

the Postal Supervisor

July 2019



**Leaders Must
Set the Example
and Follow
the Rules**

page 3



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Objective

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

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

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In This Issue

July 2019

FEATURES

- 7** **Louis M. Atkins Presidential Student Scholarships** *NAPS will award five \$1,000 student scholarships.*
- 8** **April Consultative** *Upgrade to Maintenance manager position, impact of emergency closure on Pittsburgh NDC among items discussed.*
- 26** **EAP Offers Exciting, New Services** *New Directions Behavioral Health is the new provider of EAP services. New features include a live-chat feature, video counseling and an EAP mobile app for smartphones and tablets.*

RESIDENT OFFICERS

- 3** **When Leaders Don't Follow the Rules!** *Brian J. Wagner*
- 4** **Pushing Forward** *Ivan D. Butts*
- 5** **'They Are Who We Thought They Were,' Part Two** *Chuck Mulidore*

COLUMNS

- 18** **Legislative Update** *Bob Levi*
- 20** **The Associate Member** *John Ferrell*
- 22** **The NAPS Postmaster** *Aric Skjelstad*

DEPARTMENTS

- 10** **NAPS of Note**
- 14** **Views from the Vice Presidents** *Marilyn Walton*
- 19** **Quarterly Financial Report** *For the period ended Feb. 28, 2019*
- 25** **Thoughts from the NAPS Branches** *Reginald Gramblin*
- NAPS Training Calendar**
- NAPS 2019 State Conventions**
- 27** **Notes from the National Auxiliary** *Linda Rendleman*

When Leaders Don't Follow the Rules!

Actions speak louder than words." "The best leaders are the best followers." These are just a couple quotes about leadership I found on the internet. True leadership is earned. Once earned, to maintain a leadership role, a leader must follow—the rules. Here's the scoop:



Brian J. Wagner
President

Postal employees, including EAS and postal executives, have many postal laws, handbooks, manuals, memorandums of understanding (MOUs), union national agreements and management association pay packages and management instructions (MIs) filled with policies or rules to be followed in the performance of one's job. It's these policies and rules that keep order in the Postal Service to ensure we operate efficiently, effectively, safely and with integrity.

Inherently, when we don't follow established laws, postal policies and rules, there can be serious consequences, such as additional labor or operating costs, grievance settlements, OSHA fines, accidents and injuries, EEO claims, lost work days and a decline in service to postal customers, to name just a few. Some may rationalize that when the immediate result may be positive or no one will be harmed, it doesn't make sense to follow the law, policy or rule. However, rushing to achieve a short-term result by side-stepping the rules may just create long-term consequences for the future.

Some leaders tend to follow the *spirit of the law* or, in some cases, policy or rule. In short, this spirit means an interpretation of the law, rule or policy that provides justification for a person's action, even if this interpretation does not fall within the law, rule or policy as written. Another school of thought is there always are exceptions to the rule.

Exceptions do occur, such as modifying a work schedule to accommodate a medical appointment, al-

lowing someone to register for a training class or event after the deadline has passed, etc. However, common sense must prevail when exceptions are made. Laws, rules, policies, MIs and agreements are established for a purpose and are meant to be followed by leaders and those they lead.

Imagine the consequences if regular exceptions were made by postal leaders not to follow rules or policies related to safety, proper recording of employee workhours, using the OT admin program, reporting mail volume, the Joint Statement on Violence and Behavior in the Workplace, sexual harassment and discrimination in the workplace. Not only could employees be harmed physically, but financially and mentally, as well.

Would a true postal leader give any EAS employee a verbal instruction to violate safety rules, postal policies or the law? Let's hope not. It's not in the best interest of the Postal Service or its employees to have rogue or renegade "leaders" who believe they are exempt from following the rules. It's always best to get clear, written confirmation from any leader whose instructions appear to be in violation of a rule, policy or law.

Have you ever run into the following situations? You receive instructions from your leader not to authorize penalty-overtime (P-OT), no full-day overtime, ensure all carriers are off the street by 1800, EAS employees must deliver mail or mandates of no late dispatches from the plant. To adhere to such instructions may require a violation of one or more postal rules, policies or union contracts.

You follow your leader's instructions and achieve a short-term result. However, you may just have created long-term consequences, possibly resulting in financial grievance settlements, safety and OSHA violations to meet dispatches or poor service to postal customers.

Also note there are rules, policies and management agreements that postal leadership should follow as it relates to EAS employees. These include the proper

Continued on page 6

Pushing Forward

At the writing of this column, we had just received and digested the response from the USPS to the recommendations issued by the fact-finding panel in regard to the National Performance Assessment process being employed by the USPS for EAS employees. Pushing forward.

Additionally, I have just been informed that a mem-



Ivan D. Butts
Executive Vice President

ber of our USPS Executive Leadership Team does not like the tone of my articles. I have written several articles that referenced OIG audits and, on review, I believe the column at issue is my March 2019 column, “We Will Leave No One Behind.” I pointed out a fundamental fact that an OIG audit, HR-AR-11-006—2009 Pay for Performance Program, found that NPA scores had been reduced.

This is not the first time I have heard that someone at USPS Headquarters did not like the “tone” of my articles. The statement was not that I misspoke, I misrepresented or I outright lied. If that were the case, it would be of great concern to me and, if proven correct, would prompt me to make an immediate correction and heartfelt apology. However, that is not the case.

USPS Headquarters leadership is not saying any of those things. They are saying it’s my “tone,” which, to me, is saying, “Ivan, I know you’re right about what you’re saying, but I just don’t like the way you are saying it or the fact you are saying it.”

I don’t know another way of talking about the injustices I hear from our members or see how USPS leadership engages EAS employees. I make no apology for facts being misread as tone. Someone must speak about this deteriorating state of connectiveness between the leaders of the USPS and the EAS managers who fulfill the mission of the USPS.

If the USPS has a better way of accomplishing this, other than the current “I don’t care about EAS employees” approach, my email address and phone number are publicly available. I look forward to engaging you in this conversation.

Now, to the point of this article, which is the USPS’ response to the sound, rational and articulated recommendations of the fact-finding panel. Working as an EAS employee in the USPS during the past 10 years of what I

term as a blatant attack on the pay and benefits of EAS employees from the highest levels of postal leadership, the USPS’ response to the fact-finding panel’s recommendations was nothing less than par for the course.

During this time, EAS employees steadfastly have been the continuing, driving force keeping America’s postal service moving. I wonder if this is not part of the problem. Could EAS employees’ commitment to providing America with the best mail service possible also be a contributing factor to the USPS’ neglect and refusal to adhere to the statutes of *Title 39 U.S. Code § 1004*?

I am sure the USPS would disagree with that statement. However, I will ask you: Have you driven your privately owned vehicles without the voluntary rider (not supported by NAPS) policy for USPS work? Do you eat lunch at your work location and continue working? Do you use your personal cell phone for USPS business? Do you work any time beyond that for which you are paid? Do you answer phone calls off the clock (thanks to AJ)? These things may seem noble. However, could they also be fueling a “They’ll get it done” attitude of neglect from USPS leadership?

