

# the Postal Supervisor

March 2019



# Together

*We Will Continue Our Mission  
to Achieve Pay Equality*

*page 4*



*The Postal Supervisor* (ISSN 0032-5384) is printed monthly, with a combined September/October issue, by the National Association of Postal Supervisors (NAPS), 1727 King St., Suite 400, Alexandria, VA 22314-2753; 703-836-9660; fax, 703-836-9665; website, [www.naps.org](http://www.naps.org); general e-mail, [napshq@naps.org](mailto:napshq@naps.org). ©2019

Periodicals postage paid at Alexandria, VA, and additional mailing offices.

NAPS members receive *The Postal Supervisor* as part of their membership dues. Members not receiving the publication on a regular basis should notify their branch secretaries. Non-member subscription price: \$25 per year.



## Objective

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

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

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

High-resolution photos may be e-mailed to [kbalentyoung@gmail.com](mailto:kbalentyoung@gmail.com). Please include your non-USPS e-mail. NAPS neither assumes responsibility for the contents of the articles published herein, nor does it necessarily agree with the opinions expressed. Moreover, opinions expressed by an author do not necessarily reflect the opinions of the author's branch.

**Advertising—**Advertising inquiries should be directed to Karen Young; phone/fax, 540-636-2569; [kbalentyoung@gmail.com](mailto:kbalentyoung@gmail.com).

The publication of any advertising herein does not necessarily constitute NAPS endorsement of the products or services offered.

**Postmaster—**Please send address labels, clipped from undeliverable copies, along with USPS Form 3579, to *The Postal Supervisor*, 1727 King St., Suite 400, Alexandria, VA 22314-2753.

# In This Issue

March 2019

## FEATURES

- 6** **January Consultative** *Request to change supervisor, Statistical Programs, to FLSA special-exempt category and "Postal Uniform Guidelines" among items discussed.*
- 8** **USPS Headquarters Responds to NAPS Questions** *PMG Megan Brennan, COO David Williams and other Headquarters staff provided answers to questions submitted by NAPS delegates at the 2018 National Convention.*
- 36** **Listen Up!** *We all know how important it is to be a good communicator. Being a good listener is the first step to improving communication, which can help build friendships and careers.*

## RESIDENT OFFICERS

- 3** **Non-Partisan Makes Postal 'Cents'** *Brian J. Wagner*
- 4** **We Will Leave No One Behind** *Ivan D. Butts*
- 5** **Social Media and NAPS** *Chuck Mulidore*

## COLUMNS

- 23** **Legislative Update** *Bob Levi*
- 38** **The NAPS Postmaster** *Rick Kindsvatter*

## DEPARTMENTS

- 7** **Quarterly Financial Report** *For the period ended Nov. 30, 2018*
- 14** **NAPS of Note**
- 16** **NAPS Training Calendar**  
**Thrift Savings Plan** *January 2019*
- 17** **Vince Palladino Memorial Scholarships** *Application form*
- 18** **Views from the Vice Presidents** *Richard L. Green Jr. and Marilyn Walton*
- 22** **NAPS 2019 State Conventions**
- 25** **2019 LTS Registration Information** *Registration closes Feb. 22*
- 26** **2018 SPAC Contributors**
- 27** **SPAC Scoreboard**
- 29** **SPAC Chat**
- 35** **Thoughts from the NAPS Branches** *Reginald V. Gramblin and John Aceves*
- 39** **Notes from the National Auxiliary** *Patricia Jackson-Kelley*

# Non-Partisan Makes Postal ‘Cents’

**M**arch is a politically important month for NAPS. Approximately 500 NAPS and Auxiliary members will visit their congressional leaders and staffs on Capitol Hill during our annual Legislative Training Seminar (LTS), March 10-13. During those visits, we will promote our legislative agenda by asking congressional leaders to support the future viability of the U.S. Postal Service. We also will

ask them to support H.R. 597, a bill that would provide Merit Systems Protection Board (MSPB) rights for all EAS employees.

Speaking of support, it's most likely all the congressional leaders we will visit during LTS or later in their respective districts have at one time or another used the U.S. mail to send political campaign advertisements. The Postal Service and its employees go above and beyond to support the political mailing season in a non-partisan way. Here's the scoop!

According to a projection from the Center for Responsive Politics—which tracks campaign spending that includes money spent by candidates, parties, committees, PACs and outside groups—about \$5 billion in campaign cash was spent in the 2018 election cycle, making the past midterm election the most expensive in U.S. history. These campaign funds were spent on political advertising via radio, newspapers, television and U.S. mail. The Postal Service was entrusted with a large portion of this advertising. This earned trust has helped generate substantial revenue for the USPS.

During election years, midterm or general, the political mailing season begins approximately the same time as the Postal Service's peak package season. Those running for local, state or congressional office (both incumbents and challengers) must get their campaign messages out to the American public—the constituents whom they hope to represent.

When it comes to handling political campaign mailings, the Postal Service has established standard operating procedures to ensure it avoids any misconception that it is providing special treatment to one candidate over another. These procedures exemplify the professionalism and integrity of not only the Postal Service, but of its employees, as well—especially EAS employees. As a result, the Postal Service is trusted to process and deliver political campaign mail in a non-partisan manner. It makes sense to do the right thing; it also makes substantial postal “cents”—revenue.

EAS employees are the ones responsible for supervising how political mail is handled throughout the Postal Service. They ensure political mail logs are completed. Although optional, EAS employees also make every effort to ensure mailers use the red *PS Tag 57*, Political Campaign Mailing (PCM), to identify trays and sacks that contain PCM. *Tag 57* provides greater visibility to containers of political mail as they move through the Postal Service's processing and distribution operations. At the end of the day, EAS employees manage and supervise the coordination, support, monitoring, tracking, logging, processing and delivery of political mail before Election Day.

It's the timely processing and delivery of political campaign mail that provides registered voters with valuable information that allows them to make informed decisions when it comes time to vote. Don't forget! When you visit your congressional leaders, either on Capitol Hill or in their home districts, remind them how the Postal Service supports not only them, but also the American public—their constituents—with exceptional mail service, not only during the political mailing season, but all year long.

This is the time to provide an exceptional ice-cream-flavor-of-the-month recommendation for March: coconut pineapple.

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



**Brian J. Wagner**  
*President*

# We Will Leave No One Behind

**Y**ou've heard the saying, "Leave no man behind." The pledge, "I shall never leave a fallen comrade to fall into the hands of the enemy," is found in the fifth stanza of the Army Ranger Creed. Today's Army Soldier's Creed states, in part:

"I will always place the mission first.

"I will never accept defeat.

"I will never quit.

"I will never leave a fallen comrade."



**Ivan D. Butts**  
*Executive Vice President*

On Wednesday, Jan. 30, 2019, the House voted 259-161 to approve a bill that would provide pay parity between the federal civilian and military workforces by authorizing a 2.6 percent pay raise for 2019, retroactive to Jan. 1, 2019. A companion bill was introduced in the Senate on Tuesday, Jan. 29.

However, as of writing this column (Feb. 5), there has been no subsequent action on the Senate side. This is not surprising because this body's leader has seemingly sworn the blood oath never to do anything the President might not like.

Before this, when our federal brothers and sisters were caught in the grip of being political ploys for a controversial southern border wall, this leader went into hiding instead of providing senatorial leadership. However, this column is about good news. Well, sort of.

We join with the federal employee groups that quickly applauded the work of the House in authorizing this raise. The modest 2.6 percent pay raise is in line with the pay raise provided to uniformed service members this year. Ken Thomas, national president of the National Active and Retired Federal Employees Association, called the move, "Desperately needed after 35 dysfunctional days and the third shutdown in a year. This measure ensures that federal employee pay rates remain competitive with the private sector so that our government can recruit and retain a well-qualified and high-performing workforce."

However, in the midst of this moment of well-deserved support, we EAS managers in the USPS need some help, too. We are the federal employees who continue to endure 24 years without COLAs or local-

ity pay. We are the federal managers who continue to experience a Pay-for-Performance (PFP) program that functions more like a no-pay-for-performance program.

This process sets goals and then moves them if/when achieved. It's a program that allows what you earn under the unjust pay system to be arbitrarily taken from you and given to someone else, with a no-explanation-needed attitude from leadership. It's a pay process that went MIA from FY10 to FY14, except for a 1 percent pay increase in FY13.

And it's a pay process that, in FY09, saw EAS managers qualify for raises as a result of their PFP scores, but then had those scores unilaterally reduced by senior USPS leadership. Despite the USPS OIG validating this misuse, no leader was held accountable and only fewer than 200 EAS employees had their PFP scores adequately corrected.

While I genuinely appreciate the legislative effort of passing the 2.6 percent pay raise for the federal workforce, I can hear my members asking, "What about us?" Is there hope for USPS EAS managers beyond the seemingly high-blood pressure of words and anemia of deeds?

Yes, there is. We must continue to push for meaningful postal reform legislation that can ensure the sustainability of the USPS as a whole, while we continue to fight our fight for pay equality.

We look at legislation such as H. Res. 23, sponsored by Rep. Susan Davis (D-CA-53), that expresses the sense of the House that the United States Postal Service should take all appropriate measures to ensure the continuation of door delivery for all businesses and residential customers.

H. Res. 33, sponsored by Rep. Stephen Lynch (D-MA-8), expresses the sense of the House that Congress should take all appropriate measures to ensure the United States Postal Service remains an independent establishment of the federal government and is not subject to privatization.

H. Res. 54, sponsored by Rep. Gerry Connolly (D-VA-11), expresses the sense of the House that the United States Postal Service should take all appropriate measures to ensure the continuation of six-day mail delivery service.

H. Res. 60, sponsored by Rep. David McKinley (R-WV-1), expresses the sense of the House that the

*Continued on page 5*

# Social Media and NAPS

**M**arch has arrived; dare I say spring is in the air? After all, because Punxsutawney Phil did not see his shadow on Groundhog Day, according to legend this portends an early spring! While in the past it often was necessary to rely on legends and tall tales for information, in 2019 it is apparent the internet and social media are the primary methods for receiving news and information.



**Chuck Mulidore**  
Secretary/Treasurer

When it comes to sharing news and information, the NAPS website is incredibly diverse and designed to be the one-stop shop for everything NAPS related. I hope you will take time to visit the NAPS website at [naps.org](http://naps.org). You will find it functional, user-friendly and packed with information. In December 2018 alone, nearly 10,000 people visited the website—a record!

The website is mobile-friendly, as well—obviously key in today’s world where we all use our cell phones to access various types of news and information. For NAPS advocates, the information flow is neat and organized and can be used to provide help to another member you may be representing as a NAPS advocate.

For example, from the home page of [naps.org](http://naps.org) you can click on “Members,” use the drop-down menu to click on “Forms and Documents” and readily find valuable information about many of the issues with which you deal daily in your job. In the “Legislative Center,” you’ll find breaking news about NAPS legislative efforts on Capitol Hill on behalf of the Postal Service.

For those seeking how to join NAPS or learn more about the association, information is easy to access without having to go through multiple screens to find that for which you are looking. The NAPS website is a great asset as you seek to better represent our members or sign new members, which, by the way, you have done

an outstanding job already: over 27,300 members and growing!

Part of the versatility of the website is the ability of delegates to register for the Legislative Training Seminar held each March in Washington, DC, and for our biennial national conventions. The website has streamlined the registration process for these events and further helped us accomplish our mission of driving member traffic to the website. It is the key resource for news, information, legislative updates and advocacy efforts.

But there’s more! NAPS also is involved in social media through Facebook, Instagram, Twitter and LinkedIn. We post daily on these outlets to keep you better informed and give you the resources to pass this knowledge to our members. This also is a way for non-members to learn the benefits of being a member of NAPS.

NAPS Headquarters also just introduced *NAPS News*, a twice-monthly, online publication reaching the nearly 15,000 members for whom we have valid email addresses. Please check it out if you haven’t already done so and let me know your thoughts.

After all, our website and social media platforms are for you, our members, and we want you to find them beneficial and valuable resources. Please check us out—gain more information, get more involved and sign a non-member. Knowledge is power!

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

## The Postal Supervisor 2019 Production Schedule

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

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

## We Will Leave No One Behind

*Continued from page 4*

United States Postal Service should take all appropriate measures to restore service standards in effect as of July 1, 2012.

H.R. 597, Postal Employee Appeal Rights Amendments Act, sponsored by Rep. Gerry Connolly (D-VA-11), calls to extend the right of appeal to the Merit Systems Protection Board to certain employees of the United States Postal Service.

This is only the beginning. We will leave no one behind.

In solidarity ...

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

# Request to Change Supervisor, Statistical Programs, to FLSA Special-Exempt Category, 'Postal Uniform Guidelines' Among Items Discussed

**P**resident Brian Wagner, Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore attended the Jan. 9 consultative meeting with the Postal Service. Executive Board Chair Tim Ford attended via telecon. Representing the Postal Service were Bruce Nicholson, Phong Quang and Henry Bear, USPS Labor Relations Policy Administration.

## Agenda Item #1

NAPS became aware that position 1530-0022, supervisor, Statistical Programs, EAS-17, has not been included as an FLSA special-exempt position in addition to its inclusion on the "All Other Eligible" position group in the occupation codes eligible for the Supervisor Differential Adjustment (SDA) effective Sept. 1, 2018.

NAPS noted the USPS has assigned supervisory duties of craft employees to this EAS position defined in the duties and responsibilities of position 1530-0022, supervisor, Statistical Programs, EAS-17.

NAPS requested a copy of the current standard position description (SPD) for position 1530-0022. NAPS also asked to be briefed on the craft staffing criteria for the Stats Program function.

NAPS requested that EAS position 1530-0022 be changed to the USPS FLSA special-exempt category and all persons entitled to compensation for all additional back-pay hours be compensated appropriately.

