

# National Association of Postal Supervisors

2021 Fall Executive Board Meeting

October 17-20, 2021

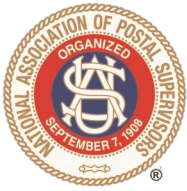
1. Call to order – 1:00 PM October 17, 2021 by President Ivan Butts
2. Invocation – Led by Pioneer Area VP Tim Needham
3. Pledge of Allegiance – Led by Texas Area VP Jamie Elizondo Jr.
4. Sergeant-At-Arms – New England Area VP Bill Austin, North Central Area VP Dan Mooney
5. Roll call – Warden - All Board members present
6. Welcome – Butts, Mulidore, Warden

**Ivan:** President Ivan Butts welcomed the Executive Board and was glad everyone arrived safely as there were travel issues at the Washington airport resulting in major delays. President Butts welcomed the new board members and strongly believes they will add great value to the board and membership of NAPS. President Butts stated we have a full agenda and is looking forward to the guest speakers as well as the topics for discussion that will be presented.

**Chuck:** Vice President Mulidore welcome all the Executive Board members. He was glad to see everyone arrived safely. V.P. Mulidore informed the Board it has been an interesting transition as the building just went through major repairs including replacing the walls inside some of our offices. Basically, the front of the building had to be repaired as there was water damage from when it rains. Therefore, all those who's offices were at the front of the building had to temporary relocate within the office. V.P. Mulidore said he is looking forward to the future.

**Jimmy:** Secretary/Treasurer Warden welcomed all the Board members as well. He was happy to see everyone once again in person and that everyone was doing well. He said he is looking forward to the future working with Ivan and Chuck. The transition has been going well. This past week was a difficult week hearing of the unfortunate tragic events that have taken place taking the lives of some of our members. Jimmy asked we not forget those that have lost their lives.

New Board members introduced themselves. John Valuet, Bill Austin and Dee Perez.



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Selection for Chairman of the Board. Chuck Lum nominated Tim Ford second by Jaime Elizondo. There were no other nominations. Tim Ford was re-elected as the Chairman.

A motion was made to adopt the Agenda and Program. Discussion took place and we were reminded that the Parliamentarian Bruce Bishop at the September 4, 2021 Board meeting informed the Board according to Robert's Rule if a motion is made and the agenda and program is adopted, it cannot be changed and must be strictly followed. You do not have to adopt the agenda based on Roberts Rules. The chair can elect to follow the agenda and program. The motion was withdrawn.

Chairman's Report – Executive Board Chairman Ford welcomed the Board members. Chairman Ford informed the new board members of the rules regarding board meeting protocols.

7. Minutes of Previous Board Meeting – Warden – Recommendation by Bart Green to accept the minutes of the Spring 2021 Executive Board meeting (3/21/21 – 3/24/21) and the Board Meeting Minutes held at the National Convention on August 28, 2021 and September 4, 2021 as previously submitted to the Board, 2<sup>nd</sup> by Tim Needham. Recommendation adopted.

8. Secretary/Treasurer's Report – Warden

**A. NAPS Investments, Assets & Balance Sheet**

As of October 1, 2021, NAPS investments totaled \$13,176,199.49.

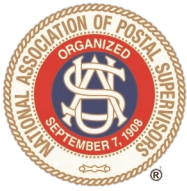
On June 1, 2021 NAPS investments totaled \$13,601,587.01. This is a 2022 fiscal year-to-date decrease of \$425,387.52 or 3.23%.

As of October 1, 2021 the NAPS General Fund Signature FCU Checking account balance was \$367,684.07 and the Signature FCU Money Market account was \$1,338.88 for a total of \$369,022.95.

**B. NAPS Property Inc.**

As of 09/30/2021, NPI has \$106,854 in cash on the balance sheet. There are \$115,228 in outstanding liabilities (security deposits, prepaid rents, and accrued expenses), which means all cash is encumbered and there is no free cash flow.

Tower Strategy vacated their space at the end of November 2020 and that space was released in May 2021 to Real Estate Counselors PLLC. Strategic Partnerships vacated their space on the



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first floor when their lease expired on 9/30/21 and the space remains vacant at this time. LRB is currently with legal, and a settlement agreement has been drafted whereby the tenant would surrender the space voluntarily as of January 31, 2022. We await final execution from all parties.

The current cash projections assume continued vacancy on the 2<sup>nd</sup> floor. Our leasing department is working on leasing out the space at the market rate of \$29 psf. The overall pace of leasing activity remains slow because of the Covid-19 pandemic.

The cash forecast for FY2022 assumes \$50K of contributions from the landlord (NAPS HQ) will be required monthly to cover the deficit created by delinquency from LRB and current vacancies and building operating expenses; however, to the extent a settlement is reached with LRB is reached and a portion of the outstanding receivables are collected, these contribution requests may be lowered.

Total Square footage of rentable space is 44,922. This does not include common areas, such as the lobby, hallways and restrooms.

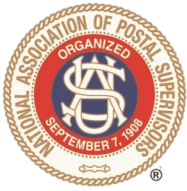
## Vacant Square Footage

Suite 100	4,086 sq ft
Suite 200	700 sq ft
Suite 201	10,964 sq ft
Total	15,750 sq ft

## C. Web & Social Media Report

As of October 1, 2021, NAPS HQ Social Media results are as follows:

- 1) Facebook followers as of October 1 – 3,162 followers (up from 2,911 October last year: up 8.65%)
  - Posts continue to garner an average of approximately ~300-1,000 views; the most engaging posts get ~1,000-4,000 views organically.
  - A few highlights:
    - The post with the highest reach so far in 2021 was from 8/25/21 (~4.2k+ reach/views) - NAPS Newsbreak: NAPS Approves USPS EAS Pay Decision Thru May 20, 2023
    - The next highest posts/reach:

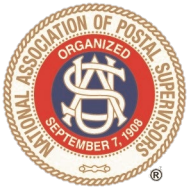


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- 3/3/21 (3.7k+): USPS HQ Announces Division Alignment, District Restructurings and Limited Voluntary Early Retirement (VER) Board Memo 016-2021
  - 2/24/21 (2.2k+): USPS Facts #1 --> Zero tax dollars used. The Postal Service receives NO tax dollars for operating expenses and relies on the sale of postage, products and services to fund its operations.
  - 7/26/21 (2.1k+): NAPS Executive Vice President Ivan Butts and NAPS Secretary Treasurer Chuck Mulidore attended a town hall style meeting at the Pittsburgh NDC with members of NAPS branch 554.
  - 5/7/21 (1.7k+): NAPS President Brian Wagner joins Bob Levi on NAPS Chat to discuss a luncheon meeting held this week with the U.S. Postal Service Board of Governors, the recently announced USPS reduction-in-force, the start of EAS Pay talks, and the upcoming 2021 NAPS National Convention in Texas.
- Facebook continues to be highly trafficked and competition for organic views on the timeline is fierce; because so many people are on the platform and more advertisers pay for ads every year, we are competing to have our posts seen (even by people who already follow your page). Each year the NAPS page is competing with more organizations/people/pages to show up in people's timelines when they scroll through Facebook. Boosting posts can be a cost-effective way to get more reach. It is relatively inexpensive and can allow our posts to be seen by more people.
  - Most of our web traffic from social media continues to come from Facebook (90%+); it's still very important to be on the other platforms for visibility (Twitter, Instagram and LinkedIn).
- 2) Twitter followers as of October 1 – 644
    - Typical monthly impressions are approximately ~5k depending on the type of news shared.
  - 3) Instagram followers as of October 1 – 308
  - 4) LinkedIn followers as of October 1 – 47
  - 5) NAPS Website Traffic
    - Our web traffic for 2021 so far shows that the number of users is flat, about the same as last year for Jan-Sept. The number of overall page views has increased slightly as has the time each user has spent on the site. Also, the data shows that the users who are visiting the page are clicking through more pages (less people are leaving after just visiting the first page they land on). We can see this because the bounce rate has decreased by about 3.4%.



