

# the Postal SUPERVISOR

January 2020

**Register to Attend  
the 2020 LTS:  
Preparing NAPS  
Members to  
Face This Year's  
Legislative  
Challenges**

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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.*

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# FY20 PFP—Leaping to Conclusions

**H**appy Leap New Year! I hope your 2019 was all you had hoped it would be. However, if it fell short of your expectations, I wish 2020 to be a better year for you and your family. The good news: It's a leap year. For 2020, you have an extra day for fun, relaxation or contemplation, if needed.

What NAPS expected in 2019 was a favorable USPS FY16-19 EAS pay decision. Unfortunately, that fell short of our expectations. Does that mean the FY20 PFP will be better? Here's the scoop!



**Brian J. Wagner**  
President

On July 26, 2019, NAPS filed a lawsuit against the U.S. Postal Service for its failure to comply with the law (*Title 39*, Section 1004) regarding the agency's final FY16-19 EAS field pay decision issued on May 15, 2019. In addition, our legal complaint seeks NAPS' rights under the law to represent all EAS

employees, including postmasters and EAS employees who report to USPS Headquarters and area offices.

Although our lawsuit is pending, time does not stop and neither does the business of NAPS with the USPS. NAPS continues to attend monthly consultative meetings, briefings on postal policy and operational changes and special meetings with USPS executive leadership, to name just a few business activities.

What also has not stopped, but has yet to be scheduled, is the USPS/NAPS pay consultation for FY20 and, potentially, future fiscal years. *Title 39* has not changed; consequently, neither have the rules that govern when a new round of EAS pay consultations may begin. However, that has not stopped the Postal Service from implying there is an EAS FY20 Pay-for-Performance (PFP) system now in place.

I caution members about leaping to conclusions about a FY20 PFP. To be clear, NAPS and the USPS have not consulted or agreed on any official FY20-or-beyond EAS pay agreement, including any aspects of a PFP system.

The Postal Service still continues to implement and promote an FY20 National Performance Assessment (NPA) program with numerous corporate and unit indicators, various unit scorecards and continuous messaging about NPA goals. The USPS has the right to establish all the FY20 NPA goals it wants.

No matter how much the USPS may tout that EAS employees must achieve the current fiscal year's NPA goals in order to earn a PFP payout for FY20, that simply is not true. Again, the USPS and NAPS have yet to consult on any EAS pay agreement for FY20 and beyond. Therefore, in NAPS' viewpoint, a FY20 PFP does not exist.

However, if the Postal Service goes ahead and relates the achievement of FY20 NPA goals to an EAS PFP payout for FY20 without consultation with NAPS, the Postal Service again would be in violation of *Title 39*. This type of unilateral EAS pay process by the USPS is one with which NAPS does not agree.

What NAPS can agree with is the three-member Federal Mediation and Conciliation Service (FMCS) fact-finding panel's April 30, 2019, report that found the current USPS PFP system to be "seriously flawed." In the words of some EAS employees, PFP now stands for "pray-for-pay."

If the Postal Service continues to link EAS FY20 compensation to unrealistic, unreasonable and unattainable NPA goals to PFP, how many thousands of EAS employees again will not receive annual salary increases? Therefore, for these EAS employees, NPA will continue to stand for "no-pay-again."

It is time for the Postal Service to replace its current NPA and PFP systems and develop a true EAS compensation program that adheres to the law and is more fair and equitable for all EAS employees. Let me reiterate: At this time, there is no official FY20 Pay-for-Performance (PFP) system on which NAPS has consulted or agreed.

NAPS encourages members to leap into action and do the right thing, all the time, in performing their

*Continued on page 9*

# Why Is This Happening?

**W**elcome to the New Year! I hope you are able to enjoy some real quality time with your friends and family. I also hope that 2020 brings you and your family the joys of your heart's desire.

The folk song "Where Have All the Flowers Gone?" was written by Pete Seeger

and made popular by the Kingston Trio in the 1960s. At the time, it was a kind of protest song about war. For USPS EAS employees who work in an agency that has made a concerted effort to suppress EAS pay and benefits over the past 10 years, our folk song may be "Where Have All the Finances Gone?"



**Ivan D. Butts**  
Executive Vice President

I have been looking at the issue of finances as we continue the fight for fair and equitable pay for EAS employees and other managerial personnel. I recently conducted a review of USPS OIG audits that pertained to finances and made some notes, which I list below.

- On March 26, 2007, in the original \$19 million Kelly Services, Inc. settlement, the USPS gave a lump-sum payment to individuals who were postal clerks at the time of the settlement.
- The Postal Service paid \$97 million and \$87 million in grievance settlements during fiscal years 2011 and 2012, respectively.
- On Dec. 5, 2014, the Postal Service and a union reached a \$56 million settlement in the Global Remedy dispute, a long-standing grievance regarding postmasters and supervisors performing bargaining-unit work designated for craft employees.
- On Nov. 12, 2014, the Postal Service and a union reached a \$4.8 million settlement regarding the Kelly Services dispute that resolved payments to employees who were excluded from a previous settlement regarding the Postal Service hiring over 200 temporary employees between 1996 and 1999.

At top right is an example of compensation data taken from USPS OIG Audit FT-AR-18-008 that documents compensation data for two executives in Calendar Year (CY) 2016. CY16 spans FY15, when 29.44% of EAS employees did not receive a pay raise, and FY16,

when 36.83% did not receive a new pay increase. Also, if you take into account only EAS-17 in supervisor, Distribution Operations, and supervisor, Customer Service, for FY15, 59.87% of those EAS employees did not receive a pay increase.

**Table 2. CY 2016 Compensation Data**

Executive	Total Compensation Determined by OIG	Executive Schedule Level 1 for CY 2016	Amount Over Executive Schedule Level 1	Amount Reported in the Comprehensive Statement	Difference
<b>Executive A</b>	\$207,385	\$205,700	\$1,685	\$8,385	\$6,700
<b>Executive B</b>	254,838	205,700	49,138	55,692	6,554
<b>Total Difference</b>					\$13,254

Source: U.S. Postal Service Office of Inspector General (OIG) analysis and FY 2017 Comprehensive Statement.

I found the following statement in the much-redacted USPS OIG Audit HM-MA-08-002:

"We could not determine the associated grievance costs for steward time, arbitrator costs and labor relations staff salaries for each of the 10 grievances. Management did not attribute these costs to each grievance because they did not believe it was necessary or cost-effective. Management did, however, capture these costs monthly and as year-to-date annual figures, which were \$115.7 million in FY 2007."

The caption below is from USPS OIG Audit HR-MA-14-008

"Nationwide, Postal Service grievance payout costs decreased from \$179 million in fiscal year (FY) 2009 to \$87 million in FY 2012, but increased to \$106 million in FY 2013. The South Florida District had more than \$7.6 million in grievance payout costs in FY 2013, which was the highest payout of 67 districts. The U.S. Postal Service Office of Inspector General Human Resources risk model revealed the South Florida District ranked among districts with the highest grievance costs."

Also in this audit, the OIG found that supervisors violated Postal Service agreements primarily to address overtime and staffing issues; 15 of 30 grievance payouts were related to overtime. NAPS knows these issues to be what USPS leadership has called "galactically stupid directives" issued by local leadership to maintain unobtainable pivot plans, not allowing supervisors to bring needed employees in on drop days for coverage and mandates to have all mail delivered, while having another mandate to have all carriers back by some pie-

*Continued on page 9*

# When Someone Shows You Who They Are

**M**aya Angelou, celebrated American poet, singer, memoirist and civil rights activist, is credited as saying: “When someone shows you who they are, believe them the first time.” So now that the organization known as the United Postmasters and Managers of America (UPMA)



**Chuck Mulidore**  
Secretary/Treasurer

filed with the federal court to join with the U.S. Postal Service against NAPS in its claims against the agency, we must believe them. They have shown us all who they are or, perhaps most importantly, who they have become.

UPMA decided not to join NAPS in the fact-finding process, choosing instead to accept a pay package from the Postal Service that took pay from EAS employees. They chose not to join NAPS in its lawsuit against the

Postal Service that contends the Pay-for-Performance (PFP) system violates the Postal Reorganization Act that requires EAS employees' pay be comparable to the private sector, be sufficiently higher than the pay of the craft employees being supervised and be sufficient to attract and retain qualified supervisors and managers and maintain a well-motivated workforce.

We have further validation that UPMA is all in with the Postal Service. In the words of the UPMA national president: “UPMA has made the decision that we will continue to work within the system for improvements in NPA and PFP and other pay and salary issues. I have done this because your board has felt in the past and continues to feel that this is the right thing to do.”

There you have it. While NAPS has chosen to take the USPS to federal court to eliminate the unfair PFP system that provides neither pay nor performance, UPMA has chosen to work with the Postal Service to perpetuate that very same system—a compensation system that, once again, has left thousands of EAS employees without an increase in their base pay.

The UPMA national president further admits: “I know there still is frustration in the field and at Headquarters and the area offices regarding the NPA and PFP systems and there needs to be continued work in this area.” Continued work in this area? Really? Part of the

lawsuit NAPS brought against the Postal Service deals with the unfair pay system forced on area and Headquarters EAS employees. Thus, while UPMA pleads with the USPS, NAPS is making pleas in federal court—alone in its efforts, but unequivocal in its resolve.

I realize UPMA may not have the financial resources to take on this fight against the Postal Service, considering the size differential in our two organizations. Based on court documents filed by UPMA in its enjoining action against NAPS in our federal lawsuit on Oct. 1, 2019, UPMA indicated it had 8,979 postmaster members, 2,743 non-postmaster EAS members, 2,440 craft employees (whom they cannot represent anyway), 111 postmaster relief members and 9,620 retired members. Broken down a different way, UPMA has 11,722 working EAS members, 2,551 craft employees and non-career PMRs and 9,620 retired members. Essentially, for UPMA, 51% of its members are non-career, craft or retired.

Contrast that with NAPS, which on Oct. 1, 2019, had 26,075 *working* EAS members including, by the way, 4,250 postmasters and 1,347 retired members. In other words, 95% of NAPS members are working EAS members and 5% are associate members. NAPS does not sign craft employees we cannot represent. We do not need to artificially inflate our membership numbers; they speak for themselves.

I think it's pretty clear there is only one management organization that has the strength, financial wherewithal and guts to stand up and fight for all EAS members in the Postal Service. NAPS is not willing to take crumbs from the USPS table and tweak a broken and flawed EAS compensation system. We stood up and took the matter to court to destroy that pay system and replace it with a fair and just compensation system that will benefit all EAS employees—now and into the future.

Earlier I quoted the late Maya Angelou's wisdom about believing someone who shows you who they are. Now, I would like to quote another amazing woman—my mother—who told me in her down-home, southwestern Virginia way, that “If you lie down with dogs, you will get up with fleas.” I'll let you take it from there.

Please have a safe, wonderful, blessed and happy New Year.

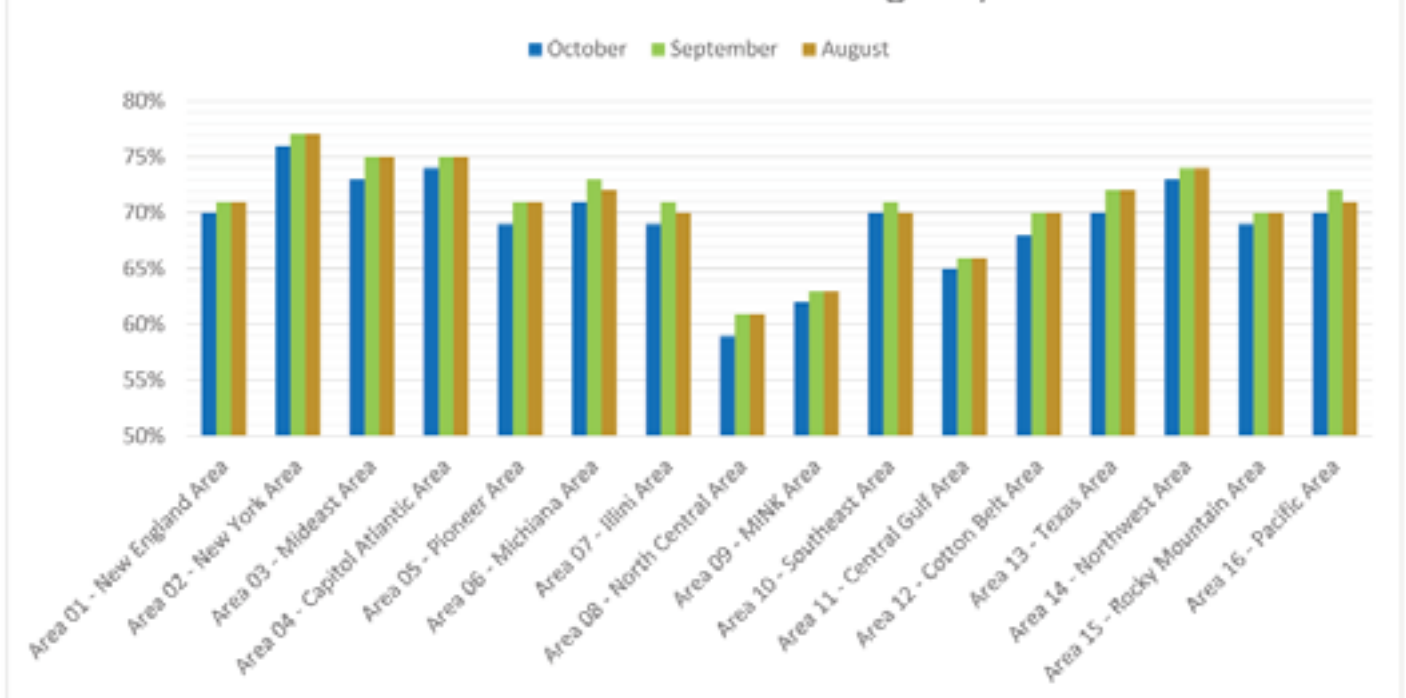
[naps.cm@naps.org](mailto:naps.cm@naps.org)

# National Association of Postal Supervisors Membership Report

## October 2019

Regular Member Totals By Area	October 2019	September 2019	August 2019
Area 01 - New England Area	1483	1486	1483
Area 02 - New York Area	2290	2286	2293
Area 03 - Mideast Area	2277	2284	2295
Area 04 - Capitol Atlantic Area	2890	2891	2892
Area 05 - Pioneer Area	1413	1413	1424
Area 06 - Michiana Area	1264	1273	1261
Area 07 - Illini Area	1122	1127	1122
Area 08 - North Central Area	907	907	911
Area 09 - MINK Area	1173	1176	1178
Area 10 - Southeast Area	2189	2190	2188
Area 11 - Central Gulf Area	783	789	788
Area 12 - Cotton Belt Area	1010	1012	1014
Area 13 - Texas Area	1788	1796	1800
Area 14 - Northwest Area	1139	1137	1140
Area 15 - Rocky Mountain Area	1490	1486	1497
Area 16 - Pacific Area	2857	2874	2831
<b>Total Regular Members</b>	<b>26,075</b>	<b>26,127</b>	<b>26,117</b>
<b>Total Regular Member %</b>	<b>71%</b>	<b>72%</b>	<b>72%</b>
NonMember Totals	October 2019	September 2019	August 2019
<b>Total NonMembers</b>	<b>10,819</b>	<b>10,130</b>	<b>10,274</b>
<b>Total NonMember %</b>	<b>29%</b>	<b>28%</b>	<b>28%</b>

### 3 Month Member Percentage by Area



**National Association of Postal Supervisors**

# Vince Palladino Memorial Student Scholarships

**Deadline: June 26, 2020**

**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 (Northeast, Eastern, Central, Southern and Western).



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

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the September/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 2020. Scholarships may be used to pay expenses in the student’s current or following semester.

