

# the Postal Supervisor

February 2019



# 2019 LTS

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*Our Chance to  
Educate Freshmen  
Lawmakers on the  
Essential Role the  
USPS Plays in  
America*

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## Objective

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

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

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

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# Please Release Me—Let Me Go!

**S**ome NAPS members wish to seek postal advancement or even a lateral move to a new EAS position. As such, these members accept higher-level EAS detail assignments to gain more experience to prepare themselves for that next position. They even may earn a Lean Six Sigma belt to improve their chances.

If fortunate, after having their hard work recognized and appreciated, they are selected for a promotion or a lateral. Once that happens, their *PS Form 50* is processed, officially transferring them to their new EAS position. They now are ready, willing and able to get started in their new postal job. But wait! For some, there's a catch. Here's the scoop.



**Brian J. Wagner**  
President

Occasionally, NAPS hears from members who have received either a promotion or a lateral, but their current manager will not release

them in a timely manner to start their new EAS position in another office. Members have asked if there is a postal rule that says EAS employees must be released to their new postal positions within a certain time.

Something exists to that effect, but I would not call it a rule. There is no "must," but, rather, postal guidelines that are subject to interpretation. So, is there a correct answer?

There are a few postal references that address when EAS employees may be released to new, non-bargaining positions. First, *Handbook EL-312*, Section 744, "Implementing the Selection," paragraph 744.1, "Effective Dates," addresses placement regarding implementation of EAS employees. It reads:

#### **774.1 Effective Dates**

"The gaining and losing organizations must coordinate effective dates to ensure appropriate coverage."

The next reference is *ELM 351.53*, "Policies," Section (d), which reads:

#### **351.53 Policies**

"The following promotion policies apply:

"d. Employees selected for promotion are released from their current positions without undue delay. This

is normally not later than two to four weeks after selection or in conformance with the provisions of any applicable labor agreement."

Another reference is from two monthly NAPS/USPS consultative meetings. During the November 2014 and January 2015 consultatives, NAPS requested, per a national convention resolution, that the Postal Service issue a national policy directing the release of all EAS employees selected as successful candidates for new EAS positions be completed in no more than 30 days.

The Postal Service responded that it considers the interests of employees selected for jobs, as well as the business and operating interests of the losing and gaining installations. The Postal Service acknowledged that placing employees in their new jobs without undue delay is important.

The Postal Service expects installation heads of both the losing and gaining offices to communicate and cooperate in agreeing on a release date. Also, installation heads need to be mindful of the business and operating needs of their respective installations. The Postal Service anticipates that the release date should be no later than 90 days from selection. The Postal Service does not intend to devalue the interests and needs of either the employee or the business/operations involved.

NAPS' position is that EAS employees are at the whim of one manager or another without having a specific process to release them to their new positions. The Postal Service reiterated that releasing an EAS employee to a new position within 90 days is a reasonable guideline, but not absolute. The USPS reaffirmed its position by referencing *Handbook EL-312*, Section 744.1.

What I call a "please release me, let me go" issue has no true, specific policy on the number of days when an EAS employee must be released to their new position. Again, based on past consultative meetings and referencing *Handbook EL-312* and *ELM 351.53*, releasing non-bargaining employees to their new positions could range from two weeks to 90 days or more, depending on the agreement between the losing and gaining managers.

*Continued on page 10*

# LTS—Getting On Our Game Faces

**A**s this issue goes to print, we will be entering final preparations for the 2019 Legislative Training Seminar, March 10-13. Our deadlines are fast approaching. If you have not done so, please go to [www.naps.org](http://www.naps.org) and register. Following are key LTS dates:

- The registration fee is \$225 if submitted on or before Feb. 15.

- After Feb. 15, the registration fee is \$300.

- LTS registration closes on Feb. 22.

- The hotel room block expires on Feb. 14.

As I write this column, the NAPS Legislative Team and I still are looking at what issues we will be taking to the Hill. Regardless, we know the USPS still is in need of postal reform. This legislation is needed to address the debt from

the mandated prefunding that was part of the 2006 “Postal Accountability and Enhancement Act” (PAEA).

The postal reform legislation we followed in the previous session of Congress offered many opportunities for financial growth and sustainability for USPS employees. Shipping beer and wine, limited banking and providing some state-level services were some of the innovations postal reform pursued.

Also addressed was re-amortizing the existing USPS

retiree prefunding debt over 40 years (75 years in advance) with the opportunity to reinvest current prefunding monies in TSP-like vehicles to afford the USPS the latitude to complete the prefunding in an increasingly expedited manner. And the legislation called for creating an inspector general of the postal community and bringing together the USPS OIG and PRC OIG functions as one unit with dual reporting.

We still are looking for legislation to address the continuing issue of MSPB appeal rights for all EAS employees. This issue is important to pursue with legislation until we have secured this fair and equitable adjudication process for all EAS employees. This type of legislation has a limited area of impact, which is challenging. This legislation cannot move forward as a stand-alone bill, but needs to be placed as a rider to another piece of legislation with broader impact.

Our grass-roots efforts will focus on educating a record number of new legislators on the congressionally appointed mission of the USPS. The need for this education comes from the November midterm election that saw 44 congressional seats switch to freshmen Democrats.

All told, there are 100 new Senate and House members of Congress: 66 Democrats and 44 Republican. Your 2018 SPAC efforts helped NAPS pave the way to an over 92 percent win rate for candidates we supported. Thank you for your continued support.

Unfortunately, our efforts in Senate races did not yield the same positive results. The Democrats lost two

champions of postal issues: Sens. Claire McCaskill and Heidi Heitkamp. We thank them both for their support of a strong Postal Service for rural America.

The issue of rural mail delivery once again may prove to be as vital a talking point with legislators as it was when addressing the ill-conceived Operational Window Change (OWC) process. OWC decimations to service will be felt four years or more after the failed initiative was enacted.

There is much work for us to do when we visit the Hill this year, brothers and sisters. I am looking forward to seeing you all at LTS in March and celebrating all you did in 2018 and will do in 2019.

In solidarity ...

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



**Ivan D. Butts**  
Executive Vice President

## Thrift Savings Plan

Fund	G	F	C	S	I
<b>December 2018</b>	<b>0.26%</b>	<b>1.84%</b>	<b>(9.03%)</b>	<b>(10.70%)</b>	<b>(4.82%)</b>
<b>12-month</b>	<b>2.91%</b>	<b>0.15%</b>	<b>(4.41%)</b>	<b>(9.26%)</b>	<b>(13.43%)</b>

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

Fund	L Income	L 2020	L 2030	L 2040	L 2050
<b>December 2018</b>	<b>(1.31%)</b>	<b>(2.18%)</b>	<b>(4.64%)</b>	<b>(5.61%)</b>	<b>(6.45%)</b>
<b>12-month</b>	<b>0.71%</b>	<b>(0.36%)</b>	<b>(3.58%)</b>	<b>(4.89%)</b>	<b>(6.02%)</b>

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

Visit the TSP website at [www.tsp.gov](http://www.tsp.gov)

Issue	Copy Deadline*	Mails
MAR	JAN 25	FEB 22
APR	FEB 19	MAR 14
MAY	MAR 18	APR 16
JUNE	APR 19	MAY 14
JULY	MAY 13	JUNE 6
AUG	JUNE 18	JULY 11
SEPT	AUG 5	AUG 27
OCT	SEPT 5	SEPT 26
NOV	SEPT 26	OCT 22
DEC	OCT 23	NOV 19
JAN 20	NOV 25	DEC 19
FEB	JAN 2	JAN 28

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

# ‘They Are Who We Thought They Were’

**T**he late football coach Dennis Green once went on an epic rant after a particularly difficult loss while head coach of the Arizona Cardinals. As he was answering reporters’ questions about the team’s loss to the Chicago Bears, a visibly agitated Green pronounced about the Bears: “They are who we thought they were!” After a few more choice words, the coach stormed off the podium.



**Chuck Mulidore**  
Secretary/Treasurer

You probably are wondering how the words of a disappointed and angry football coach could have relevance to an article in our great magazine, *The Postal Supervisor*. Well, as you know, NAPS concluded fact-finding with the Postal Service on Dec. 11, 2018, after a two-day hearing before mediators with the Federal Mediation and Conciliation Service (FMCS). The panel heard arguments from NAPS, as well as the Postal Service,

concerning the 2016-2019 pay award the Postal Service placed on EAS employees who work for the USPS.

NAPS appealed this pay award because it left thousands of EAS employees without a raise—again—in 2018 and further reduced potential payouts for 2019. NAPS has long held the position that the Pay-for-Performance (PFP) program provides neither pay nor performance and must be replaced with a fair compensation system that rewards the contributions of all EAS employees for the success of the Postal Service.

During the hearing, I was pleased with the arguments presented by the attorneys representing NAPS. They were well-prepared, professional and laid out a cohesive argument why the PFP system is unfair, unsustainable and impractical. You can be very proud of the legal team hired by NAPS to represent your interests at fact-finding. NAPS did not just attend the hearing to meet the requirements of *Title 39*. We showed up to provide a foundation for replacing this uniquely isolated pay system for EAS employees.

That brings me back to Coach Green and his epic rant that day at the podium. After the conclusion of the fact-finding hearing, many asked me my opinion of how it went, what my thoughts were and how I felt

about each side’s presentation. As I thought about it, my mind drifted to Coach Green and I responded: The Postal Service is who we thought they were.

Our side was prepared and had clear arguments proving the failed EAS pay system needed to be replaced. The Postal Service came with PowerPoint presentations, talking points and a poor defense of why pay for performance is a fair way to compensate EAS employees—even as every other employee in the Postal Service receives a yearly raise or bonus while thousands of EAS employees do not have that certainty.

They were who we thought they were; the USPS just showed up. They had no specific plan to defend their compensation system, likely because they did not believe they should have to, and objected to NAPS being the only management organization with the nerve to question this pay process. NAPS played offense with precision and defense with skill. We were, and still are, prepared. They were, well, who we thought they were.

Whether or not the fact-finding panel was swayed by NAPS’ arguments, those of the Postal Service or takes some middle ground really isn’t the point. NAPS took your concerns and frustrations and laid them out for a neutral panel to see. We set a foundation for the future that even the Postal Service must consider. Due to how the fact-finding process is designed, the Postal Service can accept, reject or modify the FMCS panel’s conclusions and issue a pay package affecting nearly 40,000 EAS employees.

Yet the conclusion of fact-finding is not the end—not for NAPS, which takes me from the great football coach Dennis Green to the great statesman Winston Churchill. As the tide began to slowly turn during World War II, Churchill said: “Now this is not the end. It is not even the beginning of the end. But it is, perhaps, the end of the beginning.” Game on.

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

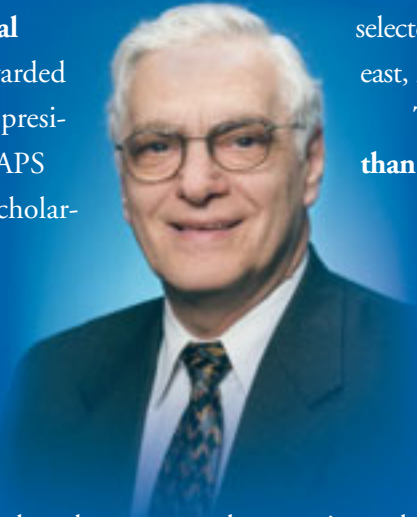
# National Association of Postal Supervisors Vince Palladino Memorial Student Scholarships

## 2019 Official Application Form

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

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

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



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

**This application must be received no later than July 31, 2019, at the address provided below.**

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the October 2019 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Vince Palladino Memorial Student Scholarship** will receive a check, payable to the college or university listed in the application, in October 2019. Scholarships may be used to pay expenses in the student's current or following semester.

