

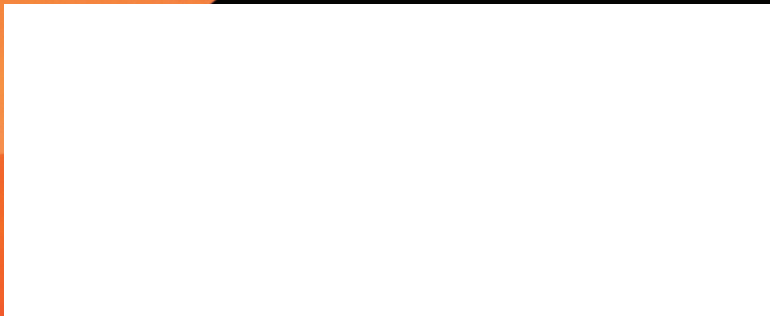
the Postal Supervisor

November 2022



**Thank You,
Veterans**

**Nov. 11 — Honoring All
Who Served**



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Objective

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

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

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

High-resolution photos may be e-mailed to 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.

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It's All About the Data

Hello, my NAPS brothers and sisters. I recently read a leadership message stating employee availability was in the high 80s. Now, such a statement should have been a settling message, affirming that the necessary resources are in place to ensure that supervisors, managers and postmasters successfully complete their task of delivering America's mail.

I am breaking from thoughts of speaking to this "boss" mentality to say thank you, EAS employees, for the great job you are doing in these crazy and challenging times in the Postal Service. You are proving to Americans that you are, indeed, the backbone of this agency.



Ivan D. Butts
President

You have been saddled with an on-boarding process that has proven to be nothing less than a disaster. Local services are vetting one person at a time, not allowing the direct manager to drive the

on-boarding process and turning a deaf ear to the calls from NAPS and the field for a better process.

We have heard stories from around the country of having to wait two months or more to get a position filled, only to receive an unqualified candidate and then having to start the process over. I recently heard a leader say that when she received her new hire CCA, the person reported to work using a walker. Maybe the person conducting the on-boarding process thought the walker would serve as a parcel carrier or satchel holder.

Levity aside, NAPS well knows this failed on-boarding process is a significant contributor to the staffing shortage. We also know these staffing shortages are, in some cases, leading to supervisors, managers and postmasters being mandated to deliver mail. This leads me back to a question regarding the statement I

quoted at the opening of this column. If employee availability is in the 80s, why are supervisors, managers and postmasters mandated to perform craft work in violation of the CBA?

So, it seems as if the employee availability data does *not* match what is happening with "boots on the ground." I am not surprised. Leadership has used flawed data for years to operate America's Postal Service. Let's look at this issue.

Who is accounting for and transferring the work-hours being used by EAS employees doing craft work from a supervisory function to a craft function? I believe that is what the Loan, Transfer and Training System (LTATS) is intended to do. The program allows you to manually enter a transfer of hours for current or previous pay periods and weeks to another Finance Number/Pay Location. LTATS only will transfer work and/or OT by Finance Number, Pay Location, Finance Unit, D/A and LDC.

What happens to a budget the following year that does not correctly transfer work-hours? What about doing that for five or 10 years? What happens when that is done with mail volumes being moved from facility to facility? The one thing that always holds true is "bad data in, bad data out."

In solidarity ...
naps.ib@naps.org

The Postal Supervisor 2022 Production Schedule

Issue	Copy Deadline*	Mails
DEC	OCT 25	NOV 22
JAN 23	NOV 28	DEC 22
FEB	JAN 4	JAN 31

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



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.

‘Won’t Get Fooled Again’

In 1971, Pete Townshend of “The Who” wrote a song about revolution, “Won’t Get Fooled Again.” Per the online platform Songfacts, in the first verse, there is an uprising. In the middle, those in power are overthrown, but, in the end, the new regime becomes just like the old regime.

In “Townshend: A Career Biography,” Pete explained that the song was antiestablishment, but that “revolu-

tion is not going to change anything in the long run and people are going to get hurt.” At this point, you probably are saying to yourself, “Chuck, I am not quite as ‘seasoned’ as you and I don’t know that song.”

Unless you are of a certain age, you may have no clue what I’m even talking about and likely are wondering, “Who is ‘The Who?’” Well, let’s just focus on the song, which basically tells us that we, the people, have been fooled before by our leaders, but

we won’t get fooled again by the new leaders, right?

Unfortunately, however, we often do get fooled again, which brings me to our current Postal Service leadership. Of course I was going to make that connection!

As EAS employees, we were told when the new regime took over that things would be different. The Postal Service—once postal reform legislation passed (which, in fact, it did, led by NAPS)—would be transformed, service would improve and EAS employees again would see better treatment and pay raises. A new era was on the horizon!

But, as the song tells us in one of the most iconic lyrics in rock ‘n’ roll, “Meet the new boss, same as the old boss.” Sadly, the promised transformation has turned into a rerun of previous events by old regimes, while a chorus of criticism of those regimes—led by a new boss and the very same leadership cronies who once worked for those old regimes—echoes out across the USPS. We were hopeful we wouldn’t get fooled again, but, unfortunately, we were.

Let’s look at some comparisons. Remember the old regimes’ POSTPlan, station and branch consolidations, mail processing AMPs, facility closures and district consolidations? In the third decade of the 21st century, we now have Sorting and Delivery Centers (S&DCs), whereby craft employees will relocate to large “super centers.” The consolidated post offices left behind, including their customers and EAS employees, face an uncertain future.

Do you remember the RIFs that EAS employees faced

in the old regimes? Well, what was the first thing the new regime instituted on taking office? Correct, it was an EAS RIF. Remember when the old regime downgraded service, specifically First-Class? Well, under the new regime, service again has been downgraded, placed on slower transportation (sorry, it’s called Logistics under the new regime), with increased costs.

Let’s see, higher cost for slower service? How do you get around that under the new regime? Well, you simply lower the bar so now, 92% service is considered on time, when it used to be 98%.

Remember how you were treated as an EAS employee under the old regime—discipline, threats, harassment? Well, that hasn’t changed under the new regime either, although we were promised it would. In fact, it probably has grown worse.

And who can forget the loss of pay under the old regime, which brought us Pay for Performance and slowly, over the years, took wealth from our pockets. Today, we still have PFP. But it now may be morphing into a process in HERO whereby your pay increase is based solely on your boss rating you from 1-5 (say what?), with the highest pay increase capped at 4%; lump-sum payouts are all the rage. How many of you really believe the Postal Service will allow an unlimited number of “box 5s?”

Best of all, though, in the slide presentation sent to Headquarters employees rolling out the process, the Postal Service admits that, under PFP, there is “no direct correlation of performance with pay.” Hello, NAPS has been telling them that for years!

So, the response from the new regime is to call it HERO, reduce your base pay increases and replace them with lump-sum payouts. It’s still taking away wealth, the same as it ever was. So much for transformation.

It looks to me more like a slow, creeping form of privatization that may take years to complete, but already is underway. You know what else it reminds me of? Yep, meet the new boss, same as the old boss. We hoped we wouldn’t get fooled again, but it appears we did. And, as Pete Townshend warned us, people get hurt in these revolutions or transformations.

As we roll into November, a special thank-you to our veterans, many of whom sacrificed all, so we can enjoy the benefits of liberty in this bastion of freedom called America. Thanks also to the many who walk that line today, protecting us so we can enjoy our Thanksgiving holiday with our families. God bless you and thank you.

naps.cm@naps.org



Chuck Mulidore
Executive Vice President

JOIN@NAPS.ORG

With the Thanksgiving season fast approaching, I want to thank our NAPS members for all they do—especially those who are branch officers. Thanks to your dedication and perseverance, NAPS continues to work for the betterment of its members.

And let's not forget everything for which we should be thankful, especially family, friends and health. Life

is short and, unfortunately, we sometimes realize it too late in life. Thank you for all you do!

I would like to recognize our members in Florida and Puerto Rico. Throughout Hurricane Ian, they displayed amazing dedication and commitment in keeping communication open to our customers. I hope your families are safe and you are able to return to your normal, daily lives. Thank you for all you did and continue to do.



Jimmy Warden
Secretary/Treasurer

November is the month we recognize our veterans; thank you for your service. I know my life would not be what it is if not for the courage, selflessness and perseverance of our current military and veterans. Thank you!

Now, on to membership. I am thankful for the fantastic job many of you are doing in recruiting new members. We have many super champions as you have seen in our “High-Five” Club. I know it has been a little frustrating lately as it has been taking some time to get *1187s* processed and new members onboard in the DCO. The extremely large volume of *1187s* set us back, but we are catching up.

In order to help process *1187s*, NAPS has established an email address solely dedicated to receiving *1187s*. The best process is for you to mail the original *1187s* to us; copies tend to fade when scanned. Please, *do not* send a photograph of an *1187*. Also, photocopies *cannot be submitted*. The *1187s* must be the original size: 8½ x 11 inches.

The new email address for sending *1187s* is join@naps.org. By using one, dedicated email address for *1187s*, we will be able to better track the forms; we receive numerous emails daily. Please note: Only *1187s* should be sent to this new email address.

A board memo has been sent with information and instructions regarding the new email address. I'm in-

cluding the memo here. Remember, increasing membership demonstrates leadership!

Stay safe and, again, thank you for all you do!

Board Memo 024-2022

NAPS Launches New Email Address for NAPS

Form 1187 Application Submissions

Executive Board:

As a best practice, we continue to encourage mailing original *Form 1187* applications to the NAPS Headquarters office address provided on the form. This should result in a suitable application copy. However, in order to provide multiple avenues for submissions, we are launching a new email submission option.

NAPS Headquarters has launched a new email address—join@naps.org—for electronically submitting new member *Form 1187* applications. To electronically submit a *Form 1187*, please *include the full name of the applicant in the subject line with the following format:*

SUBJECT: 1187—FIRST LAST NAME

Also, please include the name of the applicant in the body of the email, as well as your full name (the sender) and branch number. This is especially important when submitting multiple applications in one PDF attachment. Please include the names of all applicants in the body of the email.

Note: This email address only should be used to submit new member application *1187s*. For regular membership inquiries or to check on an applicant's status, respond to one of your DCO emails or contact naps.ec@naps.org. *Applications only* should be sent to join@naps.org from this point forward.

