

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

National Headquarters
1727 KING STREET, SUITE 400
ALEXANDRIA, VA 22314-2753
(703) 836-9660

September 22, 2022

Board Memo 025-2022: Consultative Minutes and Executive Board Meeting Minutes

Executive Board,

Attached are the Consultative Minutes and the Executive Board Meeting Minutes.

Please share this information with your membership.

Thank you and be safe.

NAPS Headquarters

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS NAPS/USPS May 2022 Consultative Meeting

In Attendance: NAPS: Ivan Butts, Chuck Mulidore, Jimmy Warden

USPS: Bruce Nicholson, James Timmons

0530-01 NAPS is requesting reconsideration of the USPS decision ending the temporary extension of modified pay provision for EAS-18 and above. This request for reconsideration is due to the on-going COVID pandemic that recent CDC data (attached) documents a sharp increase in COVID positivity cases being reported across the country. With this increase of COVID positivity rates comes a decrease in employee availability, which has been a leading cause of EAS being required to work longer hours, and, at times, deliver mail and essential supplies to customers since early 2020. NAPS is requesting the modification of pay provisions remain in effect indefinitely, until such time that the CDC has declared the COVID 19 pandemic concluded.

Response: All COVID-19 related MOUS have expired for non-bargaining and bargaining employees. Criteria and time periods for isolation has decreased, as recommended by the CDC, and has continued to decrease over the past year. The Postal Service is posting and filling EAS positions expeditiously. These factors contribute to higher availability of non-bargaining employees. This pay modification will not be extended.

0530-02 NAPS is requesting an explanation of EAS being required to video via Zoom GEMBA walks on their phone. What is the rationale for this? Are these being recorded at the district or some other level? How are any privacy concerns being addressed?

Response - The GEMBA walks via ZOOM videos are virtual audits and began in 2020. The process is to be recorded rather than specialists performing work activities/audits on site. The recording is used for analysis and process failures such as identifying delayed mail and parcels and are recorded by Retail and Delivery Operation Command Center specialists. These employees are tasked with identifying and evaluating the health of offices. The invitations to conduct these ZOOM activities are primarily sent to offices identified through various reports based on performance and compliance. One example could be an office not reporting delayed or curtailed mail over several days yet significant service failures are identified. The videos are not shared with other departments.

The ZOOM Gemba walk is essentially no different than specialists performing physical audits in a station. If the Gemba walk by ZOOM does not identify any concerns, there's no on-site audit. If issues are identified, recovery procedures are put in place and may include physical audits and providing training.

Training was provided to NAPS on Operational Excellence, "Go to Gemba" during the Fall 2020 NAPS Executive Board Meeting.

530-03 NAPS is requesting the rationale for the Redline Process that has been implemented in units across the country. Carriers are being told to not cross certain red lines, as painted on floor, with mail in their hands, and EAS are being required to certify that their units are in compliance with the SOP for that process. How are EAS to monitor this process with the myriad other duties they are required to perform?

The Redline Process has been in place for numerous years and is a helpful tool for supervisors to audit mail that has been returned to the office after carriers complete on-the-street duties. The Back Door Audits are conducted to ensure that all deliverable mail has been delivered and that the supervisor is made aware of any circumstances of non-delivery. The Redline is intended to be a visual for carriers and to assist the supervisor in conducting Back Door Audits. Carrier and management activities should be in accordance with Handbook M-39 and M-41. Requiring all carriers to stand behind a redline or supervisors to wait at the redline for every carrier to return to the office to complete an audit is not the expectation.

0530-04 NAPS is requesting the policy and procedures for upgrades of VMF managers. What is the criteria for level upgrades for VMF Managers? As background, VMF have received, in some cases, hundreds of additional Mercedes vans with more on the way. Headquarters has told VMF Managers that no pay level increases are going to occur until the final deployments are completed (whenever that is). At that time, a decision on the appropriate pay levels could be determined. This delay is unacceptable the VMF manages increased numbers of employees and vehicles while this delay is occurring, without additional compensation.

Response: There is no frequency to change the grade of a VMF Manager, up nor down. We discussed in the past and agreed that we should not establish a frequency that upgrades a manager level and then downgrades the manager's level within weeks of the upgrade. We do not intend to wait to study the VMF structure, levels of Managers and complement of Supervisors, until all vehicles are deployed but will revisit this in the coming months. Once we are ready to make changes to the formula that establishes VMF Managers and Supervisors, we will include NAPS in the development of any changes.

0530-05 The Safety Specialist TL job was abolished under the most recent district restructure. NAPS successfully fought for this position to receive a proper SDA based on the levels of employees that were supervised. NAPS has been made aware that under that EAS restructure all of these positions were eliminated even though the successor position is required to do the same work, but now is not receiving the SDA. The supervision of Driver Safety Instructors (DSI) continues under this successor position. NAPS believes this position should have the proper SDA reinstated.

Response: NAPS identified an issue in 2018 with the former Safety Specialist TL position being required to supervise bargaining unit employees, the position was studied and therefore added to the SDA chart. There was no "fight" over the matter. The Safety Specialist SR position will be reviewed to determine the appropriate authority over the Driver Safety Instructors and make any appropriate changes.

0530-06 The USPS.com/careers website only shows the first 100 postings. After that one has to search for the actual office to find a vacancy. This is hindering hiring in some areas. Perhaps when hiring postcards are sent out, wording can be added that allows for a Keyword search for a particular office?

Response: This site allows for full text search by keyword. One feature of the new hiring system is that it will provide maps for applicants to identify areas to apply for positions.

0530-07 Is the USPS working on allowing the lead 7 clerks to have full access to all the TACS programs? Currently, the APWU understanding is they have the rights to pull the TACS reports yet they do not have access to do so.

Response - The Lead Clerk Clock Office Role in TACS is specific to Lead Clerks. This is not the same access level that is provided to Supervisors. We are proving a list of the reports that Lead Clerks can access from TACS.