## deadline: July 31, 2019

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

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

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

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

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

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

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

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

\_\_\_\_\_  
City

\_\_\_\_\_  
State

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

**Applications must  
be received at  
NAPS Headquarters  
no later than  
July 31, 2019**

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

## Louis. M. Atkins Scholarship Winners

NAPS Headquarters is pleased to announce the winners of the five 2018 Louis M. Atkins Presidential Scholarships, funded by Dillard Financial Solutions in conjunction with NAPS Headquarters. One winner from each NAPS region was selected to win a \$500 scholarship. The winners are as follows:

Northeast Region—Alex Maghsoudi, son of Karim Maghsoudi, Branch 43.

Eastern Region—Pierce J. Arvizu, son of Michael A. Arvizu, Branch 322.

Central Region—Michael Zawacki, son of William J. Zawacki, Branch 72.

Southern Region—Zaskia Torres, daughter of Othir Torres Jr., Branch 154.

Western Region—Jared Franklin, son of Nathan Franklin, Branch 65.

Congratulations to the winners. Checks have been sent to the university designated on each winner's application form. NAPS is pleased to offer yet another great benefit of belonging to the NAPS family.

Wilfred DeFour, former superintendent of Collections and Parcel Post assigned to the Office of Delivery & Collection in New York, died in early December; he was 100. DeFour was a long-time Harlem resident who also served with the Tuskegee Airmen in World War II. He was an aircraft technician.



Rep. Adriano Espaillat (D-NY) and Wilfred DeFour at the November ceremony to rename a New York post office in honor of the Tuskegee Airmen, with whom DeFour served. Photo courtesy of Espaillat's office

DeFour was honored in November when local officials held a ceremony to rename the post office at 99 Macombs Place the "Tuskegee Airmen Post Office Building." During the event, DeFour spoke about serving with the famed aviation unit.

Mile High Metro, Colorado, Branch 65's Christmas party was geared toward family, with many members bringing their children and grandchildren for an enjoyable holiday evening.



Greeley, CO, Postmaster Robert Aldrich has been Branch 65's Santa Claus for many years. From left: Branch 65 President Donna Flaherty, Aldrich, National Secretary/Treasurer Chuck Mulidore and Branch 65 Secretary Julia Cordova.



From left: Branch 65 officers Julia Cordova, re-elected secretary; Donna Flaherty, re-elected president; and Valerie Love, newly elected treasurer, worked the reception table.

Branch 65 members and associate members with children, grandchildren and a few great-grandchildren.





Executive Vice President Ivan D. Butts and Director of Legislative & Political Affairs Bob Levi worked on a recent episode of NAPS Chat. To hear the latest podcast, go to [naps.org](http://naps.org) and click on the "Legislative Center" tab.



Boston Branch 43's newly elected President Vincent Ignuto is an active member who has brought many years of experience to the branch.

Illini Area Vice President Luz Moreno swore in officers of Central Illinois District Branch 369 on Dec. 18.



On Dec. 1, Caribbean Branch 216 held its annual holiday party in the main ballroom of the Condado Plaza Hilton in San Juan, Puerto Rico. President Jose Rodriguez and Vice President Josian Pineiro hosted the festivities. Past

President Antonio Cabrera received a gift of appreciation for his many years of service as president. He now is branch secretary. New York Area Vice President Jimmy Warden thanked attendees for their pride, courage,

strength and fortitude in their response to the devastation from Hurricane Maria. They not only rebuilt the structure of the Postal Service, but also had to rebuild their homes and lives, while trying to meet the minimum needs of their families. He called everyone heroes and urged them to enjoy the night, as it truly was a celebration.

Branch 216 hosted 170 guests at its holiday party. The guests danced to a full orchestra into the early-morning hours.



From left: Branch 216 GPO Coordinator Antonio Cortes, Sergeant-at-Arms Rafael Correa, New York Area Vice President Jimmy Warden, Branch 216 President Jose Rodriguez, Treasurer Andrew Zeisky, Vice President Josian Pineiro and Secretary Antonio Cabrera. Not pictured: AO Coordinator Angel Hernandez.





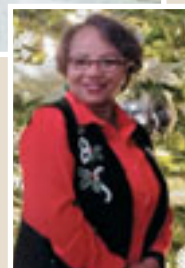
Rep. Mike Thompson (D-CA) hosted his annual Napa Valley holiday celebration at the Culinary Institute of America in St. Helena, CA. NAPS-sponsored members from Northbay Branch 497 attended the event and enjoyed tasting various Napa Valley wines and delicious food from the famed Culinary Institute's chefs. Thompson thanked the more than 700 constituents who attended for their hard work in the postal, federal and maritime community and their commitment to public service.



Antonette Walton and Rep. Mike Thompson



From left: NAPS friend and guest Antonette Walton, Branch 497 President John Wong, member Karen Wong and Treasurer Cheryl Cruz.



California State Auxiliary member Patricia Grisby

On Saturday, Jan. 5, Auxiliary President Patricia Jackson-Kelley was installed as president of the National Association of Black Military Women (NABMW), formerly known as the Black WAASC/WAC Women in Service. The installation was conducted at the Bob Hope Patriotic Hall in downtown Los Angeles.



Patricia Jackson-Kelley was sworn in by retired Lt. Col. Blossom Ferguson from the NABMW's New York City Chapter.



From left: Los Angeles Branch 39 Vice President Sam Booth, Auxiliary President Patricia Jackson-Kelley, Branch 39 Parliamentarian Rose Kelley and California State President Marilyn Jones.



Newly installed NABMW President Patricia Jackson-Kelley and members of the award-winning Color Guard from the American Legion's Jackie Robinson Unit 252.



Executive Vice President Ivan D. Butts (back row center) with members at Miami Branch 146's meeting.

## Please Release Me—Let Me Go!

*Continued from page 3*

What should an EAS employee do if they believe there is an unreasonable delay in being released to their new EAS position? First, verify that your *Form 50* has actually been cut, transferring you to your new postal position. A verbal or email notification that you have been promoted or accepted for a lateral move is not official until your *Form 50* has been changed to that effect. If your *Form 50* is not changed, you still are an employee in your current office, reporting to your current manager.

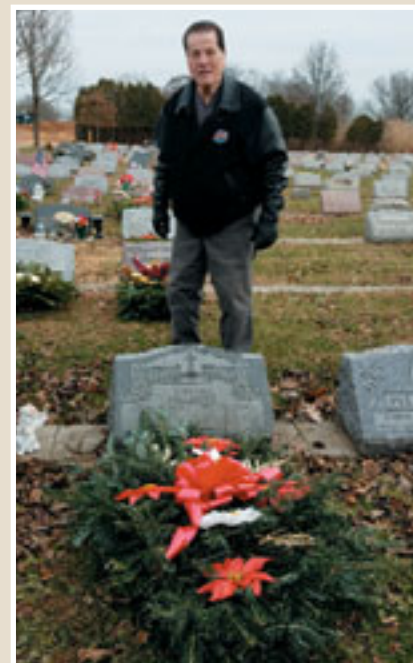
Second, once selected for a new non-bargaining position, the position of NAPS is that your *Form 50* should be processed *on the next available postal pay period*. If it is not, contact your local NAPS representative to talk to local leadership to determine when your *Form 50* will be processed and a release date scheduled.

Third, if your *Form 50* has been processed, but you have yet to be released to your new EAS position, make sure you verify that postal leadership has completed a *Form 1723* documenting that you are on “detail” in your former office while you wait to be released to your new office.

Fourth, once your *Form 50* is processed, make sure you are properly compensated, especially if you are to receive a promotional pay increase. Furthermore, as you wait for your release, you may be entitled to reimbursement for the mileage difference to and from your home, former and new office. You also may be entitled to per-diem and lodging expenses while on detail. However, verify through *Handbook F-15, “Travel and Relocation,”* if you qualify for any reimbursement for expenses while on detail in your former office pending your release.

Fifth, as an “outside the box” thought, ask for an eAward for being detailed to your former office. If your former manager cannot release you within 30 days or sooner, consider the fact that you bring great value, postal experience and improved performance to that office. Therefore, it only would be fitting that you receive an eAward to recognize your valuable contributions to the Postal Service and your unit.

Postal leadership should consider the overall benefits to the USPS when respective EAS employees are released to their new positions in a timely and reasonable manner. I am



Northeast Region Vice President Tommy Roma made his annual Christmas visit to the grave of former NAPS President Vince Palladino.

confident these employees will become more engaged and well-motivated knowing they are being released in a timely manner.

Now, consider the benefits you will receive as I release my ice-cream-flavor-of-the-month recommendation for February 2019: black raspberry chocolate chip.

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

# PERF Offers a Helping Hand



**F**rom tornadoes to floods and winter storms, many parts of the nation are experiencing extreme weather. The Postal Service is reminding employees they can turn to the Postal Employees Relief Fund (PERF). The fund helps postal employees and retirees whose homes were significantly damaged by natural disasters or house fires.

PERF is not an emergency relief or immediate needs replacement agency, such as the Federal Emergency Management

Agency (FEMA) or the Red Cross or insurance companies that are paid to replace property. Rather, PERF (part of the Combined Federal Campaign) provides relief grants to help qualifying individuals get re-established after a loss, based on an application process.

You may make a contribution via personal check (a receipt for your tax-deductible donation will be mailed to you). Send your check to: PERF, PO Box 7630, Woodbridge, VA 22195-7630.

## The New Year

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

**W**ith a new year, many people across the country made New Year's resolutions. It is a time to reset—a time to start fresh. As a NAPS member, what were your New Year's resolutions? I hope all NAPS members will commit to the following:

1. Becoming a more active member of your branch.
2. Becoming more educated about the issues on which NAPS is working in order to help



improve your work life.

3. Working with your local branch leadership to grow NAPS membership.

Becoming a more active member of your local branch starts with making a commitment to attend your local branch meetings. Reach out to

the leadership of your branch to find out when meetings are scheduled. My local branch—Richmond, VA, Branch 98— notifies members about meetings by postcard. I look forward to our meetings where members receive information concerning NAPS and have an opportunity to share

concerns with local branch leaders. Local branches are only as good as the membership and their willingness to set aside time to go to meetings and participate in the day-to-day operations.

Take time to educate yourself about issues on which NAPS is working to improve your work life. NAPS has many places where you can go to get information. The NAPS website is very user friendly and has a wealth of information to educate you and your co-workers on issues being addressed with the USPS.

Friend NAPS on Facebook, Twitter and other social media platforms to stay connected and informed about what NAPS is addressing on your behalf. Share that information with your fellow EAS employees over lunch or while you are taking a break at work. Information is power; the more informed the membership, the better!

