

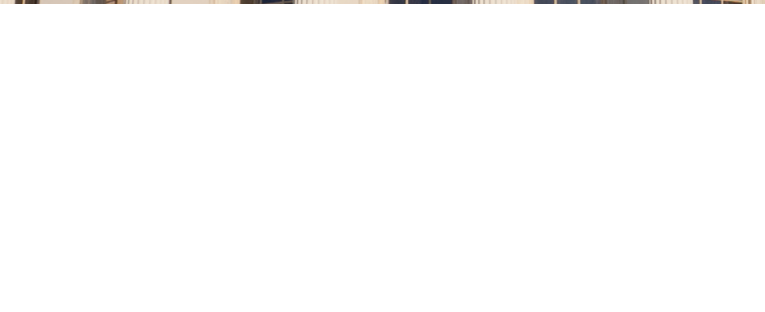
the Postal SUPERVISOR

February 2022

**Be an Effective
Legislative Advocate
On Behalf of All
NAPS Members**

**Register to Attend
the 2022 LTS**

page 13



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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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You'll Never Walk Alone

Hello, NAPS brothers and sisters. As I write this column, we just received word that the National Rural Letter Carriers' Association (NRLCA) has reached a tentative collective bargaining agreement with the Postal Service. We still await completion of USPS negotiations with the National Association of Letter Carriers (NALC).

The NALC currently is the largest craft employee union and, due to this fact, serves as the initiator of the final countdown for a pay proposal for Executive and Administrative Schedule (EAS) employees. As stated in 39 U.S. Code § 1004(e)(1):

“(e)(1) The Postal Service shall, within 45 days of each date on which an agreement is reached on a collective bargaining agreement between the Postal Service and the bargaining representative recognized under section 1203 of this

title which represents the largest number of employees, make a proposal for any changes in pay policies and schedules and fringe benefit programs for members of the supervisors' organization which are to be in effect during the same period as covered by such agreement.”

I want to point out that nothing in the law states when the USPS should begin to offer NAPS pay proposals for EAS employees. The law only defines the legal requirement for the agency's latest time for submitting a pay proposal to NAPS. I believe all EAS employees would welcome engagement with the USPS on EAS pay months before the end of our existing pay agreement.

I hope you have had the opportunity to stay informed on some of the issues we have been bringing to the table in our monthly consultative meetings with the Postal Service. These will serve as the blueprint for some of the issues we will advance when the next round of pay talks with USPS leadership commences.

As I continue to humbly serve as your national president, I would like to restate my unwavering commitment to work with your Executive Board as we continue to focus on moving forward for EAS employees. We will continue to pursue fairness and equity for the over

40-year-old supervisory differential adjustment (SDA) that needs to be advanced beyond its current 5%.

We need to have a fair SDA for Vehicle Maintenance Facility (VMF) supervisors. Through the pay/consultative process, NAPS continually has tried at the national level to change and promote a fair and equitable SDA for VMF EAS employees. Based on data from the 2021 Federal Salary Database, 93.43% of PS-10 craft employees earn more in base salary than the EAS managers who supervise them.

We also will work to establish an SDA for the supervisors in HR Shared Services. Effective Oct. 23, 2021, the USPS established the salary and wages for craft employees working as PER PROC SPC (HRSS). Creating this salary and wages schedule facilitates the need for an SDA between these craft employees and the EAS managers who supervise them.

Your resident officers are developing these and other issues with your help as we visit with you at various local events or hear from you via phone calls and emails. We hear you and are committed to walking with you as we address these and all other issues. Richard Rogers wrote a song, “You'll Never Walk Alone,” for the 1945 musical “Carousel.”

*When you walk through the storm
Hold your head up high
And don't be afraid of the dark.*

*At the end of the storm
Is a golden sky
And the sweet silver song of a lark.*

*Walk on through the wind
Walk on through the rain
Though your dreams be tossed and blown.*

*Walk on, walk on
With hope in your heart
And you'll never walk alone,*

You'll never walk alone.

As I continue to serve you, I am 100% committed to not ever letting you walk alone.

In solidarity ...

naps.ib@naps.org



Ivan D. Butts
President

The Efficacy of SPAC

In these times of the COVID pandemic, we have heard “efficacy” used regarding medicine and vaccines; specifically, the ability of a vaccine to have its desired effect—protection from a virus or disease. The term efficacy also has other meanings, including a political definition.

According to Wikipedia, political efficacy in political science is citizens’ trust in their ability to change the government and belief that they can understand and influence political affairs.

Efficacy commonly is measured by surveys and used as an indicator for the broader health of civil society.

As I am sure you are aware, there are many issues in our country today related to the health of our political system and Americans’ trust in their government, as well as their belief that government can improve their lives. By now, you possibly are wondering what this information has to

do with your job as a Postal Service EAS employee and, just as importantly, your membership in NAPS.

Well, NAPS continually is involved in our political system through lobbying members of Congress, the administration and federal agencies. The purpose of this

lobbying is to advocate for legislation and regulations that impact the lives of active USPS managers, postmasters and supervisors. Just as importantly, we also advocate for our retirees who continually face legislation in Congress that would reduce or, in some cases, eliminate the benefits and rights they were promised during their working careers.

Why is your NAPS organization involved in these political activities? Because we believe in our ability to impact the government and influence political affairs to promote better working conditions for our members through effective legislation, protect the earned benefits and rights of federal retirees and promote the long-term survivability of the U.S. Postal Service.

How does NAPS accomplish these various initiatives? We meet regularly with congressional leaders in person or via Zoom to impress on them the importance of NAPS’ legislative agenda and gauge their willingness to introduce, co-sponsor and support legislation that NAPS considers vital to its members. What is the incentive for these political leaders to support or advance NAPS’ agenda? It is our Supervisors’ Political Action Committee (SPAC).

Jesse Unruh, speaker of the California Assembly from 1961 to 1968, is credited with coining the phrase, “Money is the mother’s milk of politics.” For better or worse, that most often is the case. So, to have our legislative priorities heard and supported, NAPS must have a healthy political action committee. Thanks to the generous support of many NAPS members, we have just that—an effective, strong and influential voice on Capitol Hill!

In order to keep that effective voice on the Hill, we need your continued support. Please look at the NAPS website for ways to contribute to SPAC, such as our “Charging into ’22 SPAC Raffle.” SPAC’s “Drive for 5” makes contributing easy by simply deducting contributions from your paycheck. Whatever way you choose to help, know that the dollars you give will benefit your job and retirement—it is an investment in your career and your future.