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- Email continues to be a large driver for readership and traffic to your website. The news pages and magazine articles that are posted regularly are also some of the most visited pages. It's important to repost the magazine articles onto the website because this allows members and prospective members another avenue to get this information. It also provides consistent/regular fresh content for the website which is very important for Google and search.
- In addition to the magazine articles, we will be considering the development of an ongoing content plan to have more original news/blog articles or other types of content written and shared on the website. The articles from The Postal Supervisor get a lot of traction and are great, but if/when it makes sense, we will be exploring the idea to create more original content and articles exclusively for the website. This could help us continue to grow web traffic being this is our goal.
- I will send to the Board our Google website data via email (note – the file has 4 tabs).

A suggestion was made by a Board member to consider having podcasts placed on the website aside from the Legislative podcasts or possibly looking into posting on YouTube.

### **D. Membership**

As of the August DCO (reflecting DCO membership through (PP16 and PP17) NAPS had 26,190 members (24,838 active and 1,352 associates, 94.84% and 5.16%, respectively). Total membership from a year ago, (PP16 and PP17 2020) was 27,473 (26,118 active and 1355 associate); an overall total SPLY decrease of 1283 members or (4.67%).

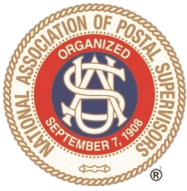
As of the August 2021 DCO, the total number of active EAS non-members was 8,569. This number is based on the USPS payroll files of non-member EAS, who are coded non-postmasters. Based on current membership totals, there are approximately 25.65% non-members.

NAPS continues to encourage membership growth by providing sponsors of new members a \$25 NAPS check.

Local and state branches continue to receive their NAPS Non-Member and Change Summary Reports along with their DCO Report and their Mail Report on a monthly basis.

### **E. Expiring Contracts**

Per Board motion, contracts expiring prior to the March 2022 Executive Board meeting are Bruce Bishop for Parliamentarian services.



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9. Disciplinary Defense Fund – Al Lum, Labor Relations Admin Group (LRAG), and Chuck Mulidore, NAPS Executive VP gave a report to the Board. Updates on wins, losses, settlements, and a review of current cases were covered. .... Due process is a major concern. Requesting information is ignored in many areas. Recommendation from Mr. Lum that Branches should contact him notifying him a case has been sent to him. Ensure the person seeking the DDF is a member. A copy of the DDF request form must also be sent to V.P. Chuck Mulidore so membership verification can be conducted as well as knowledge of the case. A copy of the presentation will be posted on the NAPS website.

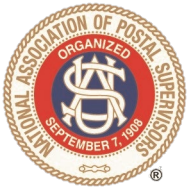
Karen Young, Editor, The Postal Supervisor

Everything went well at the convention. The hotel cooperated tremendously with copy machines etc. A thought for the next convention is set up risers for photos so delegates won't have to walk a distance for their group photo. Cost is rising pertaining to the magazine especially for the paper as paper cost has risen. We will look into this and may need to adjust the advertising cost. The NAPS resident officers and board thanked Karen for the outstanding job she does in publishing The Postal Supervisor magazine.

10. Legal Review – NAPS attorney Bruce Moyer provided the Board with a confidential update on legal issues facing the organization. Mr. Moyer also discussed with the Board the oral arguments that took place with the Appellate Court pertaining to the NAPS law suit. Bruce thanked the Board for allowing him for the privilege to continue to work with NAPS and he fully understands the work that needs to be done. Ivan thanked Bruce for the work he has done.

11. USPS OIG – Tammy Whitcomb Inspector General Imari Niles – Special-Agent-In-Charge President Ivan Butts welcomed and introduced the guests. I.G. Whitcomb thanked us for our participation with them in the past in discussing and addressing issues.

What they do. Investigations - Prevent and detect fraud, waste and misconduct. Audits – Determine the efficiency and cost-effectiveness of postal programs and operations. Dual and Independent reporting. Reports to both Congress and the Board of Governors. Briefed the Board on Areas of Focus – Ongoing mail delays and service performance - Change in service network structure and processes – Financial condition of the USPS, to include maximizing revenue and controlling costs - Reduction in mail and growing reliance on packaging volume – COVID-19 pandemic response. OIG website USPSOIG.gov posted



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are reports by the OIG. The general public can view this data. Service performance can be viewed on this website for a specific area by clicking on the map. What do they investigate? Wrong doings by Postal employees are: Internal Mail Thefts, Narcotics, Mail Delay and Destruction, Financial Fraud, Health Care Fraud, Contract Fraud, Employee Misconduct, Workplace Environment Violations and Computer Crimes. A copy of the presentation is posted on the NAPS website.

12. New Business Legal Counsel Bruce Moyer sent the link to the hearing of the oral arguments in the NAPS vs USPS appeal and also a link to the commentary article published in Law360. These two links will be sent out via Board memo and also placed on the NAPS website.

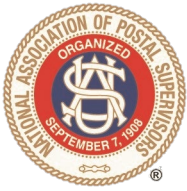
A discussion was held on the Postal Employee Relief Fund (PERF). A motion was submitted by V.P. Chuck Mulidore to give \$30,000 to PERF. The motion passed.

There was a concern submitted by a member that NAPS wasn't involved in the RIF. Discussion was held. This statement is untrue. NAPS was involved and was in continuous contact with Postal Headquarters requesting data. President Ivan Butts along with many Board members reached out to many of those that were listed as still affected. NAPS was in disagreement with the way the process was administered and had informed Postal HQ of their concern.

Concerns with the website. It needs to be more user friendly and updated information more often. NAPS HQ has planned to have staff worker Allison Portnoy to be assigned these responsibilities.

13. SPAC and Legislative Report – NAPS Executive Vice President Chuck Mulidore and Director of Legislative and Political Affairs Bob Levi provided the Executive Board with a review of legislative, regulatory and political activities over the past six months that impact NAPS members, as well as an update relating to the 2022 Legislative Training Seminar (LTS). Bob briefed the Board on upcoming meetings scheduled to discuss NAPS issues including a meeting with the White House administration. The concern is why HR 3076 isn't moving forward from getting to the House floor for a vote. If we can have HR 3076 passed it will open the door to get our other bills more recognized. Other bills won't be taken up in committee until HR 3076 is on the floor. We have seen an increase in listeners of the NAPS Chat podcast. Podcasts are focused on NAPS issues and we encourage all members to listen in. The links are on the NAPS website. Discussion on three Board of Governor





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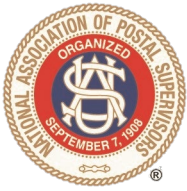
members whose term is scheduled to end in December of 2021. Two bills are pending to adjust COLA for retirees. HR 304 Rep Connolly's bill is requesting same COLA for both CSRS and FERS and HR 4315 Rep Garamendi bill requests a change in the calculation to employ CPI-E for all retirement COLA. Chuck Mulidore wants to see if we can find new ways to generate SPAC contributions. Chuck Mulidore presented Marilyn Walton with her certificate for becoming a member of the President's Elite club for SPAC. Board members who are members of the SPAC President's Elite club were acknowledged. Chuck urged all members to lead by example. Board members Myrna Pashinski, Bill Austin, Chuck Lum, Richard Green and Tim Needham were also presented with certificates for becoming members of the SPAC President's Ultimate club. A copy of the presentation is posted on the NAPS website.