As a point of information and to avoid processing delays or return of applications, please ensure the following parameters are met:

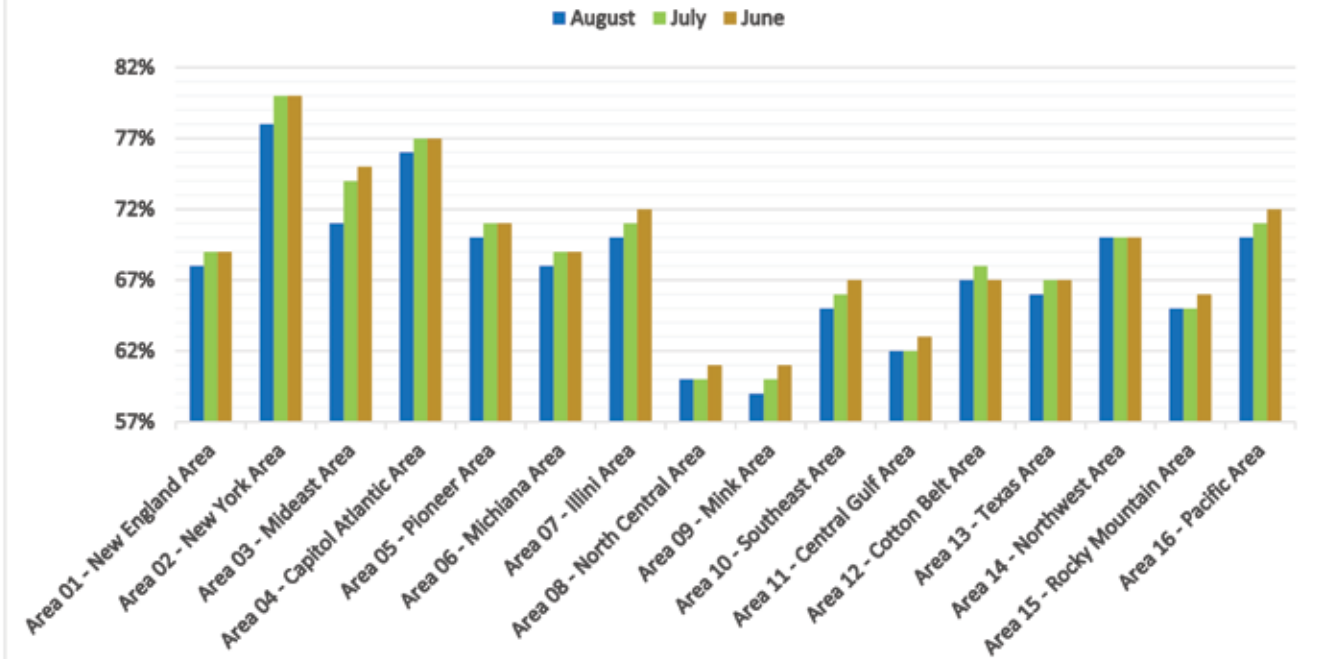
- Ensure all the required information is completed, including EIN, full SSN, Finance Number and employee signature.
- A clear, scanned copy that, when printed, could pass as the original, must be sent as an attachment to the email. A photocopy *cannot* be accepted. *The 1187 must be scanned.*
- A *dark, clear and legible* copy—with all portions readable, including the printed NAPS agreement clause (not just the handwritten portions)—is required.
- There can be no excess margins (white space) around the application, no portions of the title can be

Continued on page 10

National Association of Postal Supervisors Membership Report

August 2022

3 Month Member Percentage by Area



Regular Member Totals By Area	August 2022	July 2022	June 2022
Area			
Area 01 - New England Area	68%	69%	69%
Area 02 - New York Area	78%	80%	80%
Area 03 - Midwest Area	71%	74%	75%
Area 04 - Capitol Atlantic Area	76%	77%	77%
Area 05 - Pioneer Area	70%	71%	71%
Area 06 - Michiana Area	68%	69%	69%
Area 07 - Illini Area	70%	71%	72%
Area 08 - North Central Area	60%	60%	61%
Area 09 - Mink Area	59%	60%	61%
Area 10 - Southeast Area	65%	66%	67%
Area 11 - Central Gulf Area	62%	62%	63%
Area 12 - Cotton Belt Area	67%	68%	67%
Area 13 - Texas Area	66%	67%	67%
Area 14 - Northwest Area	70%	70%	70%
Area 15 - Rocky Mountain Area	65%	65%	66%
Area 16 - Pacific Area	70%	71%	72%
Total Regular Member %	69%	70%	70%
Total Regular Members	23,714	23,728	23,735
NonMember Totals	August 2022	July 2022	June 2022
Total NonMembers	10,548	10,046	9,804
Total NonMember %	31%	30%	30%



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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ALEXANDRIA, VA 22314-2753
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September 21, 2022

NAPS Newsbreak

STATEMENT ON POSTMASTER GENERAL'S ANNOUNCEMENT OF 3% PAY INCREASE

Postmaster General Louis DeJoy today announced a 3% salary increase for all non-bargaining Postal Service personnel in recognition of “the dedication and accomplishments of our management team ... in the face of significant challenges” including “a global pandemic and record inflation.”

NAPS welcomes the PMG’s recognition of the tireless contributions of all USPS supervisors, managerial personnel, and postmasters. Their dedication throughout the pandemic to serve the American people has been inspiring. But additional pay relief for EAS personnel will be required to offset the nearly 9% inflation of the past year. Members of USPS bargaining units will receive greater salary increases through their ongoing contractual and cost-of-living adjustments and step increases in the months ahead, and EAS employees should receive additional increases to maintain an adequate salary differential above the craft employees and compensation comparable to the private sector, as required by law.

Finally, the announced salary increase does not settle the ongoing lawsuit brought by NAPS against the Postal Service over the terms of the 2016-2019 pay package.

NAPS HQ

Decision-Making 101

Bobby Bock

Southeast Area Vice President

On Sept. 28, Hurricane Ian made landfall in southwest Florida as a category 4 storm with winds in excess of 150 miles per hour. In my role as NAPS area vice president, I was on a Zoom call with the Florida 2 District and representatives of all the major craft unions at 6 p.m. the night before the hurricane was forecast to hit the Orlando area.

Postal officials advised us that USPS Orlando Metro Area operations on the day the hurricane hit would be business as usual. Also, the emergency hotline would be next updated the following day (the day the hurricane hit).

As the representative for Postal Service supervisors in Florida, I spoke up and said these plans were not in the best interest of our employees'



safety and welfare. Regardless, the messaging did not change.

At 4 a.m. the next morning, I left for work to be there when the first employees arrived at 5 a.m. I could not believe that leadership was expecting our employees to report to work in the middle of a hurricane.

Once I arrived at work, I sent emails on behalf of NAPS members to leadership reporting firsthand on the current conditions I experienced in my harrowing ride to work. I reported how bad the conditions

were at my location.

Next, instructions came out that Customer Service operations would be curtailed, but Processing and Distribution would continue to operate. Those who braved the storm and made their way to work now had to turn around and travel back home.

On the morning of Sept. 29, I started receiving reports from NAPS mem-

bers. Two members' cars were struck by falling trees as they drove to work. One member's car stalled in deep water; another supervisor's car was almost swept away by a flash flood.

Now that we are recovering from the devastation caused by the hurricane, what have we learned from our mistakes? Did it make sense to instruct employees that it would be business as usual the night before a hurricane was forecast to come through? Was it right to have employees in harm's way reporting to work, only to send them home, making a round trip in the middle of a hurricane?

Perhaps we won't have another storm like Hurricane Ian for many years. However, I hope next time it happens that postal leadership will make their most valuable resource—our employees and supervisors—their most important priority.

Let's remember our veterans this year on Veterans Day.

bocknapsseavp@aol.com

Headed for a Confrontational FY23?

Dee Perez

New York Area Vice President

I can't predict the future, nor will I try. However, a good prediction of what the future will bring is what we are doing in the present. Let's review FY22 and pray that FY23 is better. FY22 was a very challenging year for EAS employees on the front lines.

This past year, USPS Headquarters reached down to leadership levels in the associate offices (AOs) and began treating EAS employees as if they had committed some type of heinous

crime; "dignity" and "respect" rarely were displayed.

Tactics included rapid questioning, then not waiting for a full explanation before the target was interrupted and asked another question. I'm assuming these intimidating tactics were used to frighten and pressure EAS employees into performing better. I believe this will have just the opposite effect.

The absurd part of this is nobody



ever before has worked under these stressful situations, including USPS

Headquarters leadership. Therefore, it's ironic they are grilling EAS employees while they themselves never have undergone what they now expect of us. Show me a leader who has led in our current environment and I'll respect and follow them; otherwise, don't be a charlatan.

In FY22, we saw the USPS' non-creative hiring process of bringing

CCAs on board. We have heard every excuse there is, mostly, “It’s only happening in certain pockets.”

Meanwhile, we all know it’s occurring all over the country—from the East to West coasts. Yet we remain pathetically short-staffed while trying to accomplish our daily data mission.

This past year, we all saw the effects of the RIF. The running joke still is the “stove-top management” model that doesn’t work—more bosses and fewer workers. It’s as simple as that. The AOs’ workloads already were challenging; now they have grown to gargantuan levels—all while USPS Headquarters continues to breathe down their necks, micro-managing everything they do.

The word on the street is Headquarters is saying, “Just give it to the postmasters.” Meanwhile, it takes hours to filter through all the daily emails and data to then inform their supervisors on what they need to concentrate.

Everyone cringes when they see emails titled “Learn and Grow.” These emails arrive as if they were shot out of a machine gun. It’s not the sender’s fault—it’s their job—but there must be a less disturbing way. Perhaps having these emails all on

one website with the dates by which they must be enacted would stop these machine-gun-type emails.

This past year, we learned the meaning of “subject matter expert” and “gatekeeper.” Need I explain why AO postmasters, managers and supervisors must now monitor programs for their MPOOs? If the RIF didn’t eliminate “Operations Programs Support” completely, these EAS employees could then concentrate 100% on what they need to do.

These unauthorized tasks create more work for the AOs. This really is admitting that a certain layer of management shouldn’t have been 100% eliminated—perhaps a gradual cutback of 25% would have been more logical.

It appears we have more bosses in Headquarters than ever before. The emailed promotion announcements seem to indicate Headquarters is growing. Instead, why not place these promoted positions in the field to perform tasks to help accomplish our daily data mission? Why not bring back “SPO” positions for FY23?

There is strength in NAPS numbers, folks! Sign a new member today—more so than ever before.

nyavpdee@aol.com

NAPS Training Calendar

Eastern Region Cabinet Meeting

Jan. 12-15, 2023

Conducted by: Eastern Region VP Richard Green, Mideast Area VP Tony Dallojacono, Capitol-Atlantic Area VP Troy Griffin and Pioneer Area VP Ed Laster.

Location: Tropicana Atlantic City, 2831 Boardwalk, Atlantic City, NJ 08401. To make reservations, call 1-888-516-2215; group name: National Association of Postal Supervisors; group code: ST01PS3. For online reservations: <https://book.passkey.com/go/ST01PS3>.

Hotel Rate: Wednesday (Jan. 11) and Thursday, \$91; Friday, \$152; Saturday and Sunday, \$209.

Registration Fee: \$249, postmarked no later than Nov. 15; \$299 after Nov. 15. Make checks payable to NAPS Headquarters and mail to Richard Green, 7734 Leyland Cypress Ln., Quinton, VA 23142.

Training: Provided by NAPS resident officers and USPS officials.

Illini Area Training

April 27, 2022

In conjunction with the Illinois State Convention

Conducted by: Illini Area VP Luz Moreno

Location: Fairfield by Marriott Chicago Schaumburg, 700 National Parkway, Schaumburg, IL 60173.

Hotel Rate: \$119/king or double

Registration Fee: TBD

Central Valley Branch 197 Celebrates Weekend Event

Marilyn Walton

Western Region Vice President

Branch 197 officers Debbie Baker and Marsha Danzy welcomed California State board members and me to Stockton for an October Saturday afternoon fish and chicken fry with all the trimmings. We enjoyed good food, music, games and fun on a perfect fall day. After all the festivities, Debbie and Marsha opened their

homes to us for the night.

On Sunday, we traveled to Modesto, a centralized meeting place for Branch 197. The Central Valley covers two USPS districts—California 2 (Sacramento) to the north and California 3, which includes part of Sierra Coastal to the south (Van Nuys).

The branch held its installation/

retirement lunch at Marie Callender’s.

This was the branch’s first opportunity

since COVID-19 restrictions were lifted to enjoy a social event. There was an impressive turnout.

Members from several California branches, as well as California State board members, traveled to support Branch 197.

Neil Gonzalez, MPOO Group 3 and a





Pacific Area Vice President Chuck Lum (left), with Western Region Vice President Marilyn Walton (right), swore in Central Valley Branch 197 officers, from left: Secretary Debbie Baker, Treasurer Marsha Danzy, Vice President Jackie Starr, President Angie Gallardo and Trustee John Gallardo.