Our job as leaders of your NAPS organization is to ensure that political efficacy remains a strong force moving forward for our members.

naps.cm@naps.org



Chuck Mulidore
Executive Vice President

Thrift Savings Plan

Fund	G	F	C	S	I
December 2021	0.12%	(0.32%)	4.48%	0.58%	5.10%
12-month	1.38%	(1.46%)	28.68%	12.45%	11.45%

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

Fund	L Income	L 2025	L 2030	L 2035	L 2040
December 2021	1.06%	1.90%	2.54%	2.76%	2.99%
12-month	5.42%	9.75%	12.37%	13.43%	14.51%

Fund	L 2045	L 2050	L 2055	L 2060	L 2065
December 2021	3.17%	3.37%	4.08%	4.08%	4.08%
12-month	15.40%	16.34%	19.90%	19.90%	19.90%

These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so that investors’ shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010. The L 2020 Fund was retired June 2020.

Visit the TSP website at www.tsp.gov

Join the High-Five Club

Membership! Membership! Membership! As you have noticed recently, my columns have focused on membership. Growing membership serves as the base of achievement and success for our association.

Most importantly, a new member has an association that will advocate for them and stand by their side, not only in times of need, but to improve their future,



Jimmy Warden
Secretary/Treasurer

as well. Membership is important because there is strength in numbers. And a strong membership enables the financial stability of not just NAPS as an association, but also each individual branch.

Increasing membership demonstrates leadership. Some members have been extremely instrumental in building membership by contacting nonmembers and convincing them to join. It is for these reasons we wish to recognize those who go above and beyond in their efforts.

NAPS is starting the High-Five Club. If a NAPS member signs five new members in a 90-day span, they will become part of the High-Five Club and receive the “5 Members” pin, along with an additional check (aside from the sponsor checks) for \$25.

I also will post the names of the High-Five Club in my monthly *Postal Supervisor* column. Knowing our membership champions and the dedication they have to NAPS, for every additional five members they sign up in a 90-day period, they will receive another “5 Members” pin to add to their original pin, as well as an additional check for \$25.

We also want to recognize those branches with 100% membership.

For each branch with 100% membership, the branch president’s name and branch number will be posted in my monthly column. The branch president will receive a “100% Branch” pin. We are seeking ways to rec-

ognize branches with 100% membership in addition to posting them in *The Postal Supervisor*.

A biweekly promotion report stipulating all promotions taking effect that specific pay period is being sent to Executive Board members to distribute to their branches. This is a great report to help in reaching out to newly promoted supervisors. You can use the report to contact new supervisors in the first week of their new assignments.

Congratulations to Postal Police Branch 51 President and Membership Champion Butch Maynard for 100% membership in his branch! Congratulations, as well, to our membership champions for having recruited five members in a 90-day period:

- John Kofsky, Branch 568 and 933, July 2021
- Marilyn Jones, Branch 39 and 905, August 2021
- Derek Lothridge, Branch 96, August 2021
- Martara Johnson, Branch 46, November 2021
- Edward Moore, Branch 244, December 2021

Each of these membership champions will receive the new “5 Members” pin and a check for \$25. John Kofsky and Marilyn Jones will receive their add-on pin and an additional check for \$50; both reached the 10-member plateau. Thank you for your engagement and dedication to NAPS!

Pacific Area Vice President Chuck Lum and New York Area Vice President Dee Perez have challenged their respective areas to increase membership. Chuck challenged the Pacific Area to achieve 80% membership. Dee has challenged the New York Area to achieve 90% membership. Currently, the national average is 74%; both these areas are above that number.

We can do this! Remember, increasing membership demonstrates leadership.

Thank you and stay safe!

naps.jw@naps.org

The Postal Supervisor 2022 Production Schedule

Issue	Copy Deadline*	Mails
MAR	JAN 27	FEB 23
APR	FEB 22	MAR 17
MAY	MAR 28	APR 26
JUNE	APR 18	MAY 12
JULY	MAY 18	JUNE 14
AUG	JUNE 21	JULY 19
SEPT/OCT	AUG 25	OCT 4
NOV	OCT 4	OCT 28
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.





Guaranteed Voluntary Benefits For NAPS Members and Associate Members

New **Guaranteed Acceptance** Benefit Programs Available to NAPS Members and Associate Members.¹ Don't miss this opportunity to protect your financial future.
Return the information request by **March 11, 2022!**

Supplemental Life Insurance Program:

- **Guaranteed Acceptance Life Insurance** - low-cost, income tax-free, death estate insurance benefits for members and family members up to **\$150,000**. (Maximum of **\$500,000** available).²
- **Guaranteed Tax-Deferred Interest** - on cash accumulations of **4.00%**.³
- **Chronic Condition with Extension of Benefits** - can be used to help offset unexpected expenses that may arise, such as a stay in the hospital or long term care facility at **4%** per month for **25 months** or **20%** one-time lump sum. The extension of benefits can provide **4%** for up to an additional **25 months** or **5%** one-time lump sum payment.⁴
- **Critical Care Benefit** - allows the withdrawal of **25%** of death benefits for lump sum payments up to **\$100,000** upon diagnosis of cancer, heart attack, stroke, renal failure, or major organ transplant.⁵
- **Terminal Illness Benefit** - allows the withdrawal of **75%** of death benefits for terminal illness for a maximum of **\$150,000**.⁵
- **Guaranteed Increases** - allows future increases in death benefits for ten years without evidence of insurability.⁵

- **Guaranteed Paid-up Insurance Options** - provides a guaranteed paid-up life insurance policy with increasing cash values, pre- or post-retirement.

Disability Income Protection Program:

- **Members are eligible for up to \$5,000 tax-free benefits after only 14 continuous days of total disability** and payments may continue for a maximum of **24 months**.
- **Pre-existing medical conditions may be covered** after the first **12 months**.
- **Up to \$10,000 lump sum benefit** for off-the job accidents resulting in a covered loss.⁶
- **Up to \$750 per day benefit** for hospitalization due to a covered disability.⁷
- **Benefits for total disability due to pregnancy**, which is treated in the same manner as sickness.
- Coverage for off-the-job accidents and sickness.
- **Partial Disability Benefit** - pays **50%** of the Monthly Disability Benefits for up to **6 months** when a member returns to work on a limited basis following a total disability.