*NAPS was involved when the Postal*

*Service established the FLSA special-exempt status and in determining those positions classified as special-exempt. There are different criteria for the SDA and FLSA special-exempt.*

*The status for FLSA special-exempt is defined in ELM Section 432.112 a. (2): career employees who are exempt from the Fair Labor Standards Act (FLSA) provisions, whose permanent assignments are to EAS-15 through -18 positions and who directly supervise two or more equivalent bargaining-unit employees in production operations.*

*The supervisor, Statistical Programs, is responsible for supervising a group of data-collection technicians. These positions are not in a production operation. Therefore, the supervisor, Statistical Programs, is not entitled to special-exempt status.*

NAPS' position is that an EAS-15 to -18 who supervises two or more equivalent bargaining-unit employees should qualify for FLSA special-exempt status, regardless of the terminology "production operation." NAPS also believes that ELM 432.112a should be revised to eliminate the term "production operations" and that any EAS-15 to -18 employees who supervise two or more equivalent bargaining-unit employees be designated as special-exempt.

## Agenda Item #2

NAPS received a Dec. 12, 2018, general interest letter from Alan S. Moore, manager, Labor Relations and Policy Programs, regarding the creation of "Postal Uniform Guidelines."

NAPS requested the steps—in writing—the USPS is taking to support field EAS employees in implementing the "Postal Uniform Guidelines."

*The "Postal Uniform Guidelines" referenced in the Dec. 12 correspondence contains a booklet with general dress-code guidelines for city letter carriers, motor vehicles service (MVS) drivers and retail clerks. As guidance, the electronic booklet contains references to ELM language, as well as direction to Section 930 of the ELM for Postal Service uniform policy.*

NAPS is concerned that, with the enforcement of policies in the "Postal Uniform Guidelines," EAS employees will be subject to grievances from the unions, specifically the Joint Statement on Violence in the Workplace. NAPS continues to ask for additional support from the Postal Service in enforcing this policy.

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

**Resolution 41:** EAS employees are required to:

- be available to our customers, be it at the window or on the phone,
- contact customers and close out ECCs every night, regardless of their due dates, and
- answer the phone within three rings and resolve the issue placed before them.

The issues presented by our customers at the counter or on the phone can take anywhere from three to seven minutes or more, depending

NAPS Secretary/Treasurer's  
**Financial Report** Chuck Mulidore

on the complexity of the issue. EAS employees also are required to do reports and street supervision for a minimum of two hours every day and are expected to accomplish all of these tasks in their eight-hour days.

NAPS requests that the Postal Service be required to ensure the workload for every EAS employee is no more than eight hours of work in an eight-hour day to ensure harmony, stress reduction, success and a sense of accomplishment at the end of the day for every EAS employee, for the good of the service.

*This resolution is not adopted. Title 39 § 1004 provides a program for consultation between the Postal Service and NAPS. A courtesy notification is provided to NAPS when the Postal Service intends to make changes to duties and tasks for managers or supervisors. During consultation or notification, the Postal Service honors requests for briefings to address questions or concerns from NAPS at the national level.*

**Resolution 42:** In cases where a Postal Service employee is married to a spouse who also is a Postal Service employee, two health benefits are earned. Current FEHB regulations stipulate that if one spouse has selected a family coverage option, the remaining spouse is required to be covered under the family plan and does not receive their earned health benefit.

The Postal Service, through postal reform legislation, intends to manage the health benefits of all postal employees, currently employed and retired.

NAPS requests that, with the enactment of postal reform, the USPS reimburses the full cash value to the postal employee who controls the unused benefit (lost benefit).

*The Postal Service provides health benefits to certain eligible employees by*

*Continued on page 12*

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)**—Nov. 30, 2018

**Assets:**

Cash and Investments	\$13,293,636
Dues Withholding Receivable	278,682
Prepaid Expenses and Other Assets	365,863
Total Current Assets	13,938,181
Building and Equipment, Net of Accumulated Depreciation	3,020,685
Total Assets	\$16,958,866

**Liabilities and Net Assets:**

Accounts Payable	\$ 45,541
Accrued Expenses	239,660
Deferred Revenues	-
Dues to be Remitted to Branches	581,192
Total Liabilities	866,393
Unrestricted and Designated Net Assets	16,092,473
Total Liabilities and Net Assets	\$16,958,866

**Statement of Activities (Revenues and Expenses)**

(For the period Sept. 1, 2018, through Nov. 30, 2018)

**Revenues:**

Dues and Assessments	\$ 1,823,097
Less: Dues Remitted to Branches	1,380,287
Net Dues and Assessment Revenue	442,811
NAPS Property, Inc. Net Income Before Depreciation	\$ 50,252
Less Depreciation	(70,495)
NAPS Property, Inc. Net Income	(20,243)
Advertising Income From <i>Postal Supervisor</i>	3,043
Royalties	10,389
Legislative Conference Income	900
National Convention Income.	20
Training Fees	31,764
Other	865
Revenues Before Investment Income (Loss)	469,548
Investment Income (Loss)	(511,511)
Total Revenues For the Period	(41,962)

**Expenses:**

National Headquarters	496,551
Executive Board.	103,498
National Conference	407,358
<i>The Postal Supervisor</i>	98,822
Legal/Fact Finding/Pay Consultation	167,819
Legislative Counsel	43,559
Legislative Expenses	5,328
Membership	29,120
Education and Training	27,904
Disciplinary Defense	116,443
Total Expenses	1,496,402

**Expenses in Excess of Revenues (Change in Net Assets)** \$ (1,538,365)

Substantially all disclosures required by GAAP are omitted.

The financial statements do not include a statement of cash flows.

The financial statements do not include the financial position and operations of the SPAC.

No assurance is provided on these financial statements.

# USPS Headquarters Responds

Following are USPS responses to written questions and suggestions submitted to PMG Megan Brennan and COO David Williams from NAPS delegates at the 2018 NAPS National Convention at Mohegan Sun in Uncasville, CT. Similar questions were combined to expedite the process; questions not specifically directed to the PMG or COO were given to the appropriate personnel at USPS Headquarters.

**Q** PFP must be made relevant to the stakeholder:

- Total operating expense (TOE) and employee availability should be under corporate goals, not units.
- TOE percentages should be the same across the board. Current breakdown:
  - Finance—40 percent
  - Operations—30 percent
  - Level-26 to -20 post offices—20 percent
  - Level-18 post offices and below—0 percent

**A** TOE and employee availability are directly related to a unit and are controlled by the individual unit. Total workhours are the appropriate indicator for Level-18 offices, not TOE. The Postal Service has and will continue to engage the management associations on PFP indicators.

**Q** Can you reaffirm your letter on the continued abuse of involuntary reassignments by changing EAS schedules?

**A** The Aug. 31, 2015, memo from the COO is applicable to changing EAS schedules.

**Q** To COO Williams: You spoke of an area where research is being done on isolated imbalances (re: staffing). I am concerned about the levels of the district safety specialists. We all are conducting Plant and Customer Service duties and are understaffed for the job responsibilities, territory, etc.

**A** There is potential resolution for the Gateway District: More positions and all levels increased from EAS-16, EAS-17 and EAS-19 with pay increases. Former PMG Pat Donahoe was looking into it; Headquarters Safety was looking into it, but there have been no changes

**A** Human Resources at Postal Headquarters has been conducting studies and reviews of all district jobs. That process still is under review.

**Q** I went to the Uncasville Post Office this morning and, while in the lobby, saw contractors bringing in spot coolers. It's very disappointing that, while we have been experiencing record heat, our employees/co-workers have had to work without air-conditioning for over a year. The units in that facility still are not fixed. Why did it take so long to get the spot coolers? Shouldn't we be fixing the air-conditioning in our facilities for the welfare of our employees and customers?

**A** One of the two compressors failed at the Uncasville Post Office in July; the system struggled to maintain during warmer temperatures. Within a week of the compressor going down, spot coolers were installed to assist during peak temperatures. Uncasville is a leased facility. The Postal Service, working with the building owner and in consideration of peak season, will begin installing new units Jan. 2.

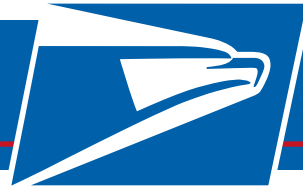
**Q** NCEO had projected (HP) to provide approximately 65 percent of the necessary training as indicated by MTAT. PMG Brennan mentioned we have all these tools available to us. The MTAT tool is indicating a need and it is not being used at the Headquarters level. Who determines that 65 percent of the demonstrated need for training is acceptable?

**A** The MTAT does not account for attrition, meaning that 65 percent is actually below the real need. What is the plan to correct this deficiency?

**A** We have improved the process by implementing the MTAT tool to identify needs when assigning training. We are looking into the process of automating data input to the MTAT tool, which will produce a more accurate method to identify necessary training.

**Q** To PMG Brennan: I appreciate your awareness of the retail/fulfillment relationship. However, most of these use other ZIP codes as return addresses. Scanning scores based on five events lose out on the first two events (AE + OE) due to this customer behavior.





These pieces can score no better than 60 percent (DE, AAU and AOE). What can be changed to lessen the impact on these offices?

**Is the Postal Service receiving proper payment for these pieces? (If originating on the coast, yet origin ZIP is in the middle of the nation.) What if the piece travels coast to coast?**

**A** Parcel return scan performance measures only three scans: accepted, available and picked up/not picked up by agent. The postage is calculated from the pickup site zone.

**Q** You mentioned a focus on safety, which is part of our NPA. I vigorously promote safety; our employees are told to report every accident immediately. Most accidents do not need medical attention. Management must still report such incidents as accidents and do the paperwork and reports. Why can't we just report accidents when an employee actually goes to the doctor or seeks medical attention?

**A** The *Employee and Labor Relations Manual*, Section 821, clearly outlines what accidents are and how they are reported. Section 822 outlines additional reporting requirements for serious accidents, as defined by OSHA.

**Q** You discussed a solution for Mondays called load-leveling. Dayton, OH, has been load-leveling for years. However, every Monday, I receive Tuesday and Wednesday mail that I am told must be delivered on Monday; I am not authorized to curtail. I have been told the district manager must be asked to curtail mail and he is not curtailing. I have asked our postmaster and MSCO about load-leveling; they just roll their eyes.

**Does the Postal Service plan to change a system that has been changed, but not followed? Plants do not work with Customer Service. Plants must move everything out; if they don't, they must report to the district manager that everything is not clear on a telecon. It's a vicious cycle. I then have to report after 1700, 1800, 1900. There is a penalty for being forced to deliver mail that is advanced; it's out of my control.**

**A** The load-leveling initiative was implemented in order to balance the day-to-day workload in the field. Although we are not at 100 percent compliance, the initiative does lessen the amount of mail advanced into

Monday expected for delivery. There always will be certain situations or locations where we do not have full compliance.

However, Plant operations support Customer Service and Delivery operations. Plant managers report to the district manager and they have full responsibility to follow the policy. The policy for all plants is to clear committed mail daily and they only can achieve that by working in collaboration with Customer Service and Delivery operations.

**Q** To PMG Brennan: Does the USPS have any philatelic programs designed for our youth? Can we partner with the Boys & Girls Clubs of America, scout organizations, churches, Head Start?

**A** The American Philatelic Society sponsors the Young Philatelic Leaders Fellowship and the Young Stamp Collectors of America programs. The Postal Service has honored scouting and other organizations. The Postal Service welcomes suggestions for stamp subjects that celebrate the American experience through the Citizens' Stamp Advisory Committee (CSAC).

**Q** To COO Williams: As an MLP graduate, I was afforded the opportunity to attend green belt training. I've been told if I don't complete the training by January 2019, I'll have to pay out of pocket. What is your opinion on this decision without EAS pay increases? How is this possible? My project chosen by management is on Periodical 2C flats in Katy, which is 50 miles from Channelview. I have one supervisor in my office.

**A** The Postal Service does not have any established policy that requires a green belt training participant to pay any out-of-pocket fee nor does it currently require a participant to sign a continued service agreement (CSA). You were afforded the opportunity for green belt training, you took that opportunity and you should see it through.

**Q** In the Seattle District, we have been informed that it is against OSHA regulations to award employees for safety or post the number of days being accident-free. Why, then, is NPA allowed to be used to reward or punish management employees?

**A** OSHA published a new recordkeeping rule, which took effect Jan. 1, 2017. Part of that rule changed estab-



lished anti-retaliation protections. Incentive programs should encourage safe work practices and promote worker participation in safety-related activities. NPA incentives regarding the reduction of total accidents do not penalize workers from reporting injuries.

**Q To COO Williams: My concern regards Monday Mastering. For years, as a delivery supervisor, the other supervisor and I worked to lessen Monday and expand Tuesday. Why does it take so long to implement changes in the mail delivery to stations from plant?**

**A** As with other efforts to improve the operations, there always are opportunity areas that require more effort than others. Mail processing is extremely complex and is dependent on several moving parts. Several things can and will go wrong and require daily mitigation. That does not stop us from continuously improving our process and implementing new projects such as Dynamic Routing Optimization, improving trips-on-time, increasing equipment capacity in opportunity sites and Sunday delivery of packages.

**Q Have you considered using retirees to run your experiments and detail surveys? They have valuable knowledge and experience and probably don't have to be paid as much as employees. Plus, they don't take away from manpower at station delivery units of plant areas.**

**A** We have, but the retirees need to be aware that the pay won't be in addition to the annuity they already are receiving. A retiree returning to employment is considered a re-employed annuitant; their salary would be reduced (or offset) by the amount of the annuity.

**Q To COO Williams: It has been reported we are going to close more plants. Is this true in the Northeast Area?**

**A** The Postal Service does not have any current plans for plant closures.

**Q To PMG Brennan: Why are telecons scheduled for after normal tours of duty and non-scheduled days? For example, telecons scheduled to start at 5 p.m. when EAS-exempt end time is 5 p.m. and telecons scheduled for Saturdays, an EAS employee's non-scheduled day.**

**A** There is a current project in place to evaluate telecons, in which NAPS has been invited to participate.

Telecons that add no value are under consideration to be eliminated.

