

# the Postal Supervisor

November 2019

teous)  
just<sup>2</sup> /dʒʌst/,  
justice /'dʒʌstɪ  
ness, equitab  
of a cause.

## When Your Job Is on the Line,

NAPS' DDF Is There for You—  
*at No Charge*

page 3



*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

November 2019

## FEATURES

- 15** **September Consultative** *Obtaining reports of investigation, Customer 360 among items discussed.*
- 28** **Managing Stress Through Times of Change** *Even positive, planned and welcomed changes can be stressful. It's important to manage stress because it can have negative impact on our bodies.*

## RESIDENT OFFICERS

- 3** **DDF: No Deposit Required!** *Brian J. Wagner*
- 4** **Job Growth Lacking in Critical Field Positions** *Ivan D. Butts*
- 6** **Your Rights as a NAPS Member: A Refresher** *Chuck Mulidore*

## COLUMNS

- 21** **Legislative Update** *Bob Levi*
- 30** **The NAPS Postmaster** *Jimmy Salmon*

## DEPARTMENTS

- 7** **NAPS Training Calendar**
- 8** **NAPS of Note**
- 13** **Branch Application to Use NAPS Trademarks**
- 14** **Third-Party Application to Use NAPS Trademarks**
- 15** **Thrift Savings Plan** *September 2019*
- 16** **2020 NAPS National Convention Delegate Credential Form**
- 17** **2020 Self-Nomination National Committee Request Form**
- 18** **Views from the Vice Presidents** *Marilyn Walton*
- 20** **Louis M. Atkins Presidential Student Scholarships**
- 24** **2019 SPAC Contributors**
- 25** **SPAC Scoreboard**
- 31** **Notes from the National Auxiliary** *Willie Carter*

# DDF: No Deposit Required!

It's important that NAPS members are educated about the benefits of our Disciplinary Defense Fund (DDF), especially if they hear conflicting information when NAPS' DDF is compared to similar postal employee defense programs. I do not want members' heads to spin when false information is being spun about NAPS' DDF. We want members to have the facts; here's the scoop!



**Brian J. Wagner**  
President

One of the greatest benefits of NAPS membership is our excellent DDF program, which has been in existence for over 30 years. The DDF is a valued member benefit funded through active members' dues. Specifically, according to NAPS' *Constitution and Bylaws*, Article XIII, Dues and Assessments, Section 7, \$13 of each active member's annual per capita shall be set aside for the DDF, to be administered by the Executive Board. Basically, NAPS' DDF is fully funded.

Qualifying for the DDF is explained in Article IX, Section 2, of the *NAPS Bylaws*. In part, Section 2 reads: "(a) the active member must have signed an application for NAPS membership sixty (60) days from the effective date of promotion from the craft," or "(b) the active member must have been a NAPS member no fewer than ninety (90) days prior to the charge being issued ..."

When a member's postal job is on the line, the last thing they need to worry or stress about is having to prepay monies to receive disciplinary defense representation. NAPS does not require any member to reach into their wallet or pocketbook to make a deposit of one penny, dime, dollar or thousands of dollars to receive the benefit of quality and qualified NAPS DDF representation.

As a dues-paying NAPS member, if you need the DDF more than once in your EAS postal career, there is no requirement for a member to prefund any of their DDF cases. For example, if a member has an adverse action and a debt collection case going on at the same time, the member is not required to make a financial deposit before qualified NAPS DDF representation is

provided. Thank goodness NAPS' DDF is free with membership.

Furthermore, NAPS Headquarters—not the member—pays for all travel expenses related to a member's DDF case. With prior approval, NAPS also will pay up to \$1,000 in evidentiary expenses an experienced DDF advocate may incur. These expenses cover an initial appeal to the Merit Systems Protection Board (MSPB) or a debt collection case.

In the past 25 years and thousands of DDF cases, NAPS members never have had to personally pay additional expenses above NAPS' established DDF threshold—a threshold only established to manage costs. Fortunately, NAPS advocates are excellent at member representation and keeping DDF costs down.

Because our DDF advocates do not breach NAPS' established threshold, we can continue our trend of ensuring members do not have to pay any additional funds to receive the professional and quality DDF representation already included in their membership. It deserves repeating: Dues from NAPS membership cover all DDF expenses. No prepayments, advance deposits, additional personal funds before, during or after a DDF case are required for a NAPS member to receive or continue to receive DDF representation to cover an initial MSPB or debt collection case.

Not only is NAPS' DDF available to qualifying active members, it's available to associate members, as well. That is what helps make NAPS' DDF the best postal management adverse action and debt collection representation program available to NAPS retirees and all eligible EAS employees: supervisors, managers, postmasters and other managerial personnel.

November is a month for thankfulness. I am thankful that NAPS has the best postal management disciplinary defense representation program in the country. I am thankful for all the benefits NAPS membership provides. I also am thankful to our military men and women and veterans who have given so much to protect our great country.

Finally, I am thankful to provide you this month's ice-cream-flavor recommendation: pumpkin spice latte! Happy Thanksgiving to all.

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



# Job Growth Lacking in Critical Field Positions

In preparing for this month's column, I read an advertisement from the Vx Group whose trademarked motto is "Growth Is Good." Vx believes that growth is driven by great vision, great programs and great people. The reason I was drawn to this company was a post on its website titled, "Five Reasons Why You Can't Cut Your Way to Profitability."



**Ivan D. Butts**  
Executive Vice President

The company asserted that, from a financial perspective, making cuts can be a good thing if they are part of a long-term growth strategy. But, making cuts to achieve short-term profitability is a huge mistake! The five reasons are as follows:

1. Random cuts can hamper long-term objectives.
2. More with less is a lie!
3. Expenses are not always expenses. Often, they are investments.
4. Research and development initiatives come to a halt.

5. There's a short in short-term for a reason.

Most certainly, not all of these five reasons fit into every Postal Service fiscal cut. However, in general, they suggest that cost-cutting efforts by the USPS could be more misguided than even I thought.

We recently have experienced the DUO process that helped the general deconstruction of mail service to America begin again. NAPS currently is assisting members navigate through the Supervisor, BMEU USPS RIF avoidance process. The *Huffington Post* has revealed that the Postal Service wants Congress to help it make significant cuts to employee benefits as part of a plan to balance the agency's books.

This would be accomplished by slashing an estimated \$18 billion of employee compensation over a decade by shaving paid leave, raising workers' share of pension contributions and shifting new employees into less-secure 401(k)-style retirement plans. We have seen enactment of POSTPlan and the closing of over 13,000 community post offices, as well as millions of dollars lost in the subsequent award by Arbitrator Goldberg.

## Positions that appear in 2019, but not 2015, include:

ASST SEC BOG & CNSLR	DIR DIV & TAL ACQ	DIRECTOR INNOVATION	MGR BUSI INTELLGNC	MGR DIGI COMM
AST TRSR CUST PYMT	DIR ENTRPRISE ACCTS	ERGONOMIST	MGR CAP INV BUS AN	MGR DIR GLOBAL BUS
HONOR PRG	DIR FLD STRAT CONT	EVP GENERAL COUNSEL	MGR CLIENT SRVCS	MGR DISABILITY PROG
BSA/AML CMLPNC OFC	DIR INTL TRAN NTWK	EX DIR APPLCTNS	MGR CNSMR ADVOCATE	MGR EEO COMPL/APPLS
BUS ANLYST LEAD	DIR INTRNTNL SALES	EXEC DIR EMP ENGMNT	MGR COM AIR NETWRK	MGR EEO PROGRAMS
CH PRV REC MGT OFC	DIR IT MGD SERVS	EXEC DIR GOVT REL	MGR COM PROD & SVC	MGR EMPLOYMENT PRG
CHF CNSL FED COMPL	DIR LEARNING & DEV	EXEC DIR PROD MGMT	MGR COMP PROD PRIC	MGR ENGAGEMENT PROG
CHF CSL LGL POL LEG	DIR NATL BUSI ALLI	EXECUTIVE COACH	MGR CONT IMPR	MGR ENT DATA MGMT
CHIEF OF STAFF PMG	DIR NATL HUMAN RES	FINANCL ECONOMIST	MGR CONT MGMT	MGR ENV COM RSK MG
CHIEF CUST & MKT OFCR	DIR NATL PREPAREDN	GM BUS DVLPMNT A/P	MGR CONTACT CTR TECH	MGR EXTRNL REPRPNG
CLIENT SCVS CONSLT	DIR OF CORP COMM	IND HYGIENIST	MGR CONTRACT COMPLY	MGR FAC REAL EST
COMM APRSL ADMNSTR	DIR OPERATNS INTEGR	INFO SEC ARCHT SPEC	MGR CORP FIN REPTG	MGR FC CN CT MGT CN
CONTROLLER (AREA)	DIR OPS RES & CI	LABOR ECONOMIST	MGR CORP OUTSRC NTE	MGR FIELD COMMNCNTNS
DATA ANLYST PRINCPL	DIR ORG DESIGN	LEAN VL STREAM MGR	MGR CORP SUST INIT	MGR FIN PERFORMANCE
DATA ARCHITECT	DIR PROD MGMT MAIL	M EM COM & CON MGMT	MGR COST ATTRI	MGR FINANCE (CIO)
DEP CHF INF SEC OFF	DIR PROD MGMT SHIP	MASTER BLACK BELT	MGR COST SYS/ANLS	MGR FLD LABOR REL
DEPUTY GC (FIELD)	DIR SALES AREA (3)	MATH STATISTICIAN	MGR CST CTC TOO	MGR FLD POLCY & RPT
DGTL SOLUTION SPEC	DIR SMALL BUS ENGAG	MGR ACQ INV MGMT	MGR CUST INTG & SUPPT	MGR GOVT LIAISON
DIR ADV ANALYTICS	DIR STAMP SERVICES	MGR ALNC INTG SUPT	MGR CUST RET	MGR HR SYS & TECH SOL
DIR BUS CST INTELL	DIR STRAT ACCTS	MGR BRAND & POLICY	MGR CX DESIGN STRGY	MGR HUMAN RESOURCES
DIR CIO BUS SERV	DIR SURF TRNSP	MGR BUDGET	MGR CX MEAS & ANLYT	MGR IND EGMNT STRAT
DIR CITY DELIV OPER	DIR SYS INTEGRATION	MGR BUS ALNC REGNL	MGR DATA VISU	MGR INNOV PROD DEV
DIR CUST ACCT	DIREC CORP RPTING	MGR BUS PLNG ANLYS	MGR DELIV PROG SUPP	MGR INNOV PROD SOL

As the EAS employees charged with delivering America's mail, we have had to endure massive closures of processing plants, which has shrunk the USPS infrastructure to a level where it's unable to react to most routine mail fluctuations. After all these cuts and losses, we had implementation of the Operational Window Change (OWC) in January 2015. This process resulted in service declines from which the Postal Service has yet to recover.