Accident Insurance Program:

- **Wellness Benefit** - Annual screening benefit of **\$150** each for covered member and spouse.
- Pays benefits on and off-the-job accidents.
- **Accident Emergency Treatment (in Emergency Room or at Doctors Office)** - **\$150** for treatment by a physician and X-rays received in a hospital or physician's office.
- **Ambulance Benefit** - **\$360** for ambulance transportation; **\$1,800** for air ambulance.
- **Follow Up Visits & Physical Therapy Benefits** - **\$80** for follow-up treatment visits.
- **Major Diagnostic Exam Benefit** - **\$240** for one CT Scan, MRI, or EEG.
- A Benefit of **\$255,000** for Common Carrier Accidental Death.
- Benefits are portable.
- **Additional Accidental Death Benefits** include an Education Benefit of **\$6,800** per child (**\$1,700** each year for 4 years), Spousal Training Benefit of **\$6,800** (**\$1,700** each year for 4 years), and a Day Care Benefit of **\$2,550** per child (**\$850** each year for 3 years).⁸



Benefits Administered by
M³ Technology, LLC

NAPS MEMBERS AND ASSOCIATE MEMBERS ONLY
NEW BENEFIT INFORMATION

I would like information about the following benefit offering for NAPS Members¹:

- Life Insurance with Guaranteed Cash Accumulation at 4.00%³ and "Living Benefits" for Chronic Condition for Long Term Care Expenses, Critical Care, Terminal Illness, and Disability
- Disability Income Benefits
- Accident & Wellness Benefits
- Critical Illness & Wellness Benefits
- Discount Homeowners & Auto

Coverage for:	
<input type="checkbox"/> Member	<input type="checkbox"/> Member and Family

NAPS does not promote or endorse this program. The decision to participate is voluntary.

PLEASE PRINT AND RETURN BY MARCH 11, 2022

Name: _____ Date of Birth: _____

Home Address: _____ Branch Number: _____

City: _____ State: _____ Zip: _____

Home Phone: (____) _____ Work Phone: (____) _____

Cell Phone: (____) _____ E-mail Address: _____

Work Address: _____ Member's Title: _____

Work City: _____ State: _____ Zip: _____

Work Hours: From: _____ am/pm To: _____ am/pm Days Off : _____

Type of Postal Facility: _____ Number of Employees : _____

¹ Inquire about riders available in your state.

² Based on current IRS regulations.

³ After mortality and expenses.

⁴ A member can receive up to 50 months of the benefit. After the benefits under the extension have been paid, a paid-up certificate for 25% of the death benefit will be paid to the beneficiary.

⁵ Consult your policy for details.

⁶ Variable benefits for loss of life, loss of one, two or more members (hand, foot, sight of an eye), loss of speech, loss of hearing, quadriplegia, paraplegia, hemiplegia.

⁷ 25% of monthly benefit per day, payable for up to 30 days, for covered disability resulting in hospitalization.

⁸ Counseling, income reimbursement, and expense reimbursement benefits are payable per insured per incident up to the maximum benefit during any one (1) year policy period.

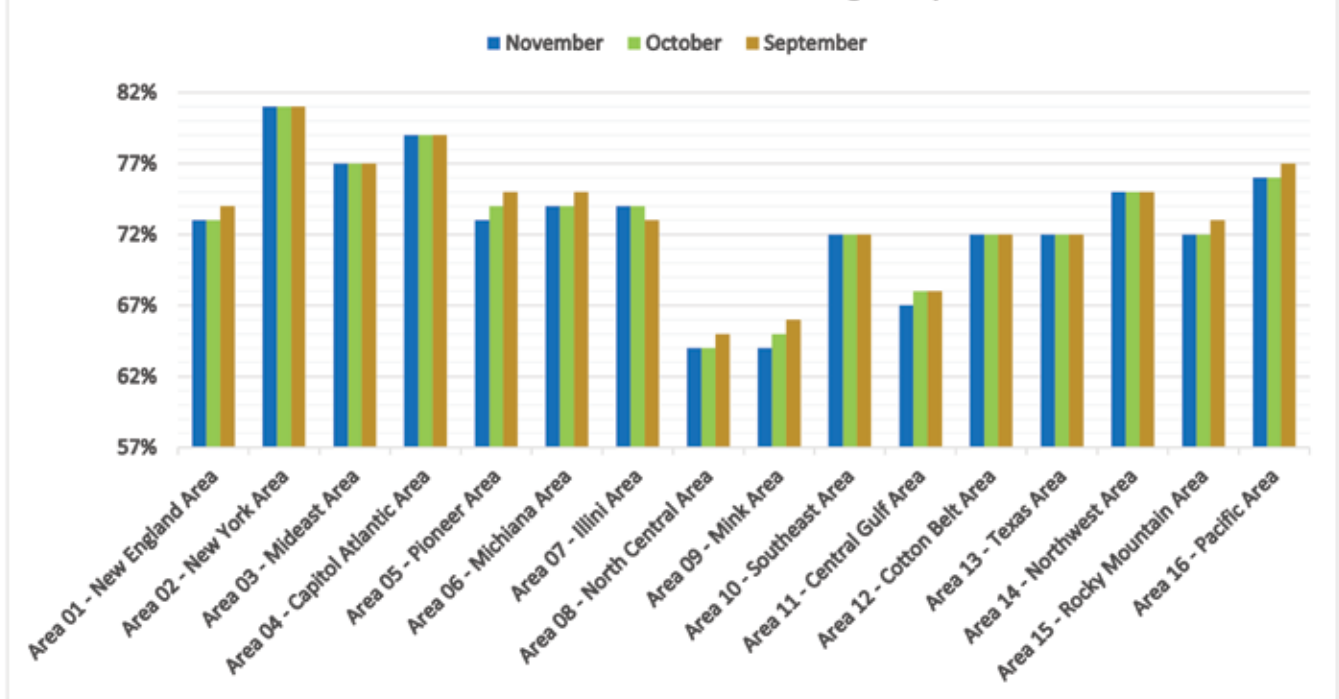
What Action Must I Take?

Simply return the priority information request form in the enclosed postage-paid privacy envelope today. Do not miss this opportunity for Guaranteed Acceptance Benefit Programs for NAPS Members. Please return the priority information request form by **March 11, 2022!**

National Association of Postal Supervisors Membership Report

November 2021

3 Month Member Percentage by Area



Regular Member Totals By Area	November 2021	October 2021	September 2021
Area 01 - New England Area	73%	73%	74%
Area 02 - New York Area	81%	81%	81%
Area 03 - Mideast Area	77%	77%	77%
Area 04 - Capitol Atlantic Area	79%	79%	79%
Area 05 - Pioneer Area	73%	74%	75%
Area 06 - Michiana Area	74%	74%	75%
Area 07 - Illini Area	74%	74%	73%
Area 08 - North Central Area	64%	64%	65%
Area 09 - Mink Area	64%	65%	66%
Area 10 - Southeast Area	72%	72%	72%
Area 11 - Central Gulf Area	67%	68%	68%
Area 12 - Cotton Belt Area	72%	72%	72%
Area 13 - Texas Area	72%	72%	72%
Area 14 - Northwest Area	75%	75%	75%
Area 15 - Rocky Mountain Area	72%	72%	73%
Area 16 - Pacific Area	76%	76%	77%
Total Regular Member %	74%	74%	74%
Total Regular Members	24,262	24,407	24,651
NonMember Totals	November 2021	October 2021	September 2021
Total NonMembers	8,288	8,288	8,247
Total NonMember %	26%	26%	26%