Last, but not least, you can help us grow our membership by reaching out to your co-workers to find out if they are members of NAPS. Since I have shared ways for you to educate yourself on NAPS, share what you learned with your friends and co-workers so they will become members. We have over 9,000 non-members nationwide; you are our contacts to sign non-members. The good part is when you sign a new member, there is a gift for you—a \$25 check.

I am so looking forward to the new year—a time to reset and continue to work for the members of this great organization: the National Association of Postal Supervisors.

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



**We're Social**  
**Connect With Us!**

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

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

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

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

# Why Membership Is So Important

**By Tony Dallojacono**  
Mideast Area Vice President

**W**e ask ourselves why membership is so important. Why can't we get all EAS employees to be members? Why should I be a member of NAPS? I will try and answer these questions for you.

Membership is important because NAPS fights for what is right and how we EAS employees are treated. Some employees claim they are treated disrespectfully and nobody does anything about it. If NAPS officers do not know when and where problems are happening, how can we fight for your rights? We all should be treated with dignity and respect. No one should be afraid to come to work fearing they will be yelled at or treated disrespectfully. We are adults and we should be treated that way.

There are rules and regulations that need to be followed by all postal employees—no matter their title or level. If you are a member and do not go to your branch meetings, shame on you. Branch meetings are your best opportunity to express how you feel in the presence of your fellow EAS employees. If you cannot take two hours of time out of your schedule each month to attend a branch meeting, how can you expect NAPS to help you?

I am sure everyone reading this uses more than two hours a week reading through Facebook, scrolling the internet or watching their favorite TV shows, but will not take two hours a month to attend a meeting. You don't have to go every month. But when you do, take ad-

vantage of the opportunity to express yourself and meet new people who can help. This is not just a job; this is a career for everyone—a place from which we all want to retire and spend the rest of our lives with our families.



If you are unfamiliar with where and when your meetings are, look at the mail panel on the cover of this magazine; it lists your branch number. You then can go to the NAPS website—NAPS.org—and look on the bottom at branches

to find your branch president's contact information. Call or email them; they will be glad to give you the information because they always are looking for members to attend.

NAPS offers a disciplinary defense fund (DDF) that is used when there is either an adverse action or debt collection against you. This is included in your dues; it is your insurance policy. Our DDF provider has trained legal advocates who are the most knowledgeable people to defend you when you need them. Think about what a lawyer would cost to defend you. I am sure it would be more than what your dues are for one year.

When you are at work, ask your fellow supervisors, postmasters, MDOs or other EAS employees if they are members of NAPS. If they ask why they should be members or say they are members of UPMA, then sell them on our best points. We have branches throughout the states that have advocates to help them locally. Our DDF doesn't cost the members. Lastly, we are the largest and best managerial organization in the Postal Service—over


26,000 strong and growing.

They may tell you they won't get in trouble. In our current environment, with complete visibility of everything we do, everyone is liable for corrective action. Give them examples, without specifics, of situations in which fellow EAS employees thought the same way. Then they got themselves in stupid situations and the hammer dropped. Tell them how, as an advocate, you either saved a job, money or had corrective action reduced—something they never could have done without NAPS.

Most non-members are the people with whom we work—not the new supervisors. We should be going to NSP and PME classes to speak and sign new supervisors. So, remember, next time you are out there at work or attending a class for the Postal Service, ask the person next to you if they are a NAPS member. If they tell you no, then sell membership in our great organization. It is worth it; we are the best organization in the Postal Service.

Remember, strength comes in numbers; when our membership grows, we only become stronger.

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



## On the Move?

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

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

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

# USPS Las Vegas District Management Meets with NAPS Representatives

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

**N**APS President Brian Wagner and I were invited to attend a USPS/NAPS meet-and-greet with Las Vegas District management on Nov. 29. Rocky Mountain Area Vice President Myrna Pashinski was unable to attend. Hosting the meeting were Tracie Hill-Sandifer, acting district manager; Jason Macmahill, senior plant manager; and Joe Zacatecas, acting Las Vegas postmaster. Representing NAPS were current Las Vegas Branch 463 President Jerry Wilfling and newly elected President David James.

We discussed a NAPS inquiry that was forwarded before the meeting concerning the movement of EAS employees. Zacatecas shared that he had notified Customer Service supervisors they were being reassigned for training and develop-

ment for six months. These reassignments were to focus on overall Customer Service training to ensure EAS employees are fully aware of all aspects of day-to-day operations.

NAPS had been notified of the reassignments and was concerned about their duration; NAPS' position is training reassignments should be no more than 90 days. There also was miscommunication in notifying supervisors of the reassignments, which Zacatecas explained and clarified.

Hill-Sandifer said the Las Vegas District had ended FY18 on a disappointing note. However, she stressed, FY18 is in the rear-view mirror and she and the management team are focused on training and ensuring everyone is on the same page and understands the business so managers can make sound decisions and achieve FY19 goals. There have

been one-on-one meetings with supervisors to assess their understanding of the goals and tasks.

She said they had experienced a rough start out of the achievement gate, but, over the past month, scores were improving significantly. One of her team's goals is to ensure all EAS employees understand the NPA/PFP processes and how each person's achievements contribute to success of the district.

The meeting ended with an invitation from the outgoing and incoming NAPS branch presidents to the district managers to mark their calendars and attend the opening ceremony for the Western Region Training Seminar scheduled for August in Las Vegas. The local NAPS officers committed to working with management in an effort to reduce corrective and adverse actions.

NAPS appreciates Las Vegas management taking time out of their busy schedules to meet with NAPS.  
[marilynwalton@comcast.net](mailto:marilynwalton@comcast.net)



Sitting, from left: Acting Las Vegas District Manager Tracie Hill-Sandifer, outgoing Las Vegas Branch 463 President Jerry Wilfling, Senior Plant Manager Jason Macmahill, acting Las Vegas Postmaster Joe Zacatecas and NAPS President Brian Wagner. Standing: NAPS Western Region Vice President Marilyn Walton and newly elected Branch 463 President David James.



On Dec. 1, Branch 463 officers were installed at the branch's Christmas celebration. From left: Immediate Past President Jerry Wilfling, Western Region Vice President Marilyn Walton, National President Brian Wagner (the installing officer), Treasurer Jackie Clayton, Rocky Mountain Area Vice President Myrna Pashinski, President David James, Legislative Rep Cecilia Pelletier, First Vice President Sherry Patterson and Second Vice President Ellen Tyler.

# NAPS Executive Board Directory

## Resident Officers

The resident officers may be contacted at 1727 King St., Suite 400, Alexandria, VA 22314-2753; (703) 836-9660; (703) 836-9665 (fax)



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**Ivan Butts**  
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**Chuck Mulidore**  
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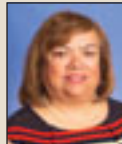
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# Corrective Actions, Voluntary Downgrades, Engagement Training and Goals Among Items Discussed at Sales Meeting

**P**resident Brian Wagner, Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore attended an Oct. 2 Sales consultative meeting with the Postal Service. Representing the Postal Service were USPS Vice President of Labor Relations Doug Tulino, Acting Vice President of Sales Dennis Nicoski and National Executive Director of Sales Christine Bailey.

## Agenda Item #1

NAPS asked what the role of Peter Sgro is in the Sales organization. What is his job title and his duties and responsibilities? It is NAPS' position that Sgro should remain in his official position as a Sales analyst.

*A response was provided by Cliff Rucker, former vice president of Sales, regarding Sgro's role in the Sales organization and provided to the NAPS Executive Board in October 2017. On May 31, 2018, the USPS informed Wagner that Peter Sgro is the HR liaison.*

## Agenda Item #2

NAPS asked for an update on enabling "Find Friends" requests. Sales managers are ordering subordinate Sales EAS employees to enable the "Find Friends" feature on their USPS-issued phones. NAPS believes this is an invasion of an employee's privacy.

NAPS contends most Sales employees are required to carry their USPS-issued phones at all times. Why do managers need to know the

location of each Sales employee's cell phone during and after work hours?

*We are not aware of this initiative; it should be addressed locally. Please provide the location where this mandate was given.*

## Agenda Item #3

NAPS asked for a listing of all corrective actions issued to EAS employees under the Sales umbrella from Jan. 1, 2018, to the present, including letters of warning, letters of warning in lieu of a seven- or 14-day suspensions and adverse actions.

*There is no centralized tracking system for discipline. If NAPS believes excessive discipline is being issued in the field, it should be addressed with the respective district and/or area and escalated to Headquarters, if necessary.*

## Agenda Item #4

NAPS asked if USPS Headquarters Sales follows *Handbook EL-312, Section 752* (see below), without additional criteria or higher-level approval when EAS Sales employees request downgrades to other EAS positions in Sales.

## 752 Noncompetitive Selection Procedures

"Competitive procedures are not required when management initiates or an employee requests reassignment to the same level, or when an employee voluntarily accepts or requests in writing a position at a lower level.

"a. An employee seeking non-

competitive consideration submits a written request to the selecting official.

"b. An employee may request noncompetitive consideration before a vacancy is posted, during the time it is posted, or after the posting has closed.

"c. A noncompetitive applicant may be selected before the competitive process begins, during the competitive process, or after a competitive package has been considered.

"d. Selection is solely at the discretion of the selecting official.

"e. Employees selected in this manner must meet the qualification requirements for the position, except that such applicants are not required to meet the Examination 642 requirement."

Note: If an employee grade level EAS-17 or above chooses to compete in response to a vacancy announcement, the employee must follow the standard process for competitive consideration, including submitting an application for the position via eCareer (see 753).

*Handbook EL-312, Section 752, is not applicable to Sales positions. Sales follows Handbook EL-312, Section 743.6, in these circumstances, which reads:*

*"All selections (competitive or non-competitive; internal or external) are subject to next-higher-level review and approval. The required higher-level review and approval must be accomplished before the personnel action is affected or the selection announced."*



## Agenda Item #5

NAPS requested that all EAS Sales employees be provided the opportunity to attend employee engagement training if they have not already attended such training in FY18. If USPS Headquarters Sales does not believe employee engagement training is relevant or necessary for EAS Sales employees, please explain why.

*All Sales personnel either have been trained or are scheduled for the training.*

## Agenda Item #6

NAPS requested a briefing on the difference between a Sales “lead” versus an actual “sale,” including how a sale is quantified from a lead to a legitimate sale in order to provide EAS Sales employees with credit toward their NPA goals.

*A lead is a prospective customer. A sale occurs on the first day of mailing when a customer commits to and implements a shipping or mailing solution proposed by a salesperson. A lead is quantified by multiplying the volume of packages or mail pieces by the appropriate postage per piece.*

It is NAPS’ understanding that if a new customer projects \$500,000 in sales as a lead, yet ultimately mails only \$200,000 worth of product, the \$500,000 remains in the system as a sale. But, if the customer ultimately mails \$750,000 worth of product, then the \$500,000 figure remains in the system as a sale.

## Agenda Item #7

A briefing was provided on how NPA Sales goals are determined for each respective EAS Sales position.

1. NAPS contends that a Sales “lead” is a projection or an estimate of anticipated revenue. If the company on which the sales lead is based changes direction and actually mails less than what was projected, how is that “lead” handled in regard to whether or not a Sales employee re-

ceives credit toward their annual NPA sales goal?

*Answered above.*

2. Is there Sales training or written procedures/policies that an EAS Sales employee uses to properly project revenue from a lead in the sales cycle?