The USPS has taken some tremendous strides in stating that EAS employees are part of the Leadership Team. I have seen and written columns about the high levels of engagement at safety symposiums and leadership meetings. However, in the matter of fair and reasonable pay for EAS employees, this leadership continues to fall short of the mark; we see a continued loss of wealth.

One last thought on the issue of tone. When I reflect on the tone of the USPS before the start of our pay talks to what this final pay package reflects, I think about something Rev. Dr. Martin Luther King Jr. said. In a May 17, 1957, speech titled, “Give Us the Ballot,” he referred to the high blood pressure of words and anemia of deeds concerning congressional leadership addressing the case of justice.

Leading up to pay talks, we heard the high blood pressure of words about how leadership knows EAS pay needs to be fixed. We now stand at the point of anemia of deeds with a pay package that, once again, devalues the work and commitment of EAS employees. The same employees who are constant and steadfast in our resolve to manage and deliver service for America’s USPS.

No “tone,” just facts. Pushing forward.

In solidarity ...

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‘They Are Who We Thought They Were,’ Part Two

In my column in the February issue, I wrote about the late football coach Dennis Green’s epic rant as head coach of the Arizona Cardinals after a particularly difficult loss to the Chicago Bears. Answering reporters’ questions about the loss, a visibly agitated Green pronounced about the Bears, “They are who we thought they were!”

I likened that rant from Coach Green to the fact-finding process that recently had concluded between NAPS and the USPS. Our side had carefully prepared and had clear arguments proving the failed EAS pay system needed to be replaced. The Postal Service came with PowerPoints, talking points and a poor defense as to why the Pay-for-Performance (PFP) program is a fair way to compensate EAS employees. This, even as thousands of EAS employees do not receive just raises in their pay each year.



Chuck Mulidore
Secretary/Treasurer

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

Now, as you know, the neutral panel of mediators from the Federal Mediation and Conciliation Service issued its final report on April 30. The panel overwhelmingly sided with NAPS on all the core issues of contention that led to NAPS requesting—as it’s entitled to under law—fact-finding in the first place. NAPS was forced into this process by a Postal Service reticent to discuss its EAS compensation system. The agency also has been overly sensitive to criticism of a failed pay system that has left thousands of EAS employees without raises for the past several years. At the same time, every craft employee and senior postal executive enjoys raises, cost-of-living adjustments (COLAs), step increases or bonuses.

The panel agreed with NAPS that the PFP system was “broken and counterproductive.” NAPS anticipated this strong endorsement of its positions on EAS compensation, supervisory differential with the craft, COLAs, locality pay and the broken PFP system—which provides neither pay nor performance—would provoke a response from the USPS. NAPS hoped that USPS leader-

National Association of Postal Supervisors Member Percentage Report April 2019

Area	Total Regular Members	Total NonMembers	Membership Percentage
Area 1 - New England Area	1,477	614	70%
Area 2 - New York Area	2,282	701	76%
Area 3 - Mideast Area	2,286	807	73%
Area 4 - Capitol-Atlantic Area	2,906	976	74%
Area 5 - Pioneer Area	1,422	585	70%
Area 6 - Michiana Area	1,245	491	71%
Area 7 - Illini Area	1,119	479	70%
Area 8 - North Central Area	917	583	61%
Area 9 - MINK Area	1,170	689	62%
Area 10 - Southeast Area	2,203	903	70%
Area 11 - Central Gulf Area	767	418	64%
Area 12 - Cotton Belt Area	989	447	68%
Area 13 - Texas Area	1,767	722	70%
Area 14 - Northwest Area	1,121	412	73%
Area 15 - Rocky Mountain Area	1,471	642	69%
Area 16 - Pacific Area	2,821	1,148	71%
Report Totals	25,963	10,617	71%



ship would take this moment to engage with us to seek to rectify these long-standing concerns. While we were hopeful, we also were realistic enough not to have been surprised by the USPS' response, which essentially criticized the fact-finding panel for the conclusions it reached.

Basically, all three fact-finders found the Postal Service's EAS pay package for FY16-19 violated the statutory requirements of *Title 39* that EAS pay be comparable to the private sector, be sufficiently higher than the pay of clerks and carriers being supervised and be sufficient to attract and retain qualified supervisors and managers and maintain a well-motivated workforce.

The panel submitted its long-awaited conclusions to NAPS and the USPS on April 30. By statute, the Postal Service had 15 days to implement a pay decision for the 31,000

field EAS employees covered by these pay consultations. During that time, NAPS waited for the USPS to contact us to, perhaps, seek some new solutions to address the concerns of EAS employees, engage with us jointly to develop a process to replace the broken PFP system with a pay process that allows all EAS employees to receive regular pay increases and reward their hard work and dedication to the success of the Postal Service. Also, address our concerns about the pay differential with the craft employees we supervise and consider the need for COLAs in some form and locality pay for EAS employees who work in high cost-of-living areas.

These conversations could have been based on the outlines provided by the fact-finding panel. Unfortunately, the call from L'Enfant Plaza never came. Instead, on the 15th

day, an email was sent by the Postal Service with an attachment that outlined the final USPS pay decision. So much for engagement. They are who we thought they were.

So now we move forward—not by choice, but by the need for justice and fairness. We now must set a foundation for the future that the Postal Service must consider for upcoming generations of managers, supervisors and postmasters. Thus, the conclusion of the fact-finding process is not the end—not for NAPS. Which, once again, takes me from the great football coach Dennis Green to the great statesman Winston Churchill, who said, as the tide began to slowly turn during World War II: “Now this is not the end. It is not even the beginning of the end. But it is, perhaps, the end of the beginning.”

The future awaits. Game on.

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When Leaders Don't Follow the Rules!

Continued from page 3

handling of involuntary reassignments, timely approval of EAS leave requests, providing *ELM* 650 and debt collection appeal rights, emergency placement and additional pay for special-exempt EAS employees, to name a few. When postal leadership violates these rules and policies, contact your local NAPS representative to resolve such issues.

In my judgment, when a person in a leadership role does not follow established policies and rules, it sends a mixed message—usually a bad one—to those who are led. “Do as I say, not as I do” may not be the best mantra for a leader. This, too, sends the wrong message as it gives the impression to those in the chain of command that it's alright for a leader to violate rules and policies,

but everyone else best not do the same.

Again, actions speak louder than words. If a leader is not willing to follow the established policies and rules of an organization, but requires all others to do so, that hypocrisy will weaken the trust of those who report to or seek guidance from that respective leader. Basically, leadership that once was earned now is lost.

Whether your leadership role is postal supervisor, manager, postmaster, other managerial personnel, part of the USPS Executive Leadership Team, elected or appointed NAPS officer or community volunteer, to name just a few, we all are leaders in fulfilling the roles to which we have accepted responsibility. As such, leaders need to set the example. When it comes time to lead, follow the rules.

Even in NAPS, there are national, state and branch constitutions and bylaws that govern how NAPS officers and branches conduct business. There also is “Robert's Rules of Order, Newly Revised,” which provides structure in conducting NAPS business during meetings.

NAPS members expect those in NAPS leadership roles to also follow established association policies and rules. Otherwise, our NAPS leaders can be viewed as hypocrites by those who elected them to do the right thing for the association and the members they represent.