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

# NAPS' Response to the USPS' Motion to Dismiss NAPS' Lawsuit

## Background

In July 2019, NAPS filed a lawsuit alleging the United States Postal Service fails to meet statutory requirements regarding compensation for EAS employees. Specifically, NAPS alleged that the Postal Service's FY16-19 Final EAS Pay Package violates the Postal Reorganization Act (PRA) by not paying EAS employees comparably to the private sector, not providing an adequate and reasonable differential between the pay rates of EAS employees and the craft employees they supervise and not maintaining a compensation system that ensures a well-motivated workforce.

NAPS also alleged that the Postal Service has violated the PRA by not recognizing NAPS' right to consult regarding pay and benefits for Headquarters and area EAS employees and its over 4,100 postmaster members.

## USPS' Motion to Dismiss

On Oct. 25, 2019, the Postal Service filed a motion to dismiss NAPS' complaint. This is a routine method that defendants use to try to defeat lawsuits at an early stage. The Postal Service argued that NAPS does not have a right to file suit in court under the PRA. According to the Postal Service, the PRA does not expressly permit NAPS to file suit for violations of the statute, nor does NAPS have an implied right of review to enforce the rights established by the PRA.

The Postal Service also argued that NAPS does not have the right to participate in pay or other consultations involving postmasters or Headquarters and area EAS employees (although the Postal Service admitted it already has recognized that NAPS

does have the right to consult for some of its Headquarters and area EAS members).

On Nov. 7, 2019, United Postmasters and Managers of America (UPMA) filed a motion to intervene in the lawsuit and joined the Postal Service in arguing that NAPS has no right to consult on behalf of its postmaster members.

## NAPS' Response

On Nov. 20, 2019, NAPS filed its opposition to the Postal Service's motion to dismiss. First, NAPS explained why it has a right to challenge the USPS' final FY16-19 EAS Pay Package in federal court. Forty years ago, the D.C. Circuit Court of Appeals (the appellate court above the D.C. District Court where NAPS' suit currently is pending) held in *National Association of Postal Supervisors v. U.S. Postal Service* that NAPS had a right to what is referred to as nonstatutory review—the implied right to enforce rights granted to it by a statute.

In its motion to dismiss, the Postal Service almost entirely ignored the 1979 *NAPS v. USPS* decision, mentioning it only in a footnote that mischaracterizes the decision. Further, NAPS showed that, contrary to the Postal Service's characterization, the 1980 amendments to the PRA did not strip NAPS of its right to nonstatutory review. Rather, Congress made clear that, while it hoped to limit litigation between NAPS and the Postal Service, the courts remained open to NAPS if the Postal Service failed to abide by its obligations.

NAPS also explained why nonstatutory review is necessary here, setting out the specific requirements

of the PRA and how the Postal Service has violated those requirements with the FY16-19 Final EAS Pay Package.

NAPS further engaged in a close textual analysis of the PRA to explain for the court why NAPS has a right to represent all Headquarters and area EAS employees, as well as NAPS' postmaster members. Under the PRA, once an organization is recognized as representing a majority of supervisors, that organization has the right to consult on policies and programs relating to supervisory and managerial personnel.

Thus, because NAPS is a recognized supervisory organization, it has the right to consult on all policies and programs relating to its supervisory and managerial members. Because all EAS employees, whether categorized as field, Headquarters or area (distinctions not found in the PRA) are supervisory or managerial personnel, as are postmasters, the PRA requires that the Postal Service recognizes NAPS' right to consult on behalf of all its members.

## Next Steps

The Postal Service will file a reply in support of its motion to dismiss on or about Dec. 20; then, NAPS must await the District Court's decision. NAPS remains confident that both the facts and the law support its positions. The association looks forward to the court's denial of the Postal Service's motion, after which the case can proceed on the merits.

*Note: NAPS' full response opposing the USPS motion to dismiss may be found at [www.naps.org](http://www.naps.org) under the "Forms & Documents" section of the website.*



# Postmaster Organization Opposes NAPS Lawsuit Against USPS

**O**n Nov. 7, the United Postmasters and Managers of America (UPMA) moved to intervene in and oppose a portion of NAPS' lawsuit against the Postal Service, contesting USPS pay decisions and policies covering management personnel.

In its filing, UPMA opposes NAPS' right to represent the over 4,000 postmasters who have joined NAPS and also opposes NAPS' right to join UPMA in consultations with the Postal Service over postmaster pay and benefits. Moreover, UPMA has joined the Postal Service in requesting that the federal district

court dismiss the portion of NAPS' lawsuit relating to NAPS' entitlement to represent postmasters.

NAPS is surprised that UPMA appears committed to using the membership dues it collects from UPMA members to side with the Postal Service to oppose NAPS' representation of postmasters. UPMA elected to sit on the sidelines while NAPS vigorously challenged the Postal Service's Pay-for-Performance (PFP) system during the last round of pay talks. NAPS' actions led to a finding by a Federal Mediation and Conciliation Service fact-finding panel that the

PFP system covering all EAS personnel is "seriously flawed" and in need of correction.

NAPS is disappointed that UPMA, a fellow postal management association, would side with the USPS rather than support the rights of NAPS and EAS members under the law. NAPS understands UPMA's legal right to represent postmasters. NAPS seeks the same right under the same law.

NAPS will aggressively continue to pursue all avenues available to enforce its right to represent the best interests of all EAS members, including postmasters.

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## FY20 PFP—Leaping to Conclusions

*Continued from page 3*

duties. Just because there is no current FY20 EAS pay package, including PFP, EAS employees always should properly report mail volume and delays, ensure TACS clock rings are accurately maintained, keep the integrity of scans, document that they asked for the necessary resources to do their jobs and follow union contracts to avoid unnecessary grievances and financial settlements, to name just a few actions.

Maintaining the integrity of your performance and the credibility of the USPS are extremely important. Do not be enticed to do the wrong thing to achieve ill-gotten FY20 NPA goals with the hope or even thought of receiving a FY20 PFP payout that currently does not exist.

If you must leap to conclusions in 2020, know that NAPS is diligently working for a positive outcome regarding the lawsuit it filed against the USPS related to EAS pay, benefits and the right to represent all EAS

employees, including postmasters. Also, know that NAPS will vehemently work to ensure future pay agreements with the Postal Service will yield EAS employees, including postmasters, a fairer and more equitable pay system under the law.

I now will leap right to my January 2020 ice-cream-flavor-of-the-month recommendation: lemon blueberry cake.

**naps.bw@naps.org**

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## Why Is This Happening?

*Continued from page 4*  
in-the-sky time.

All these directives in a workday equal grievance violations that total in the millions. NAPS' question always has been, "If USPS leadership knows this is happening, why is it still happening?"

In PostCom Bulletin Issue No. 48-19, it was reported that new research shows an unfortunate conse-

quence of the U.S. Postal Service's effort to push costs out of its system through an operational window change (OWC) was actually an increase in transportation costs. In four years, transportation costs rose by about 25%, despite a 6% decline in volume and various initiatives to cut transportation costs.

I need to note that I did not mention the millions (who knows, maybe billions) that USPS leadership

has and will pay out for leadership decisions that have led to Casual In Lieu Of (CILO), National Reassessment Program (NRP) and MS47-TL5 settlements. The facts stated in my column are cited from the following USPS OIG audits: HR-AR-17-003, HR-MA-16-004\_0, HR-AR-13-008, FT-AR-18-008, HM-MA-08-002, HR-MA-14-008 and HR-AR-17-010.

In solidarity ...

**naps.ib@naps.org**

# SWCs Testing and Altoona, PA, P&DC Among Items Discussed

The Oct. 22 consultative meeting was held in conjunction with the fall NAPS Executive Board meeting; all board members were present, except Northwest Area Vice President Cindy McCracken, who had an excused absence. Representing the Postal Service were Bruce Nicholson, Phong Quang and Henry Bear, Labor Relations Policy Administration.

## Agenda Item #1

NAPS is concerned that the SWCs process has taken several years to get to a testing phase. NAPS also is concerned that the USPS' documented needs for additional supervisors, Customer Service, went from over 5,000 to now approximately 1,300 over this same period. NAPS requested an update on SWCs, specifically:

- Where are we in the process?
- Where is this process going?
- Why have we not initiated the

testing phase at the selected sites?

*Testing the new SWCs model has not received final approval from postal leadership. The Postal Service is not pursuing this process during peak season. We will follow up with NAPS in the new calendar year regarding the status of this test.*

NAPS noted that during the fall 2019 board meeting, it was explained to NAPS that the Executive Leadership Team at Postal Headquarters had been given a presentation on the new SWCs model, but neither approval nor disapproval of piloting the model was given at that time. With peak season approaching and PMG Megan Brennan retiring at the end of January, there will not be a pilot process of the SWCs model until after Jan. 31, 2020.

## Agenda Item #2

NAPS contends there is 100% proof that the Altoona P&DC is a

plant facility and is being denied a Maintenance supervisor position because the USPS has determined the Altoona P&DC is not a plant operations facility. The USPS claims it is an F4 office. NAPS has validated that no F4 employees are working in this plant.

NAPS further contends this facility performs every duty performed in the plant facilities in Johnstown and Erie, PA. NAPS noted both of these facilities are plants.

NAPS asked how the Altoona P&DC is considered an F4 site and not F1. The Eastern Area representative stated they would check; the NAPS area vice president has not heard from the representative since.

NAPS noted the USPS Headquarters staffing matrix shows a facility gets a manager, Maintenance Operations-19 (MMO), and a supervisor, Maintenance Operations-17 (SMO), if it is a plant. NAPS contends the USPS does not want to give the Altoona plant this much-needed position.

NAPS has been informed the USPS has had someone "unofficially" working as a MMO or SMO or both in the Altoona postal facility for over two years to help get everything done. This issue was brought to the USPS Eastern Area in February; the area did pursue the issue. Eastern Area postal leadership got back to the NAPS area vice president only after they made an additional inquiry and stated this plant did not earn a position.

NAPS asked what the rationale is regarding why the Altoona P&DC is labeled a plant in all aspects except

## Thrift Savings Plan

Fund	G	F	C	S	I
<b>November 2019</b>	<b>0.14%</b>	<b>(0.05%)</b>	<b>3.63%</b>	<b>4.54%</b>	<b>1.15%</b>
<b>12-month</b>	<b>2.34%</b>	<b>10.76%</b>	<b>16.09%</b>	<b>11.87%</b>	<b>12.91%</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>November 2019</b>	<b>0.71%</b>	<b>0.83%</b>	<b>1.77%</b>	<b>2.10%</b>	<b>2.38%</b>
<b>12-month</b>	<b>5.40%</b>	<b>6.08%</b>	<b>10.13%</b>	<b>11.52%</b>	<b>12.64%</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)

for its staffing.

*Altoona was designated a Mail Processing Facility (MPF) in 2013 due to it no longer meeting the criteria of a P&DC. That criteria is based on volume and equipment inventory. An MPF does not automatically earn an MMO. In order for an MPF to earn an MMO, it has to meet a threshold greater than 27 Maintenance employees.*

*The Altoona facility currently has 24 Maintenance employees on the rolls. In addition, Altoona has an SMO on its rolls.*

*The Altoona facility has not been renamed since the time it was downgraded to an MPF in 2013. This was an oversight for Altoona and other facilities nationwide, which will be corrected.*

### Agenda Item #3

NAPS asked for continued discussion on the consolidated casing pilot based on additional data and information. Based on data received from the USPS, NAPS noted that FN2B OT has increased sharply since the beginning of this test. This would have a direct impact on Total Operating Expense (TOE) % to Plan. This indicator also has gone down since initiation of the test.

NAPS also noted a sharp increase in accidents at this testing site, which has had a devastating impact on the NPA Unit indicator, going from cell block 10 at the beginning of the test to cell block 0 in the latest data provided by the USPS.

NAPS noted that the impact of this pilot will go into future PFP years, impacting TOE and Grievance categories due to the escalated number of NALC grievances being filed daily in direct response to this pilot process.

NAPS contends this now expanded process will contribute to future NPA failures in the current failed PFP system.

NAPS also asked what mitigation

the USPS has put in place to account for the NPA impact associated with this pilot test.

*We provided a tour of the Annandale, VA, Post Office and a briefing during the September consultative meeting regarding the consolidated casing pilot. We also provided data showing an initial decline in TOE for Annandale at the start of the pilot in May. However, TOE rebounded shortly after.*

*As for accidents, Annandale had seven accidents before the start of the pilot, with several occurring in early May before beginning the pilot. Since NPA reports are generated monthly, this may have given the perception that the accident indicator was negatively impacted as a result of the pilot when the May scorecard was published. The significant drop in this NPA unit indicator was a result of the accidents that occurred before the pilot.*

### Agenda Item #4

NAPS has been made aware of changes to FY19 budgets that were made in week 47, retroactively to the beginning of FY19. NAPS asked what the impact has been to TOE based on this change in week 47. Also, why was this PFP impact made at the end of FY19?

NAPS asked what factors necessitated this negative impact on PFP at the end of FY19.