Members from other California branches attended Branch 197's luncheon and installation. From left: Branch 197 Secretary Debbie Baker, Margarete A. Grant Branch 127 President Charles Patterson, Branch 197 Treasurer Marsha Danzy, Vice President Jackie Starr, President Angie Gallardo, San Francisco Branch 88 Vice President Debbie Johnson, Pacific Area Vice President Chuck Lum, Los Angeles Branch 39 Legislative rep Felicia Pennington, Western Region Vice President Marilyn Walton, California State President Marilyn Jones, California State Secretary Stephnia Campbell, San Diego Bridget Evans Branch 159 Area Vice President Marques Ceaser, Hayes Cherry Branch 466 (San Bernardino) Area Vice President Mariel Murillo and San Francisco Branch 88 President Linda Thomas.

longtime NAPS member, represented the Postal Service and gave Debbie special recognition for her work on behalf of NAPS.

NAPS Pacific Area Vice President Chuck Lum and I installed the new Executive Board officers: President

Angie Gallardo, Vice President Jackie Starr, Secretary Debbie Baker, Treasurer Marsha Danzy and Trustee John Gallardo. Due to the large geographical area of the branch, no retirees attended, but their names were shared, with well-wishes expressed on their

retirements. A raffle collected \$420 for SPAC.

Attendees enjoyed a specially prepared menu, great fellowship and fun as we closed out our weekend visit to California's Central Valley.

marilynwalton@comcast.net

JOIN@NAPS.ORG

Continued from page 5

cut off at the top and there cannot be any excess space at the bottom. The scanned copy should measure 8½ x 11 inches—the same size as the original application; no cropping is necessary. A reduced-size copy will not be accepted.

- Full name and mailing information must be provided in the sponsor section (bottom of the form) in order

to receive a \$25 sign-up credit. Failure to include full or legible information may result in no recognition. The address provided on the form is the address to which a \$25 check will be mailed. Please avoid shorthand for city names.

These parameters apply for mailed submissions, as well. Failure to meet these requirements (last item only if applicable) can result in delays or errors in processing. Illegible

or incomplete applications cannot be processed.

Please share this information with your branch officers and members. This memo also will be posted on the NAPS website Bulletin Board.

Thank you for your continued recruitment efforts. We at NAPS Headquarters are working hard to reward your efforts as we work together to grow membership.

naps.jw@naps.org

President Ivan D. Butts Appeared on DC’s “Government Matters”

“Government Matters” a local, Washington, DC, news show that covers the business of government, interviewed NAPS President Ivan D. Butts on the Sept. 7, show. Host Mimi Geerges asked him questions regarding the Postal Service’s plans to consolidate mail processing operations across the country and the potential impact on postal employees and the public.

Geerges also asked Butts about mail-in ballots and other issues affecting employees. Butts stressed the importance of maintaining a course of sustainability for the agency.

To view this segment, go to Government Matters YouTube channel and search for “Potential Impacts of USPS’ Mail Sorting and Delivery Overhaul.”



“Government Matters” host Mimi Geerges and NAPS President Ivan D. Butts

NAPS Secretary/Treasurer Jimmy Warden was the guest speaker at the swearing-in ceremony of Wanda Diaz as postmaster of New York (Manhattan) on Sept. 16. Diaz is the first Puerto Rican to serve as New York postmaster. She is the 46th postmaster of New York, a position that dates back to 1659.

Diaz began her career as a letter carrier in the Bronx in 1996. She has been a NAPS member her entire management career.

From left: New York District 3 Manager Marcellina Del Pizzo, New York District 1 Manager Lorraine Castellano, New York Postmaster Wanda Diaz and NAPS Secretary/Treasurer Jimmy Warden.



From left: NAPS Northeast Region Vice President Tommy Roma, New York Postmaster Wanda Diaz and NAPS Secretary/Treasurer Jimmy Warden.



On Sept. 22, Arizona Jerome V. Blanton (Phoenix) Branch 246 held a special branch meeting. Attending were NAPS President Ivan D. Butts, Western Region Vice President Marilyn Walton, Rocky Mountain Area Vice President Myrna Pashinski and former NAPS Secretary/Treasurer John Aceves.

After the NAPS officers addressed members, Branch 246 President Wendell March asked recently retired Branch 246 President Juan Luna, a position he had held since 2005, to come forward for a presentation. Ivan presented Juan with a special award recognizing him for leading the SPAC challenge.

Juan started the challenge in 2014 at the Legislative



NAPS President Ivan D. Butts thanked Juan Luna for his influence and starting the SPAC Challenge at LTS in 2014.

Training Seminar when he stood up to contribute \$100 to SPAC and challenged all attendees to match his contribution. Since then, the LTS SPAC challenge has raised significant funds for SPAC.

Myrna presented Juan with a SPAC challenge coin, past president pin and special certificate. Southern Arizona, Tucson, Branch 376 President Dawn Rosenberry and Vice President Ute Eisinger presented Juan with a special recognition from their branch.

The final recognition was a motion, unanimously approved,

to rename the branch Juan Luna Branch 246. Juan urged members to work together, be respectful and continue to work to increase membership and support SPAC.



Front row, from left: NAPS Western Region Vice President Marilyn Walton, former Branch 246 President Juan Luna, NAPS President Ivan D. Butts and Rocky Mountain Area Vice President Myrna Pashinski.

Back row: Branch 246 Vice President Rita Patterson, Vice President Ron Mitchell, President Wendell March, Treasurer Sharon Kiszczak, Vice President Jimmy Salmon and Secretary Dawn Burton.

NAPS officers joined Branch 246 members to honor former President Juan Luna.





Worcester, MA, Branch 6 held a meeting in September where branch officers were sworn in.

From left: New England Area Vice President Bill Austin, Members-at-Large Mike Favreau and Melanie Smith, Treasurer Christopher Capobianco, Member-at-Large Michelle Gallagher, Secretary Elaine Oppewall, Vice President Cindy Chapin (retired) and President Dave Lum.



Maryland-DC State Branch 923 Vice President Reginald Gramblin met with Maryland lawmakers:



Congressional candidate Glenn Ivey (D)



House Majority Leader Steny Hoyer



Rep. David Trone (D)



Heart of Illinois Branch 255 members attended a Sept. 6 event to support Rep. Mike Bost (R-IL). From left: Branch 255 member Dave DeNosky, Bost, Branch 255 Legislative rep Dan Rendleman and National Auxiliary Illini Area Vice President Linda Rendleman.



Pennsylvania State Branch 941 President Sue Bartko (left) and Pittsburgh BMC Branch 554 President Casei Uber with Lt. Gov. John Fetterman who is the Democratic Pennsylvania Senate nominee. NAPS supports Fetterman, who has expressed his support for NAPS and the Postal Service.

Las Vegas District Branch 463 1st Vice President Sherry Patterson (left) and President Jackie Clayton attended Rep. Steven Horsford's (D) annual Labor Day Barbecue.



Members of New Hampshire State Branch 932 met with Reps. Chris Pappas (D) and Ann McLane Kuster (D). From left: Branch 932 Immediate Past President Joe Ruggiero, Pappas, Kuster and Branch 932 President Barbara LaFlamme, who said their meeting with the legislators was well worth the time.



San Jose, CA, Branch 94 officers were installed at their September monthly meeting. Officers unable to attend were represented by proxies. From left: Morris Salazar, standing in for President Joseph LaSpina; California State Area Vice President and installing officer Vontina Swygert; Secretary/Treasurer Carl Brown; Vice President Michelle Salvador; Sergeant-at-Arms Caroline Federico; and Sharon Gishi, standing in for Legislative rep April Trevena.

Branch Investing: Thankful for the Bright Side

Brian Wagner

Immediate Past President

There has not been much of a bright side for NAPS branches and their members due to the COVID-19 pandemic. Branch meetings and activities have been canceled or limited over the past two-plus years. One bright side is branches may have higher balances in their treasuries.

As such, there also may be a brighter side for branches to earn higher rates of return with the extra funds in their treasuries. Here's the scoop.

Not long ago, I received an email from a branch treasurer regarding their branch having extra funds in their treasury as a result of not having meetings, state conventions or other NAPS social events due to COVID.

The branch's executive board thought it might be a good idea to invest the additional funds with an investment company. The treasurer said they were aware of their responsibility to manage the branch treasury and wanted to do what was best for the branch and its members.

Besides being concerned about paying investment fees, the treasurer was concerned about the current volatility of the stock market and possibly being liable if funds were lost due to a bad investment. The treasurer asked for advice on how the branch could best invest the funds. For you baby boomers, my response may feel

a little like "Dear Abby."

First, please note that when I refer to the "treasurer," I also am referring to the branch secretary/treasurer.

Whether you are a branch treasurer or secretary/treasurer, you have an important leadership role in protecting branch funds.

Second, having additional funds in your branch treasury is a good thing. It is easier to plan and budget for current and future branch activities and national NAPS events.

Third, Chapter 4 of the *NAPS Officer Training Manual (OTM)* pertains to the duties of the treasurer. The chapter references the branch treasurer's job description and duties, which include investing funds and managing the branch's finances and bank accounts. Specifically, Chapter 4 of the *OTM* reads:

"Maintenance of funds. The treasurer shall maintain the funds of this branch in a recognized federal- or state-insured financial institution approved by the executive board. Sufficient funds shall be maintained in a checking account. Other funds beyond immediate need shall be placed in an interest-bearing account (i.e., savings, money market, certificate of deposit)."

As referenced above, savings and money market accounts and certificates of deposit (CDs) are fiscally responsible financial accounts to ensure protecting the branch's treasury. Please note: A CD is a savings account that holds a fixed amount of money for a fixed period of time,

such as six months, one year or five years. In exchange, the issuing bank pays interest. When you cash in or redeem your CD, you receive the money you originally invested, plus any interest.

Fourth, if a branch is seeking to invest a portion of its treasury in stocks, bonds or mutual funds, be advised that investment fees may be incurred. Also, such investments have more risk and the potential for financial loss. There is an opportunity for gain, as well, but a branch must weigh the costs/benefits of investing branch funds in higher-risk investments.

Fifth, it may be best for a branch to stick with a more conservative approach of self-managing their treasury by diversifying their funds among the following non- and interest-bearing accounts: checking, savings, money market and CDs. As referenced in the *OTM*, a branch should have a sufficient amount of funds in the branch checking account to conduct daily, weekly and monthly business. It would be reasonable to have a modest percentage of the treasury in a corresponding savings account to cover any possible checking overdrafts and unexpected disbursements.

The next challenge for a branch is determining when it will need funds to cover larger expenses, such as attending a state convention, area or regional training, the Legislative Training Seminar (LTS) or national convention. Most branches approve an annual budget. However, when planning to invest funds in a money-



market account or CD that may require long-term investing, a branch must project future cashflow needs.

Therefore, instead of doing just an annual budget, it would be wise for the treasurer to prepare a three-year budget. The first year is the branch's approved budget; the following two years are forecast budgets to project the cashflow needed to fund future expenses and activities.

Once a branch has determined its cashflow schedule and the checking and savings account balances are at a comfortable level to cover normal branch business and expenses, the branch could start investing the remainder of their treasury. Investment vehicles include higher-yield, money-market accounts with check-writing privileges and one or more CDs with varying maturity timeframes.

Sixth, the treasurer, with the counsel of the branch's executive board, needs to determine a reasonable amount that should be deposited in the money-market account. After that decision has been made, the amount remaining in the branch treasury could be spread among one or more CDs with maturity timelines of six months or one year or longer—depending on what a financial institution offers. Some financial institutions require a minimum deposit for CDs with specific maturity timelines.

By staggering maturity timelines between multiple CDs, a branch can create a consistent cashflow while receiving a higher rate of return on funds. For example, a branch may deposit \$1,000 in a six-month CD, \$10,000 in a 12-month CD and \$5,000 in a five-year CD. A branch may have a sufficient balance in their treasury to invest a larger amount in longer-term, higher-yielding CDs without creating a cashflow issue.

Seventh, although not referenced in Chapter 4 of the *OTM*, U.S. Treasury Bonds also are an option. Page 19

of the August 2022 issue of *The Postal Supervisor* offers an informative "The NAPS Postmaster" column by Joseph O'Donnell that discusses investing in I-bonds. Fortunately, a business such as a NAPS branch with an employer identification number (EIN) or taxpayer identification number (TIN) is eligible to purchase I-bonds.