Module Id	Module Name	TabName
TAC007F0	Report Queue Module	Report Queue
TAC100R0	Finance Reports Module	LDC/Operation Summary
TAC100R0	Finance Reports Module	Station Summary
TAC120F0	Master Schedule Maintenance Module	NS Days
TAC120F0	Master Schedule Maintenance Module	Work Schedule Rule
TAC120R0	Schedule Reports Module	Daily Hours
TAC300F0	Rural 1314 Entry Module	1314 Regular
TAC310F0	Rural 1314A Entry Module	1314-A Auxiliary
TAC330R0	RTACS 330 Reports Module	Miss Cert
TAC330R0	RTACS 330 Reports Module	Certificates Sign Off
TAC500R0	Employee Reports Module	Employee Moves
TAC510F0	PS Form 1723 Module	Prior 1723s
TAC510F0	PS Form 1723 Module	PS Form 1723
TAC520F0	PS Form 3189 Module	Prior 3189s
TAC520F0	PS Form 3189 Module	PS Form 3189
TAC800F0	Clock Ring Editor Module	Week 1 Clock Rings
TAC800F0	Clock Ring Editor Module	Week 2 Clock Rings
TAC800F0	Clock Ring Editor Module	Future
TAC800F0	Clock Ring Editor Module	Pre-Process
TAC800R0	Clock Ring Reports Module	Clock Ring Errors
TAC800R0	Clock Ring Reports Module	Missing Time
TAC800R0	Clock Ring Reports Module	OT Trans
TAC820F0	Timecard Entry Module	Base Timecard
TAC820R0	Timecard Entry Reports Module	Missing Offices
TAC820R0	Timecard Entry Reports Module	Missing Employees
TAC820R0	Timecard Entry Reports Module	Time Certifications
TAC840F0	PPWk Holds Module	Week 1 Holds
TAC840F0	PPWk Holds Module	Week 2 Holds
TAC840R0	PPWk Reports Module	Non-Crossfoot Errors

TAC880F0	PS Form 1017 Module	PS Form 1017-A
TAC880F0	PS Form 1017 Module	PS Form 1017-B
TAC880R0	PS Form 1017 Reports	1017-A Disallow
TAC880R0	PS Form 1017 Reports	1017-B Unauth OT

0530-08 Currently the lead 7 clerk doesn't have the capacity to go back a week or longer and pull the station summary reports in TACS. Does the USPS plan on allowing them to do so, and if so, when? And if not, why not?

Response – According to HQ Payroll, Lead Clerks with the Lead Clerk Clock Office Role in TACS have access to pull the Station Summary report.

0530-09 Currently the lead 7 TACS backup clerk has a lag time of days before they are allowed to actually have TACS access again, to replace a lead 7 when they are out on S/L or A/L. This is a great inconvenience to the operation and this needs to be addressed. Does the USPS have any plans either currently or in the near future to correct this situation?

Response - Facilities with more than one lead clerk, should ensure that the other Lead Clerk(s) in the office is trained and has access to TACS in order to provide backup timekeeping in the absence of the Lead Clerk who primarily performs timekeeping duties. In offices with one lead clerk, they can have up to three backup Level 6 clerks trained with access to TACS. A clerk who is detailed to a Lead Clerk position must have a PS Form 1723 completed and on file, including the name of the Lead Clerk he/she is backfilling for.

There are several steps in the approval process once a request is made in eAccess;

- eAccess routes the request to the approving manager
 - If the manager approves the request, it is routed to the local Functional System Coordinator (FSC).
 - If the local FSC approves the request, it is routed to the National FSC for final determination.
- The **FSC** may **only approve requests** that are for a user who has an **essential business need** (based on the employees **Job Description**) for the access.

HQ Payroll is creating programming via eAccess for backup Lead Clerks to have access to TACS.

0530-10 When can delivery units expect carriers to have access to move from operation to operation with their scanners to be active?

Response - The MDD-TR/MIO Timekeeping National Rollout is still on schedule. It will be implemented in 9 area phases between 5/21/2022 – 5/20/2023.

Also, referencing the March 22, notification, the Postal Service has determined to continue the MDD/MIO Timekeeping pilot in the existing pilot locations through the national rollout. This will allow for additional collection of data as it relates enhancements to the technology and to improve the user experience. This will include both the clerks and carriers currently testing the applications.

The extension of the pilot will continue from April 23 and will remain in place through the national roll out with Phase 1 tentatively scheduled to begin on May 21.

0530 –11 Are level 7 clerks required to have eRMS access, thus enabling them to enter approved leave? If so, this could allow a craft employee to see confidential information, for example, such as corrective action notes.

Response - Enterprise Resource Management System (eRMS) is identified as a Management tool, accessible to management, used to monitor and manage employee attendance. Lead Clerks do not have access to eRMS.

In accordance with the Clerical Work MOU and the Clerk Craft MOU, employees assigned the Lead Clerk Office Roll in TACS are not prohibited from entering supervisor approved leave into TACS. Entering supervisor approved leave entries into TACS is a Lead Clerk duty.

With respect to entering leave in both TACS and eRMS. Having multiple leave entry systems can lead to leave being entered incorrectly or multiple times causing clock ring errors which could lead to employees not being paid correctly and making costly pay adjustments. Also, eRMS is fully integrated with the TACS application (excluding RTACS and Timecard Offices), but TACS does not integrate information to eRMS.

In accordance with the September 7, 2021, Memo from Simon Storey, Vice President Human Resources, All Leave entry capabilities in TACS will be disabled after peak season of FY2022. ERMS is the USPS official source system for managing employee leave.

0530-12 NAPS is requesting a briefing on “mega units” that are being planned by Headquarters, that will combine multiple delivery units and plant operations under one roof. How will this impact customer service EAS staffing and plant EAS staffing? Since this can impact EAS staffing, why was NAPS not consulted on this process?

Response: The Sorting and Delivery Centers (S&DCs) is a newly established and in the concept phase. A briefing will be provided to NAPS. Bargaining and non-bargaining staffing is yet to be determined and therefore no proposal was developed and sent to NAPS.

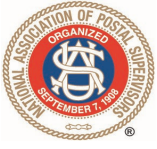
RES – 50 That USPS Headquarters, with NAPS officers, jointly creates a formula for SWCs determination that takes into account as many indicators as possible to effectively develop a system whereby local units are properly staffed with numbers of front-line EAS supervisors necessary to successfully and profitably operate a local unit.

Response: The Postal Service has engaged NAPS as a work team to discuss supervising staffing and explore modifications to the model.

RES – 51 That one USPS vehicle be provided for EAS employees’ use to each Level-18-to-20 office, two USPS vehicles be provided to each Level- 21-to-22 offices and three USPS vehicles be provided to each Level-24-to- 26 offices.

Response – This resolution is not adopted.

The USPS is updating the Admin Program that would assign vehicles to certain positions and others in a motor pool. These vehicles will be available to EAS for use whether they are assigned to the position or assigned to the pool.