**Q To COO Williams: Considering the Postal Service's financial challenges, why are clerks allowed to work in PTPO offices at a rate in excess of \$20 per hour, instead of a PMR at \$12.83 an hour? Why are PTPO offices only allowed one MPR when the EL 312 allows more than one PMR in PTPO offices?**

**A** A PMR should be employed as a replacement in a PTPO. It has been determined that only one PMR should be hired as a leave replacement.

**Q To PMG Brennan: Regarding the Customer Experience, the appearance and attire of PSEs at window service include colored hair, tattoos, no uniforms, holes in jeans and tank-tops. Do PSEs receive a uniform allowance? Or can they wear anything they want? What happened to pride of service?**

**A** PSEs who are assigned as Sales/Service & Distribution Associates (SSDA D/A 81-4) who have met the criteria listed in *ELM* 932.111g are eligible for uniforms as outlined in *ELM* 933.2. *ELM* 931.23, "Personal Appearance," states: "Supervisors are responsible for continually observing the uniforms of employees and taking appropriate corrective action, when necessary, to ensure employees are properly attired."

**Q To PMG Brennan: The price of Priority Mail used to include two-day delivery. Now, a higher rate is charged and provides the service of delivery date and time—not two-day delivery.**

**A** Priority Mail includes flat-rate shipping in one, two or three business days, based on where the package starts and where it's being sent.

**Q Why can we no longer go back to craft without resigning? Craft employees earn more money with raises, COLAs, etc. and are responsible only for themselves.**

**A** Non-bargaining-unit employees may be re-assigned to a full-time regular opportunity under certain circumstances as outlined in our respective collective bargaining agreements and negotiated MOUs.

**Q To COO Williams: In GFA in the 325 areas, we have anywhere from three to five extra trips a week. We are required to take out pieces. The First-Class and Periodical pieces are left behind. I have notified**

my MPOO and addressed this at a NAPS quarterly meeting. These costs have affected service and my NPA, yet the issue has not been resolved.

I have provided documentation and overtime for my carriers and clerks. I have been addressing this on the MAQ/PAQ. We are 10 months into the year with no resolution. How long should I wait for a resolution?

**A** This issue should be directed to the district manager and escalated to the area if necessary.

**Q** Rumors are circulating that the HRSSC is closing or at least reducing staff. We are aware hiring will be going back to the field. Calls are coming in questioning our status. Usually some part of a rumor has a segment of truth; what is the truth?

I was hoping to get the opportunity to find out from the source and dispel any rumors. I would appreciate any information you can provide to ease the minds of employees at the HRSSC.

**A** The HRSSC is not closing. That has been communicated many times to the staff. When HERO is fully deployed, we will assess the effect on the workload and review our needs. We will maintain non-career employees there to allow for such flexibility.

**Q** To COO Williams: We have heard from the PMG and you that we have declining volume, which equates to fewer workhours. Can you please explain how we have added thousands of rural routes from the last count with this declining volume?

**A** In FY18, we added 3,267 rural routes through the addition of 942,000 deliveries covering 51,000 rural miles and 189,000 weekly hours.

**Q** To COO Williams: When you remove excess equipment, what happens to it? Do we get any salvage monies?

**A** When machines and parts are not repurposed, they are scrapped and recycled for profit.

**Q** To COO Williams: Regarding Employee Engagement, in the past three months while I have been detailed, I found out 10 pieces of corrective action have been issued, mostly to newer supervisors. How can we stay engaged with employees who are fearful every day for their jobs?

This really demonstrates a failure on the part of all of us to give the mentoring needed to raise new

EAS employees to meet challenges. I have heard, but have not yet verified, that the “call” for corrective action came from above.

**A** The issuance of appropriate corrective action is predicated on specific, fact circumstances and should be addressed at the local district level. Also, discipline should not take the place of proper mentoring.

**Q** If Monday delivery should not include Tuesday and Wednesday deliveries, which impacts POT and back by five and six issues, why are delivery offices not allowed to curtail Tuesday and Wednesday deliveries that arise at delivery offices on Monday? Tennessee District mandates everything goes *no* curtailing.

**A** This issue should be directed to the district manager.

**Q** Whatever happened to wine deliveries by the Postal Services? That could provide great financial gain for the USPS.

**A** Current law does not allow for mailing or shipping alcohol—domestically or internationally—by the Postal Service.

**Q** To COO Williams: With the lack of employee compliment in AOs in F-2 and F-4, which is not something that can be controlled by the local postmaster, what can be done to expedite the hiring process in order for AOs to avoid going six months to a year before their complement is restored in order to achieve their PFP goals?

**A** Implementation of HERO has contributed to expediting the hiring process.

**Q** With technology being what it is today, why can't the NPA scorecard be rolled out and made available within a few weeks after the month in which it's completed?

**A** There are three financial-related indicators applied at the “national” level to *all* NPA scorecards. These are not available until the second or third week of the month. The task of producing monthly NPA reports involves multiple systems and stakeholders.

Each of the systems has its own “cut-off” time and business rules, so the NPA team must first wait for data feeds from the individual sponsors. Most of those data feeds arrive after the 15th of the following month. Then the data is loaded and validated by the NPA team to ensure the data is applied at the correct reporting level and



matches source systems. Next, the scores must be reviewed and approved by the chief financial officer and chief human resources officer before publishing.

**Q** Why are POOMs asking postmasters to work Amazon Sundays? And if a postmaster refuses, why are they given a difficult time?

**A** Increases in parcels have provided opportunities to gain revenue and new business. Hub operations should be staffed by supervisors. If postmasters and other exempt managers are needed to staff the hub, then POOMs should determine the most effective schedule that provides minimal disruption to the schedules of exempt employees.

**Q** We need an outline for the NPA mitigation process in order to properly represent each PM NPA mitigation position. Where do we find that?

**A** The *Field Unit Mitigation Reference Guide* is available on the Blue Page.

**Q** Is the USPS looking at drone delivery?

**A** Currently, our engineering group is researching [drones]; we're probably on the periphery of this advanced technology. We're exploring and recognizing what's happening in the industry. Right now, we're not an early adopter, but we're certainly aware of what's happening.

**Q** To COO Williams: Are you saying we don't process any OR/GREEN mail on DPS for delivery on Friday? If so, upper-management stated that we don't have any mail in the building on Monday. Has management been informed of your policy?

**A** This issue should be directed to the district manager.

**Q** Why does the agency still believe in underpaying their VMF supervisors and managers? The pay of VMF EAS employees is based on the PS-8 automotive technician, VMF EAS supervisor PS-9 lead auto technician and PS-10 lead auto technician (A6). The difference in pay is about \$5,000 less for the EAS employees versus a topped-out PSID.

I know a VMF *manager* who has been a manager over five years and still makes less than the PS-10 he manages. This issue has been a topic in consultative meetings for several years and the agency ignores correcting this issue.

**A** The Supervisor Differential Adjustment (SDA) provides a 5 percent differential in salary to an eligible exempt EAS-15 through EAS-19 grade position that directly supervises two or more full-time-equivalent, bargaining-unit employees. Eligible employees receive the appropriate pay per *ELM* 412.12b., "Supervision of Bargaining-Unit Employees."

## Jan. 9 Consultative

*Continued from page 7*

*participating in the Federal Employees Health Benefits Program, which is administered by the Office of Personnel Management Office of Healthcare and Insurance. Handbook EL-521, "Federal Employees Health Benefits Program Guide," contains information on a wide variety of plans and coverage to help meet employees' health care needs. The consultative process, as defined by Title 39 § 1004 (b), is not the appropriate forum for NAPS' request.*

**Resolution 44:** Exempt employees routinely are required to work a sixth day. The *ELM* 519.733 reads:

"When an exempt employee is directed to work a full day on a holiday or other full day in addition to normal workdays, the supervisor may grant a full day of personal absence without charging it to official leave."

NAPS notes that the supervisor rarely approves a full day of personal absence and exempt employees are not being compensated for working the sixth day.

NAPS requests that *ELM* 519.733 be changed to read: "When an exempt employee is directed to work a full day on a holiday or other full day in addition to normal workdays, the supervisor will grant a full day of personal absence without charging it

to official leave, of the employee's choosing."

*This resolution is not adopted. The discretion to grant a full day of personal absence without charging it to official leave should be left to the supervisory authority. There may be situations where FLSA-exempt non-bargaining employees may be required to work a full day in addition to normal workdays. As stated in an April 25, 2012, memo from then Chief Operating Officer Megan Brennan to the area vice presidents regarding work schedules of FLSA-exempt non-bargaining employees, "every effort to limit these situations consistent with the provisions outlined in *ELM* sections 432.112 (a) (1) and 432.34."*

# 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**  
6703 N. Saint Clair Ave., Kansas City, MO 64151-2399; (816) 741-6064 (H) (816) 914-6061 (C)  
craigj23@sbcglobal.net

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



**Thomas Roma**  
385 Colon Ave., Staten Island, NY 10308-1417; (718) 605-0357 (H) (917) 685-8282 (C)  
troma927@cs.com

### Eastern Region (Areas 3—DE, PA and NJ Branch 74—4 and 5)



**Richard L. Green Jr.**  
7734 Leyland Cypress Lane, Quinton, VA 23141-1377 (804) 928-8261 (C)  
rgreen151929@aol.com

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



**Tim Ford**  
6214 Klondike Dr., Port Orange, FL 32127-6783; (386) 767-FORD (H) (386) 679-3774 (C)  
seareavp@aol.com

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



**Marilyn Walton**  
PO Box 103, Vacaville, CA 95696-0103 (707) 449-8223 (H)  
marilynwalton@comcast.net

## Area Vice Presidents

### 3—Midwest Area (DE/NJ/PA)



**Tony Dallojacono**  
PO Box 750, Jackson, NJ 08527-0750 (973) 986-6402 (C); (732) 363-1273 (O)  
midwestareavp@gmail.com

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



**Cy Dumas**  
4 Adams St., Foxboro, MA 02035-2202 (508) 816-7517 (C)  
cyrilpdumas@aol.com

### 2—New York Area (NY/PR/VI)



**James "Jimmy" Warden**  
137 Evergreen Court, Freehold, NJ 07728-4122 (917) 226-8768 (C)  
nyareavp@aol.com

### 6—Michiana Area (IN/MI)



**Kevin Trayer**  
8943 E. DE Ave., Richland, MI 49083-9639 (269) 366-9810 (C)  
kevintrayer@att.net

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



**Troy Griffin**  
1122 Rosanda Ct., Middle River, MD 21220-3025 (443) 506-6999 (C) (410) 892-6491 (H)  
troyg1970@live.com

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



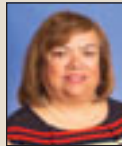
**Timothy Needham**  
PO Box 21, Niles, OH 44446-0021 (330) 550-9960 (C)  
napspioavp@gmail.com

### 9—MINK Area (IA/KS/MO/NE)



**Richard "Bart" Green**  
7919 N Flintlock Rd., #K, Kansas City, MO 64158 (913) 205-8912 (C) (816) 763-2579 (O)  
minkareavp@yahoo.com

### 7—Illini Area (IL)



**Luz Moreno**  
625 Alhambra Ln., Hoffman Estates, IL 60169-1907; (847) 884-7875 (H) (773) 726-4357 (C)  
luznaps@yahoo.com

### 8—North Central Area (MN/ND/SD/WI)



**Dan Mooney**  
10105 47th Ave. N, Plymouth, MN 55442-2536 (612) 242-3133 (C)  
dan\_9999@msn.com

### 12—Cotton Belt Area (AR/OK/TN)



**Shri L. Green**  
4072 Royalcrest Dr., Memphis, TN 38115-6438 (901) 362-5436 (H) (901) 482-1216 (C)  
slbg@comcast.net

### 10—Southeast Area (FL/GA)



**Bob Quinlan**  
PO Box 490363, Leesburg, FL 34749-0363; (352) 217-7473 (C) (352) 728-5992 (fax)  
bjjq@aol.com

### 11—Central Gulf Area (AL/LA/MS)



**Cornel Rowel Sr.**  
3247 N Sabine Dr., Baton Rouge, LA 70810-2471 (504) 450-1993 (C)  
lenroc10@bellsouth.net

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



**Myrna Pashinski**  
21593 E. Layton Dr., Aurora, CO 80015-6781 (303) 931-1748 (C)  
vprma6state@aol.com

### 13—Texas Area (TX)



**Jaime Elizondo Jr.**  
PO Box 1357, Houston, TX 77251-1357 (832) 722-3737 (C)  
jaimenapstx@aol.com

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



**Cindy McCracken**  
3247 109th Ave. S.E. #A, Bellevue, WA 98004-7532 (206) 465-8689 (C)  
nwareavp@icloud.com

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



**Chuck Lum**  
95-12222 Moea St., Mililani, HI 96789-5965 (808) 227-5764 (C)  
lump013@hawaii.rr.com

NAPS is saddened to report the death of former Central Region Vice President James Collins on Jan. 10; he was 82. He served in the U.S. Marines and Air Force.

## 2020 NAPS National Convention Update

Aug. 17-21, Gaylord Texas Resort & Convention Center, Grapevine, TX

**H**owdy, y'all! Well, it's March and we're working hard on the 2020 National Convention. We have a lot of ideas for the free day, but we'd like to know what you want to do. So we thought we'd throw out some ideas and see if any stick. Costs are not known at this time, but we are sure we can work that out to satisfy everyone. Let us know if you'd like any of the following and/or give us ideas for what you would like to do:

- Trip to Waco to visit Magnolia Silos and, perhaps, the Branch Davidians site, Texas Ranger Hall of Fame & Museum, Texas Sports Hall of Fame and Dr. Pepper Museum & Free Enterprise Institute. This would

be a full-day tour, including travel time.

- Casino trip to Oklahoma for table games, slots and Texas Hold'em.
- Tour of AT&T Stadium, home of the Dallas Cowboys.
- Round of golf at the Dallas Cowboys' Golf Club.
- Tour of Dealey Plaza, Dallas, and other sites.
- Texas Rangers, Frisco Roughriders or Grand Prairie Airhogs baseball game.
- Card and domino tournaments at the hotel (bridge, spades, hearts and/or poker).
- Fort Worth Stockyards for a

longhorn cattle drive and rodeo.