If a branch is comfortable with the risk of buying I-bonds in the name of the branch, it is important to know that I bonds include a one-year lockup before the bonds can be redeemed. Also, there is a five-year holding period before the bonds can be redeemed without a three-month, interest-rate penalty. Series I savings bonds have a total lifespan of 30 years. A branch with a short-term time frame should be aware of the required lockup and holding period.

Again, investment decisions depend not just on a branch's current and future cashflow needs, but on how much risk the branch is willing to take when investing specific amounts over the long-term with an anticipated return-on-investment.

For the record, I hold a certificate in financial planning and an MBA and a degree in finance. I proudly served six years as NAPS secretary/treasurer, guiding and counseling branches on how to file for non-profit status and non-profit income tax returns and audit their treasuries. The branch investment strategies I have referenced should be regarded as information only and fiscally responsible options for a branch or treasurer to consider when seeking a higher return on branch funds with minimal risk.

Finally, I encourage all branch treasurers and secretary/treasurers to do their due diligence and contact a licensed investment advisor, local bank or credit union. Consider contacting NAPS Headquarters' credit

Continued on page 19

STATEMENT OF OWNERSHIP, MANAGEMENT AND CIRCULATION

1. Publication title: **The Postal Supervisor**. 2. Publication number: **0032-5384**. 3. Filing date: **Oct. 5, 2022**. 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: **Sept. 1, 2022**. 15. Extent and nature of circulation: **NAPS membership**. A. Total number of copies—Average number copies each issue during preceding 12 months: **23,288**; number copies of single issue published nearest to filing date: **23,0659**. B. Paid circulation. B1. Mailed outside-county paid subscription stated on *PS Form 3541*—Average number copies each issue during preceding 12 months: **22,451**; number copies of single issue published nearest to filing date: **22,120**. 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: **246**; number copies of single issue published nearest to filing date: **370**. C. Total paid distribution—average number copies each issue during preceding 12 months: **22,697**; number copies of single issue published nearest to filing date: **22,490**. 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: **22,697**; number copies of single issue published nearest to filing date: **22,490**. G. Copies not distributed—average number copies each issue during preceding 12 months: **591**; number copies of single issue published nearest to filing date: **575**. H. Total—average number copies each issue during preceding 12 months: **23,288**; number copies of single issue published nearest to filing date: **23,065**. I. Percent paid—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.

National Association of Postal Supervisors

Louis M. Atkins Presidential Student Scholarships

Deadline: Dec. 31, 2022

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



Applications must be received no later than Dec. 31, 2022. Online applications only will be accepted using the NAPS website. Please go to www.naps.org under the “Members” tab to apply for the **Louis M. Atkins Presidential Student Scholarships**, or go to <https://naps.org/Members-Scholarship>.

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

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

Scholarship winners will be announced in January 2023. In addition, the scholarship winners will be listed in the March 2023 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 2023. 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



In October, the 2022 Nobel Prize in chemistry was awarded to three scientists for their work in the field of click chemistry, a process enabling molecules to be snapped to-

Supporting Those Who Support NAPS

gether like Lego pieces. This new procedure has the potential to yield new medications and materials that could benefit humanity.

If only such a process could be used to solve the challenges confronting our nation and, closer to home, our Postal Service. Instead, the fundamental mechanism American citizens have to address the issues with which our country and employer persistently grapple is the election process.

It is noteworthy that, on Oct. 6, two years after numerous federal courts ruled against the 2020 Postal Service-initiated preelection changes that negatively impacted mail service, a Washington-based federal court judge was compelled to issue an order prohibiting the Postal Service from implementing certain changes to mail service before this year's election. This order may have impacted the agency's budding sorting and delivery center consolidation initiative.

Nevertheless, while the Postal Service remains one of the most trusted federal agencies, at least one federal court remains skeptical about operational decision-making—particularly so close to an election.

We know elections are crucial in our democratic republic. Therefore, as NAPS members, we seek to elect patriotic men and women who appreciate and are committed to ensuring the United States is on the right course and that its most treasured agency, the Postal Service, will faithfully and effectively serve American citizens.

In late September, NAPS Executive Vice President Chuck Muldore and I sequestered ourselves off-site, without distractions, to consider a large number of House and Senate contests in which NAPS' congressional allies are being contested. We reflected on congressional races in which members of Congress who have been less than supportive are being challenged by potential future NAPS allies.

In the case of these challengers, we carefully analyzed the incumbent's voting record regarding issues of concern to NAPS, whether the races were competitive, whether the candidates had professional campaign operations and whether they would champion NAPS' issues if elected to the House or Senate. We also scrutinized races in which there is no incumbent and the seat is open to ascertain the potential for electing a new NAPS ally.

The cumulative results of our September efforts, as well as previous decisions on incumbent and candidate support, are posted on the SPAC page of the NAPS website under "2022 Supported Incumbents and Candidates."

On the legislative front, in late September, the House Ways and Means Committee finally considered the Social Security Equity Act (H.R.

82), legislation to repeal the financially harmful Government Pension Offset (GPO) and Windfall Elimination Provision (WEP). These two Social Security policies that were enacted in 1977 and 1983, respectively, unfairly reduce the Social Security benefits of nearly 3 million government pension annuitants, including thousands of Civil Service Retirement System retirees.

The committee was forced to act because when the number of co-sponsors crossed 290, Rep. Rodney Davis (D-IL) filed a petition to include H.R. 82 on the House consensus calendar, meaning the bill would come up for a floor vote if the committee to which the bill was referred did not act. Consequently, the Ways and Means Committee scheduled a meeting to consider the bill.

The House panel conducted an informative and sympathetic review of the impact GPO and WEP have on annuitants. The committee noted overwhelming congressional support for the bill, which has earned 303 co-sponsors. However, members of the committee lamented the high cost of the legislation and its effect on the Social Security Trust Fund.

The chief actuary of the Social Security Administration projected implementation of H.R. 82 would reduce the Trust Fund's balance by \$146 billion over the next decade. The Congressional Budget Office projected a higher amount, declaring enactment would cost about \$182.8 billion over the next 10 years.

At the conclusion of the committee mark-up, the panel, by voice vote, reported H.R. 82 to the House floor, albeit "without a recommendation," to approve the bill. Ordinarily, a bill is favorably reported. As a result, NAPS is working with the bill's sponsors, Reps. Davis and Abigail Span-

berger (D-VA), to get a floor vote on H.R. 82 this year.

In the meantime, Ways and Means Committee Chairman Richard Neal (D-MA) and Ranking Republican Kevin Brady (R-TX) believe they are near agreement to address the WEP and are optimistic that such an agreement could be included in a year-end tax package. The Senate Finance Committee has yet to discuss the GPO or WEP issue, but Chairman Ron Wyden (D-OR) has indicated that, at the very least, a WEP fix “is warranted.”

I encourage NAPS members to log onto the Oct. 7 episode of *NAPS Chat* to hear my thorough discussion of GPO and WEP with National Active and Retired Federal Employees Staff Vice President Jon Hatton.

GPO and WEP are such issues where I wish click chemistry could be applied.

naps.rl@naps.org

Perspective from the Immediate Past President

Continued from page 16

union—Signature Federal Credit Union at SignatureFCU.org—to find out what low-risk, higher-yielding investment options are available.

On an even brighter side, as November is a month to give thanks, I want to thank all our military men and women in uniform for protecting our great country. Many thanks to our military veterans for their service and to families who have lost loved ones while defending our freedoms. May all NAPS members and their families have a happy Thanksgiving.

I also am thankful there is no risk, only minimal weight gain, with my ice-cream-flavor-of-the-month recommendation: Turkey Hill pumpkin cookie dough.

brian4naps@aol.com

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)—Aug. 31, 2022

Assets:

Cash and Investments	\$ 9,685,454.60
Dues Withholding Receivable	345,667.22
Prepaid Expenses and Other Assets	123,475.72
Total Current Assets	10,154,597.54
Building and Equipment, Net of Accumulated Depreciation	2,216,081.94
Total Assets	\$ 12,370,679.48

Liabilities and Fund Balances:

Accounts Payable	\$ 696,582.65
Accrued Expenses	184,645.51
Deferred Revenues	12,740.39
Dues to be Remitted to Branches	603,206.90
Total Liabilities	1,497,175.45
Unrestricted and Designated Net Assets	10,873,504.03
Total Liabilities and Net Assets	\$ 12,370,679.48

Statement of Activities (Revenues and Expenses)

(For the period June 1, 2022, through Aug. 31, 2022)

Revenues:

Dues and Assessments	\$ 1,758,141.85
Less: Dues Remitted to Branches	1,206,951.63
Net Dues and Assessment Revenue	551,190.22
National Convention Revenue	387,693.07
Royalties	1,445.08
Other Revenues	160.00
Total Revenues	940,488.37

Expenses:

National Headquarters	402,949.24
Executive Board	325,917.61
National Convention Expenses	882,645.08
Legislative Training Seminar Expenses	2,335.14
<i>The Postal Supervisor</i>	106,529.55
Legal/Fact Finding/Pay Consultation	63,107.57
Legislative Counsel	3,162.50
Legislative Expenses	20,678.10
Membership	37,898.04
Education and Training	10,557.69
Disciplinary Defense	88,523.84
Total Expenses	1,944,304.36
Net Expenses in Excess of Revenues From Operations	(1,003,815.99)
NAPS Property, Inc. (Net Loss) Before Depreciation & Amortization	\$ (124,783.61)
Less Depreciation & Amortization	(33,614.79)
NAPS Property, Inc. (Net Loss)	(158,398.40)
Investment (Loss)	(334,597.11)
Total Expenses in Excess of Revenues	\$ (1,496,811.50)

Substantially all disclosures required by GAAP are omitted.

The financial statements do not include statements of functional expenses nor cash flows. The financial statements do not include the financial position and operations of the SPAC.

No assurance is provided on these financial statements.

Know Your Responsibilities When Issuing Discipline

Sue Bartko

Hello, NAPS postmasters. I recently was promoted to Labor Relations specialist. However, I have not forgotten what it's like to be a postmaster in the field. One of the things that frustrated me when I was a postmaster was what to do when the union files a grievance. How could I show justification for my actions? And if I didn't, how would I remedy that?

One of the first things that can be confusing is the incident date. Often, the union will enter the date it became aware of the incident as the incident date. But the incident date *always is the date the action occurred* that caused the union to file a grievance. It is the date the employee or union first learned or may reasonably have been expected to have learned of its cause.

For example, you issue a letter of warning, dated Oct. 1, 2022, to an employee on Oct. 3, 2022. The union learns of the employee receiving the letter of warning on Oct. 6, 2022. The correct incident date in this circumstance is Oct. 3, 2022; that is the date the employee received the discipline.

Don't accept the incident date on a grievance form unless you have verified it to be correct. If the union fails to correct the incident date, you must indicate in your contentions that the incident date is incorrect, then establish the correct incident date. The union has only 14 days

from the date of incident to file the grievance, so, if it enters an incorrect incident date and you verified the correct date, the union's grievance may be untimely.

It is your responsibility to indicate the grievance is untimely when writing your contentions. Discuss this with your supervisors, as well, because when they are meeting an Informal Step A, they must inform the union steward the grievance is untimely. Then, you must maintain it is untimely at Formal Step A.

The timeliness argument must be maintained throughout the grievance procedure. This holds true when you are meeting with any of the unions on grievances, not just the NALC.

Article 15 of all the national agreements reads: "Any employee who feels aggrieved must discuss the grievance with the employee's immediate supervisor within fourteen (14) days of the date on which the employee or the Union first learned or may reasonably have been expected to have learned of its cause."