To keep my monthly policy and not to violate my own rule with an exception, my ice cream flavor-of-the-month recommendation for July is Reese's fudge swirl.

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National Association of Postal Supervisors

Louis M. Atkins Presidential Student Scholarships

Deadline: Dec. 27, 2019

The **Louis M. Atkins Presidential Student Scholarships** are awarded to honor former President Louis Atkins and other former NAPS presidents for their dedication to NAPS members and their families. These scholarships are sponsored solely by NAPS.



Applications must be received no later than Dec. 27, 2019. Online applications only will be accepted using the NAPS website. Please go to www.naps.org under the “Members” tab to apply for the **Louis M. Atkins Presidential Student Scholarships**, or go to <https://naps.org/Members-Scholarship>.

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 five \$1,000 **Louis M. Atkins Presidential Student Scholarships**. One winner will be randomly selected from each of the NAPS regional areas: Northeast, Eastern, Central, Southern and Western.

Scholarship winners will be announced in January 2020. In addition, the scholarship winners will be listed in the March 2020 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Louis M. Atkins Presidential Student Scholarship** will receive a check, payable to the college or university listed in the application, in January 2020. Scholarships may be used to pay expenses in the student’s current or following semester.

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

Upgrade to Maintenance Manager Position, Impact of Emergency Closure of Pittsburgh NDC Among Items Discussed

President Brian Wagner, Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore attended the April consultative meeting. Representing the Postal Service were Bruce Nicholson, Phong Quang and Henry Bear, USPS Labor Relations Policy Administration.

Agenda Item #1

NAPS has received questions from the field in regard to the Maintenance Manager (MM) position scheduled for an upgrade. The matter has been put on hold, though, based on a July 20, 2018, memo from Simon Storey, USPS Employee Resource Management vice president.

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

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

Agenda Item #2

NAPS brought Agenda Item #5 from the April 11, 2018, consultative to the table for an update:

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

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

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

- What is the current financial impact to the USPS?

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

- What are the impact implementations to NPA?

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

- What is the future financial impact from implementation of this program?

This program was ended in July 2011.

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

- What has happened to the program?

The program was ended July 2011.

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

The Postal Service's most recent response:

The Postal Service still is in litigation.

Agenda Item #3

NAPS asked for the standard position description for the recently created supervisory EAS-19 positions in the Sales Retention Team units.

The position description was provided during the meeting.

Agenda Item #4

NAPS brought Item #2 from the Aug. 4 consultative, which was finalized, back to the table. This agenda item was a follow-up to the April 11, 2018, consultative when NAPS brought back to the table Agenda Item #1 from the Feb. 14 consultative for an update:

NAPS requested an OCC code review for consideration of the Supervisor Differential Adjustment (SDA) for the following EAS positions assigned to the Stamp Fulfillment Services Center (SFSC):

- OCC Code 2355-0011, EAS-17 supervisor, Maintenance Operations Support (SFS). Currently, this SFSC EAS employee supervises five PS-10 ETs, 10 PS-4 labor/custodians and one PS-7 MOS clerk.

- OCC Code 2375-0015, EAS-17 supervisor, Order Processing (SFS). Currently, this SFSC EAS employee

supervises one PS-7 Customer Service clerk, one PS-6 general clerk and 17 PS-6 Stamp Fulfillment Services clerks.

NAPS requested the salaries for the EAS positions with OCC-codes 2355-0011 and 2375-0015 be corrected and updated in *ELM* 412.12b. NAPS also asked whether the USPS authorizes the SDA for work that has been and is being performed by these two EAS positions.

These positions are being reviewed by USPS Headquarters Compensation. NAPS will be informed of the Postal Service's decision.

NAPS asked for an update on this request. Following is the Postal Service's response at the April 11 consultative:

The supervisor, Maintenance Operations Support (SFS), and supervisor, Order Processing (SFS), will be included in the position group "All Other Eligible" of the SDA, effective May 12, 2018. Retroactive pay adjustments are not applicable when positions are added to or removed from the SDA chart.

Following is the Postal Service's response from the Aug. 4 consultative:

As indicated in our response during the April consultative meeting, both jobs were added as SDA-eligible in the position group "All Other Eligible." Salary adjustments for employees in the two occupation codes were made effective on May 12, 2018, with no retroactive pay.

NAPS contends that OCC Code 2355-0011, based on the staffing noted in the original SDA update request, clearly reflects an EAS OCC Code that should be in the Plant Maintenance Position Group for SDA. NAPS requested that OCC Code 2355-0011 be placed in the correct position group of Plant Maintenance and pay adjusted from the USPS effective date of May 12, 2018.

Headquarters Compensation conducted a review of this position, com-

The Postal Supervisor 2019 Production Schedule

Issue	Copy Deadline*	Mails
AUG	JUNE 18	JULY 11
SEPT	AUG 5	AUG 27
OCT	SEPT 5	SEPT 26
NOV	SEPT 26	OCT 22
DEC	OCT 23	NOV 19
JAN 20	NOV 25	DEC 19
FEB	JAN 2	JAN 28

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

mencing in January 2018. As we have in the past and as a courtesy to NAPS, we will ask Compensation to review this Headquarters position and advise whether it is consistent with the SDA pay policy.

Follow-up response from USPS:

The Postal Service has made a determination to add this position—supervisor, Maintenance Operations Support (SFS), Occupation Code 2355-0031—under the position group of Plant Maintenance on the SDA chart.

Agenda Item #5

On Sunday, March 24, 2019, NAPS Headquarters received calls and inquiries regarding the emergency closure of the Pittsburgh NDC due to a hazardous material spill (mercury) at that facility that occurred on March 23. This call came from employees at the facility because no emergency actions took place. Potentially exposed employees were sent home. The Spill Team did not arrive at the facility until March 24; there was no response from area leadership until March 24.

NAPS only received notification of this hazardous situation after it complained to the USPS regarding the lack of notification. NAPS still has received no official briefing of the incident that potentially exposed its members to harmful levels of mercury.

NAPS asked for a briefing on the hazardous spill, as well as for a copy of the COOP, POC or other current emergency response plan in use by the USPS.

Local NAPS representatives were informed of the mercury event, as well as planning and recovery events. National-level representatives from the management associations were informed of the mercury spill once it was received by Labor Relations. However, the Inspection Service is investigating this matter. Once the investigation is complete, a briefing will be provided to advise of additional findings.

Agenda Item #6

Field EAS employees provided NAPS the following information that impacts its members:

Eastern Area, Pittsburgh Plant Reopening, Pittsburgh District

"Regular operations will resume Friday, April 5, 2019, at 5 a.m. ET for the Pittsburgh NDC, 300 Brush Creek Rd., Warrendale, PA 15095. We appreciate your patience during this unexpected closure."

NAPS Headquarters is disheartened that USPS leadership has failed to engage NAPS on issues that impact the health and welfare of its members. However, now that this facility—a major hub for all classes of mail—is being reopened after a 13-day closure, NAPS is requesting a briefing on the mitigating factors for the PFP process due to this closure, which has impacted NPA scores on a national, area, district, MPOO area, Lead Finance number and Unit Finance number. The shutdown of this facility has negative impacts on various NPA scores. These impacts apply across the nation in various NPA indicators—not just service indicators.