### Postmaster General Louis DeJoy

President Butts welcomed the PMG to the Board meeting and new Board members introduced themselves. PMG DeJoy stated that the Associations and Unions have been welcoming and supportive and he greatly appreciates the relationship. Outside entities have been the challenge and have created difficulties. The Board of Governors had previously asked for a \$70 billion dollar bail out prior to his arrival and he believed that a bail out is not the answer. He stated that we need to embark upon making changes to fix the service. The 10-year plan is made to adjust after 3 years. As a professional logistician he cannot describe the lack of precision with the network and that it was exhausting looking at report after report because of the duplicate structure. The forecast upon his arrival was that the Postal Service would run out of cash within 3 months. An OIG report stated the USPS met its hiring plan but it means nothing if the people aren't retained and there's a 40% turnover rate. The Organization was designed to push everything down and that is changing. 16 direct reports and cross collaboration has begun. The company cannot just fix a problem but teach how to fix it to get good gains for the organization. Operations needed to improve. Transportation is a key. Run the trucks on time. That was tried last year and the plan failed on first day. This is changing as the new team is engaged and learning. We are now engaging in the transformation in order to succeed. The most important source to our organization is our supervisors.

When asked to take the position of PMG he felt it was needed and he could be successful. A major pandemic was going on. He felt he could make a difference. He has a vision and a responsibility to achieve it in order to be successful. Therefore, we need to make decisions. A strong robust plan is needed to run a service. Service is presently at approximately 91% and additional network is being looked at. We need to add 4,000 to 5,000 employees to our





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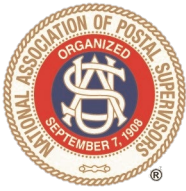
delivery network and probably 40,000 to the logistics network. 50% of our workload is in delivery. Additional staffing is not needed in delivery only for peak season. We should staff based on our needs throughout the year. We can't wait on Congress for relief. Routes should be built on 8 hours work for 8 hours pay. Carriers should be arriving at delivery points the same time each day. Plant overtime is down to 11%. Last year Transportation had 55,000 trucks that were only 30% full. 10,000 trucks were being run 10% full. None of our plants seem to be set up the same. Much focus is being placed on this to increase efficiency and precision. PMG DeJoy's previous company had 275 plants which all did something different but had a common approach. There is a major effort underway as to what plants and transportation should be like. The focus is to deliver mail and packages. The network needs to be redesigned. It is outdated. Focus is on plants and transportation which capital will be spent on. We also must focus on engagement. For peak season we started staffing early. Plants are running better and expect a 10% yield. Trucks are now up to averaging 47% capacity. FedEx was only running 53% on time. We only give FedEx 43% of the volume. 255 contractors cancelled their contracts because we insisted that they will be on time. Numerous employees have been converted to career. It is expected we will have a good peak season. One issue is getting product into the country right now. It's expected that product will be delivered in January not because of our service but because of the availability of the product. Overall PMG DeJoy anticipates us having a successful peak season.

The PMG took questions from the board and emphasized that HR and Operations need to work together with the many initiatives and pilot programs that are being tested and this includes having NAPS at the table during discussions and implementation.

The PMG was involved in decisions to revise NPA goals. The prior NPA was too complex and more emphasis needed to be placed on goals that an employee has direct control over and with realistic targets. He believes the Functional Effectiveness indicator addresses that issue.

The PMG stated that we need to get our staffing where it should be so there's stability. Stability will help address retention issues, onboarding and security. Once we stabilize, we will have better control of our operations. We can focus on developing new hires and selecting the right people. Security of post offices is being looked into to ensure our employees can report to and leave from daily in a safe and secure manner.

NAPS asked what the organization can do to assist the PMG and he responded that he wants NAPS and its members to believe in the organization and embrace change. He stated that he knows that it can appear to be a hard path but the Postal Service could not continue the path it was on and expect to be successful.



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It was recommended that the PMG hold meetings with front line employees and so they can see his enthusiasm and positivity. The PMG stated that he has been visiting the field every two weeks. He has had zoom meetings with many groups and has attended their functions such as the NAPS National Convention and now our Fall Board meeting. He has been doing videos and making numerous visits to plants and offices trying to get the message down. He is trying to expand that reach and his enthusiasm comes from seeing the remarkable work that postal employees perform and witnesses in his site visits.

In conclusion his focus right now is on peak and also said we will be seeing changes after January 1 especially with our package business.

#### 14. Operational Excellence Presentation - Jewelyn Harrington Senior Director, Operational Excellence & Jason Hewitt Executive Manager, Continuous Improvement

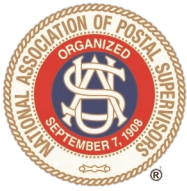
Two teams in Operational Excellence - Chief Delivery Retail Officer and Chief Logistics Processing Officer. The focus is on the customer's needs, empowers employees and continuous improvement which drives performance. Achieved when every employee can see the flow value to the customer and is empowered to fix that flow. Thinking Differently - Leading Differently - Working Differently Thinking – Mindset of Support/Value Driven Customers/Value, Workforce, Managers, Executives and ELT. Leadership Principles – Respect Every Individual and Lead with Humility. The program has 10 Principles of Operational Excellence in four categories. Results, Enterprise Alignment, Continuous Improvement, Cultural Enablers. Working - Huddle, Gemba Walk, Reflection, Improve.

This system is to help with engagement. Using the Postal Pulse engagement is being monitored. A copy of the presentation is posted on the NAPS website.

Doug Tulino Deputy Postmaster General & Chief Human Resource Officer

President Butts introduced Deputy PMG Tulino and the new Board members introduced themselves to Deputy PMG Tulino. Mr. Tulino thanked the Board for allowing him to be here and speak with us. The Postal Service is working on the Delivering for America plan. He is very optimistic about the future as he has been a part of where we were and now sees where we are going. This is a great opportunity to grow this business. The vision is about the people. That is the vision of the PMG.

Questions were then taken from the Board:



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The Postal Service was broken into 3 major departments. Processing & Logistics, Retail & Delivery and Commerce. All departments should know their role and if are unsure, needs to escalate this to field HR.

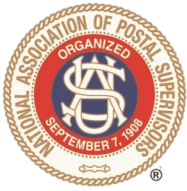
The DPMG talked about inappropriate behavior not being tolerated and it needs to be reported so it is addressed immediately. When people are spoken to appropriately, it contributes towards a positive environment. NAPS stated that at times messages aren't communicated as originated from headquarters. Mr. Tulino has addressed this issue with Josh Colin and Isaac Cronkite to get this message down to all levels.

The culture is changing and we are focused on developing our employees. One size doesn't fit all and Isaac Cronkite is looking into this. Clarity is also needed. People need to know what they are being asked to drive. For them to be compensated fairly they need to know what is needed to drive their performance. A viable operating plan. Drive behavior. We need to know what is the realistic thing needed to do to drive positive behavior. The objective is to be at 95% efficiency in all areas. Presently that is not occurring but we can get there.

The employee hiring category needs to be looked at differently. Think different about each category. CCAs are converted on a specific time. We need to be more flexible and cannot be working new employees so many hours. Function 1 has 25,000 additional employees then last year. There is less reliance on holiday help. They are now going to do this for customer service. PSEs and MHAs since this stabilization PSEs 52% retention loss and MHAs 38% retention Loss. CCAs are at 84% retention loss RCAs is at 81% retention loss.

Long work hours for non-career employees is an issue but also for supervisors. Supervisors are required to work extensive hours. DPMG said to many hours are spent on 204-Bs. Maybe have an apprentice program for supervisors and minimize or eliminate the need for 204-Bs.

No company should be forced to keep employees that cannot perform. If an employee during their 90-day probation period cannot perform the basic job functions and we have provided training and coached them on performance, then consideration should be given to separating the employee.