*There is no impact on TOE due to the LDC 48 adjustments in the Customer Service Variance (CSV) model for FY19. The adjustment only changed the number of earned hours in CSV for specific tasks; budget hours were not changed. Therefore, there is no impact to pay for performance.*

*USPS Headquarters removed the District Function 4 coordinator's ability to input benchmark values for Customer Service facilities for three workload elements in LDC 48, Collections, Express Mail Delivery and Offsite Travel/Admin. F4 coordinators were able to*

## NAPS Training Calendar

### Eastern Region Cabinet Meeting

Jan. 16-19, 2020

**Conducted by:** Eastern Region VP Richard Green, Capitol-Atlantic Area VP Troy Griffin, Pioneer Area VP Tim Needham and Mideast Area VP Tony Dallojacono

**Location:** Tropicana Executive Conference Center, 421 NW Riverside Dr., Evansville, IN 47708; (800) 544-0120

**Hotel Rate:** Tropicana—\$129/night plus tax; Le Merigot at Tropicana—\$149/night plus tax. Use code "NAPS" for room rates.

**Registration Fee:** \$225 before Dec. 1; \$250 after Dec. 1. Make checks payable to NAPS and mail to NAPS Branch 936, PO Box 478, Newell, NC 28126-0478. Fees for meals for guests without a registration are \$25 a day/breakfast, \$30 a day/lunch and \$50 for a banquet ticket.

**Instructors:** NAPS resident officers; NAPS national officers will conduct panel discussions and Q&A sessions.

### Central Gulf Area Training

April 17-19, 2020

**Conducted by:** Central Gulf Area Vice President Cornel Rowel

**Location:** Montgomery, AL

**Hotel Rate:** TBD

**Registration Fee:** \$50

**Training Topics:** Adverse action, ELM 650, legislation and more

*input benchmark values for each facility once a year.*

*These benchmark values were being applied inconsistently among many districts. USPS Headquarters determined that it was more effective to strictly use TACS clock rings to directly feed the variance tool, which, in turn, would determine the earned LDC 48 benchmark values for the following fiscal year. These values will provide a better representation in each office of the work being performed in these LDC 48 tasks.*

# IMD Scanners Noting Traffic Delays, Current Staffing at the Springdale, OH, Processing Facility Among Items Discussed

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

## Agenda Item #1

NAPS is exploring methods to identify newly promoted EAS employees who are joining the associa-

tion. NAPS requested that the current *PS Form 1187* be modified to include a check-off box to identify newly promoted EAS employees.

*After discussion, NAPS withdrew this item.*

## Agenda Item #2

NAPS has been made aware that the USPS no longer allows access to *Form 1187* on the USPS website "Forms and Documents" section.

NAPS contends this action violates *ELM 911.2*, which reads:

911.2 Right to Membership

"No interference, restraint, coercion, or discrimination to encourage or discourage membership in a labor organization may be affected in the Postal Service."

NAPS contends the USPS is interfering with potential members having access to the required USPS document needed to participate in the management association.

NAPS requested the USPS restore *Form 1187* accessibility on the USPS website's "Forms and Documents" section.

*ELM 911.2, Right to Membership, details participation and membership in labor organizations; it does not apply to NAPS. Additionally, Form 1187 is not a Postal Service form. NAPS' Form 1187 is used by NAPS for authorizing dues withholding. The Postal Service does not store nonpostal forms in its repository.*

## Agenda Item #3

NAPS has been made aware that Transportation supervisors are using IMD scanners to note reasons why a truck may be delayed. Valid reasons could be an accident on the highway, for example. However, one reason that is *not* available is traffic congestion.

NAPS contends that, in large cities such as Chicago, New York and many others, traffic congestion, particularly at certain times of the day, definitely could be an impact to a vehicle arriving late at a plant dock. This would affect the arrival/dispatch



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 [social-media@naps.org](mailto:social-media@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!

## The Postal Supervisor 2020 Production Schedule

Issue	Copy Deadline*	Mails
FEB	JAN 2	JAN 28
MAR	JAN 27	FEB 18
APR	FEB 25	MAR 19
MAY	MAR 23	APR 21
JUNE	APR 17	MAY 12
JULY	MAY 12	JUNE 9
AUG	JUNE 22	JULY 16
SEPT/OCT	AUG 24	SEPT 22
NOV	SEPT 28	OCT 22
DEC	OCT 23	NOV 17
JAN 21	NOV 23	DEC 22
FEB	JAN 4	JAN 28

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

profiles, plus affect trips on time and have a negative impact on NPA.

NAPS requested an update to IMD scanners to include a reason code for traffic congestion.

*When a trip is late, PVS drivers are prompted to identify a delay reason to properly document all inbound or outbound delays. Choosing the correct delay reason is not only crucial to visibility, but also is vital for maintaining accurate Transportation records. On Sept. 9, 2019, Traffic/Construction/Detour was added to the current list of delay reasons. This reason code should be used due to congested traffic, construction or a detour along the route.*

#### Agenda Item #4

NAPS has been made aware that EAS employees assigned to the Cincinnati P&DC are being involuntarily reassigned to the Springdale Processing Facility. NAPS received a

briefing on this project at the August 2018 consultative meeting, Agenda Item #7.

In light of the involuntary reassignments that have occurred at the Springdale Processing Facility, NAPS asked to see its current staffing package.

*Ann Mailloux, USPS director, Organization Design, attended the meeting and addressed this item. Springdale is an annex of the Cincinnati P&DC. See below for the current staffing for the Cincinnati P&DC.*

#### Agenda Item #5

NAPS has been made aware of the implementation of the Collection Management System. Field EAS employees have stated this process has added an additional 15-20 minutes to their workdays.

NAPS asked to be briefed on this new process that is impacting field

EAS employees.

*The Collection Management System is not a national initiative from USPS Headquarters. It is our understanding that this initiative was implemented and is being used locally. NAPS should contact the district(s) and then the area for further details and address this at the local level.*

Occupation Code	Title	Pay Scale/ Grade	Total Authorized	On Rolls Count	Variance On Rolls Authorized
<b>Cincinnati P&amp;DC 381605</b>					
23020029	Plant Manager (2)	PCES-01	1	1	0
23150023	Mgr In-Plant Support	EAS-25	1	0	-1
16407037	Mgr Maintenance	EAS-25	1	0	-1
23157139	Mgr Distribution Operations	EAS-24	1	0	-1
23550027	Mgr Maintenance Operations	EAS-23	3	3	0
8960009	Operations Industrial Engineer (Field)	EAS-23	1	1	0
23157140	Mgr Distribution Operations	EAS-22	2	2	0
21506025	Mgr Transportation Networks	EAS-21	1	0	-1
8960005	Operations Industrial Engineer (Field)	EAS-21	2	1	-1
23157141	Mgr Distribution Operations	EAS-20	1	1	0
23550024	Mgr Maintenance Operations Support	EAS-20	1	1	0
23405043	Operations Support Specialist	EAS-20	1	1	0
23550030	Maintenance Engineering Specialist	EAS-19	1	1	0
23300089	Network Specialist	EAS-17	2	2	0
23150068	Operations Support Specialist	EAS-17	4	4	0
23150066	Supv Distribution Operations	EAS-17	26	25	-1
23550010	Supv Maintenance Operations	EAS-17	12	12	0
23300040	Supv Transportation Operations	EAS-17	4	4	0
3180007	Administrative Assistant (Field)	EAS-15	1	1	0
<b>Springdale Annex 381639</b>					
23150066	Supv Distribution Operations	EAS-17	4	3	-1
<b>Total</b>			<b>70</b>	<b>63</b>	<b>-7</b>

# NAPS Executive Board Directory

## Resident Officers

The resident officers may be contacted at 1277 King St., Suite 400, Alexandria, VA 22314-2753; (703) 836-9660; (703) 836-9665 (fax)



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President  
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**Ivan Butts**  
Executive Vice  
President  
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**Chuck Mulidore**  
Secretary/Treasurer  
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## Regional Vice Presidents

### Central Region (Areas 6, 7, 8 and 9)



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### Northeast Region (Areas 1 and 2, including all NJ, except Branch 74)



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### Western Region (Areas 14, 15 and 16)



**Marilyn Walton**  
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## Area Vice Presidents

### 3—Midwest Area (DE/NJ/PA)



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### 1—New England Area (CT, ME, MA, NH, RI, VT)



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### 2—New York Area (NY/PR/VI)



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### 6—Michiana Area (IN/MI)



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### 4—Capitol-Atlantic Area (DC/MD/NC/SC/VA)



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### 5—Pioneer Area (KY/OH/WV/Evansville, IN, Branch 55)



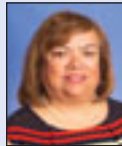
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### 9—MINK Area (IA/KS/MO/NE)



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### 11—Central Gulf Area (AL/LA/MS)



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### 15—Rocky Mountain Area (AZ/CO/NV/NM/UT/WY)



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### 13—Texas Area (TX)



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### 14—Northwest Area (AK/ID/MT/OR/WA)



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### 16—Pacific Area (CA, HI, Guam, American Samoa)



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# NAPS of Note

NAPS extends its sympathy to the family of Wayne Rascati, former Western Region vice president, who died Nov. 14.

Wayne retired from the Santa Barbara P&DC 17 years ago. During those 17 years, he was a deacon at Saint Raphael Catholic Church and a substitute teacher until the past two years due to health issues.

As a dedicated NAPS member, Wayne was a mentor to all in Branch 244 and his old Branch 280. He always was available to assist any NAPS member in need. We will miss his calm demeanor, knowledge and wit.



Chicago Branch 14 members La Neda Pitts (left), retired OIG analyst, and first-timer Debra Reese, senior field Sales rep, with Secretary/Treasurer Chuck Mulidore at the NAPS Central Region Training Symposium.

Maryland-DC State Branch 923 President Steve Shawn (right) and NAPS Director of Legislative & Political Affairs Bob Levi (left) met with Rep. Jamie Raskin (D-MD). Raskin is a member of the House Oversight and Reform Committee and is Shawn's congressman.



Sacramento District Branch 77 legislative rep Karyn Rhaming was sworn in as postmaster of Yuba City, CA, on Oct. 18. Her father, retired letter carrier Columbus Johnson, held a Bible that had belonged to Karyn's late brother. Her daughter was emcee, while her husband and grandchildren were on hand to join in the ceremony. Trameca Johnson, postmaster of Vacaville, CA, installed Karyn.



Florida State Legislative Chair Ann Strickland (right) and Fort Lauderdale Branch 196 member Patti Lynn attended a fundraiser for Rep. Ted Deutch (D-FL) where they discussed the legislative report card that appeared in the October issue of *The Postal Supervisor*.



President Brian Wagner and Capitol-Atlantic Area Vice President Troy Griffin attended Charlotte, NC, Branch 183's annual Black & White Dinner/Dance on Nov. 2. Earlier in the day, Wagner and Griffin attended Carolinas Bi-State Branch 936's Executive Board meeting with Branch President Rodney Charles. From left: Branch 183 legislative liaison Ron Cole, Vice President Jevonda Gilbert, Branch 936 President Rodney Charles, NAPS President Brian Wagner, Branch 183 President Michael Belger, Treasurer Kim Boggan, Capitol-Atlantic Area Vice President Troy Griffin and Branch 183 Secretary Brenda Edwards.

Executive Vice President Ivan D. Butts met with Civil-Rights icon Rep. John Lewis (D-GA).



California State legislative rep April Trevena took up the challenge of gaining more co-sponsors for NAPS-supported legislation by attending Rep. Mark DeSaulnier's (D-CA) 100th town hall meeting. He is a longtime friend of NAPS. Trevena thanked him for his support and asked him to sign on to several more bills.



Secretary/Treasurer Chuck Mulidore joined Columbia, SC, Branch 225 leaders at a recent meeting in Columbia. From left: Branch 225 President Darold Dantzler, Mulidore, Rene Hulin and Darnel Crosswell.



On Nov. 17, Boston Branch 43 held its annual brunch to recognize recent retirees and award 10 \$500 scholarships to members' college-bound children. Branch 43 Executive Board members, from left: Jim Servidio, Ed Raleigh, John Russell, Keith Dinsmore, President Vincent Ignato, former NAPS Executive Vice President Jay Killackey, Boston District Manager Duane Lariviere and former board member Mike DiMaggio.



John Russell (right) and Peter Codwell, Branch 43 associate member and long-time NAPS supporter.



NAPS officers and members of the California State Executive Board and Los Angeles Branch 39 attended San Francisco Branch 88's luncheon and installation (see page 22).



Branch 39 President Marilyn Jones celebrated Octoberfest, sponsored by Branch 39 Auxiliary members, including National Auxiliary President Patricia Jackson-Kelley (left).



Los Angeles Branch 39's newly elected Sergeant-at-Arms Alvetia Smith (second from right) is congratulated by her daughter and new Auxiliary member Chanel Dodson (right), Branch 39 Vice President Sam Booth Jr. and Branch President Marilyn Jones.



Mariel Murrillo, California State area vice president and San Bernardino Branch 466 president, attended a recent California State Executive Board meeting where the board discussed the legislative report card. Members were urged to ensure their congressional representatives are co-sponsors of NAPS-supported legislation. Murrillo attended Rep. Mark Takano's (D-CA) town hall meeting and thanked him for his previous support on NAPS issue. She asked him to co-sponsor H.R. 597 (MSPB rights for all employees), 1254 (provide full COLA to FERS and CSRS annuitants), 2517 (allow USPS to accept and deliver alcoholic beverages) and 3934 (replace the WEP with a more equitable formula).

On Oct. 10, New York NAPS celebrated with NALC Branch 36 at its 43rd annual Dinner Dance. The two organizations don't always agree, but always support each other. The event offered great networking and camaraderie. From left: NAPS Branch 100 Vice President Jim Puccio, Branch 100 President Tom Hughes, NALC Branch 36 President Charlie Heege, NAPS New York Area Jimmy Warden and NALC Director of City Delivery Christopher Jackson.



San Juan, PR, Branch 216 President Jose Rodriguez (left) and Secretary Antonio Cabrera met with Rep. Jennifer Gonzalez-Colon (R-PR). She expressed her support and said she would co-sponsor NAPS-supported legislation.



Northeast Region Vice President Tommy Roma swore in Dennis Gawron as president of Buffalo Branch 27. From left: New York Area Vice President Jimmy Warden, Branch 27 Legislative Chair Teriko Joyner, Gawron, Roma, Branch 27 Executive Vice President Chris Schirching, Secretary Shaunna Chyreck and Treasurer Norb Rzeszutek.

