

the Postal Supervisor

May 2020



H.R. 6085 *It's All About Fairness*

LTS coverage begins on page 22



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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.

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

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On the cover: Rep. Mike Bost (R-IL) addressed attendees March 9 at LTS. He is the original co-sponsor of H.R. 6085, the "Postal Supervisors and Managers Fairness Act of 2020." From left: NAPS Executive Vice President Ivan D. Butts, Secretary/Treasurer Chuck Mulidore, Rep. Mike Bost and NAPS President Brian Wagner. Photo by Dave Scavone.

NAPS' Fight Against COVID-19

At the time of this writing in late March, the COVID-19 (coronavirus) pandemic is challenging the U.S. Postal Service and its dedicated employees, NAPS members, their families and the entire United States. We understand this pandemic is not going away anytime soon. Therefore, NAPS encourages everyone to be safe, follow Centers for Disease

Control and Prevention (CDC) guidelines and protocols and seek medical attention if experiencing COVID-19 symptoms.

You may be wondering how the coronavirus pandemic is affecting NAPS Headquarters' operations and communications, including planning for our 2020 National Convention, Aug. 17-21, at the Gaylord Texan in Grapevine, TX. Here's the scoop!



Brian J. Wagner
President

First, in an abundance of caution and in accordance with CDC guidelines, we closed NAPS Headquarters' 4th floor office from March 19 to April 6. Before closing, NAPS took the lead early to reach out to branches and members regarding this pandemic. On March 16, NAPS Headquarters issued a newsbreak recommending that, over the next eight weeks and per CDC guidelines, local and state branches cancel or postpone branch meetings, area training and state conventions and reschedule at a later date.

This precautionary measure was intended to protect NAPS members and their families from the spread of COVID-19. We were pleased that board members, branches and members answered the call and followed NAPS' recommendation.

After closing the NAPS office, the resident officers and staff worked remotely from our homes, handling the business of NAPS. We had full access to our emails, safely received the mail, ensured NAPS phones were forwarded, picked up voicemails, paid invoices and posted information and updates on NAPS' Facebook page and website. It definitely was a team effort by all and continues to be.

NAPS Headquarters coordinated its efforts to ensure the continuity of NAPS operations and proper commu-

nications were established with our Executive Board while working remotely. We followed up with a national NAPS letter from the resident officers to members on March 30. The message was one of understanding, reassurance, thanks and appreciation to NAPS members on the front line for their dedication and commitment in keeping the mail moving during this pandemic. The full letter is posted on our NAPS website, www.naps.org, and on page 7 of this issue.

Second, NAPS was in daily contact, including weekends, if necessary, with USPS officials regarding COVID-19 issues. We received updates on USPS employees, including NAPS members, safety supplies, postal operations, policy changes and more, to name just a few.

In addition, NAPS received and forwarded USPS stand-up talks on COVID-19 protocol, operations and temporary policy changes and more to Executive Board members and respective members. Our goal was to keep members regularly informed through various resources and modes of communication as to how the pandemic was impacting the USPS, postal employees, NAPS members and the American public.

Third, as America continues to follow the new norm of "social distancing" to help reduce or prevent the spread of COVID-19, with most states implementing "shelter-in-place" protocols and retail and food venues either closed or providing only drive-through service, we knew members may have questions regarding the status of our 2020 National Convention.

As simple as it gets: At this time, the 2020 NAPS National Convention is on schedule for Aug. 17-21 at the Gaylord Texan Resort in Grapevine, TX. However, NAPS Headquarters will provide updates accordingly via our messaging through our Executive Board, NAPS' website, naps.org, and Facebook.

Until the 2020 National Convention this August, please be safe and continue following CDC guidelines and social distancing. Through the support of one another, together, we will get through this COVID-19 pandemic as a NAPS family, stronger than ever.

What is on me right now is providing you with a timely ice-cream-flavor-of-the-month recommendation: brown butter almond brittle.

naps.bw@naps.org

LTS Delegates Contribute to Another Record-Breaking SPAC

Hello, my NAPS brothers and sisters. As I write this column, we are in what some might categorize as the developing stages of the coronavirus (COVID-19) outbreak. I hope you and your families are faring well during what could be the worst flu pandemic since a category 2 flu pandemic in 1968, sometimes referred to as the “Hong Kong” flu.

That pandemic was caused by the H3N2 strain of the Influenza A virus, a genetic offshoot of the H2N2 subtype.

We should remain cautious and in compliance with the sound CDC guidance we have received, especially those of us with some of the underlying risk factors also working against us. Your NAPS resident officers continue to engage the USPS Executive Leadership Team (ELT) on issues as they arise with COVID-19 and USPS operations.

We have just completed our 2020 LTS in Arlington, VA, March 8-11. LTS took place on the budding knowledge of COVID-19 coming to America. Its potential had yet to be fully understood.

I thank all the delegates who showed up to kick off our 2020 legislative grassroots efforts. We had a tremendous start to what could lead us to significant changes to our EAS working lives in the USPS. On March 4, Congressman Gerry Connolly (D-VA) introduced H.R. 6085, the “Postal Supervisors and Managers Fairness Act of 2020.”

The introduction of the legislation comes as a result of over 10 years of NAPS futility in its attempts to engage USPS leadership in meaningful changes to the Pay-for-Performance (PFP) system. Professionals have documented the failures of this process and its severe flaws in meeting the statutory requirement for an adequate and reasonable differential between field EAS employees and the craft employees, as well as overall flaws in compensation and PFP.

Based on fact-finding report FMCS: #180706-06229, the NAPS Legislative Team engaged our congressional champion on two adopted points found in H.R. 6085 that address the timeliness of pay talks and

accountability for implementing a fact-finding panel’s recommendations in the event pay talks do not achieve an amenable outcome.

As we continue to deal with the impacts of COVID-19 and look to the recovery, we will have 100% focus on our grassroots engagement with legislators in support of this bill. We certainly have other bills we also will continue to pursue. However, this bill is exclusively ours as EAS employees in the USPS.

We also greatly appreciate Congressman Mike Bost (R-IL) to sign on as the original co-sponsor to this legislation. We look forward to aggressively moving this grassroots agenda item forward.

I want to thank our National Auxiliary, led by President Patricia Jackson-Kelley. This group of men and women are our stalwart advocates for SPAC during LTS. I appreciate their vision and guidance to continually help move our association to its highest levels of support through giving.

This year, we had another record-breaking SPAC collection effort. With the support of our Auxiliary and your generosity, we collected \$36,748.85. If you don’t believe in the work a local NAPS auxiliary can do for your branch, try them. Your spouse, significant other or teenager over 17 can help build a local NAPS branch auxiliary.

We also received tremendous support from our legislators in the form of remarks from Rep. Carolyn Maloney (D-NY), chair, House Committee on Oversight and Reform; Rep. James E. Clyburn (D-SC), House majority whip; and Rep. Mike Bost (R-IL). These leaders added value to our 2020 LTS by their participation.

I also want to thank Deputy Postmaster General Ron Stroman for his ever-reliable honesty and leadership. We also had the pleasure of hearing from Lauren Doney, deputy chief of staff for Rep. Jamie Raskin (D-MD). She participated in and critiqued a mock congressional visit put on by our role-playing team led by NAPS member Carl Walton.

All and all, we had another successful NAPS LTS. Kudos to Bob Levi for all his work putting this LTS together and to the office staff for their support.

Regrettably, as of the last week of March, we learned that an LTS attendee had tested positive for

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Ivan D. Butts
Executive Vice President

Amazing Days at 2020 LTS

As you probably have noticed, this edition of *The Postal Supervisor* magazine largely is devoted to the recent 2020 NAPS Legislative Training Seminar (LTS). I couldn't resist the temptation to offer my thoughts on this very successful event, as well, because LTS is more than a meeting to discuss postal legislation and initiatives, although that

is the primary motivation for the seminar.

We were fortunate to have LTS on the cusp of the COVID-19 outbreak. As we continue to hope and pray for our country, please keep safe and well. So, let's take a moment to walk through LTS.

The event started this year with our traditional, uplifting, non-denominational church service on Sunday morning. So many of our delegates love and enjoy this beautiful service. Again this year, the Holloway Family offered uplifting, moving and beautiful music that provided the landscape and backdrop to the talents of NAPS' own Mac Littles who preached to the assembled group.

Also on Sunday, I, along with Jovan Duncan from NAPS Headquarters, provided training for secretary/treasurers. We provided an outline for branches to complete and file their taxes yearly, as well as an overview of the monthly reports sent from NAPS Headquarters.

On Sunday afternoon, the traditional wreath-laying ceremony at the Tomb of the Unknown Soldier at Arlington National Cemetery took place. This solemn event each year honors NAPS members who have served our great nation in the armed forces. I am privileged to be in the presence of such men and women. It is a humbling experience to honor them in such a beautiful, historic and majestic place as Arlington National Cemetery. If you have not attended this event before, please do so next year when you come to LTS. You will not be disappointed.

As the opening day of LTS progressed from Arlington Cemetery back to the Crystal City Gateway Marriott, what would LTS be without first-timers? This year, we had 72 first-time delegates, most of whom attended the First-Timers Orientation on Sunday. This orientation provided them guidance on their

upcoming visits to Capitol Hill.

The first day of LTS wrapped up with the Town Hall meeting, where LTS attendees could interact, give comments and ask questions of the NAPS resident officers and other Executive Board members. Wow! And that only was day 1!

Day 2 began with our LTS program. I'd like to recognize the efforts of Executive Vice President Ivan D. Butts and Director of Legislative & Political Affairs Bob Levi in putting together an engaging and interesting program for the day. Kudos, as well, to the other members of the NAPS staff who worked hard in support of LTS: Jovan from NAPS Headquarters; Charles, my assistant at NAPS Headquarters; and Emily, our new membership manager at NAPS Headquarters.

Of course, this NAPS event, as with so many others, could not have been successful without the efforts of the National Auxiliary under the fine leadership of President Patricia Jackson-Kelley. Thank you, NAPS Auxiliary!

The delegates heard from National President Brian Wagner, as well as yours truly. But the star of the day was the program itself—a mix of politics, congressional speakers, education, some humor and information on ongoing postal issues. While there currently is no pending postal legislation that would provide overall relief to the Postal Service from the onerous demands of the PAEA passed in 2006, all NAPS delegates were briefed on supporting H.R. 6085, NAPS-sponsored legislation to reform how NAPS engages with the Postal Service in the pay consultation process.

NAPS went through the pay consultation process with the Postal Service in 2018 and 2019, then into fact-finding when that failed. We ultimately filed a lawsuit in federal court against the Postal Service when most of the fact-finding panel's recommendations were rejected by the Postal Service. We realized that the law governing our relationship with the Postal Service, *Title 39*, needs to be reformed. H.R. 6085 could reform that process by making the process fair and balanced.

Day 2 wrapped up with a photo shoot of the members present who contributed to SPAC, our political action committee. We cannot say enough about the generosity of these members and continue to look to their example as inspiration for all NAPS members to follow. Remember, the future of the Postal Service will be

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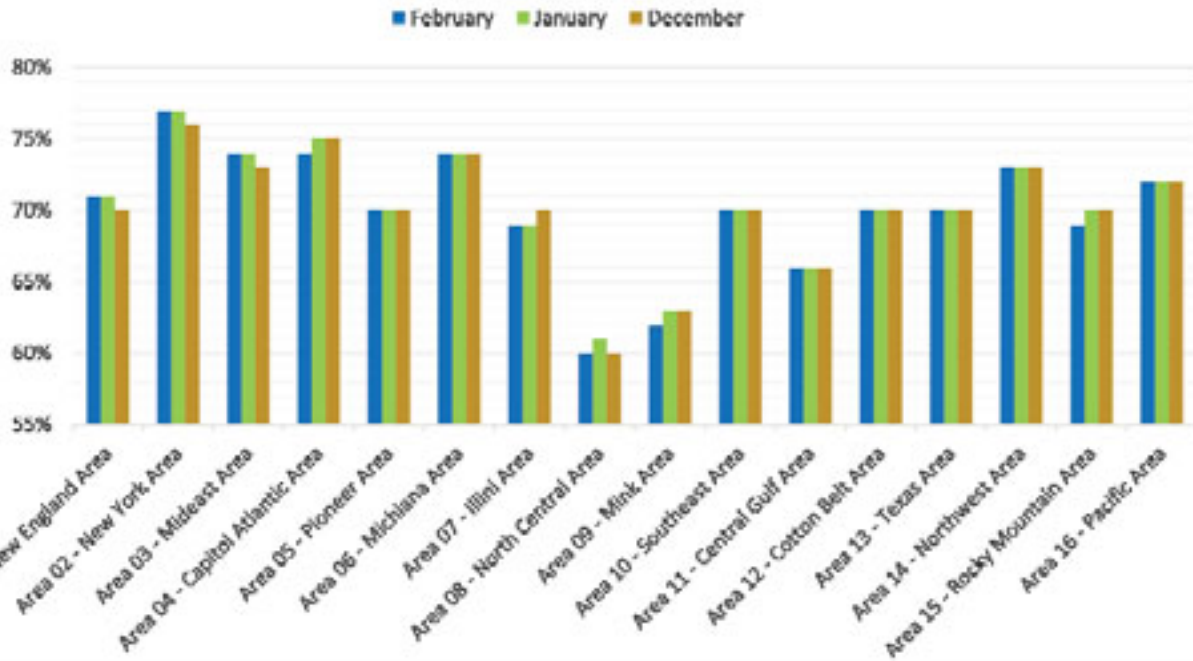


Chuck Mulidore
Secretary/Treasurer

National Association of Postal Supervisors Membership Report

February 2020

3 Month Member Percentage by Area



Regular Member Totals By Area	February 2020	January 2020	December 2019
Area 01 - New England Area	71%	71%	70%
Area 02 - New York Area	77%	77%	76%
Area 03 - Mideast Area	74%	74%	73%
Area 04 - Capitol Atlantic Area	74%	75%	75%
Area 05 - Pioneer Area	70%	70%	70%
Area 06 - Michiana Area	74%	74%	74%
Area 07 - Illini Area	69%	69%	70%
Area 08 - North Central Area	60%	61%	60%
Area 09 - Mink Area	62%	63%	63%
Area 10 - Southeast Area	70%	70%	70%
Area 11 - Central Gulf Area	66%	66%	66%
Area 12 - Cotton Belt Area	70%	70%	70%
Area 13 - Texas Area	70%	70%	70%
Area 14 - Northwest Area	73%	73%	73%
Area 15 - Rocky Mountain Area	69%	70%	70%
Area 16 - Pacific Area	72%	72%	72%
Total Regular Member %	71%	71%	71%
Total Regular Members	26,191	26,248	26,130
NonMember Totals	February 2020	January 2020	December 2019
Total NonMembers	10,560	10,475	10,545
Total NonMember %	29%	29%	29%



March 30, 2020

Dear NAPS members:

Over the years, the U.S. Postal Service and its employees have experienced many major challenges in the performance of their duties. Despite all these challenges, the Postal Service has been steadfast in its obligation to “bind the nation together” by collecting, processing and delivering the mail to the American public. None of this could be accomplished without dedicated postal employees such as you working during challenging times.

Today, as an essential government agency, the Postal Service may be facing its greatest challenge: delivering for the American public in the face of the COVID-19 (coronavirus) pandemic. The USPS must not only protect the health and safety of its employees, but also ensure the livelihoods of the American public are maintained with daily mail delivery. As a postal employee working on the front lines during this pandemic, you deserve the upmost thanks and respect for all you do for the American people.

The USPS and its employees are delivering letters, magazines, packages, medicine and more, but our active NAPS members are on the front lines, as well, managing all these operations. It’s a team of postal employees delivering comfort, reassurance, hope and a sense of normalcy to the American public. EAS employees—especially NAPS members—are, of course, leading this team.

Yes, the COVID-19 pandemic is challenging the Postal Service and its dedicated employees. The virus is making our families and businesses throughout America uneasy during a time of uncertainty. However, EAS employees and NAPS members never run from a challenge—only to it and through it. It’s this commitment and dedication to duty in keeping the trust of the American people that you give our loved ones, friends, strangers and the general public a sense of ease and certainty.

On behalf of the NAPS resident officers and Executive Board, thank you for your selfless dedication to serve the Postal Service during these trying times. Please be assured that NAPS is committed to taking every measure possible to keep members and their families safe during this COVID-19 pandemic.

NAPS is communicating regularly with postal leadership regarding how this pandemic is impacting operations, but, more importantly, NAPS members and all postal employees—physically, mentally and emotionally. Furthermore, we are committed to keeping NAPS operations func-

tioning to serve and represent our membership during this pandemic. NAPS Headquarters is doing this as a team, too.

NAPS Headquarters is in daily contact with USPS Headquarters to receive COVID-19 updates. In addition, there is strong focus on valuable regular, local communication among USPS areas/districts and NAPS Executive Board members. The area offices are having daily COVID-19 telecons directly with respective NAPS Executive Board members.

NAPS is ensuring postal facilities and employees, including EAS employees, will have the proper safety supplies and personal protective equipment (PPE) to safely collect, process and deliver the mail during this pandemic. NAPS Headquarters is scheduling regular teleconferences with each NAPS region and their respective area vice presidents to ensure we are engaged in getting your concerns reported locally to NAPS.

In addition, NAPS is sharing regular USPS COVID-19-related stand-up talks through our Executive Board to further share with members. Plus, we are posting these talks on the NAPS website, NAPS.org, to ensure members have the information necessary to remain safe. NAPS is committed to doing its part to protect our members, families, fellow workers, the USPS, customers and the American public against the spread and effects of COVID-19.

Because the Postal Service is mission-critical to the American public, NAPS cannot overemphasize the importance of everyone following CDC recommendations to reduce or stop the spread of COVID-19. This includes following social distancing rules, staying home when sick and seeking medical assistance if experiencing COVID-19 symptoms.

You are to be commended for your actions and dedication serving the American public during these trying times. We encourage all NAPS members, active and retired, as well as their families, fellow workers and postal customers, to be safe by following CDC guidelines and protocols during this crisis.

As a NAPS family, we will get through this together, stronger than ever. Keep safe. Be vigilant. Have faith and God bless!