There is some good news in the list of these years of postal struggle. During 2015 to 2019, the data reported by the Postal Service to the Feds Data Center, a service from FedSmith.com, show some job growth. This growth is by way of USPS Headquarters' Postal Career Executive Service (PCES) and Pay Band employees. The database lists these two categories as increasing over 300 positions.

I must make a disclaimer here that this data supplied by the USPS to FedSmith may not be 100 percent

accurate regarding new positions. I presume the information being provided by the USPS is based on current employees on the rolls and does not include vacant positions.

So, taking this point into account, there may have been 11 Pricing Economist positions at USPS Headquarters in 2015; eight of those positions were vacant. The same could be said for the 70 attorneys listed in 2019; 36 of those jobs were vacant when the USPS reported data to FedSmith in 2015. Or the 33 Purchasing and Supply Managerial specialists listed in 2019; 16 of those jobs were vacant when the USPS reported data to FedSmith in 2015. So, the data supplied by the USPS could have given me a skewed view.

This also could be the case for the numbers of positions that appear in 2019, but not 2015 (*see below*).

Someone mentioned to me a statement made by the late PMG Marvin Runyon that any job that did not touch the mail was a possible target for elimination. I thought

former PMG Pat Donahoe made that statement. Either way, it appears that USPS Headquarters Support positions continue to grow, while boots-on-the-ground leadership positions that impact the ability to keep America's mail moving are continually declining.

As I stated in my disclaimer, the positions listed below may not be new USPS Headquarters positions, such as the new vice president, Processing and Maintenance Operations, which was announced Aug. 22, 2019. However, it appears there is job growth at USPS Headquarters, while cutting the way to sustainability at the field level continues.

While NAPS applauds any subsequent EAS position that may be created in support of these PCES and Pay Band executive positions, looking at this data could lead someone to ask, "What is being sustained?"

In solidarity ...

**naps.ib@naps.org**

MGR IN-PLANT SUPPT	MGR MARKETING (AREA)	MGR SCM STRATEGIES	MGR STRAT BUS PLAN	S DIR P&P/COS N SEC
MGR INSP SVC SOL	MGR OPER SUPPT AREA	MGR SELECTION PROG	MGR STRAT MGMT OFFC	SENIOR DIRECTOR
MGR INT PRD MJR ACC	MGR OPR SPL MTE CMC	MGR SLS EMPL DVLP	MNG CNSL EMPL & LAB	SR ETHICS COUNSEL
MGR INTER DIG COMM	MGR OPS IND ENG	MGR SM BUS SYSTEMS	MNG CNSL LEGAL STR	SR FINCL SYST SPEC
MGR INTGR & SUPPORT	MGR OPS RESEARCH	MGR STAMP DEVLPMNT	MNG CSL CORP POSTAL	SR LITIGATION CNSL
MGR INTL ACCT OPNS	MGR PCI COMPLIANCE	MGR STRA BUS FN PL	PERSONL PSYCH III	SR MGR OPS INTEG
MGR INTL PROC SVCS	MGR PERF/FLD OPS SP	MGR STRAT ACC OPS	PGM MGR SOX BUS ML	SR MGR ORG DESIGN
MGR INTPOL & BUSDEV	MGR PLNG INS ANLYTS	MGR STRAT COMM	PM PMNT TECH	SR PROC & PROP CSL
MGR INTRACTV DESIGN	MGR POL QUAL COMPL	MGR STRAT INT COMM	POSTMASTER (1)	SYS LC SR ENGINEER
MGR INVOICE MGMT	MGR PROD MGMT	MGR SVC PERF MEASMT	PRG MGR ACCT INTGTN	TMO PROGRAM LEAD
MGR IT CLNT SUP	MGR PROD SUPPORT	MGR TECH ACQTNS	PROG MGR (FACIL)	TREASURER
MGR IT MGD SERVS	MGR PROPERTY MGMT	MGR TECH ANLYS A&F	PROG MGR EXT RPTG	VP CHF INFO SEC OFC
MGR IT PORTFOLIO	MGR REAL ESTATE ACQ	MGR TECH INTG PRGMS	PROG MGR INFO SEC	VP CORPORATE/COMM
MGR IT PRT VIS SYS	MGR REG PRICE REV	MGR TECH MGT OFFICE	PROG MGR INFO TECH	VP CUSTOMER EXP
MGR IT SFTWR S/R EQ	MGR REG RPT&CST ANL	MGR TECH SOLUTIONS	PROG MGR INV MGMT	VP ENTRPS ANALYTICS
MGR LABOR RELA STR	MGR REPAIR & ALT	MGR TECH SOLUTN DEV	PROG MGR MAIL & PKG	VP MARKETING
MGR LEADER DEVELOP	MGR REQ TEST PLAN	MGR TRANS CONTR	PROG MGR RPW REPORT	VP ML ENT/PAY TECH
MGR LEARNING EVAL	MGR RETAIL PARTNRS	MGR TRANS SVCS CMC	PROG MGR SOX CTRLS	VP NETWK OPRS
MGR LOGISTICS	MGR REV & IND ANLYS	MGR VARIANCE PROGS	PROG MGR SVC PERF	VP NEW PRODT INNOV
MGR MAIL & PCKG INF	MGR REV AND VOL RPT	MGR VISIBILITY BUS	PROG MGR TECH ACQ	VP PRICING & COST
MGR MAIL INNOV	MGR REV ASSURANCE	MGR WRKF ANLY RSRCH	PROJ MGR (ENER ENG)	VP SUPPLY MGMT
MGR MAIL PCKG VISIB	MGR SALES OUTREACH	MGR WRKFC PLAN EVAL	REAL EST SPEC ASSET	
MGR MAIL PK INF SYS	MGR SALES PFM MGT	MGR REQS & QA	REG MGR CUST ACCTS	
MGR MAJ MAIL SUPT	MGR SALES SUPPT SER	MGR REV VOL FORECAST	RPA CONFIG SPEC	

# Your Rights as a NAPS Member: A Refresher

**T**homas Jefferson wrote, "... that knowledge is power, that knowledge is safety, and that knowledge is happiness." So, every now and again, I go back and refresh an article for publication in *The Postal Supervisor* that continues to be relevant or about which I have received many calls or inquiries.



**Chuck Mulidore**  
Secretary/Treasurer

In April, I discussed a couple issues about which we receive many calls at NAPS Headquarters. As I travel about the country, I continue to get questions regarding when a person can leave the union after promotion to EAS and what rights EAS employees have as NAPS members. They are important topics, so, here we go once more.

First up: How a promoted supervisor leaves the craft union once they become an EAS employee. This matter is governed by the *Employee and Labor Relations Manual* (ELM), Section 925.122(c), Special Circumstances:

"An employee whose documented position is not within a recognized bargaining unit (such as a supervisor), but who is having dues withheld for a labor organization that is recognized as a bargaining agent (see 923a), may voluntarily cancel the dues withholding authorization, effective the first full pay period after the request for cancellation is received at the HRSSC. The *PS Form 1188* should be annotated to reflect the employee's current job title and effective date."

In other words, once you have been promoted to a titled supervisory, EAS position, you may leave the union at any time, provided you note your current position title and effective date of your promotion on the *PS Form 1188* you would submit to the Shared Services Center (HRSSC) in Greensboro, NC.

Another issue about which

members contact us, unfortunately, is regarding members who work at USPS Headquarters or in a field position that reports to USPS Headquarters who are told they cannot be represented by NAPS or even join NAPS. We

are not sure why some individuals misrepresent the facts, but the truth of the matter is this: Any EAS employee—whether they work in the field, at Headquarters, a district or area—can join NAPS and be represented by NAPS in any disciplinary matter.

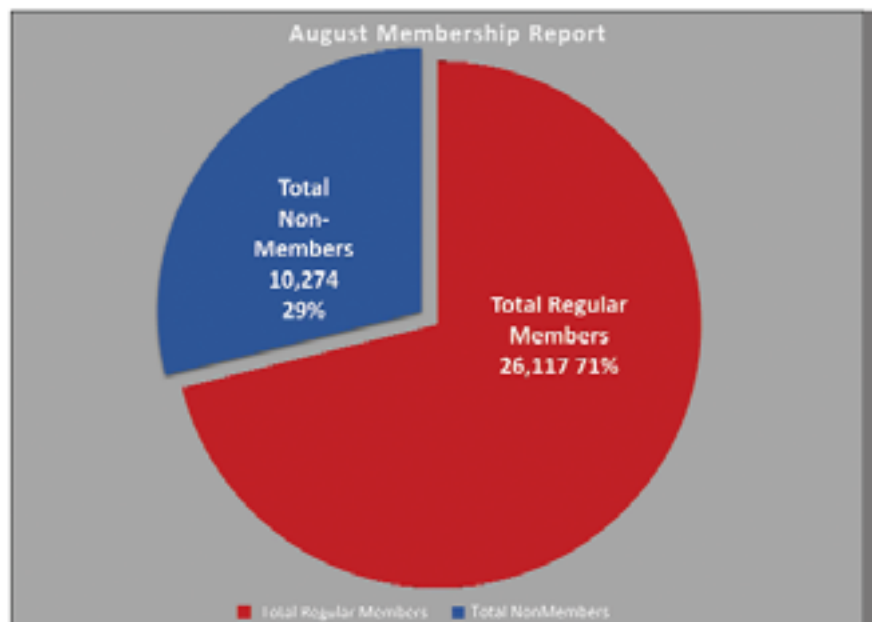
Such participation is governed by *ELM* Section 912.1, Right to Participation:

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

## The Postal Supervisor 2019 Production Schedule

Issue	Copy Deadline*	Mails
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.



or other appropriate authority.”