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0706-01 NAPS is requesting an explanation why level 18b Postmasters are not considered special exempt by the USPS, considering the following ELM language:

432.112 Nonbargaining Unit Employees

Nonbargaining unit employees are categorized as follows:

- a. **Full-time salaried – one of the following categories of salaried employees employed according to procedures established by the Postal Service:**
 1. *Exempt salaried – career employees who are exempt from the FLSA provisions, are not limited to working a specified number of hours in a service week, and are expected to work or have excused leave for at least 40 hours per week fulfilling the responsibilities of their positions.*
 2. ***Special Exempt – career employees who are exempt from the Fair Labor Standards Act (FLSA) provisions, whose permanent assignments are to Executive and Administrative Schedule (EAS)-15 through -18 positions, and who directly supervise two or more equivalent bargaining unit employees in production operations.***
 3. *Nonexempt salaried – career employees who are not exempt from (i.e., are covered by) FLSA provisions and are assigned to work schedules consisting of five 8-hour days in a service week.*
- a. *Part-time salaried – career hourly rate employees assigned to regular work schedules of less than 40 hours in a service week.*

USPS responded to an earlier NAPS inquiry on this issue as follows:

That Policy provision doesn't automatically make every exempt position in levels 15-18 that supervises bargaining unit employees eligible for additional pay. Even if it did, 18B is its own grade which is one level higher than a level 18 and wouldn't be eligible.

NAPS continues to question that response as level 18b Postmasters supervise craft employees and based upon ELM 432.112.2 should be classified as special exempt.

Response: An explanation was already provided to NAPS outside the consultation process on eligibility for special exempt status and additional pay which is subject to the pay consultation process. The explanation also included the following but was not included with this item:

“Level 18 and 18B Exempt Postmasters are not recognized as Special Exempt. I included the list of job titles that are designated as Special Exempt and eligible for additional pay. When Special Exempt status was established as part of the 1996 pay decision, this designation was primarily provided to front line supervisors and several other job titles. In addition, please



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see the ELM provision below that references FLSA-exempt employees eligible for additional pay.”

434.134 FLSA Exempt EAS Additional Pay

FLSA-exempt EAS additional pay is compensation **directed by Postal Service regulations** to be paid to **eligible FLSA-exempt employees** and is calculated by dividing the annual salary by 2080 and applying this rate to each eligible hour worked.

0706-02 NAPS is requesting the results of the most recent Postal Pulse survey, administered prior to the one that began June 14, 2022. Further, NAPS is requesting that the results of the Postal Pulse survey being administered from June 14 to July 15, 2022 be released to NAPS as well when available.

Response: The Postal Service sent NAPS a notification dated February 28, 2022, of the FY2021 Postal Pulse Survey Results that included the results as an enclosure. NAPS posted this information on their website.

0706-03 NAPS has heard from EAS in the BSN that they were to be upgraded to level 19 in February, 2022 which would involve the 4% upgrade in pay. What is the status of this level increase?

Response: A request for a job evaluation review in accordance with ELM 222 was submitted earlier this year of the Business Service Network Representative, EAS-16. NAPS was notified of this change on July 5. The evaluation results and decision is that the job will be upgraded to EAS-17. Salary increases resulting from this change will be made in accordance with ELM 413.3

“ELM 413.3 Position Upgrade When an employee’s position is upgraded through the Workload Credit or job evaluation process, a 4 percent basic salary increase is provided. The increase is adjusted higher if necessary to bring the salary to the minimum of the new grade or the minimum salary for certain supervisory positions as described in Exhibit 412.12b. The increase is adjusted lower if necessary, to keep the salary from exceeding the maximum of the higher grade.”

0706-04 NAPS previously raised the issue of an RSS unit being removed from Rapid City, SD last year. The response from USPS was that it was being relocated, due to lack of use. That RSS remains in Rapid City. It has not been relocated, just taken away as a tool to service customers. What is the rationale for this action?



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Response: The Rapid City, SD office was scheduled to have 1 RSS terminal removed from the office due to being underutilized. Underutilized terminals are calculated via the STEM report. It reviews, walk-in revenue, # transactions and WOS earned staffing hours. The office was provided boxes and return labels last year to send the unit back. New labels will be re-ordered and shipped to the office.

0706-05 NAPS is requesting a briefing on the new Route Inspection process that has been agreed to with the NALC, as this directly affects EAS supervisors, managers and Postmasters in delivery units.

Response: Bob Soutar, City Delivery Specialist III, provided a briefing on this process. The Postal Service and NALC have agreed on exploring new and innovative methods for maintaining routes in proper adjustment throughout the year in an efficient and effective manner.

The Post Office and NALC jointly agreed upon *Technology Integrated Alternate Route Evaluation and Adjustment Process 2022 – 2023 (TIAREAP)* which is intended to reduce disputes and is more effective and less intrusive. The parties have agreed to this process that includes evaluating and adjusting city delivery routes with information made available using Digital Street Review (DSR) technology as the primary means. The parties will appoint joint USPS/NALC route evaluation teams in each district who will be used to implement the methodology.

0706-06 Currently, the DOIS parcel volume sorted on Saturday afternoon shows up on Sunday non-Hub DOIS offices. However, the Sunday parcel volume doesn't roll in automatically to Monday's parcel volumes. The field has been instructed not to add these Sunday parcel volumes manually into Monday. Currently, the Monday DOIS parcel volume is not accurate. What can be done to have this fixed to reflect accurate parcel volumes on Mondays?

Response: Bob Soutar, City Delivery Specialist III, provided a briefing. The DOIS team is aware of the problem and is currently working on a solution. In the meantime the missing volume should continue to be entered manually.

0706-07 Currently, local NAPS officials are not being made aware of new supervisor classes in order to be given an opportunity to speak to these individuals who may want to join NAPS. Often times local NAPS officials are alerted by NAPS members who know someone in a class. Several years ago, prior to COVID, USPS provided NAPS HQ a list of all supervisor training classes across the country. NAPS is requesting that this list be made available to NAPS HQ, and local NAPS officials be granted access to these classes to explain NAPS membership to these newly promoted EAS.

Response: This department is not aware of any request for this list and as far back as 10 years. NAPS did make a request of headquarters, in August 2014, for local NAPS officials to be permitted to participate in the initiation of programs within each district, such as new supervisor



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Training. The response was that our practice has been to allow the districts the discretion in making those decisions and we will continue with that practice. Local NAPS representatives should contact Local HR with these requests.

0706-08 NAPS HQ has repeatedly been made aware by EAS in the field of telecons and/or ZOOM meetings where district, Area and at times, HQ leadership has treated EAS with disrespect, threats, and harassing behaviors. NAPS has repeatedly over the years brought these concerns to Postal HQ yet this type of behavior continues to be tolerated, possibly encouraged, by senior postal leaders. What will it take for this behavior to no longer be tolerated?

Response: The Postal Service has established policies on understanding, reporting, investigating, and preventing harassment:

- [HR-07-01-2021-2 - Postal Service Policy on Workplace Harassment](#)
- [Publication 553: Employee's Guide to Understanding, Preventing, and Reporting Harassment](#)
- [The Joint Statement on Violence in the Workplace \(JSOV\)](#)

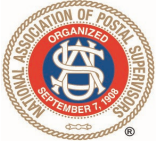
Specific allegations should be reported through the appropriate channels to be investigated.