Your supervisors or you must be available to meet at the initial level of the grievance procedure. When the grievance reaches Step 2/Formal Step A, you, as postmaster, must schedule the meeting as expeditiously as possible, but no later than seven days following receipt of the Step 2/Formal Step A appeal, unless the parties agree on a later date.

Do not ignore this step! Other-

wise, the union will move the grievance to the next step without any contentions from you. When meeting on grievances, the two items you should have on your desk are the national agreement and the corresponding interpretation manual. Make sure you review the agreement and the interpretation manual during the meeting:

- NALC—*Handbook EL-901*, "Agreement between United States Postal Service and National Association of Letter Carriers," and the *Joint Contract Administration Manual (JCAM)*.

- NRLCA—*Handbook EL-902*, "Agreement between United States Postal Service and the National Rural Letter Carriers' Association." The NRLCA currently does not have an interpretation manual; one may be coming soon.

- NPMHU—*Handbook EL-903*, "Agreement between United States Postal Service and National Postal Mail Handlers Union," and the *Contract Interpretation Manual (CIM)*.

- APWU—*Handbook EL-912*, "Agreement between United States Postal Service and National Postal Workers Union," and the *Contract Interpretation Manual (JCIM)*.

When the union claims a contract violation, it is the union's burden to prove a violation of the contract occurred. But, regardless, you must provide contentions and disprove what the union is claiming.

You must explain in your contentions what occurred and your justifications. You need to disprove each of the union's claims when writing



your contentions.

When the grievance involves disciplinary action, management has the burden of proof to show “just cause” for issuing the discipline. The just cause provision requires a fair and provable justification for discipline. Arbitrators frequently divide the question of just cause into six sub-questions. They often apply the following criteria to determine whether the action was for just cause.

Every disciplinary grievance must have the following six sub-questions listed; you must show how you met each of them:

Is there a rule? If so, was the employee aware of the rule? Was the employee forewarned of the disciplinary consequences for failure to follow the rule? It is not enough to say, “Well, everybody knows that rule,” or “We posted that rule 10 years ago.”

You may have to prove the employee should have known the rule. Certain standards of conduct normally are expected in the industrial environment; it is assumed by arbitrators that employees should be aware of these standards.

For example, an employee charged with intoxication on duty, fighting on duty, pilferage, sabotage, insubordination and more may generally be assumed to have understood that these offenses are neither condoned nor acceptable, even though management may not have issued specific regulations to that effect.

Is the rule a reasonable rule? Management must ensure rules are reasonable, based on the overall objective of safe and efficient work performance. Management’s rules should be reasonably related to business efficiency, safe operation of our business and the performance we might expect of the employee.

Is the rule consistently and equitably enforced? A rule must be applied fairly and without discrimina-



We All Can Help **Build Membership**



September High-Five Club Members

Delmy Alarcon, Branch 244, CA

Christopher Capobianco, Branch 6, MA

Patrick Carter, Branch 136, TX

Tomica Duplessis,* Branch 73, LA

Cherita Jenkins, Branch 14, IL

David King, Branch 420, FL

John Lomba, Branch 103, TX

Laurie Lum, Branch 214, HI

Gary Maginnis, Branch 466, CA

Frances Meana, Branch 159, CA

Christy Schirching,* Branch 27, NY

Pamela Simpson, Branch 66, Oregon

Robert Wakefield,** Branch 32, TN

*Signed 10+ new members in 90 days

** Signed 15+ new members in 90 days

tion. Consistent and equitable enforcement is a critical factor. Consistently overlooking employee infractions, then disciplining without warning, is improper.

If employees are consistently allowed to smoke in areas designated as no-smoking areas, it is not appropriate to suddenly start disciplining em-

ployees for this violation. In such cases, management loses its right to discipline for that infraction, in effect, unless it first puts employees (and the unions) on notice of its intent to reinforce that regulation. Singling out employees for discipline usually is improper. If several similar-

Continued on page 24

2022 SPAC Contributors



President's Ultimate (\$1,000+)		
Burton, Dawn	AZ	Branch 246
Salmon, James	AZ	Branch 246
Ayon, Celia	CA	Branch 88
Benjamin, Evelyn	CA	Branch 266
Boisvert, Michael	CA	Branch 159
Campbell, Stephnia	CA	Branch 159
Gishi, Sharon	CA	Branch 94
Jones, Marilyn	CA	Branch 39
Meana, Frances	CA	Branch 159
Nguyen, Nicole	CA	Branch 373
Pennington, Felicia	CA	Branch 39
Trevena, April	CA	Branch 94
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Kerns, John	CO	Branch 141

Pashinski, Myrna	CO	Branch 65
Cuadrado, Hector	CT	Branch 5
Douglas, Lisa	CT	Branch 5
Moss, Donald	DC	Branch 135
Bock Jr., Robert	FL	Branch 406
Lynn, Patti	FL	Branch 296
McHugh, James	FL	Branch 386
Mullins, Kym	FL	Branch 81
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Williams, Carolyn	FL	Branch 146
Lum, Laurie	HI	Branch 214
Coleman-Scruggs, Toni	IL	Branch 493
Moreno, Luz	IL	Branch 489
Winters, Michael	IL	Branch 255
Foley, Paul	MA	Branch 120

SPAC Contribution Form

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

\$1,000—President's Ultimate

\$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.

Murphy, Gregory	MA	Branch 102
Amergian, Raymond	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Randall, C. Michelle	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Trayer, Kevin	MI	Branch 142
Johnson, Craig	MO	Branch 36
Weiland, Heather	ND	Branch 937
Ayers-Cohen, Pamela	NJ	Branch 79
Dallojacono, Anthony	NJ	Branch 568
McKiernan, Michael	NJ	Branch 74
Amash, Joseph	NY	Branch 83
Arroyo, Victor	NY	Branch 85
Gawron, Dennis	NY	Branch 27
Hughes, Thomas	NY	Branch 100
Perez, Dioenis	NY	Branch 202
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Mulidore, Chuck	OH	Branch 133
Agliadian, Hans	PA	Branch 35
Bartko, Susan	PA	Branch 20
Butts, Ivan	PA	Branch 355
Dickey, Azilee	SC	Branch 225
Austin, Jessie	TX	Branch 122
Green Jr., Richard	VA	Branch 98
Jackson, Alice	VA	Branch 526

September Contributors

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

Benjamin, Evelyn	CA	Branch 266
Kerns, John	CO	Branch 141
Douglas, Lisa	CT	Branch 5
Moss, Donalda	DC	Branch 135
Amergian, Raymond	ME	Branch 96
McKiernan, Michael	NJ	Branch 74
Bartko, Susan	PA	Branch 20

VP Elite (\$750)

Jones, Wilmore	MD	Branch 42
Elyea, Chad	MI	Branch 142
Evans, Darius	NY	Branch 85
Forde, Nicholas	NY	Branch 202
Yut, Lynn	OR	Branch 66
Green, Shri	TN	Branch 41
Hawkins, Vivian	TX	Branch 124

Secretary's Roundtable (\$500)

Melchert, Pamela	AK	Branch 435
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SPAC Scoreboard

(Statistics reflect monies collected Jan. 1 to Sept. 30, 2022)

National Aggregate:

\$ 243,836.66

National Per Capita:

\$9.56

Region Aggregate:

1. Western	\$58,980.70
2. Northeast	\$52,644.24
3. Eastern	\$49,627.94
4. Southern	\$45,967.90
5. Central	\$36,615.88

Region per Capita:

1. Northeast	\$11.59
2. Western	\$11.17
3. Southern	\$ 8.67
4. Central	\$ 8.53
5. Eastern	\$ 8.45

Area Aggregate:

1. Pacific	\$42,792.70
2. Capitol-Atlantic	\$30,110.00
3. New York	\$26,483.24
4. Southeast	\$25,297.00
5. Mideast	\$19,488.00
6. New England	\$18,524.00
7. Illini	\$12,276.50
8. Texas	\$11,290.50
9. Michiana	\$10,443.00
10. North Central	\$ 9,206.38
11. Rocky Mountain	\$ 8,474.00
12. Northwest	\$ 7,714.00
13. Pioneer	\$ 7,666.94
14. Cotton Belt	\$ 5,983.00
15. MINK	\$ 4,690.00
16. Central Gulf	\$ 3,396.50

Area Per Capita:

1. Pacific	\$14.97
2. New England	\$12.75
3. Southeast	\$12.60
4. New York	\$11.68
5. Illini	\$10.90
6. North Central	\$10.57
7. Capitol-Atlantic	\$ 9.37
8. Mideast	\$ 8.99
9. Michiana	\$ 8.56
10. Northwest	\$ 7.38
11. Texas	\$ 6.94
12. Cotton Belt	\$ 6.17
13. Rocky Mountain	\$ 6.16
14. Pioneer	\$ 5.81
15. Central Gulf	\$ 4.84
16. MINK	\$ 4.36

State Aggregate:

1. California	\$40,162.70
2. New York	\$25,068.24
3. Florida	\$22,987.90
4. Illinois	\$12,276.50
5. Texas	\$11,290.50

State Per Capita:

1. Maine	\$46.28
2. North Dakota	\$34.08
3. Idaho	\$18.14
4. Hawaii	\$18.01
5. Maryland	\$17.93

Drive for 5

Members by Region:

1. Southern	50
2. Eastern	44
3. Western	43
4. Central	37
5. Northeast	36

Aggregate by Region:

1. Western	\$16,147.50
2. Southern	\$13,518.90
3. Eastern	\$13,430.00
4. Northeast	\$10,643.40
5. Central	\$ 7,517.00

Brathwaite, Rafael	AL	Branch 45
Cruz, Cheryl	CA	Branch 497
Sutton, Catherine	CA	Branch 373
Bailey, Virgil	CO	Branch 561
Pierce, Annette	IL	Branch 255
Englerth, Scott	NY	Branch 11
Paige, Lillie	OH	Branch 46
Brooks, Lamarcus	TN	Branch 41
Garrett, Donald	VA	Branch 98
Mott III, George	VA	Branch 132
Simmons, Brandi	WI	Branch 213

Chairman's Club (\$250)

Roll, Gary	CO	Branch 65
Sims, Reginald	GA	Branch 82
Burks, Anthony	IL	Branch 14
McCartney, Kelly	KS	Branch 919
Laster, Edward	OH	Branch 46
Aldape, Pamela	OR	Branch 66
Brown, Lorraine	VA	Branch 98

Supporter (\$100)

Maginnis, Gary	CA	Branch 466
Villalobos, Francisco	CA	Branch 373

May, Charles	IL	Branch 14
Waddell, Corey	KS	Branch 52
Hampton, Annette	LA	Branch 73
Lastrapes, Ebony	LA	Branch 209
Saccoccio, Michaela	MA	Branch 6
Bradley, Anthony	MI	Branch 142
Roundtree, Wanda	MI	Branch 140
Nelson, Matthew	MN	Branch 104
Holland, Dana	ND	Branch 937
Fuller, Tamyra	NE	Branch 64
Henkel, Tammy	NJ	Branch 287
Andersen, Karen	NV	Branch 463
Rodriguez, Jose	PR	Branch 216
Blanck Lovelace, Deborah	SD	Branch 946
Evans, Freddie	TX	Branch 203
Garcia, Mario	TX	Branch 288
Hensley, Sheila	TX	Branch 124
High, Gwendolyn	TX	Branch 86
Slaughter, Donna	TX	Branch 229
Zamudio, Juan	VA	Branch 526
Haslett, James	WA	Branch 31
Patterson, La Tanya	WA	Branch 61
Canada, Pamela	WI	Branch 72

The NAPS Postmaster

Continued from page 21

ly situated employees commit an offense, it would not be equitable to discipline only one.

Was a thorough investigation completed? Before administering discipline, management must make an investigation to determine whether the employee committed the offense. Management must ensure its investigation is thorough and objective; this is the employee's day-in-court privilege. Employees have the right to know, with reasonable detail, what the charges are and to be given a reasonable opportunity to defend themselves before discipline is initiated.