Also, *ELM* Section 912.2, Right to Membership:

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

The right to have NAPS represent members in matters that may become disciplinary in nature is governed by *ELM* Section 651.2, Representation:

“Subject to prohibitions regarding Executive and Administrative Schedule (EAS)/Craft representation, employees have free choice of representation. Representatives designated by employees, if postal employees and if otherwise in a duty status, are granted a reasonable amount of official time to respond to notices of proposed dis-

ciplinary action, to prepare for and represent the employee at a hearing held in accordance with 652.24, and/or to represent an employee who has appealed a letter of warning or emergency placement in a nonduty status in accordance with 652.4. Employees covered under these provisions may request representation during investigative questioning if the employee has a reasonable belief disciplinary action may ensue.”

There you have it! Once you are promoted to an EAS position, you can fill out *PS Form 1188* and leave the union. You also have the right to join and actively participate in NAPS, as well as be represented by NAPS in any matters that may be disciplinary in nature—no matter what your EAS role at the Postal Service.

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

## NAPS Training Calendar

### Eastern Region Cabinet Meeting

Jan. 16-19, 2020

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


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

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

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

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

## NAPS Member Percentage Report August 2019

Area	Total Regular Members	Total NonMembers	Membership % Change Since Last Month	Membership Percentage
Area 01 - New England Area	1,483	600		71%
Area 02 - New York Area	2,293	659		77%
Area 03 - Mideast Area	2,295	765		75%
Area 04 - Capitol Atlantic Area	2,892	956		75%
Area 05 - Pioneer Area	1,424	563		71%
Area 06 - Michiana Area	1,261	472		72%
Area 07 - Illini Area	1,122	461		70%
Area 08 - North Central Area	911	582		61%
Area 09 - Mink Area	1,178	675		63%
Area 10 - Southeast Area	2,188	899		70%
Area 11 - Central Gulf Area	788	400		66%
Area 12 - Cotton Belt Area	1,014	432		70%
Area 13 - Texas Area	1,800	697		72%
Area 14 - Northwest Area	1,140	388		74%
Area 15 - Rocky Mountain Area	1,497	613		70%
Area 16 - Pacific Area	2,831	1,112		71%
<b>Report Totals</b>	<b>26,117</b>	<b>10,274</b>		<b>71%</b>



**New Address for DDF Provider**

Effective Nov. 2, DDF Provider Al Lum's new address is:  
 Labor Relations Admin Group LLC  
 PO Box 25822  
 Brooklyn, NY 11202  
 (347) 880-1410 (cell)

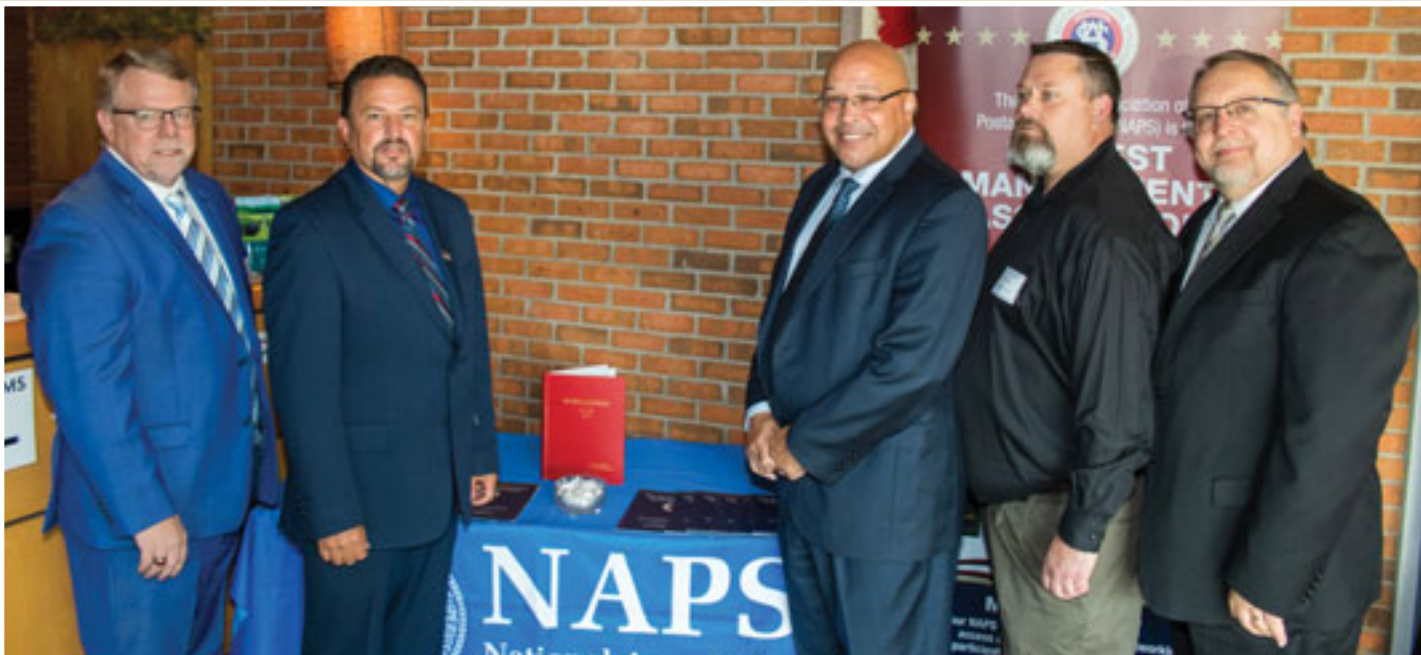


Executive Vice President Ivan D. Butts, Auxiliary Executive Vice President Laurie D. Butts and Director of Legislative & Political Affairs Bob Levi attended the swearing-in ceremony for new PRC Commissioners Ashley Poling (left) and Ann Fisher. They were sworn in by PRC Chairman Robert Taub.



The New Jersey State Board met Sept. 17. From left: Jose Santiago, Prescott Butler, Les Cohen, George Barrett, Russell Carmody, Roberta Hoag, NAPS Executive Vice President Ivan D. Butts, Gary Rutter, Sal Grasso and Jon Kofsky.

In late August, USPS Northland District held a Career Conference. From left: NAPS North Central Region Vice President Dan Mooney, USPS Western Area Vice President Greg Graves, Northland District Manager Tony Williams, Northland District Senior Plant Manager Roy Reynolds and NAPS St. Paul Branch 104 President Rob Moore.







Long Island Branch 202 President Tom Barone (second from left) held another successful Cigar Night that raised \$200 for SPAC.



South Jersey Branch 74 members with Rep. Donald Norcross (D-NJ), from left: Gary Rutter, George Barrett, Norcross and Gregg Walker.



Ann Konish, Rochester, NY, Branch 11 held its annual golf outing and clam bake at the Pinewood Country Club. NAPS President Brian Wagner updated members on PFP and NAPS' lawsuit. New York Area Vice President Jimmy Warden discussed SWCs and congratulated everyone on their efforts culminating in everyone in the Western New York District being in PFP box 4 or higher as of July.

From left: Ann Konish Branch 11 President Scott Englerth, NAPS President Brian Wagner, Branch 11 Vice President Tina Boyd-Baur, New York Area Vice President Jimmy Warden and Branch 11 Sergeant-at-Arms Spencer Jessmer.







Former Mideast Area Vice President Hans Aglidian (left) and Executive Vice President Ivan D. Butts (right) with Philadelphia Branch 35 Executive Board at their monthly meeting.

Westchester, NY, Branch 336 held its annual member appreciation meeting on Saturday, Sept. 14, on the *Riptide III* party boat, which docks at City Island, NY. Members enjoyed a 4 1/2-hour cruise down the East River where they viewed the New York skyline and city lights. Branch 336 President Linda Morgan-Glover and New York Area Vice President Jimmy Warden updated members on the NAPS lawsuit, SWCs and recent meetings with successful outcomes with the Westchester District regarding redundant reports, emails and telecons. Members enjoyed dancing on the top deck, rocking to the sounds of DJ ROB.



Tayyibih Rampersaud (standing), one of Branch 336's legislative chairs, organized a 50/50 raffle to raise money for SPAC.

Branch 336 members enjoyed views of the Freedom Tower and the Statue of Liberty from the *Riptide III*.



## Tommy Roma Honored

On Sept. 22, a surprise celebration was held to honor Northeast Region Vice President Tommy Roma. A proclamation was presented by NAPS President Brian Wagner, Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore to Roma and Branch 68 members renaming the branch the Thomas Roma Brooklyn Branch 68. Roma has been a member of Branch 68 since 1974. Special thanks to Bronx Branch 459 President John Vincenzi, Brooklyn Branch 68 President Jamaal Muhammad, New York State Branch 935 Secretary/Treasurer Phyllis Morrissey, NAPS President Brian Wagner, New York Area Vice President Jimmy Warden and Cathy Roma for organizing this historic event.



From left: Cathy Roma, NAPS Secretary/Treasurer Chuck Mulidore, Executive Vice President Ivan D. Butts, Northeast Region Vice President Tommy Roma, New York Area Vice President Jimmy Warden and NAPS President Brian Wagner.



Branch 68 members received a charter officially renaming the branch the Thomas Roma Brooklyn Branch 68. From left: NAPS Executive Vice President Ivan D. Butts, Branch 68 Executive Vice President Adella Livingston, New York Area Vice President Jimmy Warden, Northeast Region Vice President Tommy Roma, Branch 68 Vice President of Plants Donna Russell and NAPS President Brian Wagner.