0706-09 NAPS HQ has heard from HQ EAS personnel in the field of an inability to use staff vehicles. These EAS are told that the vehicles belong to the district, and are unable to be used by HQ persons assigned to the field, many of whom work in those district facilities. These vehicles are necessary to the performance of these HQ EAS duties to perform audits, attend meetings, and oversee those operations under their control. Does USPS HQ have a plan to assign vehicles to these HQ EAS in the field?

Response: As discussed with NAPS in the May Consultative meeting, Fleet Management is working on an Administrative Vehicle Initiative. Once the initiative is put into action there will no longer be vehicles assigned to people, nor will vehicles be assigned to a particular district. Vehicles will be assigned to select positions and as the holders of those positions change the vehicle will remain in place. The pools of vehicles staged at large Postal facilities (primarily P&DCs) will be available for all Postal employees regardless of District or HQ assignment, who have a work related, time to time, need for a vehicle. Additionally Fleet Management will regularly review utilization data to identify situations where it may be prudent to assign a position a vehicle. Conversely this same review could identify positions where an assigned vehicle may not be prudent.

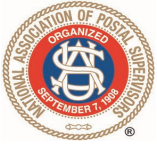
A District should not be putting HQ employees in a position where they're not able to complete their missions. Fleet Management did not move vehicles as a result of the re-org, If a District had ample vehicles before the re-org there should be ample vehicles still in the District to accommodate both District and HQ employees.

This initiative is still in the planning stages but is expected to be finalized soon. Additional information will be provided to NAPS as it becomes available.



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0806-01 How many subscriptions does “Informed Delivery” have now? What is the projected advertising revenue for “Informed Delivery” in FY22? What is the planned revenue for “Informed Delivery” for FY22? Is this projected revenue included in the Total Revenue used for NPA?

How many subscriptions does “Informed Delivery” have now?

- As of July 17, 2022, Informed Delivery had 49.2M registered users representing 36.2M unique households.
- What is the projected advertising revenue for “Informed Delivery” in FY22?
 - Informed Delivery does not generate revenue directly but does contribute to the overall value that shipping and mailing with the Postal Service provides to customers. The Postal Sales team regularly uses the availability of Informed Delivery as an added benefit to the shipping and mailing service products offered by the Postal Service to commercial mailers. In addition, our nearly 50M subscribers provides an engaged audience for brands to deliver additional marketing touchpoints. This provides a competitive advantage to customers using our products. The inclusion of digital content in the Informed Delivery daily digest provides our customers with the advantages of Postal Service mailing and shipping products combined with a digital channel in which consumers are highly engaged. The 70.2% email open rate for Informed Delivery daily digests provides mailing and shipping customers with more than 2.5x the exposure that they would get through email marketing.
 - What is the planned revenue for “Informed Delivery” for FY22? N/A
 - Is this projected revenue included in Total Revenue used for NPA? N/A

0806-02 NAPS 1187’s are in arrears for four months currently. When can we expect Shared Services to process these new and backlogged 1187’s and become current?

The HRSSC tracks receipt and activity of 1187’s daily and is current. If NAPS can provide examples of 1187s that haven’t been processed or were significantly delayed,

we can research to determine the issue. At times, errors are made when the form is filled out improperly.

NAPS - Since this Consultative meeting NAPS has submitted names for the USPS to track and review the process. The process is being reviewed at both NAPS HQ and Postal HQ.

0806-03 Will there be mitigation to FY22 NPA? If no, why not? If yes, what indicators will be mitigable and who will be able to mitigate? If yes, what will be the timelines and what will be the process?

Response: Yes, there will be an opportunity for installation heads to submit a unit mitigation request for consideration for FY22. References to Corporate and Unit indicators was removed in 2021 yet indicators, measured at the unit level still exist. We will consult with NAPS on redefining the policy that references unit indicators.

0806-04 Is Amazon parcel delivery actually making a profit for the USPS and if it is or isn't what is the profit or loss YTD?

Response: The profitability of individual customers' parcel shipments with the Postal Service is commercially sensitive and information that under good business practice would not be publicly disclosed. However, each competitive product must, by law, cover its costs and contribute an appropriate share to institutional costs. And to the extent any given customer's parcel shipments may be provided under a negotiated service agreement (NSA), each individual NSA must also cover its costs and contribute an appropriate share to institutional costs.

0806-05 What is being done to move the EAS in the middle of their pay scale quicker towards the top of their pay range? It's obvious that this group of EAS has been stuck in the middle of their pay ranges for years, and PFP is not the answer.

Response: There was no analysis provided to support this allegation. Individuals receive general salary increases through promotions and annual pay-for-performance (PFP) increases. Salary range minimums and maximums are increased every year. This could result in individuals not reaching the top of the salary range maximum and continue to receive PFP as basic salary increases. The ranges are increased just prior to establishing PFP awards to allow for individuals to receive most or all their award as a general salary increase. In June 2015, we agreed to apply increases to salary range minimums prior to applying PFP awards.

0806-06 NAPS is concerned that the Seminole P&DC Annex was rented without air conditioning. The local NAPS branch president wrote to Mr. Dahlstrom, his response is attached. While NAPS understands some cooling equipment

has been brought into the facility, NAPS considers this an unsafe working environment for employees. NAPS believes the USPS should install air conditioning in this facility as soon as possible.

Response: The Postal Service has determined that the actions taken in facilities without air conditioning are adequate. The response that was provided to NAPS locally included multiple measures that are being taken concerning employees assigned to this facility and other facilities without air conditioning.

0806-07 Ms. Doleshal, (A) HR Manager Central Area did not follow through on the issue of Sioux Falls having supervisor positions posted as Sunday/rotating and rotating/rotating days, giving the supervisors random days off each week, not adhering to the set days off in the rotation. The Area said they would fix the supervisors days off to comply with the way they were posted and they have not done that. When can NAPS expect this to be resolved?

Response: NAPS should direct this inquiry to the Central Area. It's a local issue that is not suitable for this forum.

0806-08 NAPS is now requesting consultation on the issue of implementation of the Sorting and Delivery Centers, scheduled for Fall 2022 for Mid-Hudson, Bryan, Tx and Athens, Ga, as far as NAPS can discern ... USPS has not been forthcoming on the implementation dates across the country for this process. Title 39 Section 1004(b) states, in part ... *Upon presentation of evidence satisfactory to the Postal Service that a supervisory organization represents a majority of supervisors ... such organization or organizations shall be entitled to participate directly in the planning and development of pay policies and schedules, fringe benefit programs, and other programs relating to supervisory and other managerial employees.* As this process is currently designed, based on a briefing the NAPS Resident Officers previously attended, there will be considerable impact on EAS staffing, as supervisors, managers, and postmasters will have carriers and clerks moved into these mega-units. NAPS further demands the USPS follow Title 39 Section 1004(D)(1)(b) giving NAPS its full consultative rights under the law.