Sincerely,

Brian J. Wagner
President

Ivan D. Butts
Executive Vice President

Charles A. Mulidore
Secretary/Treasurer

Together

By **Jimmy Warden**

New York Area Vice President

I want to thank all of you for your leadership during these unprecedented times. We are facing difficult and scary times right now, worrying about ourselves, as well as loved ones.

Many of us are nervous and tense in regards to work—even just going to the local market for the essentials in life such as food. An event such as the coronavirus can make our lives come to a halt. We may become confused, stuck and feel like we can't move forward.

It is challenging to be confronted with an enemy that is invisible until it strikes. These circumstances are unlike other enemies when we came together to overcome 9/11, anthrax, Super Storm Sandy, Hurricane Maria and the recent earthquakes in the Caribbean. Also, hurricanes in the South, tornadoes in the Midwest and fires in the West.

Those were events—occurrences that affected lives. For the most part, we saw them coming, they occurred and we rebuilt. What we are facing now is a pandemic. We don't know how long it will last or who may be affected.

The United States government has declared the Postal Service an essential service. It is relying on us to get information to our citizens regarding this pandemic with an information card from Vice President Pence that was sent to every household.

In an attempt to keep our econo-

my afloat, stimulus payments will be mailed. Our customers rely on us to receive much-needed medications. How many people would survive if they were not able to receive their critical medication in the mail, by a letter carrier? This is the main reason Congress mandates six-day delivery.



I know firsthand that CVS Pharmacy has been sending their customers information on having their prescriptions automatically mailed to them as to not have any disruptions. Many citizens are relying on the Postal Service for communication.

During Super Storm Sandy, it was the Postal Service that went into areas on Staten Island and Queens and opened communication so folks would know their family and friends were okay. In the South, it was mail delivery that first reached many, as well in the West where first communication with family was through a letter. The same occurred in the Caribbean as a result of Hurricane Maria.

I can speak from experience that, if not for the Postal Service, my wife and I would not have been able to find out if family survived the storm. There was no communication in the small towns other than the Postal Service.

These are among the many the reasons the government declares the Postal Service an essential service. Stopping mail delivery simply would completely shut down the United States of America. Shutting down the Postal Service would endanger the life, health and personal safety of

the entire population.

I am asking everyone to stay safe! Now is not the time to be a hero, but it's the time for leadership—*your* leadership. We need to be in this together! I ask you to empathize with your employees as your employees should empathize with you.

Understand what they are going through, as your boss should understand what you are going through. Realize that many employees, as well as management, go to work to get away from the stress and tension they have daily in their personal lives.

We have a mission to deliver the mail, but we must do it safely as to not endanger ourselves. Use the resources in our control to deliver the mail. I know many of you feel alone in this battle. You shouldn't! We need to move forward with positive and consistent effort.

It was your leadership working together that got New York safely through 9/11, anthrax and Super Storm Sandy, to name a few. The leadership of NAPS working together in the Caribbean got residents through Hurricane Maria and the recent earthquakes. Leadership in the South worked to get everyone through hurricanes and, in the Midwest and West, got them through tornadoes and massive fires.

We used the resources in our control to ensure the safety of our employees, as well as ourselves, and still delivered the mail and kept our country running. This all was accomplished because of your leadership! And that is something all of you should be proud of as we are called on once again.

We have been through many

FEDERAL EMPLOYEE RIGHTS

PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The Families First Coronavirus Response Act (FFCRA or Act) requires the Federal government to provide all of its employees with paid sick leave and, for employees who are covered under Title I of the Family and Medical Leave Act (FMLA), with expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

▶ PAID LEAVE ENTITLEMENTS

Generally, the Federal government must provide Federal employees:

Up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at:

- 100% for qualifying reasons #1-3 below, up to \$511 daily and \$5,110 total; and
- ⅔ for qualifying reasons #4 and 6 below, up to \$200 daily and \$2,000 total.

Federal employees including those not covered under Title I of the FMLA can receive either ⅔ of the higher of their regular rate of pay, or the applicable state or Federal minimum wage for the two-week period for qualifying reason #5 below. However, for leave under qualifying reason #5, Federal employees covered under Title I of the FMLA can receive 10 additional weeks of expanded family and medical leave for reason #5 below, up to \$200 daily and \$12,000 total.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

▶ ELIGIBLE EMPLOYEES

All Federal employees are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons (see below). Federal employees who are covered under Title I of the FMLA and have been employed for at least 30 days prior to their leave request are eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #5 below.

Most federal employees are not covered under Title I of the FMLA and so would not be eligible for partially paid expanded family and medical leave. Please consult with your agency to determine whether you are covered under Title I of the FMLA. The Office of Personnel and Management will issue guidance on this question.

▶ QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19

A Federal employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to telework, because the employee:

- | | |
|---|---|
| <ol style="list-style-type: none">1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;2. has been advised by a health care provider to self-quarantine related to COVID-19;3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2); | <ol style="list-style-type: none">5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services. |
|---|---|

▶ ENFORCEMENT

The U.S. Department of Labor's Wage and Hour Division (WHD) has the authority to investigate and enforce compliance with the FFCRA for Federal employers covered under Title I of the FMLA. Employers may not discharge, discipline, or otherwise discriminate against any employee who lawfully takes paid sick leave or expanded family and medical leave under the FFCRA, files a complaint, or institutes a proceeding under or related to this Act. Federal employers covered under Title I of the FMLA in violation of the provisions of the FFCRA will be subject to penalties and enforcement by WHD.



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

For additional information
or to file a complaint:
1-866-487-9243
TTY: 1-877-889-5627
dol.gov/agencies/whd



tough times together; we always have survived because of your leadership. I truly appreciate all you are doing to hold down the fort during these trying times. I'm sure you have heard some of our members have contracted the virus.

I have been in daily contact with some of them in the New York Area; they are progressing positively. Should you have someone who has tested positive for the virus, please keep in contact by calling them. It would mean a great deal to them. Let them know they are not alone or forgotten and that we are in this together!

Please keep in touch with the eld-

erly who you know live alone. Check on them once in awhile to make sure they are okay and see if they need anything. Ask your carriers to let you know if mail is being left in a box where an elderly person lives. Report these instances to local authorities so they can do wellness checks.

This pandemic cannot shatter hope, corrode faith, destroy peace, kill friendships, suppress memories, conquer our spirit, invade our souls or silence our courage. It should not hamper our leadership! I truly thank all of you for your leadership.

Please stay safe!

nyareavp@aol.com

LTS Delegates Contribute to Another Record-Breaking SPAC

Continued from page 4

COVID-19. The attendee was present at LTS from Sunday, March 8, through Wednesday, March 11; they returned home March 11.

The attendee returned to work on March 16 and developed COVID-19 symptoms on March 18. They were tested for COVID-19 on March 21 and received positive test results for

COVID-19 on March 27. NAPS Headquarters has taken all necessary steps in notifying all LTS attendees as a precautionary step.

I thank everyone who was able to attend our 2020 LTS. I look forward to moving our legislative agenda forward this year.

In solidarity ...

naps.ib@naps.org

Amazing Days at 2020 LTS

Continued from page 5

decided by Congress, so sign up today and give to SPAC.

LTS concluded on day 3, as our delegates converged on Capitol Hill to spread the message to legislators and their staffs. They provided that "reality check" our members of Congress often need to understand postal issues and be educated on the benefits of H.R. 6085 to all EAS employees. Congratulations to the men and women who "hit the Hill" and gave such strong momentum to our legislative agenda. Thank you!

There you have it—a whirlwind few days of inspiration, information-sharing, knowledge, education and good, old-fashioned footwork that will be the cornerstone of our legislative efforts in 2020 and beyond. This year is a critical one, from the presidential election, congressional elections and all the way to state and local elections.

We need NAPS members involved to support those who support our agenda. You see, NAPS' agenda is the agenda of its membership. And that agenda is good for NAPS, the Postal Service and the American people.

Resident Officer Candidates Announced

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

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

"WHEREAS, For the first time in the history of NAPS, officially announced resident officer candidates are 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 puts in print in *The Postal Supervisor* the currently announced candidates for the three national officers in three issues before the convention."

These NAPS members have announced their candidacies for the three resident officer positions, listed in alphabetical order for each office:

President—Ivan D. Butts

Executive Vice President—

- Kenneth Bunch
- Toni Coleman-Scruggs
- Chuck Mulidore

Secretary/Treasurer—

- Cindy McCracken
- James Warden

If you did not or could not attend LTS this year, please make plans for LTS in 2021. It's a unique and refreshing experience—one you will never forget.

naps.cm@naps.org

Fast Track Hiring, USPS Partnership on Placement of GPS Devices, Arrow Key Accountability Among Items Discussed

President Brian Wagner, Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore attended the Feb. 18 consultative meeting. 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 brought back to the consultative table an agenda item discussed in 2018 concerning the USPS Akron, OH, Plant. NAPS requested an update on the facility and its staffing. Specifically:

- Is Akron a plant?
- If yes, what is its level?
- Staffing update?
- Number of EAS employees: plant manager, SDOs, MDOs and other EAS support positions?

We discussed this item at our November 2019 consultative meeting. The Akron facility is an annex of the Cleveland P&DC. Annexes are not authorized a plant manager or EAS support positions. Complement is combined for the parent plant and all annexes to determine earned supervisory and MDO positions. Those EAS positions are authorized at the P&DC level.

The current title of the Akron facility displays P&DC, yet that is incorrect. The Postal Service is taking steps to correct it to annex. Correspondence was sent to NAPS on Jan. 27 advising of the Postal Service's intent to make this correction, along with other facilities.

NAPS responded that if the Akron facility and other facilities across the nation like Akron are not plants, why does the Postal Service continue to authorize acting plant managers in these facilities? NAPS continues to request these facilities be designated as P&DCs and staffed appropriately.

Agenda Item #2

NAPS has been made aware of a rear-end collision resulting in the death of a postal employee in the NAPS Michiana Area. NAPS believes, as stated by various safety experts, that these types of motor vehicle accidents can be significantly reduced by the use of conspicuity tape on all postal vehicles. NAPS requests that the USPS use conspicuity tape on all Postal Service vehicles and make this a required mandate for all HCRs.

Linda DeCarlo, manager, Safety & OSHA Compliance at USPS Headquarters, attended to respond. Reflective tape currently is being used on the beltline and emblems on all postal vehicles. However, the contributing factors involved in this fatality were (1) the LLV was struck from behind by the other driver who fell asleep, and (2) the LLV flipped over and the operator was not wearing a seat belt. Conspicuity tape helps, but it would have had no effect in this particular accident. Supervisors should notify their VMF if existing tape is missing or too degraded to reflect.

Agenda Item #3

NAPS has received concerns regarding the USPS' Fast Track Hiring

process. The concern is the process allows the processing of only one application at a time for a job posting. This processing method is leading to excessive periods to fill positions. NAPS requested a review of the efficiency of this hiring process.

Fast Track Hiring was implemented to increase the efficiency of the onboarding process, which has been reduced by 10 days. This process continually is reviewed by Human Resources to identify opportunities to make any improvements that can reduce the overall time to hire. A pilot is under development to address this concern.

The pilot will allow contact by Local Services with all applicants for RCA and ARC positions prior to review by the selecting official. This is intended to reduce the time to hire by eliminating applicants from consideration that either did not entirely understand the requirements of the position or no longer were interested in the position.

Agenda Item #4

NAPS received correspondence dated Feb. 4, 2020, from Dave Mills concerning a USPS partnership with Mandli Communications on the placement of GPS devices in postal vehicles. NAPS asked for a briefing on this new Postal Service partnership.

Lucinda Rockemore, Digital Business Solution specialist, attended to provide a briefing. The Postal Service is developing a pilot with Mandli Communications to mount cameras on postal vehicles. These

Continued on page 14

Maintenance Manager Positions, National Reassessment Program, EAS-17 Safety Specialist Position Among Items Discussed

The March 12 consultative was held in conjunction with the spring NAPS Executive Board meeting; all board members were present. Representing the Postal Service were Bruce Nicholson, Phong Quang and Henry Bear, Labor Relations Policy Administration.

Agenda Item #1

NAPS brought back to the table unresolved Agenda Item #1 from the April 10, 2019, consultative for an update.

NAPS has received questions from the field in regard to the Maintenance Manager (MM) positions that were scheduled for an upgrade, but were put on hold, based on a July 20, 2018, memo from Simon Storey, vice president, Employee Resource Management.

NAPS has not received any correspondence concerning the hold on MM position upgrades. NAPS requested a briefing on the status of MM upgrades, as well as the following from Storey's July memo: "A project is underway that may result in changes to plant facility types and levels, as well as to the criteria for staffing authorized within plant facilities."

Correspondence was sent to NAPS Headquarters before Storey's July 20, 2018, memo. This project still is in the evaluation stage. If it is determined that changes are required to the established staffing criteria, it will be proposed to NAPS in accordance with the consultation process in Title 39 § 1004 (d) 1004.

NAPS will be contacted in advance of any changes to this staffing criteria.

The Postal Service's latest response: *This project continues to be evaluated; Storey's July 20, 2018, memo remains in effect.*

Agenda Item #2

NAPS brought unresolved Agenda Item #2 from the April 10, 2019, consultative back to the table for an update. Item #2 previously brought back Agenda Item #5 from the April 11, 2018, consultative.

NAPS Headquarters has been made aware of a recent settlement in the National Reassessment Program (NRP) in which monetary awards have/will be made that could directly impact total operating expenses (TOE).

NAPS requested responses to several questions. Roger Collado, manager, Injury Compensation & Medical Services (A), attended and addressed this item.

There was no settlement. This was a class-action decision by the EEOC. Notifications have been sent to the class members. The Postal Service currently is in litigation.

- What is the current financial impact on the USPS?

Financial impact has not been determined as we currently are in litigation.

- What are the impact implementations to NPA?

The impact to NPA has not been determined as we currently are in litigation.

- What is the future financial im-

pact from implementation of this program?

This program was sunset in July 2011.

- How will settlements be paid?
Settlements are yet to be determined as we currently are in litigation.

- What has happened to the program?

The program was sunset in July 2011.

- Are EAS employees impacted?
A small group of EAS employees are class members.

The Postal Service's response from the April 10, 2019, consultative: *The Postal Service still is in litigation.*

The Postal Service's most recent response: *The Postal Service still is in litigation.*

Agenda Item #3

NAPS requested an update to Agenda Item #2 from the Nov. 14, 2018, consultative, which was a request for an update to Agenda Item #9 from the Aug. 4, 2018, consultative:

NAPS has been made aware that members in the position of EAS-17, Safety Specialist (TL), OCC Code 0018-0031, are not receiving pay for the SDA level of the employees being supervised. Craft employees who work in the position of Driving Safety Instructors, P-08, report directly to the Safety Specialist (TL).

NAPS requested that the OCC Code for the position of Safety Specialist (TL) be added to the SDA Position Group Vehicle Services and the



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pay of all EAS employees in this OCC Code be paid accordantly.

NAPS also requested that the USPS consults with NAPS on providing compensation for monies not paid to these impacted employees due to their not being correctly categorized for SDA purposes.

The position was created in 2006. We will need to review current job requirements to determine if the position is a supervisor position and update the job description accordingly.

Response from the Nov. 14, 2018, consultative: *The Safety Specialist (TL) position should have oversight over activities of subordinates, but not in a supervisory capacity. The Postal Service will provide NAPS with a proposal in accordance with Title 39 § 1004 to revise the position description to give clarity.*

Latest USPS response: *NAPS was provided correspondence dated Jan.20, 2019, advising the Postal Service made a determination to add the Safety Specialist (TL) (EAS-17) (Occupation Code: 0018-0031) position to the Supervisor Differential Adjustment (SDA) chart. The effective date of that change was March 2, 2019; it was not made retroactively.*

Agenda Item #4

NAPS received a concern regarding one of the hot topics with safety. Currently, the field is required to review excessive reversals in DMS daily.

The field questioned the DMS Team at Postal Headquarters about how they determine whether a vehicle is going in reverse. The team gave somewhat of an explanation, telling NAPS that it goes by speed and GPS and what the sector segment is for that area of delivery. The team went on to state: "Anything over 2.2 MPS is considered driving, under that is walking."

NAPS contends there are flaws in the system. The scanner pings every minute, so if you forget a parcel

and—under that minute—you do a K-turn on the street and go back, the scanner pings back at the address you already were at and determines you to be going in reverse.

Also, the scanner is set to tell you when you have an SPM scan by GPS; that is not always correct. So, if you drive in the middle of a one-lane road, your GPS will be off and could tell you that you are going in reverse.

NAPS asked for clarity on this issue from USPS Headquarters.

Jennifer Vo, director, City Delivery Operations, and Randy Gregory, senior Delivery Performance specialist, provided a presentation to NAPS' Executive Board regarding this agenda item:

The Safety Exception Reporting in the Delivery Management System (DMS) is intended to provide data to supervisors on vehicles that were backing greater than 50 feet on delivery routes so it may be reviewed and discussed with the delivery carrier to ensure unnecessary backing is eliminated.

Backing is determined by a review of "breadcrumbs," as well as the acceler-

ometer in the mobile delivery device (MDD)/scanner. We have increased the breadcrumbs from one per minute to one per second, which has improved the accuracy of the data.

Incorrect data can occur due to a faulty scanner that provides bad GPS or accelerometer information. When a different scanner shows the same issue, we request feedback and ask that the location be reviewed during delivery to determine whether the scanner needs to be replaced or the driver's behavior should be corrected. We remove data we know is inaccurate.

We constantly are looking at how we can make the technology better to improve the product; we have asked the field for feedback. We ask NAPS to work with local districts, as well as Headquarters, on identifying new ways to improve it. We want to have a tool that is helpful for supervisors. Backing accidents have been reduced by 17.5% this year; this reporting has contributed to that reduction. We want to correct the behavior and stop a potential accident before it becomes an accident.

Feb. 18 Consultative

Continued from page 11 cameras will collect data on road conditions that can be sold to cities and states to help maintain roads. The cameras have the ability to blur privacy information. This endeavor could allow the Postal Service to increase revenue, while staying within its core business.