NAPS Executive Board members also were in attendance for the branch dedication and celebration. From left: New England Area Vice President Cy Dumas, Southern Region Vice President Tim Ford, Executive Vice President Ivan D. Butts, Western Region Vice President Marilyn Walton, Eastern Region Vice President Richard Green, Northwest Area Vice President Cindy McCracken, Northeast Region Vice President and Branch 68 honoree Tommy Roma, Central Region Vice President Craig Johnson, President Brian Wagner, Secretary/Treasurer Chuck Mulidore, Cotton Belt Area Vice President Shri Green, Southeast Area Vice President Bob Quinlan, Rocky Mountain Area Vice President Myrna Pashinski, New York Area Vice President Jimmy Warden and Mideast Area Vice President Tony Dallojacono.



Roma also celebrated his 80th birthday. Helping him blow out the candles was his grandson Marco.





Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore discussed EAS pay and *Title 39* with Rep. Brendan Boyle (D-PA), center, at a Sept. 23 fundraiser.



Matthew Runyon, manager, FEMA Region III, conducted a workshop for the collaboration of federal agencies to deal with emergency situations. Pittsburgh BMC Branch 554 member Darryl Williams said the event was successful in working with other local federal agencies on emergency situations everyone faces day to day. "The world is ever-changing," he said. "The worst feeling is not being prepared for unknown events that can occur."



From left: Tamara Ivosevic-Perconte, executive director, Pittsburgh Federal Executive Board; Darryl Williams, A/MDO Pittsburgh NDC and Branch 554 member; and Lauren Harkins, NDC plant manager.

## New NAPS Trademark Requirements

As you may know, NAPS went through the process to trademark our two logos: the traditional, historical logo and the sleek, modern logo. Now that the process is finally complete, following are guidance and instructions for use of the trademarked NAPS logos.

Please share the guidelines and instructions with other members in your area. These instructions also are posted on the NAPS website for our members and vendors. Our intent is not to charge members for use of the trademarked logos, but to have control over who is using the logos and for what purpose(s).

For vendors, we will review applications to use the logos. Similarly, NAPS seeks to know who is using the logos and for what commercial purposes. Determinations on whether to charge for use of the logos for business purposes will be made on a case-by-case basis.

For those vendors with whom we regularly have done business and who contribute to our various NAPS functions, we will not necessarily charge to use the NAPS logos. Again, our main purpose for trademarking the logos is to control who is using them and for what purpose(s).

Applications to use the NAPS logos, for members and vendors, must be sent to NAPS Headquarters for review.

# NAPS BRANCH APPLICATION TO USE TRADEMARKS OF NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

NAPS Branch \_\_\_\_\_ requests authorization to use the NAPS trademark, as signified below:

NAPS Historical Trademark – Certification Seal

NAPS Modern Trademark



The branch requests authorization to use the NAPS trademark(s) for the following purpose(s):

---

---

In applying for authorization, the aforementioned branch promises to use the signified trademark in accordance with all laws, rules and NAPS policies, including the following terms of use:

- The trademark shall be used in a professional manner.
- The trademark, including the NAPS Certification Seal, may not be altered, redrawn or reset typographically. Elements of the trademarks may not be separated, rearranged or altered in any way, and original height-to-width proportions (aspect ratios) must be maintained.
- NAPS reserves the right to license its trademarks for fees and royalties in connection with third-party sale of goods and services bearing the trademark.
- Use of the trademarks may not violate the rights of others or applicable law, and may not state or imply NAPS' endorsement of any business or organization without NAPS' specific consent.
- Upon request from NAPS Headquarters, the branch shall forward samples of use of the logos and graphics.
- Permission to use NAPS trademarks is revocable by NAPS.

\_\_\_\_\_  
NAPS Branch Name/Number

\_\_\_\_\_  
Date

\_\_\_\_\_  
Applicant on Behalf of Branch

\_\_\_\_\_  
Branch Position

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Address

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

\_\_\_\_\_  
Telephone

\_\_\_\_\_  
Email

---

The National Association of Postal Supervisors authorizes

to use the requested NAPS trademark(s) in accordance with all laws, rules and NAPS policies governing their use.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Title

\_\_\_\_\_  
Date

# THIRD-PARTY APPLICATION TO USE TRADEMARKS OF NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

\_\_\_\_\_ requests authorization to use the NAPS trademark, as signified below:

NAPS Historical Trademark – Certification Seal

NAPS Modern Trademark



Applicant requests authorization to use the NAPS trademark(s) for the following purpose(s):

\_\_\_\_\_  
\_\_\_\_\_

In applying for authorization, the applicant promises to use the signified trademark in accordance with all laws, rules and NAPS policies, including the following terms of use:

- The trademark shall be used in a professional manner.
- The trademark, including the NAPS Certification Seal, may not be altered, redrawn or reset typographically. Elements of the trademarks may not be separated, rearranged or altered in any way, and original height-to-width proportions (aspect ratios) must be maintained.
- NAPS reserves the right to license its trademarks for fees and royalties in connection with third-party sale of goods and services bearing the trademark.
- Use of the trademarks may not violate the rights of others or applicable law, and may not state or imply NAPS' endorsement of any business or organization without NAPS' specific consent.
- Upon request from NAPS Headquarters, the third party shall forward samples of use of the logos and graphics.
- Permission to use NAPS trademarks is revocable by NAPS.

\_\_\_\_\_  
Name of Individual or Company

\_\_\_\_\_  
Date

\_\_\_\_\_  
Representative on Behalf of Company

\_\_\_\_\_  
Position

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Address

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

\_\_\_\_\_  
Telephone

\_\_\_\_\_  
Email

The National Association of Postal Supervisors authorizes

\_\_\_\_\_ to use the requested NAPS trademark(s) in accordance with all laws, rules and NAPS policies governing their use.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Title

\_\_\_\_\_  
Date



# Obtaining Reports of Investigation, Customer 360 Among Items Discussed

**P**resident Brian Wagner, Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore attended the September consultative meeting. 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.

NAPS incorrectly noted that the March 2019 consultative report marked the end of the resolutions delegates at the 2018 National Convention passed with the expressed desire for inclusion in the monthly consultative process as defined by 39 U.S. Code § 1004(c)(1). Following are the final two resolutions adopted at the 2018 National Convention:

**Resolution 63:** EAS detail assignments and/or special projects are to be no longer than 90 days per the calendar year. Detail assignments and/or special projects cannot run from one

calendar year into the next year, thereby causing an EAS employee to be out of their *PS Form 50* position for up to six consecutive months. No detail assignments and/or special projects are exempt from these guidelines, except an EAS employee holding a NAPS national officer position.

NAPS requested that, for any detail assignments and/or special projects that total more than 90 days in a calendar year, the USPS create a career, EAS-funded position to accommodate the vacancy. In addition, NAPS requested that the new position be created and posted no more than 60 days from the date the USPS is informed of the violation of the agreement.

NAPS also requested that the new EAS position be at a comparable level as other EAS employees doing the same duties and functions.

Joseph Bruce, director, National Human Resources (Headquarters), attended to respond to this agenda

item: *This resolution is not adopted. The guidelines for temporary assignments are established in "Handbook EL- 312," Section 716.12, Temporary Assignments to Nonbargaining Positions. These guidelines include higher-level approval of temporary assignments, next-higher-level approval of assignments in excess of 90 days and VP approval for assignments exceeding one year.*

*Temporary assignments often are made to occupied positions of an individual who is on an extended absence for an unknown duration that could exceed 90 calendar days. Temporary assignments also are used for employee developmental opportunities.*

**Resolution 65:** The Fleet Management function should be added as an individual unit in NPA. This would provide specific NPA targets directly related to Fleet Management, which represents a one-half billion-dollar budget managed by approximately 300 EAS employees.

NAPS contends the Fleet Management/VMF, having been restructured as a Headquarters function, has no direct control over the corporate goals used for NPA. NAPS requested that Fleet Management/VMF functions be returned to Field EAS NPA.

*Prior to establishing Fleet Management at Headquarters, NPA performance for EAS employees at the VMFs was measured based on the Manager, Operations Support (MOPS) scorecard. The MOPS scorecard was made up of corporate- and unit-performance indicators, such as deliveries per hour percent SPLY, percent DPS and other Function 2 and 4 indicators measured at the district. Budgets and per-*

## Thrift Savings Plan

Fund	G	F	C	S	I
<b>September 2019</b>	<b>0.14%</b>	<b>(0.54%)</b>	<b>1.87%</b>	<b>1.06%</b>	<b>2.87%</b>
<b>12-month</b>	<b>2.57%</b>	<b>10.32%</b>	<b>4.24%</b>	<b>(3.77%)</b>	<b>(0.94%)</b>

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

Fund	L Income	L 2020	L 2030	L 2040	L 2050
<b>September 2019</b>	<b>0.51%</b>	<b>0.63%</b>	<b>1.28%</b>	<b>1.50%</b>	<b>1.69%</b>
<b>12-month</b>	<b>3.02%</b>	<b>2.71%</b>	<b>2.54%</b>	<b>2.33%</b>	<b>2.04%</b>

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

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

formance of Fleet Management are not tied to district performance. This resolution should be developed further.

### Agenda Item #1

NAPS asked why it cannot get OIG reports of investigation (ROIs) in conjunction with proposed adverse action cases without using the Freedom of Information Act (FOIA). NAPS contends these reports are part of the documentation relied on as just cause for a USPS action and should be released without a request being made under the FOIA, as is done in cases involving the APWU, Mail Handler and Letter Carrier unions.

*Joseph Bruce responded: If the ROI issued by the OIG was relied on in proposing an adverse action, then that information should be provided to the employee or representative on request.*

### Agenda Item #2

NAPS noted that USPS attorneys are attending ELM 650 mediation

hearings with their computers. Also, the USPS attorneys are generating numerous pages of legal language instead of the standard documentation the mediator uses.

NAPS asked why USPS attorneys are being assigned and allowed to take part in the ELM 650 mediation process against EAS employees. Is this USPS attorney participation a new policy? If yes, NAPS contends the USPS did not consult with NAPS and afford it direct participation as outlined in 39 U.S. Code § 1004(b).

*The guidelines for mediation are developed and administered by the Federal Mediation and Conciliation Service. Participation by postal attorneys in administrative proceedings is not a new USPS policy.*

### Agenda Item #3

NAPS raised the issue of the Customer 360 program, saying it presumes this process is designed to replace the eCC process. NAPS asked


what steps are being taken by the USPS to address concerns of inadequate training, the lack of understanding of the screen prompts and poor workflow.