Response: We have provided two briefings to NAPS on the S&DCs and provided a list of facilities and implementation dates. We will continue to share information with NAPS and will continue to follow our obligations with the consultation process.

0806--09 NAPS North Central Area VP Dan Mooney did not receive answers from Wisconsin District Manager Sam Reed relative to a "lockdown" which

occurred at Milwaukee's Bayview Station. Mr. Reed was sent a reminder on June 29th that Mr Mooney had not yet received adequate responses. Mr Reed responded that he would have the Labor Manager respond, and to date that has not occurred.

[Response: NAPS should direct this inquiry to the Wisconsin District and escalate it to the Central Area if unresolved. It's a local issue that is not suitable for this forum.](#)

0806-10 Central Area MPOO Patti King in Kansas City is requiring all offices to deliver all missent Priority and Express Mail to every office within 50 miles. While Dave Williams was Chief Operating Officer, he stopped this process, indicating that heroic efforts such as this are unnecessary. The Postal Service also has a policy that mail should not be transported in a personal vehicle. Many of these offices do not have enough postal vehicles to accomplish this task. Therefore, NAPS is requesting that Postal Headquarters re-emphasize the policy regarding the delivery of missent Express and Priority.

[Response: NAPS should direct this inquiry to the KS-MO District for discussion. It's a local issue that is not suitable for this forum.](#)

0806-11 A USPS HQ employee (for privacy concerns will not have her name listed here), was requested to attend the NAPS Central Region Symposium in April, 2022 as a USPS presenter. She was told by her manager that she would have to use her own annual leave and pay her own expenses to attend. The Manager went as far as to tell the USPS HQ employee that NAPS should pay her expenses if NAPS wanted her to attend. Central Region VP Craig Johnson spoke to Central Area Field Human Resource Manager Mindi Doleshal several times about this as well as to Bruce Nicholson, HQ Labor Relations. Unfortunately, the issue has been left unresolved. NAPS is requesting that this employee have her leave balance restored and all her travel related expenses be reimbursed.

[Response: NAPS should direct this inquiry to the Central Area. It's a local issue that is not suitable for this forum.](#)

0806-12 EAS HQ positions assigned to Michigan 1 district were identified as subject to a Reduction in Force (RIF), and based on these rumors many EAS sought positions outside Michigan1. USPS Headquarters ultimately recognized that those positions should have never been identified as potentially being subject to a RIF. Central Area Field Human Resource Manager Mindi Doleshal has not been responsive to questions and concerns on this issue. Those who did gain other EAS positions outside of Michigan 1 have not been permitted to retreat to their former positions. NAPS is requesting that those EAS who sought positions outside of

Michigan 1 based on the potential impacts of a RIF be permitted to retreat back to their former positions in Michigan 1.

Response: There are no retreat rights for non-bargaining employees. Retreat rights is used for bargaining unit employees in excessing events. Non-bargaining employees are not excessed, we follow policies on Reduction-in-Force (RIF) and RIF avoidance activities. If individuals identify a vacancy that they are interested in, they can request lateral assignments. Positions have changed due the restructure, and the number fo positons have reduced. Therefore, there may be more people interested in returning to a limited number of vacancies.

0806-13

There were higher level maintenance jobs still posted as Special Exempt after the COVID MOU ended. See attached posting. This occupation code was updated effective May 21, 2022 which designated it as exempt: An employee who occupies MGR MAINTENANCE (1640-7040) effective May 21, 2022 and thereafter are designated as exempt, and employees who are currently assigned to that position received a NOA 902 to update their records accordingly. NAPS is aware of members who applied for these positions as posted, were awarded the position, and were subsequently informed that the position had changed to Exempt. NAPS is requesting an explanation of this failure to properly post these positions.

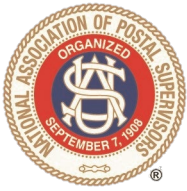
Response: NAPS sent a request to the VP, Labor Relations in 2020 to allow for additional pay for Exempt employees being required to work a significant number of additional hours every day and on scheduled days off due to low percentages of employee availability. The Postal Service analyzed the request and determined that it would allow for additional pay of Exempt managers in field operations if required to work additional hours because one's subordinate supervisor was unavailable to report to work due to a COVID-19 related absence and that Exempt Manager was needed to supervise bargaining unit employees directly in Mail Processing and Delivery Functions.

A temporary solution was identified in our pay systems and specific manager positions were flagged as eligible for additional pay. Once flagged, the positions were displayed as Special Exempt on job postings. Once the memorandum expired that allowed for additional pay, those positions were returned to the Exempt designation. The MGR Maintenance (1640-7040) was and still is exempt. It was only eligible for additional pay and temporary classified as Special Exempt during the life of the memorandum.

0806-14

Did the USPS receive a flat dollar amount from the Biden administration over and above the cost of packing and delivering COVID test kits to the American public? If yes, what was that dollar amount? What was the cost per COVID test kit that USPS charged the administration to deliver COVID test kits? Has 100% the year-to-date total revenue USPS has generated/charged to the administration for packing and delivering COVID test kits been added into the “total revenue” stream used to calculate the NPA indicator “Total Revenue to Plan” this FY? How many COVID test kits has the USPS delivered year to date?

Response: The year-to-date total revenue USPS has generated/charged to the administration for packing and delivering COVID test kits has been added into the “total revenue” stream used to calculate the NPA indicator “Total Revenue to Plan” this fiscal year. As noted in our latest 10-Q released on August 9, 2022, during the last quarter, the Postal Service saw its other services revenue increase by \$100 million compared to the same period last year due to non-postage revenue associated with the COVID-19 test kit distribution initiative. To date, the Postal Service has delivered approximately 550 million at-home tests to American households as a result of this initiative.



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August 6, 2022

Call to order – 9:00 AM August 6, 2022 by President Ivan Butts

Invocation – Led by Southern Area VP Bob Quinlan

Pledge of Allegiance – Led by Central Region VP Craig Johnson

Sergeant-At-Arms – Michiana Area VP Kevin Trayer, Past President Brian Wagner

Roll call – Warden – 22 of the 25 Board members were in attendance. Tommy Roma and Dee Perez arrived late do to flight cancellation. Bill Austin also experienced flight cancellation and arrived after the Board meeting concluded.