The Postal Service disagrees with NAPS' allegation that the Postal Service failed to engage NAPS on issues that im-

Continued on page 13

National Postal Forum

President Brian Wagner attended the 2019 National Postal Forum May 7 and 8 in Indianapolis. The forum was well attended, with many vendors. Wagner, Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore attended USPS Chief Operating Officer Dave Williams' Operations meeting on May 8. The resident officers met with and heard from USPS leadership, including Postmaster General Megan Brennan.



Deputy Postmaster General Ron Stroman and NAPS President Brian Wagner in front of the Hot Wheels stamp display.

From left: NAPS Executive Vice President Ivan D. Butts, Greater Indiana District Retail Manager (A) and Indiana State Branch 917 Vice President Marcel Webb, USPS Greater Indiana District Manager Todd Hawkins, NAPS Secretary/Treasurer Chuck Mulidore and President Brian Wagner.



Executive Vice President Ivan D. Butts with Indianapolis Branch 8 member Monique Mosley, Fort Wayne, IN, Branch 204 member Alice Wims-Lee and Branch 8 member Tammy Malone.



Marcel Webb, Greater Indiana District Retail manager (A) and Indiana State Branch 917 vice president, was on hand to help customers at the National Postal Forum in Indianapolis.



NAPS was a sponsor at the 42nd Annual Basque BBQ & VIP Reception at Rep. John Garamendi's Touch the Earth Ranch in Valley Springs, CA. Many local and state politicians attended. NAPS members had an opportunity to network with Garamendi, as well as visit with many local volunteers and other postal and federal union members. From left: Arthur Smith (Marilyn Walton's brother who lives in Garamendi's district); Barbara Kelly, Sacramento Branch 77 Auxiliary; Western Region Vice President Marilyn Walton; Garamendi; and Vontina and Sharmaine Swygert, Oakland Branch 127.



Sacramento Branch 77 members, standing, from left: Dianne Ingalls, Karyn Rahming and Marilyn Walton. Sitting: Jackie Rominger, Ralph Petty, and Vontina Swygert, Oakland Branch 127.



New Supervisor Program graduates were welcomed by senior staff to their new assignments at the Bay Valley Plant in Oakland, CA. From left: MDO Karandip Dhaliwal, MDO Juana Ortiz, SMDO David Saldeco, acting Plant Manager Pedro Ortiz, SDO Robin Rogers, SDO Jan James and SDO Maria Tabasa.



Los Angeles Branch 39 hosted a table at a recent USPS Career Day and chatted with Deputy Postmaster General Ron Stroman. From left: Branch 39 Vice President Sam Booth Jr., Legislative rep Yolanda Grayson, Stroman and Branch 39 President Marilyn Jones.



California State Branch 905 President Marilyn Jones installed So. California Bay District Branch 266 officers May 16. From left: Sergeant-at-Arms Patrick Johnson, Marilyn Jones, Sergeant-at-Arms Travis Watkins, Legislative Chair Willie Ann Hawkins, Trustees James Herod, George Turner and Toya Cato-Hodge, Treasurer Michael Chin, Secretary Evelyn Benjamin, Vice President Deborah K. Washington and Joyce Roelants, standing in for President Alma Williams.

Wisconsin State Branch 956 officers were installed at the Wisconsin State Convention in May at the Chula Vista Resort, Wisconsin Dells. From left: Secretary Joe Musolf, North Central Area Vice President Dan Mooney, Eastern Shores Area Vice President Roy Strobl, Executive Vice President Julie Joers, President Dale Koller, Treasurer Joanne Serdynski, Central Region Vice President Craig Johnson, Metro Area Vice President Linda Pullen-Algee and National President Brian Wagner.



President Brian Wagner, with North Central Area Vice President Dan Mooney (left) and Central Region Vice President Craig Johnson, swore in Madison, WI, Branch 213 President Sheri Maggioncalda.



On May 21, Executive Vice President Ivan D. Butts, Legislative Counsel Bruce Moyer and Director of Legislative & Political Affairs Bob Levi made a special presentation to House Majority Whip James Clyburn (D-SC). Clyburn was scheduled to speak at the Legislative Training Seminar in March, but was unable to attend because his flight was canceled.

The NAPS Legislative Team presented Clyburn with a framed copy of Melvin Tolson's poem, "The Sea-Turtle and the Shark," in appreciation of his leadership. The poem was published in 1965 by the Broadside Press in Detroit, which published the major African-American poetry of the time. The poem was printed poster-size with an illustration, making it a visual piece of art, as well.

Clyburn shared his insights about leadership with the NAPS Legislative Team.

On April 30, the House Oversight and Reform Committee conducted a hearing on the financial condition of the Postal Service. Postmaster Megan Brennan (lower left) testified. Attending were, third row from left, NAPS Executive Vice President Ivan D. Butts and Director of Legislative & Political Affairs Bob Levi; fourth row, center, James E. Parks Jr. Nova District Branch 526 member James Reedy and former NAPS political representative Katie Maddocks.



Newly elected California State Branch Legislative Chair April Trevena attended a town hall meeting by Rep. Ro Khanna (D-17), her congressman. She had an opportunity to speak with Khanna, who expressed his support for postal reform and said he is a friend of the Postal Service.



Miami Branch 146's Executive Board honored Stanley Gold with an honorary lifetime membership in NAPS in recognition of his many accomplishments on behalf of NAPS members. The award was signed by the resident officers. From left: Carolyn Williams, Michael Murphy, Southern Region Vice President Tim Ford, Bailee Hall (Williams' great-granddaughter), Kenny Franz, Michael LeCount, Pat Murphy, Stanley Gold, Victor Lopez, Ann Strickland and Linda Scott.



Newly elected Massachusetts State Branch 924 officers, from left: Chris Capobianco, board member-at-large; Dominic Russo, 2nd vice president; Roy Madden, secretary/treasurer; Dave Lum, 1st vice president; Kim Lewin, president; Chuck Mulidore, NAPS secretary/treasurer; Jim Misserville, board member-at-large; Cindy Chapin, board member-at-large; and Cy Dumas, New England Area vice president.



Connecticut members attended the recent New England Area Convention at the Red Jacket Inn in North Conway, NH. From left in each row, starting in the front: NAPS Secretary/Treasurer Chuck Mulidore, Denis Wright, New Haven Branch 3; Marcia Perkins, Branch 3; Joe Viola, Branch 3; Lisa Douglas, Hartford Branch 5; Pamela Sizemore, Branch 5; Hector Curado, Branch 5; Jacqueline Fulmore, Bridgeport Branch 441; and Dan Bozek, Fairfield County Branch 47.

April 10 Consultative

Continued from page 9

protect the health and welfare of its members. In this instance, local NAPS leaders were advised of the event and ongoing communication was provided.

The Postal Service follows the consultation process when proposing changes to programs and policies affecting supervisory and managerial employees and invites and encourages NAPS to participate in developing and making changes to those programs and policies.

The Postal Service also notifies NAPS, often daily, of new initiatives and other postal matters deemed relevant to postal employees who are NAPS members. Headquarters Leadership encourages its areas to engage NAPS on local initiatives.