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## Consultative Meeting in Conjunction with the NAPS Fall Executive Board Meeting

1019-01 NAPS been made aware that 2 postal unions have put out the attached information. This could affect NPA negatively. With the end of EFEL leave, there could be craft employees making this claim. Will these OWCP claims count towards the office's TAR? If so, will the Postal Service mitigate this process so as not to negatively impact NPA?

These OWCP claims must be recorded and will count towards the Total Accident Rate when final numbers are provided. An OWCP COVID-19 claim must be supported by a positive diagnosis. The Postal Service will follow the current Mitigation process.

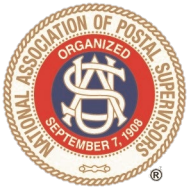
A mitigating factor is a significant occurrence beyond a unit's control that triggers a measurable impact not only on the NPA composite summary, but on the Pay for Performance overall performance rating as well. In order to qualify for consideration, there must be so significant a change in a unit indicator(s) that it will cause a downward change in the NPA composite summary resulting in the PFP Overall Performance Rating to be lowered by at least one cell.

Certain unique situations might constitute mitigating factors. For example, a retail unit consumed by fire, an AMF destroyed by flood, or an act of terrorism that shuts down a transportation network or plant. What is considered is how the occurrence had a profound impact on the unit indicator, did this occurrence cause a downward change in the NPA composite summary and what efforts did the unit make to offset the occurrence.

If an installation head determines that there was a significant number of OWCP claims due to COVID-19 exposure and the number of claims impacted the Total Accident Rate indicator by greater than a one cell rating, mitigation would be the appropriate forum to request consideration.

1019-02 The RCE program was modified at one time to follow a script by the SSA, then the script was removed because it made our SSA seem like robots. The new RCE format was rolled out on 9/23 to the field, with a script specifically to ask each customer to take the survey portion of the RCE shop. – What was the rationale for bringing back this script?

- A. Is there a numerical percentage number overall the USPS wishes to reach for customers who have taken this survey? What is the actual percentage of customers who take the survey nationally? This data will help identify the expenses associated with the survey, if the data shows our customers don't care about the survey, then why waste our time/money?
- B. What is the percentage of customer complaints in the survey that's related to delivery issues, which has nothing to with the rating of SSA's? Allowing the customer to show their displeasure with a delivery issue skews the numerical value of the survey.



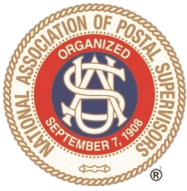
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- C. Has the USPS considered a different Wait Time in Line (WTIL) maximum time limit for offices located in cities & high-density population areas as opposed to scoring everyone equally, compared to low population rural communities?
- What was the rationale for bringing back this script? *The script for the sales associates is to invite the customer to take the survey – this is different from the Greet, Inquire, Suggest, Thank (GIST) script. The sales associate personally inviting the customer to take the survey is not new. Instead of circling or highlighting the receipt, the sales associate will use the verbiage “We value your feedback. Please take this short survey to share your experience.”*
  - Is there a numerical percentage number overall the USPS wishes to reach for customers who have taken this survey? *Overall Satisfaction (OSAT) POS Survey Score goal is 90.42 / USPS does not have a National Response Rate goal.*
  - What is the actual percentage of customers who take the survey nationally? *POS Survey Response Rate nationally - week ending 10/8/21 (.31%)*
  - What is the percentage of customer complaints in the survey that’s related to delivery issues, which has nothing to with the rating of SSA’s? *The POS Survey questions are directed toward the customer’s overall retail visit experience, knowledge of the sales associate, efficiency, positive attitude, courtesy, and wait time in line. Questions on mail delivery are not included.*
  - Has the USPS considered a different Wait Time in Line (WTIL) maximum time limit for offices located in cities & high-density population areas as opposed to scoring everyone equally, compared to low population rural communities? *Low population rural communities might not be on the RCE program due to revenue criteria. Larger offices would be expected to have proper staffing based on the office’s complement. Additionally, the WTIL measurement on the POS Survey is customer acceptability and customer’s reported number of minutes they waited which in turn has a direct correlation to OSAT (see chart below)*

NUMBER of MINUTES	Wait Time	Acceptable Wait Time	OSAT
<u>0-3 minutes</u>	60.14%	97.84%	92.24%
<u>4-5 minutes</u>	20.26%	87.30%	84.36%
<u>6-10 minutes</u>	10.47%	64.08%	76.15%
<u>11-15 minutes</u>	4.26%	43.04%	67.48%
<u>16 or more minutes</u>	4.86%	22.18%	48.49%



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1019-03 The new mandate is for a lead 7 clerk in Function 4 to do TACS timekeeping. How will these additional duties/time in operation 5580/ LDC 48 will be calculated to earn time and contribute to CSV score?

The performance of timekeeping duties by bargaining unit employees is not new.

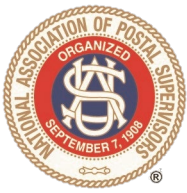
NAPS was notified of a time study, dated April 2, 2021, on Function 4 operations. Operations sent a team to 185 randomly selected sites to perform a national time study on F4 work performed. During the study, the team gathered data on TACS duties performed, whether those duties were completed by a clerk or management. The team is still in the process of analyzing the data gathered from the study. Once the analysis is completed, the results and any proposal from the team will be presented to postal leadership for approval and feedback. We intend to provide NAPS with the time study results following any determination from USPS leadership.

- A. The NPA CSV Goal is an unreasonable increase of 30% within one year, what analysis was used to calculate 30% was possible within a year?

This change was proposed as part of the NPA Planning team. The CSV/SOV Opportunity Improvement to SPLY indicator will likely be among the Functional Effectiveness indicator for Retail and Delivery. Functional Effectiveness has a 30% weight on a Scorecard, not CSV. Functional Effectiveness has three indicators. In FY2021, prior to the restructuring, the CSV indicator had a 10% weight on a Scorecard.

- B. Currently, the prior week in CSV is available to be viewed on a Monday of the current week. However, "Stand by Time" is not factored into the CSV percentage earned from the prior week. - Could the USPS begin to factor in the "Stand by Time" to give an accurate CSV percentage earned from the prior week when the report is pulled on Mondays If standby time isn't factored in, this means a Manager or Postmaster must do this mathematical computation weekly and keep copies for a full year in case they need to use this data for a Mitigation process situation.

As for the inclusion of standby time in CSV, standby time is a rare occurrence for late trucks or lack of work to be performed while clerks are in a waiting status. Normally when there are transportation issues or mail arrival problems there are other duties within a facility for clerks to perform. A few examples might be boxing mail, performing UBBM duties, second notices and mark ups the variance programs, both CSV & SOV, are designed to track productive work practices and provide a performance assessment based on the actual work hours spent versus the work hours earned for that workload. Standby time is not a productive function or an earned work hour metric.



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1019-04 What is the matrix for determining MPOO levels?

The matrix was revised in May 2021 due to the realignment of districts. The MPOO workload Indicators were unchanged:

- Workload Service Credits from the PS150s
- # of Authorized EAS management positions
- # of offices within the district

Prior Matrix

Min	Max	# MPOOs Earned
0	6.99	1
7	12.99	2
13	18.99	3
19	24.99	4
25	30.99	5
31	36.99	6
37	42.99	7
43	60.99	8

Current Matrix

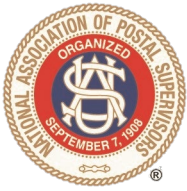
Min	Max	# MPOOs Earned
0	7.99	1
8	17.99	2
18	24.99	3
25	30.99	4
31	35.99	5
36	40.99	6
41	46.99	7
47	60.99	8
61	69.99	9
70		10

Districts with level 24 post offices 75 miles or more from another 24 may qualify for an EAS-23 MPOO to be upgraded to a Level 25 MPOO, beyond their authorized level 25 complement.