Northeast Region Vice President Tommy Roma and New York Area Vice President Jimmy Warden attended branch membership meetings throughout upstate New York, including Syracuse Branch 7, Buffalo Branch 27 and Rochester Branch 11. While in Rochester, newly elected officers of Branch 11 were sworn in by Warden. From left: Warden, Vice President Spencer Jessmer, Sergeant-at-Arms Todd Gustavon, Secretary/Treasurer Tina Boyd-Bauer and President Scott Englerth.

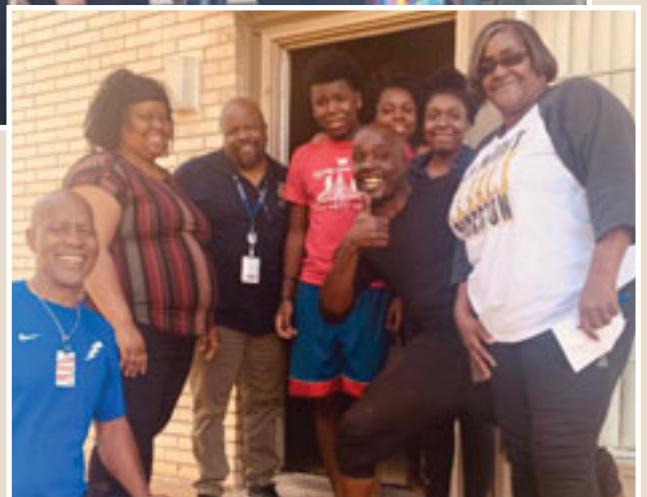




Executive Vice President Ivan D. Butts addressed a delegation of Louisiana branches—New Orleans Branch 73, Shreveport Branch 170 and Louis M. Atkins Branch 209—and Miami Branch 146 to encourage them to get enough co-sponsors for H.R. 2382, legislation to abolish the Postal Service’s requirement to prefund future retiree health coverage, in order to get the bill moved to the consensus calendar. As of early December, a two-thirds majority of the House had signed on; the bill could be considered for a floor vote in January.



Dallas NDC Branch 559 members and employees of the Dallas NDC continue to serve the west Dallas community during the holiday season. They have delivered Thanksgiving dinners for over 25 years. They also have added an elementary school and provide toys for kids at Christmas.



# NAPS Celebrates the Life of Bridget Evans

On Nov. 17, San Diego Mo Twomey Branch 159 held a retirement luncheon and honored the life of Bridget Evans, who died Oct. 9. Her memorial service was Nov. 18. Bridget was the California State secretary and Branch 159 president.

NAPS President Brian Wagner, Executive Vice President Ivan D. Butts, Secretary/Treasurer Chuck Mulidore, Western Region Vice President Marilyn Walton and Pacific Area Vice President Chuck Lum attended the luncheon and service. The officers all shared remarks; many testimonials were given over the two days.

The poet Maya Angelou said, "People may not remember what you say or what you do, but they will remember how you made them feel." Bridget always made you feel good, Walton declared. Glasses were raised at the luncheon on Sunday and Walton said, "Your wings were ready; our hearts were not. Our sincere condolences to all who knew and loved her, especially her family."



From left: California State President Marilyn Jones, NAPS President Brian Wagner, Secretary/Treasurer Chuck Mulidore, Executive Vice President Ivan D. Butts, Western Region Vice President Marilyn Walton and Pacific Area Vice President Chuck Lum.

From left: Acting California State Secretary Stephnia Campbell welcomed guests to the luncheon—San Bernardino Branch 466 President Mariel Murrillo, Central Valley Branch 197 members Marsha Danzy and Debbie Baker and Branch 159 Auxiliary member (and Bridget's sister) Lisa Lloyd.



Family members and NAPS national officers gathered to pay tribute to Bridget Evans.



## Western Region Branches Offer Recognition, Training

By Marilyn Walton

Western Region Vice President

### San Francisco Branch 88

On a sunny afternoon in San Francisco, Branch 88 hosted its annual retirement luncheon and installation at Dominic's at Oyster Point on the San Francisco Bay. Special guests were Executive Vice President Ivan D. Butts, Secretary/Treasurer Chuck Mulidore, Pacific Area Vice President Chuck Lum, Past President Louis Atkins and National Auxiliary Secretary/Treasurer Bonita Atkins.

I was honored to be invited to conduct the installation of officers. However, with so many VIPs attending, I invited them all to help with the proceedings. San Francisco Post-

master Abraham Cooper represented the San Francisco District.

Eleven retirees were recognized; only Berta Siminon was able to attend. Several NAPS branches were represented, including Los Angeles, San Diego, San Bernardino, North Bay and the California State Executive Board whose members were in town for their fall board meeting.



Deborah Johnson, Branch 88 secretary, was the emcee and motivated the crowd with her energy and jokes. Guests enjoyed a buffet lunch and danced to the tunes of DJ

Reggie Daniels while looking out over the scenic San Francisco Bay.

### Sacramento District Branch 77

Sacramento District Branch 77,

my branch, hosted a NAPS training session in November that was open to all members at no charge. Jack Barry, a NAPS DDF provider and associate of Labor Relations Admin Group LLC, gave his popular training presentation. It starts with narratives of situations that have caused problems for NAPS members in the workplace, then result in adverse actions. Jack explains the process of representation for EAS employees. He talks about who is eligible for certain types of appeals and emphasizes there are no out-of-pocket charges to NAPS members who are eligible for DDF representation.

Jack always comments he would love to present this information to a room of nonmembers because once he goes through the cases, the appeal rights and the research involved for presentations to the MSPB judges, every nonmember would be standing in line to join NAPS. In fact, the branch was able to sign up several new members at this training.

I was pleased to share with my



Back row, from left: Pacific Area Vice President Chuck Lum, Executive Vice President Ivan D. Butts, Western Region Vice President Marilyn Walton, Branch 88 Trustee Juanda Stewart, Sergeant-at-Arms Lelton Gibson, Secretary Deborah Johnson, Vice President Linda Thomas, President Carolyn Thompson, California State President Marilyn Jones, NAPS Secretary/Treasurer Chuck Mulidore. Front row: Branch 88 Trustee LaConya Singleton, Treasurer Sally Simpa and Past NAPS President Louis Atkins.



Branch 88 retiree Berta Siminon was recognized. From left: Branch 88 Secretary Deborah Johnson, Vice President Linda Thomas, Siminon, President Carolyn Thompson and San Francisco Postmaster Abraham Cooper.

fellow branch members an overview from NAPS Headquarters, including information on our NAPS Headquarters building and the Executive Board, including our duties and responsibilities and the tasks we perform throughout the year.

I also discussed legislation and encouraged everyone to check out the NAPS legislative report card in the October *Postal Supervisor* to ensure their congressional representatives are co-sponsors of NAPS-supported bills and resolutions, including H.R. 597.

If passed, H.R. 597 would secure Merit Systems Protection Board rights for all EAS employees. Currently, over 7,000 EAS employees working in nonsupervisory positions only can appeal through the 650 (internal USPS) process. I also encouraged branches to support SPAC. The branch fundraiser at the training session raised \$347.50 for SPAC.

Chuck Lum offered updated information on membership and said that signing new members is every member's responsibility. Chuck is-



Sacramento Branch 77 and Central Valley (Stockton) Branch 197 members and guests attended the November training seminar.

sued a challenge to all national, state and branch officers to bring their memberships to a minimum of 80% or more total members. There are five branches in the Pacific Area with 80% membership. The national average is 71%, so members need to contact nonmembers, peer to peer, and ask them to join.

The benefits of membership are many; not being a member can be costly. Chuck has made membership one of his main goals as Pacific Area vice president. He wants to see all NAPS branches up to the challenge.

John Aceves, former Rocky Mountain Area vice president, gave training on involuntary reassignments and workplace bullying. These topics generated a lot of conversation, questions and feedback from attendees.

Special thanks to Branch 77 President Ralph Petty, Vice President Marco Perez, Area Vice President Dianne Ingalls, Treasurer Jackie Rominger, Secretary Freddie Jordan and Legislative rep Karyn Rahming for a full day of outstanding food, information and training—all sponsored by the branch.

### Branch 266 Mabel Stephens Scholarship Banquet

South Bay Branch 266 hosted a gala celebration at the Long Beach Event Center in honor of two phenomenal women: Mabel Stephens and Alma Williams, both longtime Branch 266 presidents. NAPS President Brian Wagner, Executive Vice President Ivan D. Butts, National Auxiliary Executive Vice President Laurie Butts and I attended. Also attending were California State President Marilyn Jones and Branch 39 members, including Stephnia Campbell, acting California State secretary.

This event celebrated the accom-



From left: Branch 77 Vice President Marco Perez, Pacific Area Vice President Chuck Lum, Branch 77 Legislative rep Karyn Rahming, California State President Marilyn Jones, Branch 77 Area Vice President Dianne Ingalls, Treasurer Jackie Rominger, President Ralph Petty, DDF provider Jack Barry, NAPS rep Don Enqvist, Western Region Vice President Marilyn Walton and Branch 77 Secretary Freddie Jordan.



Longtime South Bay Branch 266 presidents were honored at a banquet—seated, from left, current President Alma Williams and former President Mabel Stephens. Helping honor the two women were, standing, California State President Marilyn Jones, NAPS Executive Vice President Ivan D. Butts, President Brian Wagner and Western Region Vice President Marilyn Walton.



From left: Executive Vice President Ivan D. Butts, National Auxiliary Executive Vice President Laurie Butts, Barbara Kelly, Western Region Vice President Marilyn Walton, acting California State Secretary Stephnia Campbell and NAPS President Brian Wagner.

plishments of these women. Mabel Stephens was branch president for 22 years; she continues as an associate member. A scholarship has been established in her name. Alma Williams, the “Silver Fox,” is the current branch president, having served in the position for over 20 years.


These two great women share 40 years of commitment to NAPS. Both were supervisors and mentors to many EAS employees and NAPS members at the old Marina Plant in

Los Angeles from the 1970s through 2000s and still are going strong.

Mabel and Alma recently have recovered from some serious health challenges. They were pleased to accept their flowers and praise and were thrilled so many NAPS members, including national officers, attended the event and offered congratulations.

Special thanks to the branch committee: Willie Hawkins, Evelyn Benjamin, Michael Chinn, Patrick Johnson, Joyce Roelants and Toya Cato Hodge.

[marilynwalton@comcast.net](mailto:marilynwalton@comcast.net)

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



Confidential Information

# Self-Nomination: National Convention Committee Request

Please print or type name. Use one form to self-nominate. Unless an exception is granted by the NAPS National President, a National Convention Committee may only have one (1) branch member appointed per committee. Committees may have up to 25% of selectees who have never before served on a National Convention Committee.

**Deadline for Self-Nomination Request due at NAPS HQ by midnight, March 31, 2020.**

**Committee Choices:** Select up to three (3) committees. Number your selection(s) in the boxes below with "1" representing your top choice, "2" next priority and "3" as 3<sup>rd</sup> choice, if so desired. Committee assignments and notifications of selected delegates will be announced on or before April 20, 2020. If requesting advance committee consideration, schedule transportation accordingly.

	Assistant Secretaries (4 positions)
	Audit (10 positions)
	Balloting and Election (18 positions)
	Constitution & Bylaws (16 positions)
	Credentials & Registration* (21 positions)

	Postmaster (12 Positions)
	Resolutions (14 positions)
	Rules (6 positions)
	Sergeant-at-Arms (18 Positions)

\* NOTE: Except for *Credentials and Registration*, all committee members must arrive on Saturday, August 15, 2020 at the convention hotel and will meet with their respective committee on Sunday, August 16. *Credentials & Registration Committee* members must arrive on Friday, August 14, 2020 and will meet on August 15. Selected committee members must schedule their transportation accordingly to ensure arrival for first committee meeting.

I am self-nominating myself to serve on a NAPS National Convention Committee indicated above.

Member Name \_\_\_\_\_

Mailing Address \_\_\_\_\_

City, State, ZIP+4 \_\_\_\_\_

EIN or last 4 SS # \_\_\_\_\_ Contact Phone # \_\_\_\_\_

Member of Branch # \_\_\_\_\_ Non-postal email: \_\_\_\_\_

*(Branch # listed on delegate credential)*

Are you a **First-Time** National Convention delegate?  Yes  No

Have you ever served on any National Convention Committee before?  Yes\*  No

\* If Yes, previous committee(s) served? \_\_\_\_\_

Individual's Credential  Enclosed  Previously Submitted

**NOTE:** For National Convention Committee assignment consideration, NAPS Headquarters **must receive** member's self-nomination request via mail or online on or before **March 31, 2020**. No branch officer approval is required. NAPS HQ will confirm delegate's request has been received. If confirmation is not received by April 10, contact NAPS President immediately. Final committee selections will made on or before April 20, 2020 and requesters notified accordingly.

### NAPS HEADQUARTERS USE ONLY

Date Self-Nomination Received \_\_\_\_\_

Must be **received** by mid-night March 31, 2020.

Register online at [www.naps.org](http://www.naps.org).  
Do Not FAX or email request.

**Mail Request to:**  
2020 National Convention Committee Request  
c/o NAPS National President  
1727 King Street, STE 400  
Alexandria, VA 22314

**2020 NAPS National Convention**  
**Gaylord Texan, Grapevine, TX - August 17-21, 2020**



# 2020

# NAPS Golf Tournament

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



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

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

Non-golfers can ride with teams

and eat for \$39.95. Registration closes after Aug. 1.

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

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

## 2020 NAPS Golf Tournament Registration

**Registration closes after Aug. 1, 2020**

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

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

\_\_\_\_\_  
Name Phone # (include area code)

\_\_\_\_\_  
Mailing Address

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

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

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

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

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

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

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

**NAPS Golf**  
PO Box 456  
Hewitt, TX 76643-0456



## Bob Levi

Director of Legislative & Political Affairs



January is named after the Roman god Janus—the mythical deity with two faces. One divine face looks forward, the other heavenly face looks backward. It's important

in a search for a postmaster general to succeed retiring PMG Megan Brennan. Her last day at Postal Headquarters will be Jan. 31. The governors are undertaking the executive search with only five of the authorized nine presidentially nominated, Senate-confirmed governors. Four vacancies remain. It remains to

already expressed the preference for a march toward postal privatization. Consequently, NAPS and others in the postal world are anxious about PMG candidates who may emerge from the private sector, including postal competitors. For this reason, NAPS is working day and night to solidify and reinforce congressional support for a universal, accessible and innovative Postal Service.

