your value, you boost your confidence as a professional. Plus, you signal to your employers they made the right choice when they hired you. What do you think? What are some other ways in which you can distinguish yourself?

Dr. Rockie McDaniel, DHA, MSN, RN, FHP, is a former assistant professor in the College of Health, Human, Services and Science at Ashford University.

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Establishing Healthy Boundaries for Happier Relationships

Submitted by the USPS Employee Assistance Program

Do you ever feel you are being pulled in too many different directions or other people cross your boundaries? Do you find you always say “yes” to demands others place on you? This can feel overwhelming at times, but the good news is you can learn to set healthy limits with other people and teach them to treat you in a more respectful way.

This process begins with you. None of us can change another person or make them stop demanding things, time or energy from us. But we can learn the process of establishing boundaries. The process of setting personal boundaries begins with you accepting that you not only deserve to have boundaries, but these boundaries are a serious component of self-care and a key to happier relationships.

To learn to establish better boundaries, you also must accept that you have the right to set them. In fact, you not only have the right, but the obligation, to determine how you allow others to treat you. Your boundaries act as filters, permitting what is acceptable in your life and what is not.

When we neglect to take care of ourselves in our relationships with enough time for rest and renewal,

we become exhausted and anxious and respond to others out of guilt. Learning to set limits with other people can be liberating and can create new and healthier relationships.

Let’s look at an example. Maybe you have a long-time friend who is going through a difficult time in her life. You are there for your

friend, will listen to her for hours on the phone or in person; sometimes, she calls you very late at night. While it is wonderful to have good friends—and we value loyalty, honesty and support—it also is important to recognize your needs and limits.

You realize that her calls often disrupt your bedtime and, while she truly is upset when she calls you, you also realize that these are not emergencies. You realize your health, needs and sleep are in the process of being neglected. You also realize this same friend often does not have time to talk when you bring up things that are happening in your life. Yet, you fear losing the friendship if you say something. You feel tired, cranky and resentful when she calls. So, what do you do?

Some people would begin to avoid that friend,

become frustrated with her or even get angry for “taking advantage” of you and your time. However, the real issue is deeper than that. You must realize that you allowed this pattern to emerge and continue by not setting limits or boundaries with your time. It is not easy to say “no” to the people who endlessly want your time, right? Below are some tips on what to do and how to learn how to establish healthy limits with others:

1. Recognize that you must change this pattern. We cannot change other people or their behaviors; you only can change your responses. You are allowed to set limits on your time and where you spend your energy. Human beings unconsciously push limits that other people allow. This usually is not on purpose, but people will do what others will allow. People will not change unless we let them know what it is we want and need from them.

2. Identify your needs. Begin by identifying patterns of repeated situations or behaviors that leave you feeling resentful, drained of energy or depressed. You may need to get more sleep or handle other matters or obligations and are unable to be there at the time the other person may want you to be available. You are allowed to set such limits and take care of yourself. You are allowed to ask yourself what you may need; that is healthy.

3. Realize this is not an easy pattern to change. It is uncomfortable to say “no” and set some limits and take care of your needs. We sometimes are afraid to speak up. It also is important to know that other people cannot read your mind and don’t always know or realize they are taking advantage of you. The other person may be unhappy when you set limits, mostly because you are

changing a pattern that has become established.

If you are consistent and your needs matter, as well, then, usually, the other person typically will begin to respect the limits you establish. Learn to speak your truth and needs and change unhealthy patterns in the relationship.

4. Realize that some relationships may have to end. This is painful, but when a relationship no longer nurtures or strengthens you, it may be time to cut ties to take care of yourself. Sometimes, people avoid setting limits in the misguided belief that if you always are available, you will win and keep the love and respect of others. The problem is that every act of self-denial or allowing others to mistreat you chips away at the respect the other person has for you. But, more importantly, the respect you have for yourself.

If a person in your life refuses to learn respect for you and the boundaries you establish, know the relationship could end. It is important to see the bigger picture and recognize that, if a relationship is unhealthy, sometimes ending it is better for both of you.