NAPS Executive Board Directory

Resident Officers

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



Ivan D. Butts
President
naps.ib@naps.org



Chuck Mulidore
Executive Vice President
naps.cm@naps.org



James "Jimmy" Warden
Secretary/Treasurer
naps.jw@naps.org

Regional Vice Presidents

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



Craig O. Johnson
9305 N. Highland Ct., Kansas City, MO 64155-3738; (816) 914-6061 (C) craigj23@sbcglobal.net

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



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

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



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

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



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

Western Region (Areas 14, 15 and 16)



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

Area Vice Presidents

3—Midwest Area (DE/NJ/PA)



Tony Dallojacono
PO Box 750, Jackson, NJ 08527-0750 (973) 986-6402 (C); (732) 942-4675 (O) midwestareavp@gmail.com

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



Troy Griffin
1122 Rosanda Ct., Middle River, MD 21220-3025; (443) 506-6999 (C) (410) 683-3704 (H) troyg1970@live.com napsavptroyg@outlook.com

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



Timothy Needham
104 Corll St., Hubbard, OH 44425 (330) 550-9960 (C) napspioavp@gmail.com

6—Michiana Area (IN/MI)



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

7—Illini Area (IL)



Luz Moreno
625 Alhambra Ln., Hoffman Estates, IL 60169-1907; (847) 884-7875 (H) (773) 726-4357 (C) romonaps18@yahoo.com

8—North Central Area (MN/ND/SD/WI)



Dan Mooney
10105 47th Ave. N, Minneapolis, MN 55442-2536 (612) 242-3133 (C) dan_9999@msn.com

9—MINK Area (IA/KS/MO/NE)



Richard "Bart" Green
3530 Prescott Dr., Columbia, MO 65201 (913) 205-8912 (C) (573) 876-7820 (O) minkareavp@yahoo.com

10—Southeast Area (FL/GA)



Bob Quinlan
568 Caputo Ct., The Villages, FL 32163-5935; (352) 217-7473 (C) bqjq@aol.com

11—Central Gulf Area (AL/LA/MS)



Roy Beaudoin
3332 Pines Rd., Shreveport, LA 71119-3510; (318) 208-9421 (C) (318) 525-0397 (H) rwbeaudoin@aol.com

12—Cotton Belt Area (AR/OK/TN)



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

13—Texas Area (TX)



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

14—Northwest Area (AK/ID/MT/OR/WA)



John Valuet
4680 N. Maplestone Ave., Meridian, ID 83646-4928 (208) 871-1904 (C) jvnwareavp@gmail.com

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



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

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



Chuck Lum
95-1222 Moea St., Mililani, HI 96789-5965 (808) 227-5764 (C) lump013@hawaii.rr.com

Immediate Past President



Brian J. Wagner
3917 West Cedar Hills Dr., Dunlap, IL 61525-9760 (309) 253-5353 (C) brian4naps@aol.com

NAPS Disciplinary Defense Fund Representation Request Form

DDF Applicant Name: _____
SS#: _____

Office: _____
Branch: _____

Work Phone: () _____
Home Phone: () _____

Date of Notice of Proposed Action
or Notice of Debt Determination: _____

Date of Letter of Decision or
Notice of Involuntary Offset: _____

I request representation from the NAPS Disciplinary Defense Fund (DDF). Representation will be provided by Labor Relations Admin Group, LLC. The representative provided may not be an attorney. The DDF covers fees and expenses up to \$3,500 and all travel costs.

If fees or expenses incurred for my defense are expected to exceed the \$3,500 limit, Labor Relations Admin Group, LLC will notify me, in advance. No additional fees or expenses will be incurred for my representation without my authorization. If I do authorize additional fees and expenses, I will be personally liable to the provider for these additional expenses.

In the event the MSPB should award any payment for my legal fees, it is understood that the monies will be used to reimburse the NAPS DDF for monies expended for my representation by Labor Relations Admin Group, LLC to the extent possible under the award.

**NOTE: I have been a member of NAPS since: Month _____ Year _____
If you have been a NAPS members less than 90 days from the date of the proposed
action, you should supply a statement that you signed a NAPS membership
application within 30 days of your promotion from the craft.**

I understand that should I seek representation through any means other than the NAPS DDF at any time, I will, in effect, discharge the National Association of Postal Supervisors and Labor Relations Admin Group, LLC of any further obligation regarding my case. Furthermore, I understand that I will have to bear the cost and consequence of any outcome resulting from this action.

Signature of Member

Signature of Branch President

Date

Date

Send this signed form and a copy of the adverse action file by **Express Mail** to:

Labor Relations Admin Group, LLC
PO Box 25822
Brooklyn, NY 11202

**A copy of this completed DDF form MUST be sent to NAPS Executive Vice President at NAPS HQ
NAPS HQ, 1727 King St., STE 400, Alexandria, VA 22314**

**Support SPAC and Win
Amazing Prizes!**

Enter to Win—Open Now!
Charging Into '22
SPAC Raffle



OPEN TO ALL MEMBERS | Opens Jan. 7— Ends Feb. 20 | ONLINE ONLY

All ticket purchases and donations will be applied to your SPAC total

For more information, visit <https://naps.org/Legislative-Center-SPAC>

For questions, email napshq@naps.org or call us at 703-836-9660

The Supervisors' Political Action Committee (SPAC) will neither favor nor disadvantage a member based on the amount of a contribution or a decision not to contribute to the nonpartisan political action fund.

A New Year—Let's Meet and Beat Our Challenges!

Dioenis D. Perez

New York Area Vice President

First things first! For all those EAS employees who retired on or about Dec. 30 and 31, as well as those who previously retired because of the RIF, I wish you happiness in the next chapter in your lives. May you have great health and find true happiness every day. I hope you look back fondly on your USPS career and the many lives you have touched and the friendships you have made. May they continue for a lifetime.

Happy New Year and cheers! I'm not one to make new year's resolutions; nor do I entertain rumors or travel in conspiracy theories. In my postal life, there's no time for these things. I'm more concerned about doing my job and making sure my team is on board with their responsibilities, day in and day out, rather than worrying about things we can't control.

My advice to everyone in the field is simply this: Concentrate only on your duties and responsibilities. Don't allow yourself to get caught up or bothered by things over which you have no direct control.

This year, I anticipate field-level EAS employees—postmasters, branch managers, plant managers and front-line supervisors—will be tasked more than ever before to make all the service goals because of the technology at our fingertips. The handwriting already is on the wall for those who

haven't noticed.