Welcome – Butts, Mulidore, Warden

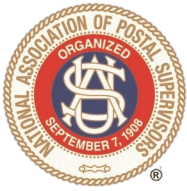
Ivan: President Ivan Butts welcomed the Executive Board and was glad everyone arrived safely. Ivan said it is great to see everyone. He is looking forward to an exciting week here in New Orleans. Ivan informed the Board there is a Jazz Festival taking place this week. There are 12 Constitution & By-Laws resolutions and 50 resolutions we will be addressing during the convention this week. We have good speakers that will be addressing the membership. Ivan informed the Board members that we have important work to do this week that will lay the continuing ground work to put money in the pockets of EAS. A process to make things better and the Resident Officers are committed.

Chuck: Vice President Mulidore welcome all the Executive Board members. He was glad to see everyone arrived safely. Chuck stated there is interesting talk involving things going on with the Postal Service. Mid-term elections will be interesting and very important. Bob Levi and Chuck are presently looking into those who we should support as they need to support our agenda. Chuck feels we have a really good team at NAPS HQ and look forward going ahead. He feels we now have a new found respect from the Postal Service and this was gained with the support of the Board. Chuck hopes everyone stays safe and has a great week.

Jimmy: Secretary/Treasurer Warden welcomed all the Board members as well. He was glad to see everyone arrived safely so far and is looking forward to a productive week moving our Association forward. Jimmy stated this is an important week as it will determine the direction our Association needs to pursue. Jimmy also said we have a good team at NAPS Headquarters.

Chairman's Report – Tim Ford

Executive Board Chairman Tim Ford welcomed the Board members. Tim stated he had a great career being on the Executive Board of NAPS and also as the Board Chair. It has been an honor and a privilege serving the membership and also knowing all that have served on the Board. Tim



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stated he knows that as he is leaving, he is turning the Southern Region over to good hands and knows the Southern Region will not miss a step moving forward. Tim said now is the time to move on and spend more time with his family. Tim thanked all the Board not just for their professionalism but also on a personal note for their friendship as we have been there for each other through difficult personal times. And that truly meant a lot to Tim as he will never forget that.

Parliamentarian - Doctor Bruce Bishop

Dr. Bishop said it's a pleasure working with NAPS and looks forward to a great convention. He will have further remarks at the meeting tomorrow.

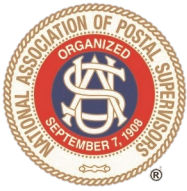
Disciplinary Defense Fund - Al Lum

Eight appeals have been filed this past week. Seems appeals are picking up. We just won a M650 case based on the merits alone. Glen Smith handled the case. There is a concern in the field by EAS who received COVID pay after the period ended. One case was received for debt collection and it is in the process. No decision yet on this case. We strongly believe we will prevail in this case. Form 50s were not processed until after the period had ended resulting in the system remaining open to accept all clock rings. April 8th was when the extra pay should have ended. Previously Form 50s had to change so those classified to receive the extra pay were able to but the Form 50s weren't changed back until a month after the April 8th conclusion. Form 50s took effect May 21st. Al Lum has a ruling that they can't initiate a debt collection if a Form 50 has been back dated.

Major issue across the country with EAS delivering mail. Some DMs have stated no EAS is to be delivering mail. Many MPOOs are not replying to requests to meet and discuss this concern. When they do meet, they don't commit to following the policy established by Postal HQ. Troy informed the Board that Tommy Roma did push back at an Area meeting the Atlantic Area VP held. Districts are not following the directive of Postal HQ.

Secretary/Treasurer Report – Jimmy Warden

Jimmy informed the Board he will be sending them the final budget numbers for last fiscal year in a week or two for the Board's review. This will give the Board time prior to the Fall Board meeting to review. A question was raised why the convention budget and the overall budget in the One Book had a difference of \$100,000.00. Jimmy explained that expense occurred in May of 2020 and was paid to the Gaylord Texan to change the contract for the 2020 convention. It was a cost then added to the rescheduled convention which was held in August of 2021 which is a different NAPS fiscal year. The leasing of our building vacancies remains the same but we do have three perspective tenants which have shown interest. Our investments have dropped since the spring board meeting but have gained for the month of July. It is hoped the market will continue on this



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trend.

SPAC and Legislative Report – NAPS Executive Vice President Chuck Mulidore provided the Executive Board with an update of legislative, regulatory and political activities. HR 3076 is over we need to move on. We are seeing movement on the WEP and GPO bill. Some Republican Congressional Leaders have said they are interested in this bill. November 18th after the mid-terms the bill should get to the floor for a vote. This being a lame duck session it is difficult. Shipment Equity Act is an interesting bill. This would allow the Postal Service to ship alcohol. Many are against this bill especially the distributing companies because they prefer State regulations which UPS falls under. If the Postal Service can ship alcohol, then it would fall under Federal regulations. The Inflation Reduction Act (HR 5376) contains 3 billion dollars for the Postal Service to purchase electric vehicles. There has also been some pressure on HQ because of the Postal Police Reform Act (HR 5587 & HR 8186). No traction at all on HR 1623. HR 1624 is a good possibility. There is a strong possibility based on history the House will be controlled by the Republicans. Based on low approval ratings of the President this will have an effect on the election. In the Senate some races are too close to determine.

The Midsummer Night's SPAC Raffle raised \$19,342.00. Another SPAC raffle might be run in the Spring prior to LTS. SPAC is of importance. Additional funds are needed with mid-terms coming. SPAC opens doors. With the present trend it is hoped we can raise \$300,000.00 this year for SPAC. This would be the first time ever we raised \$300,000.00 or more for SPAC.

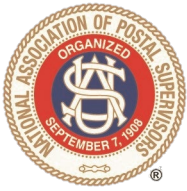
Mail In Voting is an issue we want to keep pursuing. We would like to start reaching down and become involved in some local elections such as State Senators. If we can support them at the lower level, it would be hoped they support NAPS issues as they run for higher national positions. Bruce Moyer informed the Board it is interesting that Senator McConnell believes the Senate races will be close. Possibly a schedule F would bump out civil service which comprises approximately 50,000 people. Gerry Connolly presently has a bill in a defense bill that would prohibit a schedule F. We don't believe this would affect Postal Service employees if it was passed.

Discussion was had on concerns pertaining to the S&DCs.

NAPS HQ has been in continuous communication with the US Postal Service pertaining to the S&DCs (Sorting & Delivery Centers) initiative. Sites selected by the Postal Service are chosen on specific criteria.

The intended implementation of this project was set for August 27, 2022. We have been informed the sites, with the exception of Athens P&DC in Georgia, will not be ready for full implementation by the projected date so therefore will be held off until after election season and peak season or when all aspects of the operation will allow whichever is the later. The Athens P&DC is scheduled for full implementation in late September of 2022. NAPS has been informed that it is likely additional carrier routes may be added to the delivery zones that will be involved in this project.