NAPS legislative activists have been engaged in a fierce effort to grow support for key congressional resolutions and bills to demonstrate wide and deep support for the most popular federal agency and its employees. In the October issue of *The Postal Supervisor*, we published a scorecard listing co-sponsors of NAPS-supported legislation, by state.

I am happy to report that NAPS members have helped enlarge the number of co-sponsors and secure a Senate companion bill for repealing the retiree health prefunding requirement. As we went to press, 257 members of the House have indicated their support for continuation of mail door delivery (H. Res. 23); 266 representatives and 53 senators favor preserva-

## Be Engaged to Protect the Rights of EAS Employees

that one not begin a new year without taking stock of what happened or—just as importantly—did not happen during the previous year. This is looking back.

Moreover, we need to effectively chart a course for the upcoming 12 months. This is looking forward. From a legislative and political perspective, this goal will be extremely dicey, especially because the presidential and congressional elections will take place on Tuesday, Nov. 3.

We begin the new year with the USPS Board of Governors enveloped

be seen how much influence the White House will exercise over the board's decision.

Although the PMG is not presidentially nominated, each of the current board members was nominated by President Trump. Three of the five members are Republican; three of the five are investment bankers. Hence, the skill set for the next PMG may be somewhat different than for the past three PMGs, all who emerged from postal careers.

The White House, through its Office of Management and Budget, has

## Carol Maloney Named Chairman of the House Oversight and Reform Committee

The House of Representatives' Democratic Caucus elected Rep. Carol Maloney (D-NY) to succeed the late Rep. Elijah Cummings (D-MD) as chair of the House Oversight and Reform Committee. The vote was on Nov. 20. The committee has jurisdiction over the USPS and postal and federal employee benefits, including retirement.

New York NAPS members have had a long and close relationship with Maloney. Her first congressional campaign was waged in 1992



From left: NAPS Director of Legislative & Political Affairs Bob Levi, Rep. Carol Maloney (D-NY), the new chairman of the House Oversight and Reform Committee, and NAPS Legal Counsel Bruce Moyer.

against seven-term GOP member Bill Green, who proposed suspending the private express statutes.

Those laws prohibit private companies from delivering U.S. mail.

NAPS, along with other postal employee groups, played a prominent and effective role in Maloney's first congressional campaign, in which she defeated Green by 2%. Maloney continues to have a keen interest in postal matters and legislation. In fact, a number of major print magazines are headquartered in her congressional district. She also is attentive to issues involving facility closures and consolidations.

tion of the Postal Service as a government agency (H. Res. 33 and S. Res. 99); and 290 members of Congress desire continuing six-day mail delivery (H. Res. 54). In addition, 294 House members want to abolish the Postal Service's requirement to pre-fund future retiree health coverage (H.R. 2382).

H. Res. 23, 33 and 54, along with S. Res. 99, are nonbinding congressional resolutions that express the "sense of" the House or the Senate. Nevertheless, the overwhelming support for the measures send a clear message to the White House, the Board of Governors and PMG candidates of the strong legislative support for key characteristics and expectations of the American postal system.

The awesome support for H.R. 2382 demonstrates congressional consensus that the 2006 congressionally imposed requirement to pre-fund retiree health benefits was unfair and financially harmful to the Postal Service. Inasmuch as the number of H.R. 2382 co-sponsors has exceeded 290, which represents a two-thirds majority of the House, Rep. Peter DeFazio (D-OR) may offer a motion to place the bill on the House consensus calendar, meaning the bill could be considered for a floor vote in 25 days. Consequently, a floor vote could occur in January.

Finally, on Dec. 3, Sens. Steve Daines (R-MT) and Brian Schatz (D-HI) introduced S. 2965, a Senate companion to H.R. 2382. NAPS members should contact their senators and urge them to co-sponsor and support S. 2965.

Nevertheless, it is important to note that even if H.R. 2382 and S. 2965 were to be enacted, there still would be a dire need for comprehensive postal legislation to address postal product pricing and innovation. Postal sustainability cannot be

*Continued on page 41*



**T**he 2020 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 8**

**9 a.m. – 6 p.m.**  
Registration

**9 – 10:15 a.m.**  
Non-Denominational  
Worship Service

**9 a.m. – 11 a.m.**  
Secretary/Treasurers  
Training

**12:15 p.m.\***  
Wreath-laying ceremony  
at Arlington National  
Cemetery

**2:30 – 3:30 p.m.**  
First-Timers' Orientation

**4 – 5:30 p.m.**  
Town Hall with the  
Executive Board

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

### **Monday, March 9**

**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 10**

**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 11**

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

\*Arlington National Cemetery has updated security measures. In addition to random identification checks and other measures already in place, all visitors must go through additional physical screening. The cemetery recommends bringing minimal to no bags to expedite the screening process; personnel strive to keep wait times to under 20 minutes. Please allow additional time in order to attend the NAPS wreath-laying ceremony.

Persons with handicap placards can get cemetery shuttle bus tickets at no cost to the right of the entrance.



# 2020 Legislative Training Seminar Registration Information

Hotel room block expires on Feb. 13, 2020 • LTS registration closes on Feb. 28, 2020

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

## LTS Registration Fee—\$225

The 2020 LTS online registration fee is \$225 if registration is submitted on or before Feb. 14. After Feb. 14, the fee is \$300. **No LTS registrations or payments will be accepted after Feb. 28.**

## No on-site registrations will be accepted.

Each official LTS registrant will receive an LTS confirmation receipt from NAPS Headquarters via email immediately after completing registration. If you registered for LTS and did not receive your confirmation, 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 on approval.

## 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 2020 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 \$275, plus applicable state and local taxes. Check-in time is 3 p.m.; check-out, noon.

The room block expires on Feb. 13, 2020. 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.



# *Come and Worship With Us* at the LTS Non-Denominational Service



We will join together in fellowship, one with the other, while we are away from our home churches. Come and hear the word of God from his servant:

**Reverend MacArthur Little, associate pastor  
Church of Faith, Philadelphia  
Philadelphia Branch 35 treasurer**

**Sunday, March 8, 9-10:15 a.m.**

Crystal Gateway Marriott  
Salon F&G, Grand Ballroom

*Songs of Worship by  
The Holloway Family*



**Fellowship theme: Ephesians 6:10-18 (NIV)  
The Armor of God**

<sup>10</sup>Finally, be strong in the Lord and in his mighty power. <sup>11</sup>Put on the full armor of God, so that you can take your stand against the devil's schemes. <sup>12</sup>For our struggle is not against flesh and blood, but against the rulers, against the authorities, against the powers of this dark world and against the spiritual forces of evil in the heavenly realms. <sup>13</sup>Therefore put on the armor of God, so that when the day of evil comes, you may be able to stand your ground, and after you have done everything, to stand. <sup>14</sup>Stand firm then, with the belt of truth buckled around your waist, with the breastplate of righteousness in place, <sup>15</sup>and with your feet fitted with the readiness that comes from the gospel of peace. <sup>16</sup>In addition to all this, take up the shield of faith, with which you can extinguish all the flaming arrows of the evil one. <sup>17</sup>Take the helmet of salvation and the sword of the Spirit, which is the word of God. <sup>18</sup>And pray in the spirit on all occasions with all kinds of prayers and requests. With this in mind, be alert and always keep on praying for all the Lord's people.

# 2019 SPAC Contributors



President's Ultimate SPAC (\$1,000+)		
Salmon, James	AZ	Branch 246
Boisvert, Michael	CA	Branch 159
Campbell, Stephia	CA	Branch 159
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Bock Jr., Robert	FL	Branch 406
Franz, Kenneth	FL	Branch 146
Gilbert, Belinda	FL	Branch 425
Lynn, Patti	FL	Branch 296
Mullins, Kym	FL	Branch 81
Quinlan, Robert	FL	Branch 154
Sebastian, Gerald	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Lum, Chuck	HI	Branch 214
Maxwell, Sherry	IL	Branch 255

Moreno, Luz	IL	Branch 489
Wagner, Brian	IL	Branch 255
Winters, Michael	IL	Branch 255
Rowel, Cornel	LA	Branch 73
Foley, Paul	MA	Branch 120
Trayer, Kevin	MI	Branch 142
Griffin, Troy	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Mooney, Dan	MN	Branch 16
Johnson, Craig	MO	Branch 16
Geter, John	NC	Branch 183
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202
Gawron, Dennis	NY	Branch 27
Gawron, Steven	NY	Branch 27

## SPAC Contribution Form

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

**\$1,000**—President's Ultimate SPAC

**\$750**—VP Elite

**\$500**—Secretary's Roundtable

**\$250**—Chairman's Club

**\$100**—Supporter

Current as of February 2019

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

**Mail to:**

SPAC  
1727 KING ST STE 400  
ALEXANDRIA VA 22314-2753

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

Name \_\_\_\_\_

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

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

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

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



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

Check or money order made payable to SPAC; *do not send cash*

Credit card (circle one): Visa American Express MasterCard Discover

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

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

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

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

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

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

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

# SPAC Scoreboard

Statistics reflect monies collected from Jan. 1 to Nov. 30, 2019

## National Aggregate:

\$224,308.45

## National Per Capita:

\$8.22

## Region Aggregate:

1. Southern .....	\$61,242.50
2. Western .....	\$44,492.10
3. Eastern .....	\$44,169.35
4. Central .....	\$41,117.50
5. Northeastern .....	\$33,287.00

## Region Per Capita:

1. Southern.....	\$10.38
2. Central.....	\$8.81
3. Western .....	\$7.65
4. Eastern .....	\$7.43
5. Northeast.....	\$6.71

## Area Aggregate:

1. Southeast .....	\$38,965.50
2. Capitol-Atlantic.....	\$26,733.30
3. Pacific .....	\$25,485.00
4. New York .....	\$15,698.50
5. Mideast .....	\$15,357.50
6. New England .....	\$12,729.50
7. Illini .....	\$12,309.00
8. Texas .....	\$12,240.50
9. Michiana .....	\$11,655.50
10. Northwest.....	\$9,713.50
11. North Central .....	\$9,389.00
12. Rocky Mountain....	\$9,293.60
13. MINK .....	\$7,764.00
14. Pioneer .....	\$6,973.55
15. Cotton Belt .....	\$5,798.00
16. Central Gulf .....	\$4,238.50

## Area Per Capita:

1. Southeast .....	\$17.01
2. Rocky Mountain.....	\$14.48
3. Michiana .....	\$14.08
4. Illini .....	\$13.25
5. Pacific .....	\$12.92
6. New York .....	\$12.82
7. Capitol-Atlantic .....	\$11.09
8. Pioneer .....	\$9.06
9. Texas .....	\$8.31
10. New England .....	\$6.65
11. Mideast .....	\$5.55
12. North Central .....	\$5.45
13. MINK .....	\$5.13
14. Northwest.....	\$4.88
15. Cotton Belt.....	\$4.22
16. Central Gulf .....	\$3.76

## State Aggregate:

1. Florida .....	\$35,878.00
2. California .....	\$23,060.00
3. New York .....	\$15,148.50
4. Illinois .....	\$12,309.00
5. Texas .....	\$12,240.50

## State Per Capita:

1. Maine .....	\$21.65
2. Florida .....	\$20.86
3. South Dakota.....	\$19.53
4. Hawaii .....	\$15.65
5. Maryland .....	\$14.85

## Drive for 5

### Members by Region

1. Central.....	61
2. Southern.....	55
3. Eastern.....	52
4. Western .....	49
5. Northeast.....	36

### Aggregate by Region

1. Southern .....	\$20,166.50
2. Western .....	\$19,456.00
3. Central .....	\$19,357.50
4. Eastern.....	\$18,681.85
5. Northeast .....	\$11,975.00

Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Butts, Ivan	PA	Branch 355
Aaron, Donna	TN	Branch 947
Green, Shri	TN	Branch 41
Austin, Jessie	TX	Branch 122
Cooper, Karen	TX	Branch 124
Foster, Debra	TX	Branch 9
Green Jr., Richard	VA	Branch 98

## November Contributors

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

Campbell, Stephnia	CA	Branch 159
Bock Jr., Robert	FL	Branch 406
Moreno, Luz	IL	Branch 489
Foster, Debra	TX	Branch 9

### VP Elite (\$750)

Moreno, Richard	MA	Branch 498
Rosario Jr., Arnold	ME	Branch 96
Anderson, Shareen	MI	Branch 23
Bunch, Kenneth	MI	Branch 23
Krzycki Jr., Kenneth	MI	Branch 508
Bollinger, Kathreen	MO	Branch 36
Dallojacono, Anthony	NJ	Branch 568
Englerth, Scott	NY	Branch 11

### Secretary's Roundtable (\$500)

Garland, Angela	DE	Branch 909
Pierce, Annette	IL	Branch 255
Norton, Paul	IN	Branch 8
Mason Jr., Garland	MD	Branch 592
Hafford, Darrell	ME	Branch 96
McKiernan, Michael	NJ	Branch 74
Walton, Irma	NJ	Branch 75
Jessmer, Spencer	NY	Branch 11
Davis, Pamela	TX	Branch 122
Garrett, Donald	VA	Branch 98
Hubbard, Jim	VA	Branch 22

### Chairman's Club (\$250)

Studdard, Dwight	AL	Branch 45
Cruz, Cheryl	CA	Branch 497
Krempa, Keith	IN	Branch 169
Malone, Tammy	IN	Branch 8
Ignoto, Vincent	MA	Branch 43
Brownfield, Patricia	MD	Branch 531
Dennis Jr., Edward	NJ	Branch 53
Pixley, George	NV	Branch 249

Continued on page 44



*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: 7722555512345678).

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



*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 online "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.