NAPS contends implementation of this process impacts the benefits of EAS employees and, therefore, entitles NAPS to “participate directly in the planning and development of pay policies and schedules, fringe benefit programs and other programs relating to supervisory and other managerial employees.” NAPS noted the USPS did not afford NAPS direct participation in the initial development of the Customer 360 program, as outlined in 39 U.S. Code § 1004(b).

Kelly Scott, Customer Experience Process Improvement analyst, and Rose Torres, program manager, Customer Policy and Engagement, provided a briefing on the Customer 360 initiative in response to this agenda item:

*The briefing deck was provided to*

*Continued on page 22*

<b>ORIGINAL:</b> Present at Convention Mail copy to: NAPS HQ 1727 King St STE 400 Alexandria VA 22314	<b>National Association of Postal Supervisors</b> <b>Delegate Credential</b>	
..... (Print or Type Delegate's Name)		
..... (Delegate's Home Street Address)		
..... (Delegate's Home City, State and Zip+1)		
<b>Check Here if First-Time Delegate</b> <input type="checkbox"/>	<b>USPS EIN #</b> .....	
is a certified member in good standing of .....		
	(Branch Number)	(Date)
and has been duly elected to represent that branch at the national convention of the National Association of Postal Supervisors.		
..... Printed Name Branch President or Designee    Branch #		
..... Signature of Branch President or Designee		

Confidential Information

Self-Nomination: National Convention Committee Request

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

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

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

Table with 2 columns: Committee Name and Positions. Rows include Assistant Secretaries (4 positions), Audit (10 positions), Balloting and Election (18 positions), Constitution & Bylaws (16 positions), and Credentials & Registration\* (21 positions).

Table with 2 columns: Committee Name and Positions. Rows include Postmaster (12 Positions), Resolutions (14 positions), Rules (6 positions), and Sergeant-at-Arms (18 Positions).

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

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

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

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

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

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

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

(Branch # listed on delegate credential)

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

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

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

Individual's Credential [ ] Enclosed [ ] Previously Submitted

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

NAPS HEADQUARTERS USE ONLY

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

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

Register online at www.naps.org. Do Not FAX or email request.

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

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





# Pacific Area Training Seminar

**By Marilyn Walton**

*Western Region Vice President*

**P**acific Area training was held recently at the Pala Hotel & Casino in Southern California. The event was sponsored by Pacific Area Vice President Chuck Lum and hosted by Al Navarro Branch 373 President Jim Isom and Long Beach Branch 698 President Lori Reed.

Seventeen California branches attended, as well as California State Board officers. Special guests were NAPS President Brian Wagner, former Rocky Mountain Area Vice President John Aceves and me.

USPS San Diego District Manager Jim Olson welcomed attendees to the San Diego District and thanked the EAS employees for the hard work they do. Los Angeles Postmaster Joe Zapata also brought greetings on behalf of the managers from the Los Angeles District.

Chuck and the host branch offi-

cers offered an array of informative presentations. Postal Inspector Patricia Mendoza addressed assaults, threats and aggressive incidents in the workplace. There also was training on workplace bullying, injury compensation, SWCs, how to handle employee grievances, nepotism and do's & don'ts in the workplace.



Information was provided on the Employee Assistance Program, as well as EEO information from a labor attorney.

There was a wealth of knowledge shared, including questions and answers. The Auxiliary

conducted a fundraiser that brought in over \$400 for SPAC.

We enjoyed two days of NAPS training, great conversations, information-sharing and tasty food. Chuck Lum and Branches 373 and 698 did a great job. Attendees had a lot of information to share back home with their members.

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



The recent Pacific Area Training Seminar offered valuable training for members to share with their home branches.

**STATEMENT OF OWNERSHIP, MANAGEMENT AND CIRCULATION**

1. Publication title: **The Postal Supervisor**. 2. Publication number: **0032-5384**. 3. Filing date: **Sept. 20, 2019**. 4. Issue frequency: **monthly, with a combined September/October issue**. 5. Number of issues printed annually: **11**. 6. Annual subscription price: **\$18**. 7. Complete mailing address of known office of publication: **NAPS, 1727 King St., Ste 400, Alexandria, VA 22314-2753**. 8. Complete mailing address of headquarters or general business office: **NAPS, 1727 King St., Ste 400, Alexandria, VA 22314-2753**. 9. Full names and complete mailing addresses of publisher, editor and managing editor: **Publisher—NAPS, 1727 King St., Ste 400, Alexandria, VA 22314-2753; Editor—Karen Young, PO Box 734, Front Royal, VA 22630-1600; managing editor—N/A**. 10. Owner: **National Association of Postal Supervisors, 1727 King St., Ste 400, Alexandria, VA 22314-2753**. 11. Known bondholders, mortgagees and other security holders owning or holding 1 percent of total amount of bonds, mortgages or other securities: **none**. 12. Tax status: **Has not changed during preceding 12 months**. 13. Publication title: **The Postal Supervisor**. 14. Issue date for circulation data below: **July 19, 2019**. 15. Extent and nature of circulation: **NAPS membership**. A. Total number of copies—Average number copies each issue during preceding 12 months: **25,225**; number copies of single issue published nearest to filing date: **25,133**. B. Paid circulation. B1. Mailed outside-county paid subscription stated on *PS Form 3541*—Average number copies each issue during preceding 12 months: **24,431**; number copies of single issue published nearest to filing date: **24,339**. B2. Mailed in-county subscriptions stated on *PS Form 3541*—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. B3. Paid distribution outside the mails including sales through dealers and carriers, street vendors, counter sales and other paid distribution outside USPS—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. B4. Paid distribution by other classes of mail through the USPS—average number copies each issue during preceding 12 months: **222**; number copies of single issue published nearest to filing date: **202**. C. Total paid distribution—average number copies each issue during preceding 12 months: **24,653**; number copies of single issue published nearest to filing date: **24,541**. D. Free or nominal rate distribution. D1. Free or nominal rate outside-county copies included on *PS Form 3541*—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. D2. Free or nominal rate in-county copies included on *PS Form 3541*—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. D3. Free or nominal rate copies mailed at other classes through the USPS—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. D4. Free or nominal rate distribution outside the mail—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. E. Total free or nominal rate distribution—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. F. Total distribution—average number copies each issue during preceding 12 months: **24,653**; number copies of single issue published nearest to filing date: **24,451**. G. Copies not distributed—average number copies each issue during preceding 12 months: **572**; number copies of single issue published nearest to filing date: **592**. H. Total—average number copies each issue during preceding 12 months: **25,1225**; number copies of single issue published nearest to filing date: **25,133**. I. Percent paid—average number copies each issue during preceding 12 months: **100%**; number copies of single issue nearest to filing date: **100%**. 16. Electronic Copy Circulation. A. Paid electronic copies—average number copies each issue during preceding 12 months: **0**; number copies of single issue published nearest to filing date: **0**. B. Total paid print copies + paid electronic copies—average number copies each issue during preceding 12 months: **24,653**; number copies of single issue published nearest to filing date: **24,451**. C. Total print distribution + paid electronic copies—average number copies each issue during preceding 12 months: **24,653**; number copies of single issue published nearest to filing date: **24,451**. D. Percent paid (both print and electronic copies)—average number copies each issue during preceding 12 months: **100%**; number copies of single issue nearest to filing date: **100%**. I certify that all information furnished on this form is true and complete. **Karen B. Young**, editor.

ALL AVAILABLE THROUGH EBUY 2 THROUGH MSC INDUSTRIAL

# Floor Care System



## Mega-Strip

Fast acting, low odor stripper that reliquifies old finishes without heavy scrubbing, and without discoloring.

Size	MSC #	PSN#
5 gal pail	64567357	7930160008490
5 gal cube	64567522	7930160008489
1 gal	64568009	7930160008491



## Magna Gloss 25

25% solids floor finish that does not require buffing to provide a "Wet Look" gloss and has excellent detergent resistance.

Size	MSC #	PSN#
5 gal pail	64567126	8030160008472
5 gal cube	64567209	8030160008471
1 gal	64567282	8030160008470



## Undercoat

Clear Sealer that protects floors with a sealing layer, eliminating floor absorption of the finish.

Size	MSC #	PSN#
5 gal pail	64568488	8030160008474
5 gal cube	64568637	8030160008475
1 gal	64568728	8030160008473



## Kwik Mop

Concentrated, neutral floor cleaner that dries quickly and does not have to be rinsed.

Size	MSC #	PSN#
5 gal pail	81632325	7930160008438
5 gal cube	81632424	7930160008435
1 gal	81632499	7930160008434



## Black Beauty II

Black Sealer that protects floors with a sealing layer, eliminating floor absorption of the finish.

Size	MSC #	PSN#
5 gal pail	81631889	8030160008467
5 gal cube	81631996	8030160008468
1 gal	81632085	8030160008469



## ShurFloor

Concentrated, neutral floor cleaner with the added power of enzymes. Eliminates slickness due to grease or oil, and keeps drains flowing freely in food service areas.

Size	MSC #	PSN#
5 gal pail	64568108	7930160008439
5 gal cube	64568306	7930160008438
1 gal	64568421	7930160008437



## Crete Seal 25

25% solids concrete sealer that provides an alkaline resistant and waterproof coating. For use on inside or outside concrete.

Size	MSC #	PSN#
5 gal pail	43884253	8030170005806
5 gal cube	43884238	8030170005805
1 gal	43884261	8030170005807



For more information on Detco products or to place an order please contact your MSC sales representative or visit [www.mscdirect.com](http://www.mscdirect.com)

Phil Morrison

Floor Care Specialist

800-282-2133

email: [phil@m-detco.com](mailto:phil@m-detco.com)

Cell: 501-697-5357



**National Association of Postal Supervisors**

# **Louis M. Atkins Presidential Student Scholarships**

**Deadline: Dec. 27, 2019**

**T**he **Louis M. Atkins  
Presidential Student  
Scholarships** are

awarded to honor former President Louis Atkins and other former NAPS presidents for their dedication to NAPS members and their families. These scholarships are sponsored solely by NAPS.