- Trail drive and cookout.
- Fishing tournament
- If you have other ideas, please email me—texasbob49@gmail.com—or mail: Bob Bradford, PO Box 456, Hewitt, TX 76643-0456.

The 100th anniversary of the NAPS Texas State Branch charter will be in 2020. The Texas State Convention is scheduled for Thursday through Saturday before the national convention. You all are welcome to come down early to Texas and register for a great state convention. About 125 to 150 delegates, guests and children usually attend the Texas State Convention.

We are waiting to hear from y'all. By the way, we have some surprises for those who come early.



Secretary/Treasurer Chuck Mulidore, with Gulf Coast Area Vice President Cornel Rowel Sr. and Southern Region Vice President Tim Ford, installed officers of Louis M. Atkins, LA, Branch 209. From left: Mulidore, Rowel, Ford, Branch 209 Secretary/Treasurer Cinderella Clark, President Larry Hamilton and Vice President Louis M. Atkins.

NAPS national officers were present for the installation of New Orleans Branch 73 officers. From left: Past President Louis M. Atkins, Secretary/Treasurer Chuck Mulidore, Central Gulf Area Vice President Cornel Rowel Sr., Branch 73 President Tomica Duplessis, Vice President Ernest Parfait, Secretary Bertha Brumfield, Treasurer Kyle Laurendine and Sergeant-at-Arms A.J. Fezell.





Westchester, NY, Branch 336, led by President Linda Morgan-Glover, held its membership meeting/holiday party honoring 2018 retirees. Each retiree received a gift of appreciation. Acting District Manager Elvin Mercado thanked the retirees for their many years of dedicated service, as well as active employees who have helped achieve the many positive outcomes in the district. New York Area Vice President Jimmy Warden swore in the branch officers and gave updates on fact-finding, SWCs, LTS and the upcoming training seminar. Attendees danced to the music of DJ Johnny G.



Delegates at the Eastern Region Cabinet Meeting enjoyed a day of golf before the meeting in Hilton Head, SC, over the Martin Luther King Jr. holiday weekend.



Illini Area Vice President Luz Moreno swore in new officers for Fox Valley, IL, Branch 17 on Jan. 26 at the Fox Valley P&DC. From left: Janice Griffin, secretary/treasurer; Terri Robinson, vice president; and Brenda Jackson, president.

Rep. John Garamendi (D-CA) and his wife Patti hosted their annual crab feed on Jan. 25 in Vacaville, CA. Western Region Vice President Marilyn Walton and fellow NAPS members attended the event as a Gold Sponsor. Over 800 people representing organizations, community activists and local and state lawmakers attended.

Garamendi is chairman of the House Committee on Armed Services and also serves on the Transportation and Infrastructure Committee and the Subcommittee on Coast Guard and Maritime Transportation. The congressman is well-versed on postal, federal and military issues, climate change and the revitalization of California as a result of the devastating wildfires and other disasters.

Garamendi and Patti mingled with the guests and listened to their concerns.



From left: Antoinette Walton, Rep. John Garamendi, Auxiliary members Pat Grisby and Barbara Kelly, Western Region Vice President Marilyn Walton and Branch 127 member Barbara Fuston. Not pictured: Dorothea Bradley, Branch 127; Roxanne Bradley, Branch 210; and Arthur Smith.

Executive Vice President Ivan D. Butts installed new officers for North Suburban Facility, IL, Branch 489 on Jan. 26 at Al's Char-House in LaGrange, IL.



## NAPS Training Calendar

### Northeast Region Training March 29-31, 2019

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

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

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

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

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

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

**SOLD OUT**

### MINK Area Training April 18-20, 2019

*In conjunction with the MINK Area Convention*

**Conducted by:** MINK Area VP Bart Green

**Location:** Kansas City Marriott Country Club Plaza, 4445 Main St., Kansas City, MO 64111; (816) 531-3000

**Hotel Rate:** \$129 plus taxes

**Registration Fee:** TBD

**Training Topics:** TBD

### Central Gulf Area Training May 30, 2019

*In conjunction with the AL/LA/MS Tri-State Convention*

**Conducted by:** Central Gulf Area VP Cornel Rowel Sr.

**Location:** Gold Strike Casino Resort, 1010 Casino Center Dr., Robinsonville, MS 38664; (888) 245-7829.

**Hotel Rate:** \$49/Wednesday and Thursday, \$119/Friday and Saturday; group code is National Association of Postal Supervisors

**Registration Fee:** \$50; make checks payable to NAPS Headquarters and mail to 1007 Brenda Circle, Minden, LA 71055

**Training Topic:** Adverse action

**Instructor:** Southern Region VP Tim Ford

## Thrift Savings Plan

Fund	G	F	C	S	I
<b>January 2019</b>	<b>0.23%</b>	<b>1.07%</b>	<b>8.01%</b>	<b>11.64%</b>	<b>6.60%</b>
<b>12-month</b>	<b>2.94%</b>	<b>2.39%</b>	<b>(2.34%)</b>	<b>(1.98%)</b>	<b>(12.11%)</b>

Fund	L Income	L 2020	L 2030	L 2040	L 2050
<b>January 2019</b>	<b>1.83%</b>	<b>2.53%</b>	<b>4.92%</b>	<b>5.86%</b>	<b>6.67%</b>
<b>12-month</b>	<b>1.44%</b>	<b>0.32%</b>	<b>(1.89%)</b>	<b>(2.67%)</b>	<b>(3.74%)</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.

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)



# National Association of Postal Supervisors

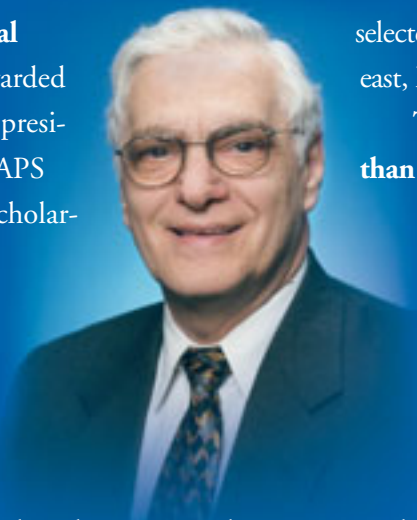
# Vince Palladino Memorial Student Scholarships

## 2019 Official Application Form

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

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

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



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

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

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

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

## deadline: July 31, 2019

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

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

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

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

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

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

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

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

\_\_\_\_\_  
City

\_\_\_\_\_  
State

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

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

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

## 2019 Eastern Region Cabinet Meeting

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

The 2019 Eastern Region Cabinet Meeting was held at the wonderful Omni Hilton Head Oceanfront Resort in Hilton Head, SC, over the Martin Luther King Jr. holiday weekend. We had outstanding participation with over 130 delegates from across the Eastern Region.

I want to thank Branches 215, Charleston, SC, and 225, Columbia, SC, for their great support. The welcome reception they provided members was first-class.

Day one began with opening ceremonies that included welcomes from the NAPS resident officers, area vice presidents and me. USPS EAP facilitators Tasha Jackson and Linda Best provided training on team-building, which was well-received. Members had great feedback and questions that led to in-depth discussion that inspired us all. The driving theme was "How can I, as a leader, influence the team I work with to be better and more responsive to drive success in all we do?"

The afternoon session was an opportunity for our members to engage Linda Malone, Capital Metro Area Operations vice president. She provided insight into her expectations and goals for EAS employees in her area of responsibility. She addressed her strategies to improve service and safety in CapMetro.

During the question phase, members posed challenging questions concerning what strategies

Malone's senior leadership team would put in place to drive NPA performance and payouts for EAS employees in FY19. NAPS leadership will continue to drive that message across CapMetro, working with district managers, to increase the number of EAS employees who receive NPA in FY19.



Day two was outstanding with updates from Executive Vice President Ivan D. Butts regarding the 2018 midterm election and our strategies moving forward with the new Congress. We have a lot of work to do and look forward to the Legislative Training Seminar.

Secretary/Treasurer Chuck Muldore provided training in managing

the DCO of local branches and how it affects local branches. President Brian Wagner did a fantastic job providing members with an update on the NAPS pay talks, how fact-finding went and how the process moves forward. Eastern Region Area Vice Presidents Troy Griffin, Tim Needham and Tony Dallojacono provided updates on upcoming events in their respective areas.

It was a great event! I want to thank all the members, national officers, trainers and vendors who helped make this one of the best Eastern Region Cabinet Meetings we've ever had. I look forward to seeing everyone next January in Evansville, IN!

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

## Western Region Activities

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

Tucson Branch 376 held its post-Christmas party and installation dinner at the Tucson

Elks Lodge in early January. Special guests were NAPS President Brian Wagner, Rocky Mountain Area Vice President Myrna Pashinski and me. Representing local postal management was Tucson Senior Plant Manager Renee Chaney. Former Rocky Mountain Area Vice President John Aceves organized the event.

Outgoing Branch President Shawn Bruffett welcomed everyone

to a fun-filled evening and the installation of new branch officers. There was a SPAC fundraiser and additional prize giveaways. After an enjoyable meal and the officers installed, attendees danced the night away to the old-school sounds of a DJ.



### California Branches 373 and 698 Hold Joint Installation

NAPS President Brian Wagner, Pacific Area Vice President Chuck Lum, California State President

Marilyn Jones, California State parliamentarian and former Western Region Vice President Dorothea Bradley and I attended a joint instal-



NAPS President Brian Wagner, with the help of Western Region Vice President Marilyn Walton (left) and Rocky Mountain Area Vice President Myrna Pashinski, installed Branch 376 officers Francisco Barba, treasurer; Ute Eifinger, vice president; and Dawn Rosenberry, president.



From left: Francisco Barba, Ute Eifinger, Dawn Rosenberry and Renee Chaney, Tucson senior plant manager.



From left: Rocky Mountain Area Vice President Myrna Pashinski, Branch 376 Area Vice President Jimmy Salmon, Branch 376 Vice President Wendell March and Arizona State President Juan Luna.

lution of officers and luncheon hosted by Al Navarro Quad County Branch 373 and Long Beach Branch 698. The luncheon was held on Sunday, Jan. 13, in Orange County.

After Branch 373's business meeting was completed, NAPS guests were given time to give remarks and answer members' questions. Brian provided information on the current status of pay talks fact-finding. He said we currently are in a "wait mode."

There were several questions about staffing. All EAS employees are encouraged to work the required hours and document any overtime. If there is a need to work extra, EAS employees need to be sure

to notify their manager and let them make the decision whether they will be allowed to work beyond their tours. Also, supervisors were reminded to report all mail correctly and make every effort to follow instructions and communicate with their managers if they're unable to complete daily tasks.

There was a question on supervisor deferential pay. Brian explained that approximately 5,000 EAS employees qualified to receive a one-time payment due to contract employees receiving a pay raise. Eligible EAS employees were supervisors on the low end of the EAS pay scale.

Brian, Chuck and I were honored



Standing, from left: Western Region Vice President Marilyn Walton, Branch 698 member Liz Miles, Secretary Jenny Enriquez, Vice President Sylvia Lyday, President Lori Read, Branch 373 President Jim Isom, Branch 373 Trustee Gino Coppolella, Vice President Darla Meador, member Gary Ng, member Spiriton Lee and Pacific Area Vice President Chuck Lum.

Seated: Branch 698 Treasurer Mary DiGioia, Secretary/Treasurer Cathy Sutton, NAPS President Brian Wagner, Branch 698 Trustee Barbara Brumbelow, Legislative rep Sandy Dunn-Turner and Sergeant-at-Arms Jessie Dominguez.

to install the newly elected branch officers for 2019-2020. We had a great time networking with Orange County and Long Beach NAPS members and enjoyed a hearty lunch. Thanks to the branches for hosting us at this event.

### Los Angeles and South Bay Branch Retirement Luncheon

Los Angeles Branch 39, led by President Marilyn Jones, and South Bay Branch 266, led by President Alma Williams, hosted a joint retirement luncheon celebration on Saturday, Jan. 12, at the historic Proud

Bird Restaurant near Los Angeles International Airport.

Special guests were NAPS President Brian Wagner, Pacific Area Vice President Chuck Lum and me. National Auxiliary President Patricia Jackson-Kelley and several Auxiliary members also attended. Representing Los Angeles District leadership was Los Angeles Postmaster Joe Zapata and Acting Senior Los Angeles Plant Manager Daniel Hirai.

Over 100 attendees enjoyed a tasty luncheon and heard remarks from the special guests. Branch 39 recognized 18 retirees; Branch 266

recognized five. Each retiree attending was given an opportunity to share their thoughts on how they would miss their co-workers and the many friendships they have made over the years. They also were asked about what they're planning for the next phase of their lives.

Branch 39 presented two scholarships to aspiring college students of branch members. This was the second year scholarships were awarded. The Scholarship Committee asked members to ensure they spread the word that any member in good standing could qualify for a scholar-



Standing, from left: Daniel Hirai, Joe Zapata, Marilyn Walton, Yolanda Grayson, Margaret Derden, Marilyn Jones, Brian Wagner, Trinise Johnson, Debbie Washington, Toya Cato Hodges, Evelyn Benjamin and Sam Booth. Farthest back: Michael Chin, George Turner, George Kelley and Jim Herod. Seated: Velma McClintock, Robin Walker, Carmen Johnson, Alma Williams, Shirley Lee and Carol Randle.



Standing, from left: Los Angeles Postmaster Joe Zapata, Branch 39 Vice President Sam Booth Jr., Western Region Vice President Marilyn Walton and Los Angeles Acting Senior Plant Manager Daniel Hirai. Seated: Pacific Area Vice President Chuck Lum, Branch 39 President Marilyn Jones and NAPS President Brian Wagner.



Branch 39 awarded two scholarships. From left: Trinise Johnson, Scholarship Committee; Skye-LaNise Jasper, daughter of Marilyn Jones, Operations Support specialist at the LA P&DC; Jared Anderson, son of Sherry Anderson, SDO LAX ISC; and Carmen Johnson, Scholarship Committee.

ship for themselves, their children or grandchildren.