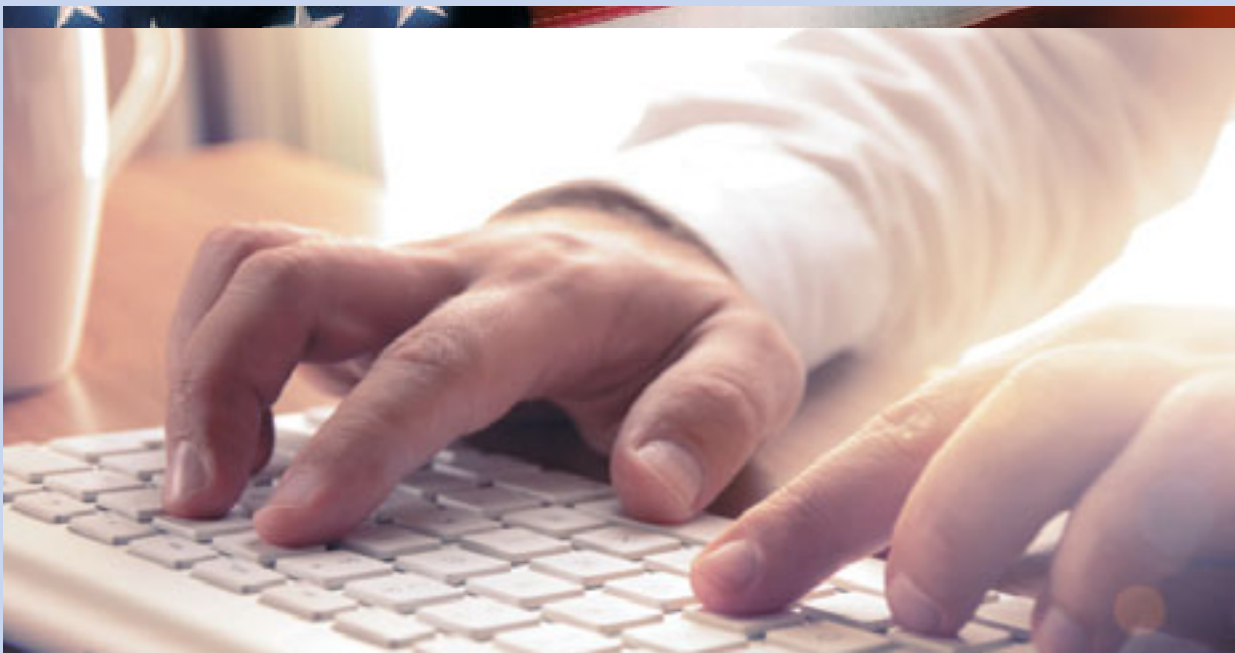
## **By internet:**

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.



# NAPS Executive Board Holds Productive Fall 2019 Meeting

**Submitted by Chuck Mulidore**  
*Secretary/Treasurer*

The fall 2019 Executive Board meeting was called to order at 1:01 p.m. on Oct. 20 by President Brian Wagner. Cotton Belt Area Vice President Shri Green gave the invocation. Eastern Region Vice President Richard Green led the Pledge of Allegiance. Secretary/Treasurer Chuck Mulidore conducted the roll call of officers; all board members were present, except Northwest Area Vice President Cindy McCracken, who had an excused absence.

Wagner welcomed board members to NAPS Headquarters in Alexandria, VA, and thanked them for their continued commitment and dedication to represent NAPS and its members. He said Carol sent her best for a successful board meeting and hoped everyone stays healthy as she is not there to play NAPS nurse!

He informed board members they would be hearing from Dave Williams from the USPS Board of Governors. There also will be presentations from vendors and special guests, including the OIG, Sheri Davies and American Public University, which has a proposal for NAPS to consider. The board also will hear an ethics issue.

Wagner indicated there is a 2020 National Convention Executive Board resolution to discuss and, hopefully, pass without reconvening

the board's Constitution & Bylaws Committee. If necessary, Wagner said, he will re-establish the committee.

"At each board meeting," Wagner noted, "our main goal is to promote the welfare of NAPS and its members by being productive and respectful of each other's opinions, including the final decisions we make as an Executive Board. Let's stay focused on the agenda, save a few horses and continue to improve our organization with positive actions that will enhance our members' livelihoods well into the future." Wagner presented Mideast Area Vice President Tony Dallojano and Pacific Area Vice President Chuck Lum their NAPS Executive Board rings.

Executive Vice President Ivan D. Butts welcomed everyone to the board meeting. He said he was looking forward to the upcoming consultative during the board meeting, particularly the discussion relating to the ongoing BMEU RIF. He affirmed his appreciation of all the hard work done by board members throughout the year.

Secretary/Treasurer Chuck Mulidore also welcomed board members to the meeting. "There is much to be done," he stressed. "The board will receive updates on a variety of pending issues."

A motion was made by Central Region Vice President Craig Johnson, seconded by Southeast Area Vice President Bob Quinlan, to adopt the agenda and program. The

motion passed on a voice vote.

MINK Area Vice President Bart Green made a motion, seconded by Michiana Area Vice President Kevin Trayer, to suspend the reading of the spring 2019 board meeting minutes as previously distributed. The motion passed on a voice vote.

Northeast Region Vice President Tommy Roma moved, seconded by Central Gulf Area Vice President Cornel Rowel, to accept the minutes of the spring 2019 meeting as previously submitted to the board. The motion passed on voice vote.

Executive Board Chair Tim Ford welcomed the board to Alexandria. "I have attended every NAPS/USPS consultative meeting, except one, by phone this year," he said. "The work of the board this week will be challenging, but if the board stays on track and focused, all our work will be completed."

Mulidore presented the financial report. As of Oct. 1, 2019, NAPS investments totaled \$12,272,079.03. On June 1, 2019, NAPS investments totaled \$12,175,732.70. This is a 2019 fiscal-year-to-date increase of \$96,346.33 or (.79%).

As of Oct. 1, 2019, NAPS' General Fund Signature FCU checking account balance was \$203,483.03; the Signature FCU money market account was \$51,547.23, for a total of \$255,030.26.

NAPS filed with the U.S. Patent and Trademark Office on Feb. 20, 2017, to trademark two NAPS logos: the most recognized red/white circle

logo, as well as the less used, modern-looking logo. This is an effort by NAPS to control who or what entities use the logos for various purposes. This process is now complete. NAPS has finalized the new logos with trademark identifiers and has issued policy guidelines on their use. This information has been disseminated to the board and is posted on the NAPS website.

As of Oct. 1, 2019, the NAPS building was 91% leased by number of units (10 of 11) and 80% leased by square footage. On March 31, 2018, AACP vacated the second floor, which remains vacant. NAPS did not receive regular owner distributions through FY18 and is continuing that process into FY19 due to projected maintenance, tenant improvements, commissions and potential lost revenue through unrenewed leases. NAPS Property Inc. (NPI) currently has \$260,630 set aside to cover these costs.

As of Oct. 1, 2019, NAPS Headquarters social media results were as follows:

- Facebook—2,517 followers (up from 2,109 in October 2018, a 19% increase). Since NAPS launched its social media campaign, Facebook followers have increased by approximately 58%. Equally important, however, there has been an exponential increase in views, comments and sharing. For example, each post on the NAPS Facebook page garners approximately 500-1,000 views; some of the more engaging posts generate 1,000-2,000 views. The Newsbreak post about the lawsuit NAPS filed against the USPS had 7,000 views and was shared 51 times.

- Twitter—545 followers (up

from 488 in October 2018, an 11.6% increase). Twitter impressions are averaging about 30,000 per month, most likely due to coverage of NAPS' lawsuit against the USPS.

- An Instagram account was established in April 2018. NAPS now has 154 followers, up from 111 followers in March 2019.

- *The Postal Supervisor* (blog/articles)—This past fall, NAPS started posting articles from the magazine on the NAPS website in order to share the information with a broader audience by putting it online, sharing the links through social media and including links to some articles through a monthly email now known as *NAPS News*.

- Traffic to the NAPS webpage has essentially doubled since last year, with approximately 3,000-4,000 visitors per month then, and between 7,000-8,000 per month now. This trend started in December 2018, corresponding to the launch of the *NAPS News* email that goes out biweekly to approximately 15,000 NAPS members.

In 2018, the website had 230,045 page views; members went to an average of 3.11 pages per session. Year to date (January to September 2019), the NAPS website had 230,576 page views, with an average of 2.18 pages per session.

For the entire year of 2018, approximately 5% of NAPS website visits came from social media, yet, for 2019 to date (January to September), about 15% of our website visitors have come from social media.

In 2018, about 46% of NAPS' web traffic was direct; about 40% was from organic searches online (Google, Bing, etc.). The rest came from referrals (8%—top three are

blue-search.usps.gov, fedsmith.com and postalnews.com), email and other. However, so far in 2019 (January to September), 52.6% of traffic to the naps.org website is direct and 27% from organic searches online, with 7.4% coming from referrals.

As of the August 2019 DCO (reflecting DCO membership through PPs 16 and 17) NAPS had 27,466 members (26,117 active and 1,349 associate; 95% and 5%, respectively). Total membership from a year ago, (2018 PPs 16 and 17) was 26,998 (25,670 active and 1,328 associate); an overall total SPLY increase of 468 members or (1.73%).

As of the August 2019 DCO, the total number of active EAS nonmembers was 10,274. This number is based on the USPS payroll files of nonmember EAS employees who are coded nonpostmasters. Based on current membership totals, there are approximately 28.20% nonmembers. NAPS continues to encourage membership growth by providing sponsors of new members a \$25 NAPS check.

Local and state branches continue to receive their NAPS Nonmember and Change Summary reports, along with their DCO and Mail reports, on a monthly basis.

Per board motion, there are no contracts expiring before the spring 2020 Executive Board meeting.

NAPS Disciplinary Defense Fund provider Al Lum, Labor Relations Admin Group (LRAG), and Butts gave a report to the board. NAPS' total costs for DDF cases in FY19, which ended May 31, 2019, were \$250,499.03. The average cost per DDF case was \$2,556.11. For FY19, 85 DDF cases were MSPB appeals, six were *ELM* 650 hearings and 23 fell

under debt collection, for a total of 114 cases.

Of the MSPB cases, 66% were settled, 4% were won, 7% were lost and 23% were withdrawn; six cases are pending. For debt-collection cases, 21% were won, 32% were settled and 10% were lost; 37% were withdrawn. Lum provided an update on the MSPB process called MAP (Mediation Appeal Program) as it is being used more by administrative judges in MSPB cases in an attempt to resolve them.

NAPS attorney Bruce Moyer provided the board with a confidential update on legal issues facing the organization, including the *NAPS v. USPS* lawsuit, *Title 39* reform and other pressing legal matters.

There was no old business.

Under new business, an issue has arisen at the HRSSC in Greensboro, NC, regarding the APWU seeking to unionize Level-18-and-below career and noncareer specialists. NAPS is continuing to investigate and will initiate a response based on the information it develops.

USPS Board Governor David Williams thanked the Executive Board for the opportunity to address NAPS leadership. He pointed out NAPS is critical of the Postal Service, but he has a high level of respect for NAPS and its members.

Williams said it's likely some new legislation may be proposed soon in Congress. The BOG is trying to focus on a new business plan and a strategic vision for the future of the Postal Service. "The market is changing dramatically," he pointed out, "much of it driven by the emergence of Amazon. Many other companies are attempting to develop a similar business strategy to stay rele-

vant in the market."

He said the USPS is positioned in a unique way to capture this market, as no one delivers to each home and business every day. The decline of single-piece mail continues and likely is now baked in the Postal Service's business plan. Economic headwinds remain in terms of potential recession in the U.S., although the banking system is strong and economic expansion is in its ninth year, although at a slower pace.

Williams told board members the USPS continues to bring in \$72 billion in revenue per year; with its huge infrastructure, many of its competitors need the agency to deliver their last-mile packages. Also, the American public wants the USPS to stay relevant. The Postal Service delivers 30% of all parcels and 67% of parcels under one pound. The agency is placed to take store-to-door delivery from companies such as Target and Walmart, he said.

"Prefunding reform legislation is long overdue," Williams declared. "Had the Treasury not taken money from the retirement accounts the USPS already has funded, that obligation would have been met." While operational challenges remain for the USPS, the financial losses mostly are from the prefunding requirement. When that requirement is taken out, the USPS is not a money-losing operation, he affirmed.

Williams stressed the USPS must stay closely aligned with universal service obligations, continue life-cycle reviews, resolve prefunding, construct a functional business plan and restore Postal Service liquidity as a result.

He said he's not sure if all the governors understand the PFP/NPA process, although he does as a for-

mer inspector general.

OIG Assistant Inspector General for Audits Mark Duda and OIG Senior Counsel and Director of Government Relations Alex Fiske addressed the board. They explained Congress created the Inspector General's office in 1996 to ensure efficiency, accountability and integrity in the Postal Service. All IG audits are in compliance with government rules and regulations and all stakeholders stay fully informed and engaged during the process. All functional areas of the USPS can be audited, they said.

The IG employs 285 auditors nationwide, so the process to decide what to audit can be mandated by law or based on congressional requests. Also, audits can be self-initiated or initiated by a stakeholder request. Currently, the IG has initiated an audit of the work of first-line supervisors; 72% are Customer Service supervisors and 28% work in plant-oriented positions.

The audit is focused on FY14-18. This overview will look at all aspects of first-line supervisors' work. The process will begin with a white paper to assess recruitment and retention of first-line supervisors and examine first-line supervisor resources and results.

USPS Vice President of Labor Relations Doug Tulino said these were interesting times at the Postal Service, especially with the Jan. 31 retirement of PMG Megan Brennan. He said the agency currently is in negotiations or arbitration with three of the postal unions. The largest cost center in the Postal Service is delivery, which puts importance on the NALC negotiations.

The October consultative meeting was held with Bruce Nicholson,

Phong Quang and Henry Bear from Labor Relations Policy Administration (see page 10).

The Executive Board committees provided updates:

**Ethics**—Chair Craig Johnson indicated the committee is reviewing ethics rules and guidelines and will present potential updates at the spring 2020 board meeting. The Executive Board heard an ethics complaint from a member, reviewed the concerns and affirmed the Ethics Committee's decision.

**SWCs**—Chair Jim Warden said the committee had no new updates other than what appears in the minutes of the October consultative meeting (see page 10).

**Duties and Responsibilities**—Chair Shri Green recommended several updates to the *Executive Board Duties and Responsibilities Guide*, which ultimately were passed by the board.

**Legislative**—Chair Marilyn Walton said that, since the spring 2019 board meeting, she attended Rep. John Garamendi's annual barbecue event. She has coordinated with California's state and local branches for outreach to various congressional town hall meetings and provided feedback and photos from the events.

She co-chaired two meetings of the California Postal Legislative Coalition at its quarterly meetings in Richmond, CA, and continues to serve as the coalition's communications director. The coalition is planning its 22nd annual event for February 2020 in Sacramento.

Walton has attempted to work with NAPS' local auxiliaries and provide information and support. She sent four Auxiliary members—two

from San Francisco Branch 88 and two from Sacramento Branch 77—to Rep. Mike Thompson's annual cook-out in NAPA Valley. At this event were Speaker of the House Nancy Pelosi and California Governor Gavin Newsom.