Agenda Item #5

NAPS is aware there is a serious issue concerning Arrow Key accountability that has been exposed nationally as reported by the USPS Inspection Service and documented on the following YouTube videos:

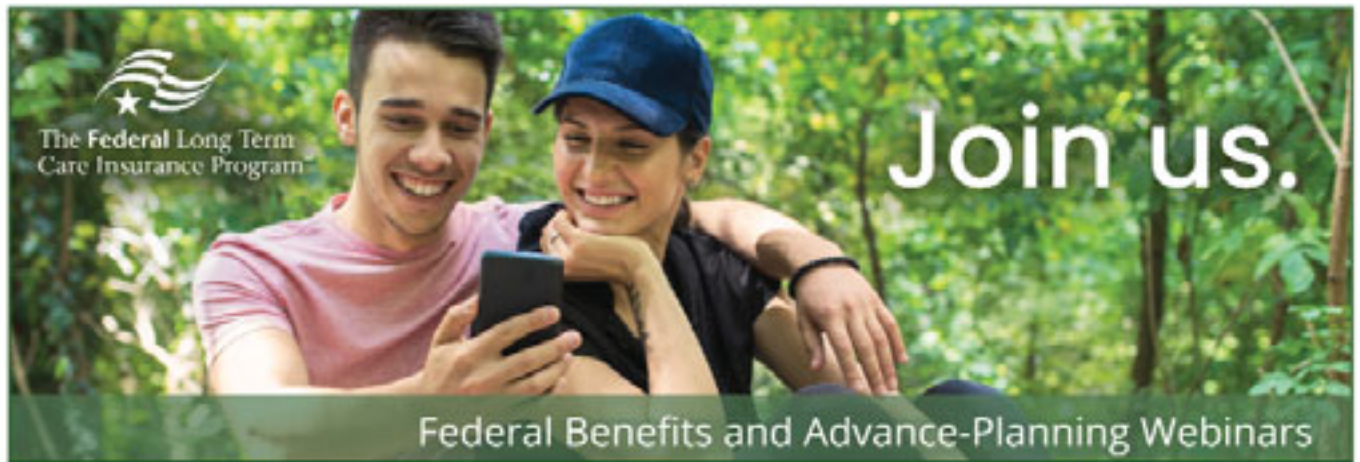
• <https://www.youtube.com/watch?v=mXGiSVW5Rf8>

• <https://www.youtube.com/watch?v=ZTSXtHMmNTk>

• <https://www.youtube.com/watch?v=tUa6DeH18Vo>

NAPS requested a briefing on national USPS security procedures currently in place for Arrow Key accountability.

Jessica Wagner, assistant postal inspector in charge at USPS Headquarters, and Lawrence Dukes, postal inspector (program manager), attended to provide a briefing. Arrow Key accountability procedures remain unchanged and the standards in place need to be enforced. Recent events have drawn attention to the need to follow policy to ensure accountability. The Postal Service will continue to enforce the procedures in place.




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The FLTCIP (Part 1 of 2)

Why Should I Plan for My Own Long Term Care?

March 24, 2020

The FLTCIP (Part 2 of 2)

Protecting Your Retirement with a Plan for Long Term Care

March 25, 2020

Continuing Life Insurance into Retirement

April 28, 2020

Life Events: Managing Your Benefits Through Change

April 29, 2020

Financial Planning: A Family Affair

May 5, 2020

The Caregiving Journey

May 14, 2020

What's Your Long Term Care IQ?

May 19, 2020

Timing Your Retirement: What's the Best Date?

May 27, 2020

Managing Cash Flow in Retirement

June 2, 2020

How Your Federal Benefits Work Together

June 4, 2020

FLTCIP 3.0: A Closer Look

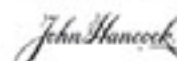
June 11, 2020

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National Association of Postal Supervisors

Vince Palladino Memorial Student Scholarships

Deadline: June 26, 2020

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

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

NAPS will award 10 \$1,000 **Vince Palladino Memorial Student Scholarships**. Two winners will be randomly selected from each of the NAPS regional areas (Northeast, Eastern, Central, Southern and Western).



Applications must be received no later than June 26, 2020. Online applications only will be accepted using the NAPS website. Please go to www.naps.org under the “Members” tab to apply for the **Vince Palladino Memorial Student Scholarship**, or go to <https://naps.org/Members-Scholarship-2>.

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the September/October 2020 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a Vince Palladino Memorial Student Scholarship will receive a check, payable to the college or university listed in the application, in October 2020. Scholarships may be used to pay expenses in the student’s current or following semester.

Online applications only: <https://naps.org/Members-Scholarship-2>

Bob Levi

Director of Legislative & Political Affairs



Over the past week, I watched reruns of “Serengeti,” a British-produced television series that follows the trials and tribulations of wildlife living on the

the White House apparently rejected substantive, congressionally crafted provisions in the third stimulus bill, enacted on March 27, to mitigate the damage to the Postal Service from lost mail revenue attributable to COVID-19.

It is important to note that the

in the midst of the recession, which began in 2007. The Postal Service was blindsided by the combination of the great recession and the novel requirement to prefund retiree health benefits.

In 2009, postal allies, including NAPS, argued for postal prefunding relief as part of that stimulus package. However, the request was rebuffed by congressional leadership and the Obama White House. Indeed, the onerous prefunding requirement has plagued the Postal Service ever since.

Disastrously, the financial fallout from the coronavirus surely will further destabilize postal finances, making it difficult to provide vital universal mail services to businesses and the public. While other corporations and federal agencies scaled back services, the Postal Service persists in its constitutional mission to “bind the nation together.”

The fundamental reason the Postal Service continues to operate in the midst of this pandemic is that its performance is an essential public service; the agency is a vital part of the federal government’s critical infrastructure. In an environment where social distancing emerged as the dominant national public health protection strategy, the one governmental institution tasked and uniquely equipped to connect the nation is our Postal Service.

Indeed, with the mission in mind, it was distressing to view President Trump at a March 29 Rose Garden COVID-19 update briefing bring the UPS CEO to the microphone and herald the company. This while ignoring the Postal Service’s heroic efforts to keep U.S. mail moving and, on a daily basis, delivering commercial products to every city and hamlet in the nation to keep America’s

The Postal Service: Needed Now More Than Ever

Serengeti plains in Africa. One of the central venues of this nature drama is a watering hole that draws countless animals together—predators and prey.

Over the course of the dry season, the pond’s water is consumed and it evaporates. Therefore, competition for the life-giving liquid is fierce and consequential.

I cannot help but ponder that the waterhole drama is an apt metaphor for the frenzy that has taken place with regard to the interests that congealed around so-called coronavirus economic stimulus packages—the cumulative value as of the end of March was almost \$3 trillion.

Hyatt Hotels, Carnival Cruises, United Airlines, Uber and other corporate interests besieged Congress for relief from the economic devastation wrought by the virus. Retail industries that also have been seriously impacted were seeking financial assistance. UPS and FedEx also would receive financial relief from the thus far enacted stimulus packages.

As we have witnessed in the past, when the economy sputters, mail volume and postal revenue fall, risking postal sustainability. However,

stimulus legislation introduced in the House of Representatives by Appropriations Chair Nita Lowey (D-NY) included a \$25 billion appropriation for the Postal Service, \$15 billion in additional debt authority, forgiveness for past debt and the ability to adjust delivery points in COVID-impacted communities and to prioritize the delivery of medical products.

The Senate language, crafted by Sen. Richard Shelby (R-AL) under the watchful eye of the White House, provided only \$10 billion in additional debt authority, albeit under conditions and limitations dictated by Treasury Secretary Steven Mnuchin. The bill also included House provisions regarding flexible delivery points and the prioritization of medical mail.

A Senate attempt to include a nominal postal appropriation in the bill was rejected by the White House. Ultimately, the Senate bill passed by a 96-0 vote; the House passed the same bill by voice vote.

I vividly recall a previous economic stimulus package, “the American Recovery and Reinvestment Act of 2009,” that was worth about \$830 billion. It was proposed and enacted

businesses afloat. Ironically, the Postal Service carries a significant portion of UPS and FedEx parcels for the last mile.

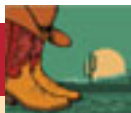
As we know, in mid-March, public health officials decreed that Americans take preventative actions to help contain the coronavirus. At the end of the month, governors of a number of COVID-impacted states issued “stay-at-home” orders. Obviously, the combination of these actions has had a devastating effect on postal customers, including those who own small businesses.

America has morphed into a “shop-at-home nation” until the pandemic abates. This highlights the Postal Service’s importance to the sustainability of our economy. At the same time, we anticipate advertising mail volume and revenue will suffer a steep decline, placing immense pressure on the agency.

Furthermore, recommendations to limit interpersonal exposure will complicate the administration of our nation’s electoral system. In fact, numerous states already have delayed their primary elections. As we know, the Postal Service is uniquely equipped to help facilitate our democratic electoral process.

Vote-by-mail is a proven, secure and reliable means of ballot distribution and collection. Currently, Hawaii, Oregon, Colorado, Utah and Washington conduct vote-by-mail elections; over one-quarter of the ballots cast in the 2018 election were through the mail. It is anticipated there will be historic demand for absentee ballots this year. NAPS already has begun communicating with secretaries of state and governors to promote vote-by-mail as an effective means to continue our democratic processes despite the challenges posed by COVID-19.

It will be important for NAPS members to remind their members of



Important Convention Deadlines

- May 29** Deadline for all resolutions from states with conventions ending on or before May 24 to be emailed to Executive Vice President Ivan D. Butts
- June 15** Deadline for entries for the Best Website and Newsletter contests
- July 1** Deadline for all other resolutions to be emailed to Executive Vice President Ivan D. Butts
Deadline for emailing deceased members’ names to Executive Assistant Rebekah Leo

In Memoriam

In keeping with tradition, NAPS will honor and pay respect at the upcoming 67th NAPS National Convention, Aug. 17-21, at the Gaylord Texan Resort in Grapevine, TX, to those members who have died since the 2018 National Convention.

Although our fellow NAPS members no longer are with us to share their thoughts, laughter and genuine NAPS fellowship, we’ll always remember their spirit for NAPS and the U.S. Postal Service. They will forever live in our hearts and cherished memories.

Any NAPS branch that had a member die over the past two years since the 2018 National Convention held at Mohegan Sun, please submit their first and last names, along with their respective branch number, to NAPS Headquarters at the email address below. The names will be given to our 2020 Host Branch Committee for the Memorial Service to be held during the convention’s Opening Ceremony on Monday morning, Aug. 17.

Please submit deceased members’ names to NAPS Executive Assistant Rebekah Leo at NAPS Headquarters at naps.rr@naps.org by July 1. After July 1, names may be submitted to NAPS Editor Karen Young at the national convention for publication in the convention newsletter.

Congress, especially those in the Senate, of the importance of the Postal Service to our communities, our businesses and our democracy. Immediate financial relief from the pandem-

ic is no substitute for meaningful reform, but it is crucial to the sustainability of the U.S. Postal Service.

naps.rl@naps.org



NAPS 67th National Convention
August 17-21, 2020

Gaylord Texan Resort & Convention Center
Grapevine, Texas

2020 National Convention Registration Information

Hotel room block expires July 23 • Convention registration closes July 24

**Register for the 2020 National Convention
online only at www.naps.org**

Registration Fee—\$250

The 2020 National Convention registration fee is \$250 is submitted—online only—on or before July 10. After July 10, the fee is \$325. No national convention registrations or payments will be accepted after July 24.

No on-site registration 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 napshq@naps.org or call 703-836-9660.

Refund Requests

All refund requests must be submitted in writing via email to napshq@naps.org. Full refund requests must be received at NAPS Headquarters on or before July 17. There is a \$50 cancellation fee for refund requests received between July 18-31. No refund requests will be granted after July 31.

Substitutions

All substitution requests must be submitted in writing to napshq@naps.org no later than July 31. **There will be no on-site substitutions.** If you need assistance with a substitution, call NAPS Headquarter at 703-836-9660.

Hotel Rates and Reservations

Gaylord Texan Resort & Convention Center

1501 Gaylord Trail, Grapevine, TX 76051
877-491-5138

Delegates and guests attending the 2020 National Convention are responsible for making their own lodging reservation directly with the Gaylord Texan Resort & Convention Center. The national convention single/double rate is \$189, plus applicable state and local taxes. The resort fee has been waived. Self-parking is complimentary from Aug. 14-21; applicable only to those staying overnight at the Gaylord Texan.

To make a room reservation online, go to www.naps.org; under the “About Us” drop-down, click on “National Convention.” You also may make a reservation by phone by calling 877-491-5138. Use the group code: NAP. Check-in time is 4 p.m.; checkout is 11 a.m.

The room block expires on July 20. Reservations made after that date may be at a higher rate, if available at all.

To guarantee reservations, the hotel must receive a deposit of one night's room rate and tax by a major credit card at the time of the reservation. Cancellations must be received at least 24 hours before arrival or the deposit will be applied to your credit card. The hotel confirmation is your responsibility. NAPS Headquarters does not confirm lodging reservations.



Send Your Entries!

Best Website Competition

The NAPS Best Website Competition again is being conducted in conjunction with the upcoming NAPS national convention at the Gaylord Texan Resort, Grapevine, TX, this August.

A branch wishing to enter the competition must email only its website address to kbalentyoung@gmail.com by **Monday, June 15**, for forwarding to the competition judge.

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

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

NAPS Newsletter Contest

The NAPS Newsletter Contest also is planned for the national convention. The entry deadline is **Monday, June 15**.

Branches wishing to submit their newsletters may do so in four categories: "Overall Excellence," "Best Layout," "Best By-lined Column/Editorial" and "Best News/Feature Article." Entries must have been published after August 2018.

The entry instructions include:


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

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

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

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

Please mail—do not email—entries to NAPS Newsletter Contest, c/o Balent-Young Publishing, Inc., PO Box 734, Front Royal, VA 22630, to be received no later than Monday, June 15. Receipt of all entries will be acknowledged; please provide your email address. Winners will be announced at the convention.

ORIGINAL Present at Convention Mail copy to: NAPS HQ 1727 King St STE 400 Alexandria VA 22314	National Association of Postal Supervisors Delegate Credential 
..... <i>(Print or Type Delegate's Name)</i>	
..... <i>(Delegate's Home Street Address)</i>	
..... <i>(Delegate's Home City, State and Zip+4)</i>	
Check Here if First-Time Delegate <input type="checkbox"/>	USPS EIN #
is a certified member in good standing of	<i>(Branch Number)</i> <i>(Date)</i>
and has been duly elected to represent that branch at the national convention of the National Association of Postal Supervisors.	
..... <i>Printed Name Branch President or Designee Branch #</i>	
..... <i>Signature of Branch President or Designee</i>	

2020

NAPS Golf Tournament

If you want a great golf experience, join us at Cowboys Golf Club this August at the 2020 National Convention. Etched into the rolling hills of Grapevine, TX, Cowboys Golf Club is distinguished as the first and only NFL-themed golf club in the world. It's also one of the region's only all-inclusive world-class resort golf properties. The Cowboys Golf Club pays tribute to the five-time Super Bowl champion Dallas Cowboys—integrating an historical tour of the accomplishments of the NFL franchise.



The 2020 NAPS Golf Tournament, in conjunction with the National Convention at the Gaylord Texan Resort, will tee off at 9 a.m. Sunday, Aug. 16 at the beautiful Cowboys Golf Club. The tournament golf fee is \$95 until July 15,

and includes breakfast, lunch and food while playing. From July 16 until Aug. 1, the fee is \$125.

Also included in the fee are non-alcoholic drinks on and off the course, range balls, golf cart with GPS and other tournament needs. All players must have their own bag and clubs, wear proper golf attire; no metal spikes are allowed.

Non-golfers can ride with teams and eat for \$39.95. Registration closes after Aug. 1.

The course is approximately five minutes away from the Gaylord Texan Resort; transportation to and from the golf event will be provided by the Host Branch Committee. Participants also may take their own transportation to the tournament. Whatever your skill level or love of golf, you are not a "Lone Star" player when you are golfing, especially with NAPS members and friends.

2020 NAPS Golf Tournament Registration

Registration closes after Aug. 1, 2020

Please print—One registration form per golfer/non-golfer

- Tournament golfer entry fee, postmarked by July 15 is \$95; after July 15, the fee is \$125
- Non-golfer fee \$39.95 (food only)

Name _____ Phone # (include area code) _____

Mailing Address _____

City _____ State _____ ZIP _____

Branch # _____ Non-postal email _____ Golf handicap (if available) _____

You may rent Taylor Made M-6 clubs for \$97. *All players must have a golf bag and clubs to play.* Participants are responsible for contacting the Cowboys Golf Club to rent clubs—(817) 481-7277. Transportation to and from the golf event will be provided by Host Branch Committee. Participants also may take their own transportation.

If you have a golf team or wish to play with a specific player, please indicate that information when mailing entry form(s) and check(s) to the address at right.

For more information or questions about the 2020 NAPS Golf Tournament, contact Bob Bradford, National Convention Host Committee chair, at (972) 264-3717 or email at texasbob49@gmail.com.

NAPS 2020 National Convention Golf Tournament Site
Cowboys Golf Club
1600 Fairway Drive
Grapevine, TX 76051
(817) 481-7277

Make checks payable to NAPS Convention Golf and mail, with registration form(s), to:

NAPS Golf
PO Box 456
Hewitt, TX 76643-0456



Harnessing the Power of NAPS Delegates to Effect Change for All EAS Employees

By Karen Young, editor
Photos by Dave Scavone

More than 500 delegates made the annual trek to Washington, DC, in early March for the NAPS Legislative Training Seminar. Executive Vice President Ivan D. Butts told delegates Monday morning, March 9, they were there at an important time in NAPS history. “We hear the calls and voices across the country talking about legislation that

addresses our needs and focuses on the things we’re lacking and seem to be out of reach when we sit down with USPS leadership,” he offered.

“We took that to heart and as a challenge. And we have met that challenge with the issues we’re taking to the Hill and addressing going forward. It’s not just about LTS; it’s setting an agenda for the year—the same agenda you will push when you see lawmakers in your

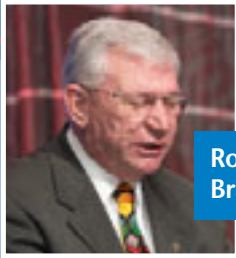


Joe Lahmann, South West Oregon Branch 276, sang “God Bless America.”



United States Marine Band Ensemble

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Robert Helfrich, Indianapolis Branch 8, gave the invocation.