Was the severity of the discipline reasonably related to the infraction itself and in line with that usually administered, as well as to the seriousness of the employee's past record? Following is an example of what arbitrators may consider an

inequitable discipline: If an installation consistently issues five-day suspensions for a particular offense, it would be extremely difficult to justify why an employee with a past record similar to that of other disciplined employees was issued a 30-day suspension for the same offense.

There is no precise definition of what establishes a good, fair or bad record. Reasonable judgment must be used. An employee's record of previous offenses never may be used to establish guilt in a case you presently have under consideration, but the record may be used to determine the appropriate disciplinary penalty.

Was the disciplinary action taken in a timely manner? Disciplinary actions should be taken as promptly as possible after the offense has been committed.

The requirement that discipline be corrective rather than punitive is an essential element of the just cause

principle. In short, it means that, for most offenses, management must issue discipline in a progressive fashion, issuing lesser discipline (for example, a letter of warning) for a first offense and a pattern of increasingly severe discipline for succeeding offenses (for example, short suspension, long suspension and discharge). The basis of this principle of corrective or progressive discipline is it is issued for the purpose of correcting or improving employee behavior—not as punishment or retribution.

I hope this information is helpful. If you have any questions, please contact your district Labor Relations specialist.

sue.bartko@comcast.net

Sue Bartko, president of Pennsylvania State Branch 941, is a Labor Relations specialist.

Adopted Resolutions

Constitution & Bylaws Committee

1

RESOLVED, That Article VII, Section 1(b) be amended to read as follows:

Section 1.

“(b) These officers, all of whom must be active or associate members, shall hold office for the election period between biennial conventions, or until their successors are duly elected or appointed under provisions of Article VII, Section 2, paragraph 6, unless ineligible under provisions of Article III, Section 2, provided that not more than one (1) member from any one (1) local branch may hold any of these offices.”

NAPS Executive Board

2

RESOLVED, That Article VII, Elections, Section 2, paragraph 6 be amended to read as follows:

“The candidates receiving a majority of the votes cast shall be declared elected in the order in which they are listed in Section 1 (a). If there are more than two (2) candidates for any office, or more than two (2) cities desiring the convention, and a majority vote is not obtained by a candidate or city, a runoff election shall be held between the two (2) candidates, or cities, receiving the greatest number of votes. If then, because of eligibility considerations under Section 1 (b), an otherwise elected

candidate shall be ineligible to serve, a new election shall be conducted in such manner as recommended by the Ballot Committee to fill the vacancy thus occurring. The newly elected officers shall assume their respective offices at the time of the closing gavel for the final adjournment of the national convention and shall hold office for their respective terms or until their successors are duly elected or appointed. The city receiving a majority of the votes cast shall be declared the next convention city.”

NAPS Executive Board

7

RESOLVED, That Article XIII, Section 7, paragraph 3 be amended to read: “The amount of \$150,000.00 shall be allocated each fiscal year for the Education and Training Fund, to be administered by the Executive Board.”

NAPS Executive Board

9

RESOLVED, That NAPS Headquarters contact the Postal Service to include the information in blocks 35 and 36 of *PS Form 50* every month, and be it further

RESOLVED, That the Membership Manager use this information to keep the member assigned to the branch associated with their domicile without requiring the submission of a Request for Exceptions of Branch Affiliation, and be it finally

RESOLVED, that Article III,

Section 6, of the *NAPS Constitution & Bylaws* be amended to add a section d):

“d) When a Finance number change occurs with no change in domicile as validated by *PS Form 50* information in blocks 35 and 36, the member will remain in their domicile branch without requiring the submission of the Request for Exceptions of Branch Affiliation.”

Portland, ME, Branch 96

12

RESOLVED, That a new Section 5 be added to Article VII, Elections, to read as follows:

Section 5. Effective after the 68th NAPS National Convention, any member, including associate members-at-large (MALs), who are in good standing with NAPS Headquarters and has paid the respective national convention registration fee may request a delegate-at-large (DAL) credential to the national convention from NAPS Headquarters, which must be approved and signed by two resident officers.

An approved DAL with a paid registration will have access to the national convention floor to vote on official NAPS business by voice and division vote only. The DAL will not be affiliated with any local or state branch. A registered DAL is eligible to receive a national convention committee assignment.

A DAL is prohibited from participating in any roll-call votes and col-

68th NAPS National Convention

lecting and/or casting any official election ballot(s).

Heart of Illinois Branch 255

Resolutions Committee

27 (as amended)

RESOLVED, That NAPS Headquarters obtains and uses a Quick Response (QR) code that will be incorporated with the membership packets sent out to prospective members, membership promotions and other correspondence deemed appropriate by NAPS Headquarters or branches, and be it further

RESOLVED, That this QR code takes the prospective member to the NAPS membership page where they will have the option of joining by completing an online or hard-copy NAPS *Form 1187*. Any required signature for the online form is a digital, and be it finally

RESOLVED, That the completed online form be submitted electronically to NAPS Headquarters and the affected branch after completion. The completed hardcopy version would be mailed or emailed to NAPS Headquarters.

Montana State Branch 929

29

RESOLVED, That the *Form 1187* be amended to allow new members to indicate their preference that their name will not be published in *The Postal Supervisor* on enrollment.
Virginia State Branch 951

32

RESOLVED, That USPS management pay the EAS employee's requested leave at the time of the call per their submitted 3971.

California State Branch 905

34 (as amended)

RESOLVED, That the current waiting period for higher-level compensation for EAS employees be abolished, and be it further

RESOLVED, That a new higher-level compensation procedure be created that will serve to acknowledge and compensate EAS employees immediately when they are required to perform higher-level duties in full daily shifts.

Oregon State Branch 940

35

RESOLVED, That NAPS consults with the Postal Service to implement a policy where no NTE details will be granted to craft employees before EAS employees are made aware of the opportunity and given the first opportunity for the detail.

Oregon State Branch 940

36

RESOLVED, That NAPS enters into consultations with the USPS to develop and implement a Supervisor Staffing Workload model for Mail Processing facilities, and be it further

RESOLVED, That the Supervisor Staffing Workload Evaluation process encompasses all duties, employees, machinery and responsibilities of SDO positions.

Oregon State Branch 940

37

RESOLVED, That NAPS enters into consultation with the USPS to finalize and implement a SWCs process that encompasses all duties and responsibilities of a supervisor, Customer Service, within six months of the acceptance of this resolution.

Oregon State Branch 940

38

RESOLVED, That the USPS consults with local NAPS representatives prior to vacant EAS positions being held longer than 75 days.

Oregon State Branch 940

39

RESOLVED, That NAPS consults with the USPS to reimburse the full cash value to the postal employee who controls the unused benefit (lost benefit).

Oregon State Branch 940

40

RESOLVED, That each time a new program or task is assigned to any EAS employee, the USPS will provide NAPS with an outline of how much time is required to effectively perform each new program or task that is added, and be it further

RESOLVED, That each time a new program or task is assigned to any EAS employee, the USPS will provide NAPS with an outline of how each new program or task is to be integrated into the existing workload and be prioritized with current duties.

Oregon State Branch 940

41 (as amended)

RESOLVED, That during pay consultations, NAPS seeks that no EAS supervisor shall earn no less than 5% more than the top of the pay scale of any craft employee they supervise, and be it further

RESOLVED, That no manager or postmaster shall earn no less than 5% more than the top of the pay scale of any employee they supervise, including subordinate EAS employees.
Oregon State Branch 940

42 (as amended)

RESOLVED, That during pay consultations, NAPS seeks a COLA adjustment process to the EAS pay package.

Oregon State Branch 940

43 (as amended)

RESOLVED, That during pay consultations, NAPS seeks to change the supervisor differential adjustment in the EAS pay package to benefit all EAS employees, and be it further

RESOLVED, That each time the base salary of the EAS initial-level supervisor is adjusted to comply with the supervisor differential adjustment, all EAS employees will be adjusted by the same amount.

Oregon State Branch 940

44

RESOLVED, That *ELM* 519.733 be amended to compensate exempt field employees for all additional hours they are required to work due to staffing issues and operational requirements, and be it further,

RESOLVED, That *ELM* 519.733 be amended to allow exempt

field employees who work additional hours be allowed to choose among:

1. Taking a day off not within the same service week,
2. Compensation with pay for all additional hours worked (additional time) or
3. Compensation of one hour of annual leave for one hour of required additional work added to their leave balance.

Oregon State Branch 940

45 (as amended)

RESOLVED, That NAPS consults with the Postal Service to change the language in the *ELM* 519.733 to reflect: "When an exempt employee is directed to work on a holiday or other day in addition to normal workdays, the supervisor shall grant a full day of personal absence without charging it to official leave, of the employee's choosing."

Oregon State Branch 940

46

RESOLVED, That the Postal Service compensate all special-exempt and non-exempt EAS employees who work a non-scheduled day in a service week at a rate of 150% of their calculated base hourly rate for all hours worked on a non-scheduled day.

Oregon State Branch 940

49

RESOLVED, That NAPS consults with the USPS to partner with the agency to improve processes, pay and benefits used to successfully recruit, hire and retain entry-level craft employees.

Oregon State Branch 940

50

RESOLVED, That all EAS employees be paid a premium when working Dec. 25, and be it further

RESOLVED, That this resolution is included in pay talks.

Greenville, SC, Branch 228

51

RESOLVED, That NAPS consults with the USPS to ensure all vacant EAS positions be posted to EAS employees prior to being posted to craft employees.

Oregon State Branch 940

52 (as amended)

RESOLVED, That at every convention there be scheduled a two-hour period for questions and inquiries of the Executive Board, resident officers and legal team during the convention to air and address any questions or concerns the delegates may need to be addressed, and be it further

RESOLVED, That each delegate be allotted three minutes to ask their question at the microphones, and be it further

RESOLVED, That such time be suspended when the answer is rendered from the resident officers, Executive Board or legal team to allow for discussion and clarifying questions, and be it finally

RESOLVED, That the time will resume when the answer from the aforementioned parties is concluded until the delegate's time expires.

Georgia State Branch 912

53

RESOLVED, That all IMIP investigation teams should have at least

68th NAPS National Convention

one vetted NAPS representative who all are thoroughly trained, with follow-up training as deemed necessary, and be it further

RESOLVED, That the accused EAS employee and NAPS representative be afforded the right to review evidence gathered during the investigation, and be it further

RESOLVED, That if there should be a need to separate the alleged harasser and harassee, it should not be automatically assumed that the EAS employee is moved, as that has its own negative implications, and be it finally

RESOLVED, That an appeals process be initiated to appeal adverse decisions.

South Jersey Branch 74

54 (as amended)

RESOLVED, That NAPS take an exhaustive look at all fringe benefits that were in effect at the codification of *Title 39* and make a comparative study as to the benefits, levels of benefits, percentages and all other governing factors of such benefits, and be it further

RESOLVED, That NAPS takes the necessary due diligence and weighs whether (and when and how) to pursue litigation in response to the unfavorable situation.

Atlanta DNC Branch 567

63 (as amended)

RESOLVED, That NAPS initiates immediate action to support legislation that could result in reducing or eliminating the impact of WEP/GPO on Postal Service retirees, and be it further

RESOLVED, That all NAPS members support and request their representative to co-sponsor legislation that would repeal the GPO and WEP that unfairly target federal retirees who participated in the Civil Service Retirement System, as well as their surviving spouses, and reduce the Social Security benefits of these individuals.

California State Branch 905

64 (as amended)

RESOLVED, That NAPS members contact legislators and ask them to co-sponsor legislation to ensure postal employees have the support and assistance of Postal Police in cities and communities where they are assigned.

California State Branch 905

66

RESOLVED, That the NAPS National Legislative Representative contact and consult with NARFE about issues and bills in Congress that we should pursue as a joint effort.