Mail processing operations were shifted to other facilities. It is too soon to determine whether there were any impacts to NPA indicators resulting from the closure of the Pittsburgh NDC.

On the Move?

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

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

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

California and Hawaii Branches Welcome Their NAPS 'Ohana'

By Marilyn Walton

Western Region Vice President

The second California/Hawaii Bi-State Convention opened with alohas from California State President Marilyn Jones and Pacific Vice President Chuck Lum, convention co-chairs. Students from Puna-hou High School (which President Obama attended) performed the presentation of the colors. Linda Thomas, San Francisco Branch 88, sang the national anthem. Kanai Alos, Honolulu Branch 214, sang Hawaii's state anthem.

Laurie Lum, Branch 214 president, welcomed everyone. Special guests included USPS Pacific Area Vice President of Operations Larry Munoz, Honolulu District Manager Greg Wolny, Honolulu A/Senior

Plant Manager Diana Munoz, Honolulu Postmaster Kenji Higaki, NAPS President Brian Wagner, Executive Vice President Ivan D. Butts, National Auxiliary President Patricia Jackson-Kelley and me.

A memorial service that recognized deceased members was jointly conducted by California and Hawaii officers. There was an informative presentation from Rafael Nunez, the Pacific Area's chief inspector, Postal Inspection Service.

During the two days of convention business sessions, 11 committees provided reports and reviewed, read and supported or rejected 18 resolutions from the Rules, Audit, Legislation, Constitution & Bylaws, Resolutions, Postmasters and Formal committees. NAPS training was provided by John Aceves, former Rocky

Mountain Area vice president, on workplace bullying and involuntary reassignments.

Lum gave a presentation on membership; I reported on legislation and updated members on the NAPS spring Executive Board meeting. Butts provided updated information from NAPS Headquarters, as did Wagner. Louis Atkins, past president, participated on the Greetings Committee and kept things lively.



California State President Marilyn Jones welcomed attendees to the California/Hawaii Bi-State convention.



From left: Greg Wolny, Honolulu District manager; Kenji Higaki, Honolulu postmaster; Chuck Lum, NAPS Pacific Area vice president; Laurie Lum, Honolulu Branch 214 president; Marilyn Jones, California State president; Larry Munoz, USPS Pacific Area vice president of Operations; Marilyn Walton, NAPS Western Region vice president; Diana Munoz, Honolulu A/senior plant manager; Dorotha Bradley, NAPS California State parliamentarian; and Ivan D. Butts, executive vice president.

Six first-timers attended. Nine Auxiliary members conducted meetings and assisted with the SPAC raffle. This year was an election year; Branch 214 held its election before the convention. California State Branch elected Marilyn Jones president, John Wong vice president, Bridget Evans secretary, Sally Simpoa treasurer, and April Trevena legislative consultant.

Five candidates ran for four area vice president positions. The successful candidates were Vontina Swygert, Oakland; Mariel Murillo, San Bernardino; Stephnia Campbell, San



First-timers, from left: Patrick Johnson, So. California Bay District Branch 266; Don Engkvist, Sacramento Branch 77; Sarah Stiles, Pacific to Sierras Branch 244; Kellii Eberhart, Honolulu Branch 214; Jackie Robinson Sr., Los Angeles Branch 39; and Lelton Gibson, San Francisco Branch 88.



Honolulu Branch 214 members, from left: Lori Kamei, Wendy Iyoki, Chuck Lum, Laurie Lum, NAPS Executive Vice President Ivan D. Butts, Kanani Also and Kellii Eberhart.



NAPS President Brian Wagner and his wife Carol.

Outgoing California State Branch Legislative Consultant Marsha Danzy helped raise \$8,642.50 for SPAC.



California State Auxiliary members helped conduct a raffle for SPAC. From left: Nina Graham, Kirisky Mitchell, Mayumi Nazareno and Barbara Kelly.



Past NAPS President Louis Atkins and his wife Bonita.



Los Angeles Branch 39 members with Larry Munoz, USPS Pacific Area vice president of Operations (center).



Executive Vice President Ivan D. Butts, top left, installed newly elected Hawaii and California State Branch officers.

Diego; and Ralph Petty, Sacramento. Two locations were in the running for the 2023 convention; Hawaii was the winner. Marsha Danzy, the outgoing legislative consultant, and Auxiliary members raised \$8,642.50 for SPAC—an outstanding job!

The new Branch 214 and California State officers were installed at the Aloha Banquet by Butts. Branch 214 officers and members, in conjunc-

Los Angeles Branch 39 members with NAPS officers Chuck Lum, Pacific Area vice president; Brian Wagner, president; and Ivan D. Butts, executive vice president (top row).

tion with California State officers, made sure everyone enjoyed an outstanding week in Honolulu and experienced the Aloha spirit!

The goal of our Hawaiian hosts was to make everyone feel like *ohana*

(family). After enjoying the great hospitality, food, entertainment and fun, we were, indeed, NAPS *ohana*. Next year's bi-state convention will be hosted by Branch 88.

marilynwalton@comcast.net



At the California/Hawaii bi-state convention, the Greetings Committee performed its annual skit. Committee Chair Sam Booth, aka Spike Lee Jr., directed the skit, "Empire 2." NAPS President Brian Wagner and Executive Vice President Ivan D. Butts were among the "actors."



NAPS Executive Board Directory

Resident Officers

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



Brian J. Wagner
President
naps.bw@naps.org



Ivan Butts
Executive Vice
President
naps.ib@naps.org



Chuck Mulidore
Secretary/Treasurer
naps.cm@naps.org

Regional Vice Presidents

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



Craig O. Johnson
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MO 64155-3738; (816) 914-6061 (C)
craigj23@sbcglobal.net

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



Thomas Roma
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(917) 685-8282 (C)
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Eastern Region (Areas 3—DE, PA and NJ Branch 74—4 and 5)



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Southern Region (Areas 10, 11, 12 and 13)



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(386) 679-3774 (C)
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Western Region (Areas 14, 15 and 16)



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Area Vice Presidents

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



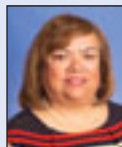
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Bob Levi

Director of Legislative & Political Affairs



Three confusing observations are percolating about the U.S. Postal Service. First, the agency has retained its historic position as the nation's most valued federal

agency. Second, the organization has failed to meet its self-declared service standards for all but one of its products and services. Third, the agency will run out of funds in 2024 absent postal legislation.

Indeed, protecting the Postal Service's cherished position of public affection and reinvigorating the agency will hinge on improving its service performance; generating the revenue to support a universal, accessible and viable communications and logistics network; and being relieved of the onerous retiree health liability imposed on the agency through the 2006 Postal Accountability and En-

hancement Act (PL 109-435). The lynchpin for accomplishing these goals is enactment of meaningful, constructive and realistic postal legislation.

In mid-May, the Gallup Organization released the results of an April 2019 poll that evaluated the public views of eight "high-profile" federal

goals and offered policy objectives.