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

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

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

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

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

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

## Bob Levi

Director of Legislative & Political Affairs



Time flies when you're busy. It seems like only yesterday, but, last month, I passed my one-year anniversary serving NAPS members. I can't adequately express the apprecia-

a bit of fiscal stability. However, on Sept. 13, the U.S. Court of Appeals for the District of Columbia rejected the rationale for the increase by a 3-0 vote.

In part, the court found that the PRC failed to follow established rules of procedure and approved the rate increase with undue haste. One of the ar-

Also in September, the Universal Postal Union (UPU) approved a compromise proposal addressing the primary complaint by the United States regarding the current treaty that establishes postage for international inbound parcels. The UPU is a 145-year-old, 190-country postal association that sets policies for the carriage of international mail.

As a result of the compromise, the United States' representative to the UPU, U.S. State Department Director of the Office of Trade and Manufacturing Policy Peter Navarro, announced the U.S. would not leave the postal association. Such a departure would have disrupted international commerce and complicated the carriage of international mail.

Last year, President Trump warned that the U.S. would quit the UPU if the organization did not revise its process for setting "terminal dues." That is, the portion of postage a destination country may charge for processing and delivering mail. The current international agreement limited the destination country's ability to set that charge. The result of this limitation was that it was cheaper for a Chinese merchant to send a small parcel to the U.S. than it was for a U.S. merchant to send an item in our country.

In addition, the existing postal

## Court Rejects 5-Cent Increase for First-Class Letters

tion I have for the resident officers, Executive Board, branch officers, general membership and the Auxiliary for their guidance and enthusiasm for the association's legislative and political program.

Of course, support includes their generous contributions to the Supervisors' Political Action Committee (SPAC). However, an anniversary celebration is not necessarily in order. There is simply too much unfinished business.

Implementation of the bulk of this year's legislative priorities has been stonewalled by hyperpartisanship in the halls of the Capitol. Meaningful postal legislation has been stymied and the Postal Service still is short four members of its Board of Governors. Nevertheless, it is comforting that the board finally has a working quorum, which includes five presidentially nominated members. The Postal Regulatory Commission (PRC) has its full complement of five presidentially nominated commissioners.

Last year, the PRC approved the Postal Service's request for an increase of 5 cents on First-Class letters. This 55-cent rate was effective on Jan. 27. The rate increase was intended to bolster the agency's finances and provide

gued reasons for the 5-cent stamp increase was that the USPS needed to make stamp prices divisible by 5. The court did not find this reason persuasive. In addition, the court wrote in its decision: "The commission failed to provide an adequate explanation of the increase and, relatedly, failed to respond to public comments challenging the increase."

The PRC may appeal the ruling or it may revisit the rate approval to better explain its reasoning for the 5-cent increase. It's also possible that the PRC may reduce the rate increase or, just as likely, the Postal Service may integrate the rejected increase into its 2020 rate proposal to the PRC. The Postal Service usually submits its rate needs to the PRC in October.

Notwithstanding the Postal Service's rate request or if the commission decides to appeal the court ruling, the PRC likely will be more deliberate in its future regulatory actions and probably will provide an exhaustive explanation for its decisions. The immediate impact of the court's rejection is unclear because the Postal Service has yet to revert to a 50-cent First-Class stamp. In any case, the decision could mean a loss of much-needed revenue for the Postal Service.



Rep. Michael Bost (R-IL) joined Bob Levi for the Sept. 26 NAPS Chat podcast. Among topics discussed were developing congressional relationships and the recently concluded Universal Postal Union Congress. Go to [www.naps.org](http://www.naps.org) to listen.



treaty forced the USPS to subsidize the postage of such countries as China. According to the Postal Service, the present international postage regime costs the USPS \$300 million to \$500 million a year.

The United States' preferred remedy was to immediately implement a UPU policy to permit the destination country to "self-declare" postage for certain inbound international mail

from large-volume exporting countries. This proposal was defeated. However, the compromise would defer the ability of the U.S. to set its own terminal dues rates until July 2020. Other countries seeking to set their own rates could phase them in beginning in 2021.

PMG Megan Brennan thanked the president and Navarro for negotiating the modification of the UPU

policy. The bottom line is that the UPU agreement will provide more revenue to the Postal Service by increasing postage for inbound parcels. Interestingly, the major proponent of the new UPU agreement is UPS. Higher postage rates mean UPS fees for transporting international parcels become more competitive.

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

## Sept. 11 Consultative

*Continued from page 16*

NAPS Headquarters. Customer 360 (C360) is a web-based application designed to replace the eCustomer Care application (eCC). The complaint-handling process has not changed.

The C360 Headquarters Program Office created two web-based HERO training courses based on the user role (local post office operation and consumer and industry contact operation). The training was deployed in June 2019.

*The course consisted of six modules to introduce consumer and industry contact (C&IC) and local post office personnel to the new application.*

*The course educated learners on how to use C360 to collect customer data and manage customer inquiries from receipt all the way to resolution. In addition to the web-based training modules, there were classroom training sessions and daily/weekly webinars hosted by district ambassadors and power users. Headquarters hosted two Q&A sessions*

*in the first three weeks of national deployment.*

*Each area selected one power user to be trained as a subject matter expert (SME) by the Headquarters C360 Program Office. The area power users conducted four-hour (in-person/hands-on) training with the district ambassadors in Norman, OK, in June 2019. District ambassadors and C&IC users were advised to contact their area power users for support. Area power users also conducted daily/weekly webinars for additional support.*

*Each district selected one to three ambassadors to be trained as district SMEs. District ambassadors conducted two-hour (in-person) quality service request resolution training for Level-22-and-above local post offices. Some districts chose to train Level-18-and-above local post offices.*

*Local post office users were advised to contact their district ambassadors for support. District ambassadors also conducted daily/weekly webinars for additional support. The following C360 website was established for additional support for all users: <https://blue.usps.gov/caweb/c360.htm>*

*The C360 is not a program, but a web-based application. There is no change to the complaint-handling process. Multiple correspondence has been sent to NAPS since the first notification of C360 in June 2018. The Postal Service welcomes recommendations for enhancements.*



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

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

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

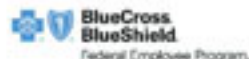
We look forward to increasing our presence on social media with this initiative. Like, follow, share!

Visit us at the  
**VIRTUAL BENEFITS FAIR**



**FEDERAL BENEFITS OPEN SEASON**  
**NOVEMBER 11 TO DECEMBER 9, 2019**

**VISIT THE VIRTUAL BENEFITS FAIR ANYTIME DURING OPEN SEASON. REGISTER AT [LTCFEDS.COM](http://LTCFEDS.COM)**



BENEFEDS is administered by Long Term Care Partners, LLC.



The Federal Long Term Care Insurance Program is sponsored by the U.S. Office of Personnel Management, insured by John Hancock Life & Health Insurance Company, and administered by Long Term Care Partners, LLC.

# 2019 SPAC Contributors



President's Ultimate SPAC (\$1,000+)		
Salmon, James	AZ	Branch 246
Boisvert, Michael	CA	Branch 159
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Franz, Kenneth	FL	Branch 146
Gilbert, Belinda	FL	Branch 425
Mullins, Kym	FL	Branch 81
Quinlan, Robert	FL	Branch 154
Sebastian, Gerald	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Wagner, Brian	IL	Branch 255
Winters, Michael	IL	Branch 255
Foley, Paul	MA	Branch 120
Griffin, Troy	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Getter, John	NC	Branch 183
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202
Gawron, Steven	NY	Branch 27
Gawron, Dennis	NY	Branch 27
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Butts, Ivan	PA	Branch 355
Aaron, Donna	TN	Branch 947
Austin, Jessie	TX	Branch 122
Green Jr., Richard	VA	Branch 98

## September Contributors

President's Ultimate SPAC (\$1,000+)		
Bruffett, Shawn	AZ	Branch 376
Meana, Frances	CA	Branch 159
Franz, Kenneth	FL	Branch 146
Mullins, Kym	FL	Branch 81
Wileman, Dotty	MD	Branch 923
Barone, Thomas	NY	Branch 202
Elizondo Jr., Jaime	TX	Branch 122

VP Elite (\$750)		
Campbell, Stephnia	CA	Branch 159
Douglas, Lisa	CT	Branch 5

Adams, Jeanine	PA	Branch 20
Croswell, Darnel	SC	Branch 225
Foster, Debra	TX	Branch 9
Mitchell, Annie	TX	Branch 124
Cox, Lloyd	VA	Branch 526
Mott III, George	VA	Branch 132

Secretary's Roundtable (\$500)		
Jones, Marilyn	CA	Branch 39
Trevena, April	CA	Branch 94
Lum, Laurie	HI	Branch 214
Harmon, Rosemary	KY	Branch 920
Krzycki Jr., Kenneth	MI	Branch 508
Trayer, Kevin	MI	Branch 142
Timothy, Pat	NJ	Branch 548

Chairman's Club (\$250)		
Hernandez, George	AZ	Branch 246
Luna, Juan	AZ	Branch 246
Booth, Samuel	CA	Branch 39
Jackson-Kelley, Patricia	CA	Branch 39
Prevulsky, Stephen	CA	Branch 244
Sims, Reginald	GA	Branch 82
Alos, Kanani	HI	Branch 214
Cook, Carol	IL	Branch 14
Dittmann, David	IL	Branch 489
Harris, Gregory	IL	Branch 369
Webb, Marcel	IN	Branch 8
Burcar, Robert	MI	Branch 508
Hurless-Byrum, Ruth	MI	Branch 508
Kuiper, Bruce	MN	Branch 16
Moore, Robert	MN	Branch 104
Edwards, Marilyn	MO	Branch 928
McLaughlin, Deborah	NC	Branch 183
Winters, Joseph	NC	Branch 177
Blakney, Robert	NY	Branch 336
Kopcash, Timothy	OH	Branch 133
Laster, Edward	OH	Branch 46
Smith, Ronald	OH	Branch 46
Garcia, Mario	TX	Branch 288