### **Reno Branch 249 Meeting**

Reno Branch 249 President Raja Mostafa welcomed members and guests to the Jan. 31 meeting, which featured NAPS President Brian Wagner. There was a good turnout of members to hear news from NAPS Headquarters.

Brian shared information about the fact-finding process and how it works. He stated he was pleased with the efforts of the NAPS team in presenting its case to the fact-finding panel. We currently are awaiting a final decision that will determine the EAS pay agreement.

During the Q&A, there were questions on whether EAS employees were required to use their personal cell phones and vehicles. NAPS' position is you are not required to use your personal cell phone or vehicle. There are documents at naps.org addressing vehicle use.

A NAPS member stated national NAPS officers should be able to stop all of upper-management's alleged inappropriate behavior. Brian responded that EAS employees must articulate the concern/issue in writing and start at the local level, then move the issue up the NAPS chain.

He said many issues usually are resolved at the local level.

There was a concern from several managers that MPOOs' tones of voice are sometimes hostile; some were un-

comfortable with these interactions. NAPS' response was if any EAS employee feels threatened, there is the Joint Statement on Violence in the Workplace. If an EAS employee feels

threatened, they should report it to NAPS, starting at the local level, then moving the concern up the chain if it is not resolved along the way. NAPS can

From left: Branch 249 Sergeant-at-Arms Javier Contreras, President Raja Mostafa, NAPS President Brian Wagner, Western Region Vice President Marilyn Walton and Rocky Mountain Area Vice President Myrna Pashinski.



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

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

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

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

provide a form to report situations in which an EAS employee feels threatened in the workplace.

There was a comment that the tone recently has improved on telecons, but many still are concerned about daily, required telecons. There also was feedback that the coaching, mentoring and safety meetings with sports themes were good for team-building.

A member expressed concern about frequent, weekly schedule changes in the plant. The response was this subject was addressed at the USPS/NAPS leadership meeting earlier in the day and what business decisions were provided to propose changes. There also was a commitment to work on stabilizing supervisors' assignments. Branch 249 President Raja Mostafa said the USPS/NAPS leadership meeting (*see below*) was positive and he noted a commitment he made to members to work with Reno leadership.

The meeting ended with information-sharing and networking. The national officers thanked the branch for a warm welcome and great opportunity to meet with Reno NAPS members.

### NAPS Meets with Sierra Nevada District Leaders

Tracie Hill-Sandifer, acting district manager for the Sierra Nevada

NAPS and postal leadership met to discuss issues and concerns in the Sierra Nevada District. From left: Tracie Hill-Sandifer, acting district manager; Roy Sanderson, acting Reno plant manager; Raja Mostafa, Reno Branch 249 president; Brian Wagner, NAPS president; Myrna Pashinski, Rocky Mountain Area vice president; and Marilyn Walton, Western Region vice president. (Not pictured: Jason McMahill, senior plant manager.



## NAPS 2019 State Conventions

Dates	State(s)	Location
April 11-13	Tennessee	Doubletree Hotel, Memphis
April 18-20	MINK Area	Kansas City Marriott, Kansas City, MO
April 23-26	CA/HI Bi-State	Honolulu
April 26-27	Illinois	Embassy Suites, Schaumburg
May 16-18	Wisconsin	Chula Vista Resort, Wisconsin Dells
May 23-25	New York	Villa Roma Resort and Conference Center, Callicoon
May 31-June 1	AL/LA/MS Tri-State	Gold Strike Casino Resort, Robinsonville, MS
May 31-June 1	Capitol-Atlantic Area	Greenville, SC
June 20-23	GA/FL Bi-State	St. Augustine, FL
June 20-22	Pennsylvania	Best Western, Bethlehem
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

*Please report state convention dates to NAPS Headquarters.*

District, and her staff welcomed NAPS to the Reno plant for a meeting. The focus of the meeting was the state of the business in the district. It was shared that NPA goals are moving in the right direction.

The district's focus is on safety and innovative new ways to engage all employees in improving safety. Also discussed were employee availability, operating plans, staffing and customer experience. The district is committed to coaching and mentoring EAS employees, Hill said.

NAPS officers' concerns included annual leave postings, business re-

asons for EAS reassignments in the plant, customer service Parcel Select telecons and hiring/recruitment challenges in the Reno area.

We had a productive discussion on agenda items and a good understanding of business decisions for changes that we could share with NAPS members. We thanked the district staff for taking time to meet with us and review our submitted agenda items and work toward a consensus on important NAPS/Postal Service concerns.

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

## Bob Levi

Director of Legislative & Political Affairs



The first month of the new Congress was dominated by the shutdown of one-quarter of the federal government, resulting from the failure of the President and the House to reach an agreement on a

newly confirmed Commissioner Michael Kubayanda.

The shutdown of the PRC also interfered with the commission's 10-year review of the postal rate-setting system and implementation of the yet-be-issued ruling. In addition, the shutdown inhibited the PRC's review of pending negotiated service agreements with postal cus-

tomers and, therefore, may have temporarily undermined prospective Postal Service contracts.

church-mouse-quiet PRC Headquarters. Among the issues we discussed were the impact the government closure had on postal operations and the emerging discussion over the Postal Service's universal service obligation.

Early in the 116th Congress, a series of bills was introduced that are of interest to EAS employees. First, Rep. Gerry Connolly (D-VA), the new chairman of the House Subcommittee on Government Operations, and Rep. David McKinley (R-VA) introduced H.R. 597, the Postal Employee Appeal Rights Amendments Act. The bill is identical to legislation introduced last Congress by Connolly and included in postal reform legislation approved by the House Committee on Oversight and Government Reform.

H.R. 597 would clarify current law to assure that all USPS EAS em-

## House/Senate Committees Finalize Their Rosters

tomers and, therefore, may have temporarily undermined prospective Postal Service contracts.

During the lapse in PRC operations, I was privileged to conduct episode 13 of "NAPS Chat" with Chairman Robert Taub at the

tomers and, therefore, may have temporarily undermined prospective Postal Service contracts.

## Congressional Members Who Will Influence Postal Reform

Following are members of the congressional committees that have oversight of the Postal Service:

### House Committee on Oversight and Reform

#### Democrats

Elijah Cummings, Maryland, chairman  
 Carolyn Maloney, New York  
 Eleanor Holmes Norton, District of Columbia  
 Lacy Clay, Missouri  
 Stephen F. Lynch, Massachusetts  
 Jim Cooper, Tennessee  
 Gerry Connolly, Virginia  
 Raja Krishnamoorthi, Illinois  
 Jamie Raskin, Maryland  
 \*Harley Rouda, California  
 \*Katie Hill, California, vice chair  
 #Debbie Wasserman Schultz, Florida  
 #John Sarbanes, Maryland  
 Peter Welch, Vermont  
 Jackie Speier, California  
 Robin Kelly, Illinois  
 Mark DeSaulnier, California  
 Brenda Lawrence, Michigan  
 Stacey Plaskett, U.S. Virgin Islands  
 #Ro Khanna, California

#Jimmy Gomez, California  
 \*Alexandria Ocasio-Cortez, New York  
 \*Ayanna Pressley, Massachusetts  
 \*Rashida Tlaib, Michigan

#### Republicans

Jim Jordan, Ohio, ranking member  
 Justin Amash, Michigan  
 Paul Gosar, Arizona  
 Virginia Foxx, North Carolina  
 Thomas Massie, Kentucky  
 Mark Meadows, North Carolina  
 Jody Hice, Georgia  
 Glenn Grothman, Wisconsin  
 James Comer, Kentucky  
 #Michael Cloud, Texas  
 #Bob Gibbs, Ohio  
 #Clay Higgins, Louisiana  
 #Ralph Norman, South Carolina  
 \*Chip Roy, Texas  
 \*Carol Miller, West Virginia  
 \*Mark E. Green, Tennessee  
 \*Kelly Armstrong, North Dakota  
 \*Greg Steube, Florida

### Senate Committee on Homeland Security and Governmental Affairs

#### Republicans

Ron Johnson, Wisconsin, chairman  
 Rob Portman, Ohio  
 Rand Paul, Kentucky  
 James Lankford, Oklahoma  
 Mike Enzi, Wyoming  
 \*Mitt Romney, Utah  
 \*Rick Scott, Florida  
 \*Josh Hawley, Missouri

#### Democrats

Gary Peters, Michigan, ranking member  
 Tom Carper, Delaware  
 Maggie Hassan, New Hampshire  
 Kamala Harris, California  
 \*Kyrsten Sinema, Arizona  
 \*Jacky Rosen, Nevada

\*freshman  
 #new committee member

employees may appeal adverse personnel actions to the U.S. Merit Systems Protection Board. Also, a series of non-binding resolutions was introduced that confirm House opposition to certain Postal Service cuts. H. Res. 23, introduced by Rep. Susan Davis (D-CA), reinforces House support for continued door delivery of mail.

H. Res. 33, introduced by Rep. Stephen Lynch (D-MA), declares House opposition to postal privatization. And H. Res. 54, introduced by Connolly, affirms House support for six-day mail delivery. Taken together, strong co-sponsorship of these resolutions would establish solid House disapproval of many of the recommendations proposed by the President's Task Force on the U.S. Postal System and in the White House's government reorganization plan.

Also in late January, the House and Senate finalized committee rosters, which include members of the two legislative bodies that will sit on the House Committee on Oversight and Reform and the Senate Committee on Homeland Security and Governmental Affairs. What is most striking is the large number of new members on both committees.

On the House committee, 40 percent of the members are new to the committee, including 10 freshmen; 36 percent of the Senate panel are first-termers. The House committee freshmen are Harley Rouda (D-CA), Katie Hill (D-CA), Alexandria Ocasio-Cortez (D-NY), Ayanna Pressley (D-MA), Rashida Tlaib (D-MI), Chip Roy (R-TX), Carol Miller (R-WV), Mark Green (R-TN), Kelly Armstrong (R-ND) and Greg Steube (R-FL).

In addition, the following veteran House members have been newly assigned to Oversight and Reform: Debbie Wasserman Schultz (D-FL), John Sarbanes (D-MD), Rohit Khan-

*Continued on page 33*



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

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

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

### **Sunday, March 10**

**9 a.m. – 6 p.m.**  
Registration

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

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

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

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

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

### **Monday, March 11**

**6:30 a.m.**  
Continental Breakfast

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

**8 a.m. – 5:30 p.m.**  
SPAC Café

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

**noon**  
Luncheon

**1:30 p.m.**  
Legislative Training continues

**4:45 p.m.**  
State Caucus Meetings

**4:45 – 5:15 p.m.**  
SPAC Photos

**6:30 – 8:30 p.m.**  
SPAC Reception

### **Tuesday, March 12**

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

**morning/afternoon**  
Delegate meetings on Capitol Hill

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

### **Wednesday, March 13**

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



# 2019 Legislative Training Seminar Registration Information

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

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

## LTS Registration Fee—\$225

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

## No on-site registrations will be accepted.

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

## Refund Requests

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

## Substitutions

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



Marriott Crystal Gateway  
1700 Jefferson Davis Hwy  
Arlington, VA 22208

## Hotel Rates and Reservations

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

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

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

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

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

Cancellations must be received at least 24 hours before arrival or the deposit will be applied to your credit card. The hotel confirmation is your responsibility.

NAPS Headquarters does not confirm lodging reservations.

# 2018 SPAC Contributors



## Top 2018 SPAC Contributor

Konish, Ann NY Branch 11

## President's Ultimate SPAC (\$1,000-\$5,000)

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

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

## SPAC Contribution Form

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

**\$1,000**—President's Ultimate SPAC

**\$750**—VP Elite

**\$500**—Secretary's Roundtable

**\$250**—Chairman's Club

**\$100**—Supporter

Current as of February 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.*

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

#### VP Elite (\$750)

Hernandez, George	AZ	Branch 246
Burkhard, Mary	CA	Branch 244
Cherry, Hayes	CA	Branch 466
Evans, Bridget	CA	Branch 159
Sutton, Catherine	CA	Branch 373
Douglas, Lisa	CT	Branch 5
Moss, Donald	DC	Branch 135
Bock Jr., Robert	FL	Branch 321
Goldstein, Diane	FL	Branch 156
Vorreyer, Leslie	FL	Branch 353
Dittmann, David	IL	Branch 489
Perteet, Cynthia	IL	Branch 541
Sisco, Bret	KY	Branch 920
Moreno, Richard	MA	Branch 498
Walter, Richard	MA	Branch 120
Anderson, Shareen	MI	Branch 23
Hommerson Jr., David	MI	Branch 130
Krzycki Jr., Kenneth	MI	Branch 508
Bollinger, Kathreen	MO	Branch 36

# SPAC Scoreboard

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

### National Aggregate:

\$265, 657.28

### National Per Capita:

\$10.25

### Region Aggregate:

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

### Region Per Capita:

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

### Area Aggregate:

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

### Area Per Capita:

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

### State Aggregate:

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

### State Per Capita:

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

## Drive for 5

### Members by Region:

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

### Aggregate by Region:

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

Dallojacono, Anthony	NJ	Branch 568
Yut, Rachele	OR	Branch 66
Cabrera, Antonio	PR	Branch 216
Holt, Brian	RI	Branch 105
Austin, Jessie	TX	Branch 122
Butler, Phillip	VA	Branch 98
Mott III, George	VA	Branch 132
Johnson, Stanley	WA	Branch 60
Joers, Julie	WI	Branch 72