U.S. Coast Guard Color Guard

Executive Vice President Ivan D. Butts told delegates LTS is where NAPS does its grassroots advocacy.



Secretary/Treasurer Chuck Mulidore welcomed NAPS members to LTS and encouraged them to be involved.



President Brian Wagner thanked attendees for participating in NAPS' legislative process.





home districts. We will keep driving our issues—the things we have said we need as managers to deliver America’s mail day in and day out!”

Butts credited NAPS members with helping get over 290 co-sponsors for H.R. 2382, legislation to repeal the Postal Service’s pre-funding mandate, so the bill could be expedited and bypass the committee of jurisdiction and be placed on the Consensus Calendar. “In November, we put out a call to everyone; we were 16 votes short of 290,” he said. “Your initiative and action to help get well over 300 co-sponsors were effective and a result of our engagement with our legislative leaders at home and here in DC. It’s impactful and motivating to have lawmakers’ ears tuned to our needs.

“And we’re going to continue to harness

that power to benefit all EAS employees—not just supervisors. That’s who we are. We’re the ones who drive this agency to its successes because we ensure our employees deliver America’s mail every day.”

Butts said LTS is where NAPS does its grassroots advocacy and informs its legislative activists about the issues and talking points regarding legislation NAPS supports. He urged members to support the Supervisors’ Political Action Committee (SPAC), explaining it’s how NAPS provides funds to attend events in DC and identify legislators who support NAPS’ issues and support the Postal Service.

In the 2018 mid-term elections, NAPS had an over 92% efficiency rating in getting candidates elected. “That’s a tremendous job of using our SPAC funds for the good of our

members and the organization,” he explained. “We have consistently built our SPAC portfolio; LTS is one of our key events. Our Auxiliary is in the lobby right now working for SPAC.”

He introduced National Auxiliary President Patricia Jackson-Kelley, who brought greetings from the Auxiliary.

“We’re very proud of our success over the years,” she said.

Jackson-Kelley asked NAPS members to support their auxiliary members and help pay for them to attend events such as LTS. “Do



National Auxiliary President Patricia Jackson-Kelley

what you can to support us,” she implored. “We start early in the morning and we’re here late in the evening doing what you cannot do when you’re in session. We firmly believe in SPAC. The actions of our congressional constituents affect all of us. We live in trying times.”

Butts again expressed his thanks to the Auxiliary.

“They do a tremendous job on the national level supporting our national events,” he said. “I encourage you to have a strong auxiliary to support your strong branch.”



Jackson-Kelley introduced members of her Executive Board present, from left: Executive Vice President Laurie D. Butts, Secretary/Treasurer Bonita Atkins, Southern Region Vice President Beverly Austin, Southeast Area Vice President Jane Finley, Central Region Vice President Elly Soukey, Eastern Region Vice President Rick Hall, Central Gulf Area Vice President Willie Carter, Capitol-Atlantic Area Vice President Skip Corley, Texas Area Vice President Felicia Hill, Illini Area Vice President Linda Rendleman and MINK Area Vice President Mary Caruso.



Director of Legislative & Political Affairs Bob Levi proceeded to prepare NAPS delegates for their meetings on Capitol Hill. He referred to the Postal Service's wildcat strike 50 years ago when USPS employees put their livelihoods on the line and demanded fair wages.

"Nobody is asking you to do what your predecessors did then," he said. "We are asking you to fight for benefits, equitable pay and an equitable process on Capitol Hill—to exercise your constitutional right to petition Congress for redress of grievances."

Levi told attendees he wanted to focus on the nuts and bolts of legislation NAPS members would carry to the Hill the next two days. "Be the expert on postal issues for members of Congress and their staffs," he declared. "We want them to come to you if they have questions about the Postal Service."

He encouraged everyone to educate their branches and share the information with members at home. "LTS does not end Wednesday morning; this is a yearlong process," he explained. "We hope you will take information we share here back home to your branches, your states and all EAS-level employees so you can educate them."

He highlighted the elements in President Trump's FY21 budget that target postal and federal retirements: increasing FERS contributions six-fold for pre-2013 hires, eliminating COLAs for current and future FERS retirees, reducing COLAs for current and future CSRS

Director of Legislative & Political Affairs Bob Levi focused on the nuts and bolts of legislation so LTS delegates could be the experts on postal issues for members of Congress and their staffs.



retirees, eliminating the FERS supplemental annuity for those who retire but are not yet eligible for Social Security, cutting future annuities by changing the formula from high-five years to high-three and slashing the Thrift Savings Plan's G Fund—the most stable of the TSP funds—to less than 1%.

"In total, the 10-year savings from these proposals would come out of your paychecks and retirements to the tune of \$179.5 billion," he pronounced. "This is unfair! We've already suffered significant cuts in the past. We no longer can be seen as the low-hanging fruit in budget-cut strategies."

On March 4, Reps. Gerry Connolly (D-VA) and Mike Bost (R-IL) introduced H.R. 6085, the "Postal Supervisors and Managers Fairness Act of 2020." The goal of the legislation is to create a fairer process by which NAPS can negotiate and deliberate over pay and benefits in the future.

Levi pointed out the legislation does not affect NAPS' pending lawsuit against the USPS. The bill is prospective; it looks to the future. "We don't want to go through the same exercise in futility," he said.

The bill requires two things: a timely start to the consultation process between NAPS and the Postal Service—60 days before the lapse of the existing pay decision. Also, finality to the decisions and recommendations of a fact-finding panel appointed by the Federal Mediation and Conciliation Service in the event

of an impasse between NAPS and the Postal Service. If the fact-finding panel does its due diligence, its recommendations would be binding on the parties.

"This is your bill!" he exclaimed. "This is for you. Own it; sell it. And get co-sponsors for it. It is a bipartisan bill; we want co-sponsors. I don't want to understate it: getting co-sponsors for H.R. 6085 is our prime objective."

H.R. 597, also sponsored by Connolly,

Executive Vice President Ivan D. Butts recognized members who participated in Sunday's wreath-laying ceremony at Arlington National Cemetery: Regina Holland-McCloud, Delaware State Branch 909; Roger Humphries, Omaha, NE, Branch 10; Frank Baselice, Long Island, NY, Branch 202; and Andrew D. Jones Jr., Tulsa, OK, Branch 174. Paul Norton (right), Indianapolis Branch 8 legislative chair, presented each participant with a NAPS Challenge Coin.





would extend Merit Systems Protection Board appeal rights to all EAS employees. “It’s all about fairness,” Levi stressed.

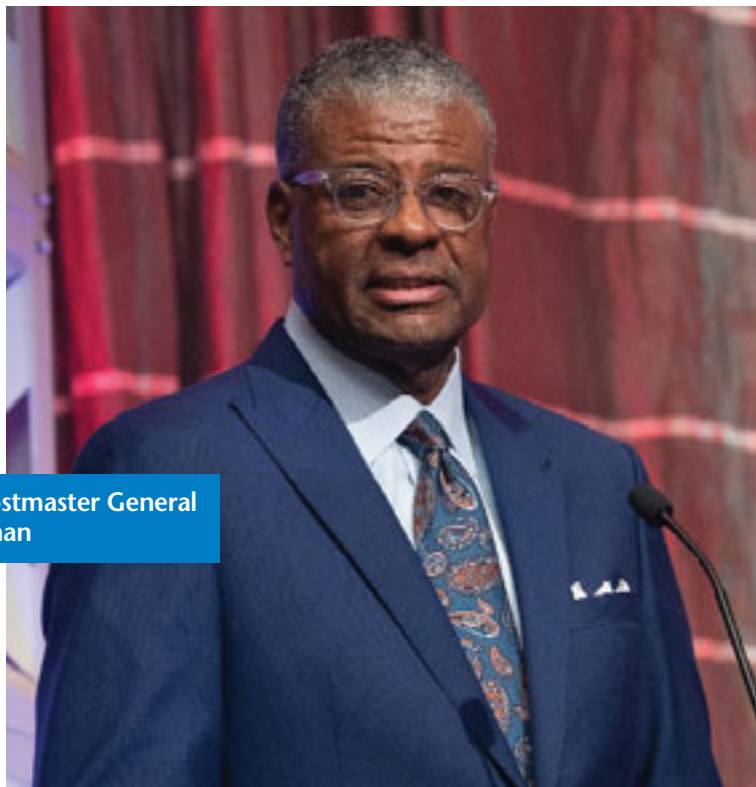
At the end of 2019, legislation was passed that provides paid parental leave for the birth, adoption and fostering of a child. The USPS was excluded from this benefit of paid parental leave.

“We need legal protections,” Levi added. “Why are you being unfair to postal employees? Repeal the GPO and the WEP. All we are asking for is fairness in the federal budget and for our consultative rights, appeal rights, parental rights and retirement.”

Besides these issues of fairness, there also are postal issues. “We have members of Congress concerned about the USPS,” Levi said. “You need to educate members about the USPS financial crisis. A lot of members of Congress may not be as familiar as you are with the Postal Service and its impact on their constituents.”

Levi discussed H.R. 2382, the “USPS Fairness Act.” The bill, which passed the House on Feb. 5, repeals the requirement that the USPS prefund future retiree health benefits. It makes the agency more financially solvent on the books, but it doesn’t affect cash flow. “H.R. 2382 is directly attributable to your work,” he affirmed. “The bill was 16 votes shy of reaching the Consent Calendar. You delivered those 16 extra co-sponsors, enabling the bill to be expeditiously considered on the House floor.”

He urged delegates to tell Congress the Postal Service needs help. The agency is un-



Deputy Postmaster General
Ron Stroman

able to modernize its fleet and cannot adequately invest in breakthrough technology. Postal innovation is hampered. Also, the rate-setting process is inadequate; retail hours have been cut. Mail volume is shrinking, but delivery points are expanding.

“This is not a formula for long-term viability,” Levi said. “We need Congress to help us address these issues.”

NAPS President Brian Wagner introduced Deputy Postmaster General Ron Stroman, who commended NAPS’ leadership team. “They fight hard for you,” he told NAPS delegates. “We appreciate the leadership of NAPS and the work everybody in NAPS does. I know you are the backbone of this organization and I want to extend my deep appreciation for everything you do.”

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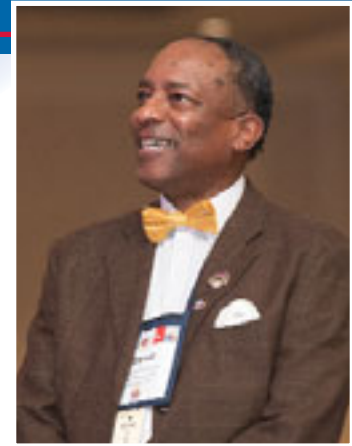


Q&A with
Ron Stroman

Stroman talked about the unprecedented change facing the Postal Service. The Postal Service Board of Governors has three new members; there now is a quorum. “They’re talking and trying to reach consensus on a path forward for the USPS,” he said. “We’ve been having monthly meetings to lay out what is happening and what should happen. It’s an ongoing process.”

The search is underway for a new postmaster general. Rep. Carolyn Maloney (D-NY) is the new chair of the House Oversight and Reform Committee, while ranking member Rep. Mark Meadows (R-NC), the leading Republican supporter of postal reform, is leaving to become the White House chief of staff.

“What a difference a year makes!” Stroman exclaimed. “It’s setting up to be a major challenge for us. There is a renewed sense of urgency to get



postal reform because we are close to running out of cash. By 2023, 2024, we will have exhausted our cash flow.

That alone keeps me up at night and keeps me pressing.”

There is increasing competition in the package business. In the face of declining cash, declining First-Class Mail and increased competition, the challenge is what to do in the absence of reform.



From left: Executive Vice President Ivan D. Butts, Deputy PMG Ron Stroman, President Brian Wagner and Secretary/Treasurer Chuck Mulidore



“What steps do you take to consolidate and save money to continue the operations?” he posed. “Do you consolidate mail processing facilities, reduce hours at post offices? Do you hire more non-career employees? Do you default on pension payments? These are some of the things we’re looking at and trying to figure out as we push for reform and how to keep the ship afloat.”

Stroman said he feels heartened that the Postal Service is building on a foundation of trust; it’s among the most trusted entities in the U.S.—public or private. “We certainly are the most trusted government entity,” he stressed. “Everywhere I go, people talk about the value of the Postal Service and how essential it remains to their lives and into the future.”

Despite this, the agency has to change and make adjustments; the business model is broken. The universal service obligation requires the Postal Service to go to every town, every city and every state six days a week; delivery points are expanding. “There is an urgent need for us to fix the business model,” he said.

Stroman said that despite passage of H.R. 2382 in the House, the bill will have no impact on the Postal Service’s cash position. The balance sheet will look better, but it won’t put more money in the agency’s pocket.

“What do you do?” he asked. “We have to get up off the stool. I look around

this room and say you can’t stop now. We have to move forward. It’s too important to this country and it’s too important to you personally. Your best interest is in getting postal reform done. I know you and your leaders care.

“I won’t tell you in the middle of an election year, with no major reform bill introduced, that we will get a bill this year. What can happen and why your presence here is important is that it is essential we lay the groundwork, even if we don’t get a bill out of this Congress. We have to lay the groundwork right here, right now. In order to move something next Congress, you have to lay the groundwork today and plow those fields today in order to be ready to move next year.”

Stroman said postal reform is the right thing for our country. And it’s important for NAPS members to reiterate how important it is. It’s important for Congress to understand. “People are making decisions today about the future of the Postal Service,” he declared. “If reform is not there, other decisions have to be made. We have to be honest about where we are.



“I’m asking you to realize this is critical for our future; your presence is critical for our future. I will continue to come and talk to you as long as I’m able. Your voice is too critical.”

Stroman told NAPS delegates the focus should be in the House. “You can make your voices known to people in the House and say it’s important they get something introduced that resolves the fundamental financial challenges facing the Postal Service in a pretty short period of time,” he told delegates.

“Despite my urgency, I am optimistic that we will get it done because the USPS is so critical to members of Congress in cities, rural America—all across this country. I’m optimistic the administration sees it; we have to help them. I’m optimistic about the future. You have to start today and dedicate yourself every day and work on this issue. Together, we have a bright future.”

President Brian Wagner addressed NAPS delegates. “You know the Oscars—‘the best of’ awards,” he said. “Today, we have a twist. We’re going to be announcing nominees for the best membership video. Let’s see our first nominee—our only nominee: our new NAPS membership video!”

After viewing the video, Wagner said he knew the NAPS membership video would be a blockbuster and a winner. “Thanks to those who help make NAPS a great success—including those involved in our NAPS video,” he declared. “And thanks to all of you—our delegates. Thanks for your time and commitment to represent your branches on Capitol Hill.”



President Brian Wagner thanked NAPS delegates for their time and commitment to represent their branches on Capitol Hill.

Wagner talked about legislation. “Maybe this

year we will be lucky enough to get our NAPS legislative agenda passed,” he mused. “Will it be luck?”

He explained that luck is defined as a force that brings good fortune: to prosper or succeed. “My favorite definition of luck is not in the dictionary,” he said. “According to Roman philosopher Seneca, ‘Luck is when opportunity meets preparation.’ I prefer this definition from contemporary inspirational speaker Croix Sather: ‘Luck is when opportunity meets preparation plus action.’”

Wagner told delegates they made the choice to be at LTS and be involved in NAPS’ legislative process. “You’re not here by luck or chance,” he said. “You made a conscious decision to take action that may change our lives and, more importantly, change the destiny of NAPS in a positive way.

“This year, you may be the person who



makes the right contact with the right lawmaker at the right time to drive success. Drive leaders to co-sponsor our new bill, H.R. 6085, and encourage fellow legislators to do the same. When it comes time for a vote, they will vote yes and pass our legislative agenda.”

Wagner affirmed that NAPS has been preparing for years to pass legislation that will benefit the organization and its members. He referred to this year’s Super Bowl winners, the Kansas City Chiefs, who never gave up, saw opportunities to build their team, prepared and took action to execute the right plays at the right time to win.

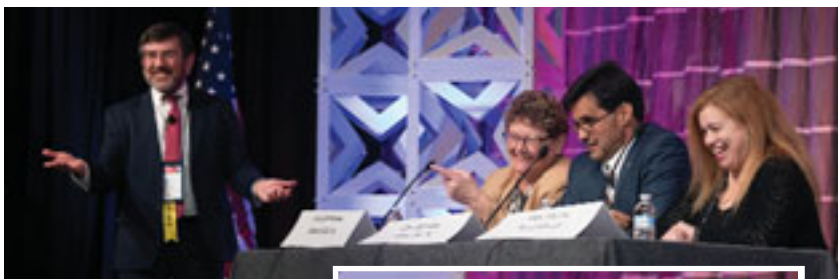
“LTS is our legislative super bowl,” he said. “You will prepare today. You will hear from our legislative team, talk with your fellow delegates and take action tomorrow during your visits to the Hill to take

action on our legislative agenda. It will not be by luck that the agenda will be heard and, hopefully, passed.

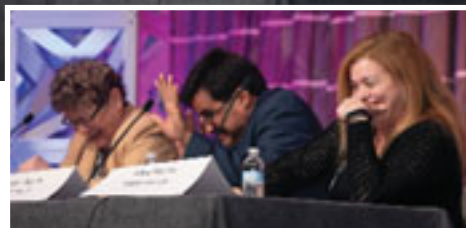
“You took the opportunity to come to LTS to prepare and educate yourself and other delegates. Plus, you have taken the action to come this week to make our NAPS message heard on the Hill. When opportunity meets preparation plus action, it’s not luck—it’s destiny.

“Our NAPS destiny awaits you on the Hill. This year, I’m going to reach 60. I have announced my retirement as your national president. This will be my last LTS as your national president. I wish your destiny in life is filled with joy, happiness, success and plenty of ice cream!”

Postal Jeopardy



Director of Legislative & Political Affairs Bob Levi emceed a rollicking episode of Postal Jeopardy.



Jeopardy contestants, from left: Kelly McCartney, Kansas State Branch 919; Eduardo Suarez, Miami Branch 164; and Mariel Murrillo, San Bernardino District Branch 466.