5. Learn to love and respect yourself. None of us has to be a martyr; learn to balance being kind to others with being kind to yourself. A good way to describe loving yourself is like this: Treat yourself like you would treat a family member you really love, such as your child. You make sure that person gets enough sleep, eats right and you would not allow anyone to talk poorly to them, right? Now, apply this to yourself. If you would not allow someone to treat a person you love poorly, why would you allow them to do that to you? Practice valuing and respecting yourself and your needs.

6. Practice integrity and living

by your values. People who show integrity rarely struggle with the way others treat them. When you steadily do the right thing—no matter what—others often have no choice but to treat you with that earned respect! Having integrity is rarely easy. In today’s world, it is very attractive to take the shortcuts.

Doing the right thing isn’t always the thing that feels the best; often, it is the hardest, but the most necessary, choice. When you are honest and courageous to others, they often treat you the same. Be clear with your values and practice living by these.

7. Be as consistent as possible. When you are setting limits on others’ behaviors, it is important not to be wishy-washy. Be clear, concise and consistent all the time. Do what you say you will do and expect the same from others. If someone treats you poorly, let that person know their behavior is unacceptable to you. Speak up. Be clear about what you expect and need from others.

The good news is that, as you define and implement personal boundaries in your life, you will begin to feel more empowered and self-confident because you are communicating your self-worth to those around you. Having the courage to set boundaries is about daring to love ourselves while also announcing to the world that our value is not contingent on the approval of others.

What you believe about yourself and how you treat yourself sets the standard for the response you invite from others. People learn how to treat you based on what you accept from them. Take the steps to change these patterns.

If you need help learning to set boundaries with other people and learning ways to take better care of yourself, please consider contacting

Continued on page 31

Convention Time—What Can Be Expected?

By **Dioenis D. Perez**

Two years later, it's national convention time. Branches have submitted their resolutions, but don't hold your breath. If past history provides us with a peek into what most likely will happen, then the news is glum. The USPS normally scoffs at these resolutions and, often, flat out rejects them. How difficult can pay consultation be?

For 29 years of my career, I've been holding my breath, waiting for that magical pay increase of 4 to 5 percent. And that was when company finances weren't the issue they are today. Well, it never happened, unless you were very fortunate with NPA in its early stage—when everyone had three goals across the board and seemed to benefit from it. The confusing issue for me is if we are discussing a 2 percent increase in pay while asking to maintain the same health benefits levels, while the craft has the same and pays less, why is it so difficult to agree on a 2 percent pay increase?



The other pay issue I consider to be a travesty is the time frame in which our pay bands are constructed. The only way to reach the top of the pay band is either by a higher-level promotion or through NPA. Currently, NPA already has established you can't reach the top of your pay band—not even in 20 years. There are many SCs today who fit this example.

I wonder if representatives from USPS Headquarters will be present at this year's convention. Usually they are. However, since December, there hasn't been any agreement concerning our pay and benefits, which leads me to believe there's trouble in paradise.

I understand there are SWCs involved in pay consultations. Therefore, this may complicate things, but not by seven months. To me, the money is the easy stuff to discuss—especially when we are talking about a lousy 2 percent increase. I pray our association is able to add additional points to the NPA scale concerning boxes 1 to 3, which currently

marked are with a zero for your NPA. The only box that should be a zero in NPA is the "0" box!

If anyone is placed in a zero NPA box, it should be USPS Headquarters leadership for making NPA inequitable to those of us in field.

With dignity and respect, always.
elcubano59@aol.com

Dioenis D. Perez is a member of Branch 202 and the Postmaster of Syosset, NY.

NAPS Training Calendar

Southeast Area Training Sept. 29, 2018

Conducted by: Southeast Area VP Bob Quinlan

Location: Embassy Suites Orlando Airport, 5835 TG Lee Blvd., Orlando, FL 32822; (407) 581-3316.

Hotel Rate: \$130

Registration Fee: \$35

Training Topics: How to stay out of trouble, adverse action, debt collection, more TBD.