#### Secretary-Treasurer's Roundtable (\$500-\$749.99)

Simpson, Pamela	AZ	Branch 246
Ayon, Celia	CA	Branch 88
Rominger, Jackie	CA	Branch 77
Swygert, Vontina	CA	Branch 127
Trevena, April	CA	Branch 94
Kerns, John	CO	Branch 141
Pashinski, Myrna	CO	Branch 65
Garland, Angela	DE	Branch 909
Greene, Lisa	FL	Branch 406
Gucmeris, Algimantas	FL	Branch 420
James, Suzette	FL	Branch 154
Roundtree, Edith	FL	Branch 154
Ruckart, Kenneth	FL	Branch 386
Starling, Karen	FL	Branch 146
Lum, Chuck	HI	Branch 214
Lum, Laurie	HI	Branch 214
Billups, Juanita	IL	Branch 17
Hilliard, Ricky	IL	Branch 489
Pierce, Annette	IL	Branch 255
Randle, Kay	IL	Branch 369
Norton, Paul	IN	Branch 8
Rowel, Cornel	LA	Branch 73
Keating, Ted	MA	Branch 498
Russo, Dominic	MA	Branch 43
Griffin, Troy	MD	Branch 42
Mason Jr., Garland	MD	Branch 592
Bodary, Joseph	MI	Branch 268
Bunch, Kenneth	MI	Branch 23
Davis, Lisa	MO	Branch 131
Newman, Edward	NE	Branch 10
Carmody, Russell	NJ	Branch 74
McKiernan, Michael	NJ	Branch 74
Phillips, Austin	NJ	Branch 224
Santiago, Jose	NJ	Branch 538
Timothy, Pat	NJ	Branch 548
Walton, Irma	NJ	Branch 75
Maggart, Charles	NM	Branch 295
Burke, Terriann	NY	Branch 11
Evans, Darius	NY	Branch 85
Krempa, Keith	NY	Branch 27

Burgasser, Ted	OH	Branch 29
Laster, Jacshica	OH	Branch 46
Mayes, Sean	OH	Branch 29
Paige, Lillie	OH	Branch 46
Lahmann, Joseph	OR	Branch 276
Skjelstad, Aric	OR	Branch 276
Adams, Jeanine	PA	Branch 20
Bartko, Susan	PA	Branch 20
Gill, Kathy	PA	Branch 50
Keefe, Laura	PA	Branch 112
Bowen, Randy	TN	Branch 97
Brooks, Lamarcus	TN	Branch 41
Cattron, Patricia	TN	Branch 555
Shelburne, Sarah	TN	Branch 32
Clark Jr., Bobby	TX	Branch 124
Davis, Pamela	TX	Branch 122
Lomba, John	TX	Branch 103
Longoria, Richard	TX	Branch 229
Mitchell, Annie	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Hubbard, Jim	VA	Branch 22
Jacobs, Charles	VA	Branch 132
Gruetzmacher, Bjoern	WA	Branch 61
Krogh, Charlie	WA	Branch 31
Taylor, Georgia	WA	Branch 31
Simmons, Brandi	WI	Branch 213
McComas, Christina	WV	Branch 212

#### Chairman's Club (\$250-\$499.99)

Carson, John	AL	Branch 901
Studdard, Dwight	AL	Branch 45
Aceves, John	AZ	Branch 376
Kiszcak, Sharon	AZ	Branch 246
Blythe, Stephanie	CA	Branch 127
Brown, Carl	CA	Branch 94
Butts, Kevin	CA	Branch 466
Cruz, Cheryl	CA	Branch 497
Danzy, Marsha	CA	Branch 197
Florentin, Diana	CA	Branch 244
Francisco, Daryel	CA	Branch 159
Gavin, Angela	CA	Branch 159
Gishi, Sharon	CA	Branch 94
Jackson-Kelley, Patricia	CA	Branch 39
Maginnis, Gary	CA	Branch 466
Randle, Carol	CA	Branch 39
Thomas, Linda	CA	Branch 88
Thompson, Carolyn	CA	Branch 88
Williams, Alma	CA	Branch 266
Wong, Tom	CA	Branch 127
Annon, Cynthia	CO	Branch 141
Bailey, Virgil	CO	Branch 561

# SPAC Must Comply With FEC Law

**By Bob Levi**

*Director of Legislative & Political Affairs*

For over 40 years, the Supervisors' Political Action Committee (SPAC) has provided essential political muscle to support NAPS' pro-postal, pro-EAS employees legislative agenda. SPAC enhances our visibility and helps elect members of Congress who are NAPS allies or will be allies once elected to the House or Senate. SPAC has raised and contributed millions of dollars to achieve these goals.

As SPAC begins its 41st year, it's important to be reminded of the legal requirements under which SPAC functions. SPAC, as well as all federally authorized political action committees, is regulated by the Federal Election Commission (FEC). NAPS Headquarters administers SPAC and maintains a webpage on the NAPS website with information and forms to ensure that SPAC remains in full compliance with relevant FEC rules.

For branch and state activities, SPAC has developed a new Group Receipt Form that better identifies SPAC contributors and enhances our ability to accurately account for SPAC receipts. This Group Receipt Form should be used at all branch and state

events involving SPAC fundraising.

In addition, all *SPAC contributors are required by law to file a separate SPAC Contribution Form*. This includes contributors who participate in auctions and raffles. Unidentified receipts associated with "pass-the-hat" collections or raffles cannot be credited to the branch/state. These funds must be associated with an individual SPAC contributor.

As a reminder, only Active, Associate or Auxiliary members may be solicited to contribute to SPAC. Contributions can be made online, through payroll or retirement deductions or by sending a check or money order to NAPS Headquarters. Cash donations will not be accepted.

Special instructions apply to 50/50 raffles conducted by branches or states. Branches and states crediting individual contributors who participate in a 50/50 raffle must record the individuals' names and the net amount of the SPAC contribution on the SPAC Contribution Form. For example, if Mary Smith contributes \$10 to a 50/50 raffle, only the \$5 sent to NAPS Headquarters may be credited toward a SPAC contribution because this is the amount NAPS reports to the FEC.

Please note: The 2019 Group Receipt Form requires SPAC chairs to reconcile the total amount sent to NAPS Headquarters with the individual SPAC Contribution Forms, so all funds must be associated with specific SPAC contributors. In sum, *the total SPAC funds sent to NAPS Headquarters must equal the total reported on the individual SPAC Contribution Forms*.

It's also important to remember that *SPAC contributions cannot be made with branch checks or branch funds*. In addition, do not combine cash contributions from multiple contributors in a personal check. The cash should be converted to a USPS Money Order and, as stated above, a separate SPAC Contribution Form must be completed for each contributor.

Timely reporting also is important. Consistent with FEC guidelines, SPAC-collected funds, along with the supporting 2019 SPAC Group Receipt and SPAC Contribution forms, must be sent to NAPS Headquarters within *seven days of collection*.

Thanks for your support of SPAC and assuring our reporting efforts to the FEC continue to comply with the law.

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

Cool Jr., Harold	CO	Branch 141
Love, Valerie	CO	Branch 65
Roll, Gary	CO	Branch 65
Collen, Helen	CT	Branch 3
Cox, Jacqueline	FL	Branch 93
Franco, Cheryl Ann	FL	Branch 296
Gold, Stanley	FL	Branch 146
Hoerner, Thomas	FL	Branch 420
Jones, Sammie	FL	Branch 405
King, David	FL	Branch 420

Long, Pamela	FL	Branch 577
Lopez, Ellen	FL	Branch 146
McPhee-Johnson, Tayloria	FL	Branch 146
Misiuk, Melanie	FL	Branch 321
Montalvo, Wilfred	FL	Branch 321
Pollard, Doug	FL	Branch 386
Terry-McCloud, Lancia	FL	Branch 386
Wommack, April	FL	Branch 386
Sims, Reginald	GA	Branch 82
Wooley, Josephine	GA	Branch 82

Alos, Kanani	HI	Branch 214
Iyoki, Wendy	HI	Branch 214
Parker, Laroma	HI	Branch 214
Brady, Derrick	IL	Branch 17
Cook, Carol	IL	Branch 14
Crowe, Brian	IL	Branch 14
Levernier, Catherine	IL	Branch 270
Matuszak, Kevin	IL	Branch 489
Wesley, Nancy	IL	Branch 493
Coleman-Scrugs, Toni	IN	Branch 171
Ewing, Larry	KS	Branch 52
Macias, Juan	KS	Branch 205
McIntyre, William	KS	Branch 458
Hale, Jenise	KY	Branch 1
Carter, Tonious	LA	Branch 421
Sevalia, Rosalind	LA	Branch 73
Cicccone, Alexander	MA	Branch 43
Berger, Ricky	MD	Branch 531
Gramblin, Reginald	MD	Branch 531
Jones, Marcia	MD	Branch 42
Bartlett, Bruce	ME	Branch 96
O'Neill, Shawn	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Burcar, Robert	MI	Branch 508
Byrum, Jimmy	MI	Branch 508
Hardin, Donald	MI	Branch 142
Hurless-Byrum, Ruth	MI	Branch 508
Ice, Marilyn	MI	Branch 23
Orloski, Rose	MI	Branch 508
Perkins, Ethel	MI	Branch 140
Pulinski, Leonard	MI	Branch 545
Schiller, Elizabeth	MI	Branch 268
Schneider, Irene	MI	Branch 508
Van Norman, Gerald	MI	Branch 130
Baker, Neil	MN	Branch 104
Burger, Lucille	MN	Branch 104
Kuiper, Bruce	MN	Branch 16
Moore, Olin	MN	Branch 16
Moore, Robert	MN	Branch 104
Vance, Julianne	MN	Branch 104
Vasquez Elms, Valerie	MN	Branch 16
Brown, Latasha	MO	Branch 131
Green, Bart	MO	Branch 36
Shumate, Melisande	MO	Branch 131
Turner, Linda	MS	Branch 199
Jackson, Abner	NC	Branch 299
McLaughlin, Deborah	NC	Branch 183
Robinson, Theresa	NC	Branch 299
Michaud, Russell	NH	Branch 932
Barrett, George	NJ	Branch 74

Dennis Jr., Edward	NJ	Branch 53
D'Martino, Pasquale	NJ	Branch 548
Scales-Bradley, Constance	NJ	Branch 53
Pixley, George	NV	Branch 249
Morrissey, Phyllis	NY	Branch 164
Lewis, Gillian	OH	Branch 2
Needham, Timothy	OH	Branch 133
Smith, Ronald	OH	Branch 46
McNulty, Linda	OR	Branch 66
Agliadian, Hans	PA	Branch 35
Benford, Debra	PA	Branch 50
Lehman, Jason	PA	Branch 554
Rodriguez, Jose	PR	Branch 216
Blakely, Kathy	TN	Branch 41
Mitchell, Denise	TN	Branch 41
Proctor, Kevin	TN	Branch 32
Hill, Earnest	TX	Branch 122
Jones, Charleen	TX	Branch 122
Lyons, Lisa	TX	Branch 428
Nettles, Mark	TX	Branch 9
Trevino, Barbara	TX	Branch 124
Gerber, Melissa	UT	Branch 139
Tresner, Kristen	UT	Branch 139
Archer, Sylvia	VA	Branch 98
Brown, Lorraine	VA	Branch 98
Cox, Lloyd	VA	Branch 526
Garrett, Donald	VA	Branch 98
Holley, Deborah	VA	Branch 526
Howe, Steven	WA	Branch 61
Ware, Michael	WA	Branch 61
Williams, Arthur	WA	Branch 61
Sederholm Marti, Susan	WI	Branch 72
Baldwin, Craig	WV	Branch 212

#### Supporter (\$100-\$249.99)

Brathwaite, Rafael	AL	Branch 45
Carter, Willie	AL	Branch 45
Frazier, Rickey	AL	Branch 399
Nash, Leon	AL	Branch 45
Norton, Charles	AL	Branch 208
Burton, Dawn	AZ	Branch 246
Luna, Juan	AZ	Branch 246
Booth, Samuel	CA	Branch 39
Bradley, Roxanne	CA	Branch 127
Buckley, Kent	CA	Branch 39
Dangerfield, Patricia	CA	Branch 88
Edwards, Michael	CA	Branch 373
Gray, Edna	CA	Branch 127
Gray, Glenn	CA	Branch 127
Hodges, Leticia	CA	Branch 39
Ingalls, Dianne	CA	Branch 77

Johnson, Deborah	CA	Branch 88
Johnson, Lois	CA	Branch 127
Jones, Marilyn	CA	Branch 39
Lee, Shirley	CA	Branch 39
Martin, Robert	CA	Branch 127
Merrill, Robin	CA	Branch 497
Moore Tucker, Carolyn	CA	Branch 301
Murillo, Mariel	CA	Branch 466
Odell, Heather	CA	Branch 159
Patterson, Charles	CA	Branch 497
Rahming, Karyn	CA	Branch 77
Rascati, Wayne	CA	Branch 244
Simpao, Sally	CA	Branch 88
Walker, Robin	CA	Branch 39
Flaherty, Donna	CO	Branch 65
McNair, Timothy	CO	Branch 584
Summerfield, John	CO	Branch 65
Austin, William	CT	Branch 47
Bush, Ruth	CT	Branch 5
Collins, Lori	CT	Branch 3
Perkins, Marcia	CT	Branch 3
Siering Jr., Donald	CT	Branch 47
Wright, Denis	CT	Branch 3
Diamond, Dessie	DC	Branch 135
Evans-Atkins, Deborah	DC	Branch 135
Spence, Sharon	DC	Branch 135
Walton, Carl	DC	Branch 135
Andres, Heidi	FL	Branch 386
Batastini, Kenneth	FL	Branch 478
Bivins, Rosena	FL	Branch 296
Brady, Catherine	FL	Branch 420
Britt, Brian	FL	Branch 156
Brock, Tammy	FL	Branch 81
Brown, Wendy	FL	Branch 146
Calhoun, Clothelia	FL	Branch 354
Caruso, Karen	FL	Branch 154
Chiocchi, Lynne	FL	Branch 420
De La Torre, Rita	FL	Branch 146
Delucia, Keith	FL	Branch 386
Foreman, Charles	FL	Branch 146
Fulcher, Sandra	FL	Branch 146
Gonzalez-Marino, Ilia	FL	Branch 146
Guyton, Patricia	FL	Branch 146
Haumann, Craig	FL	Branch 81
Hinson, James	FL	Branch 353
Jimenez, Edilia	FL	Branch 146
Johnson, Conrad	FL	Branch 81
Jones, Patricia	FL	Branch 425
Lopez, Victor	FL	Branch 146
Lowrey, Robert	FL	Branch 154
Lozano, Armando	FL	Branch 321

## Exciting Changes to 2020 LTS SPAC Reception

To All Our SPAC Contributors:

Since 2015, we have seen positive growth in the number of contributors and contribution levels to our NAPS Supervisors' Political Action Committee (SPAC). Your commitment to support our grassroots efforts is the lifeblood of our NAPS legislative agenda. As such, we want to continue building on this positive trend to strengthen our association's political clout on Capitol Hill.