The message is in the form of all the new reports being used to track office and individual measured performance. By now, I'm sure everyone has seen the triangulation reports and heat maps. These two items



alone—among the many others being rolled out by your MPOOs that track nearly every single thing done in your area of responsibility—should help you understand the subliminal and direct messages being sent to every

EAS employee.

Now that peak is over, think back to what we did that we never did before: Parcels delivered before 9 a.m., while achieving a minimum score of 15%. If you don't think the agency wants to achieve these scores/goals after all the heat the politicians have placed on our PMG, then I have a bridge in Brooklyn I'd like to sell you.

Postmaster General Louis DeJoy, to his credit, has taken on a sinking ship called the *USPS Titanic*. It was ugly at first. There are issues concerning the stove-top management style; it's debatable if it will work in the long term. Nevertheless, DeJoy has been patching up holes in the *USPS Titanic*. Time will tell if he's able to achieve his goals. Now it's up to every one of us to put forth the effort and help DeJoy achieve these goals that directly benefit our goals and pockets.

The added pressure simply is all about holding your craft employees accountable for what they are being asked to do every day. Don't read

Candidates for Resident Officers

The names of NAPS members who are candidates for the three resident officer positions will be printed in the May, June and July issues of *The Postal Supervisor*. This is a requirement from the 2010 NAPS National Convention where Resolution #57 was passed requiring candidates be listed in the three issues of the magazine before the convention.

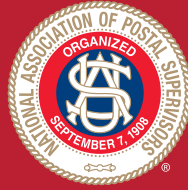
If you wish to run for one of the three resident officer positions, send your name and the office to which you aspire to President Ivan D. Butts—naps.ib@naps.org—no later than March 28, which is the copy deadline for the May issue.

more into it than that—it's about accountability. I'm sure if everyone held their employees accountable by issuing corrective action when it is needed and not going overboard with every little thing, you are being reasonable in settling at step one or two. I'd say you're doing what the Postal Service expects from you, providing craft employees understand and no longer continue on the wrong path.

Try and keep this in perspective. If these new reports and accountability achieve the service goals that benefit the American public's mailing needs, it's also helping you achieve your unit PFP goals. That means a healthy NPA payout for you and me at year end. Isn't that your personal goal?

With dignity, integrity and respect always!

nyavpdee@aol.com



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS
2022 LEGISLATIVE TRAINING SEMINAR
MARCH 27 - 29, 2022

CRYSTAL GATEWAY MARRIOTT HOTEL
ARLINGTON, VIRGINIA

2022 Legislative Training Seminar Registration Information

Hotel room block expires on March 2, 2022 • LTS registration closes on March 13, 2022

Online registration for LTS will be available on Nov 30. More information will be available on the NAPS website at naps.org.

LTS Registration Fee—\$225

The 2022 LTS online registration fee is \$225 if registration is submitted on or before March 6. After March 6, the fee is \$300. **No LTS registrations or payments will be accepted after March 13.**

No on-site registrations will be accepted.

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

Refund Requests

All refund requests must be submitted in writing and received at NAPS Headquarters on or before March 18. All approved refunds will be paid on approval.

Substitutions

If you need to make a substitution of an LTS registrant, call NAPS Headquarters at 703-836-9660. All requests for LTS delegate substitutions must be received no later than March 18. No substitutions will be honored after March 18. **On-site LTS substitutions will not be allowed.**



Marriott Crystal Gateway
1700 Richmond Hwy
Arlington, VA 22208

Hotel Rates and Reservations

Delegates and guests attending the 2022 LTS are responsible for making their own lodging reservations directly with the Marriott Crystal Gateway Hotel.

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

The LTS single/double room rate is \$275, plus applicable state and local taxes. Check-in time is 3 p.m.; check-out, noon.

The room block expires on March 2, 2022. Reservations made after that date may be at a higher room rate, if available at all.

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

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

NAPS Headquarters does not confirm lodging reservations.

'A Round Tuit'

Brian J. Wagner

Immediate Past President

I hope your holiday and New Year celebrations were happy and healthy. Now that Jan. 1 is past and all those new year resolutions have been made, it's time to get "a round tuit" and start working on those things you may have been putting off for days, weeks, months or even years. I am here to help. Here's the scoop!

As Benjamin Franklin once said, "Don't put off until tomorrow what you can do today." You will notice on this page the "A Round Tuit." As you examine it, you will notice it is no longer hard to come by.

This "Round Tuit" is my new year's gift to you. Over time, you may have said, "I'll do this as soon as I get 'A Round Tuit.'" Congratulations! You have no more excuses for putting off a project or taking action on something because you didn't have that elusive and indispensable "A Round Tuit."

Just think of all the things you can complete now that you have an illustrious and ever-coveted "A Round Tuit." There is no time to waste to get around to:

- Recruiting more EAS nonmembers to join NAPS and earn a \$25 sponsor award.
- Attending regular NAPS branch meetings and getting more involved by volunteering to chair a branch committee or seek an officer position.
- Registering to attend the NAPS Legislative Training Seminar to promote and advocate on behalf of the

livelihoods and welfare of NAPS members.

- Contributing regularly via payroll or OPM deductions, credit card, check, money order or with an in-kind contribution to support the Supervisors' Political Action Committee (SPAC) to help fund our association's



legislative agenda to better our members' and their families' lives.

- Participating in NAPS area and regional training seminars and state conventions where you will learn about membership representation and advocacy, including the Disciplinary Defense Fund. Network with your peers, ask questions of USPS leadership and hear from NAPS resident and national officers about the future of NAPS.

- Becoming a delegate and participant in the 68th NAPS National Convention this August in New Orleans. Be a part of NAPS history in voting on important resolutions, electing resident officers and Executive Board members and requesting to serve on a national convention committee.

There is other good news. Now that you have "A Round Tuit," think of all the other non-NAPS things you may have been putting off you can now do, including, but not limited to:

- Volunteering in your community or church.

- Seeking professional financial planning advice if you plan to retire soon or make a big investment or purchase.

- Starting a new hobby or exercise program.

- Writing a book or learning to play a musical instrument.

- Registering for educational classes to earn a certificate, degree or new skill to better your postal career or just enhance your personal growth.

- Scheduling that long overdue medical and/or dental checkup.

- Reconnecting with family and long-lost friends or making new friends along the way.