Minnesota State Branch 926

70 (as amended)

RESOLVED, That any hotel selected to host NAPS must accept delivery of packages and/or shipments for NAPS conventions from the United States Postal Service without additional charges or the hotel cannot be selected for NAPS national conventions.

Brooklyn Branch 68

71

RESOLVED, That upon selection, the EAS employee's salary is discussed and resolved in writing be-

fore finalizing the selection.

Southwest Florida Branch 420

72 (as amended)

RESOLVED, That the NAPS resident officers and Executive Board abide by the wishes and concerns of NAPS membership in alignment with resolutions adopted at the NAPS national convention.

Detroit Branch 23

73

RESOLVED, That excess, defined term expense allowance funds not used by a NAPS area vice president be rolled into the next defined term for purposes of engaging, supporting and facilitating training NAPS members in their area of responsibility.

Oregon State Branch 940

74

RESOLVED, That, effective immediately, hotel rates in *The Postal Supervisor* or NAPS website for any event provide the expected "all-in" costs. Examples include, but are not limited to: Room rates, all taxes and fees, parking, transportation (to/from airport), shuttle service, public transportation and more and any hotel-related expenses.

South Jersey Branch 74



In Memoriam

Following is a list of NAPS members who have died since the 2021 National Convention as reported to NAPS Headquarters:

New England Area

New Haven, CT, Branch 3

Jeffrey D. Sorak

Portland, ME, Branch 96

Bruce Bartlett
Geoffrey Deane
Lawrence Duncan
Harold M. Sprague

Boston Branch 43

James J. Hennessey

Southeastern Massachusetts Branch 120

David Degrenier
Patricia Luz
Linda Wagner

Northeastern Massachusetts District Branch 498

Michael Iascone
Robert J. Taglieri

Providence, RI, Branch 105

John A. Defusco

New York Area

Sal Pace Branch 27

Anne P. Clayton

Postal Police Supervisors Branch 51

Mike Conners

Thomas Roma Brooklyn Branch 68

Manuel A. Domenech
Andrew M. Mazzella

New York City Branch 100

Peter Naranjo

Flushing Branch 164

Robert "Bobby" Bilz
Vishnu Persaud

Long Island Branch 202

Bradley Green
Steven B. Lewis
Vita C. Stabile

Mideast Area

New Jersey State Branch 933

Lorraine Kearney

Vincent J. Lambusta, NJ, Branch 53

Michael J. Demski

MSC Red Bank, NJ, District Branch 568

Clyde Alexander

Pittsburgh Branch 20

James Adams
Paul Myers

Harrisburg, PA, Branch 50

Donald Keane Sr.

Southeastern Pennsylvania Branch 355

Veronica J. Perez

Capitol-Atlantic Area

A. Millie Callaway Branch 135, District of Columbia

Damon Foster
Nicholas M. Lamantia
Carrie J. O'Marra

Baltimore, MD, Branch 42

William A. Hemphill
Julie Martin

Greensboro, NC, Branch 157

Hasson D. Dawkins
Rose A. Legrand

Charlotte, NC, Branch 183

Steven Santarcangelo

Richmond, VA, Branch 98

Raymond Lee Jones

Adolph P. Chiappa, VA, Memorial Branch 132

Belinda A. Pitts

Pioneer Area

Louisville, KY, Branch 1

Ricky L. Gibson

Cleveland, OH, Branch 46

Shirlaine Flake
Charlane Flank
Harvey McDougale Jr.
Andreyia M. Thomas

Illini Area

Heart of Illinois Branch 255

Rebecca Crossman
Sherry Maxwell
Eric Smith
Maureen Wilcox
Frank Winters

Illinois North Shore Branch 270

Edgar R. Candelario

West Suburban, IL, Branch 289

William Young

North Suburban, IL, Branch 489

Annie Lenard

South Suburban, IL, Facility Branch 493

Arthur L. Moore

North Central Area

Minnesota State Branch 926

Mike LePree

Minneapolis Branch 16

Lewis Olson
Patricia "Patty" White

St. Paul Branch 104

Lucy Baker

Milwaukee Branch 72

Carla D. Linson

Green Bay District Branch 442

Donald Vandesande

MINK Area

Topeka, KS, Branch 52

Tasha K. Conway

2022 Vince Palladino Scholarship Winners

Wichita, KS, District Branch 205

Bonny G. Thompson

Kansas City, MO, Branch 36

Carrie A. Skinner

Gateway, MO, Branch 131

Melvin Everett Bell
Stephen Paul Ochs

Omaha, NE, Branch 10

Lois Thurman-Kent

Southeast Area

Miami Branch 146

Vanessa Brown
Kenny Franz
Edward "Eddie" Perez

St. Petersburg, FL, Branch 156

Brian Britt

Fort Lauderdale, FL, Branch 296

Kevin Anderson

Gainesville, FL, Branch 405

Sam Jones Jr.

Sun Coast, FL, Branch 425

Gilda A. Durant

Atlanta Branch 82

Walter Holt

Central Gulf Area

New Orleans Branch 73

Ricardo Anderson

Cotton Belt Area

Arkansas State Branch 904

John W. Nicholson

Don Ledbetter Branch 41

Demetria Dortch
James Wilson Jr.

Texas Area

Austin Branch 9

Dawn R. Layssard

Dallas Branch 86

Shirley James-Johnson

San Antonio Branch 103

Marie Carter

El Paso Branch 136

Mark Mitchell

Northwest Area

Anchorage, AK, Branch 435

Kevin Q. Clemons

Idaho State Branch 915

Joe Harrington

Portland, OR, District Branch 66

Louis Gomez
Michael Norbom

Seattle, WA, Branch 61

Anne Kush
Timothy Moore
Richard "Rich" Wilson

Rocky Mountain Area

Arizona Jerome V. Blanton Branch 246

Joe J. Zarate

Las Vegas District Branch 463

Steven R. Qualls

Sundance, UT, Branch 139

Michael S. Gunnarson
Valerie Story

Pacific Area

Los Angeles Branch 39

John Driver

San Francisco Branch 88

Isidore Szczepaniak
Ada Tate
Margaret Taylor
Larry Ybarra

Margarete A. Grant, CA, Branch 127

Betty Asberry
Yolanda G. Byrd

San Diego Bridget Evans Branch 159

Ronald M. Alo Jr.

So. California Bay District Branch 266

Mabel Stephens

NAPS awards Vince Palladino Memorial Scholarships annually in honor of the late NAPS president for his dedication to NAPS and its members. The children and grandchildren of NAPS members are eligible to participate.

Ten scholarships were randomly drawn and awarded, representing two winners from each NAPS region. The winners have been notified and NAPS mailed the \$1,000 scholarship checks, payable to the college or educational institution each student is attending.

Northeast Region

Elisa Zambella, daughter of Richard Zambella, Northeastern Massachusetts District Branch 498. She is attending Merrimac College, North Andover.

Allen Vasquez, son of Claudia Gutierrez, Essex County, NJ, Branch 207. He is attending Fordham University, the Bronx.

Eastern Region

Colin Bates, son of Joseph Bates, Philadelphia BMC Branch 562. He is attending Temple University, Philadelphia.

Jordan Lapira, son of Joseph Lapira, James E. Park NOVA District Branch 526. He is attending the Alabama College of Osteopathic Medicine.

Central Region

Lamarious Smith, son of Lavonda Scott, Elizabeth R. Flamon, IL, Branch 14. He is attending Northern Illinois University.

Devon Valle, son of Laura Valle, Des Moines, IA, Branch 172. He is attending Iowa State University of Science and Technology.

Southern Region

Chloe Carmona, daughter of Richard Carmona, Houston Branch 122. She is attending Baylor University.

Madison Pichon, son of Doland Pichon, New Orleans Branch 73. He is attending Xavier University of Louisiana.

Western Region

Ariyan Akins, daughter of Barbara Mitchell, Margarete A. Grant Branch 127. She is attending Lincoln University of Missouri,

Madison Cooney, son of Todd Cooney, Montana State Branch 929. He is attending Montana Technological University.

New Orleans



National Auxiliary Conducts Its Business at the 68th NAPS National Convention

Submitted by Bonita R. Atkins, National Auxiliary Secretary/Treasurer

Session 1

Monday, Aug. 8

Past National President Patricia Jackson-Kelley introduced President Laurie Butts at the podium; the pages escorted National Executive Board members to their seats. Butts called the meeting to order at 1:34 p.m. and welcomed attendees. She introduced the national officers in attendance.

Mary Caruso, MINK Area vice president, read the Collect. Rick Hall, Eastern Region vice president, led the Pledge of Allegiance. Roxanne Bradley, Sacramento (CA) Branch 77, sang the national anthem.

Cathy Towns, Mideast Area vice president, gave an inspirational invocation. A memorial service was conducted by Towns and Jane Finley, Southeast Area vice president. They memorialized deceased Auxiliary members Clyde Al-



68th NAPS National Convention

exander, MSC Red Bank District (NJ) Branch 568; Marie Carter, former national president and San Antonio Branch 103; Raymond Jones, Richmond (VA) Branch 98; Lorraine Kearney, New Jersey State Branch 933; and Ada Tate, San Francisco Branch 88.

Finley asked for a moment of silence and special remembrance for all the souls of the Auxiliary and NAPS

Luncheon



Front row: Patricia Grisby, Bonita Atkins and Beverly Austin (chair)
Middle row: Jerry Eckert, Earnestine Warren and GERALYN BUCCAR
Back row: Hannah Pierce, Amy Spurlin and Heather Hommerson

Tellers/Ballot



Bill Potter, Krystal Barcenez, Shirley Bradford and Sue Elliott (chair)

family and friends, as well as those who gave their lives defending and protecting our country. She ended with a fervent prayer. Bradley sang “Wind Beneath My Wings.”

Secretary/Treasurer Bonita Atkins conducted the roll call of officers. In attendance were President Laurie Butts, Executive Vice President Beverly Austin, Eastern Region Vice President Rick Hall, Central Region Vice President Elly Soukey, Southern Region Vice President Felecia Hill and Western Region Vice President and Immediate Past President Patricia Jackson-Kelley.

Also, Mideast Area Vice President Cathy Towns, Capitol-Atlantic Area Vice President Emanuel “Skip” Corley, Illini Area Vice President Linda Rendleman, MINK Area Vice President Mary Caruso, Southeast Area Vice President Jane Finley, Texas Area Vice President Shirley Bradford and Pacific Area Vice President May Nazareno. The Northeast Re-



Roxanne Bradley, Sacramento (CA) Branch 77, sang the national anthem, as well as “Wind Beneath My Wings” for the memorial service.

Ways & Means



Front row: Adam Mobley, Diedra Cos, Jesechelle Marshall and Toby Loera
Middle row: Skip Corley, DeCarla Hilliard, Shearly Shawn, Pat Crowe and Connee Walters
Back row: Rick Hall and Laura Krzycki



National Auxiliary first-timers, from left: Chelene Schafer, Laverne Frantz (all the way from Hawaii), Genaro “Toby” Loera, Raylene Walls, Bill Potter, Heather Hommerson, Steve Orloski, Amy Spurlin, Judy Conway, Ingrid Coy, Jim Conley, Connee Walters and Laura Krzycki.

gion and New York, Michiana and Central Gulf areas are vacant.

The chair called on Registration Chair Jo Geter for her committee report: 20 states were represented with 34 votes, which qualified as a quorum. Represented were 20 local branches, eight national officers, six area vice presidents, seven members-at-large, five past national presidents, 77 registered delegates, with 71 delegates in attendance.

Rick Hall, chair of the Rules Committee, read the rules of the convention and reported no additional rules needed to be added. There were no questions or discussion; the rules were adopted. The Rules Committee was discharged.

The chair called Atkins to present the proposed agenda. Atkins moved to dispense from reading the minutes—everyone had a copy—and for adoption of the agenda as printed. The motion was seconded by Rendleman and adopted.