For this year's role-playing of the do's and don'ts of conducting visits with lawmakers on Capitol Hill, Lauren Doney, chief of staff for Rep. Jamie Raskin (D-MD), participated and offered a valuable critique. Playing the roles of NAPS members were Carl Walton, District of Columbia Branch 135; Angie Hicks, Greensboro, NC, Branch 157; DeBorah Atkins, Branch 135; and Rafael Braithwaite, Birmingham, AL, Branch 45.

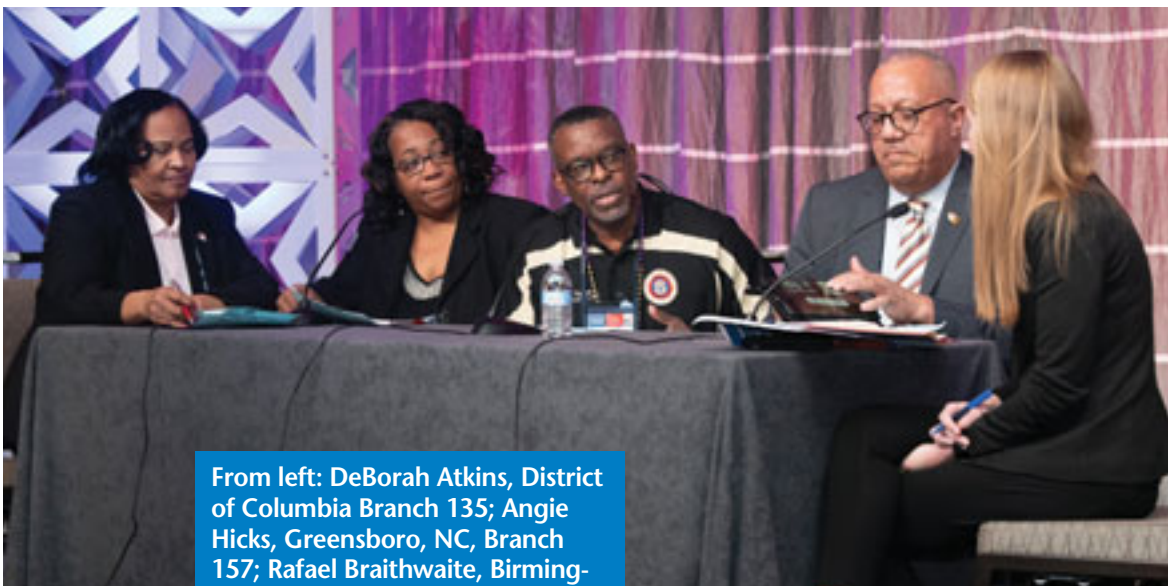
Regarding the presentation, Doney said it was helpful to hear about the financial impact of the Postal Service, especially on the House side. "There's a misconception that the USPS is operating in a deficit, but when you explain the agency gets no taxpayer dollars, it's an important educational process, even if you mention it briefly. It's great to hear from people in your district and region. Knowing my boss is on some of your bills means you did your research."

After the "visit," Doney commended the



Carl Walton, District of Columbia Branch 135, and his cast of characters played the role of a NAPS branch visiting a Capitol Hill office. Lauren Doney, chief of staff for Rep. Jamie Raskin (D-MD), played the real-life role of a Hill staffer.

group for being clear about what they wanted. Saying the leave-behind information was very helpful, she thanked the group for the quick



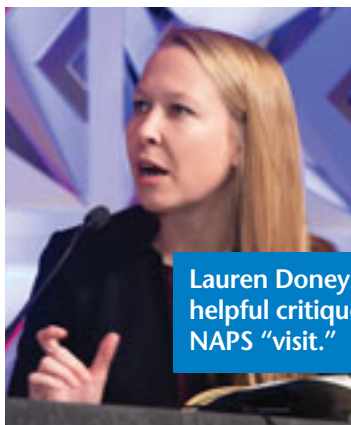
From left: DeBorah Atkins, District of Columbia Branch 135; Angie Hicks, Greensboro, NC, Branch 157; Rafael Braithwaite, Birmingham, AL, Branch 45; Carl Walton and Lauren Doney.



meeting and not drawing it out. She offered that sometimes congressional meetings get cut short, so it's helpful to have leave-behind information.

Walton asked Doney if there was anything of no value or that she wished they had not done. She said some groups take too long a time to provide background information before getting to the "ask."

"Taking a lot of time without an ask is the number-one failure," she said. "They tell me interesting things and important problems, but my job at the end of the meeting is to have a clear idea of what you are asking, whether it's to co-sponsor a bill, sign a letter or contact other legislators. Having a clear, one-line ask is essential for effective advocacy. Leaving contact information is helpful. And it's always



Lauren Doney offered a helpful critique after the NAPS "visit."

nice to mention up front if you're from the district my boss represents."

Doney also pointed out it's helpful knowing the titles of bills and companion bills the lawmaker is being asked to support.

"Mention a house companion you should co-sponsor or mention there is no companion bill; that is helpful," she added.

Walton asked what is the best way to bring their message to a lawmaker they know is not supportive of the issue. "A member may not know or is not adequately educated," she suggested. "Don't assume. Some will not be supportive. If they say 'no,' that's appropriate. You can respond, 'If it comes to the floor, we would encourage your boss to support it.'"

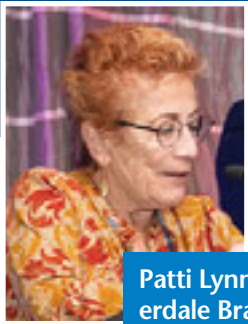
Doney said Raskin has an open-door policy and meets with everyone, even if he doesn't agree with their viewpoints. He is open to listening and may respectfully disagree, but he wants to hear what that person has to say, she explained.

"If there's the opportunity to have a productive conversation—with concepts and education—that is where you may be able to find common ground," she offered.

"Knowing postal issues that affect their district is very helpful."



DeBorah Atkins, Carl Walton, Lauren Doney, Rafael Braithwaite and Angie Hicks



Patti Lynn, Ft. Lauderdale Branch 296, gave the invocation for the luncheon.

Rep. Carolyn Maloney, chair of the House Oversight and Reform Committee, was escorted

in by New York NAPS members. She thanked attendees for their dedication and commitment to service.

“Each of you has a stake in the financial health of the Postal Service,” she stressed. “It’s vital to me, as well. The Postal Service supports businesses and communities across the country and is a critical hub that supports millions of jobs. It’s truly an organization that binds and unites our nation.”

Maloney acknowledged the significant financial challenges facing the agency and the danger of running out of cash. “The Postal Service will not be able to pay its own workers and delivery could cease,” she presaged. “The USPS has taken significant steps to control costs, including shrinking the network.”

Maloney talked about saving five post of-



House Oversight and Reform Committee Chair Carolyn Maloney (D-NY)

fices in her district that were targeted for closure. She asked for a cost/benefits analysis that showed all five offices made a profit. Despite her success, though, she said making a profit can’t be the only criteria.

“Everyone in the country needs to get their mail,” she affirmed. “And that’s why the Postal Service is so extraordinary. You help make that happen every day. But we have a huge problem of huge financial losses.”

Maloney said she was proud to have supported H.R. 2382 that repealed the prefunding requirement. “That will make an important change to help address the dire financial condition,” she contended. “It passed the House overwhelmingly. We all should call on the Senate to take it up and pass it immediately.”

She affirmed that postal re-



New York NAPS members escorted Rep. Carolyn Maloney to the dais.



form legislation must correct the injustice of nonappeal rights to the MSPB for some supervisors. She referred to H.R. 6085, the “Postal Supervisors and Managers Fairness Act of 2020,” that was just introduced by Rep. Gerry Connolly. “I will work with him to address the issues in the bill,” she pledged.

Maloney stressed that it’s time for Congress to put the Postal Service back on the path of financial viability. “My committee is working on reform legislation to do just that,” she said. “We want to provide the USPS 10 years of financial stability so it has the time necessary to adjust its business model to the realities of the 21st century economy.

“I am supportive of doing everything to support this effort. I welcome your engagement; my door is always open. The Postal Service touches every American’s life—rich and poor, rural and urban; it ties us together. All

members of Congress have a stake in ensuring the successful future of the Postal Service. I look forward to working with you and your leaders to moving toward solvency in the 21st century.”

House Majority Whip James Clyburn (D-SC) told NAPS members he was pleased to be with them. He mentioned his fondness for turtles (something he has in common with Bob Levi). Why turtles? “It’s because of two main things,” he explained. “Remember the story of the turtle and the hare? That’s how I like to pursue life: Stay steady and stay focused; endure until the end. The second reason is a poster I have over my desk I’ve had for years that reads: ‘Behold the turtle. He makes progress only when he sticks his neck out.’”

Clyburn thanked everyone, especially his friends from South Carolina. He said he always has been in favor of six-day mail delivery



From left: New York City Branch 100 Legislative Chair Kenneth Staley, New York State Vice President and Legislative Chair Joe Amash, Branch 100 President Tom Hughes, Branch 100 member Ivonne Warden, Branch 85 member Derrick Wiggins, Rep. Carolyn Maloney, New York Area Vice President Jimmy Warden and Northeast Region Vice President Tommy Roma.

and against privatizing the Postal Service. “I’ll always be in favor of doing what is necessary to ensure and protect the rights of working men and women in this country,” he insisted.

He shared a couple things with NAPS members that he feels very strongly about. “This is a great country,” he declared. “I stand before you today as one who has worked hard all my life trying to get this country to maintain its promise.”

Clyburn said he researched the Pledge of Allegiance in preparation for this year’s campaign. The pledge has been around since the Civil War, but it did not become the pledge until 1942. It was not named the pledge until 1945; Congress also inserted the words “under God.” Clyburn said he remembered it well because he had to recite it every morning at the beginning of school.

“The part that really resonates for me is the last phrase: ‘with liberty and



House Majority Whip James Clyburn (D-SC)

justice for all.’ As I studied that, I developed a pledge that I make to the American people. On Feb. 1, some billboards went up around Charleston that read: ‘Making the greatness of this country accessible. And affordable. For all.’

“That is our critical admonition. I don’t care if it’s health care. Health care is important only if we make it accessible and affordable

for all. Same thing for education, housing, energy. Our job is seeing to make it all accessible and affordable for all. That is what our primary and overarching obligation must be to those destined to come after us.”



Secretary/Treasurer Chuck Mulidore and Rep. James Clyburn



Rep. James Clyburn and Executive Vice President Ivan D. Butts



Clyburn talked about his wife of 58 years who died last year. She grew up on a farm; he grew up in town. “Our backgrounds and experiences were totally different,” he said. “We did not see the world the same way. It meant there were going to be differences of opinion. If we were going to have a successful marriage, I knew I was going to have to make some adjustments, and I made them.

“We have to make this country’s greatness accessible and affordable to all. We have to reconcile our differences in such a way we can continue to move this country along so we can leave if for our children and grandchildren—a country worth having.”

Clyburn shared something he learned from his father, a fundamentalist minister: Don’t let the little disagreements cause so much friction that they separate us. “We will not always agree on everything,” he intoned. “We will not always agree on the ways to accomplish whatever it may be that we set out to do. Let us not let our little differences cause too much friction. If you do, it will tear us apart and the world will render us asunder.

“Thank you for all you do. I look forward to working with you to accomplish all you wish to accomplish. This country is a great country; our job is to make it accessible and affordable for all.”

Former NAPS Illini Vice President Dan Rendleman introduced Rep. Mike Bost (R-IL), the original co-sponsor of H.R. 6085, the “Postal Supervisors and Managers Fairness Act of 2020.” Rendleman said it was an honor for him to introduce Bost—a true friend of his

and of NAPS. “He’s a strong supporter of the Postal Service, coming from a rural area,” Rendleman said.

Bost thanked NAPS for inviting him to join delegates at LTS. He represents 12 counties in the very rural southern part of Illinois.

“We’re thankful to you for getting the mail to us every day,” he said in appreciation. “The Postal Service has a history as old as our nation.

“Rural communities in southern Illinois depend on you. You’re reliable—six days a week—and often the only means for small businesses to engage in commerce, as well as residents having something delivered to their homes.”

Bost said he spent 20 years in the Illinois



Former Illini Area Vice President Dan Rendleman introduced Rep. Mike Bost (R-IL).



Illinois NAPS members escorted Rep. Mike Bost to the dais.



Rep. Mike Bost, original co-sponsor of H.R. 6085, the "Postal Supervisors and Managers Fairness Act of 2020"

General Assembly and has gotten to know many NAPS members; many of whom are great friends. "Your support and friendship mean a lot to me; I thank you for that," he said.

The congressman was a co-sponsor of H.R. 2382 and, with Rep. Gerry Connolly, introduced H.R. 6085. "You should be paid accordingly," he affirmed. "Not only does the Postal Service need this to recruit supervisors and managers, it's vitally important to keep them and maintain them until retirement."

Bost pointed out both these bills were bi-

partisan. "That's a word you don't hear too much," he pointed out. "It's critical that we work together. I hope we continue to reach across the aisle to work on important issues.

"I serve with some great people; some of my best friends are on both sides of the aisle. You don't have to compromise, but you find common ground. It's better for your district, your state and our nation—our children and our grandchildren."

Bost said everyone comes to DC and runs for Congress for different reasons. "My reason is my 11 grandkids," he declared. "I want to make sure their future continues to go on an upward trend. When we care for workers out there like you or others, we've got to work with you—not in a partisan manner and fighting against each other."

From left: Illini Area Vice President Luz Moreno, Illinois State Branch 916 member Ricky Hilliard, NAPS President Brian Wagner, Rep. Mike Bost, former Illini Area Vice President Dan Rendleman, National Auxiliary Illini Area Vice President Linda Rendleman and Heart of Illini Branch 255 member Ruthie Cauble.





Executive Vice President Ivan D. Butts talked about SPAC and thanked LTS delegates for being instrumental in helping grow the fund. “This is my favorite part of LTS,” he exclaimed. LTS is a signature event for helping raise funds for SPAC. There has been positive growth every year at LTS, although 2019 was down just slightly from 2018. “That really shows your commitment to supporting SPAC and helping us engage our leaders,” he said. “It helps us take care of business up on the Hill.”

Executive Vice President Ivan D. Butts commended LTS delegates for continuing to grow SPAC.



“You’re professional, you have your documentation, you have your talking points and you impress on our leaders our support. We know that because it’s typical to see a 20% to 30% increase in co-sponsorship two weeks after your Hill visits. We know you’re effective in what you do. It’s working; our advocacy helps move legislation down the road.

“I encourage you to go up to the Hill tomorrow as the leaders that we are. We run this agency day in and day out and we have to convey that to our legislative leaders. Thank you for what you did last year—here and in your home districts.”

SPAC contributions in 2019 totaled \$238,831. Butts thanked the Southern Region for continuing to lead the way in contributions:

1. Southern—\$64,487
2. Pacific—\$46,681
3. Eastern—\$46,377
4. Central—\$44,913
5. Northeast—\$36,373

Top-five areas:

1. Southeast—\$40,235.50
2. Capitol-Atlantic—\$28,180.40
3. Pacific—\$26,180.40
4. New York—\$16,480.50
5. Mideast—\$16,036.50

Top-five states:

1. Florida—\$37,048
2. California—\$23,785
3. New York—\$16,480.50
4. Illinois—\$13,155
5. Texas—\$13,145

Butts commended Florida for being #1.

“They do a tremendous job,” he declared. “Ann Strickland does a lot of dynamic things; all the Florida branches are 100% committed to their SPAC effort.”

Top-five states per-capita:

1. South Dakota—\$34.19
2. Maine—\$33.62
3. North Dakota—\$21.70
4. Florida—\$21.54
5. Hawaii—\$16.35

“Thank you, everyone, for all you’ve done for SPAC,” Butts offered. “It allows us to be successful in our legislative efforts.”

“We continue to increase our President’s Ultimate SPAC contributors—those who contribute \$1,000 and more to SPAC in a year. I’m really proud to see our growth since 2014 when we had 35 Ultimate contributors. Last year, we had 64 Ultimate contributors. Thanks to each one of these contributors for making that commitment; it’s so beneficial to our efforts.

“I want to recognize the top-five Ultimate contributors. But I also want to celebrate everyone who is an Ultimate contributor; your commitment to NAPS is special.”

1. Belinda Gilbert, Branch 425
2. Ivan Butts, Branch 355
3. Kym Mullins, Branch 81
4. Jimmy Warden, Branch 100
5. C. Michele Randall, Branch 5

“We have a sign that reads, ‘SPAC is not a spectator sport!’” he proclaimed. “We have to be involved in SPAC. I’ve always said I can’t expect you to give your best unless I give my best. I’ve always been committed and I am blessed to work with an Executive Board that’s equally committed. Our board members support our Executive Board gift card raffle every year.

“Our ‘Drive for 5’ program is a vehicle in which we would love to have everyone participate. Contributing via payroll and OPM deductions allows us to budget and better forecast what we do. We appreciate those who participate and encourage everyone to enroll in ‘Drive for 5.’ In 2019, 266 members participated, totaling \$96,584 in contributions to SPAC.

“Whatever you do, whatever you give, we appreciate it because it makes us the best that we can be. Thank you, NAPS!”



The 2019 top-five President’s Ultimate SPAC contributors, from left: Jimmy Warden, C. Michele Randall, Belinda Gilbert and Ivan D. Butts. Kym Mullins was not present.

Butts said this LTS is bittersweet for him as this will be the last for him as executive vice president. “Thank you for the support you have shown me as your executive vice president, running this LTS and doing this portfolio,” he said. “I’ve learned so much from you and about the inner workings of our political platform. I want to



thank you for all you do for SPAC and all you have done to help me grow into the leader I am.”

Butts related that he’s been coming to LTS since 1992 or 1993. He would see people huddled in corners of the room or out in the hallway; there were no rooms for caucuses. State legislative chairs would be prepping their members, explaining the talking points and making sure they knew what was expected of them during their Hill visits.

“There always was one person who stood out to me,” he said. “We had a lot of great leaders, but this one really prepped her members and would sit down and discuss the talking points to make sure they were ready to go up on the Hill and represent NAPS.

“One thing that always struck me was the size of the group that was around her. I always admired this person for their professionalism and how they approached the business of being a state legislative chair in commanding the room and preparing the people.”

The 2020 Gold Standard Legislative Leadership Award—named after Stanley Gold from Florida, the original recipient who has been a tremendous advocate for NAPS and other organizations—was awarded to Marsha Danzy, Central Valley, CA, Branch 197.