In part, the commission concluded that the USPS failed to meet the "high-performance quality goal" for market-dominant products. Generally, the PRC evaluated on-time delivery of First-Class and marketing mail and periodicals. In addition, the PRC reported that the USPS met only one of nine targets for "excellent customer experience." This composite score includes delivery, retail experience, customer care centers, usps.com and business mail entry units. The only metric that met or exceeded the target was the business mail entry unit.

In late April, before the Gallup and PRC reports, the House Oversight and Reform Committee conducted a hearing on the financial status of the Postal Service. At the hearing, Postmaster General Megan Brennan testified that, without much-needed legislation, the Postal Service will run out of funds in 2024. In part, the five-year window is attributable to the fact the Postal Service is paying for retiree health benefits—both its annual premium costs and its amortized future retiree liability—from the Postal Retiree Health Benefit Trust Fund, not from the operational budget.

If the Postal Service would comply with current law and make its annual payments into the Trust Fund, the agency would be insolvent next year. This stark warning should have been the unadulterated message of the hearing. However, a dispute between the Postmaster General and Rep. Mark Meadows (R-NC) derailed the hearings and may have jeopardized the timing of postal legislation.

Meadows, the leading Republican advocate for bipartisan postal legislation, complained that he was misled by the Postal Service about when the agency would share its 10-year busi-

Postal Legislation—Languishing in Legislative Limbo?

agencies. To the surprise of no one who is involved with the Postal Service, the agency retained its top spot, with a 74 percent approval rating. The 2019 poll reflects the same USPS approval rating as the poll conducted in December 2017.

The 2019 number-two spot was secured by the Secret Service, which trailed the Postal Service by 5 percent. Furthermore, Gallup illustrated that the Postal Service commands bipartisan support: 69 percent approval from registered Republicans and 76 percent from registered Democrats. The paradox is how the agency can preserve its broad public support in light of its financial and operational challenges, which are formidable.

It is beyond question that frontline managers and rank-and-file postal employees are doing the best they can with the dwindling resources provided by upper-management. However, the seams are showing.

On the same day Gallup unveiled its poll, the Postal Regulatory Commission (PRC) issued its analysis of the USPS Fiscal Year 2018 Annual Performance Report and Fiscal Year 2019 Performance Plan. The PRC reviewed the agency's performance goals, evaluated whether the agency achieved those

agencies. To the surprise of no one who is involved with the Postal Service, the agency retained its top spot, with a 74 percent approval rating. The 2019 poll reflects the same USPS approval rating as the poll conducted in December 2017.

Board of Governors Nominees

On May 15, the Senate Homeland Security and Governmental Affairs Committee approved the nominations of Ron Bloom and Ramon Martinez IV to the Postal Board of Governors. As this issue went to press, the nominations had not yet been scheduled for a final confirmation vote by the Senate. If confirmed, the Board of Governors will have four presidentially nominated governors and a quorum.

SPAC Contributors Listing

The July issue of *The Postal Supervisor* went to the printer on May 28. Therefore, we were unable to include the list of May SPAC contributors. The May list and SPAC scoreboard will be in the August issue.

ness plan with the committee. Meadows argued he was promised a January 2019 delivery date and that there was a subsequent communication breakdown with the Postal Service, including the inability of the agency to deliver on its promise of a business plan. Meadows cautioned the Postal Service that the controversy endangered his past advocacy in support of the agency.

Furthermore, he got Brennan to concede that the pending business plan likely would include a reduction in delivery frequency for letter mail. Full committee Chairman Elijah Cummings (D-MD) and Government Operations Subcommittee Chairman Gerry Connolly (D-VA) sought to calm the controversy by acknowledging the necessity of Meadow's constructive participation in postal legislation and directing the Postal Service to deliver its business plan to the committee in early July.

It's unlikely that legislation will be introduced before the submission of the business plan. Regrettably, as Meadows commented, time is fleeting this year. The delay has broad implications for the success of a 2019 postal bill.

Indeed, many in the postal community had hoped for the expeditious introduction and prompt committee approval of postal legislation. This would have enabled the other committees of likely jurisdiction to

Continued on page 20

Article XIV of the NAPS Constitution requires the secretary/treasurer to "furnish financial reports quarterly and publish same in *The Postal Supervisor*."

Statement of Financial Position (Balance Sheet)—Feb. 28, 2019

Assets:	
Cash and Investments	\$13,298,427
Dues Withholding Receivable	184,502
Prepaid Expenses and Other Assets.	400,529
Total Current Assets	13,883,458
Building and Equipment, Net of Accumulated Depreciation	2,966,296
Total Assets	\$16,849,754

Liabilities and Net Assets:

Accounts Payable	\$ 124,627
Accrued Expenses	265,615
Deferred Revenues	-
Dues to be Remitted to Branches	386,681
Total Liabilities	776,924
Unrestricted and Designated Net Assets	16,072,830
Total Liabilities and Net Assets	\$16,849,754

Statement of Activities (Revenues and Expenses)

(For the period Dec. 1, 2018, through Feb. 28, 2019)

Revenues:

Dues and Assessments	\$ 1,898,486
Less: Dues Remitted to Branches	1,162,687
Net Dues and Assessment Revenue	735,799
NAPS Property, Inc. Net Income Before Depreciation	\$ (32,876)
Less Depreciation	(46,788)
NAPS Property, Inc. Net Income	(79,664)
Advertising Income From <i>Postal Supervisor</i>	-
Royalties	3,959
Legislative Conference Income	120,549
National Convention Income	219
Training Fees	10,625
Other	56
Revenues Before Investment Income (Loss)	791,542
Investment Income (Loss)	284,381
Total Revenues For the Period.	1,075,923

Expenses:

National Headquarters	378,859
Executive Board	130,426
National Conference	1,500
<i>The Postal Supervisor</i>	90,394
Legal/Fact Finding/Pay Consultation	265,253
Legislative Counsel	66,898
Legislative Expenses	10,545
Legislative Training Seminar	9
Membership	16,453
Education and Training	38,280
Disciplinary Defense	96,950
Total Expenses	1,095,566

Expenses in Excess of Revenues (Change in Net Assets) \$ (19,643)

Substantially all disclosures required by GAAP are omitted. The financial statements do not include a statement of functional expenses and cash flows. The financial statements do not include the financial position and operations of the SPAC. No assurance is provided on these financial statements.

Branch Constitution and Bylaws: Your Local Branch Blueprint

By John Farrell

Your local constitution and bylaws are the DNA of your branch. These documents are an informational blueprint of the branch structure and its functions for members and a source of authority and a catalyst of action for branch officers. The constitution and bylaws are the accumulated wisdom and vision, will and intent, history and evolution of all the past and present members of your branch.

The documents should be available to all members. Also, they should be available at all branch meetings and consulted frequently by

officers to ensure compliance with all required actions and procedures.

Amendments should be well considered, carefully worded and voted up or down with prior notice to all branch members, as well as strict attention to due process. Amendments to these fundamental documents never should be taken lightly, but necessary modifications should not be delayed or overlooked.

Your state executive board may include an appointed officer or standing committee that acts as the caretaker for the state constitution and bylaws, reviews local branch constitutions and bylaws and assists local branches with making desired

changes. For example, if membership declines, a branch could consider an amendment to reduce the quorum required for branch meetings.