*It’s a simple formula, answered above.*

3. Who quantifies, qualifies and approves that a sales lead is an actual sale? How is that sale accounted for in the goals of EAS Sales employees?

*Answered above.*

4. What criteria are used to approve a sales lead as a legitimate sale?

*A review of the opportunity data in Panorama.*

## Agenda Item #8

NAPS asked that USPS Sales communicate to its leadership to ensure official NAPS representatives, who report to USPS Headquarters Sales, may use reasonable official USPS time on the clock during their regularly scheduled workdays to represent NAPS members, per ELM 912 and 651.2, listed below.

Such messaging should stipulate NAPS representatives may not be required or mandated to use annual leave or leave without pay (LWOP) on their regularly scheduled workdays to conduct NAPS business while representing members due to USPS-generated action (i.e., investigative interviews, pre-disciplinary interviews, requests for NAPS participation at official USPS meetings with postal leadership, etc.).

In addition, to ensure efficiency of USPS operations, NAPS requested clarification regarding when NAPS representatives may use official postal equipment and vehicles to represent NAPS members during their scheduled workdays as a result of officially generated USPS actions listed above.

## 912 Participation and Membership in Supervisory and Managerial Organizations

### 912.1 Right to Participation

“Postal personnel have the right, freely and without fear of penalty or reprisal, to form, join, or assist a supervisory or managerial organization or to refrain from any such activity. Such personnel are protected in the exercise of such rights. Such rights include participation in the management of the organization and acting as organization representative and may include the presentation of the organization’s views to Postal Service officials, officials of the Executive Branch, the Congress, or other appropriate authority.”

### 912.2 Right to Membership

“No interference, restraint, coercion, or discrimination to encourage or discourage membership in such an organization shall be effected in the Postal Service.”

### 651.2 Representation

“Subject to prohibitions regarding Executive and Administrative Schedule (EAS)/Craft representation, employees have free choice of representation. Representatives designated by employees, if postal employees and if otherwise in a duty status, are granted a reasonable amount of official time to respond to notices of proposed disciplinary action, to prepare for and represent the employee at a hearing held in accordance with 652.24, and/or to represent an employee who has appealed a letter of warning or emergency placement in a nonduty status in accordance with 652.4. Employees covered under these provisions may request representation during investigative questioning if the employee has a reasonable belief disciplinary action may ensue.”

*The following management instructions, in addition to the provision of*

*Continued on page 24*

# EAS Awards, LOC Staffing, Loss of EAS-22 Managers Among Items Discussed

**T**he Oct. 23 consultative meeting was held in conjunction with the fall NAPS Executive Board meeting; all board members were present. Representing the Postal Service were Bruce Nicholson, Phong Quang and Henry Bear, USPS Labor Relations Policy Administration.

## Agenda Item #1

At NAPS' 66th National Convention, PMG Brennan was asked why EAS awards are denied nationally, yet craft awards are not. Brennan denied any knowledge of the blanket denial of EAS awards. NAPS consulted with the USPS on this issue at the May 2018 consultative:

### Agenda Item #5

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

"All levels of management are responsible for ensuring that all employees are treated fairly and equitably and for providing a workplace environment characterized by recognition and celebration of business success."

NAPS contends that the actions of the USPS to exclude EAS employees from any part of the Award and Recognition Policies and Procedures demonstrates the continued unwillingness of the USPS to create and maintain processes designed to attract and retain EAS employees fol-

lowing the provision of *Title 39*, which states, in part:

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

A screenshot was provided from eAwards documenting that EAS awards are not authorized at this time and will be denied. The USPS funded eAwards for EAS employees in FY18, Quarter 1, but no further funding has been allocated. NAPS asked whether or not the USPS plans to fund eAwards for EAS employees for the remainder of FY18; if not, why not?

*The NAPS agenda item regarding the PMG's response at its national convention is inaccurate. The PMG stated*

*there had been no policy that says EAS employees can't be recognized. Monies for recognizing EAS employees were distributed in Quarter 1 of FY18. Monies were allocated, as they are every year. In prior years, monies were not allocated until about Quarter 3.*

## Agenda Item #2

NAPS received a work climate issue in the USPS Sale department that remains unaddressed, despite a workplace environment assessment filed on Sept. 18, 2015. This agenda item pertains to the Illinois Sales team; however, NAPS has been attempting to address multiple issues in multiple locations in this function for months to no avail.

NAPS asked what steps the USPS is taking to address the numerous leadership issues that have been and still are being cited by NAPS.

*It's not appropriate to discuss this item in a consultative meeting. The material from September 2015 provided in support of this agenda item was sent to the Sales Department for review and any necessary action.*

## Agenda Item #3

NAPS brought back to the table the unresolved issue on staffing from the July 2016 consultative:

### Agenda Item #6

NAPS requested an update on Agenda Item 5 from the March 2016 consultative:

During the May 2015 consultative, NAPS presented an agenda item regarding EAS staffing of the Local Operation Center (LOC). At that time, the USPS responded:

## Service Recognition and Incentive Awards

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

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

USPS Headquarters Manager, Delivery and Planning, is working with Organizational Effectiveness (OE) to consider and determine what EAS staffing is needed for LOCs to ensure it works effectively and efficiently. Once USPS Headquarters has a decision, NAPS will be notified.

NAPS contends that the lack of a funded EAS staff for these work units is reducing supervisory oversight in the field by:

- Taking supervisors, Customer Service, away from the offices to which they are assigned.
- Having EAS employees work seven days a week with the mandate that EAS employees assigned to the LOC on any given day must stay until the last carrier returns to the office.
- Taking EAS support personnel from their assigned duties to oversee the LOC.

NAPS requested that the USPS creates a dedicated, funded staffing model for adequately managing the LOCs.

Headquarters Delivery Operations and OE have met with field managers from across the country through telecons and focus groups regarding district staffing. The Postal Service has a preliminary review of the results pending with each of the area vice presidents. LOC staffing will be addressed at that time; once the USPS has something definitive, it will be provided to NAPS.

In the meantime, LOCs should not be staffed with field personnel as stated to the NAPS resident officers by Ed Phelan during a meeting on June 23, 2015. LOCs should be staffed with existing staff at the district.

At the latest consultative, NAPS iterated that the USPS has more than demonstrated the need for the creation of management positions in LOCs. NAPS requested that a permanent Form 50 LOC managerial position be created and the job be fund-

ed appropriately.

*The Postal Service does not intend to provide funded staffing for LOCs. It is left to the discretion of the districts to determine which district employees will be used to staff LOCs. Reviews still are being conducted of district staff positions.*

#### **Agenda Item #4**

Approximately eight years ago, with limited exceptions, all jobs for EAS-22 manager, Customer Service, who worked in an office with an EAS-22 or EAS-24 postmaster where abolished. As a result, these positions' workloads are uncovered and causing an undue burden on operations that have lost an EAS-22 manager, Customer Service.

NAPS requested that all offices that have abolished EAS-22 manager, Customer Service, positions from the EAS complement restore these positions for the effectiveness and efficiencies of USPS operations.

*A recent review of the MCS staffing reflected a need to apply individual Finance numbers to all stations and branches of post offices in order for Headquarters to accurately see the field structure before determining whether to revise criteria for this position. Once that is completed, all the criteria for MCS positions will be re-evaluated.*

After the meeting, the USPS provided the following:

#### **Criteria for a Station Manager in a Main Office**

There are two scenarios:

1. If there are three or more significant stations (EAS-19 or greater) outside the main office and the main office actually has a carrier operation, or
2. All four criteria below must be met:
  - a. The office meets established criteria for a manager, Mail Processing Operations.
  - b. Postmaster grade is EAS-22 or

higher.

c. A minimum of 50 full-time equivalent carrier routes located within the main office.

d. One or more carrier station(s) separate from the main office.

#### **Agenda Item #5**

NAPS Headquarters has been waiting for the complete set of survey results from the most recent offering of the Postal Pulse survey. Recently, NAPS has been made aware that action plans for all EAS employees are due.

When will the executive leadership team (ELT) be briefed regarding Postal Pulse results and NAPS receives the requested information?

*The PMG and the ELT have not been briefed on the Postal Pulse results. We intend to provide a briefing to the employee organizations regarding the results. The Postal Service will provide NAPS with the survey results once the briefings have been conducted.*

Update: After the ELT briefing, NAPS was briefed by Kelvin Williams, USPS manager of Engagement.

#### **Agenda Item #6**

NAPS asked what the retention rate is for EAS positions being filled externally.

*The retention rate for EAS external hires is 78 percent over the past five years. The retention rate for supervisor external hires is 86 percent over that same period. This only is a comparison of external hires.*

# SWCs Criteria for Sectional Center Facilities, On-Boarding Process for RCAs Among Items Discussed

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

## Agenda Item #1

NAPS requested a briefing on the SWCs criteria for having a Sectional Center Facility (SCF) in a station/branch/post office. NAPS would like a better understanding of how F4 staffing is calculated on an SCF for Level-1 and Level-2 SCF sites.

*SWCs is the measurement to be used in post offices, including post offices categorized as SCFs, to determine supervisory staffing.*

USPS follow-up to clarification from NAPS during the meeting:

*Mail processing and hub/dock operations workload at a SCF is accounted for in the tools (Variance Program) used to calculate earned bargaining-unit staffing. This bargaining-unit staffing is accounted for in the SWCs model to determine earned supervisory staffing. Questions regarding any discrepancies in the variance model should be directed to the district Function 4 coordinator.*

## Agenda Item #2

NAPS requested an update to the Agenda Item #9 from the Aug. 4 consultative:

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

NAPS requested that the OCC Code for the position of Safety Specialist (TL) be added to the SDA Position Group Vehicle Services and the pay of all EAS employees in this OCC Code be made accordingly.

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

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

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

## Agenda Item #3

NAPS has been made aware of a national issue with the on-boarding process for RCAs. As a result of this processing failure, EAS-18 postmasters are being mandated to go out to carry because of this inefficient turn-

around for RCAs.

USPS leadership is providing no operational assistance to field EAS employees, which requires them to find an RCA on their own or be forced to carry the route. It is being reported this happens most often on Saturdays.

There also is an issue in the city that comes with random threats surrounding getting carriers off the street by a particular time. Offices still are not being allowed to properly staff operations by bringing in SDO carriers under mandates that prior authorization is needed from the district managers.

NAPS contends these staffing issues are a contributing factor to the continuous financial losses being reported by USPS leadership and are a direct result of USPS leadership decisions. This is not a practice we need to start or allow to continue as this impacts USPS operations being completed and has a negative impact on engagement of EAS employees.

NAPS requested that USPS leadership allows EAS employees accountable for delivery operations in their respective units/stations/branches and associate officer be allowed to staff according to “boots-on-the-ground” leadership being provided by field EAS employees.

NAPS further requests that USPS leadership develops an RCA on-boarding process that is not detrimental to completing USPS field operations.

*Supervisors establish work schedules and allocate workhours to meet service requirements. Supervisors should follow the*

chain of command if the local manager instructs supervisors to request approval for additional staffing or workhours.

The current on-boarding process for RCAs includes extensive and effective training. Once the new employee reports to their delivery unit, it is critical that management provides on-the-job instruction. In some areas of the country, the available employment pool is limited and, therefore, more difficult to hire. There are contract provisions for creating a formula office whereby regular rural carrier days off are permanently changed, allowing one RCA to carry more than one route in the week.