Whether you still are working or retired, getting a "A Round Tuit" may be exciting, but nothing is more exciting than actually living life to its fullest—now. The attitude of "I will

do it tomorrow," "Let's wait and see what happens"

and "That can wait until next week"

is all part of the mindset "I'll do

it as soon as I get around to

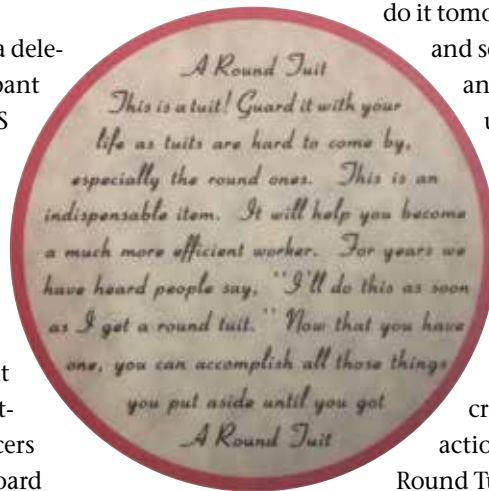
it." There is no better time to

move from procrastination into

action with your "A Round Tuit."

I hope you get around to using and sharing this gift with everyone you know. Because I, too, have "A Round Tuit," you don't have to wait for me to share my ice-cream-flavor-of-the-month recommendation: cherry chocolate mocha.

brian4naps@aol.com



Postal Employees' Relief Fund

Help Your Fellow Postal Employees

On Friday night, Dec. 11, a series of tornadoes was reported across six states, leaving paths of indescribable destruction. Communities were left in rubble; in some, almost nothing was left standing.

The Postal Employees' Relief Fund was created to help postal employees—active or retired—whose homes have been destroyed or significantly damaged by natural disasters.

Please make a donation to PERF to help our postal brothers and sisters in their desperate time of need. You may send a personal check (a receipt for your tax-deductible donation will be mailed to you) to **PERF, PO Box 41220, Fredericksburg, VA 22404-1220**. You also may designate CFC #10268 on the Combined Federal Campaign's contribution form.



For more information, go to www.postalrelief.com; 202-408-1869; perf10268@aol.com. These photos of the devastation of the Mayfield, KY, Post Office were taken by Josh Jenkins, Postmaster of Mayfield.



NAPS Asks USPS to Adjust FY21 PFP Payout

NAPS has requested the Postal Service to set its FY21 pay-for-performance payout for EAS employees at 3%, or .5% above its initial payout projection.

In a Dec. 13 letter to Deputy Postmaster General Doug Tulino, NAPS President Ivan Butts requested the agency adjust the ratings of certain National Performance Assessment (NPA) scorecard indicators from their end-of-year cell rating because of eight major events, factors and circumstances that worsened the scorecard results. These include the COVID-19 pandemic, USPS and congressional liberal leave policies, the 2020 general election, FY21 peak season, USPS restructuring, employee availability and commercial airline on-time performance.

Without mitigation, Butts said, USPS performance will be inaccurately assessed and EAS employees will be

paid at levels less than they deserve. In 2020, the Postal Service mitigated the NPA payout because of similar events, factors and circumstances. *(See page 20 for the complete mitigation request.)*

NAPS Urges USPS to Restore Postal Police Patrols

NAPS has urged Postmaster General Louis DeJoy to return postal police officers to the streets in support of USPS field operations. The move would reverse a Postal Inspection Service policy announced in 2020 that has sidelined postal police officers (PPOs) from fully protecting postal property, carriers and the mail.

In a Dec. 3 letter, Butts called on DeJoy to restore postal police patrols and field operations to respond to increasing crime and homicides that are endangering the safety of postal employees and the mail. *(The entire letter is available at www.naps.org.)*

According to Chief Postal Inspector Gary Barksdale, in 2020 the Postal Inspection Service responded to more than 7,000 reports of violent

crimes against employees. These included threats, assaults and homicides.

“We cannot allow these kinds of assaults on our carriers and other postal employees to continue,” Butts stressed. “While the Postal Service alone cannot reduce crime, the Postal Inspection Service needs to use its resources more smartly, including optimizing its PPO workforce. Greater surveillance and patrols of high-risk neighborhoods, especially along the routes carriers cover, are necessary.”

H.R. 5587, the “Postal Police Reform Act of 2021,” would make uniform the law enforcement duties and responsibilities of postal police officers and Postal Inspection Service officers.

Postal Police Captain Butch Maynard, president of Postal Police Supervisors (NY) Branch 51, appeared on the Dec. 10 edition of *NAPS Chat* and discussed the role of the agency’s postal police in protecting the safety of employees and the mail. *(To listen to the podcast, go to <https://naps.org/NAPS-Chat>.)*

NAPS Executive Vice President Chuck Mulidore continued his legislative activism in December with visits to House Majority Whip James Clyburn (D-SC), Rep. Andrew Gabarino (D-NY) and Sen. Raphael Warnock (D-GA). He discussed with the lawmakers moving postal reform legislation to the House floor for consideration and support for S. 1720, the companion bill to H.R. 3076. Gabarino is the author of H.R. 5587, the “Postal Police Reform Act of 2021.”



Clyburn and Mulidore



Mulidore and Gabarino



Warnock and Mulidore



New Jersey State Branch 933 Vice President Sal Grasso (left) and President John Kofsky (right) met with Rep. Bill Pascrell (D-NJ), a sponsor of H.R. 5587, legislation that would revise the roles of postal police officers.

From left: Glen Gray, Margarete A. Grant Branch 127 legislative rep; Rep. Mike Thompson; NAPS Western Region Vice President Marilyn Walton; Edna Gray, Branch 127; and Barbara Kelly, Sacramento Branch 77 Auxiliary.

Rep. Mike Thompson (D-CA) held his annual holiday gala. NAPS members thanked Thompson for his support of postal issues; he serves on the Ways & Means Committee.



Rep. Mike Thompson with Auxiliary members Pat Grigsby (left) and Barbara Kelly.



NAPS President Ivan D. Butts (left), with Texas Area Vice President Jaime Elizondo Jr. (right), installed the new members of Houston Branch 122's Executive Board.

From left: Texas Area Vice President Jaime Elizondo Jr., Branch 122 President Richard Carmona and NAPS President Ivan D. Butts.



NAPS Branches Celebrate the Holidays



Sacramento, CA, Branch 77 celebrated the holidays, meeting in-person for the first time since 2019. Clockwise, from bottom left: Dave Stewart, Carlos Delgado, Janet Wilson, Marco Perez (area vice president), Danilo Chavez, Pawan Drotch, Karyn Rahming (secretary/legislative rep), Dianne Ingalls (vice president), Manuel Caceres, Jill Crumper, Freddie Jordan, Victor Garcia and Roxanne Bradley (*green sweater*).



Phoenix Branch 246 hosted its annual holiday party at the Arizona Casino. Special guests were NAPS Executive Vice President Chuck Mulidore and Western Region Vice President Marilyn Walton. Mulidore discussed NAPS' efforts to increase PFP payouts and other issues from NAPS Headquarters. Walton brought members up to date on current legislation.