Branch constitutions and bylaws should be held by several, if not all, branch officers—certainly by the president—and passed on to their successors at or before installation. Keeping copies in a safety deposit box or with a standing constitution and bylaws committee or both also are good ideas. As branch members, we should have a copy of the constitution and bylaws, be aware of its contents and speak up if we observe violations.

Active, attentive adherence to your local constitution and bylaws is essential to a strong, transparent and inclusive branch.

jffjr50@yahoo.com



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. 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!

Legislative Update

Continued from page 19

have had the opportunity to review the measure before July and bring the bill to the House floor before the summer recess. Presently, meeting this timeline would be heroic.

Nevertheless, postal advocates must not be dispirited by the trials and tribulations of enacting comprehensive postal legislation. We must work together to lift reform from legislative limbo. We also must urge our members of Congress to join with their constituents to safeguard America's most cherished government service, equip the agency with the resources to improve its performance and divest the organization of a punitive and unfair liability.

naps.rl@naps.org

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 "772255555" and ends with your eight-digit employee ID number):

7 7 2 2 5 5 5 5 5 _____

(Example: 77225555512345678).

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



You Have a Right to Representation

By Aric Skjelstad

As postmasters and managers, it's easy to make a mistake or do something that does not conform to proper procedure according to postal policy. There are so many manuals, publications and management instructions. How can anyone know every rule and regulation and follow them exactly?

At times, the OIG and Inspection Service get involved in issues in particular offices. They arrive at an office and indicate they need to get some answers to a few questions. As loyal postmasters



and managers, we say, "Sure, no problem" and start to answer questions without knowing about what the investigation may be. We are just trying to be as helpful as we can.

The problem is you or your office may be the center of their investigation. Ultimately, you are responsible for what happens in your office. The first questions you need to ask are, "Am I or my office the center of your investigation?" "Do I need a representative?"

You must know your rights, exercise them and have representation.

If you are interviewed by the OIG or Inspection Service, you must have

a representative with you. If you do not ask for a representative, they can continue to investigate and ask you questions. This places you in a poor position. These officers are highly trained in questioning techniques, which could box you into a corner.

The USPS has so many rules and regulations, it may be easy to fail to meet one at some time in your career. It may be unintentional, but it can happen. Protect yourself by having a representative with you. Call your NAPS leaders for advice and representation.

napsbranch66portland@gmail.com

Aric Skjelstad is president of Portland, OR, Branch 66.

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.

Make Contributing to SPAC a Habit:

OPM Contributions to SPAC (for Retired Postal Supervisors)

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

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

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

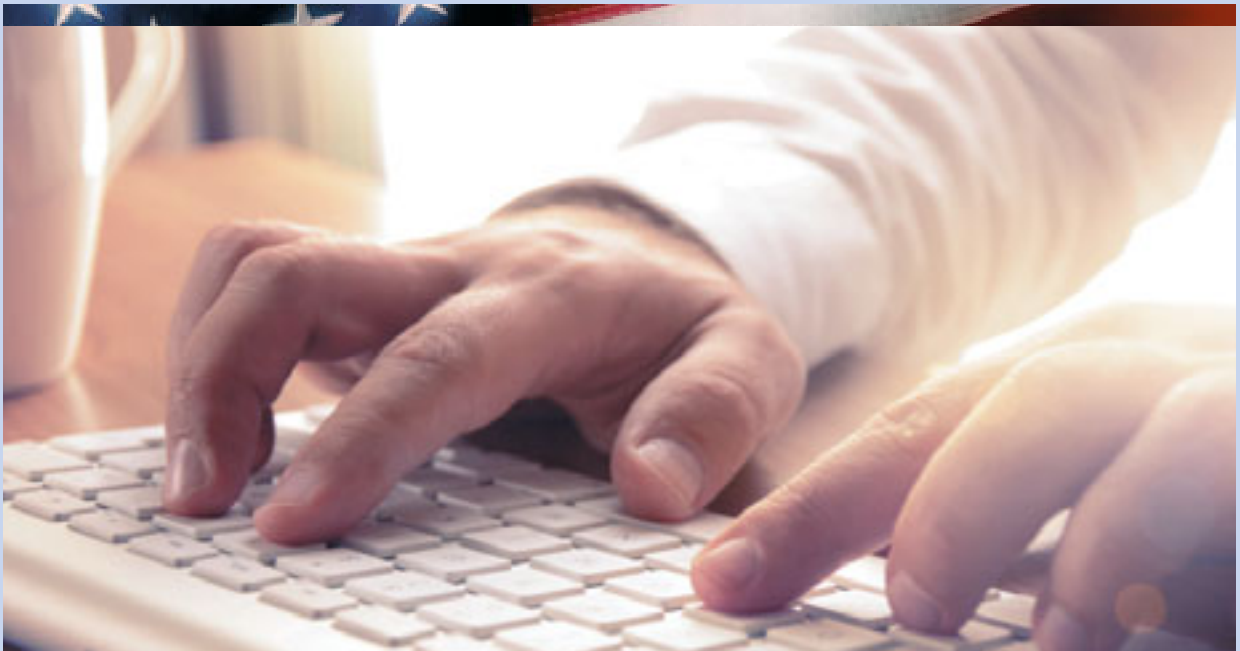
By internet:

To sign up online, go to the OPM website at www.servicesonline.opm.gov, 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.



Here Are the 2019 SPAC Pins



President's Ultimate SPAC

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



VP Elite

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



Secretary's Roundtable

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



Chairman's Club

\$250 level



Supporter

\$100 level

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

NAPS Training Calendar

Northwest Area Training June 21-22, 2019

In conjunction with the Northwest Area Convention

Conducted by: Northwest Area VP Cindy McCracken

Location: Hilton Garden Inn, 1840 Hwy., U.S. 93 S, Kalispell, MT 59901; 406-756-4500; www.kalispell.hgi.com; use group code "NAPS19"

Room Rate: \$120

Registration Fee: \$110

Training Topics: TBD

Western Region Training Seminar

Aug. 1-4, 2019

Conducted by: Western Region VP Marilyn Walton, Northwest Area VP Cindy McCracken, Rocky Mountain Area VP Myrna Pashinski and Pacific Area VP Chuck Lum

Location: Sunset Station Hotel & Casino, 1301 West Sunset Rd., Henderson, NV 89014; 888-786-7389; use group code "SCINAPS"

Hotel Rate: \$49 plus taxes/Thursday; \$89 plus taxes/Friday and Saturday. You must stay Friday and Saturday night to receive this rate.

Registration Fee: \$175; \$220 if not staying at the host hotel. After July 12, registration is \$220. Make checks payable to NAPS Headquarters and mail to Myrna Pashinski, 21593 E. Layton Dr., Aurora, CO 80015-6781. Everyone eating lunch must be registered for the seminar or purchase a meal ticket: \$45 per person per day.

Training Topics: representation training, panel discussion and Q&A sessions; other topics TBD

Central Region Training

Oct. 4-5, 2019

Conducted by: Central Region VP Craig Johnson

Location: Hyatt Regency Bloomington, 3200 E. 81st St., Bloomington, MN 55425; (866) 238-4218. The Hyatt offers free shuttle service to and from the airport, as well as to the Mall of America. Light rail service to the mall and downtown is available outside the airport.