She said she continues to promote SPAC and the committee's "Drive for 5" campaign, using her monthly blog for outreach to NAPS members.

Walton said she has noticed that, while attending recent postal meetings, the USPS is using IMAX-type media to get their message to attendees. Many focus on engagement, safety and ethics. Also, the Postal Inspection Service is using media videos to promote their goals and successes as a postal law enforcement agency.

Based on Walton's observations as to how groups respond to these impact videos, she suggested the National Executive Board consider looking at the cost of doing an introductory video for NAPS officers to show when they attend various postal and NAPS functions.

She commented on the success of the *NAPS Chat* podcasts, pointing out how NAPS' younger members react to verbal and action media. Most venues have projection media, so this would be a great way to modernize introduction to NAPS.

Walton said she was pleased that the Legislative Committee was selected to appear on the 50th episode of the *NAPS Chat* with Bob Levi at last fall's board meeting.

Legislative Committee member Jimmy Warden, New York Area vice president, reported that, aside from 50/50s being held at branch meetings throughout the New York Area,

Long Island Branch 202 decided to hold a Cigar Bar Night to raise money for SPAC.

At the New York State Convention, over \$3,000 was raised for SPAC. It was decided not to have a table selling SPAC raffle tickets. Members Carina Parsons, Branch 164, and Tu Tu, Branch 100, approached the attendees during breaks to let them know that for every \$10 they donate to SPAC, they would get a raffle ticket. This approach was successful; more money was raised at this year's convention than in many past years. It also allowed Parsons and Tu to sit in during the sessions.

Warden said Northeast Region Vice President Tommy Roma, Staten Island Branch President John Schlosser and he visited freshman Congressman Max Rose, Congressional District 11. Rose is a Democrat who won election in a Republican district. Rose endorsed all the postal issues the NAPS officers presented.

They also put Rose in touch with the Staten Island postmaster because he had concerns regarding package delivery. Parcel lockers since have been set up in key areas in Rose's district.

Legislative Committee member Jaime Elizondo Jr., Texas Area vice president, reported that during the 2019 spring board meeting, he attended a fundraiser for Rep. Colin Allred (D-TX). Elizondo shared with Allred and his staff the need for their support for postal reform, including Medicare integration and full MSPB appeal rights for all members.

During the Texas State training in Corpus Christi in June, Elizondo spoke about the need to continue supporting SPAC in all NAPS' activi-

ties on the state and local levels. He said he donated many items, including a Galaxy Tab, to the Auxiliary for the SPAC raffle held during the Texas State convention. The convention had a good fundraising effort with the 50/50 drawing and the SPAC raffle. Several hundred dollars were raised for SPAC.

Elizondo said he continues to donate to SPAC and has reached the VP Elite level (\$750). He fully expects to reach the \$1,000 President's Ultimate SPAC level by the end of the year.

In September, he was contacted by Allred for a plant visit in the Dallas area. Elizondo personally coordinated the visit with the Southern Area, the Dallas District and the Dallas MPO. On Oct. 4, the congressman, his aide, Dallas plant manager, senior lead MDO, the Dallas Marketing manager, the IPS manager and Elizondo met for a tour. The goal was to show Allred all the "behind the scenes" work that takes place to move the mail.

Elizondo also took the opportunity to thank Allred for co-signing several postal-friendly bills and to point out other bills that need his support. Information on Allred's voting record was provided by Executive Vice President Ivan D. Butts and Legislative & Political Director Bob Levi. The meeting was very productive and went extremely well.

Legislative Committee member Kevin Trayer, Michiana Area vice president, said he has kept pushing SPAC throughout the Central Region. The Central Region Training Symposium just raised approximately \$6,400 for SPAC. Trayer said it's important to be diligent with boots on the ground in grassroots efforts. Republicans or Democrats—NAPS

still needs to seek hyper support for its legislative causes.

Legislative Committee member Bob Quinlan, Southeast Area vice president, said the Florida delegation hosted a fantastic state convention and conducted a dynamic SPAC fundraiser that collected over \$28,000. Quinlan said Florida challenges NAPS members nationwide to beat that total.

Florida's legislative reps visited with Reps. Daniel Webster (R-FL), Stephanie Murphy (D-FL) and Debbie Wasserman Schultz (D-FL). Quinlan expressed special thanks to Bobby Bock and Patti Lynn for their outreach to Florida's legislators.

The recent Southern Region Training had another successful 50-50 raffle. Quinlan pledged to continue to work hard raising funds for SPAC.

**PPF Advisory**—Chair Dan Mooney, North Central Area vice president, discussed and reviewed the latest national NPA numbers available (August), showing how many employees were in each block by area and district. PES end-of-year discussions were due close of business Sept. 23, before the final end-of-year NPA numbers were scheduled to be released on Sept 24. He said that's a flaw in the program.

Mooney said be aware that FY19 mitigation will start earlier in November. Only the facility head can file for mitigation. If the district denies a member's mitigation, they can resubmit it to the area. The mitigation process is all done through the PES system.

NAPS is not participating in FY20 NPA development with USPS Headquarters.

**Postmaster**—Chair Kevin Trayer provided an update on committee

efforts to increase postmaster membership in NAPS and be concerned with postmaster issues. The committee recommends that NAPS members continue to reach out to postmasters:

1. NAPS has filed to represent postmasters at USPS Headquarters in pay, benefit and working condition consultations.
2. Ask and attend Postmaster Essentials training to recruit new or current postmasters who are required to take the class.
3. Spell out the benefits of NAPS' DDF and stress that no deposit is required.
4. Staff tables at all USPS Career Awareness conferences. Have NAPS membership kits, as well as DDF materials and copies of past issues of *The Postal Supervisor* magazine.

Committee members are Bart Green, Tim Needham and Cindy McCracken.

**Training and Advocacy**—Chair Myrna Pashinski reported the committee's work on updating the *NAPS Officer Training Manual*. The committee reviewed and recommended changes to sections 8 and 9, including appropriate *ELM* citations and *PS Form 8043*, and requested to remove information from eOPF. Sections 8 and 9 were reordered; a quick reference page was added.

Also, Section 10, Debt Collection, needs to have the *ELM* citations added. Section 7 was updated by Bob Levi. Sections 1-6 and Section 11 were updated with Labor Relations Admin Group's new address. Section 12 is unchanged. Section 13 was added using the NAPS trademarked logos.

The timeline to have the manual on the website is early to mid-November 2019. Lum is working on his

Membership & Leadership presentation. Pashinski is updating the *ELM* 650 training PowerPoint to match changes with sections 8-10.

The committee is working to standardize the templates for creating new presentations. The goal is to have consistency in the appearance of training presentations. Special thanks go to Bob Levi and Jennifer Rae for their contributions in updating the manual.

Submitted by Brian Wagner, Tim Ford, Chuck Lum and Myrna Pashinski.

**Membership**—All Executive Board members are responsible for increasing membership. Discussion centered on new ways to increase membership, potential revisions to the current membership award program and social media opportunities. Lum gave the board a presentation on his efforts to increase membership in the Pacific Area.

**Plant**—Chair Cy Dumas, New England Area vice president, and the committee discussed the 22-1 ratio in plant EAS staffing, as well as plant sizes in terms of equipment, volume and impact on delivery. The transportation model does not work for all plants; it needs to be modeled more on individual plant profiles to be successful.

Warden gave the board a presentation on the USPS Mentoring Program pilot. It's an eight-month program broken into two-week modules in which mentees will meet with their peer-to-peer groups and with their mentor to complete assigned activities. On Nov. 4, feedback from the pilot will be given to Postal Headquarters.

Sheri Davies, ConferenceDirect, discussed progress to date in plan-

ning the 2020 NAPS National Convention. She also provided an update on cities vying to host the 2024 National Convention.

Carina May and Rick Morris from Smith Haroff Marketing talked about social media efforts through Facebook, Instagram, Twitter and *NAPS News* to provide information to members and to drive new membership outreach.

Boris Duvnjak, PNC Investments, discussed NAPS investments. There has been volatility in the market, but NAPS has a good investment strategy that is conservative and balanced in nature; thus, it is recommended that NAPS stay the course over the next months. The performance of the investment portfolio since its inception March 1, 2008, is 6.79%; the 10-year performance is 7.98%.

The Stoladi team gave the board an update on the NAPS property, 1727/1729 King St., purchased in 1992. NAPS Headquarters moved into the building in 1994. The building property currently is valued at \$11.4 million by the city of Alexandria. Current on-site property management discussed the projects regularly undertaken to maintain the NAPS Headquarters building property for the betterment of tenants in the building.

Also discussed were the two additional associations in the immediate vicinity of NAPS Headquarters to which NAPS belongs, which is necessary in terms of shared parking and drive lanes with the neighboring properties. The market in Alexandria was discussed: Business vacancy rates are over 15%, or 9 million square feet, which is an improving picture. NAPS Headquarters has no debt on its property, so it can align lease

rents to the challenging market in Northern Virginia.

Butts and Levi gave the legislation and SPAC update. They said the nation lost a giant with the death of Rep. Elijah Cummings—a true friend of NAPS. The association will be monitoring the selection of a new chairman for the House Oversight and Reform Committee (*see page 27*).

While there are specific postal-related bills proposed on a variety of issues, there is no postal reform legislation expected to be introduced in Congress. There currently are four vacancies on the USPS Board of Governors, although there is now a quorum of governors. A discussion of the *NAPS Chat* podcast, initiated by the NAPS legislative team, touched on a variety of issues.

NAPS intends to play an aggressive role in the House and Senate races in 2020 to protect the interests of NAPS and its members.

A representative from Signature Federal Credit Union gave an update on the NAPS gift cards, as well as the NAPS affinity card program.

Chris Garvey and Eric Morris, American Public University, explained that the American Public University and American Military University form one of the largest online higher-education providers worldwide. They would like to partner with NAPS members to benefit their educational goals.

**Motion #1**—Tommy Roma, seconded by Craig Johnson, that

“Whereas there are two past presidents who have served NAPS members honorably and their service has earned recognition from this organization, therefore be it resolved NAPS Headquarters will create plaques for Past Presidents Ted Keat-



ing and Louis Atkins to be displayed in the Executive Board room. Cost to be determined; plaques to be similar to existing plaques.”

The motion passed unanimously.

**Motion #2**—Brian Wagner, seconded by Kevin Trayer, that

“NAPS Headquarters approves daily hotel and per-diem expenses associated with required overnight travel of a NAPS DDF advocate who has been officially assigned by the NAPS DDF provider to represent a member during an MSPB, ELM 650 hearing or debt collection case and that said expenses be allocated to the NAPS DDF Travel Expense General Ledger account.”

The motion passed unanimously.

**Motion #3**—Chuck Mulidore, seconded by Jimmy Warden, that

“NAPS names its Headquarters building the Vince Palladino NAPS Headquarters Building in recognition of the vision and commitment that Vince Palladino exhibited in purchasing the building, and that NAPS Headquarters purchases the appropriate signage to install on the building.”

The motion passed unanimously.

**Motion #4**—Jaime Elizondo Jr., seconded by Shri Green, that

“Whereas NAPS expects the Executive Board to conduct training for its members; whereas the Executive Board attends training in other areas in their regions in support of training; and whereas expenses for non-training-related items are charged to the officer’s expense account, therefore be it resolved that the Executive Board be allowed to take substitution pay, if so submitted.”

Voting “yes” were Butts, Griffin, Quinlan, Rowel, S. Green and Elizondo. Voting “no” were Wagner, Mulidore, Roma, R. Green, Johnson, Walton, Dumas, Warden, Dallojacono, Needham, Trayer, Moreno, Mooney, B. Green, Pashinski and Lum. As board chair, Ford does not vote; McCracken had an excused absence. The motion failed.

**Recommendation #1**—Chuck Mulidore, seconded by Shri Green, to adopt the updated *Executive Board Duties and Responsibilities Guide*, to be dated Nov. 1, 2019. The recommendation passed.

The spring 2020 Executive Board meeting will be March 11-13 at NAPS Headquarters, following the 2020 LTS.

For the good of the association, Northeast Region Vice President Tommy Roma thanked board members for the well wishes he received for Brooklyn Branch 68 being renamed in his honor. Eastern Region Vice President Richard Green thanked board members for the kind thoughts and wishes on the death of his father. Central Region Vice President Craig Johnson also thanked board members for the kind wishes on the death of his father.

Thanks were expressed for the due diligence of the board at this meeting and the support they give their members in their respective areas. “Take care of one another.” The closing prayer was delivered by Kevin Trayer.

Tony Dallojacono moved, seconded by Myrna Pashinski, to adjourn. The motion passed on a voice vote.

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## Legislative Update

*Continued from page 28*

assured without such legislation.

As we begin 2020, NAPS is exploring congressional options to correct the inadequacies and inequities of the current pay consultation framework. While the pending federal lawsuit against the USPS seeks to correct past injustices, as documented by an independent Federal Mediation and Conciliation Service fact-finding-panel decision, congressional assistance is sought to prevent such injustices in future pay talks.

The three-pronged approach NAPS is pursuing with our elected officials is to assure that future pay talks are timely, transparent and fair. There need to be legitimacy and credibility in the process.

As we prepare for this year’s legislative battles, one of the best ways to be ready is by attending the Legislative Training Seminar, March 8-10. NAPS members must become completely engaged in order to produce legislative partners to protect and enhance the rights and earned benefits of its EAS employees and

the future of the Postal Service itself.

In preparation for LTS and those unable to attend the three-day event, NAPS, as many have already discovered, provides a unique communications platform to inform NAPS members—*NAPS Chat*. The weekly podcast is available on the NAPS website’s Legislative tab. Now, NAPS members can subscribe to *NAPS Chat* through Apple iTunes, Spotify, Google Podcasts, Anchor, Breaker, Radio Public and Overcast.

**naps.rl@naps.org**

# The Value of Mindfulness at Work

Submitted by the USPS Employee Assistance Program

*“Let it be, let it be, let it be, let it be  
Whisper words of wisdom, let it be.”*

—John Lennon

**A**ccording to Jon Kabat-Zinn, the father of mindfulness, “To let go means to give up coercing, resisting or struggling in exchange for something more powerful and wholesome, which comes out of allowing things to be as they are.” Stress, anxiety, lack of sleep and pressure are part of the workplace. These factors can highly influence employee performance and the overall environment of a company.