1019-05 Currently, the USPS tracking system doesn't inform our customers correctly when they are tracking their parcels. The tracking information reads "System Generated & Container Generated" EAS know what this means, however, postal customers may not, thus they call with complaints and file unnecessary C-360 complaints about parcels not delivered primarily because they are uninformed to the meaning of "System Generated & Container Generated". There needs to be some language on this page to inform our customers what "System Generated & Container Generated " means, to limit the phone calls and C-360 complaints.

The Postal Service has two tracking systems, one is the intranet (internal) website that our employees use versus the external website (USPS.com) which is reviewed by customers.





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Mail & Package Information Systems is not aware of any changes in either of the systems. The INTERNAL tracking site provides information such as “System Generated and Container Generated” Input Methods and this information is not displayed on the EXTERNAL website (USPS.com).

1019-06 Currently, the field is being informed that to train a backup lead 7 clerk to perform TACS-related duties, it must be on their bid, otherwise, they cannot be trained. The consequences of this issue will lead to EAS performing the necessary TACS functions, therefore allowing the APWU to file a grievance and win due to EAS performing work craft work.

In installations that are authorized a Lead Clerk, local management can determine the clerk(s) within the installation to train as a “backup lead 7 clerk” to perform TACS related duties. A relief (backup) lead clerk serves as a replacement when the lead clerk is off on non-scheduled days or leave.

There is no requirement to change an existing duty assignment of a level 6 clerk to perform as a relief lead clerk. **NOTE:** The relief clerk is paid in accordance with ELM 233.3.

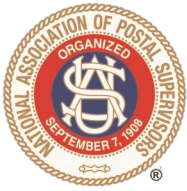
## 233.3 Criteria for Evaluating Mixed Assignments

233.3.b. Regularly scheduled on intermittent days in two bargaining unit positions. When a full-time employee is regularly scheduled on intermittent workdays to perform the work of two separate bargaining unit positions in different grades, the employee is placed in the position in which more than 50 percent of the time is spent. If the time is equally divided, the employee is placed in the higher-grade position.

1019-07 What will happen to all the detail positions once the USPS allows normal postings to resume, and the RIF ends on October 8? Will those people be put back at their positions? Some of those employees that did not want to go back to their Form 50 position may have retired instead, which in return would have created more positions that could have been put up for impacted employees if they ended those details before the RIF.

Policies for details have not changed. Vacant authorized jobs can be posted as early as October 19.

1019-08 This is in regards to the domicile policy. (Attached) In paragraph 2 it states they will remain in the domicile position and will be told where prior to the selecting. Under Approval Process number 5 bullet 2 it is stating if the position is supporting the local geographic District or Area they have preference.



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Clarification is needed as this is stating if a person is domiciled in an office and works solely for HQ if later someone who needs to be domiciled who works for HQ but responsibilities support the District or Area they can now have that office.

Employees that support the local geographic district shall have preference over HQ employees that do not. If this circumstance were to occur, then consideration would be given to a duty station within the geographic boundaries and within an employee's local commuting area. There must be a business for a change in a duty station and requires approval by a VP or designee.

1019-09 NAPS HQ has received inquiries regarding the Juneteenth national holiday that was not compensated due to the short time frame in relation to the national holiday that Congress passed in June 2020. The understating was EAS would be provided another day for this holiday. NAPS HQ wants to confirm how will the Juneteenth holiday will be granted to EAS from USPS HQ?

Incorporation of this holiday for non-bargaining employees should be proposed as a matter of pay consultation. This proposal will be sent to NAPS's national office soon and discussed. The current intent is to propose this change for Calendar Year 2022.

1019-10 If an EAS took a lateral downgrade to a level 17 BMEU, or any position that is upgraded to a higher level but below their 2-year save grade period, will they keep their 2 years save grade pay?

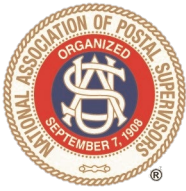
Individuals will continue to be recognized at the same level for the 2-year saved grade period. Although the individual may be assigned to a position lower in grade, the Postal Service recognizes the individual at saved grade. An individual would not be eligible for a position upgrade unless the position is reclassified at a grade higher than the saved grade.

15. Old business – No old business was discussed

## Committee Updates

Ethics – Craig Johnson, Roy Beaudoin, Richard Green, Tommy Roma, Marilyn Walton

No committee update per committee chair Craig Johnson. Mr. Johnson acknowledged and thanked his committee.



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**Constitution & By Laws** – Jaime Elizondo, Bill Austin, Dan Mooney, Myrna Pashinski, John Valuet

No committee update per committee chair Jaime Elizondo. Mr. Elizondo acknowledged and thanked his committee.

**SWC** – Tommy Roma, Jimmy Warden, Tony Dallojacono, Troy Griffin, John Valuet, John Aceves

The SWCs process is still under the guidelines agreed upon through the consultative process in 2012. The agreement (instructions) can be found on the NAPS website and on the USPS Blue Page.

Committee Chair Tommy Roma stated the committee had concerns as some of the TACS duties are assigned to Lead Clerks. This workload has been taken from the supervisors' duties. It was discussed that not all TACS duties are assigned to the Lead Clerk that the supervisor still maintains some of the responsibilities. The committee is presently gathering information that substantiates additional duties that have been assigned supervisors over the past 2 years. The committee is preparing so when they meet with Postal HQ to discuss and review the SWCs program they will be able to present their data. They were also concern and discussion that maintenance employees should receive the 1-point full credit and not .75 points.

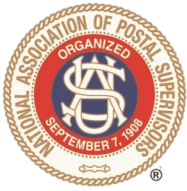
Chair Tommy Roma acknowledged and thanked his committee.

**Duties and Responsibilities Committee** – Shri Green, Roy Beaudoin, Luz Moreno, Tim Needham

The following recommendations were made. Change 1 based on Motion #2

That Regional and Area VPs be allowed to use their allowance accounts to attend one (1) regional training seminar that's published in the Postal Supervisor magazine, outside their region per FY. Expenses will be limited to: travel reimbursement consistent with current policy, lodging expenses not to exceed those published in the Postal Supervisor for a maximum one day before training seminar to one day after seminar. Food expenses for self only. Registration Fee for self only. Substitution pay will not be authorized.

In addition, change page 6 bullet 8 to read:



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After the wording jewelry such as watches, add clothing items such as shirts and also change the dollar amount from \$1,000.00 to \$1,250.00. This paragraph will now read:

Member recognition by Board members is encouraged. Member recognition such as tickets to entertainment and sporting events, jewelry such as watches, clothing items such as shirts, and other recognition rewards, presented to members are not to exceed \$1250 per NAPS fiscal year, reimbursable through each board members regular expense account. These expenses will be tracked by the Secretary Treasurer. A motion (Motion #2) was made to accept the changes. Motion passed.

Chair Shri Green acknowledged and thanked her committee.

**Legislative Committee** – Marilyn Walton, Chuck Mulidore, Richard Green, Dee Perez, Bob Quinlan, Kevin Trayer

***The Resident Officer Leadership has changed on the Legislative Committee. Ivan moving on to National President has tossed the baton to Chuck Mulidore. Also joining our National Legislative committee is Richard Green, Easter Region VP and Dee Perez the newly elected New York Area VP replacing Jimmy Warden. Our committee is ready to get work and will not missed a beat!***

## **NAPS National Legislative Western Region Report, 10-18-21**

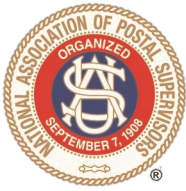
Since this past spring to current most of our legislative activity was focus on the California Recall which concluded September 13<sup>th</sup> with this action going down to a resounding defeat. Conservatives spent over 30 million dollars trying to recall the governor.