Work closely with the respective district rural delivery specialist to invoke the formula and possibly create a PTF if there are more than two "K" routes in the office.

The following are regarding resolutions adopted at the 2018 NAPS National Convention:

**Resolution 28:** The USPS is continuing to increase the number of required programs and duties to manage Customer Service Operations.

Also, the USPS has continued to reduce Support and Human Resource functions and incorporate programs

and duties formerly performed by eliminated positions into management of Retail, Delivery and Collection Operations.

In addition, no current process accurately accounts for the actual time needed to effectively manage and supervise Customer Service Operations.

NAPS requests that each time a new program or task is assigned to Customer Service Operations the USPS provides NAPS with an outline of how much time is required to perform each new program or task.

NAPS also requests that each time a new program or task is assigned to Customer Service Operations the USPS provides NAPS with an outline of how each new program or task is to be integrated into the existing workload and prioritized with current duties.

*This resolution is not adopted.* Title 39 § 1004 provides a program for consultation between the Postal Service and NAPS. In addition, NAPS is provided courtesy notification when there is an intent to implement a new program, task, etc. During consultation or notification, the Postal Service honors requests for a briefing to address questions or concerns from NAPS.

**Resolution 33:** All EAS employees are required to complete mandatory training via the intranet. Blanket Investigative Interviews (IIs) are given to EAS supervisors and managers who are unable to complete the training promptly due to the needs of the business. EAS supervisors and managers continue to have more on their plates than they can humanly accomplish in an eight-hour day.

There are training rooms throughout the Postal Service not being used all the time. But there is no "quiet" or "down" time in a post office or station when EAS supervisors or managers can complete this

training in one block at their offices.

NAPS requests that the USPS allows training time for each EAS employee to go to a training room equipped with computers so they may be afforded uninterrupted time to complete all required training.

*This resolution is not adopted.* Mandatory training is assigned on an employee's "to-do" list on the HERO system dashboard well in advance of completion due dates. Employees should work with their managers to ensure those completion dates are met. Use of a designated training location should be addressed between the employee and their manager. Training rooms are not available in all facilities. To assist, courses on time management are available through the HERO search feature.

**Resolution 34:** NAPS recognizes the United States Postal Service:

- is a trusted service and brand,
- has been operating for over two hundred years and
- owns many of the "brick-and-mortar" buildings used for operations.

Although many of these "brick-and-mortar" buildings are valuable and considered historical, the USPS has decided to close 57 percent of these historic buildings. The agency no longer uses the term "closing;" rather, it is "relocating" these post offices.

This "relocation" procedure has minimal requirements for notification, public comments and appeals, rather than a lengthy legal process. NAPS contends all these brick-and-mortar buildings belong to the citizens of the United States.

NAPS requests to be fully engaged in these proposed closures and relocations. NAPS requests access to actively ask questions as to where the profits of the sales are going and follow up with the current OIG investigation in support the people of the

*Continued on page 30*

## NAPS Training Calendar

### Northeast Region Training

March 29-31, 2019

**Conducted by:** Northeast Region VP Tommy Roma, New York Area VP Jimmy Warden, Mideast Area VP Tony Dallojacono and New England Area VP Cy Dumas

**Location:** Marriott San Juan Resort and Stellaris Casino, 1309 Ashford Ave., San Juan, PR 00907; (800) 223-6388

**Hotel Rate:** \$255, single/double, plus taxes

**Registration Fee:** \$125; make checks payable to NAPS and mail to Tommy Roma, 385 Colon Ave., Staten Island, NY 10308-1417

**Training Topics:** SWCs, Sales, NPA, Labor Relations and other issues affecting the Postal Service and NAPS

**Instructors:** Bruce Nicholson, Doug Tulino, Ed Phelan, Carissa Surprise, Elvin Mercado (Sales), Brian Wagner, Ivan D. Butts, Chuck Mulidore and Richard Green

**SOLD OUT**

## Bob Levi

Director of Legislative & Political Affairs



**B**efore the Jan. 3 start of the 116th Congress, the Senate took care of some unfinished business from the 115th Congress. On the evening of Jan. 2, literally during the waning minutes of the previous

convey to the new Congress. Currently, there are seven vacancies on the Board of Governors—all who would need to be nominated by President Trump and confirmed by the Senate.

On the first day of the 116th Congress, the Senate assigned members to the Homeland Security and Governmental Affairs Committee. As

leadership structure, he has been the most outspoken, well-positioned and effective advocate on behalf of active and retired postal/federal employees.

Although the House leadership has yet to assign members to the committee with jurisdiction over postal and federal employee issues, the name of the panel has changed. The House Committee on Oversight and Government Reform has been renamed the House Committee on Oversight and Reform. As expected, the new chairman is Rep. Elijah Cummings (D-MD); the ranking Republican is Jim Jordan (R-OH).

Rep. Gerald Connolly (D-VA) will chair the subcommittee with legislative jurisdiction over the Postal Service and federal benefit issues. Although Rep. Mark Meadows (R-NC), the leading GOP proponent of postal reform in the 115th Congress, is not the ranking GOP member, he will play a crucial committee role in crafting Republican legislative activities on the committee. In addition, he has the “ear of the President.”

It is important to note that bills introduced in the previous Congress do not convey to the new Congress; as a result, new postal legislation will need to be introduced. It is our hope that bipartisan postal legislation can be one of the first items undertaken by the committee.

On the first day of the new Congress, Executive Vice President Ivan D. Butts and I had the privilege to travel to Capitol Hill and congratulate new and re-elected members. We spoke to them about how they will play a pivotal role in ensuring the continued vitality of a universal and affordable governmental postal system. In addition, we explained the essential role that postal supervisors play in guaranteeing the quality mail service they expect and deserve

## NAPS Welcomes Members of the 116th Congress

Congress, the Senate confirmed the nomination of Michael Kubayanda to the sole Postal Regulatory Commission (PRC) vacancy, bringing the total number of commissioners to five.

Kubayanda served on the legislative staff of the House Oversight and Government Reform Committee during the time that Deputy Postmaster General Ron Stroman was staff director of the committee. He also served in the Office of the Postal Inspector General when Postal Board of Governor’s member David Williams was inspector general. Kubayanda brings a wealth of postal experience with him to the PRC. Within hours of his confirmation, NAPS conveyed congratulations to the new commissioner.

The Senate, however, failed to confirm three presidential nominees to the USPS Board of Governors: Ron Bloom, Ramon Martinez and Calvin Tucker. Of the three, only Tucker had a confirmation hearing, but his nomination was not forwarded to the full Senate. In addition, the committee failed to conduct a confirmation hearing for either Bloom or Martinez; their nominations do not

expected, the committee will continue to be chaired by Sen. Ron Johnson (R-WI); the new ranking Democrat is Gary Peters (D-MI). Sens. Rob Portman (R-OH), Ron Paul (R-KY), James Lankford (R-OK), Mike Enzi (R-WY), Tom Carper (D-DE), Maggie Hassan (D-NH) and Kamala Harris (D-CA) are returning members.

Sens. Mitt Romney (R-UT), Rick Scott (R-FL), Josh Hawley (R-MO), Kyrsten Sinema (D-AZ) and Jackie Rosen (D-NV) are the committee’s new members; more than one-third are freshmen. Romney was a former GOP presidential candidate and former Massachusetts governor; Scott was the former Florida governor; Hawley was the former Missouri attorney general; and Sinema and Rosen are former members of the House of Representatives.

Inasmuch as the Democratic Party now controls a majority of the House seats, the reorganization is a bit slower than the Senate where the legislative body remained in Republican hands. One of the key leaders of House Democrats is Majority Leader Steny Hoyer (D-MD). During his entire tenure as a member of the House, within its committee and

and how EAS employees should be treated fairly.

NAPS members can hear some of the comments offered by members of Congress on the Jan. 4 and 11 editions of *NAPS Chat*, the NAPS weekly podcast. On Jan. 4, we hosted Hoyer, Cummings, Connolly, Rep. Peter King (R-NY) and freshman Rep. Gil Cisneros (D-TX).

On the Jan. 11 edition, you can hear comments from Oversight and Reform Committee member Jamie Raskin (D-MD) and Anne Kirkpatrick (D-AZ). Although a member of the freshman class, Kirkpatrick previously represented Arizona's 1st District from 2009 to 2011 and again from 2013 to 2017. She now represents Arizona's 2nd District. (*NAPS Chat* can be accessed on the NAPS website under the "Legislative Center" tab.)

Finally, during our Jan. 3 Hill visits, Ivan and I informed members of Congress and their staff members of the upcoming 2019 NAPS Legislative Training Seminar, at which time they can expect visits from their "postal constituents" and that discussions will revolve around NAPS' legislative priorities for 2019.

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

## Oct. 2 Sales Consultative

*Continued from page 17*

ELM 651.2, *Representation, already exist and are applicable to this agenda item:*

- Management Instruction FM-530-2013-5, "General Policy Regarding the Use of Government or Postal Owned or Leased Vehicles"

- Management Instruction EL-660-2009-10, "Limited Personal Use of Government Office Equipment and Information Technology"

- ELM 651.2 *Representation (see previous)*

# PUSHING FORWARD

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS  
LEGISLATIVE TRAINING SEMINAR

March 10-13, 2019

**T**he 2019 LTS will focus on advancing a NAPS agenda designed to strengthen EAS employee rights and the Postal Service, enhance our presence on Capitol Hill and cultivate loyal legislative champions. As LTS delegates, whether first-timers or veteran advocates, we will prepare to promote our issues to elected policymakers with intensive orientation on the status of postal issues that impact NAPS and the USPS.

We also will sharpen our skills essential to conducting successful meetings with members of Congress and their staffs. These LTS activities will culminate in us heading to Capitol Hill to educate Congress about the dynamic role the Postal Service continues to play in our nation's economy and legislative proposals that will improve the Postal Service. We also will caution legislators about proposals that would harm the agency and erode our earned benefits.

**This is a reference for the order of events; all times are tentative.**

### Sunday, March 10

9 a.m. – 6 p.m.  
Registration

10:30 a.m.  
Wreath-laying ceremony at Arlington National Cemetery

1 – 2 p.m.  
First-Timers' Orientation

2:30 – 3:30 p.m.  
Non-Denominational Worship Service

4 – 5:30 p.m.  
Town Hall with the Resident Officers

6:30 – 8:30 p.m.  
State Legislative Chairs Dinner

### Monday, March 11

6:30 a.m.  
Continental Breakfast

6:30 – 7:50 a.m.  
Registration continues

8 a.m. – 5:30 p.m.  
SPAC Café

7:45 a.m.  
Opening Session and Legislative Training

noon  
Luncheon

1:30 p.m.  
Legislative Training continues

4:45 p.m.  
State Caucus Meetings

4:45 – 5:15 p.m.  
SPAC Photos

6:30 – 8:30 p.m.  
SPAC Reception

### Tuesday, March 12

6:30 – 8:30 a.m.  
Continental Breakfast

morning/afternoon  
Delegate meetings on Capitol Hill

2 – 5 p.m.  
Capitol Hill Debriefings with NAPS Legislative Team

### Wednesday, March 13

8 a.m. – 4 p.m.  
Debriefings with NAPS legislative team continue



# 2019 Legislative Training Seminar Registration Information

Hotel room block expires on Feb. 14, 2019 • LTS registration closes on Feb. 22, 2019

Register for LTS online only at [www.naps.org](http://www.naps.org)

## LTS Registration Fee—\$225

The 2019 LTS online registration fee is \$225 if registration is submitted on or before Feb. 15. After Feb. 15, the fee is \$300. **No LTS registrations or payments will be accepted after Feb. 22.**

## No on-site registrations will be accepted.

Each official LTS registrant will receive an LTS confirmation receipt from NAPS Headquarters. If you registered for LTS and do not receive your confirmation by March 1, contact NAPS Headquarters immediately.