Room Rate: TBD

Training Topics: TBD

Thoughts from the NAPS Branches

To Tell the Truth

By Reginald Gramblin

These have been trying times for our NAPS family; morale in the USPS is at an all-time low. Unfortunately, there appears to be no sunshine at the end of the tunnel.

Evaluating the situation, I can feel the frustration and anxiety in our status as prominent players on the so-called "team." Despite all efforts to rectify the problem, postal management contends it will continue to work to perfect a broken system. The audacity to say they are working on meaningful changes to pay policies and programs for EAS employees is absurd.

Perhaps the zero-tolerance policy should be restructured to incorporate failure of senior postal management to use the terminology known as "common sense." Obviously, based on recommendations from the fact-finding panel on the EAS pay package, the Postal Service devalues NAPS' input as partners in identifying ways to improve benefits and working conditions for our NAPS workforce.

Ultimately, the "final" pay package issued by the Postal Service and NAPS took to fact-finding demonstrates the agency's determined effort to ignore the general consensus of irregularities in the implementation of certain pay and benefit policies for EAS employees. Imagine this: an organization that prides itself on "engagement" doing ab-

solutely nothing to promote a better working environment for frontline personnel.

For the lack of better judgment, the fact-finding panel's suggestion that NAPS and the Postal Service have worked "collaboratively and cooperatively on issues of mutual interest" has been grossly misinterpreted by the Postal Service.

According to a recent Gallup poll, the Postal Service is ranked as the number-one federal agency in providing an "excellent" and "good" job in generating an enjoyable customer experience. Our NAPS members

are customers, too, and deserve all the luxuries that have been provided to the 74 percent of those polled who experienced positive USPS experiences.

The Postal Service wants to improve core strategies. How about taking a look in the mirror, postal leaders? I guarantee you will not like what you see when it comes to your own EAS employees. If you fail to realize the errors of your ways, then you are not truly engaged.

rgramblin@yahoo.com

Reginald Gramblin is executive vice president of Maryland-DC State Branch 923 and Southern Maryland Branch 531.



NAPS 2019 State Conventions

Dates	State(s)	Location
June 20-22	Pennsylvania	Best Western, Bethlehem
June 20-23	GA/FL Bi-State	St. Augustine, FL
June 21-22	Northwest Area	Kalispell, MT
June 23-25	New Jersey	Resorts Hotel, Atlantic City
Aug. 1-4	Pioneer Area	Holiday Inn, Youngstown, OH

Information and registration forms are available at www.naps.org.

EAP Offers Exciting, New Services

Submitted by New Directions Behavioral Health

Heraclitus, a pre-Socrates philosopher, said, “Change is the only constant in life.” This is why we always should be ready for things to change in all aspects of our lives. In December, New Directions Behavioral Health was awarded the contract to provide Employee Assistance Program (EAP) services to USPS employees and their eligible family and household members.

New Directions, founded in 1995, assumed its new responsibilities on April 1. We provide best-in-class behavioral health and EAP services to over 16 million people nationwide and internationally.

All the services the EAP currently offers will remain. The website will continue to be available 24/7/365. The website has an updated look and feel and offers more options for counseling, a live-chat feature and video counseling. We also will have an EAP mobile app for smartphones and tablets.

Most of the USPS EAP consultants and clinicians in your districts will continue in their current roles. Regrettably, some have chosen not to move to New Directions Behavioral Health for a variety of reasons. They will be missed. Please welcome our new employee assistant professionals and help them get up to speed.

The program remains voluntary and free. Solution-oriented counseling and coaching will continue to exist. Appropriate referrals to resources that would best fit needs will be given.

The requirements for consultants and clinicians remain the same: they must have a master’s degree and current state license in social sciences and have five years of clinical experience after receiving their graduate degree.

Following is a list of the different types of counseling you may access through the website or by calling:

Face-to-face counseling—Make an appointment with your district clinician to address any current concerns you may have. You also may want support through coaching on how to lose weight or develop an action plan to enhance your communication skills.



Telephonic counseling—If you would like to speak with a counselor over the phone to get the help you would like, just make the call to 1-800-EAP-4You (1-800-327-4968 or TTY: 877-492-7341).

In-the-moment support—You may want to speak with a consultant or clinician immediately. If you see them walking around or available in their office,

you can request a few moments to get some time to discuss your situation.

Video therapy—Many times, you don’t have the time to travel to the clinician or consultant and may want to use video therapy.

Text therapy—By using Talkspace, text therapy is available, anywhere at any time. Clinicians have a certain amount of time to get back with you regarding your concern. This is a great benefit for those who are on the go or may have time to meet, but at different times, such as break times, down time, at night or whatever time is convenient for you.

Web-based therapy through myStrength—This resource can help you find answers through online processes you follow to improve your life by completing modules in a self-guided way. There are six, evidence-based, cognitive behavioral therapy (CBT) modules available that can be accessed through myStrength at EAP4YOU.com:

Depression—Step-by-step, cognitive behavioral therapy helps with mood and depression management.

Stress—Positive psychology and mindfulness strategies for handling workplace or personal stress.

Chronic Pain—Peer-led and includes strategies for coping with pain, managing opioid use and creating positive interaction with care teams.

Anxiety—Explores in-the-moment coping skills to reduce panic and prevent excessive, future worry using mindfulness and CBT tools.

Substance use—Assesses readiness to change and builds awareness of usage patterns with in-depth, relapse

Notes

from the National Auxiliary

Celebrating a New Auxiliary

By **Linda Rendleman**

Illini Area Vice President

Illinois has a new auxiliary. My local branch, Heart of Illinois Branch 255, has nine auxiliary members. We each paid our annual dues to the state and national auxiliaries. After discussions with National Auxiliary Secretary/Treasurer Bonita Atkins and former President Sue Elliott, it was decided to form a charter for our auxiliary.

A charter needs five members, so because we have nine, it was decided to form the charter. I asked the Branch 255 executive officers if they would be willing to put our auxiliary on support and pay our annual state and national dues. The officers voted unanimously to form a charter. I want to thank Bonita and Sue for all their help in making this possible.

Our Illinois state convention was

prevention for a powerful recovery experience.

Insomnia—Interactive tracking, individualized sleep plans, daily resources and a comprehensive sleep library to ensure a solid night's rest.

Looking forward to change is not always easy, but can be rewarding and adventurous. The changes coming for the new EAP are innovative and convenient. Access to help, guidance, coaching and counseling will be available all the time on several different useful devices.

Remember to search, call, text,

in April. Auxiliary members attending helped collect over \$700 for SPAC. I hope all the state conventions have success collecting money for SPAC.



At our convention, we held our annual auxiliary auction to raise money for the state auxiliary. It was a great success; we raised \$1,000. These funds will help send our state auxiliary members to the 2020 NAPS National Convention.

I hope everyone has a wonderful summer.

danrendleman@gmail.com

It's Time to Pay Auxiliary Dues

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

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

video or chat about any concern you may have to EAP4You.com and 1-800-EAP-4You (1-800-327-4968 or TTY: 877-492-7341). Stay safe, and remember the EAP always is there for you!

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Region vacant: Northeast

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



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