At the 2020 Legislative Training Seminar, scheduled for March 8-11, we will be enhancing our SPAC reception. First, proposed SPAC changes will be a catalyst for new SPAC achievement levels being considered. Second, admittance to the 2020 SPAC reception will be for all members who have reached the VP Elite (\$750) and Ultimate (\$1,000) levels for SPAC donations from the previous calendar year. Third, the LTS SPAC reception will be a higher-tier event to express our appreciation for your tremendous support.

We thank you for all you do to make SPAC #1!

*NAPS Headquarters*

Malcolm, Kirk	FL	Branch 321
Meadors, Joan	FL	Branch 146
Melendez, Carlos	FL	Branch 386
Metcalfe, Thomas	FL	Branch 146
Munoz, Barbara	FL	Branch 146
Murphy, Michael	FL	Branch 146
Nolan, Patricia	FL	Branch 146
Rose, Nancy	FL	Branch 420
Scherle, Sonya	FL	Branch 154
Schulz, Mark	FL	Branch 577
Scott, Linda	FL	Branch 146
Scriven, Bernice	FL	Branch 146
Suarez, Eduardo	FL	Branch 146
Wittic, Eileen	FL	Branch 231
Finley, Roger	GA	Branch 595
Gomez, Robert	GA	Branch 125
Kindle, Delloria	GA	Branch 82
Erickson, Erling	HI	Branch 214
Williams, Ricky	IA	Branch 172
Anguiano, Efren	IL	Branch 34
Behrens, Elizabeth	IL	Branch 270
Crowe, Patricia	IL	Branch 14
Howard, Katie	IL	Branch 541

Mondie, Debra	IL	Branch 493
Nolan, Terrance	IL	Branch 220
Rendleman, Daniel	IL	Branch 255
Toles, Francee	IL	Branch 14
Walsh, John	IL	Branch 289
Derby, Karen	IN	Branch 169
Malone, Tammy	IN	Branch 8
Mosley, Monique	IN	Branch 8
Webb, Marcel	IN	Branch 8
Rogers, Katherine	KS	Branch 205
Waddell, Corey	KS	Branch 52
Noble, Sandra	KY	Branch 322
Smiley, David	KY	Branch 390
Atkins, Bonita	LA	Branch 209
Chambliss, Brenda	LA	Branch 170
Clarke, Shirley	LA	Branch 73
Hamilton, Larry	LA	Branch 209
Hampton, Annette	LA	Branch 73
Lastrapes, Ebony	LA	Branch 209
Laurendine, Kyle	LA	Branch 73
Minor, Sandra	LA	Branch 209
Anderson, Paul	MA	Branch 498
Dematteo, Michael	MA	Branch 43
Duffy, John	MA	Branch 43
Hayes, Phyllis	MA	Branch 43
Lewin, Kim	MA	Branch 118
Paz, John	MA	Branch 43
Ringie, Kevin	MA	Branch 102
Spirlet, Donald	MA	Branch 118
Brownfield, Patricia	MD	Branch 531
Campbell, Maxine	MD	Branch 42
Jones, Anthony	MD	Branch 531
Waddy, Eric	MD	Branch 403
Sadler, Amanda	ME	Branch 96
Sequeira, Jean	ME	Branch 96
Bohrer, George	MI	Branch 508
Bradley, Anthony	MI	Branch 142
Cogar, Laurie	MI	Branch 268
Feggins, Marguerite	MI	Branch 23
Glenn, Sandra	MI	Branch 140
Hughes, Carmen	MI	Branch 925
Lauinger, Robert	MI	Branch 140
McCarthy, Bernard	MI	Branch 23
O'Donnell, Daniel	MI	Branch 268
Roundtree, Wanda	MI	Branch 140
Smith, Lynette	MI	Branch 23
Smith, Theresa	MI	Branch 130
Spurlin, William	MI	Branch 268
Taylor, Deborah	MI	Branch 130
Tomaskovic, Joyce	MI	Branch 508
Yancy, Frederick	MI	Branch 508

Hellermann, Mark	MN	Branch 16
Nelson, Matthew	MN	Branch 104
Newcomb-Evans, Theresa	MN	Branch 926
Soukey, Louis	MN	Branch 104
Bye, Angie	MO	Branch 119
Bye, Kevin	MO	Branch 119
Marley, Carol	MO	Branch 131
Price-Booker, Virginia	MO	Branch 131
Warren, Anitra	MO	Branch 36
Hill, Mildred	MS	Branch 199
Kindsvatter, Leo	MT	Branch 929
Douglas, Karen	NC	Branch 183
Fields, Michael	NC	Branch 183
Gilbert, Jevonda	NC	Branch 183
Blanck Lovelace, Deborah	ND	Branch 937
Holland, Dana	ND	Branch 937
Leingang, Michael	ND	Branch 937
Lichtsinn, Cynthia	ND	Branch 937
Fletcher, Cindy	NE	Branch 10
Fuller, Tamyra	NE	Branch 64
Jahn, Shirley	NE	Branch 64
Ruggiero, Joseph	NH	Branch 932
Sarnie, Deborah	NH	Branch 932
Henkel, Tammy	NJ	Branch 287
Kofsky, Jonathan	NJ	Branch 568
Walker, Veronica	NJ	Branch 237
Wadsworth, Joel	NM	Branch 295
Andersen, Karen	NV	Branch 463
Jackson, Christian	NV	Branch 463
Duffy, James	NY	Branch 85
Hughes, Thomas	NY	Branch 100
Kennell, Donna	NY	Branch 11
Schirching, Christy	NY	Branch 27
Solomon, David	NY	Branch 100
Tu, Tu	NY	Branch 100
Vazquez, Frank	NY	Branch 110
Yuen, John	NY	Branch 100
Bennett, Kelley	OH	Branch 33
Kimbrough, Marcia	OH	Branch 46
Mates, Rodney	OH	Branch 33
Mates, Suzanne	OH	Branch 33
Sudberry, Norris	OH	Branch 46
Zamudio, Juan	OH	Branch 29
Fearrington, Melvin	OK	Branch 80
Thompson, Pleas	OK	Branch 174
Bednar, Margaret	PA	Branch 20
Ferguson, Donald	PA	Branch 48
Keen, Kevin	PA	Branch 35
Kolecki, Michele	PA	Branch 941
Mathes, Kevin	PA	Branch 355
Robinson, Andrea	PA	Branch 35



Smith, Diane	PA	Branch 20
Uber, Casei	PA	Branch 554
Giorgio, Victor	RI	Branch 105
Girard, David	RI	Branch 105
Keeling, Joanne	RI	Branch 105
Saccoccio, Michaela	RI	Branch 105
Moore, Delisa	SC	Branch 228
Butterfield, Linda	SD	Branch 946
Nation, Linda	SD	Branch 946
Olson, Chad	SD	Branch 946
Weber, Camron	SD	Branch 946
Barbee, Johnny	TN	Branch 41
Benjamin, Laquita	TN	Branch 41
Shropshire, Larry	TN	Branch 245
Austin, Beverly	TX	Branch 122
Barnes, Marilyn	TX	Branch 86
Davila, Anselmo	TX	Branch 122
Davis, Willie	TX	Branch 559
Hammock, Alessandra	TX	Branch 86
High, Gwendolyn	TX	Branch 86
Howard, Marsha	TX	Branch 9
Miller, Ovetta	TX	Branch 9
Richardson, Elizabeth	TX	Branch 86
Scott, Michael	TX	Branch 589
Slaughter, Donna	TX	Branch 229

Crosby, Patrick	UT	Branch 139
Fratto, Jeff	UT	Branch 139
Gerber, Stevan	UT	Branch 139
Jensen, Jill	UT	Branch 139
Beasley, Darryl	VA	Branch 526
Brandt, Junemarie	VA	Branch 526
Driscoll, Darcy	VA	Branch 526
Fordham, Francine	VA	Branch 98
Hartsel Jr., Robert	VA	Branch 22
Jackson, Alice	VA	Branch 526
Navarre, Arnold	VA	Branch 98
Ward, Charles	VA	Branch 132
White Jr., William	VA	Branch 526
Fields, Raymond	VT	Branch 235
Haslett, James	WA	Branch 31
Patterson, La Tanya	WA	Branch 61
Roberts, Charles	WA	Branch 31
Abrams, Darlene	WI	Branch 72
Boston, Vicki	WI	Branch 72
Canada, Pamela	WI	Branch 72
Helleckson, Randy	WI	Branch 213
Knepfel, Kim	WI	Branch 549
Maggioncalda, Sharon	WI	Branch 213
Sprewer, Victoria	WI	Branch 72
McEntee, John	WY	Branch 300

## Legislative Update

*Continued from page 24*

na (D-CA), Jimmy Gomez (D-CA), Michael Cloud (R-TX), Bob Gibbs (R-OH), Clay Higgins (R-LA) and Ralph Norman (R-SC). Senate committee freshmen include Mitt Romney (R-UT), Rick Scott (R-FL), Josh Hawley (R-MO), Kyrsten Sinema (D-AZ) and Jackie Rosen (D-NV). Committee dynamics create the possibility of a learning curve on postal issues that could delay prompt action on much-needed postal relief legislation.

Also complicating prompt consideration of postal legislation could be the four-month-old President's task force report and the reticence of formerly postal reform-supportive Republican members of Congress to endorse a postal measure not embraced by the President. Although such a measure has yet to be intro-

duced, NAPS members must continue to urge their representatives and senators to support meaningful and constructive postal legislation that contains the following key elements: Significant reduction in the unfair retiree health liability, accurate and sustainable postage rates, protection of the universal service obligation and authorization for innovative products and services. For this reason, this month's Legislative Training Seminar will take on added importance.

Finally, the Office of Management and Budget alerted Congress that, due to the government shutdown, the administration has delayed the submission of the President's Fiscal Year 2020 budget until March 11. We expect the budget will include many of the same ill-advised, anti-postal-employee pro-

posals that were included in last year's budget.

Those recommendations included increasing employee retirement contributions, changing the formula under which annuities are calculated and eliminating the Federal Employees Retirement System. We also will be watchful of attempts to include any of the proposals of the President's government reform plan or postal task force recommendations in the budget.

However, unlike in the prior two years, the House now has a Democratic majority with Rep. John Yarmouth (D-KY) as chairman of the House Budget Committee. Consequently, it is highly doubtful that the 2019 House Budget Resolution will include provisions harmful to active or retired NAPS members.

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

# 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 Versus the Wall

By **Reginald V. Gramblin**

**A** prominent topic among NAPS members is NPA—National Performance Assessment. For many, it does not have a positive connotation. I see similarities between the effort by President Trump to fund a border wall and NAPS pushing for a fairer compensation system. When you contemplate the likelihood of any resolution for either situation, there appears to be a common theme: “My way or the highway.” NAPS has hit a wall.

One party refuses to take the appropriate steps to rectify a problem that deserves a sense of urgency. Leadership deems that performance is of optimal importance for the betterment of the business. On the other hand, you have a party that exercises the philosophy of “do the right thing” for the betterment of the business. Keeping that in perspective, the “wall” emphatically refuses to pay its staff for what it says is a failure of allegiance to unreasonable demands.

While standing strong in denial, these actions have devastating ramifications in our association. If this were a boxing match, NAPS would have a standing eight count for being knocked unconscious—five years and counting. The wall is currently winning, but at the expense of mounting frustrations for NAPS members. It seems apparent no compromise will be forthcoming.

The antidote to this toxic working environment has to be adjudicated for the betterment of the business.

NAPS is using fact-finding as a means of battling the wall. With results pending, this process continues to be time-consuming—time that we don’t have. Our livelihood is at stake—not only our jobs, but for our families and our future.

Our mission as members is to stop the wall. Whatever it takes to get rid of NPA, you must get off the canvas and fight back like the champions

you claim to represent. This is our time to conquer this wall and deliver a TKO punch for the rights of our members to be paid accordingly for their services rendered to the USPS.

In his “I Have a Dream” speech, the great Martin Luther King Jr. said:



## Decision-Making 2019

By **John Aceves**

**I**t’s been awhile since you’ve heard from me, but an issue has been on my mind. Every day, managers, supervisors and postmasters are faced with decisions that will enable them to take advantage of the day’s productivity. At each opportunity, we need to be prepared to make the best decisions possible with the information and situations presented.

Some decisions are easier for EAS employees to make. Other decisions take a little longer because there may be fear the decisions will be the

“I am not unmindful that some of you have come here out of great trials and tribulations. ... Let us not wallow in the valley of despair. I say to you today, my friends, so even though we face the difficulties of today and tomorrow, I still have a dream.”

I challenge you as members of this proud organization to rise. Make our dreams a reality that all things can be created equal for the benefit of our people. Let us march forth with the gauntlet of justice raised high in our hands, ready to break down the wall.

**rgramblin@yahoo.com**

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

wrong ones for some senior manager’s autocratic, intimidating, abusive and micromanagement methods that will not allow us to make these decisions. Just like the title of the Willie Nelson song, “Always On My

Mind” says, retaliation based on a local decision may be on its way.

These decisions seem to be the ones that are agonizing for each of us. Either way, we need to be empowered to make those decisions. That is what we

are told, but that is not always allowed. The engagement process is preached as a tool for decision-mak-

*Continued on page 38*



# Listen Up!

Submitted by the USPS Employee Assistance Program

**W**e all know how important it is to be a good communicator; being a good listener is the first step to improving communication. So, what is listening? We listen to obtain information, to understand, for enjoyment and to learn.