## Refund Requests

All refund requests must be submitted in writing and received at NAPS Headquarters on or before March 1. All approved refunds will be paid after LTS and before April 1.

## Substitutions

If you need to make a substitution of an LTS registrant, call NAPS Headquarters at 703-836-9660. All requests for LTS delegate substitutions must be received no later than March 1. No substitutions will be honored after March 1. On-site LTS substitutions will not be allowed.



Marriott Crystal Gateway  
1700 Jefferson Davis Hwy  
Arlington, VA 22208

## Hotel Rates and Reservations

Delegates and guests attending the 2019 LTS are responsible for making their own lodging reservations directly with the Marriott Crystal Gateway Hotel.

To make a reservation, please call the Marriott at 703-920-3230 or toll-free at 877-212-5752. Reference the group's name: **National Association of Postal Supervisors**. To reserve a room online, go to [www.naps.org](http://www.naps.org).

The LTS single/double room rate is \$270, plus applicable state and local taxes. Check-in time is 3 p.m.; check-out, noon.

The room block expires on Feb. 14, 2019. Reservations made after that date may be at a higher room rate, if available at all.

To guarantee reservations, the hotel must receive a deposit of one night's room rate and tax by major credit card at the time of the reservation.

Cancellations must be received at least 24 hours before arrival or the deposit will be applied to your credit card. The hotel confirmation is your responsibility. NAPS Headquarters does not confirm lodging reservations.

# Here Are the 2019 SPAC Pins



## **President's Ultimate SPAC**

*\$1,000 level includes LT'S SPAC reception for donor plus one guest*



## **VP Elite**

*\$750 level includes LT'S SPAC reception for donor plus one guest*



## **Secretary's Roundtable**

*\$500 level includes LT'S SPAC reception for donor plus one guest*



## **Chairman's Club**

*\$250 level*



## **Supporter**

*\$100 level*

**Support SPAC to  
support the lawmakers who  
fight for what matters most  
to NAPS members.**

*Make Contributing to SPAC a Habit:*

# Contributions via USPS Payroll Deduction

To authorize your allotment **online**, you will need your USPS employee ID number and PIN; if you do not know your PIN, you will be able to obtain it at Step 3 below.

- 1 Go to <https://liteblue.usps.gov> to access PostalEASE.
- 2 Under Employee App-Quick Links, choose PostalEASE.
- 3 Click on "I agree."
- 4 Enter your employee ID number and password.
- 5 Click on "Allotments/Payroll NTB."
- 6 Click on "Continue."
- 7 Click on "Allotments."
- 8 Enter Bank Routing Number (*from worksheet below*), enter account number (*see worksheet*), enter account from drop-down menu as "checking" and enter the amount of your contribution.
- 9 Click "Validate," then "Submit." Print a copy for your records.

To authorize your allotment by phone, call PostalEASE, toll-free, at **1-877-477-3273** (1-877-4PS-EASE). You will need your USPS employee ID number and PIN.

- 1 When prompted, select one for PostalEASE.
- 2 When prompted, enter your employee ID number.
- 3 When prompted, please enter your USPS PIN.
- 4 When prompted, press "2" for payroll options.
- 5 When prompted, press "1" for allotments.
- 6 When prompted, press "2" to continue.
- 7 Follow prompts to add a new allotment.
- 8 Use the worksheet to give the appropriate information to set up an allotment for SPAC.



## PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

- Routing Number (nine digits): 121000248
- Financial Institution Name: Wells Fargo (this will appear after you enter the routing number).
- Account Number (this is a 17-digit number that starts with "77225555" and ends with your eight-digit employee ID number):

7 7 2 2 5 5 5 5 5 \_\_\_\_\_

(Example: 77225555512345678).

- Type of Account (drop-down menu): Checking
- Amount per Pay Period (please use the 0.00 format; the "\$" is already included): \_\_\_\_\_.



# 2018 SPAC Contributors



## Top 2018 SPAC Contributor

Konish, Ann NY Branch 11

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

Melchert, Pamela	AK	Branch 435
Bruffett, Shawn	AZ	Branch 376
Salmon, James	AZ	Branch 246
Boisvert, Michael	CA	Branch 159
Campbell, Stephnia	CA	Branch 159
Goodman, James	CA	Branch 39
Grayson, Yolanda	CA	Branch 39
Meana, Frances	CA	Branch 159
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Franz, Kenneth	FL	Branch 146
Gilbert, Belinda	FL	Branch 425
Herzog, Rosemarie	FL	Branch 154
LeCounte, Michael	FL	Branch 146

Lynn, Patti	FL	Branch 296
McHugh, James	FL	Branch 386
Mullins, Kym	FL	Branch 81
Murray, Donald	FL	Branch 93
Quinlan, Robert	FL	Branch 154
Sebastian, Gerald	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Williams, Carolyn	FL	Branch 146
Moore, Kevin	GA	Branch 281
Maxwell, Sherry	IL	Branch 255
Moreno, Luz	IL	Branch 489
Wagner, Brian	IL	Branch 255
Winters, Michael	IL	Branch 255
Harmon, Rosemary	KY	Branch 920
Foley, Paul	MA	Branch 120
Murphy, Gregory	MA	Branch 102
Randall, C. Michele	MD	Branch 531

## SPAC Contribution Form

Aggregate contributions made in a calendar year correspond with these donor levels:

**\$1,000**—President's Ultimate SPAC

**\$750**—VP Elite

**\$500**—Secretary's Roundtable

**\$250**—Chairman's Club

**\$100**—Supporter

Current as of February 2018

*Federal regulations prohibit SPAC contributions by branch check or branch credit card.*

### Mail to:

SPAC  
1727 KING ST STE 400  
ALEXANDRIA VA 22314-2753

Contribution Amount \$ \_\_\_\_\_ Branch # \_\_\_\_\_

Name \_\_\_\_\_

Home Address/PO Box \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_

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

Employee ID Number (EIN) or  
Civil Service Annuitant (CSA) Number \_\_\_\_\_



### Enclosed is my voluntary contribution to SPAC by one of the following methods:

- Check or money order made payable to SPAC; *do not send cash*
- Credit card (*circle one*): Visa American Express MasterCard Discover

Card number \_\_\_\_\_

Security code (three- or four- digit number on back of card) \_\_\_\_\_

Card expiration date: \_\_\_\_ / \_\_\_\_

Signature (required for credit card charges) \_\_\_\_\_

- In-Kind Donation (e.g., gift card, baseball tickets):

Describe gift \_\_\_\_\_ Value \_\_\_\_\_

*All contributions to the Supervisors' Political Action Committee (SPAC) are voluntary, have no bearing on NAPS membership status and are unrelated to NAPS membership dues. There is no obligation to contribute to SPAC and no penalty for choosing not to contribute. Only NAPS members and family members living in their households may contribute to SPAC. Contributions to SPAC are limited to \$5,000 per individual in a calendar year. Contributions to SPAC are not tax-deductible.*

Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Amergian, Raymond	ME	Branch 96
Hafford, Darrell	ME	Branch 96
Trayer, Kevin	MI	Branch 142
Mooney, Dan	MN	Branch 16
Johnson, Craig	MO	Branch 36
Geter, John	NC	Branch 183
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202
Baselice, Francisco	NY	Branch 202
Englerth, Scott	NY	Branch 11
Gawron, Dennis	NY	Branch 27
Konish, Ann	NY	Branch 11
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Butts, Ivan	PA	Branch 355
Williams, Darryl	PA	Branch 554
Croswell, Darnel	SC	Branch 225
Mulidore, Chuck	SD	Branch 946
Aaron, Donna	TN	Branch 97
Green, Shri	TN	Branch 41
Bradford, Robert	TX	Branch 203
Cooper, Karen	TX	Branch 124
Elizondo Jr., Jaime	TX	Branch 122
Foster, Debra	TX	Branch 9
Green Jr., Richard	VA	Branch 98
McCracken, Cindy	WA	Branch 61
Reedy, James	WA	Branch 61
Weilep, Laurie	WI	Branch 956

## December Contributors

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

Melchert, Pamela	AK	Branch 435
Campbell, Stephnia	CA	Branch 159
Grayson, Yolanda	CA	Branch 39
Herzog, Rosemarie	FL	Branch 154
LeCounte, Michael	FL	Branch 146
Lynn, Patti	FL	Branch 296
Moore, Kevin	GA	Branch 281
Moreno, Luz	IL	Branch 489
Murphy, Gregory	MA	Branch 102
Amergian, Raymond	ME	Branch 96
Hafford, Darrell	ME	Branch 96
Mooney, Dan	MN	Branch 16
Baselice, Francisco	NY	Branch 202
Englerth, Scott	NY	Branch 11
Mulidore, Chuck	SD	Branch 946
Green, Shri	TN	Branch 41

Continued on next page

# SPAC Scoreboard

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

### National Aggregate:

\$265, 657.28

### National Per Capita:

\$10.25

### Region Aggregate:

1. Southern .....\$71,220.33
2. Western .....\$53,422.84
3. Central .....\$47,834.00
4. Eastern .....\$47,580.38
5. Northeast .....\$45,517.38

### Region Per Capita:

1. Southern.....\$12.39
2. Central.....\$10.87
3. Western .....\$9.87
4. Northeast.....\$9.09
5. Eastern .....48.88

### Area Aggregate:

1. Southeast .....\$43,967.99
2. Pacific .....\$27,152.64
3. Capitol-Atlantic....\$23,902.06
4. New York .....\$21,061.73
5. New England .....\$19,408.00
6. Mideast .....\$19,395.25
7. Michiana .....\$14,846.00
8. Texas .....\$14,565.99
9. Rocky Mountain....\$13,429.40
10. Illini .....\$13,194.00
11. Northwest.....\$12,840.80
12. North Central .....\$11,258.00
13. Pioneer .....\$10,150.07
14. MINK .....\$8,536.00
15. Cotton Belt .....\$6,560.00
16. Central Gulf .....\$6,126.35

### Area Per Capita:

1. Southeast .....\$18.98
2. Michiana .....\$14.01
3. North Central .....\$12.72
4. Northwest.....\$12.44
5. New England .....\$11.43
6. Illini .....\$10.33
7. Pacific .....\$9.46
8. Capitol-Atlantic.....\$8.93
9. Rocky Mountain.....\$8.89
10. Mideast .....\$8.65
11. New York .....\$8.63
12. Texas .....\$8.26
13. Central Gulf .....\$7.96
14. Pioneer .....\$7.34
15. Cotton Belt.....\$7.31
16. MINK .....\$7.25