Meditation can have an incredible impact in the workplace by providing tools to its employees who are struggling with busy lives, balancing heavy workloads and meeting multiple deadlines. Mindfulness increases clarity and creativity and has a positive effect on processing emotions and creating empathy, as well as the ability to get along with other people. Mindfulness also helps boost the immune system and offers focus that can help people make the right decisions faster and more efficiently.

Imagine you were asked to hold a glass of water absolutely still. In fact, imagine that you’d get whatever you wanted if you held the glass of water perfectly still. You’d probably try very hard and the glass might look quite still, but if you or anyone else looked really carefully at the water, you’d notice the water was still moving.

The harder you tried to hold the glass still, the more you’d shake it as you felt more worried or nervous about being 100% still. The best way for the glass of water to be still would be for you to put it down on a solid surface. Then, the water would stop moving.

Nature has many beautiful examples of letting go. Apple trees need to let go of their fruit so the seeds inside can germinate. Animals need to let go of their young so they can find out how to fend for themselves. Young birds need to not be afraid when they first jump off a branch to begin to fly. You’re always letting go of each breath of air to make room for the next one. This last example shows, in one sense, you naturally know how to let go all the time. Re-

member this the next time you’re struggling to let go.

According to Graham Williams, a certified management consultant and thought leader, letting go is a vital skill for all people, and leaders in particular. Of course it’s easier said than done. Leaders who can let go of fears and “musts” create space for their teams to shine. They delegate, share power and lead in a collaborative way. Take a look at what you are carrying and what you are holding on to. Put down some of that baggage to free yourself and others around you.

Letting go is the essence of mindfulness. Thoughts, emotions, ideas, opinions, beliefs, emotions and sensations are to be observed, explored and then let go. This can be a difficult part of mindful living. How do you let go?

Imagine you’re holding a tennis ball in your hands. Letting go isn’t something you do. Letting go is about stopping the doing. To let go of something, you stop holding on to it. The first step is to realize you’re holding on to the object in the first place.

If you’re walking around holding a tennis ball, you can’t let go if you

don't know the ball is in your hands. Once you know the ball is there and you feel the tension in your hands, you automatically let go.

Here is a short mindfulness practice on letting go. See what arises for you.

1. Find a comfortable posture. You don't need to close your eyes if you don't want to.
2. Notice, right now, the position of your body. Can you feel any physical tension? Which parts feel warm, which ones cold? Does the tension have a shape, a color or a texture? Be aware of what they are. What happens to the tension and tightness as you become aware of them? Do they release or stay there?

3. Become aware of emotions that are touching you at the moment. What happens when you observe them? Get a sense of how strong the emotion is. Don't try to let go. Putting effort into letting go creates more tension. Instead, become aware of it and allow the emotion to take its course. If the feeling lingers on, can you be okay with that and accept it as it is?

4. At the end of this short meditation, see if you're willing to let go of anything that you found out—anything you're now holding on to, trusting you have within you all that needs to be known.

According to author Stephan Bodian, meditation can help you survive the 21st century. Meditation helps you develop inner resilience, balance and strength to roll with the punches and come up with creative solutions.

Try and put aside all other activities, sit quietly and attune yourself to the present moment for a minimum of 10 or 15 minutes each day. Ideally, sit someplace that's quiet on your own time. You're developing a whole new set of habitual responses and programming yourself to experi-

ence more positive emotions and mind-states. In fact, a growing body of research indicates that meditation alters the brain for the better in significant ways.

Of course, if you find it distasteful to think of yourself as a computer, you can picture life as an ocean, with the constant ups and downs you experience as the waves that churn and roil on the water's surface. When you meditate, you dive beneath the surface to a quiet place where the water is calmer and more consistent.

Whatever your favorite metaphor, the point is that meditation provides a way of transforming stress and suffering into equanimity and ease.

Following are five reasons, according to positive-thinking author Remez Sasson, why you need to let go at work:

1. Living under stress weakens your physical health, harms the immune system and makes you feel tired and exhausted. You don't want to harm your health, do you?

2. A remark from your boss or a colleague might wreck your whole day, make you think over and again about the words said and analyze why they were said. These words, inflamed by your thinking and emotions, can create stress, anger and unhappiness. You need to let go; otherwise, you are causing yourself unnecessary suffering.

3. Can you control what an angry or unsatisfied customer says? No, you can't. But you *can* control your reaction. You can choose to get angry, resentful and stressed or you can choose not to let their words affect you. You can choose to let go of the incident, learn from it and move on. Or you can dwell on it, inflate it out of any proportion, occupy your mind with it and create anger, stress and suffering.

4. If you do not like your job,

will thinking about it help you in any way? If you are going to stay in your job, why continue to create suffering for yourself? Letting go of the negative thoughts about your work will do you good and make you feel better and happier.

5. You didn't get the promotion you expected, the bonus promised or the cubicle or room you wanted. Did your manager know you wanted that cubicle or you just assumed because you always sat by a certain coworker? Have you thought about a random and quick decision by your boss that you are convinced was intentional and, as a result, you are going to work mad every day?

Overthinking and dwelling about these and similar work issues will take away your peace of mind. Do you want that? You need to let go of all the negative and unhappy thoughts and emotions that arise, even if it's difficult and you feel agitated. You don't need them. They are like an anchor that keeps your mind and feelings fixed on the unhappy incident.

Do you want external events to control your life? Do you want to allow other people's thoughts, words and behavior to decide how you feel? I am sure you don't. Letting go does not mean giving up. It means letting go, leaving and getting free from negative thoughts and emotions, overthinking and dwelling on what you believe hurt you.

Letting go of what makes you suffer at work requires a certain degree of detachment that could set your mind and emotions free. This is true in all areas of life—not just work.

Physiological benefits of mindfulness include:

- decreased heart rate
- lower blood pressure
- quicker recovery from stress
- fewer heart attacks and strokes

*Continued on page 46*

# Know Your Rights Under the Hatch Act

By Steve Shawver

This year—2020—is an election year. The Postal Service will be very busy delivering political mail—lots and lots of it. We all know we have to get this mail out as soon as possible. Fulfilling our responsibility to accept, process and deliver political mail is a cornerstone of our democracy.



One of the hazards in election years, though, is that postal employees may purposely or inadvertently express their political favorites. That preference raises problems; I'm sure you have heard of the Hatch Act.

The Hatch Act dates back to 1939, but has undergone a series of revisions since then. In 1993, President Bill Clinton signed into law the most significant modification of the Hatch Act since its enactment. The 1993 reform provided federal employees with opportunities to more fully participate in politics.

Generally, the Hatch Act prohibits federal employees participating in many partisan campaign activities. However, a federal employee may participate in political campaign activities on their own time,

so long as they do not represent themselves as a federal or postal employee.

In addition, a covered employee may not run for political office in a "partisan" election. However, they could run for office in a "nonpartisan" election. The distinction is that a partisan election is an election where one or more of the candidates appear on the ballot with a party designation.

The Hatch Act also permits employees to raise funds for the political action committee (PAC) associated with their employment—in our case, SPAC. However, a Hatch Act-covered employee is not permitted to solicit funds for candidates or PACs not associated with their employment.

The Hatch Act permits federal employees to take an active part in an election and hand out flyers or ads on their own time, but not while on the clock or in their postal uniforms. Additionally, federal employees cannot participate in any political activity on federal property.

For example, Hatch Act-covered employees can canvass door to door, walk lines, stuff campaign en-

velopes, participate in phone banks and talk with others when off the clock and out of uniform. Moreover, federal employees can register voters and work the polls. In fact, federal employees even can serve as delegates to the presidential nominating convention of a political party.

A careful balance must be navigated for federal employees to exercise their constitutional right to participate in election year politics, but not violate the Hatch Act. We don't want our members to get in trouble. Specific prohibitions include wearing campaign buttons at work. Also, there should not be campaign bumper stickers on vehicles that carriers use to deliver their routes.

If you have any questions about your activities under the Hatch Act, call NAPS Director of Legislative & Political Affairs Bob Levi for guidance—(703) 836-9660. For concerns about any political activities of your employees, you should call the Postal Service's Law Office.

The most important point, however, is to vote!

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*Steve Shawver is the retired postmaster of Lake Jackson, TX, and an associate member of Houston Branch 122.*

## 2019 SPAC Contributors

Continued from page 32

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Wiggins, Derrick	NY	Branch 85
Lahmann, Joseph	OR	Branch 276
Nation, Linda	SD	Branch 946
Proctor, Kevin	TN	Branch 32
Lyons, Lisa	TX	Branch 428
Brown, Lorraine	VA	Branch 98
Baldwin, Craig	WV	Branch 212

## Supporter (\$100)

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Ciccone, Alexander	MA	Branch 43
Paz, John	MA	Branch 43
Petersen, Lisa	MO	Branch 36
Gilbert, Jevonda	NC	Branch 183
Butterfield, Linda	SD	Branch 946
McMurry, Robert	TN	Branch 165
Barnes, Marilyn	TX	Branch 86



# Not Your Back Yard?

It Still Could Be Another  
Postal Employee's  
Back Yard!

**P**lease make a donation to the Postal Employees' Relief Fund (PERF) during the Combined Federal Campaign's open solicitation period, Sept. 10-Jan. 11. And help fellow postal employees—active or retired—whose homes were destroyed or left uninhabitable by natural disasters.

Designate **CFC#10268** on the Combined Federal Campaign's contribution form to make a *tax-deductible* contribution to PERF. You also may send a check directly to PERF, PO Box 7630, Woodbridge, VA 22195-7630. Do your part to support postal employees throughout the country.

*For more information, go to [www.postalrelief.com](http://www.postalrelief.com).*

# CTC Needs To Be Swept Out of the USPS

By **Dioenis D. Perez**

**A**nother new year and another process that simply doesn't work to the expectations we were told it would: custodial team cleaning (CTC). This new process has a 169-page manual of instructions and a starting cost of nearly \$9,000, depending on your office level. This idea is doomed.

I understand the USPS wants to eliminate personnel and reduce its footprint with regard to pay and benefits. CTC is exactly that, but so much more. Level-21-and-above administrative offices and all mail plants have been obligated to clean with this new method for a couple of years now.

This process has eliminated and reduced custodial staffing in many facilities across the nation. Not only is this bad for those who want to keep a clean facility, it's nearly impossible when your staffing goes from three to two or from two to one. Who cleans when you are down to one custodian?



Oh, I forgot! EAS employees are cleaning and emptying the trash because they need their clerks to attend to important duties, such as distributing mail and working the retail window. I understand a clerk in a Level-18 office who may be a PTF in order to receive 40 hours of work will do custodial duties. But when you get to a Level-21 office and above, the majority of clerks are regulars. It's highly unlikely they will perform custodial duties.

What happens when your one custodian is on annual leave or only works eight hours a day in a large building? It's easy for upper-management to tell you to look for a PTF/PSE from another office to come and clean. Good luck counting on that happening consistently.

And here's the beauty of it all. Back in the early 2000s, every postmaster was instructed not to use any vendors to clean their carpets. Now we are told it's okay to have them not only clean our carpets, but also wash the different-color microfiber

towels we use for cleaning. Even when we keep the colors together when they are sent to be cleaned weekly, they often come back mixed with different colors.

The CTC is an expensive disaster. And let's not even discuss being obligated to order cleaning products that may be environmentally friendly, but cost more and don't clean as well as the products we were using.

There's another possibility why the USPS has gone to this new method of cleaning. If you've been informed your office no longer qualifies under the new CTC method with regard to the number of custodians you have because a custodian retired or left for another reason, you will not be allowed to find a replacement. Also, your SWCs are reduced when you lose a custodian.

Perhaps this is a way to eliminate supervisors from offices, as well, because they are reducing your SWCs?

Respectfully, always.

**elcubano59@aol.com**

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

## The Value of Mindfulness at Work

*Continued from page 43*

- increased longevity
  - reduced cholesterol levels
  - decreased consumption of energy and need for oxygen
  - deeper, slower breathing
  - muscle relaxation
  - reduced pain intensity
- Psychological benefits include:
- more happiness and peace of mind

- greater enjoyment of the present moment
- less emotional reactivity, fewer intense negative emotions and dramatic mood swings
- more loving, harmonious relationships
- increased empathy
- enhanced creativity and self-actualization
- heightened perceptual clarity and sensitivity

- reductions in acute and chronic anxiety
- complementary to psychotherapy and other approaches in the treatment of addiction

For more information or coaching on mindfulness, stress reduction or learning to let go, please call your EAP at (800) 327-4968. You also can explore the USPS EAP website at [www.eap4you.com](http://www.eap4you.com).

# Notes

from the National Auxiliary

## Striving for Prosperity in the New Year

By **Patricia Jackson-Kelley**

President

**A**s we close the door on 2019, it's a traditional time to reflect on the past year. How has it affected our state of being? When you check your bank of memories, how does the NAPS Auxiliary fare? Have you supported your branch's and the National Auxiliary's goals and objectives? Are you carrying issues into 2020?

This is an ideal time to let go of disappointments, old hurts and resentments and continue into the new year with a positive perspective and commitment to give your best. In order to move forward, we must rid ourselves of excess baggage. Waking up with an attitude of gratitude is what I choose to embrace on a daily basis.

Looking back over the past year, I feel blessings in so many ways. My spiritual blessings are many and I'm truly grateful. There have been many surprises; nevertheless, I have learned to accept that sometimes you have no control over certain aspects of life's outcomes.

Often, we must accept that change is not within our control so we must move forward. "Election of your memories is always within your personal control."

I hope you are preparing to attend the 2020 Legislative Training Seminar (LTS) and also the National Convention. Registration is open for both events; you must register online. Your friendly NAPS website will

direct you line by line.

I encourage all Auxiliary members to please attend the LTS, if possible. It will be an opportunity for us to meet and discuss how we can establish or enhance our relationships with our NAPS members.

Our time may be more flexible

to have face-to-face visits with our elected representatives. And, by doing so, you have an opportunity to enhance the legislative direction of those representatives so the Postal Service's legislative goals and objectives are heard,

supported and fulfilled.

Several of our members have faced medical challenges or lost family members. Please keep them in your prayers. The NAPS family experienced a missing link in the chain of true dedication: Auxiliary member Lisa Lloyd's sister, Bridget Evans, recently was memorialized in San Diego. Bridget was instrumental in keeping the Auxiliary an integral part of NAPS. Our condolences to our dear sister, Lisa; we miss Bridget.

In closing, just a friendly reminder to keep our focus on the value of using the four "Ps" of greatness: positive, productive, profound and proficient. Have a great holiday season and a blessed 2020.

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