Listening is the ability to accurately receive and interpret messages. Listening is key to all effective communication and, without the ability to listen effectively, messages easily are misunderstood. When this happens, communication breaks down and people can become frustrated or irritated.

Listening is not just important in our personal lives, but also at our place of employment. Many employers provide listening skills training for their employees. It has been shown that good listening skills can lead to better customer satisfaction, greater productivity with fewer mistakes and increased sharing of information that can lead to more creative and innovative work.

Listening is not the same as hearing. Hearing is a physical process that happens automatically when sounds enter your ears. Listening requires more than that; it requires focus and concentrated effort—mental and, sometimes, physical, as well. Good listeners pay attention not only to the story, but also to how it



is told, to body language and to voice. Your ability to listen effectively depends on the degree to which you perceive and understand these messages.

## Benefits of Being a Good Listener

Genuine listening helps build relationships, solve problems, ensure understanding, resolve conflicts and improve accuracy. At work, effective listening means fewer errors and less wasted time. At home, it helps develop resourceful, self-reliant kids who can solve their own problems. Listening builds friendships and careers.

By becoming a better listener, you:

- specifically focus on the messages being communicated, avoiding distractions and preconceptions,
- gain a full and accurate understanding of the speaker's point of view and ideas,

- have the ability to critically assess what is being said,
  - can observe the non-verbal signals accompanying what is being said, which enhances understanding,
  - show interest, concern and concentration,
  - encourage the speaker to communicate fully, openly and honestly,
  - often arrive at a shared and agreed-on understanding and acceptance of both sides' views and
- demonstrate respect and create an open, honest environment for communication.

## How Not Listening Can Get in the Way

Not being a good listener has its down sides. One common problem is that instead of listening closely to what someone is saying, we often get distracted after a sentence or two. Instead, we start to think about what we are going to say in reply or think about unrelated things. This means we do not fully listen to the rest of the speaker's message.

Instead of truly listening, we may find ourselves daydreaming or thinking about other things rather than focusing on what the speaker is saying. It can be more difficult to focus when somebody is speaking very quickly or very quietly or if what they are communicating is complicated or unfamiliar. We also

may get distracted by the speaker's personal appearance or by what someone else is saying that may sound more interesting.

Often when we are not truly attentive in listening, our lack of attention will be reflected in our body language. Lack of eye contact, posture or turning away from the speaker are signs you truly are not listening. Often the speaker will detect this and stop talking or they could become offended or upset. When someone feels they are not being listened to, they can get frustrated and may be less willing to engage in conversation in the future. Poor listening is a common problem in relationships, as well as in the workplace.

### How to Improve Listening Skills

Listening is not a passive process; we need to be actively engaged. Often our main concern while listening is to formulate ways to respond. This is not a function of listening. We should try to focus fully on what is being said and how it's being said in order to more fully understand the speaker.

Here are some tips for improving your listening skills:

- Face the speaker and maintain eye contact.
- Be attentive, but relaxed. You don't have to stare at the other person constantly; you can look away now and then and act normally. Pay attention. Try to screen out distractions such as background activity and noise. Try not to be distracted by your own thoughts, feelings or biases.
- Keep an open mind. Try to listen without judging the other person or mentally criticizing the things being said. Listen without jumping to conclusions. Don't interrupt or try to finish the other person's sentences.

- Listen to the words and try to picture what the speaker is saying. Concentrate on what is being said. If your thoughts start to wander, force yourself to refocus. Don't spend time planning what you will say next; you can't rehearse and listen at the same time. Think only about what the other person is saying.

- Try not to interrupt and don't impose your solutions. We all think and speak at different rates. If you are a quick thinker and talker, you may need to relax your pace for the slower, more thoughtful communicator or the person who has trouble expressing themselves. When listening to someone talk about a problem, refrain from suggesting solutions. If people want your advice, they will ask for it. The speaker may just need you to listen, which is the greatest gift you can give.

- When the speaker pauses, ask clarifying questions to ensure understanding.

- Try to feel what the speaker is feeling. When your facial expressions and words reflect what the speaker is feeling, you will achieve a deeper connection. Empathy is the heart and soul of good listening. Practice putting yourself in the other person's place and allow yourself to feel what they are feeling.

- Give the speaker regular feedback. Show that you understand where the speaker is coming from by reflecting the speaker's feelings. For example, "You must be thrilled!" "What a terrible ordeal for you." "I can see you are confused."

If the speaker's feelings are hidden or unclear, then occasionally paraphrase the content of the message. Or just nod and show your understanding through appropriate facial expressions—a smile, an occasional well-timed "hmm" or "uh-huh."

- Pay attention to what *isn't*

said—nonverbal cues. You can learn a lot about a person from the tone and cadence of their voice. You can detect enthusiasm, boredom or irritation from the expression around the eyes, mouth and shoulders.

- Summarize, summarize, summarize! Try to end conversations with a summary statement. In conversations that result in agreements about future obligations or activities, summarizing not only will ensure accurate follow-through, it will feel perfectly natural.

By summarizing what the speaker has communicated, it lets them know you listened and understood what they were trying to say. Also, if your summary is off-base, it provides an opportunity for the speaker to clarify.

Listening is one of the most important skills you can have. How well you listen has a major impact on your job effectiveness and the quality of your relationships with others. Clearly, listening is a skill from which we can all benefit by improving. By becoming a better listener, you can improve your productivity as well as your ability to influence, persuade and negotiate.

What's more, you'll avoid conflict and misunderstandings. Becoming a better listener requires making a conscious effort to hear not only the words another person is saying, but, more importantly, the complete message being communicated. It takes a lot of concentration and determination to be an active, engaged listener.

Old habits are hard to break. Your EAP program offers counseling and life coaching to help with communication skills and becoming a better listener. Feel free to contact the EAP at 1-800-EAP-4YOU (TTY: 877-492-7341) or [www.EAP4YOU.com](http://www.EAP4YOU.com) with any questions or for more information.

# Springtime Cleanup

By Rick Kindsvatter

hope by the time you read this article springtime has arrived in your area. People look forward to this time of year so they can clean up their facilities by removing all the effects of winter.

When computers first were introduced in the late 1980s for USPS Operations, I was told they would cut down on paperwork because records would be stored digitally. However, it sure seemed there was an increase in paperwork—not a reduction.

As manager of Post Office Operations, I found offices were storing documents and records not only beyond the retention period, but decades beyond. Storing these files was taking up considerable space and equipment in the facility that could have been used for other beneficial purposes.

The USPS has an electronic database—Electronic Records and Information Management System (eRIMS), which can be accessed on the intranet. The system provides a list of



the most widely held Postal Service forms and their retention periods.

A situation that remained with me during my career was when I was an acting Delivery supervisor in the mid-1980s. A financial unit of the Postal Inspection Service showed up at the postmaster's office to conduct a random audit of financial records. The postmaster arranged for the audit team to work with the window supervisor during the audit and invited me to be present during the exit meeting with the team.

Throughout the meeting, when the window supervisor was asked about certain entries on some forms, she replied, "That was performed prior to my promotion to the position and the form should have been disposed of as the retention period had expired." She made the same comment several more times when asked about an entry.

At the end of the exit meeting, the audit team leader remarked that the window supervisor was correct: The forms should have been disposed of as their retention periods

had expired. But because they still existed and were made available, they were "fair game." The window supervisor was directed to respond to the deficiencies in the form of an action plan on what was going to be done to prevent future occurrences.

From this experience, I learned to set aside a period of time, usually in the spring and then in the fall, to review records. If they had reached their retention period, I would have them disposed of in accordance with the instructions contained in the appendix of the *ELM, Handbook AS353*, "Guide to Privacy, the Freedom of Information Act, and Records Management," and eRIMS.

It's surprising how much more space and equipment you can gain, as well as how organized your facility is, when you take time to conduct a review of the retention period of records and documentation and then take the proper action.

[mtnaps929@outlook.com](mailto:mtnaps929@outlook.com)

*Rick Kindsvatter, president of Montana State Branch 929, retired as manager of Post Office Operations for the former Big Sky Customer Service District.*

## Decision-Making 2019

*Continued from page 35*

ing; teamwork, coaching and mentoring are components of the Lean Six Sigma process, as well. I must thank those senior leaders and postmasters who do this in their everyday interactions with their EAS teams.

Problem-solving and decision-making are successful when we use our best skills set to make an appropri-

ate decision. After all, when situations come before us that need a decision, we need to be able to assess and make a plan, then implement and monitor to evaluate the decision.

It is at times difficult, but, with the right senior leadership engaged with their cadre of managers, these decision-making difficulties can be very productive and rewarding for everyone—from top management to

the local management team. Just saying.

Until next time, stay healthy, increase membership and continue to be engaged with your local NAPS branch.

[napstheace@msn.com](mailto:napstheace@msn.com)

*John Aceves is Southern Arizona Branch 376 branch support assistant.*

# Notes

from the National Auxiliary

## A Forward March in Unison

By **Patricia Jackson-Kelley**  
President

**N**APS President Brian Wagner has chosen an inspiring 2019 Legislative Training Seminar (LTS) theme: "Pushing Forward." His forethought is overwhelmingly timely; considering recent events, it also is quite appropriate.

The recent, partial federal government shutdown and the Los Angeles Unified School District's teachers' strike come to mind. They allow me to fully embrace and support Brian's vision of addressing proposals that are negative to sustaining current "earned benefits."

This year's LTS is March 10-13. We will be returning to the beautiful Crystal Gateway Marriott in Arlington, VA. The registration fee is



\$225 if you register before Feb. 16; after that date, the fee is \$300. All registrations are to be completed online only.

Try and connect with your local legislative officials before your visit. Otherwise, coordinate your efforts with your local branch. As we prepare to present our issues to our elected policymakers, there is an increased urgency to do so during these times of uncertainty for the future of the Postal Service.

Before our visits to the Hill, we will be turning our attention to collecting SPAC contributions. Our goal is to increase SPAC contributions over last year's LTS. Under the leadership of Executive Vice President Ivan D. Butts, we are optimistic about reaching this goal.

Please remember that if you are not attending LTS, you still are required to submit your report. Also, please send a copy to Auxiliary Secretary/Treasurer Bonita Atkins. If you have had no activity, please submit that information, as well.

Stay focused and remain positive as we, too, are committed in our support of all efforts put forth by NAPS and the USPS in "Pushing Forward."

Peace and blessings.  
[geekell@aol.com](mailto:geekell@aol.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](mailto:latkins326@aol.com) or call (225) 933-9190 and forms will be mailed to you.

## National Auxiliary Executive Board

### National Officers

**Patricia Jackson-Kelley**

*President*

(323) 752-6252; [geekell@aol.com](mailto:geekell@aol.com)

**Laurie D. Butts**

*Executive Vice President*

(484) 988-0933; [laurie.d.butts@comcast.net](mailto:laurie.d.butts@comcast.net)

**Bonita R. Atkins**

*Secretary/Treasurer*

(225) 933-9190; [latkins326@aol.com](mailto:latkins326@aol.com)

### Regional Vice Presidents

**Rick Hall**

*Eastern Region*

(804) 621-3843; [rhall43247@ad.com](mailto:rhall43247@ad.com)

**Elly Soukey**

*Central Region*

(612) 715-3559; [elly@charter.net](mailto:elly@charter.net)

**Beverly Austin**

*Southern Region*

(832) 326-1330; [baroadrunner@att.net](mailto:baroadrunner@att.net)

**May Nazareno**

*Western Region*

(415) 312-5813; [mayumibarrion@gmail.com](mailto:mayumibarrion@gmail.com)

### Area Vice Presidents

**Elsie Vazquez**

*New York Area*

(718) 727-8652; [frankels58@hotmail.com](mailto:frankels58@hotmail.com)

**Cathy Towns**

*Mideast Area*

(732) 247-8811

**Skip Corley**

*Capitol-Atlantic Area*

(336) 908-1859; [skicor@ymail.com](mailto:skicor@ymail.com)

**Linda Rendleman**

*Illini Area*

(618) 893-4349; [danrendleman@gmail.com](mailto:danrendleman@gmail.com)

**Mary Caruso**

*MINK Area*

(402) 891-1310; [carusorj@aol.com](mailto:carusorj@aol.com)

**Jane Finley**

*Southeast Area*

(404) 403-3969; [mjfarms100@aol.com](mailto:mjfarms100@aol.com)

**Willie Carter**

*Central Gulf Area*

(205) 919-5645; [wewolf65@yahoo.com](mailto:wewolf65@yahoo.com)

**Felecia Hill**

*Texas Area*

(281) 880-9856; [fah91@sbcglobal.net](mailto:fah91@sbcglobal.net)

**Rebecca Turner**

*Pacific Area*

(323) 997-5651; [rebeccaturner52@att.net](mailto:rebeccaturner52@att.net)

*Region vacant: Northeast*

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

Your balance  
belongs with us  
at **zero percent.**



Save money by transferring your high-rate credit card balances to our Signature FCU Visa® card and receive 0% for 6 months on new balance transfers.\*

✓ No balance transfer fee

✓ No minimum finance charges

✓ Same great rate as purchases

The balance transfer promotion ends on March 31, 2019,  
so take advantage of this opportunity today!

Call Financial Services at  
(800) 336.0284 Ext 694


or

Visit us at [SignatureFCU.org/BalanceTransfer](https://SignatureFCU.org/BalanceTransfer)  
to complete your request online

**Signature Federal Credit Union**  
12 Herbert Street  
Alexandria, VA 22305  
(800) 336.0284

[cumail@signaturefcu.org](mailto:cumail@signaturefcu.org)  
[SignatureFCU.org](https://SignatureFCU.org)

FOLLOW US

   /SignatureFCU

\* This promotion is valid from 10/1/2018–03/31/2019. Introductory rate of 0% is for six months and will apply to balance transfer(s) amount only. After the introductory period, your regular APR of 7.99%–16.90% will be applied to the remaining balance, new purchases, and new balance transfers. Interest will begin charging on remaining balance at 6 months from the transaction date. Balance transfer(s) do not earn points or cash rebate(s). APR = Annual Percentage Rate.



Federally Insured  
by NCUA

Membership eligibility required.