The NAPS Resident Officers have expressed questions primarily regarding the staffing for these



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facilities pertaining to Supervisors and the respective Postmasters. As stated, we have been informed there will probably be an increase in carrier staffing. NAPS has been informed no decision has been made pertaining to the number of non-bargaining employees but no impact is anticipated.

It is our expectation that the implementation of the S&DCs which is part of the Postal Service's 10-year plan will allow Postmasters the ability to reconnect with the community they serve therefore re-establishing the prestige of the position.

Legal Review – NAPS attorney Bruce Moyer provided the Board with an update on legal issues facing the organization. The Board went into an Executive Session which holds the Board to confidentiality. A motion was made by the Chairman of the Board with no objections.

PCC – ZOOM Meeting Jean Love-Joy, Mark Fallon, Suzie Oswald and Lewis Johnson

A video was shown with testimony from business customers stating the great resource of being part of the PCC. Better building a partnership with managers and supervisors establishing communication with postal customers. The benefits to business mailers enable to bridge the gap between mailers and the Postal Service which results in building revenue. Increasing revenue helps NPA which benefits all EAS. PCC Week is September 19 – 23, 2022. The Executive Board is being asked to assist in building a relationship and establish a PCC within their delivery zones. Concern having this additional duty added to the supervisor's workload as it was stated they wish to see supervisors performing this duty. This activity is not part of the SWCs. Ms. Love-Joy said she would go back and ask VP Elvin Mercado and VP Angela Curtis for information regarding the work study performed on SWCs. It was said by NAPS that the Postmasters need to be allowed to be more engaged in their communities. Bring back the prestige of being a community Postmaster. It is the stance of NAPS that creating a PCC should be with the Postmaster/Manager and not the line supervisor. Mr. Fallon stated what they would also like to do is attend PCC events locally. Sales is also involved greatly with the PCC. Ms. Love-Joy said they would attend local conventions and training seminars. There are 140 PCCs nationwide. 81 PCCs are holding an event during PCC week.

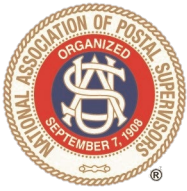
Board discussion was held after the meeting ended with the PCC at which time it was discussed it is another task that time will not allow for. Some presently attend Chamber of Commerce meetings within their community on their own time in the evening. It is strongly felt a supervisor's day would not properly allow for time to perform this function.

Consultative Meeting – Bruce Nicholson and James Timmons

Responses are forthcoming

Motions and Recommendations

A motion was submitted that the Executive Board would vote whether to accept or reject any



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settlement to the pending lawsuit with the Postal Service. Discussion was held and it was stated this has already been determined during the prior discussion regarding the lawsuit so the motion was withdrawn.

Fall EB Meeting Dates – Arrive October 15, 2022 – Return October 20, 2022

New Business

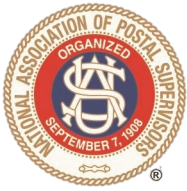
There was a concern not sending out the Convention Budget Committee Report. President Butts stated the report was requested by the Resident Officers and the report was directed to the Resident Officers. A copy of the report was available for review. The report was communicated verbally on the zoom meeting when the committee reported to the Board at the conclusion of their review.

Field Maintenance Supervisors. We are waiting to see how many may be affected in the Plant. The FMO package appears that it will create additional jobs but we want to know who will be impacted. A concern also is the territory they will need to cover. NAPS is awaiting responses regarding these concerns. Kevin Trayer will supply some information on how the previous structure is compared to the new structure.

Evacuation Procedures – Jimmy Warden and Kevin Trayer met with the security people from the Hyatt Regency on Friday 8/5/22. Both were escorted through the hotel and advised of the evacuation procedures should the need arise. Jimmy and Kevin shared these procedures with the Board and informed them of their roles should the need occur. They also informed the Board that they are meeting Sunday 8/7/22 to review the procedures with the Sargent At Arms. Jimmy also informed the Board the membership attending the convention will all be made aware of the procedures as it will be spoken on at the beginning of the convention from the podium.

Eliminating live New Supervisor Training. Training will be performed via zoom. A concern is will we be able to have an opportunity to speak with the class pertaining to the benefits of joining NAPS? NAPS has asked the Postal Service if we can have time to speak during the training seminar. The new supervisors will be trained from Oklahoma. Central Area VP Dan Mooney has been attending all the zoom training sessions. It was also stated we need to attend the new Postmaster's training also.

Question regarding will there be elections for a new Chairman for the Board at the next Board meeting on Saturday 8/13/22. Dr. Bishop says the Executive Board can nominate and vote on a temporary chair. They will remain in the position until the October Fall Board meeting. It would be acceptable for the President to preside at the meeting until the Fall Board meeting and a new Chair is elected.



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13. Old Business - None

14. Good of the Association – Jaime thanked Tim Ford for all his years of service and dedication. Tim Ford thanked the Board and all previous board members for their support through out the years. He thanked everyone for all their help. Bob Quinlan, Roy Beaudoin and Tim Needham also thanked the Board for their help, support and friendship through out the years and it was an honor serving.

15. Final Remarks – President Butts thanked the Board for the great work during the Board meeting. It was great seeing everyone and it is an honor working in this position. Ivan thanked those Board members who are not running for re-election, Bob Quinlan, Roy Beaudoin, Tim Needham and Tim Ford. Words of thanks and encouragement were spoken by President Butts to each leaving Board member.

Tim Ford thanked the Board

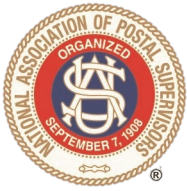
Closing prayer – Led by President Ivan Butts

Adjournment – Motion to adjourn Tim Ford

Motion adopted.

Meeting ended at 6:34 PM

Respectfully Submitted,
James “Jimmy” Warden
NAPS Secretary Treasurer



National Association of Postal Supervisors

68th National Con. Board Meeting

August 13, 2022

1. Call to order – 9:00 AM August 13, 2021 by President Ivan Butts
2. Invocation – Led by Central Regional Craig Johnson
3. Pledge of Allegiance – Led by New York Area Dee Perez
4. Sergeant-At-Arms – Shri Green & Kelly McCartney
5. Roll call – Warden - All Board members present

President Ivan Butts assumed the position of Chair as Tim Ford is no longer on the Board.

6. Welcome – Butts, Mulidore, Warden

Ivan: President Ivan Butts welcomed the Executive Board and was glad to see everyone. Ivan welcomed the newly elected Board members and congratulated them. Ivan hoped everyone had a good week engaging with the membership. There is a lot to reflect on all in all everything went well. Ivan will be critiquing for improving.