I have continued with my role as communication director for the California Postal Employees Coalition.

We have been sending letters to our Congressional delegations opposing the slowdown of the mail and supporting HRES 109 dealing with service standards change.

Wrote letter supporting HRES 47 Legislation re-introduces by Rep. Stephen Lynch with deals with privatization.

Most recently requested support for HR 3076 and requested coalition members and California NAPS members to contact their representatives that serve on the House Ways & Means Comm. And House Energy & Commerce Comm. To push 3076 out of their committees to get a floor vote by early November. Using the talking points provided by Bob Levi I further explain why this b-partisan legislation would be good for the future financial soundness for the Postal Service in addressing this ongoing pre-funding issue once and for all!



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Composed letters supporting the Postal Conglomerate concern regarding the PMG bidding on vehicles without considering environmental impact!

I prepared an IN-KIND Gift basket for the NAPS Mid-Summer night raffle a title all things Northern California I am happy to say the basket was awarded to a successful bidder from the East Coast!

My monthly blog has been continuing a monthly report call CIVICS 101 in attempt to explain of the workings of Congress. I also add a request for members to make regular contributions to SPAC and encourage members to become continuous contributors.

***Marilyn Walton, Chair***  
***NAPS National Legislative Committee***

## **Michiana Area Legislative Report 10-18-21**

Basically, the Michiana area has been working hard on SPAC donations. Trying to make up for lost time do to covid. We promote SPAC raffles and encourage members to become continuous contributors

Grass roots is still the most important and effective way to educate and gain support for our agenda. I

We continue to reach out to our legislators regarding alerts. Our current ASK is to gain support for HR

We are currently planning on attending a fund raiser in DC for Brenda Lawrence with legislative aid Bob Levi.

***Kevin Trayer, Michiana Area VP***

## **New York Area Legislative Report 10-18-21**

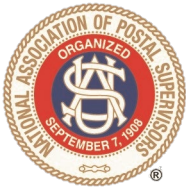
New York Area Vice President Dee Perez and Flushing Branch 164 President Jeff Goldman attended a fund raiser for Congressman Tom Suozzi at Citi field. N.Y. Area V.P. Dee Perez was allowed time to speak with Congressman Suozzi regarding issues pertaining to NAPS. Congressman Suozzi is a member of the House Ways and Means Committee. Branches New York 100 and Tommy Roma Brooklyn Branch 68, will be attending a fund raiser for Congresswoman Carolyn Maloney on 10/18/21. Congresswoman Carolyn Maloney is the Chair of the House Oversight Committee.

All Branches have been urged to contact their representatives requesting they support HR 1623, HR 1624, HR 3076 and HR 3077. All Branches were also asked to continue to support SPAC realizing the importance at this time with the bills that contain NAPS issues in the House.

***Jimmy Warden, National Secretary/Treasurer***

On September Branch President of 164 attended a ball game sponsored by Congressman Thomas Suozzi at Citi field in Flushing NY. We promoted legislation bill 3076 and others.

Dee-Perez our new member to the Legislative committee taking over Jimmy Warden



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On October 18 the email below shows utopia branch President Tom Huges from Branch 100 and Executive Branch President of Branch 68 Walter DeBerry are attending in my absence a legislative event for Caroline Maloney in Brooklyn, there will be nine members in attendance.

The following members will be attending the event on October 18th for Caroline Maloney and many other congressional members. Attached I provide both Tom from Branch 100 & Walter from Branch 68 talking points to distribute among your attending members, so everyone knows why we are there to do.

Naturally, if you take photos with our congressional allies send them to me with the names of everyone from Left to right, I'll then forward them to the NAPS publisher to place them in the Postal Supervisor magazine.

1. Tom Hughes
2. Jim Puccio
3. Juan Pastor
4. Vilma Jimenez-Bruno
5. Lijia Sanchez-Dyer
6. Walter DeBerry
7. Donna Russell
8. John Bu
9. Frank Smith

Respectfully,

Dee Perez

516-503-2220

[NYAVPDEE@AOL.COM](mailto:NYAVPDEE@AOL.COM)

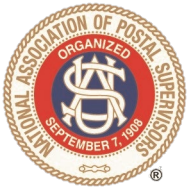
## **Legislative Report of Bob Quinlan 10-18-21**

Well, it's been another tough year trying to get bills passed or introduced. Florida & Georgia have been busy trying to contact their congressman & Senators. We did have some luck with HR 3076 Postal Reform bill.

Florida & Georgia collected over \$3,000 at our SEA training seminar in Orlando this past September.

I have contacted congressmen Webster to have a zoom telecom with his legislative aid they will be setting it up, I will keep you all posted to see how it goes.

**Bob Quinlan**  
**SEA VP**



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## Legislative Report

### The Eastern Region will establish the following goals for legislative activity:

1. Quarterly zoom meetings with AVPs and state legislative chairs to drive NAPS agenda.
2. In person/Zoom meetings with representatives/aides to build grass roots relationships.
3. Quarterly reports to NAPS HQ/Committee chair

**Richard Green**

**NAPS Eastern Region VP**

Committee Chair Marilyn Walton thanked her committee members

**PFP Advisory Committee** – Dan Mooney, Brian Wagner, Richard Green, Troy Griffin, Dee Perez,

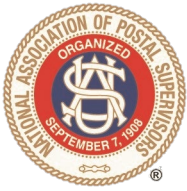
The PFP committee met and discussed in detail the June, July and August NPA scorecards and the OIG report “National Service Performance” which was released on Sept 20, 2021. They talked about possible mitigation strategies once the EOY scorecard is released. The EOY scorecard is not expected to be released until the FY21 financial results are finalized and released around Nov 10<sup>th</sup>. There are numerous “events” which took place in FY21 that impacted NPA, the unprecedented fall national elections with court ordered actions be taken with mail in ballots, the record peak season which grid locked the transportation and mail processing networks, COVID still raging, legally bound FELE leave creating exceptionally large employee availability issues, once in a career massive corporate restructuring. The committee will be looking at the impacts of those events. The committee also talked about what issues they will bring to the table in the upcoming NPA workgroup with USPS HQs to work on FY22 & FY23. NAPS feels strongly changes are needed to the NPA process and will be working towards those with the workgroup.

Committee Chair Dan Mooney thanked his committee members

**Postmaster** – Bart Green, Tim Needham, Dee Perez, Kevin Trayer

We discussed setting up advocacy training throughout the country in pockets to do a 2–3-day training on representation. Taking a deeper dive in handling cases, preparing cases and building cases. What type of information to ask for and how to manage our members during the entire process. This will allow us to have more in depth training for newer representatives.





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With PostPlan on the horizon and the utilization of more Lead Clerks in Level 18's we need to start reaching out and preparing to gain new members. Lots of these PM's could end up back in SCS positions and we need to be prepared and welcome them to NAPS.

We are going to work with the National Convention PM Committee about setting up a monthly training for EAS in the Field and Plants. These would be roughly hour-long sessions covering all matters of topics as it relates to our day-to-day jobs. Examples being Stamp Stock accountability, SV/BV scanning, usage of IV and other topics as recommended by the Convention PM committee. In addition, we will need to look for Subject Matter Experts throughout the country to assist in this training.

We would like to redo our website and make it more user friendly. Currently we have no Plant Section, Maintenance Section, PM Section on the site. The intent is to make it more user friendly and align more with the jobs in the field.

We would like the resident officers as well as the Convention PM Committee to meet on a ZOOM November 9<sup>th</sup> at 9 Eastern time to discuss some of these initiatives. We really want to hear from the members in the field for some of the needs they would like to have from NAPS HQ. In addition, we think it might be a good idea to setup a calendar for our members similar to what UPMA is currently using to share in the field.