### State Aggregate:

1. Florida .....\$40,850.99
2. California.....\$24,832.64
3. New York .....\$19,991.73
4. Texas .....\$14,565.99
5. Illinois.....\$13,194.00

### State Per Capita:

1. Maine .....\$29.62
2. Florida .....\$23.97
3. South Dakota.....\$19.08
4. North Dakota .....\$18.49
5. Washington.....\$18.18

## Drive for 5

### Members by Region:

1. Central.....72
2. Southern.....54
3. Western .....53
4. Eastern .....53
5. Northeast.....40

### Aggregate by Region:

1. Western .....\$26,511.00
2. Central .....\$25,808.00
3. Southern .....\$23,385.00
4. Eastern.....\$21,777.37
5. Northeast .....\$14,047.00

Continued from previous page

VP Elite (\$750)		
Sutton, Catherine	CA	Branch 373
Goldstein, Diane	FL	Branch 156
Vorreyer, Leslie	FL	Branch 353
Sisco, Bret	KY	Branch 920
Hommerson Jr., David	MI	Branch 130
Carmody, Russell	NJ	Branch 74
Cabrera, Antonio	PR	Branch 216
Holt, Brian	RI	Branch 105
Mott III, George	VA	Branch 132
Joers, Julie	WI	Branch 72

Secretary/Treasurer's Roundtable (\$500)		
Rominger, Jackie	CA	Branch 77
Greene, Lisa	FL	Branch 406
Hilliard, Ricky	IL	Branch 489
Randle, Kay	IL	Branch 369
Mason Jr., Garland	MD	Branch 592
Newman, Edward	NE	Branch 10
Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75
Maggart, Charles	NM	Branch 295
Burke, Terriann	NY	Branch 11
Evans, Darius	NY	Branch 85
Krempa, Keith	NY	Branch 27
Burgasser, Ted	OH	Branch 29
Mayes, Sean	OH	Branch 29
Lahmann, Joseph	OR	Branch 276
Skjelstad, Aric	OR	Branch 276
Bartko, Susan	PA	Branch 20
Bowen, Randy	TN	Branch 97
Shelburne, Sarah	TN	Branch 32
Clark Jr., Bobby	TX	Branch 124
Jacobs, Charles	VA	Branch 132
Gruetzmacher, Bjoern	WA	Branch 61
Simmons, Brandi	WI	Branch 213

Chairman's Club (\$250)		
Aceves, John	AZ	Branch 376
Annon, Cynthia	CO	Branch 141
Cool Jr., Harold	CO	Branch 141
Love, Valerie	CO	Branch 65
Lopez, Victor	FL	Branch 146
Macias, Juan	KS	Branch 205
Sevalia, Rosalind	LA	Branch 73
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Hardin, Donald	MI	Branch 142
Perkins, Ethel	MI	Branch 140
Schiller, Elizabeth	MI	Branch 268
Brown, Latasha	MO	Branch 131
McLaughlin, Deborah	NC	Branch 183
Michaud, Russell	NH	Branch 932
Pixley, George	NV	Branch 249
Lewis, Gillian	OH	Branch 2
Rodriguez, Jose	PR	Branch 216
Mitchell, Denise	TN	Branch 41
Proctor, Kevin	TN	Branch 32
Hill, Earnest	TX	Branch 122
Nettles, Mark	TX	Branch 9
Brown, Lorraine	VA	Branch 98
Howe, Steven	WA	Branch 61
Williams, Arthur	WA	Branch 61

Supporter (\$100)		
Dematteo, Michael	MA	Branch 43
Paz, John	MA	Branch 43
Ringie, Kevin	MA	Branch 102
Sequeira, Jean	ME	Branch 96
Olson, Chad	ND	Branch 946
Bednar, Margaret	PA	Branch 20
Butterfield, Linda	SD	Branch 946
Barbee, Johnny	TN	Branch 41
Hartsel Jr., Robert	VA	Branch 22

### Nov. 14 Consultative

Continued from page 22

United States in their fight to save the historic brick-and-mortar buildings for the good of the service and the people.

*The consultative process, as defined by Title 39 § 1004 (b), is not the appropriate forum for NAPS' request.*

**Resolution 37:** NAPS recognizes the USPS continually changes and

adds new programs that require staffing by postal employees. NAPS contends the Postal Service is not always equitable and fair when staffing for new programs before full-time positions are approved. NAPS also contends that current EAS employees often are overlooked when staffing NTE details and that, at times, these opportunities are given to less-qualified craft employees.

NAPS requests to work with a

USPS workgroup to develop and implement a policy were no NTE details will be granted to craft employees before EAS employees are made aware of the opportunity and able to apply.

*This resolution is not adopted. Staffing NTE positions and/or details are opportunities usually of a developmental nature and are temporary. The best qualified or suitable individual should be selected.*

*Make Contributing to SPAC a Habit:*

# OPM Contributions to SPAC (for Retired Postal Supervisors)

**B**elow are step-by-step instructions for making an allotment to SPAC through your OPM retirement allotment, using either OPM's telephone-based account management system or the on-line "Services Online" portal.

Please note: The amount you key in will be your *monthly* allotment to SPAC. The start of your allotment will depend on the time of the month it was requested. If you make your request during the first two weeks

of the month, expect the withholding to take place the first of the following month. If the allotment is requested after the first two weeks of the month, the change will take place the second month after the request.

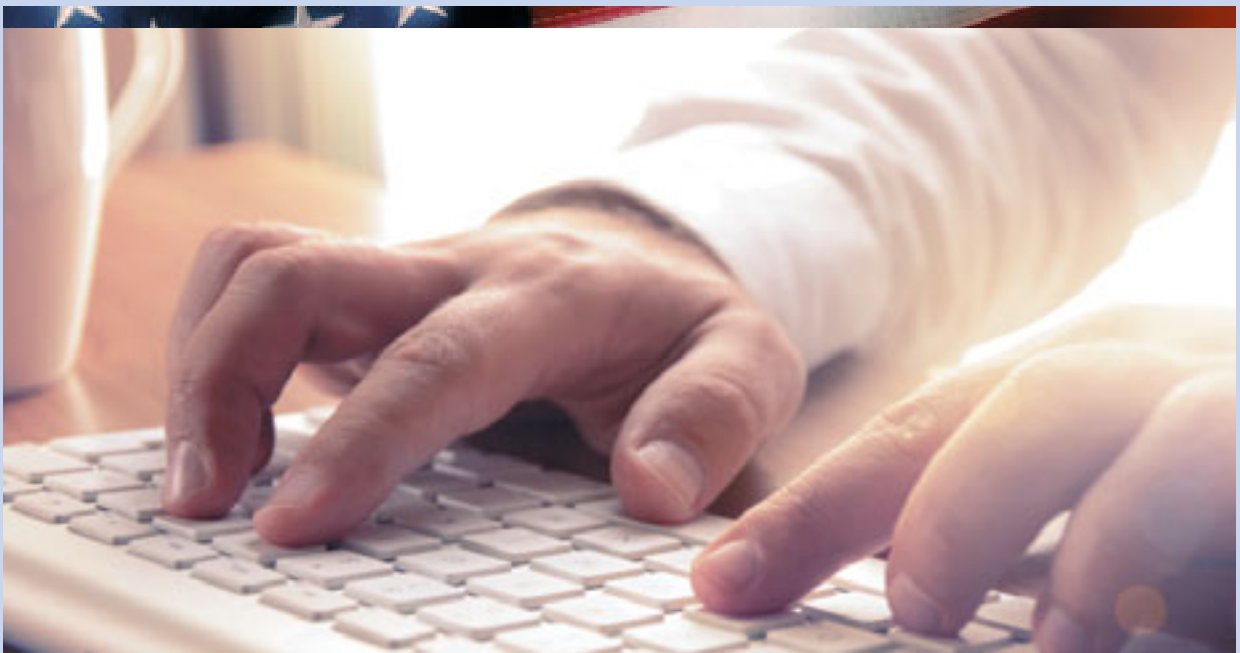
## **By internet:**

To sign up online, go to the OPM website at [www.servicesonline.opm.gov](http://www.servicesonline.opm.gov), then:

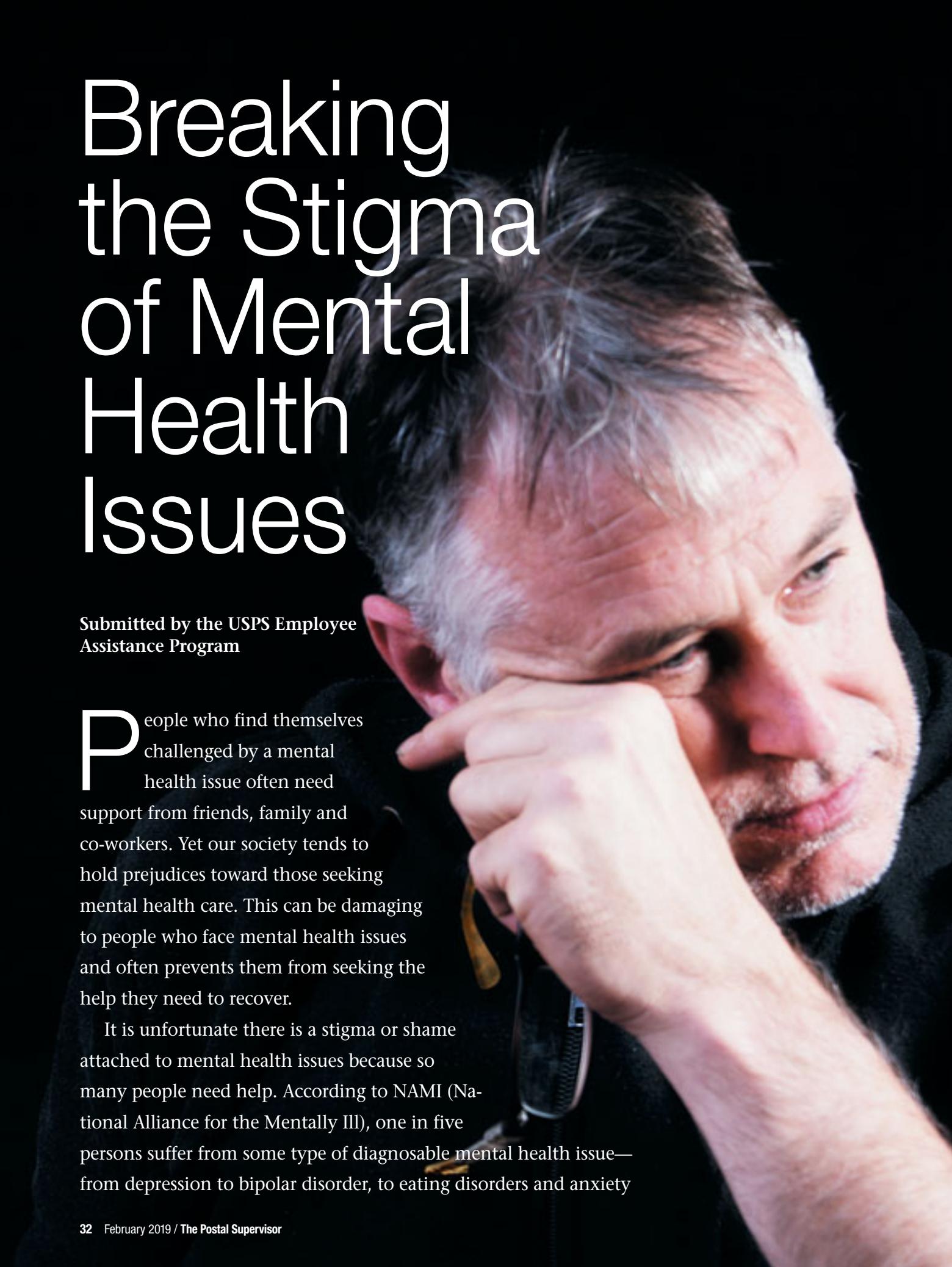
- Enter your CSA number and PIN, and log in.
- Click on "Allotments to Organizations," and then select "Start" to begin a new allotment.
- Click on "Choose an Organization."
- Select "National Association of Postal Supervisors (SPAC)."
- Enter the amount of your monthly contribution and then click "Save."