Supporter (\$100)		
Bognot, Clarissa	CA	Branch 244
Ingalls, Dianne	CA	Branch 77
Moore, Edward	CA	Branch 244



Derby, Karen	IN	Branch 169
Clarke, Shirley	LA	Branch 73
Lastrapes, Ebony	LA	Branch 209
Minor, Sandra	LA	Branch 209
Russell, John	MA	Branch 43
James, David	MN	Branch 16
Washington, Robert	MO	Branch 131
Solomon, David	NY	Branch 100
Saunders, Leslie	OH	Branch 33
Helleckson, Randy	WI	Branch 213

## June Contributors

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

Franz, Kenneth	FL	Branch 146
Quinlan, Robert	FL	Branch 154
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403

### VP Elite (\$750)

Salmon, James	AZ	Branch 246
Strickland, Ann	FL	Branch 146
Jacobs, Charles	VA	Branch 132

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

Campbell, Stephnia	CA	Branch 159
Douglas, Lisa	CT	Branch 5
McHugh, James	FL	Branch 386
Moreno, Luz	IL	Branch 489
Winters, Michael	IL	Branch 255
Rosario Jr., Arnold	ME	Branch 96
Hommerson Jr., David	MI	Branch 130
Mooney, Dan	MN	Branch 16
Dallojacono, Anthony	NJ	Branch 568
Yut, Rachele	OR	Branch 66
Croswell, Darnel	SC	Branch 225
Erickson, David	SD	Branch 946
Foster, Debra	TX	Branch 9
Butler, Phillip	VA	Branch 98
Edwards, Calvin	WA	Branch 31

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

Sutton, Catherine	CA	Branch 373
Donegan, Margie	CT	Branch 5
Moss, Donalda	DC	Branch 135
Garland, Angela	DE	Branch 909
Greene, Lisa	FL	Branch 406
Lopez, Ellen	FL	Branch 146
Hilliard, Ricky	IL	Branch 489
Pierce, Annette	IL	Branch 255
Mason Jr., Garland	MD	Branch 592

# SPAC Scoreboard

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

### National Aggregate:

\$191,042.95

### National Per Capita:

\$7.00

### Region Aggregate:

1. Southern	\$56,655.00
2. Western	\$40,437.60
3. Eastern	\$38,144.35
4. Central	\$28,542.50
5. Northeast	\$27,263.50

### Region Per Capita:

1. Southern	\$9.60
2. Western	\$6.96
3. Eastern	\$6.42
4. Central	\$6.12
5. Northeast	\$5.49

### Area Aggregate:

1. Southeast	\$37,311.00
2. Pacific	\$23,685.00
3. Capitol-Atlantic	\$22,595.05
4. New York	\$14,198.50
5. Mideast	\$13,440.50
6. Texas	\$10,679.50
7. New England	\$8,911.00
8. Illini	\$8,623.00
9. Michiana	\$8,583.50
10. Northwest	\$8,574.00
11. Rocky Mountain	\$8,178.60
12. North Central	\$6,766.00
13. Pioneer	\$6,262.80
14. Cotton Belt	\$4,863.00
15. MINK	\$4,570.00
16. Central Gulf	\$3,711.50

### Area Per Capita:

1. Southeast	\$16.29
2. Rocky Mountain	\$12.74
3. Pacific	\$12.00
4. New York	\$11.59
5. Michiana	\$10.37
6. Capitol-Atlantic	\$9.37
7. Illini	\$9.28
8. Pioneer	\$8.18
9. Texas	\$7.31
10. Mideast	\$4.86
11. New England	\$4.65
12. Northwest	\$4.30
13. North Central	\$3.93
14. Cotton Belt	\$3.54
15. Central Gulf	\$3.29
16. MINK	\$3.02

### State Aggregate:

1. Florida	\$34,653.50
2. California	\$21,635.00
3. New York	\$13,673.50
4. Texas	\$10,769.50
5. Illinois	\$8,623.00

### State Per Capita:

1. Florida	\$20.15
2. Maine	\$18.15
3. Hawaii	\$13.23
4. Maryland	\$12.14
5. South Dakota	\$11.77

## Drive for 5

### Members by Region:

1. Central	65
2. Southern	55
3. Eastern	54
4. Western	50
5. Northeast	38

### Aggregate by Region:

1. Southern	\$16,537.00
2. Central	\$15,744.50
3. Western	\$15,744.00
4. Eastern	\$14,894.85
5. Northeast	\$9,519.00

The winner of the 3rd Quarter "Drive for 5" raffle is Donna Aaron, Branch 947, Tennessee.

Hafford, Darrell	ME	Branch 96
Bodary, Joseph	MI	Branch 268
Bunch, Kenneth	MI	Branch 23
Schneider, Irene	MI	Branch 508
Vail-Rimer, Tamera	MN	Branch 16
Kindsvatter, Leo	MT	Branch 929
Belger, Michael	NC	Branch 183
Robinson, Theresa	NC	Branch 299
Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75
Burke, Terriann	NY	Branch 11
Hughes, Thomas	NY	Branch 100
Krempa, Keith	NY	Branch 27
Mayes, Sean	OH	Branch 29
Paige, Lillie	OH	Branch 46
Simpson, Pamela	OR	Branch 66
Bartko, Susan	PA	Branch 20
Benford, Debra	PA	Branch 50
Keefe, Laura	PA	Branch 112
Weber, Camron	SD	Branch 946
Bell, Andrew	TN	Branch 32
Bowen, Randy	TN	Branch 97
Shelburne, Sarah	TN	Branch 32
Austin, Beverly	TX	Branch 122

Clark Jr., Bobby	TX	Branch 124
Davis, Pamela	TX	Branch 122
Hill, Earnest	TX	Branch 122
Longoria, Richard	TX	Branch 229
Trevino, Manuel	TX	Branch 124
Hubbard, Jim	VA	Branch 22
Krogh, Charlie	WA	Branch 31
Simmons, Brandi	WI	Branch 213
McComas, Christina	WV	Branch 212

Supporter (\$100)		
Mannings, Judy	AL	Branch 45
Studdard, Dwight	AL	Branch 45
Aceves, John	AZ	Branch 376
Rosenberry, Dawn	AZ	Branch 376
Simpao, Sally	CA	Branch 88
Gonzalez-Marino, Ilia	FL	Branch 146
Hill, Otis	FL	Branch 146
Meadors, Joan	FL	Branch 146
Metcalfe, Thomas	FL	Branch 146
Munoz, Barbara	FL	Branch 146
Scriven, Bernice	FL	Branch 146
Springer, Theresa	FL	Branch 146

Continued on page 31

# 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.*



A photograph of a house with a satellite dish on the roof, partially submerged in floodwater. The house is surrounded by trees and a wooden deck is visible in the foreground. The water is murky and reaches up to the windows and the base of the house.

# Not Your Back Yard?

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

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

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

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





# Managing Stress Through Times of Change

Submitted by the USPS Employee Assistance Program

**H**ow many times have we heard, “The only constant in life is change?” Yet, many of us are caught off guard when a change event occurs. Human beings are creatures of habit; change brings about the need to grow, leave our previous comfort zones and do things differently.

We must learn new information, master new skills and navigate new processes and ways to adapt to change. Few of us welcome change because change usually is accompanied by stress. Many believe that unplanned changes or changes not in our control create stress. That’s not always the case, though.

It’s important to note that even positive, planned and welcomed changes can be stressful, such as the birth of a child, the purchase of a new home or car or even getting that promotion toward which you have been working. Why is it even important to manage stress? Because stress can have negative impact on our bodies.

According to Mental Health America, stress can cause emotional and physical reactions in the body:

#### **Emotional Reactions**

- Headaches
- Feelings of despair
- Lack of energy
- Nervousness
- Anger
- Irritability

#### **Mental Health Reactions**

- Panic attacks
- Anxiety
- Depression
- Post traumatic stress
- Impulse control issues
- Insomnia

#### **Physical Reactions**

- Rise in blood pressure
- High cholesterol
- Heart attack
- Weight gain
- Digestive issues
- Heartburn

Therefore, managing stress, whether by reducing overall stress or its impact on your life, can help protect

not only your physical and mental health, but also your happiness and your family’s happiness.

The first step toward stress management is acceptance. Accept that the process may be cumbersome and you may need help along the way. This is the time to take stock of your support system(s). A support system is defined as “a network of people who provide an individual with practical or emotional support.”

What does your support network look like? Who do you go to first for support? And, if that person or system is not available, where do you go next? Is there additional support you can add to your portfolio?

Some of the best ways to be prepared for changes, especially unwelcome ones, are to get back to the basics of self-care. Self-care involves being proactive about taking care of yourself; for example, making sure you get enough restful sleep. Some tips for restful sleep are to have a set sleeping schedule, make sure your bed is comfortable and limit television watching to end two hours before sleeping. Research indicates the blue light from screens disturbs sleep cycles, also known as circadian rhythms.

Another idea for self-care is to eat a well-balanced diet—one that typically includes fruits, vegetables, lean meats and protein and is tailored to your specific dietary needs and restrictions. Incorporating exercise also is a part of self-care. Physical activity helps release the effects of stress hormones that help balance your mood. According to the Mayo Clinic, “physical activity helps

bump up the production of your brain's feel-good neurotransmitters, called endorphins."

Choose an activity that you enjoy doing and make time for it a few times a week. Biking, walking, running, hiking, yoga, Pilates, Zumba, dancing, weight-lifting, swimming and more are great physical activities. Having a group activity in which to participate also may give you an additional support system of workout buddies. Self-care does not have to be complicated; simply taking breaks from your daily routine can work wonders.

Practicing mindfulness can help center your central nervous system. Sara Lazar and her team at Harvard found that mindfulness meditation can actually change the structure of the brain. Eight weeks of mindfulness-based stress reduction (MBSR) was found to increase cortical thickness in the hippocampus, which governs learning and memory and, in certain areas of the brain, plays roles in emotion regulation and self-referential processing. There was a decrease in brain cell volume in the amygdala, which is responsible for fear, anxiety and stress. These changes matched participants' self-reports of their decreased stress levels, indicating that meditation not only changes the brain, but it changes our subjective perception and feelings, as well.