Committee Chair Bart Green thanked his committee members.

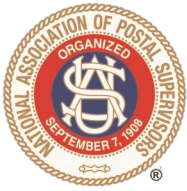
**Training and Advocacy** – Myrna Pashinski, Brian Wagner, Tim Ford, Richard Green, Chuck Lum,

The committee met on October 17<sup>th</sup>. We completed the Officers Training Manual except for Debt Collection. The ELM has changed, the process is different. We'll develop a flow chart on Debt Collection.

We will review the OTM one more time as a team and have another update up on the website by the Spring Board Meeting.

Currently the committee is working on the following topics:

Myrna: Constitution and Bylaws and the request for branches to send a copy to NAPS Headquarters as back up for branches.



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Tim- How to Stay out of Trouble is done just needs put on PowerPoint.

Chuck-Leadership just needs to be refined and reviewed.

Brian- 650 Case Study

Also, by the Spring Board Meeting we will review all the training PowerPoints on our flash drive and present the topics at the board meeting.

During the report to the board, we were asked to look at something on the EEO process and Representative Certification for people who have been to the 650 Trainings.

Committee Chair Myrna Pashinski thanked her committee members.

**Membership** – All Executive Board members are responsible to increase membership. The board did receive an update from NAPS Membership Coordinator Emily on getting updated branch officer profiles, as well as a discussion of new finance numbers from USPS causing some issues with NAPS membership program.

**Plant Committee** – Chuck Lum, Ivan Butts, Jaime Elizondo, Shri Green, and Luz Moreno:

Committee Meeting – October 17, 2021

The committee had an open discussion and agreed to determine strategies to develop a staffing model for Supervisor, Distribution Operations.

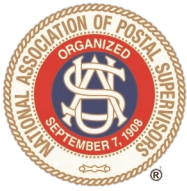
Opportunity:

- Larger area of operational coverage.

Committee tasks:

- Partner with In-Plant Support to attain machine manuals.
- Determine required/recommended staffing for each machine.
- Determine area of responsibility for manual operations such as docks.

**Unfinished Business –**



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Re-evaluation of Plants and re-structuring status?

- Awaiting announcement of Plant consolidation plans.

What are the additional supervisory tasks?

- Training program for Logistics staff will be forthcoming.

What are the changes of annex and hubs within a Plant?

Ensure hubs and annexes are included with plant initiatives.

Survey members within their area of all plant concerns.

Attain list of daily supervisor tasks.

Attain current plant structuring within their area

The Plant Staffing Committee will continue to monitor transition on Logistics and Processing operations to establish plans to improve EAS staffing and work conditions.

Committee Chair Chuck Lum acknowledged and thanked his committee members

## Sheri Davies, Conference Direct

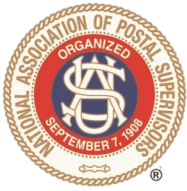
Sheri Davies provided the Board an update on 2021 NAPS National Convention in Grapevine, Tx. The final bill from the Gaylord has not been given to NAPS as of 10/20/21. Sponsorship fees collected from sponsors at the 2021 Convention was \$77,100.00. Marriott Bonvoy Reward points was an issue for those rooms on the master bill. Points will be granted after the bill has been finalized.

Branding was discussed for the 2022 LTS. Five choices were presented to the Board. The Board voted on which one to be utilized. We will also try a new professional registration platform for the delegates to utilize when registering and arriving at the LTS. The Resident Officers will be given a demonstration. Should it be successful it will be utilized at the next National Convention. Live stream capabilities will be available to zoom with Congressional Representatives as there may be limited access to their respective offices. Theme for SPAC Reception will be "Cherry Blossoms in DC"

National Convention 2024 – Foxwood has agreed to free transportation from the airport to Foxwoods but not for the return trip. They are only providing one-way free transportation. The contract has been signed for the convention.

National Convention 2022 – Hyatt Regency New Orleans – Room rate is \$165.00.

Any Branch wishing to be considered to host the 2026 National Convention needs to submit by December 31, 2021.



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## Stacey Herndon, PNC Investments

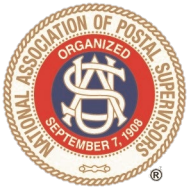
Gave the Board an update on NAPS investments. There has been volatility in the market, but NAPS has a good investment strategy that is conservative and balanced in nature, thus it is recommended that NAPS stay the course. Not a good idea to pull out of the market at the bottom, and attempt to buy in when the market rises. 40% of NAPS portfolio has no exposure to risk.

Negative returns are not projected. It is PNC's view the spike in inflation and the supply chain. Project inflation will normalize at 3%. Interest rates will go higher and undetermined how fast and long. Projected maybe late 2022. As of 10/20/21 investments have increase 2.4%. NAPS investments are structured for the long term.

## Stoladi NPI

Jim Stokes and the Stoladi team provided the board an update on leasing the vacant office space in the Vincent A Palladino NAPS HQ building, as well as an overview of various issues that arise in the normal day to day operations of the onsite Stoladi building management team at the NAPS HQ building.

Stephanie reported on the King Street Metro Place Owners Association. NAPS Property Inc. is full responsible for interior expenses for 1727-1729. Being part of the KSMPOA NAPS Property Inc pay 58% of the share as we own the most space. The plaza is only shared with us, Wyndham and the Hilton not 1731-1733. 1727-1729 was developed in 1989. NAPS bought the building in 1994. Building was assessed in 2021 for 11.3 million. We contested this (appeal) and it was reduced to 9 million therefore our taxes were reduced. Three management and 3 engineers are on site. NAPS receives a monthly report. LRB presently delinquent in rent. They occupy approximately 20% of the square footage. An eviction notice has been served. 1.3 million dollars are budgeted for expenses. Special projects – replacing outdoor HVA units. There are 32. 4 are replaced yearly. The cycle will resume in 2029. Painting stairwells of emergency evacuation. Capital expenses are paid by NAPS Property Inc. Budget is short last month by \$8,000. Parking income is down as many are working from home. KSMPOA has 5 Board members which all 3 resident officers are on the board. NAPS property Inc has been their 1<sup>st</sup> client. 1.3 million in rent if fully leased. After operating expenses, we would be making approximately 400,000 dollars. Buildings in Alexandria 43 buildings last year is now 67 with vacant space. Stoladi has tried banners to advertise the



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vacant space but hasn't found that affective being we are off of King Street. Stoladi advertises we have onsite management, parking availability, plans are done in 3D,

## Motions and Recommendations

Motion #1 – Submitted by Beaudoin 2<sup>nd</sup> by Elizondo

The money given to the host city for the National Convention be changed from \$5,000 to \$10,000.

(Motion Passed 10/17 /2021) – Unanimous

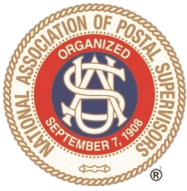
Motion #2 – Submitted by Mooney, 2<sup>nd</sup> by B. Green

That Regional and Area VPs be allowed to use their allowance accounts to attend one (1) regional training seminar that's published in the Postal Supervisor magazine, outside their region per FY. Expenses will be limited to: travel reimbursement consistent with current policy, lodging expenses not to exceed those published in the Postal Supervisor for a maximum one day before training seminar to one day after seminar. Food expenses not to exceed \$150 per day for Regional/Area VP and a guest. Registration Fees. Substitution pay will not be authorized.