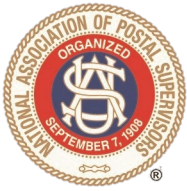
Chuck: Vice President Mulidore welcome all the Executive Board members. He stated they had big shoes to fill of those that just left the position. Great to see new Board members with new energy though we will miss the ones that have left. Chuck is excited and looking forward. We have a lot to do. It was a great week as business got done!

Jimmy: Secretary/Treasurer Warden welcomed all the Board members as well. He welcomed the new Board and is excited to have new members. Jimmy informed the new board members that they will be attending Board member training. In the interim they should feel free to contact him as he will assist with vouchers etc. until they receive the training.

Chairman's Report – Ivan informed the new Board members of the procedure regarding the Chair having keeping the list of speakers. There is a two-minute clock that is utilized giving a speaker two minutes to speak.

Richard Green thanked the new members and congratulated Ivan on running a successful convention.

The Board introduced themselves and informed the new Board members of their



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previous experience in the Postal Service and NAPS. The new members introduced themselves and spoke about their previous experience.

Ivan thanked everyone and informed the board that the members look at us as their resources for information. We work together.

Ivan spoke on the new registration process as everyone said it went excellent. So much better than the previous registration process.

Ivan thanked Troy and Jimmy for the community outreach by Troy having the young lady perform at the convention and the donations that the membership gave to assist the family. Also, the campaign give away of back packs by Jimmy and allowing folks to donate them to a local school for children to have a backpack to use for school. Ivan also acknowledged the outreach work done on behalf of NAPS at three New Orleans shelters.

Allowance accounts were briefly discussed and the purchasing of computers and cell phones.

Legal Review – Bruce Moyer gave an update on the lawsuit and reviewed the status as we have new Board members. The Board moved into Executive Session which is confidential.

7. New Business – New Insurance Forms need to be filled out by all Board members and Address forms need to be filled out by the new Board members.

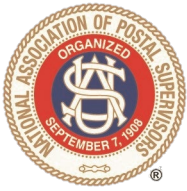
Motions and Recommendations

No Motions or Recommendations were submitted.

Fall EB Meeting Dates – Arrive October 15, 2022 Depart Thursday October 20, 2022. New Board members will arrive two days earlier for Board Training.

Good of the Association – California had the membership conduct a survey regarding the working situation and climate. The results are being shared with the District Managers. They are hoping to see some positive results as some district Managers are engaged.

Issue with SWCs when will it be implemented.



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Supervisors and postmasters delivering mail. Keep escalating until it stops. Jersey DM directed his directs no EAS is to be doing craft work. People are back to work or get them back to work. Concern regarding the STCs moving employees and supervisors. Not allowing retreat rights for EAS that had been exceeded prior to the decision to return the positions.

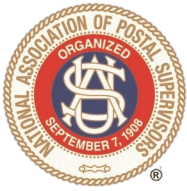
Final Remarks – Ivan Butts

Looks forward working with everyone the next two years and trying to get more for the membership. Ivan stated we will start engaging more with the Postal Service regarding our next pay agreement. We have been successful in putting money in the members pocket but we must continue. We have allot of things to be proud of. Ivan said he is proud to serve the members of this Association.

Closing prayer – Led by President Ivan Butts

President Butts adjourned the meeting at 1:20 P.M.

Respectfully Submitted,
James “Jimmy” Warden
NAPS Secretary Treasurer



National Association of Postal Supervisors

Executive Board ZOOM Meeting

August 30, 2022

1. Call to order – 4:00 PM August 30, 2022 by President Ivan Butts
2. Roll call – Warden – 24 of the 25 Board members were in attendance. P. Davis was absent. NAPS legal team of Andy Freeman and Bruce Moyer was also in attendance.
3. Welcome – Butts, Mulidore, Warden

Ivan: President Ivan Butts welcomed the Executive Board and stated the purpose of the meeting today is to update the Board on the status of the pending lawsuit.

Chuck: Vice President Mulidore welcome all the Executive Board members also and spoke on the recent events regarding the pending law suit.

Jimmy: Secretary/Treasurer Warden welcomed all the Board members as well. He stated he concurred with what said by President Butts and Executive Vice President Mulidore.

President Butts then stated the Board was now in Executive Session. The Executive Board was then informed on the recent events pertaining to the pending law suit.

New Business

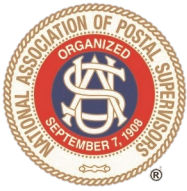
Contracts

Two contracts were discussed. The first was a one-year contract (9/1/22 – 8/31/23) with Bruce Moyer for Legal Services. Changes were discussed. A recommendation was made to ask Bruce Moyer to change the ending date on the contract to 10/31/23 which would add two months and also end after the Fall Board meeting. A motion was submitted by Northeast Regional Tommy Roma to accept the contract with Bruce Moyer for legal services.

Motion # 1 – Submitted by Thomas Roma Second by Marilyn Walton

Motion passed unanimously by attendees.

The second contract discussed was with Walsworth Publishing. Presently NAPS is in contract with Quad Graphics to publish the Postal Supervisor. Based on a price increase and a few concerns in the past with Quad Graphics work, it was decided to seek another publisher.



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Executive Board ZOOM Meeting

August 30, 2022

Karen Young the editor of the Postal Supervisor recommended Walsworth Publishing. A three-year contract was being proposed (1/1/2023 – 12/31/2025)

Motion # 2 – Submitted by Kelly McCartney Second by Kevin Trayer

Motion passed unanimously by attendees

President Butts informed the Board that he will be testifying at a Congressional hearing in Philadelphia PA on 9/7/22. He will be testifying in front of Congressman Gerry Connolly's committee. President Butts will speak on the Sorting & Delivery Center rollout and also on security of Postal property as it pertains to the Postal Police.

Kevin Trayer informed the Board that he has heard that the Postal Service will not allow OSHA on Postal property unless they have a warrant. NAPS is going to request additional information regarding this. There is a concern supervisors may get into a legal issue when warrants are involved.

Robert Bock advised the Board that he will participating in site surveys pertaining to the Sorting and Delivery Centers in Florida.

Tommy Roma informed the Board that on Thursday 9/1/22 he along with the Three Resident Officers will be meeting with Doug Tulino regarding supervisors and postmasters having to deliver mail. Mr. Roma stated that at the National Convention he asked if anyone had any information regarding supervisors and postmasters delivering mail to send it to him. Mr. Roma advised the Board no information was received as of this meeting.

Jaime Elizondo asked President Butts if a letter or memo could be drafted giving an update on the status of the pending lawsuit so it may be distributed to the membership. It was agreed and the letter will be written by NAPS's legal team.

President Butts adjourned the meeting at 5:34 PM.

Respectfully Submitted,

James "Jimmy" Warden

NAPS Secretary Treasurer