## **By telephone:**

- Dial **1-888-767-6738**, the toll-free number for the Office of Personnel Management (OPM)'s Interactive Voice Response (IVR) telephone system.
- Have your CSA number and Personal Identification Number (PIN) on hand when you call. You may speak to an OPM customer service representative or you may use the automated system.
- Simply follow the prompts provided in the telephone system.



# Breaking the Stigma of Mental Health Issues



Submitted by the USPS Employee Assistance Program

People who find themselves challenged by a mental health issue often need support from friends, family and co-workers. Yet our society tends to hold prejudices toward those seeking mental health care. This can be damaging to people who face mental health issues and often prevents them from seeking the help they need to recover.

It is unfortunate there is a stigma or shame attached to mental health issues because so many people need help. According to NAMI (National Alliance for the Mentally Ill), one in five persons suffer from some type of diagnosable mental health issue—from depression to bipolar disorder, to eating disorders and anxiety



disorders. Many never actually follow up with the help needed to manage their conditions.

Almost all mental health issues are treatable or manageable with therapies and medications. So why do people avoid seeking treatment? In many cases, it's due to the negative stigma associated with having a mental health problem. Some may believe it is a sign of weakness, their family does not support the fact they need treatment or people use negative words to describe those with mental health issues.

Sometimes it's because mental health problems are not always visible to the naked eye; people sometimes are not taken seriously when they believe they have a problem. Some people do not seek treatment because they think the problem will go away or willpower will cause the issue to improve. However, mental health issues rarely stop on their own.

The stigma of seeking mental health care often affixes inaccurate labels to people with common illnesses and attaches stereotypes to millions who live with emotional and mental disorders. This often stops people who suffer from medically recognized and *treatable* disorders from getting help or even acknowledging they have a problem. Even the term "mental disorder" has such a stigma attached to it that most immediately think, "It's all in your head," "You're crazy" or, worse yet, "You're dangerous."

Stigma is a term used to describe disrespecting a particular group of people as unworthy due to a label. Stigma is based on faulty and false beliefs and often causes people to feel ashamed for something completely out of their control. It is showing contempt or rejection to individuals and contributes to discrimination. It can lead to family, friends

and co-workers turning their backs on people facing such issues.

Stigma also can lead to suspicion, aggression, avoidance and discrimination due to fear toward people with mental illness. This stigma can lead to shame and guilt and can prevent people from obtaining the care they need.

Despite all the scientific medical research done to understand mental health disorders, the stigma continues. Despite our ever-increasing knowledge of the physical and biochemical nature of mental health disorders, stigma persists. Hurtful words, even said in jest, can perpetuate harmful and negative stereotypes. Myths about psychiatric conditions often stand in the way of people getting the help they need to live normal lives. People with mental health conditions, on hearing negative stereotypes and comments, sometimes will not seek the treatment they need or stop treatment they may be receiving.

We all can advocate for changing the negative stereotypes of mental health care. Here are some things you can do to help break the stigma of seeking help:

**1. Learn everything possible about mental health problems.** If you know someone with a mental health condition, learn all you can. If a person you love is diagnosed with a medical problem, you would research it, right? Do the same for a mental health condition.

**2. Be open to talk about mental health.** Often, a loved one with a mental health condition just needs to talk about it. Allow them to talk to you without judgment. Be honest if you have had battles with mental health issues. Be careful not to shame someone who is suffering. Encourage them to seek help.

**3. Be aware of the language you use about mental health prob-**

**lems.** Make sure you don't use negative language about mental health. Avoid using words such as "insane," "crazy" or "nuts" and avoid blaming the person for their condition. Remember that *no one* wants to be sick with a medical condition or a mental health condition.

**4. Remember that mental illness affects one in five adults.**

Think of five persons you know, including yourself. Statistically, one of them is likely to have a mental health condition.

**5. Know that a person is *not* their illness.** Be careful of how you phrase things. For example, avoid saying, "Jane is depressed." Instead, say, "Jane is facing depression." Jane is not depression, but a human being who is facing an illness.

**6. Encourage equality between physical and mental illness.** If someone is sick with diabetes or cancer, we freely talk about it without judging that person. Mental health conditions often are biologically or genetically triggered, as well. People cannot control either type of illness.

**7. Show compassion for those with mental conditions.** People with mental health issues often are frightened or dealing with shame. Show compassion for them and allow them to maintain their dignity. Avoid talking about them if they have shared private information with you.

**8. Don't remain silent.** If you hear others using derogatory language about mental health issues, don't remain silent. Comment about what you have learned and how important it is for people who have such problems to feel accepted.

**9. Encourage** people you know who may be suffering from a mental health condition to get help.

**10. If you are suffering, seek help for yourself; don't wait.** Most mental health issues can be treated

*Continued on page 34*

## Just a Simple ‘Thank You’

By Beverly Torain

Winter has settled in; now we are in February of a brand-new year. Love is in the air and soon it will be Valentine’s Day. As we look back on 2018, we were met with some challenges, but, as always, we made it through. As we prepare to show love to our loved ones, let’s also remember to say “thank you.”

These are two, simple words that can make a world of difference in a person’s life. I spent 30 years in the Postal Service—26 in management. One thing I know for sure—if I learned nothing else—is the power of those two words.



As supervisors, managers and postmasters, we can’t always show our appreciation monetarily. But we can take the time to say “thank you” to our employees. Taking time each day to walk your operation and say those two words could turn a frown into a smile. It helps brighten your employees’ day.

Thank your employees for coming to work, being on time, doing their jobs, assisting others or just being part of the team. It builds morale and lets them know you value them and that you care. You never know what impact just saying “thank you” may have on someone’s life. It’s the little things that really mean a lot.

### It’s Time to Pay Auxiliary Dues

Local and state branches, now is the time to pay your National Auxiliary dues. Please submit your payments to Bonita R. Atkins, Secretary/Treasurer, PO Box 80181, Baton Rouge, LA 70898.

Make your check or money order payable to **National Auxiliary to NAPS**. If you need remittance forms, please email [latkins326@aol.com](mailto:latkins326@aol.com) or call (225) 933-9190 and forms will be mailed to you.

We all could stand to be a little kinder and gentler to one another. That kindness starts with a simple “thank you.”

[pmbev071302@frontiernet.com](mailto:pmbev071302@frontiernet.com)

*Beverly Torain is the retired postmaster of Apex, NC, and Raleigh Branch 177 president.*

### Breaking the Stigma of Mental Health Issues

*Continued from page 33*

with medications and therapy. Mental health issues are not just imaginary or due to lack of willpower. It is so important to seek help if you or a loved one is experiencing issues.

Some stress in our lives is due to personal or work pressures that can be overwhelming at times. We may be facing grief after a loss in our lives. The issues may be more severe, such as depression, eating disorders, postpartum illness and significant changes in appetite or sleep. Sometimes mental health issues can be even more severe and a person needs to be hospitalized.

Typically, treatment for mental health issues includes therapies,

medical and psychiatric work-ups and, sometimes, medications. Mental health problems are treatable with the right expertise. People don’t have to suffer; help is out there. Don’t let the stigma stop you or a loved one from seeking help from a medical professional.

You can start by calling the Employee Assistance Program. Your EAP counselor will listen to your concerns and help make referrals on your insurance plan for getting the help you need. If you or a family member do not have insurance, the EAP can help you find resources in the community that work on a sliding scale to obtain the care needed to manage a mental health condition.

If a person is in imminent danger of harming themselves or some-

one else, it is important to call 911 or go to the nearest emergency room that can assist with emergency mental health services. Your EAP counselor can follow up with you and provide support if you are facing a mental health issue. Face-to-face or telephonic EAP counseling is available to you and your family.

More information about the EAP, the services it offers and the way it can be a resource and aid to you is only a phone call away. You also can log onto [www.EAP4YOU.com](http://www.EAP4YOU.com). Available 24 hours a day, seven days a week, the EAP is always available to help you through a struggle, assist you as you reach a goal and encourage you to live the best life you can. Why hesitate? Give them a call today!

# Notes

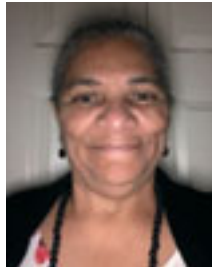
from the National Auxiliary

## A Hidden Value

By **Rebecca Turner**

*Pacific Area Vice President*

**W**e've spent the past couple months enjoying the warmth, kindness and love of family, friends and co-workers. There is something about the holidays that brings out the best in most of us. We are more tolerant, patient and, through the spirit of the season, are able to see our families with renewed appreciation and love.



We go from holidays beginning in November and ending sometime in January, then to Valentine's Day in February. The back-to-back celebrations of thankfulness and love for all provide a foundation from which to wage a war against complacency and taking one another for granted. To maintain this wonderful feeling requires us to roll up our sleeves and work to enhance and continue to renew relationships.

There are so many ways to continue the renewed appreciation and love for each other, including staying connected, working together and appreciating each other's efforts, accomplishments and input in our lives. The NAPS Auxiliary represents a way many family members have chosen to stay connected.

We appreciate the efforts made to make life comfortable and happy for each of us. It represents a way to say to postal family members and friends: "I see your efforts and I want you to know how proud I am of you. I stand with you in the work you do for us."

The Auxiliary exists to support the endeavors of NAPS. With this support come many other benefits, such as opportunities to meet new friends from all areas of the country and continue these friendships throughout the years. Each convention or meeting broadens our circle of acquaintances and friends. The meetings also provide knowledge and opportunities to express ourselves in support of the important people in our lives—our NAPS family members or friends.

Working together has its benefits: spending more time together, enjoying one another's company, becoming better acquainted and rediscovering what you recognized as special in the very beginning. The time you spend having dinner, crossing paths between meetings or meeting your partner's friends is irreplaceable. The bonding is worth everything.

If you do not have an auxiliary, this is a good time to begin the process. NAPS members, ask a family member or friend to represent you in the auxiliary. As a NAPS member, you can recognize the leadership needed. Ask that person to become your auxiliary's president; support their efforts. Assure them the auxiliary is an important component of the organization. It is time to join the ranks of others by sharing a relationship with a common cause.

**rebeccaturner52@att.net**

## National Auxiliary Executive Board

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*Executive Vice President*

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**Bonita R. Atkins**

*Secretary/Treasurer*

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*Region vacant: Northeast*

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

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