Revisiting old extracurricular activities or developing new hobbies also can help reduce stress. Knitting, word finds, coloring, playing solo/group or digital games or binge watching a TV series or drama are some ideas for varied activities. Sometimes just

trying something new can help keep your mind off the mundane.

Planning an event, taking a vacation or doing activities with friends and family also can help provide self-care by reconnecting you with activities that are meaningful and engaging. Even a simple social media break can give you some time off to just relax. All these strategies help provide a "safety net" to catch you at times when you might become overwhelmed.

Spiritual activity has been known to help with grounding. According to the Mayo Clinic, "cultivating your spirituality may help uncover what's most meaningful in your life." By clarifying what's most important, you can focus less on the unimportant things and eliminate stress. For many, believing there is a greater power that is in control helps ease their burdens. That connection to a grander purpose can make you feel more connected to the world at large and help you build relationships and traditions that can provide support themselves.

In addition to self-care, taking a practical look at the issues related to change also can reduce stress. You always are in control of your reac-

tion(s) toward change events. Identifying over what you have power and control can help guide your vision for the blueprint with which you can break down and tackle different aspects of the change process.

There's an old saying, "How do you eat an elephant? One bite at a time." Breaking down the process and brainstorming the different stages or impact on your daily life can help determine what resources you will need to effectively adapt to the changes. Once you've determined the stages involved, create a rough timeline for implementation. Add room for future events or circumstances that cannot be predicted with certainty, then determine what actions would help ease each stage.

Also, think of how to delegate or even streamline some of the work in these different stages. Remember that, although perfection may be a desired ideal, keeping it simple and basic may, in the end, help you adjust to the changes. Know that it is okay to ask for help, assistance and guidance.

Remind yourself that change is constant. Although you may be dealing with changes and the related stress for a while, those circum-

stances, too, eventually will change. But, the routines, activities and support you develop and invest in to help you navigate through these changes will only strengthen your ability to adapt successfully.

Following are ideas to consider when talking with an employee assistance clinician:

- List things that cause stress and tension in your life.

- How does this

*Continued on page 31*



# NAPS Membership Offers So Much

By Jimmy Salmon

**H**ello, fellow postmasters. It's my turn to write this month's column; here we go!

I decided to use this space and opportunity to encourage all postmasters to get involved with NAPS—whether that involvement is at the local, regional or national level.

If you aren't already involved in your local branch, get involved. Attend a branch meeting or help the executive committee for your branch by running for a position. You also can help your branch by joining/creating a committee that deals with something specific, such as membership or representation.

Once you've done that, become active with your branch on a regional level. If there is regional training you can attend or help with, do that. And, after you've become actively involved at the local and regional

levels, consider helping on the national level, such as with the Legislative Training Seminar or the national convention. Our 2020 national convention will be Aug. 17-21 in Grapevine, TX.



## Networking

Some of the best opportunities I've been afforded have been to meet so many other USPS employees from all over the country. The ability to network with other NAPS

members is one of the best things about membership. It gives you that network/friend to whom you can turn when you have a question about something with which you need help.

You might be a new Level-18 postmaster who never has dealt with contract routes. Maybe you haven't done a lot with clerk operations in the past. Whatever the case, there is always someone to whom you can turn to ask a question or ask for help.

## Information

NAPS Headquarters puts an emphasis on keeping us informed. They have done that by being active on social media and communicating often with members. I received my most recent email from NAPS Headquarters the other day and was pleasantly surprised by the amount of information provided.

One of the new offerings I've enjoyed is the *NAPS Chat* podcast, which is posted almost every week. It's hosted by NAPS Director of Legislative & Political Affairs Bob Levi.

Guests often are one or more of NAPS' resident officers or a member of the Executive Board, as well as members of Congress. If you haven't taken the time to read these emails or listen to the podcasts, do so. I think you will enjoy them and appreciate the information.

## Membership

If you are a new postmaster, first, congratulations! But, secondly, I would ask that you stay a member of NAPS and, importantly, become an active, involved member. NAPS is here for us postmasters, as well as supervisors and other EAS employees.

## Lawsuit


If you didn't know it, NAPS has filed a lawsuit against the USPS. The suit deals mostly with getting our pay on a fairer level, commensurate with the work we do. But another aspect of the lawsuit is to allow NAPS the ability to represent postmasters in pay talks. It's a provision of *Title 39* that a postmaster organization—NAPS—can represent us in pay talks.

But the USPS doesn't recognize NAPS as an association that can consult on postmaster pay and benefit issues. NAPS is working to get that corrected and to represent postmasters in every way.

I hope you all have a wonderful and safe fall and holiday season. I also hope you all consider becoming an active—or more active—NAPS member.

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

*Jimmy Salmon is Arizona Jerome V. Blanton Branch 246 vice president and postmaster of Clarkdale.*

 **On the Move?**

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

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

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



## Take Care of Your Eyes!

By Willie Carter

Central Gulf Area Vice President

**C**lose your eyes, then look around. What do you see? Nothing! Where would we be without healthy eyes? Life surely would be much more difficult for the things we do daily, such as reading, watching television, maneuvering from place to place, and, most importantly, looking into the eyes of our loved ones. The joy and excitement of watching our children and grandchildren grow are priceless.



Okay, you get the point. So let's do something about it: Take care of your eyes! Get an annual eye exam. If an abnormality is found, take care of it before it progresses to something major.

I remember my mother telling me to eat those carrots to keep my eyes strong! I think that worked well. As we age, our eyes, just like the rest of our bodies, require more attention.

Adults over 50 have an increased

risk for age-related macular degeneration (AMD)—a progressive eye condition that damages the macula, the central area of the retina. Some of the symptoms of AMD include blurriness, distortion of images and loss of central vision. Don't ignore these signs.

The National Eye Institute estimates that one in five adults 65 and older will have AMD, which is the leading cause of blindness. AMD is more common than Alzheimer's. The warning signs often are hidden; many people don't realize they are at risk for losing their eyesight until it is too late.

The exact cause of AMD is unknown, but there are steps you can take to reduce the risk. These include not smoking, maintaining a healthy diet, exercising regularly and wearing UV-protection sunglasses. Although there is no cure for AMD, early diagnosis is key to preserving your vision.

Take care of your vision and get a yearly eye exam.

[wewolf65@yahoo.com](mailto:wewolf65@yahoo.com)

## Managing Stress Through Times of Change

Continued from page 29

stress and tension affect you, your family and your job?

- Can you identify the stress and tension in your life as short or long term?
- Do you have a support system of friends and family who will help you make positive changes?
- What are your biggest obstacles to reducing stress?
- What are you willing to change or give up for a less stressful and tension-filled life?
- What have you tried already that didn't work for you?

The USPS Employee Assistance Program (EAP) can help you create an environment at home and work to help make this process more manageable. You can customize EAP options to suit your individual needs. For example, you may choose telephonic or video counseling with an EAP clinician or text/Skype therapy through TalkSpace.

Maybe you already have a goal or two in mind and just need some life coaching. To explore more options of what services are available, contact the USPS EAP at 1-800-EAP-4YOU/ 1-800-327-4968, TTY 877-492-7341 or go to [www.EAP4YOU.com](http://www.EAP4YOU.com).

## SPAC Contributors

Continued from page 26

Suarez, Eduardo	FL	Branch 146
Laurendine, Kyle	LA	Branch 73
Sevalia, Rosalind	LA	Branch 73
Dematteo, Michael	MA	Branch 43
Glenn, Sandra	MI	Branch 140
Hughes, Carmen	MI	Branch 925
Orloski, Rose	MI	Branch 508
Roundtree, Wanda	MI	Branch 140
Secord, Denise	MI	Branch 152
Spurlin, William	MI	Branch 268
O'Donnell, Curt	MN	Branch 16
Warren, Anitra	MO	Branch 36
Charles, Rodney	NC	Branch 157

Douglas, Karen	NC	Branch 183
Jackson, Abner	NC	Branch 299
Pennix, Melinda	NC	Branch 157
Leingang, Michael	ND	Branch 937
Tu, Tu	NY	Branch 100
Keen, Kevin	PA	Branch 35
O'Donnell, Joseph	PA	Branch 20
Uber, Casei	PA	Branch 554
Conley, Robert	TX	Branch 9
Garcia, Mario	TX	Branch 288
Quintero, A. Reggie	TX	Branch 103
Walker, Regina	TX	Branch 122
Washington, A.J.	TX	Branch 589
Jensen, Jill	UT	Branch 139
Holley, Deborah	VA	Branch 526



Everyone in your post office is eligible to apply!

## Club Accounts - Saving with a goal in mind.

Start saving for your next convention, vacation, or holiday with a club account, and earn 0.10% APY\* higher than a standard savings account to help your money grow faster.

### Types of Club Accounts:

»	<b>Holiday Club</b> - Save all year long, so when the busy holiday season rolls around, you're not wondering how you're going to pay for everything.
»	<b>Vacation Club</b> - Save for your upcoming vacation to ease your worries of overspending while you're traveling.
»	<b>Convention Club</b> - Stay within budget when you save for your upcoming state or national convention.
»	<b>Name Your Own Club</b> - Need to save for home renovations? A wedding? A new car? Give this account any nickname you want to remind yourself what you're saving for.

### Make it automated:

Set up weekly, bi-weekly, semi-monthly or monthly automatic direct deposits to make your dreams a reality.

\*APY\*Annual Percentage Yield. Rates are set by the board of directors and may change without notice.

## Are you ready to get started?

Visit [SignatureFCU.org/ClubAccounts](http://SignatureFCU.org/ClubAccounts) to get rates and apply or contact our Membership Department at **(800) 336.0284 ext. 505** to get started today.

## Not a member of SFCU?

Open your account today at <http://bit.ly/signaturefcu-apply-now>

Signature Federal Credit Union  
(800) 336.0284 ext. 505  
membership@signaturefcu.org  
[SignatureFCU.org](http://SignatureFCU.org)



Federally insured by NCUA

FOLLOW US

/SignatureFCU

Membership eligibility required.

*Signature*  
FEDERAL CREDIT UNION

Everywhere You Are