(Motion Passed 10/18/2021) - Passed Voting yes (22) Butts, Warden, Roma, R. Green, Johnson, Walton, Austin, Perez, Dallojacono, Griffin, Needham, Trayer, Moreno, Mooney, B. Green, Quinlan, Beaudoin, S. Green, Elizondo, Pashinski, Valuet, Wagner Voting no (1) Mulidore Absent (1) Lum

Jimmy Warden who was on the prevailing side asked for reconsideration to Motion 2 which was passed. Jimmy asked that it be changed to be in line with the current Duties and Responsibilities regarding attending training outside of one's Area but within the respective Region. Dan Mooney who was the original maker of the motion agreed and amended the original motion. The motion is now in line with the guidelines stated in the Duties & Responsibilities. The motion now reads:

That Regional and Area VPs be allowed to use their allowance accounts to attend one (1) regional training seminar that's published in the Postal Supervisor magazine, outside their



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region per FY. Expenses will be limited to: travel reimbursement consistent with current policy, lodging expenses not to exceed those published in the Postal Supervisor for a maximum one day before training seminar to one day after seminar. Food expenses for self only. Registration Fee for self only. Substitution pay will not be authorized.

(Motion passed as amended 10/18/21) – Unanimous

### Motion #3 – Submitted by Trayer 2<sup>nd</sup> by Roma

The NAPS Hartford Insurance coverage, be it well intended, has out lived the current professional business projection coverage needed for the executive board while on travel. It only covers death or dismemberment. I'm asking the resident officers investigate the cost of adding an income protection plan. Like an Aflac type monthly income if a board member becomes injured for any reason or critically ill while on official travel.

Retired board members have just as much financially at risk as a full time Postal EAS or Postmaster.

I am asking that the board give the resident officers full leeway to enter into adding such rider if they deem the cost reasonable.

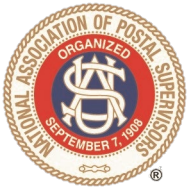
(Motion Passed 10/18/21) Voting yes (18) Butts, Mulidore, Warden, Roma, Johnson, Walton, Austin, Perez, Trayer, Moreno, Mooney, B. Green, Quinlan, Beaudoin, S. Green, Valuet, Lum, Wagner. Voting no (6) R. Green, T. Dallojacono, T. Griffin, T. Needham, J. Elizondo, M. Pashinski

### Motion #4 – Submitted by Walton 2<sup>nd</sup> by Trayer

Motion to name the NAPS Executive Conference Room in honor of Margaret A. Grant NAPS Executive Board Meeting Room – Mrs. Grant was the first woman resident officer acting as NAPS Secretary/Treasurer and finally as NAPS National executive V.P. Mrs. Grant was on site to place the bid for the purchase of the Vince Palladino NAPS office building.

(Motion Passed 10/18/21) - Unanimous Board Chair Tim Ford as a matter of record voted yes

### Motion #5 – Submitted by Mulidore 2<sup>nd</sup> by Wagner



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Based on the extreme conditions faced by many postal employees, due to adverse conditions such as fires, hurricanes, flooding and more, I motion that NAPS contribute \$30,000 to PERF.

(Motion Passed 10/18/21) Voting yes (23) Butts, Mulidore, Warden, Roma, R. Green, Johnson, Walton, Austin, Perez, Dallojacono, Needham, Trayer, Loreno, Mooney, B. Green, Quinlan, Beaudoin, S. Green, Elizondo, Pashinski, Valuet, Lum, Wagner Voting no (1) Griffin

## Motion # 6 – Submitted by Mooney 2<sup>nd</sup> by Trayer

Where as the NAPS Constitution & By Laws currently states the immediate past president shall serve for not more than one (1) two-year term, provided the immediate past president continues to be an active or associate member during such term. I submit a motion that the two-year term for past president Brian Wagner be defined as Sept. 4, 2021 thru Sept. 3, 2023.

(Motion Passed 10/19/21) Voting yes (19) Butts, Warden, Roma, R. Green, Johnson, Walton, Austin, Perez, Dallojacono, Griffin, Needham, Trayer, Moreno, Mooney, Quinlan, Beaudoin, Pashinski, Valuet, Lum. Voting no (3) Mulidore, B. Green, Elizondo Absent (1) S. Green

## Motion #7 – Submitted by Valuet 2<sup>nd</sup> by Beaudoin

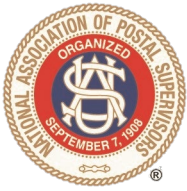
The new member sponsorship checks will be mailed to the sponsoring member at the time the form 1187 is received by NAPS HQ or as soon as possible thereafter.

(Motion Passed 10/19/21) Voting yes (22) Butts, Mulidore, Warden, Roma, R. Green, Johnson, Walton, Austin, Perez, Dallojacono, Griffen, Needham, Mooney, B. Green, Quinlan, Beaudoin, S. Green, Elizondo, Pashinski, Valuet, Lum, Wagner. Absent (2) Trayer, Moreno

## Motion #8 – Submitted by Warden 2<sup>nd</sup> by Trayer

Where as in the past when the president steps down the board voted to pay for the car leased by NAPS HQ as a departing gift. Being Brian did not lease a car I motion to give Brian \$25,000 in recognition for his years of service to NAPS. The monetary gift will be given in January of 2022.





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(Motion Passed 10/20/21) Voting yes (20) Butts, Mulidore, Warden, Roma, R. Green, Johnson, Walton, Austin, Perez, Dallojacono, Griffen, Needham, Trayer, Mooney, B. Green, Quinlan, Beaudoin, S. Green, Pashinski, Valuet, Lum Voting no (2) Griffin, Elizondo. Absent (2) Moreno, Wagner

Recommendation #1 – Submitted by B. Green 2<sup>nd</sup> by Needham

That all minutes of the previous board meeting (3/21/21 – 3/24/21, 8/28/21, 9/4/21) be accepted as written as all have been previously shared.

(Recommendation Passed 10/17/21)

Recommendation #2 – Submitted by Trayer 2<sup>nd</sup> by Moreno

I recommend the resident officers enter into contract negotiations with Bruce Bishop to review his contract.

(Recommendation Passed 10/18/21)

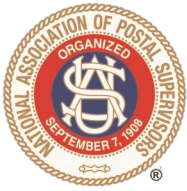
Recommendation #3 – Submitted by the Duties & Responsibilities Committee

The following recommendations were made. Change 1 based on Motion #2

That Regional and Area VPs be allowed to use their allowance accounts to attend one (1) regional training seminar that's published in the Postal Supervisor magazine, outside their region per FY. Expenses will be limited to: travel reimbursement consistent with current policy, lodging expenses not to exceed those published in the Postal Supervisor for a maximum one day before training seminar to one day after seminar. Food expenses for self only. Registration Fee for self only. Substitution pay will not be authorized.

In addition, change page 6 bullet 8 to read:

After the wording jewelry such as watches, add clothing items such as shirts and also change the dollar amount from \$1,000.00 to \$1,250.00. This paragraph will now read:



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Member recognition by Board members is encouraged. Member recognition such as tickets to entertainment and sporting events, jewelry such as watches, clothing items such as shirts, and other recognition rewards, presented to members are not to exceed \$1250 per NAPS fiscal year, reimbursable through each board members regular expense account. These expenses will be tracked by the Secretary Treasurer.

(Recommendation Passed 10/20/21)

13. Spring EB Meeting Dates – March 30, 2022 – April 2, 2022.

14. Good of the Association – New Board member Bill Austin thanked the Board for their great hospitality shown towards him as a new member.

Brian Wagner thanked the Board for all the support they have given him through the he served as a Resident Officer.

15. Final Remarks – President Butts thanked the Board for the great work during the Fall Board meeting. It was great seeing everyone and it is an honor working in this position. Safe travels home.

16. Closing prayer – Led by Northwest Area VP John Valuet

17. Adjournment – Motion to adjourn Tim Ford

Motion adopted.

Respectfully Submitted,

James “Jimmy” Warden

NAPS Secretary Treasurer