From left: Western Region Vice President Marilyn Walton, Branch 246 Area Vice President George Hernandez, Secretary Dawn Burton, Legislative Representative Jimmy Salmon, Treasurer Sharon Kiszczak, NAPS Executive Vice President Chuck Mulidore and former NAPS Secretary/Treasurer John Aceves.



San Juan, PR, Branch 216 held its annual holiday party; more than 150 members attended. From left: Branch 216 Sergeant-at-Arms Rafael Correa, GPO Coordinator Antonio Cortes, NAPS New York Area Vice President Dee Perez, Branch 216 Station & Branches Coordinator Eloise Soto, Past President Jose Rodriguez, President Josian Pineiro, Yvonne Warden, NAPS Secretary/Treasurer Jimmy Warden, Branch 216 Secretary/Past President Antonio Carbrera and AO Coordinator Joaquin Rodriguez.



Flushing, NY, Branch 164 held its holiday party. From left: Executive Vice President Mark Velez, President Jeff Goldman, member Robert Botman and Trustee Richard Danzo.



Los Angeles Branch 29 held its Executive Board meeting/holiday celebration.



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

National Headquarters
1727 KING STREET, SUITE 400
ALEXANDRIA, VA 22314-2753
(703) 836-9660

*Office of
National President*

Ivan D. Butts
National Headquarters

December 13, 2021

Mr. Douglas Tulino
Deputy Postmaster General & Chief Human Resources Officer
475 L'Enfant Plz SW RM 9021
Washington DC 20260-4000

Re: NAPS National Mitigation of USPS FY2021 NPA

Dear Doug;

The National Association of Postal Supervisors (NAPS) is compelled to mitigate the FY2021 USPS National Performance Assessment (NPA) National Scorecard on behalf of our 26,000 plus active NAPS members. NAPS maintains its original position, as stated in our April 16, 2021 correspondence to your office, by then NAPS National President Brian J. Wagner, that the Postal Service forego the implementation the NPA and Pay-For-Performance (PFP) system for FY2021 and provide all EAS with a 3% FY2021 PFP increase.

NAPS submits for mitigation the following events, factors, and circumstances that have negatively impacted numerous FY2021 NPA indicators and the subsequent final FY2021 NPA National Scorecard.

Events, Factors, and Circumstances impacting FY2021 NPA:

- COVID-19 Pandemic
- Legislation related to COVID leave
- USPS Liberal Leave Policy
- 2020 General Election
- FY2021 Peak Season
- USPS Restructuring
- Employee availability
- Commercial Airline On-Time Performance

Based on the enclosed mitigation documentation, NAPS requests the respective ratings of the NPA indicators highlighted in yellow in **Exhibit 1** below be adjusted accordingly from their actual End-of-Year (EOY) cell rating. Specifically, TOE % to Plan be increased by two-cells, the Customer Experience and Employee Utilization indicators both be mitigated by a one-cell increase, raising the final USPS FY2021 NPA National Scorecard rating from 4.20 to 4.7, rounding to a NPA rating of five (5). As such, this five (5) mitigated NPA final rating will coincide with a Cell 5 on the FY2021 PFP matrix (3%

increase in EAS compensation). NAPS estimates that the mitigated NPA National Scorecard rating of five (5) from a pre-mitigating rating of four (4) will increase the EAS PFP compensation by only .5% or \$16.5 million in total EAS FY2021 compensation.

Exhibit 1

NAPS FY2021 USPS NPA Mitigation Recommendation

Indicator	Actual EOY Cell	Mitigated EOY Cell	Wt. Factor	Actual EOY Scorecard	Mitigated EOY scorecard
Controllable Income	7	7	14.50%	1.02	1.02
Total Revenue % to Plan	10	10	10.50%	1.05	1.05
TOE % to Plan	0	2	10.50%	0.00	0.21
Market Dominant Composite	4	4	6.00%	0.24	0.24
Competitive - Composite	6	6	10.00%	0.60	0.60
Scanning Visibility	2	2	6.00%	0.12	0.12
Customer Experience Index	2	3	10.50%	0.21	0.32
Total Accidents	5	5	10.50%	0.53	0.53
Employee Utilization Index	2	3	21.50%	0.43	0.65
			100.00%	4.2	4.72
			PFP Est	2.50%	3.00%

NAPS is requesting the Postal Service again review our April 16, 2021 correspondence and the attached analysis and rationale to provide full and fair consideration to NAPS' FY2021 NPA mitigation submission and request for final National Scorecard rating of five (5) and PFP pay increase of 3%.

In Solidarity,



Ivan D. Butts
National President

CC: Katherine Attridge

NAPS National Mitigation for FY2021 NPA

NAPS is aware due to numerous delays in providing Field and USPS Headquarter reporting EAS employees with final FY2021 NPA goals, the USPS Board of Governors (BOGs) elected in the first calendar quarter of 2021 to modified the respective NPA system to a National NPA Scorecard for all EAS. Therefore, the opportunity for unit mitigation was eliminated and no longer available to field EAS.

Exhibit 2 below references the tentative final results of the FY2021 NPA National Scorecard as 4.20. This rounds to a Cell 4 or a 2.5% payout on the PFP pay matrix, as further reflected in **Exhibit 3**, below. The 2.5% estimated PFP payout is less than NAPS' request for a 3% FY2021 PFP for all EAS. In NAPS' respective April 16, 2021 correspondence, we fully explained our position as to why a 3% FY2021 PFP increase was fair and reasonable for all EAS.

Exhibit 2

NPA National Scorecard - September YTD	Goal	September YTD		New Weight	Weighted Rating
		Score	Cell		
Controllable Income	-5.65	-2.39	7	14.5%	1.02
Total Revenue FPR % Plan	0.00	8.71	10	10.5%	1.05
Total Operating Expense (TOE) % Plan	0.00	3.81	0	10.5%	0.00
Market Dominant Composite	85.86	85.30	4	6.0%	0.24
Competitive Composite	90.72	91.81	6	10.0%	0.60
Scanning Visibility	97.95	97.15	2	6.0%	0.12
Customer Experience - Delivery	86.33	70.41	0		
Customer Experience - C360 Rate	55.00	33.34	0		
Customer Experience - C360 Imp	10.00	-16.75	0		
Customer Experience - BSN	97.2	97.89	8		
Customer Experience - BMEU	96.73	95.66	0		
Customer Experience - POS	90.42	84.39	1		
Customer Experience - CCC	60.03	61.85	5		
Customer Experience - USPS.com	73.41	67.13	3		
Customer Experience Index	5	2.10	2	10.5%	0.21
Total Accidents Rate - National	13.75	13.49	5		
Total Accidents Imp	-10.00	3.47	0		
Total Accidents	5		5	10.5%	0.53
Employee Availability Rate	94.82	90.91	1		
Employee Availability Imp	1.12	-2.04	0		
Employee Availability	5		1		
Employee Retention	50.48	48.03	4		
Grievance - Step 3 + B	0.05	1.63	0		
Grievance - Case Pending	0.00	35.86	0		
Grievance - Cost Reduction	0.00	13.50	0		
Grievance Index	5		0		
Employee Utilization	5		2	21.5%	0.43
Functional Effectiveness	5			0.0%	0.00