Butts reminded delegates that the Auxiliary voted years ago not to have a professional parliamentarian, but, instead, have former National Auxiliary presidents serve in that capacity. She introduced Sonya Bonenbeger, Delores Bradley and Sue Elliott as parliamentarians for the convention. Butts also introduced Assistant Secretary Chanel Dodson, Los Angeles Branch 39.

Atkins asked that delegates stand when their names were called to be assigned as chairs and members of the various committees. The chair next called Ways and Means Chair Rick Corley.

Pages



**Front row: Ruth Cushenberry and Earnestine Warren
Middle row: Sherry Mattfield and Elly Soukey (chair)
Back row: Lewis Kendall III, Judy Conway and Rosita Quintero**

He said this year there would be two winners for the “Split the Pot” raffle, with six tickets for \$20. Corley said members purchasing tickets thus far were in agreement with the format and excited. The winner of the gift card raffle would receive \$1,275 worth of different gift cards.

Caruso and Finley were called to give their report on the First-Timers’ orientation. They reported that, some years ago, the Auxiliary and NAPS delegates’ orientations

68th NAPS National Convention

were combined. This year, no Auxiliary first-timers were in attendance. However, in the Auxiliary general session, 13 first-timers introduced themselves and received a rousing round of applause.

Austin gave the first reading of the proposed changes to the National Auxiliary Bylaws. Butts asked for announcements and noted the time for committee photos would be announced later. Door prizes were given; the meeting was recessed until 9 a.m. Tuesday morning.

Properties



Steve Orloski, Randolph Washington and Toby Loera (chair)

Session 2

Tuesday, Aug. 9

Butts called the meeting to order at 9:02 a.m.; Finley gave the invocation.

Butts then introduced the past National Auxiliary presidents in attendance: Sue Elliott, 1994-1996; Mary Caruso, 2000-2002; Sonya Bonenberger, 2006-2008; Delores Bradley, 2008-2010; and Patricia Jackson-Kelley, 2016-2021.

Atkins read correspondence from Butts regarding the death of her immediate family member. (Condolences from Beverly Austin on the death of her immediate family member were unintentionally excluded from being read.)

Caruso, chair of the Minutes Committee, reported the minutes from Monday, Aug. 8, were read and found to be correct. Geter reported on registration: represented were 20 states, 20 local branches, eight national officers, six area vice presidents, seven members-at-large, five past presidents and 77 registered delegates.

The Bylaws Committee, chaired by Austin, had a second reading of the proposed amendments. There was a brief discussion and clarification given regarding proposed amendment #3: Article XII, Representation and Voting, Section 3.a.5, by striking out “at large.” There were no further discussions. The three amendments would be voted on at the third reading.

Minutes



Nan Coppolella, Mary Caruso (chair), Chanel Dodson and Linda Rendleman

Budget



Bonita Atkins, Barbara Kelly, Rick Hall and Patricia Jackson-Kelley (chair)

New Orleans



Sergeants-at-Arms



Front row: Raylene Walls, Aletha Brathwaite (chair) and Ingrid Coy
Back row: Randolph Washington and Lewis Kendall III

It was announced that photos would be taken at 1:30 p.m. that afternoon in front of the Empire Ballroom.

After a 10-minute recess, the delegation reassembled; members were introduced to motivational speaker Deborah Johnson, San Francisco Branch 88 vice president. Her topic was "The 12 Elements of Engagement." She told delegates that "behind each element was a fundamental truth about human nature on the job and in everyday life." Her presentation was very inspiring and generated interactions with the delegates. The meeting was recessed for lunch until 1:30 p.m.

The meeting resumed at 1:30; photos would be taken at 3:30 p.m. The invocation was given by Towns.

Butts introduced Patty Patterson of Dillard Financial Solutions, Inc. She played a version of "The Price Is Right" with delegates. Shelby Studdard, Birmingham (AL) Branch 45, won round 1 and received a 39-inch LG TV. Austin won round 2 and received a 42-inch LG TV.

Registration



Shearly Shawn, Jo Geter (chair), Shelby Studdard and Adam Mobley

These two winners played the final round of "Price Is Right Showcase-Showdown." Studdard won the round and traded her TV for an Apple watch. It was a lively and entertaining session.

Delegates then were dismissed to take committee photos. The meeting was called back to order shortly thereafter.

Austin called for the third reading of the proposed amendments to the National Auxiliary Bylaws. The first proposed change, Article VIII, Duties of Officers, Section 5.a, was recommended for adoption. There was no discussion; the proposed change was approved unanimously.

The second proposed change, Article XI, Committees, Section 1.d, was recommended for adoption. There was a brief discussion; the proposed change was adopted unanimously.

The third proposed change, Article XII, Representation and Voting, Section 3.a.5, was recommended for adoption. There was a brief discussion and clarification. The proposed change was approved unanimously. The Bylaws Committee was discharged.

Butts called Bonenberger, chair of the Audit Committee, for her report. Bonenberger reported the committee met on Sunday, Aug. 7, and reviewed the books, which were in order. Bonenberger made a motion to adopt the re-

Parliamentarians



Sue Elliott, Delores Bradley and Sonya Bonenberger

68th NAPS National Convention

Rules



Rick Hall (chair), Shirley Bradford, Willie Carter and Skip Corley

port. The motion passed; the Audit Committee was discharged.

Jackson-Kelley, chair of the Budget Committee, reported the committee met on Sunday, Aug. 7, at 9 a.m. She read the proposed budget. There was discussion regarding increasing the budget; clarification was given by Bonenberger. The motion to adopt was approved. The Budget Committee was discharged.

Butts opened the floor for nomination of officers, starting with president. Patricia Jackson-Kelley nominated

Timekeepers



Valerie Long, Carolyn Mack (chair) and Ann Carson

Chaplins



Jane Finley and Cathy Towns

Laurie Butts; no other nominations were made.

The floor was opened for executive vice president. Felicia Hill nominated Beverly Austin; no other nominations were made.

The floor was opened for secretary/treasurer. Mary Caruso nominated Bonita Atkins; no other nominations were made.

The floor was opened for Northeast Region vice president; no nominations were made.

The floor was opened for Eastern Region vice presi-

Audit



Hazel Green, Edward Simpao and Sonya Bonenberger (chair)

New Orleans



dent. Emanuel Corley nominated Rick Hal; no other nominations were made.

The floor was opened for Central Region vice president. Linda Rendleman nominated Elly Soukey; no other nominations were made.

The floor was opened for Southern Region vice president. Beverly Austin nominated Felecia Hill; no other nominations were made.

The floor was opened for Western Region vice president. Genaro "Toby" Loera nominated Patricia Jackson-Kelley; no other nominations were made. Nominations were closed.

Butts encouraged everyone to enjoy their free day, Wednesday, in New Orleans and stay safe. Door prizes were given; the meeting was in recess until Thursday at 9 a.m.

Session 3

Thursday, Aug. 11

The meeting was called to order at 9 a.m. with an invocation by Finley. Minutes Committee Chair Caruso gave her final report and advised that the minutes from Tuesday, Aug. 9, appeared to be correct. Her committee was discharged.

Registration Committee Chair Geter gave her final report: represented were 20 states, 20 local branches, eight executive board members, six area vice president, seven members-at-large, five past presidents and 77 registered delegates. Geter and her committee were discharged.

The election of officers was next on the agenda. Because all nominees ran unopposed, only a voice vote on each nominee was needed. Voice votes were in favor of the nominees for each office; all were unanimously elected.

First-timers were encouraged to give suggestions, recommendations and thoughts on their experiences at the convention. Three of the 13 first-timers shared their thoughts.

Rendleman, chair of the Resolutions Committee, gave her report. The committee recommended giving Dodson a standing ovation for her service as assistant secretary. A standing ovation also was recommended for parliamentarians Sonya Bonenberger, Delores Bradley and Sue Elliott for their shared knowledge and experience.

A standing ovation was recommended for Roxanne Bradley, who sang beautifully at the Auxiliary's opening ceremony and would later sing at the Auxiliary Luncheon. Next, a standing ovation was recommended for the Ways and Means Committee members who continually worked hard selling raffle tickets and gift cards each convention day to raise money for the Auxiliary. The committee next recommended a standing ovation for Butts for representing the Auxiliary with a professional and positive image.

The committee recommended that thank-you notes be sent to the NAPS Executive Board for their continued support of the Auxiliary and to Deborah Johnson for speaking so eloquently and inspiring members on "The 12 Elements of Engagement." The committee also recommended that

Bylaws



Front row: Patricia Jackson-Kelley, Sue Elliott, Elly Soukey and Felecia Hill
Back row: Beverly Austin (chair) and Rick Hall

First-Timers



Jane Finley and Mary Caruso

National Auxiliary Executive Board

National Officers

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Patricia Jackson-Kelley

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Past President

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Jerry Eckert

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Region vacant: Northeast

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

Resolutions



Melva Seals, Jane Finley, Yunina Graham and Linda Rendleman (chair)



Assistant Secretary Chanel Dodson

the Auxiliary reinstate the Auxiliary's first-timer orientation at NAPS national conventions and not be in conflict with the NAPS delegates' orientation.

Lastly, the committee recommended that Patricia Jackson-Kelley be presented with a lifetime membership to the Auxiliary as she completed her duties as national president. All the committee's recommendations were approved and adopted. The Resolutions Committee was discharged.

Corley, chair of the Ways and Means Committee, gave his final report. He reported that, on Tuesday, \$9,500 was raised; the Auxiliary's share was \$4,750. He mentioned that the committee had raised over \$7,000 for the Thursday drawing. The goal was to raise over \$10,000. He received a rousing round of applause.

Carolyn Mack, chair of the Timekeeper Committee, reported that the committee tracked time during debates, as requested, for the convention. Her committee was discharged.

Toby Loera, Properties Committee chair, reported the committee prepared the meeting room before the beginning of the sessions and would help with set-up at the Auxiliary Luncheon. His committee would be discharged at the end of the convention.

Soukey, Pages Committee chair, thanked everyone in helping distribute materials and door prizes as assigned.



New Orleans

Her committee would be discharged at the end of the convention.

Aletha Brathwaite, chair of the Sergeants-at-Arms Committee, advised that all duties were performed; she introduced her members. Her committee was discharged.

Austin, Luncheon Committee chair, thanked all her members who would be helping with the table decorations needed to be arranged before the luncheon. She asked all her committee members to stand and gave them an ovation. Her members would be discharged at the end of the luncheon.

Butts thanked the parliamentarians, chaplains and Assistant Secretary Dodson for their hard work. Unfinished business included Skip Corley additionally thanking Hazel Green and Jo Geter for their assistance to the Ways and Means Committee.

Atkins apologized for omitting reports from Eastern Region Vice President Rick Hall and Western Region Vice President Patricia Jackson-Kelley in the Biennial Officers' Report book. Atkins said she would ensure they appear in the 2024 Convention Report Booklet.

Past Presidents



Patricia Jackson-Kelley, Mary Caruso, Sue Elliott, Delores Bradley and Sonya Bonenberger

Butts encouraged the Auxiliary delegates to attend nominations for the NAPS National Executive Board at 1:30 p.m.; there was no further business for the Auxiliary convention. Door prizes were given and the meeting was recessed until noon on Friday for the Auxiliary Luncheon.

2021-2022 National Auxiliary Executive Board



Seated: Executive Vice President Beverly Austin, President Laurie D. Butts and Secretary/Treasurer Bonita Atkins.

Standing: Illini Area Vice President Linda Rendleman, MINK Area Vice President Mary Caruso, Mideast Area Vice President Cathy Towns, Southern Region Vice President Felecia Hill, Immediate Past President and Western Region Vice President Patricia Jackson-Kelley, Central Region Vice President Elly Soukey, Eastern Region Vice President Rick Hall, Capitol-Atlantic Area Vice President Skip Corley, Texas Area Vice President Shirley Bradford and Pacific Area Vice President May Nazareno.



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