“Last year, Marsha decided to give up the



The 2020 Stanley Gold Award for Legislative Excellence was presented to Marsha Danzy, Central Valley, CA, Branch 197. From left: Secretary/Treasurer Chuck Mulidore, President Brian Wagner, Danzy and Executive Vice President Ivan D. Butts.

legislative advocacy work and turn it over to another member,” Butts said. “But we wanted to acknowledge her years of service and working for the California delegation in their legislative work. This is a token of our appreciation for her hard work as a legislative chair.”

During the subsequent question-and-answer period, a delegate asked Bob Levi to provide the background on how H.R. 6085, the “Postal Supervisors and Managers Fairness Act of 2020,” was developed. Levi explained that, after the Postal Service rejected the independent fact-finding panel’s decisions, the resident officers decided to investigate a legislative option so they would not again find themselves in this situation.

In late June, early July, Butts, Levi and Bruce Moyer, NAPS’ legal counsel, sat down with legislators, including Rep. Elijah Cummings, then chairman of the House Oversight

and Reform Committee, and representatives from Rep. Gerry Connolly's (D-VA), Rep. Stephen Lynch's (D-MA) and Rep. Brenda Lawrence's (D-MI) offices. He said they discussed the problem NAPS was confronting: There is a statutory process in place and the Postal Service was found by an independent Federal Mediation and Conciliation Service panel to have violated the law. The Postal Service rejected the panel's findings.

"We were compelled to go to federal district court to enforce the findings and find that the Postal Service violated the law," Levi said. "But, in tandem with that, we wanted to go to Capitol Hill to look to the future."

He said they sat down at the first meeting where staff members asked NAPS to flesh out exactly what they needed in a legislative bill. During the summer, Butts, Moyer and Levi, with outside counsel that represented NAPS in the lawsuit, compared notes and developed a strategy with talking points. They then went back to the same principal staff persons with whom they met earlier in the summer and provided the talking points and a concept of the legislative product.

During the fall, there was give and take—continuous back and forth between NAPS and Capitol Hill. In the meantime, tragically, Cummings died. The new chair would be Rep. Carolyn Maloney.

In October, Moyer and Levi were invited to a group meeting with Maloney on Capitol Hill. The meeting was supposed to start at 8 a.m. "Bruce and I met with soon-to-be chair Maloney at 7:30 that morning and sat with her

for the better part of 30 minutes and explained what we needed and what we were going to do," Levi said. "We asked if we could count on her support. She indicated she would be supportive of however we were going to proceed with our legislative remedy."

After that meeting, Levi said they reported back to the members of Congress and staff with whom they previously had met that the new Oversight and Reform Committee chair was supportive of NAPS' efforts; at that point, everything congealed. "We went to Connolly with the actual 'wants' or 'asks'—that is to have an expedited start to the consultative process and a proposal in which the findings of a three-member fact-finding panel would become binding," he explained.

While that was going on, NAPS President Brian Wagner and Dan Rendleman approached Rep. Mike Bost to ask him to consider being a Republican champion of the legislation. Connolly, who took up the bill for NAPS as chair of the subcommittee with jurisdiction over the Postal Service, is a Democrat. "We felt it would be advantageous to have bipartisan legislation," Levi said.

Wagner and Rendleman reached out at numerous opportunities with Bost and made the case to him. Butts and Levi met with Bost and his chief of staff in late fall to ask if he would be willing to be an original co-sponsor of the legislation to be presented by Connolly. Bost responded, "When you have the draft of the bill, give it to me."

Fast forward to December, NAPS had the final draft of the legislation and presented it to



all parties. “At that point, we knew Connolly was going to introduce the bill and we knew Bost was going to be supportive,” Levi affirmed. The bill had to be tweaked a couple of times.

The final incarnation of the bill, maybe three or four weeks ago, came back from Connolly’s office and was presented first to Butts, then to Wagner and Mulidore. It was shared with Moyer. “We said, ‘Yes, this accomplishes what we need,’” Levi said. “We went back to Connolly’s staff and said, ‘This is it. We would like the bill to be introduced prior to our Legislative Training Seminar.’”

Then, a couple of weeks ago, Wagner and Levi met with Bost. Wagner had a draft of the legislation and gave it to Bost. Within two days, NAPS got his signoff. He was prepared to be an original co-sponsor of the legislation.

Levi said they went back to Connolly and told him they had a Republican co-sponsor and asked if it could be introduced on Wednesday, March 4. NAPS got the heads-up that Wednesday was going to be the day. Late Wednesday afternoon, the bill was submitted by Connolly, with Bost as an original co-sponsor.

“We didn’t get the bill number then,” Levi pointed out. “For some reason, I couldn’t sleep that night. At 3 a.m., I went on my iPhone to congress.gov and saw the bill number—6085. I texted Ivan, Bruce and Brian the bill number. A few minutes later, I got a text back from Ivan, ‘Yes!’”



South Jersey Branch 74 members Gary Rutter, Russ Carmody and George Barrett presented Executive Vice President Ivan D. Butts a \$530 check for SPAC.

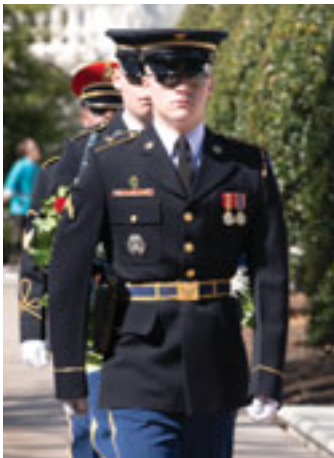
“That’s the shortened version of how this bill happened,” Levi told NAPS delegates. “It demonstrates that it took a considerable amount of time and a lot of legwork by a number of people working on behalf of every person in this room.”

Before the afternoon session closed, Butts acknowledged Bruce Moyer—NAPS’ legal counsel, but who first started with NAPS as legislative counsel. He said Bruce was a stalwart in what he did for NAPS and the footprint he helped NAPS make in DC. “He’s a proven leader in this city when it comes to legislation,” Ivan said. “I want to acknowledge him and thank him for what he was taught me regarding legislation. Thank you, Bruce.”

In closing, Butts told delegates to get ready and get some rest to prepare for going up on the Hill the next day to take care of NAPS’ business. “This is what this is about: Taking care of *our* business! I hope you have a productive time up on the Hill.”

Ceremony at Arlington National Cemetery a Solemn Occasion

Each year at LTS, four NAPS members who served in the military are selected to participate in the wreath-laying ceremony at the Tomb of the Unknown Soldier. This year's ceremony was Sunday at 12:15. It was a beautiful, sunny day for this special ceremony.





NAPS 2020 Legislative Training Seminar



2020 Wreath-Laying Ceremony Honorees

Regina Holland-McCloud

Delaware State Branch 909

Private First Class Holland began her military career in 1981 as an administrative clerk in the United States Army Reserve. She was promoted to specialist



(E-4), with a military occupational specialties change to patient administrative clerk. Several overseas assignments to Germany and Holland resulted in her being promoted to sergeant (E-5). After 10 years of service, Regina was honorably discharged.

She began her U.S. Postal Service career as a clerk in the Wilmington, DE, plant in 1986. Her next role in the Postal Service was maintaining and controlling parts in the maintenance control office, as well as an acting 204-B. In 1991, Regina continued as a 204-B in the automation section.

One year later, she was promoted to supervisor of Mails, supervising the LSM, automation and Caller Service areas. In 2001, she transferred to the North Houston plant in Texas and was a supervisor in the automation area. She often was detailed to Safety, assisting with PEG testing of the plant.

In 2012, Regina retired. She became a full-time caretaker for her husband, Charles R. McCloud, also a retired Postal Service employee. He died June 12, 2019.

She joined NAPS Delaware State Branch 909 in Wilmington; she later was accepted into North Houston Branch 589. Regina currently is an active associate member with Branch 909 and serves on the Executive Board.

Roger Humphries

Omaha, NE, Branch 10

Roger enlisted in the United States Air Force in 1970. He served as an illustrator at Offutt Air Base in Omaha during his four years in the service. He was honorably discharged in 1994 as a sergeant.



He began his postal career as a part-time flex city letter carrier in Omaha in 1978 and was promoted to superintendent of Postal Operations in 1982. Soon after, Roger was offered a role as an administrative team leader for the Central Region. There, he managed a team of 30 to 60 management employees auditing large offices, such as Chicago, Detroit, St. Louis and others for the next 2¹/₂ years.

In 1984, Roger returned to Omaha, where he served in many acting management positions. These included manager, Station Operations, and a three-month detail as a management trainee.

In 1993, he was promoted to the new position of Customer Relations coordinator where he handled public relations for the Omaha Area, as well as assisting the Central Plains District/Western Area. In 1999, Roger served for a year as acting communication specialist for the Western Area out of St. Louis.

During his time as a Customer Relations specialist, Roger worked on many major postal projects for Postal Service Headquarters, the Western Area and Central Plains District. He also handled many crisis situations involving the Happy Face Bomber, anthrax



mailings, shootings and more. Roger said these events kept his job interesting and was the main reason he stayed in the position until he retired in 2018.

Roger has two children: His son Chris works for First Nation Bank in Omaha; his daughter Jillian manages Frost Media Group, which offers video marketing. They both are involved in the community, as is Roger. He currently serves as executive director for Downtown Omaha Inc. and on the boards of Downtown Omaha YMCA, the Omaha Press Club (vice president), UNO Hockey Blue Line and Orchestra Omaha.

Roger sings lead for the Heartland Harmonizers Barbershop Chorus. He is the owner/operator of Roger Humphries Photography and does photography for several local magazines, weddings, events and more.

He has a bachelor's degree in criminal justice, with an associate degree in commercial photography and postal management. Roger has been a member of NAPS Branch 10 since the 1980s. He currently serves as branch secretary and Legislative chair. He has attended NAPS Legislative Training Seminars and national conventions since 1999.

Andrew D. Jones Jr.

Tulsa, OK, Branch 174

Andrew enlisted in the United States Army in 1976; he was honorably discharged in 1983 as sergeant (P). He began his postal career in October 1983 as a letter carrier in Tulsa.



As a postal employee, he has had many roles: city carrier; 204-B in September 1987; promoted to supervisor, Station & Branches, in January 1988; promoted to superintendent, Station & Branches, in February 1991; and promoted to manager, Customer Service, in March 1992.

He has been married 41 years to Donna. They

have three daughters: Brandy, 40; Brittney, 38; and Ashlie 27; three sons-in-law: Isaiah, Jason, and Everett; and three grandchildren: Hannah, 9; Isaiah V, 7; and Andréa, 1.

Andrew has a bachelor of liberal studies from Oklahoma University. He joined NAPS in 1988 and has served as sergeant-at-arms and branch vice president. He has been Branch 174 president and Oklahoma State Branch 939 vice president for the past 10 years

Frank Baselice

Long Island, NY, Branch 202

Frank enlisted in the United States Air Force in 1969. He served with the 4628th Fighter Squadron and the 25th Air Defense Command NORAD. He was honorably discharged in 1976 with the rank of staff sergeant. He served in the Vietnam War and was the National Defense coordinator for the northern West Coast.



He began his postal career in 1997 as an SPBS coordinator in Brooklyn. In 1999, Frank was asked by his plant manager and David Soliman to join the

ASP Program. After graduating, he worked all the functions in Brooklyn. He then moved to Western Nassau in 2001, where he performed various management positions.

Frank currently heads the Transportation Department at Western Nassau, as well as assisting the plant manager in all functions of the plant on weekends.

After joining NAPS, he sought the position of vice president. He then ran for office and was elected executive vice president—the position he currently holds. Frank is an advocate for defending and improving conditions for EAS employees; he always will be an advocate.



The NAPS resident officers with the wreath-laying ceremony participants, from left: Secretary/Treasurer Chuck Mulidore, Andrew D. Jones Jr., Frank Baselice, Roger Humphries, President Brian Wagner, Regina Holland-McCloud and Executive Vice President Ivan D. Butts.

The NAPS Executive Board and other members attended the wreath-laying ceremony at Arlington National Cemetery.





Fellowship and Faith

Northern Virginia Branch 526 President Lloyd Cox welcomed everyone to the Worship Service Sunday morning. This was the seventh year of the service that offers the opportunity for NAPS members to worship together at LTS.

Executive Vice President Ivan D. Butts gave the Old Testament reading. Eastern Region Vice President Richard L. Green Jr. gave the New Testament reading. Rev. MacArthur Littles, associate pastor at the Church of Faith in Philadelphia and Philadelphia Branch 5

treasurer, gave the sermon.

The well-liked Holloway Family trio provided inspirational songs for the service.



Lloyd Cox



Ivan D. Butts



Richard L. Green Jr.



Rev. MacArthur Littles

The Holloway Family



Secretary/Treasurers Receive Informative Training

Secretary/Treasurer Chuck Mulidore conducted training for the secretary/treasurers. He explained why NAPS branches should file their taxes and provided a step-by-step guide to obtaining an EIN (employer identification number) to be recognized as a non-profit.

Mulidore also covered how to correctly file documentation with the IRS and the necessary steps to file a correct *Form 990* version with the IRS. This process is important for branches that file taxes each year as it allows branches to become a non-profit and avoid paying taxes.

Jovan Duncan, NAPS Headquarters, explained the various monthly reports that NAPS Headquarters sends to branches.



Secretary/Treasurer Chuck Mulidore



President Brian Wagner





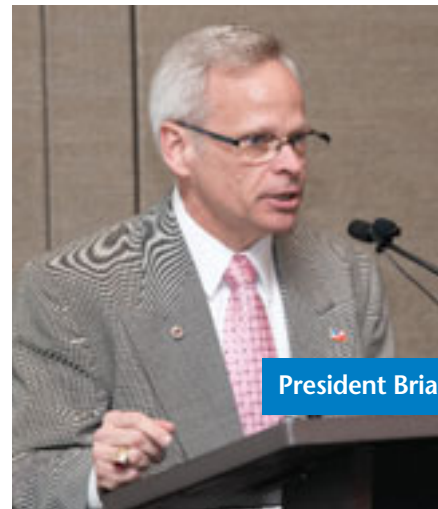
NAPS 2020 Legislative Training Seminar



First-Timers Learn Their Legislative Advocacy Is Just Beginning

President Brian Wagner thanked the first-timers for coming to LTS. He told them there is so much opportunity to learn from the experts. “You will make a difference!” he exclaimed.

Executive Vice President Ivan D. Butts told the first-timers he is glad they are taking part in NAPS’ grassroots legislative efforts. “The work you do here and while visiting the Hill are so important,” he affirmed. “You are here at a



President Brian Wagner

NAPS, advocating for legislation that benefits all EAS employees.”

He talked about the power of NAPS members who pushed for passage of H.R. 2382, the “USPS Fairness Act,”

that repeals the Postal Service’s prefunding mandate. “Let’s harness that energy to go

forward with our bill—H.R. 6085—and show our strength as managers,” he urged.

Secretary/Treasurer Chuck Mulidore dropped by to welcome the first-timers. He stressed the need to represent NAPS’ issues on the Hill. “We have a great legislative team,” he said. “We appreciate what you do here and will

continue to do at home. It’s

so important to become more legislatively active in your home districts.”

Paul Norton, Indianapolis Branch 8 legislative chair, encouraged everyone to read



Executive Vice President
Ivan D. Butts



Secretary/Treasurer
Chuck Mulidore



Indianapolis Branch 8 Legislative Chair Paul Norton

The Postal Supervisor for information on current legislation. He told the first-timers to be sure and study the LTS talking points; learn about members of Congress and their staffs. “Personal communication is important,” he advised. “Be ready to advocate positively; make it personal.”

Norton said it’s important that members of

Congress understand there is an urgent need for postal reform legislation. “Your job has just started here at LTS,” he continued. “When you are here, you have the opportunity to get your legislators interested. When you go home, write thank-you notes and continue the effort to engage with them at the local level.”

Bruce Moyer, NAPS legal counsel, stopped by to greet the first-timers. He said they will get expert guidance from Paul Norton and Ann Strickland. “Have a great, productive time in DC,” he said.

NAPS Director of Legislative & Political Affairs Bob Levi used the analogy of a three-legged stool to describe NAPS’ advocacy: one leg is communicating directly with Capitol Hill, the second leg is grassroots advocacy and the third leg is political activism—supporting political candidates helps cultivate new friends. The Supervisors’ Political Action Committee (SPAC) is NAPS’ foundation for legislative visibility and effectiveness.



Legal Counsel Bruce Moyer



Director of Legislative & Political Affairs Bob Levi

**ENGAGED MINDS
PRODUCING
LEGISLATIVE
PARTNERS**

Ann Strickland, Florida State legislative chair, welcomed the first-timers and talked about the importance of SPAC. The fund allows NAPS to get its foot in the door and garner support for its issues.

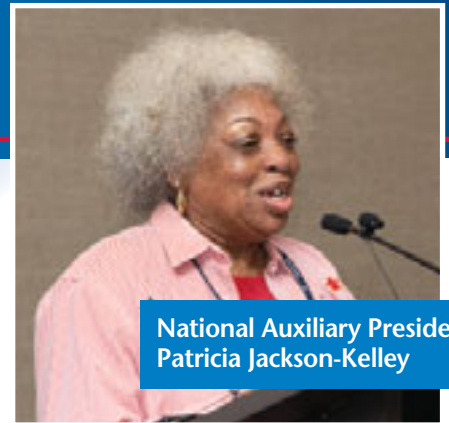
“We need to support SPAC,” she said. “It helps us foster great relationships.”

National Auxiliary President Patricia Jackson-Kelley described her members as the worker bees who help with whatever NAPS

members need. “We believe in the cause!” she declared. “If you don’t have an auxiliary, I encourage



**Florida Legislative Chair
Ann Strickland**



**National Auxiliary President
Patricia Jackson-Kelley**

you to start one in your branch.”

As part of the first-timers’ orientation, Carl Walton, District of Columbia

Branch 135—with the help of DeBorah Atkins, Branch 135, and Angie Hicks, Greensboro, NC, Branch 157—offered the do’s and don’ts of Capitol Hill visits. “This is one way to conduct these meetings,” Walton explained, “but go with how your team does it. Your role is to understand what you’re supposed to do. You are representing NAPS’ legislative interests. We have a job to do!”