Instructors: Southern Region VP Tim Ford and Southeast Area VP Bob Quinlan

SPAC Contributors

Continued from page 23

Mason Jr., Garland	MD	Branch 592
Waddy, Eric	MD	Branch 403
Bohrer, George	MI	Branch 508
Byrum, Jimmy	MI	Branch 508
Glenn, Sandra	MI	Branch 140
Hurless-Byrum, Ruth	MI	Branch 508
Lauinger, Robert	MI	Branch 140
Orloski, Rose	MI	Branch 508
Roundtree, Wanda	MI	Branch 140
Schiller, Elizabeth	MI	Branch 268

Spurlin, William	MI	Branch 268
Yancy, Frederick	MI	Branch 508
Douglas, Karen	NC	Branch 183
Leingang, Michael	ND	Branch 937
Baselice, Francisco	NY	Branch 202
Mulidore, Chuck	OH	Branch 133
Keen, Kevin	PA	Branch 35
Moore, Delisa	SC	Branch 228
Holley, Deborah	VA	Branch 526
White Jr., William	VA	Branch 526
Helleckson, Randy	WI	Branch 213
Knepfel, Kim	WI	Branch 549



The Importance of **Financial Literacy**

By Teresa Dillard

The single biggest skill that can make or break your financial success isn't taught in school. Surprisingly, many college graduates know nothing about personal finance or investing. Financial literacy is the essential skill you must develop if your goal is to build wealth and enjoy financial security.

Following are possible advantages of financial literacy:

- Provides dividends for life that nobody can take from you—ever.
- Increases your earning potential.
- Increases your return on investment.
- Improves the quality of your life and finances.
- Secures your retirement.
- Defends your portfolio from unnecessary losses.

- Provides financial peace of mind.

That's a long list of advantages, but what about the disadvantages? Why doesn't everyone master these essential investing skills to develop their financial literacy?

It requires time and effort. Generally, people are too busy. That's it. It just takes a little time and effort. There are no other disadvantages.

If you're willing to commit, you

can accrue all the advantages of financial literacy and reap the benefits. After all, which would you prefer: a little bit of effort now in exchange for a lifetime of financial security or a little bit of procrastination and avoidance now in exchange for a lifetime of financial mediocrity?

Financial education is one of the great bargains in life. It costs little to nothing, risks nothing and returns huge rewards. It's the best investment you can make. Your financial intelligence acts as a ceiling that limits the growth of your wealth. As your intelligence rises, so does the growth potential for your financial possibilities.

Financial education is like an annuity: It's a one-time investment that pays dividends for the rest of your life. And every year, it compounds profits in your portfolio.

Dillard Financial Solutions is the national retirement benefits provider for NAPS members; (803) 499-6277; napsret-provider@aol.com.

"If you want to be truly successful, invest in yourself to get the knowledge you need to find your unique factor. When you find it, focus on it and persevere, your success will blossom."

—Sidney Madwed



Teresa Dillard,
ChFEBCSM
Dillard Financial Solutions

Notes

from the National Auxiliary

Auxiliary Verbs

By Elly Soukey

Central Region Vice President

I was very surprised to learn there is a whole list of verbs that function as auxiliaries in the English language. These words include: be (am, are, is, was, were, being, been) can, could, dare, do (does, did), have (has, had, having), may, might, must, need, ought, shall, should, will and would.

How appropriate is it that these words “are” what the NAPS Auxiliary is all about? As NAPS, we “are” the group of hard-working individu-

als who “need” to come together to support not only our personal NAPS member, but the whole organization, as well.

As Auxiliary members, we need to “be” present at local, state and national events. I “am” proud of the accomplishments of my Auxiliary. The Auxiliary also “can” make a difference, with the amount of funds we help collect for SPAC. We always “can” use more members. We “dare” to ask our members to give all they can, knowing it “will” help



make a difference.

We “have” a wonderful, hard-working group dedicated to their NAPS members. We “may, might and must” continue to grow our membership. If you are not an Auxiliary member, you “ought” to consider joining. To qualify as an Auxiliary member, you “must” be a spouse, immediate family member or designated representative over the age of 16. If you “are” a NAPS member and you do not “have” your own dedi-

Auxiliary Luncheon Registration Form

Noon, Friday, Aug. 10, Earth Ballroom, Earth Tower

Name (Please PRINT)

Auxiliary #/Branch #

Street Address/PO Box

City

State

ZIP

Check one:

- Auxiliary Member Auxiliary State President
 NAPS Member Visitor

I'd like to purchase _____ advance-order tickets at \$45 each.

The total is \$ _____

Advance ticket orders MUST be received on or before July 21, 2018.

Group name: _____
Last Name/Auxiliary Name/Branch Name

Pick up by: _____

The above-named person *must* pick up the tickets at the Auxiliary registration table.

After July 21, I plan to purchase _____ tickets at \$50 each for a total of \$ _____. \$50 tickets will be available Monday, Aug. 6, and Tuesday, Aug. 7, at the Auxiliary Registration booth. Please complete this form and bring it and payment with you to the booth.

Advance Sales:

Please mail this form, with a check or money order payable to National Auxiliary to NAPS, to **Bonita Atkins, National Auxiliary Secretary, PO Box 80181, Baton Rouge, LA 70898.**

Thank you.

cated Auxiliary representative, you “should” consider filling that position or ask someone you think would be interested.

Once they join the NAPS Auxiliary, both of you “should” be very glad they did. Being a NAPS Auxiliary member is being informed about the issues related to NAPS. It “will” foster closer membership relationships.

I realize adding something to our already busy schedule can be very difficult. I was five-months pregnant with our second child when my husband asked me to join him at his first NAPS meeting. That September day was hot and muggy. I already

had had a hard day at work and our babysitter called to say she “might” be late. At that point, it “would” have “been” much easier to just stay home.

I tried to beg off going, but my sweet husband suggested the drive there “would” give me some quiet time to relax. I relented and went to the meeting. When we arrived, I met so many friendly people I “was” very glad I had chosen to come “with” my spouse. As they say, the rest is history.

To find out more about the NAPS National Auxiliary, go to <https://naps.org/National-Auxiliary>.

elly@charter.net

Establishing Healthy Boundaries for Happier Relationships

Continued from page 27

the EAP. Your EAP counselor can provide supportive advice if you have an area in your life you would like to learn to better manage. The counselor also can provide coaching to help you learn to establish better boundaries with others or help with other areas of your life you wish to improve.

Your EAP program can be a valuable resource to help you improve your relationships with others. EAP services are confidential and are available to all USPS employees and immediate family members. Please feel free to contact the EAP at 1-800-327-4968 (TTY: 877-492-7341) or www.EAP4YOU.com with any questions or for more information.

Thrift Savings Plan

Fund	G	F	C	S	I
May 2018	0.24%	0.73%	2.41%	4.85%	(2.13%)
12-month	2.48%	(0.26%)	14.35%	18.55%	8.36%

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

Fund	L Income	L 2020	L 2030	L 2040	L 2050
May 2018	0.50%	0.66%	0.98%	1.13%	1.26%
12-month	4.46%	6.26%	8.94%	10.14%	11.27%

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

Visit the TSP website at www.tsp.gov

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Felecia Hill

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May Nazareno

Pacific Area

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

Region vacant: Eastern

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



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membership@signaturefcu.org
SignatureFCU.org

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Additional benefits of the NAPS Visa card.

- Low rate starting at 8.90%²
- Earn one (1) reward point per \$1.00 spent on qualified purchases
- No annual fees, no balance transfer fees, no cash advance fees
- Credit limits from \$250 to \$25,000
- No foreign transaction fees
- Protect your card with My Card Rules app:
SignatureFCU.org/Protect-My-Card

¹ \$25 statement credit applies to new applicants only and expires after six months if not used.

² APY - Annual Percentage Yield. Your actual APY will be determined at the time of application and will be based on your application and credit information. Not all applicants will qualify for the lowest rate. Rate quoted assumes excellent borrower credit history. Rates are set by the board of directors, and may change without notice.



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Membership eligibility required.