Carl Walton



Do’s and don’ts of Capitol Hill visits with, from left, Bob Levi, Carl Walton, DeBorah Atkins and Angie Hicks.



Town Hall Meeting Focuses on NAPS and USPS Issues

NAPS Executive Board Chair Tim Ford welcomed members to Sunday afternoon’s Town Hall meeting. President Brian Wagner offered the latest information on NAPS’ lawsuit against the Postal Service. The Postal Service filed a motion to have the lawsuit dismissed. NAPS is waiting for the DC Federal Court to rule on that motion. “We can’t move the court any faster,” Wagner observed.

Civil cases such as the one NAPS filed are second in line behind criminal cases, which take priority in federal court. “We hope to receive a ruling sometime between May and June,” Wagner said. He reiterated that



Executive Board Chair and Southern Region Vice President Tim Ford

NAPS has a strong case. “We’ll keep you advised,” he pronounced. “Check the NAPS website for updates.” He thanked the board members for their support to fight for NAPS members’ pay and benefits.

Executive Vice President Ivan D. Butts said he has been looking forward to this LTS, especially with the introduction of NAPS’ bill

H.R. 6085, the “Postal Supervisors and Managers Fairness Act of 2020.” He thanked the NAPS Legislative Team for their efforts in working on the legislation. He also thanked former Illini Area Vice President Dan Rendleman for his work with Rep. Mike Bost (R-IL), the bill’s original co-sponsor.

Secretary/Treasurer Chuck Mulidore commented on the great turnout for the meeting.



President Brian Wagner

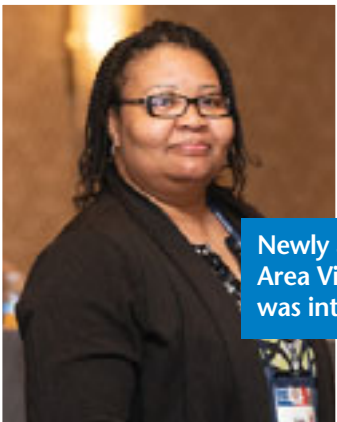


Executive Vice President Ivan D. Butts



Secretary/Treasurer Chuck Mulidore

ENGAGED MINDS
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Newly appointed New England Area Vice President Lisa Douglas was introduced.

He referenced the latest financial market swings and assured members NAPS has a conservative investment strategy. “Our association is financially strong,” he said, “which helps us do our work on the Hill and in the courts.”

The resident officers and other Executive Board members responded to questions posed by NAPS members.





NAPS 2020 Legislative Training Seminar



**ENGAGED MINDS
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PARTNERS**





2019 SPAC Contributors at LTS

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



VP Elite (\$750)



Secretary's Roundtable (\$500)



Chairman's Club (\$250)



Supporter (\$100)



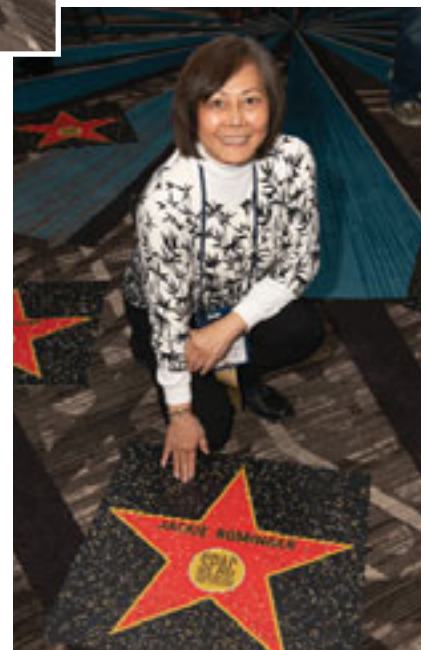


SPAC ‘Superstars’ Honored

The 2019 President’s Ultimate SPAC Contributors (\$1,000 plus) who attended LTS were treated to their own Hollywood-style Walk of Fame. Each contributor had their own star and enjoyed a sumptuous buffet.



ENGAGED MINDS
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PARTNERS





NAPS 2020 Legislative Training Seminar



Capitol Hill Photo Album

Photos by LTS Delegates

(Photo identifications are from left to right.)

Illinois



Illinois delegation with Sam Coffee, legislative correspondent for Sen. Richard Durbin (D)

Delaware



Delaware delegation with Sen. Chris Coons (D)



Delaware delegation with Sen. Kamala Harris (D-CA)



Maryland



Maryland delegation with Rep. David Trone (D)

Alabama



Alabama delegation with Sen. Doug Jones (D)

Arizona



Frank Barba, Dawn Rosenberry, Ben Akabay, Sen. Martha McSally (R), John Aceves and Jimmy Salmon



First-Timer Frank Barba, Deputy Postmaster General Ron Stroman and Dawn Rosenberry



John Aceves, Branch 376 Secretary/Treasurer Frank Barba, legislative assistant Sayanna Molina to Rep. Raul Grijalva (D) and Branch 376 President Dawn Rosenberry



Florida



NAPS Challenge Coin was added to the collection of Rep. Neal Dunn's (R) chief of staff.



Patti Lynn, Rep. Alcee Hastings (D) and Carolyn Williams



Eddy Suarez, Iliia Gonzalez, Rep. Debbie Mucarsel-Powell (D) and Ann Strickland



Ann Strickland, Rep. Debbie Wasserman Schultz (D), Patti Lynn and Carolyn Williams



Ilia Gonzalez, Eddy Suarez, Patti Lynn, Rep. Donna Shalala (D), Michael LeCounte, Ann Strickland and Carolyn Williams



Southeast Area Vice President Bob Quinlan, Rep. Daniel Webster (R) and Ken Ruckart



Bob and Jennifer Quinlan outside Rep. Daniel Webster's office



Donald and Rosalinda Murray with Rep. John Rutherford (R)



Donald and Rosalinda Murray with Jessika from Rep. Al Lawson's (D) office



Pennsylvania



Joe O'Donnell, Joe Lach, Marty Muir, Rep. Mike Doyle (D), Sue Bartko and Peggie Bednar



Peggie Bednar, aide to Sen. Bob Casey (D), Marty Muir and Sue Bartko

California



California delegation with aide to Rep. Maxine Waters (D)



Rep. Jared Huffman (D) and J.J. Wong



Capitol Hill staffer with California delegation



Texas



Houston Branch 122 members Joel Compton, Mary Irving, Rep. Al Green (D), Beverly Austin, Jessie Austin Sr. and Branch President Richard Carmona

Jessie Austin Sr. (right) presented Rep. Al Green a NAPS Challenge Coin.



Joel Compton, Mary Irving, Jessie Austin Sr., Beverly Austin and Richard Carmona at Rep. Pete Olson's (R) office



Jessie Austin Sr., Beverly Austin, Rep. Brian Babin (R), Joel Compton, Mary Irving and Richard Carmona



Jessie Austin Sr., Richard Carmona, Rep. Shelia Jackson Lee (D), Mary Irving, Joel Compton and Beverly Austin

New Jersey



New Jersey Branch 568 member Willie McQuay, New York Area Vice President Jimmy Warden, legislative assistant Christopher Hansell to Rep. Christopher Smith (R), Mideast Area Vice President Tony Dallojacono, New Jersey State Branch President Jon Kofsky and Branch 79 President Denise Owens



New York



Jimmy Warden, staff assistant and legislative correspondent Aya W. Takai for Rep. Carolyn Maloney (D), Ivonne Warden and Branch 100 President Tom Hughes



New York Area Vice President Jimmy Warden, Rep. Carolyn Maloney (D) and Northeast Region Vice President Tommy Roma



Tom Hughes, Branch 100; Darius Evans, Branch 85; Dennis Gawron, Branch 935; Antonio Cabrera, Branch 216; Sen. Charles Schumer (D); Jimmy Warden, New York Area vice president; Ivonne Warden, Branch 100; Derrick Wiggins, Branch 85; Joe Amash, Branch 935; and Christy Schirching, Branch 27.



Jimmy Warden, senior counsel Renata Beca-Barragan for Rep. Nydia M. Velazquez (D) and Tom Hughes



Branch 100 President Tom Hughes, legislative aide Jaime Cobham for Rep. Yvette Clarke (D), Branch 100 Ivonne Warden and New York Area Vice President Jimmy Warden



New York Area Vice President Jimmy Warden, legislative aide Alexis Philbrick for Rep. Jose Serrano (D), Branch 100 Ivonne Warden and Branch 100 President Tom Hughes



Branch 202 President Tom Barone, Rep. Tom Suozzi (D), Branch 202 Vice President Jay Singh and Branch 202 Executive Vice President Frank Baselice

Louisiana



Louisiana delegation on Capitol Hill



Ebony LaStrapes at Rep. Steve Scalise's (R) office

Sandra Minor at Rep. Garret Graves' (R) office





South Carolina

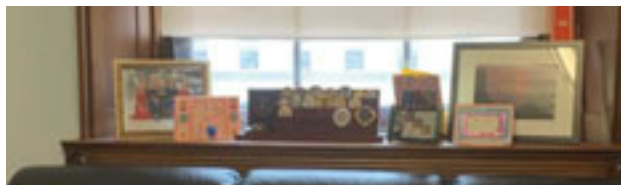


South Carolina delegation with Rep. Jeff Duncan (R)

Virginia



Rep. Ben Cline (R) and Darcy Driscoll, Branch 526



NAPS Challenge Coin added to Rep. Abigail Spanberger's (D) collection.

Hazel and Richard Green, Eastern Region vice president, at Sen. Tim Kaine's (D) office



Massachusetts



Massachusetts delegation with aide for Rep. Lori Trahan (D)

Oregon



Oregon delegation with Rep. Peter DeFazio (D)

New Hampshire



New Hampshire delegation with Rep. Chris Pappas (D)



Michigan



Michigan delegation with Sen. Debbie Stabenow (D)

Colorado



Colorado delegation with Sen. Cory Gardner (R)

2020 SPAC Contributors



President's Ultimate SPAC (\$1,000+)		
Randall, C. Michele	MD	Branch 531
Wileman, Dotty	MD	Branch 923
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202
Butts, Ivan	PA	Branch 355
Allen, Rose	VA	Branch 526

March Contributors

President's Ultimate SPAC (\$1,000+)		
Randall, C. Michele	MD	Branch 531
Amash, Joseph	NY	Branch 83
Allen, Rose	VA	Branch 526

VP Elite (\$750)		
Van Horn, Gail	FL	Branch 154
Wagner, Brian	IL	Branch 255
Shawn, Steve	MD	Branch 403
Austin, Jessie	TX	Branch 122

Secretary's Roundtable (\$500)		
Rominger, Jackie	CA	Branch 77
Wong, John	CA	Branch 497
Moss, Donald	DC	Branch 135
Ruckart, Kenneth	FL	Branch 386
Williams, Carolyn	FL	Branch 146
McKiernan, Michael	NJ	Branch 74
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Erickson, David	SD	Branch 946
Aaron, Donna	TN	Branch 947

Chairman's Club (\$250)		
Bruffett, Shawn	AZ	Branch 376
Salmon, James	AZ	Branch 246
Ayon, Celia	CA	Branch 88
Campbell, Stephnia	CA	Branch 159
Jones, Marilyn	CA	Branch 39
Odell, Heather	CA	Branch 159
Sutton, Catherine	CA	Branch 373
Walton, Marilyn	CA	Branch 77
Pashinski, Myrna	CO	Branch 65
Garland, Angela	DE	Branch 909
Gilbert, Belinda	FL	Branch 425

Lynn, Patti	FL	Branch 296
Sebastian, Gerald	FL	Branch 386
Strickland, Ann	FL	Branch 146
Wommack, April	FL	Branch 386
Alos, Kanani	HI	Branch 214
Eberhart, Keliinani	HI	Branch 214
Lum, Chuck	HI	Branch 214
Lum, Laurie	HI	Branch 214
Maxwell, Sherry	IL	Branch 255
May, Charles	IL	Branch 14
Moreno, Luz	IL	Branch 489
Winters, Michael	IL	Branch 255
Moore, Robert	MA	Branch 43
Murphy, Gregory	MA	Branch 102
Griffin, Troy	MD	Branch 42
Amergian, Raymond	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Glenn, Sandra	MI	Branch 140
Krzycki Jr., Kenneth	MI	Branch 508
Trayer, Kevin	MI	Branch 142
Johnson, Craig	MO	Branch 36
Price-Booker, Virginia	MO	Branch 131
Caruso, Richard	NE	Branch 10
Kofsky, Jonathan	NJ	Branch 568
Gawron, Dennis	NY	Branch 27
Jessmer, Spencer	NY	Branch 11
Burgasser, Ted	OH	Branch 29
Needham, Timothy	OH	Branch 133
Skjelstad, Aric	OR	Branch 276
Adams, Jeanine	PA	Branch 20
Wiskoski, Ann	PA	Branch 387
Green, Shri	TN	Branch 41
Foster, Debra	TX	Branch 9
Butler, Phillip	VA	Branch 98
Cox, Lloyd	VA	Branch 526
Green Jr., Richard	VA	Branch 98
Johnson, Stanley	WA	Branch 60

Supporter (\$100)		
Brathwaite, Rafael	AL	Branch 45
Dangerfield, Carol	AL	Branch 45
Alarcon, Delmy	CA	Branch 244
Danzy, Marsha	CA	Branch 197
Dominguez, Jesse	CA	Branch 373
Dunn, Sandy	CA	Branch 373

SPAC Scoreboard

Statistics reflect monies collected from Jan. 1 to March 31, 2020

National Aggregate:

\$68,802.10

National Per Capita:

\$2.52

Region Aggregate:

1. Eastern.....	\$16,962.00
2. Western.....	\$14,724.75
3. Southern.....	\$14,446.00
4. Central.....	\$12,470.50
5. Northeast.....	\$10,198.85

Region Per Capita:

1. Eastern.....	\$2.85
2. Central.....	\$2.67
3. Western.....	\$2.53
4. Southern.....	\$2.45
5. Northeast.....	\$2.05

Area Aggregate:

1. Capitol-Atlantic.....	\$9,795.30
2. Pacific.....	\$8,790.50
3. Mideast.....	\$6,471.00
4. Southeast.....	\$5,863.50
5. New York.....	\$5,624.85
6. Texas.....	\$4,150.50
7. Illini.....	\$3,413.00
8. North Central.....	\$3,285.00
9. Rocky Mountain.....	\$3,255.00
10. Michiana.....	\$3,225.00
11. New England.....	\$3,149.00
12. Northwest.....	\$2,679.25
13. MINK.....	\$2,547.00
14. Cotton Belt.....	\$2,436.00
15. Pioneer.....	\$2,120.70
16. Central Gulf.....	\$1,996.00

Area Per Capita:

1. North Central.....	\$3.50
2. Capitol-Atlantic.....	\$3.31
3. Pacific.....	\$2.79
4. Michiana.....	\$2.76
5. Mideast.....	\$2.72
6. Southeast.....	\$2.57
7. Illini.....	\$2.53
8. Central Gulf.....	\$2.48
9. Cotton Belt.....	\$2.48
10. Northwest.....	\$2.35
11. New York.....	\$2.31
12. Texas.....	\$2.27
13. Rocky Mountain.....	\$2.14
14. MINK.....	\$2.10
15. New England.....	\$1.91
16. Pioneer.....	\$1.43

State Aggregate:

1. California.....	\$ 7,330.50
2. New York.....	\$5,374.85
3. Florida.....	\$4,924.00
4. Maryland.....	\$4,314.00
5. Texas.....	\$4,150.50

State Per Capita:

1. North Dakota.....	\$11.40
2. Hawaii.....	\$9.42
3. Maine.....	\$7.28
4. South Dakota.....	\$7.19
5. Maryland.....	\$6.85

Drive for 5

Members by Region:

1. Central.....	61
2. Eastern.....	50
3. Southern.....	51
4. Western.....	46
5. Northeast.....	34

Aggregate by Region:

1. Western.....	\$4,463.00
2. Eastern.....	\$4,350.00
3. Central.....	\$4,261.00
4. Southern.....	\$4,098.50
5. Northeast.....	\$2,706.00

Francisco, Daryel	CA	Branch 159
Gishi, Sharon	CA	Branch 94
Gray, Glenn	CA	Branch 127
Grayson, Yolanda	CA	Branch 39
Jackson-Kelley, Patricia	CA	Branch 39
McClinton, Velma	CA	Branch 39
Moore, Edward	CA	Branch 244
Rahming, Karyn	CA	Branch 77
Salazar, Oscar	CA	Branch 244
Swygert, Vontina	CA	Branch 127
Thomas, Linda	CA	Branch 88
Thompson, Carolyn	CA	Branch 88
Trevena, April	CA	Branch 94
Aldrich, Robert	CO	Branch 557
Alfred, Wilhlemina	CO	Branch 65
Flaherty, Donna	CO	Branch 65
Campbell, Frederick	DC	Branch 135
Wright, Marcellus	DC	Branch 135
Bock Jr., Robert	FL	Branch 406
Malcolm, Kirk	FL	Branch 321
Quinlan, Robert	FL	Branch 154
Finley, Roger	GA	Branch 595
Johnson, Sylvia	GA	Branch 595
Wooley, Josephine	GA	Branch 82
Barkley, Bradley	IA	Branch 172
Billups, Juanita	IL	Branch 17
Hilliard, Ricky	IL	Branch 489
Pierce, Annette	IL	Branch 255
Rendleman, Daniel	IL	Branch 255
Krempa, Keith	IN	Branch 169
Mosley, Monique	IN	Branch 8
Norton, Paul	IN	Branch 8
Webb, Marcel	IN	Branch 8
Gramblin, Reginald	MD	Branch 531
Mason Jr., Garland	MD	Branch 592
Pulley, Cheryl	MD	Branch 42
Hafford, Darrell	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Bodary, Joseph	MI	Branch 268
Hommerson Jr., David	MI	Branch 130
Scott, Jonathan	MI	Branch 142
Junck, John	MN	Branch 104
Kuiper, Bruce	MN	Branch 16
Mooney, Dan	MN	Branch 16
O'Donnell, Curt	MN	Branch 16
Soukey, Louis	MN	Branch 104
Crisafulli, Jeffrey	MO	Branch 36
Johnson, Karen	MO	Branch 36
Hill, Mildred	MS	Branch 199
Geter, John	NC	Branch 183
Hicks, Angie	NC	Branch 157

Olson, Chad	ND	Branch 937
Weiland, Heather	ND	Branch 937
Jahn, Shirley	NE	Branch 64
Ruggiero, Joseph	NH	Branch 932
Sarnie, Deborah	NH	Branch 932
Barrett, George	NJ	Branch 74
Busciglio, Michael	NJ	Branch 287
Butler, Prescott	NJ	Branch 327
Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75
Clayton, Jackie	NV	Branch 463
James, David	NV	Branch 463
Pelletier, Cecilia	NV	Branch 463
Baselice, Francisco	NY	Branch 202
Burke, Terriann	NY	Branch 11
Englerth, Scott	NY	Branch 11
Philpot, R.	NY	Branch 100
Laster, Edward	OH	Branch 46
Mayes, Sean	OH	Branch 29
Paige, Lillie	OH	Branch 46
Saunders, Leslie	OH	Branch 33
Smith, Ronald	OH	Branch 46
Simpson, Pamela	OR	Branch 66
Benford, Debra	PA	Branch 50

Lach, Joe	PA	Branch 20
O'Donnell, Joseph	PA	Branch 20
Cabrera, Antonio	PR	Branch 216
Quinton, William	SC	Branch 228
Weber, Camron	SD	Branch 946
Shropshire, Larry	TN	Branch 245
Armstrong, Aneka	TX	Branch 203
Clark Jr., Bobby	TX	Branch 124
Compton, Joel	TX	Branch 122
Davis, Pamela	TX	Branch 122
Elizondo Jr., Jaime	TX	Branch 122
Irving, Mary	TX	Branch 122
Lomba, John	TX	Branch 103
Longoria, Richard	TX	Branch 229
Lyons, Lisa	TX	Branch 428
McCloud, Regina	TX	Branch 589
Mitchell, Annie	TX	Branch 124
Jensen, Jill	UT	Branch 139
Tresner, Kristen	UT	Branch 139
Garrett, Donald	VA	Branch 98
Holley, Deborah	VA	Branch 526
Hubbard, Jim	VA	Branch 22
Hughes, Thomas	VA	Branch 526

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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 2019

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.

Coaching: A New Paradigm for Effective Management

Submitted by the USPS Employee Assistance Program

“Manager is a title; it does not guarantee success. Coaching is an action—not a title—and will result in success.”—Catherine Pulsifer, inspirational author

If a survey was taken of every, single manager in the world, we could assume there would be universal consensus that being a manager can be challenging at times. While opinions regarding the actual work of management may diverge, some may describe the role as “challenging, but rewarding,” while others may disagree and say managing is “stressful and unfulfilling.” At the end of the day, our primary goal should be finding solutions to the different challenges the position offers.

One commonality managers share is the reality their job performance and effectiveness mostly is based on the performance of those they supervise. Think back to the days before you became a manager.

You only had to focus on *your* performance. Let’s say you had clear goals for yourself and you could pursue those goals with a single-minded determination. Your focus was your performance—very much a singular pursuit. You were in control.

When you became a manager, there was a clear

shift in thought, expectation and behavior. An interesting point is that while your responsibilities increased, your sense of control seemed to decrease because others’ behavior was your responsibility.

For those in supervisory positions, the reality is things do not always go as planned; staff may not always be cooperative, responsive or as effective as expected and critique is leveled from the bottom and the top. The understandable and typical response to these challenges is to resort to the traditional authoritarian management style of telling, ordering and directing results. While this approach may have some short-term beneficial impact, results relying on this style have long-term consequences that diminish effective leadership.

In 1960, there were two theories about worker types. One theory believed most people do not want to work and only will be productive under strict discipline. The second theory said employees can be trusted to work without being disciplined and often will seek additional responsibilities when their work

is valued and they are appreciated.

Since the 1960s, the workplace gradually has become more diverse and evolved; these two distinct theories have become more developed. The modern workplace requires leadership to address the needs of a more sophisticated workforce, while continuing to manage the needs of the business. This has required leaders to develop a balance between the first group that needs to be managed, while the second group will do better with a coaching style of management.

In order to fully understand the manager as coach, it is important to explore the differences between the two approaches. A manager directs a team. This direction comes from an established history of professional knowledge and accomplishment, which empowers the manager to direct, devise plans, provide solutions and oversee the workplace.

A coach also possesses a history of professional understanding and accomplishment. They offer consultation to employees, assist employees in developing their own knowledge base and problem-solving skillset and support the overall development of the team and job. While a manager fixes a problem or issue, a coach encourages employees to find effective solutions. The art of effective management is not adopting one style over the other, but knowing which one to use depending on the employee.

You may be thinking, "This is all well and good, but exactly when do I wear which hat? When do I coach as oppose to manage?" Here are some practical guidelines offered in "Know When to Manage and When to Coach," (*Forbes*, 2012):

Direct/manage when an employee:

- Is new in a role
- Is new to the company

- Has new job responsibilities
- Has low-to-moderate competence with the skills needed to complete the task

Delegate/coach when the employee has:

- Moderate-to-high competence/understanding
- A track record of competence
- Confidence in their abilities
- Knowledge of expectations

Coach/develop when the person:

- Has a high level of competence
- Has extensive experience
- Is developing new competencies

Consider these remarks from managers and their perspectives on coaching:

"I'm definitely one of those managers who's energized by removing roadblocks my team faces. Nothing makes me happier than to hear, "Task X is so much easier now!" Being able to turn the vision of a smooth, straightforward and simple process into a reality is my favorite thing about work generally. And it's a huge part of why I'm enjoying managing more than I thought I would."

"Dealing with the interpersonal stuff can be harder because you can't 'fix' people in the same way. I try very hard to be fair, reasonable and calm in all my dealings with my team, but there are certain behaviors I have a hard time relating to and are harder for me to coach because of that.

"I tend to have a 'striver mentality' at work by my nature. It's tough for me to come up with ways to elicit more effort from my reports who don't have any particular desire to be more than average. I know I need to get better at coaching away the 'meh' and, by extension, not letting an employee's 'meh' lead me to having hard feelings toward them."

(www.askamanager.org, 2016)

"I really enjoy managing a team. Yes, there are a lot of challenges and I work long and sometimes crazy hours. Yes, there's a lot more riding on my decisions than when I was an individual contributor. Yes, that means at times it can be stressful."

"Being a manager really plays to my strengths. I love people to be successful, helping lead people to accomplish bigger goals and helping people learn. My personality handles the big picture well. I get a lot of satisfaction from making big-picture plans come to fruition. Also, I'm good at building relationships with people all over my organization at all levels and across multiple teams. I take a lot of satisfaction from being able to leverage those relationships to create cross-team, win-win outcomes."

"Management definitely isn't for everyone. But I'm definitely happier, more satisfied and more engaged as a leader than I felt as an individual contributor." (www.askamanager.com, 2016)

In 2016, *Forbes* wrote about the six behaviors of managers of high-performing teams:

- inspire
- resolve conflicts
- increase cooperation
- set realistic goals
- communicate direction and vision
- be trusted

The focus of a coach is on the development of people as opposed to output of product. It has been shown that when staff is valued and developed, higher-performing teams result. As stated in the beginning of this article, as a manager's effectiveness is determined by the performance of their team, the coaching paradigm offers job satisfaction for

Continued on page 87

Accountability Is Your Friend

By Kevin Moore

How many times in your postal career has your boss said, “Hold your employees accountable?” I know I’ve heard it more times than I care to remember. But, as my postal career progressed, I found those to be wise words.

Stop and think about your day at work. To how many phone calls or emails did you have to respond in relation to your employees not performing their jobs? Examples of this could be clock ring errors, short lunches or a stationary event.



Now, think about what action you took with that employee. Did you even discuss it with the employee or let it go? Did you tell them this would be their last chance, knowing the next time it happens, you’ll tell them this is their last chance?

Employees are masterful at learning how far they can go without facing consequences for their actions. We can pretty much say they are our “other kids.” They can make our life easy or difficult. Here’s the kicker: You can control whether your life is going to be easy or difficult.

“How?” you ask. By holding your employees accountable. Treating our employees with dignity and respect is extremely important, but you can do that and still hold them accountable. It’s all in your presentation.

A calm demeanor and a firm, but not screaming, voice, detailing exactly the inappropriate action the employee took and an opportunity for them to offer their side of the story will show it’s not a personal vendetta against them.

I’ve seen many supervisors who want to be friends with their employees and go above and beyond to help them. For example, giving an employee leave when they really can’t

The Postal Supervisor 2020 Production Schedule

Issue	Copy Deadline*	Mails
JUNE	APR 17	MAY 12
JULY	MAY 12	JUNE 9
AUG	JUNE 22	JULY 16
SEPT/OCT	AUG 24	SEPT 22
NOV	SEPT 28	OCT 22
DEC	OCT 23	NOV 17
JAN 21	NOV 23	DEC 22
FEB	JAN 4	JAN 28

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

afford it. Then, that same employee throws the supervisor under the bus or files a grievance in return. It’s pretty simple: By being fair, firm and going by the book, you can’t go wrong.

A supervisor who issues appropriate discipline usually is the least liked supervisor in the building. But have you noticed anything about them? Their desk is clean—no clutter. They can complete their work, no e360 cases hanging out there. Their employees come to work, take their lunches and, most of the time, leave on time.

From my point of view, I could stand to have fewer so-called friends at work if I could complete my work, go home at a decent time and spend it with the ones with whom I truly want to spend my time. Think about it!

kevinmoore324@gmail.com

Kevin Moore is Georgia State Branch 912 secretary/treasurer and postmaster of Fortson.

On the Move?

Have you moved or are planning a move? *Let NAPS know, too!*

Keeping your mailing address current at NAPS Headquarters helps us keep *The Postal Supervisor* coming to you without interruption and avoid unnecessary “Address Service Requested” charges.

Please let us know your new address and its effective date as soon as you know it. Address changes may be mailed to NAPS at 1727 King St., Suite 400, Alexandria, VA 22314-2753, or faxed to (703) 836-9665.

2020 SPAC Contributors

Continued from page 81

Jackson, Alice	VA	Branch 526
Jacobs, Charles	VA	Branch 132
Wade, Harold	VA	Branch 526
Gruetzmacher, Bjoern	WA	Branch 61
McCracken, Cindy	WA	Branch 61

Wong, On Bong	WA	Branch 61
Joers, Julie	WI	Branch 72
Sederholm Marti, Susan	WI	Branch 72
Simmons, Brandi	WI	Branch 213
Sprewer, Victoria	WI	Branch 72
McComas, Christina	WV	Branch 212

We Are Needed, but, Alas, Forgotten

By **Dioenis D. Perez**

By the time this column comes out, I pray the coronavirus has vanished or a vaccine is closer to being developed. I also hope that, by now, USPS Headquarters and our political leaders have recognized the USPS employees who are on the front lines, perhaps more in a support role compared to health professionals and first responders.



Nevertheless, USPS employees are in a support role the government has deemed to be “essential”—meaning indispensable. In my 31 years of service, this is the first time I heard anyone consider the Postal Service essential. You wouldn’t know this by our pay scale and the time it takes to reach the top of our pay grade, would you? The words “essential” and “indispensable” are synonymous.

Why do I consider us on the front lines? As EAS employees, we are faced with the daily, daunting task of keeping our operations running, despite some employees being quarantined or isolated for a period of time. There even have been some employees who died because of COVID-19. Yet, we continue risking coming into contact with others who might be carrying the virus—unbeknownst to them or us.

Our offices are not set up to have employees working six to 10 feet apart. Imagine clerks sorting parcels working this far apart from each other. By what time do you think these parcels would be sorted—noon? Until recently, our Sales associates had no clear plastic curtains or partitions to protect them

from the public; now they do.

Remember the term, “team lifting?” How’s that going to work if we have to keep away from each other? All of us are exposed daily to COVID-19 dangers without even realizing it.

The possibilities are endless.

Yet USPS employees come to work every day—regardless if they are management or craft—for the sole purpose of servicing the needs of the community in which they work. Other than our health professionals, military and first responders, are there more noble employees in these

pandemic times than Postal Service employees delivering for the American public throughout our country?

Why haven’t our political leaders acknowledged our daily contributions during the pandemic? Hearing a simple “thank you” from America’s leaders as an acknowledgement of every postal employee’s dedication to serving the American public would be a good start!

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

Dioenis D. Perez is Long Island, NY, Branch 202 vice president and postmaster of Syosset.



NAPS is pleased to announce we have a mailbox for members to submit photos for our social media outlets. We want to hear from you! Members can send photos of NAPS activities directly to NAPS Headquarters at socialmedia@naps.org. We will review the submissions before posting on our social media outlets.

We encourage members to submit photos of branch meetings, social outings, meetings with postal leaders, meetings with congressional leaders in their districts, attendance at career awareness conferences and more.

When submitting a photo, please tell us about the event, the names of the members in the photo and when the event occurred. Also, please send hi-resolution photos; we want everyone to look good.

We look forward to increasing our presence on social media with this initiative. Like, follow, share!

Looking to Fly This Fall?

By **Elly Soukey**

Central Region Vice President

In my job as a travel adviser, every few weeks I get a panicked call from someone wanting to know what type of ID they need to get through airports' Transportation Security Administration (TSA) security. Since 2008, I have been able to reassure them their current driver's license will suffice.

After years of push-backs and delays, Oct. 1, 2020, was going to be the start of when you would be required to have a Real ID-

compliant driver's license. However, due to the COVID-19 virus, that start date has been pushed to Oct. 1, 2021.

Hopefully, my response at that point will not mirror my clients' panic as I inform all travelers a Real ID will be needed to board a federally regulated commercial airplane. If you have a regular driver's license, you will not be allowed to pass through the security checkpoint.

Other forms of identification will be accepted, though. These include a passport, passport card, U.S. military ID or ID from the

federal government's Trusted Traveler Program, such as a Global Entry card that allows you to pass through TSA security.

The Real ID Act was passed by Congress in 2005. It enacted the 9/11 Commission's recommendation to have the federal government "set standards for the issuance of sources of identification such as driver's licenses." The act established minimum security standards for license issuance and production. In certain cases, it prohibits federal agencies from accepting driver's licenses and identification cards from states not meeting the act's minimum standards.



Auxiliary Luncheon Registration Form

Noon, Friday, Aug. 21, Yellow Rose Ballroom

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 25, 2020.

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 25, I plan to purchase _____ tickets at \$50 each for a total of \$ _____. \$50 tickets will be available Monday, Aug. 17, and Tuesday, Aug. 18, 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.

Real IDs also are called the “Star Card” as many states are marking their cards with a gold or black star in the top-right corner. Other states refer to a Real ID as a flag. Some states also offer an enhanced driver’s license (EDL) because these also are acceptable for border-crossing documents.

Whatever your state calls it, it must include an encoded “machine readable zone” with a person’s scannable information. Many state driver’s licenses already have this

feature. What makes the card so special is the federal government requires you to provide certain identifying documentation to your state DMV to get the card. You can find a list of required documents needed to apply for your Real ID on your state’s DMV website.

In order to avoid multiple trips when applying for a Real ID, it has been suggested that you print the requirements from your state. Gather everything you need, double check-

ing and consider bringing along one more option than required in case an item is rejected. Some states allow you to fill out the proper documentation online before completing the process in person at the DMV. Also, some states already have the required information and documents on file.

Go to <https://www.dhs.gov/real-id> for the most current information regarding the new deadline and requirements.

elly@charter.net

Coaching: A New Paradigm for Effective Management

Continued from page 83

subordinates, as well as the distinction of high performance for the manager/coach.

When given the opportunity to learn and grow, employees thrive. By adopting a coaching mentality and approach when appropriate, you can help your team reach its full potential. An investment in individuals will help retain strong talent and foster a culture of positivity and opportunity, which is a win for the Postal Service. The difficulty sometimes lies in the shift from a managerial mindset to one of a coach. Here are some tips to help you get started:

- Observe and learn what makes your team tick so you can help them succeed.
- Recognize when to direct and when to let employees explore options and aspirations.
- Ask questions. Allow individuals to challenge their assumptions.
- Promote creative problem-solving.
- Get comfortable with a certain level of ambiguity. Allow space for



others to contribute their ideas and solutions.

- Work on your emotional intelligence. Be aware and mindful of others’ emotions and responses.
- Tailor help to each individual. Help them navigate their strengths and weaknesses.
- Handle topics of personal values and lifestyle with sensitivity.
- Be a role model. Set the coaching example.

In a busy environment where staff is expected to meet deadlines with limited resources, coaching may seem like a luxury no one can afford. But the truth is coaching truly can increase employee engagement. Good coaches can improve the quality of worklife for individuals and help build a supportive culture.

People often turn to those they feel they can trust—a coach—when taking on a new challenge. Building trust with your team will result in valued, confident employees who boost the productivity and impact of the Postal Service.

Are you interested in additional resources and training that can help you become a better coach? The Employee Assistance Program provides

coaching and consultations for leaders. Give us a call at 800-327-4968 (800-EAP-4YOU) TTY: 877-492-7341.

Coaching from the EAP can help you reach your goals. The added confidence you gain from receiving good training will make it easier to accomplish high performance. By working with a coach, you have someone to:

- Bounce ideas off and hold you accountable
- Provide input about your goals
- Give you the boost you need
- Help you overcome your concerns

A coach can not only motivate you, but help you succeed. Coaching also can teach you skills to help you achieve your goals. When you feel unprepared or untrained for a certain task, it can be extremely easy to put it off out of fear of failure. The solution is to get the training, skills and education you need to complete the task successfully and with confidence!

However large your goals or challenges, you can fulfill them by taking the right approach. Even if you’ve struggled to make progress in the past, a good game plan and your EAP coach can help turn your good intentions into solid actions. Reach out; we’re here for you!



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¹ \$25 Visa statement credit applies to new applicants only. The credit expires after six months if it is not used. All loans are subject to credit approval.
² APR = Annual Percentage Rate. Your actual APR will be determined at the time of application and will be based on your application and credit information. Not all applicants will qualify for the lowest rate. Rates quoted assumes excellent borrower credit history. Rates are set by the Board of Directors and may change without notice.

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