National Composite Score

4.20

Exhibit 3

PFP Cell	1	2	3	4	5	6	7	8	9	10
FY2021 EAS Base Pay Salary Increase	0.00%	0.00%	2.00%	2.50%	3.00%	4.00%	5.00%	6.00%	7.50%	9.00%
% increase to next Cell	0.00%	0.00%	0.00%	25.00%	20.00%	33.33%	25.00%	20.00%	25.00%	20.00%

NAPS will address how the following events, factors and circumstances impacted various FY2021 NPA Indicators in support of NAPS' claim that the final FY2021 NPA National Scorecard be mitigated to a rating of five (5), further resulting in a Cell 5 on the PFP pay matrix and a three percent (3.0%). Events, Factors, and Circumstances impacting FY2021 NPA and National Scorecard:

- COVID-19 Pandemic
- Legislation related to COVID leave

- USPS Liberal Leave Policy
- 2020 General Election
- FY2021 Peak Season
- USPS Restructuring
- Employee availability
- Commercial Airline On-Time Performance

COVID-19 Pandemic in FY2021

The COVID pandemic impacted the following FY2021 NPA Indicators:

- Total Operating Expense (TOE) % to Plan
- Controllable Income
- Employee Utilization (Employee Availability - Employee Retention)

As referenced in NAPS' April 16, 2021 correspondence, the COVID-19 pandemic continued to impact FY2021 Postal Service expenses, operations, service performance, and employee availability, ultimately impacting the final FY2021 NPA goals. In FY2020, the USPS mitigated the FY2020 NPA to account for the pandemic. FY2021 fared no better as a result of the ongoing COVID pandemic which continues to impact the USPS operations in FY2022.

The COVID pandemic's continued impact on the Postal Service is apparent by the USPS November 5, 2021 notice to its Officers stating the COVID-19 Contingency Telework Policy was being extended again with a return-to-work date of January 6, 2022. This COVID telework was approved throughout all of FY2021 and continues well past the USPS' first-quarter of FY2022. Though the Postal Service will continue to monitor the situation and evaluate its COVID-19 Contingency Telework policy as it pertains to its overall return to workplace strategy; such continued telework policy extensions proves without a doubt that the pandemic continues to impact USPS business, postal operations and expenses.

More importantly, the COVID pandemic has impacted the USPS FY2021 financial and service performances by the mere fact the USPS had to spend billions in additional funds related to COVID prevention and protection of its employees and facilities. Furthermore, the USPS provided a liberal COVID leave policy to employees that was compounded by Congress passing legislation to provide additional COVID leave to all impacted and potentially impacted postal employees. Thousands of postal employees took advantage of this legislative COVID leave to quarantine themselves or care for family members with COVID or provide support related to the COVID pandemic. A reasonable person in leadership can easily deduce that thousands of employees unavailable to work will adversely affect USPS service performance to the American public. Furthermore, in its effort to provide daily customer service with even below standard levels during the COVID pandemic, required a diminished the USPS to use excessive amounts of overtime and penalty overtime to compensate for a diminished workforce's ability to serve the American public. Those USPS employees who were unable to work due to the COVID pandemic were paid via legislation as a result of the Families First Coronavirus Relief Act (FFCRA) and American Rescue Plan Act (ARPA). Therefore, thousands of postal employees were reluctant to return to work sooner as they were being paid to stay home. The cost of this COVID leave is reflective below.

USPS Liberal Leave Policy & Legislation Related to COVID Leave

Families First Coronavirus Relief Act (FFCRA) and American Rescue Plan Act (ARPA)

The Families First Coronavirus Relief Act (FFCRA) required the Postal Service to provide up to 80 hours of Emergency paid sick leave for specific reasons related to COVID-19 which

expired on December 31, 2020. This expiration occurred after the end of the USPS FY2021 1st quarter. The FFCRA was in effect at the start of the FY2021 on October 1, 2021. FFCRA has had a negative impact on the proposed FY2021 Employee Availability NPA Indicator, which is 40% of the 15% of the NPA indicator--Employee Utilization.

In March 2021, the American Rescue Plan Act (ARPA) was signed into law by President Joe Biden. The ARPA created a new type of leave for postal employees, which consists up to 600 hours of Emergency Federal Employee Leave (EFEL) for qualifying COVID-19-related reasons. The estimated amount of EFEL leave hours the USPS claims was used by postal employees was 11 million hours. Using a \$25 per hour reimbursement rate, the USPS was received \$275 million from Congressional legislation. However, NAPS contends that the actual cost to the USPS was approximately \$412.5 million as the replacement hours that were necessary to process and deliver the mail paid at the overtime and penalty overtime rate. Therefore, the USPS incurred additional labor expenses of \$137.5 million of which they were not reimbursed.

As a result of the ARPA Emergency Federal Employee Leave (EFEL) legislation and prior 80 hours of COVID leave approved under FFCRA, NAPS estimates COVID leave along with the additional overtime and penalty overtime expenses to replace unavailable employees cost the USPS approximately millions of dollars in additional employee labor costs. It must be noted that even though the USPS received some reimbursement of COVID related leave, not having 11 million actual postal employees available to process and deliver the mail negatively impacted USPS service performance. Reimbursement of funds is not the same of having actual postal employees working to serve the American public.

Like FFCRA, the ARPA (EFEL) negatively impacted the FY2021 Employee Availability NPA Indicator and subsequently the main NPA indicator of Employee Utilization. It also affected Total Operating Expenses (TOE) % to Plan & Controllable Income NPA indicators.

Though Congress approved a \$10 billion grant to the USPS to cover COVID related expenses, there is no indication these funds were used by the Postal Service to offset all COVID leave and operating expenses. Furthermore, the \$10 billion grant by Congress is approximately 12.5% of the USPS total operating budget. Based on the fact that the **Total Operating Expense (TOE) % to Plan** NPA indicator was 3.81% above Plan on the NPA National Scorecard, a rating of zero (0). NAPS contends the respective results on this NPA indicator would be much higher on the National Scorecard with a rating of two (2) through four (4) if the USPS properly allocated all Congressional grant funds to all related COVID expenses.

Not only did COVID impact the **Total Operating Expense (TOE) % to Plan** NPA indicator, it consequently impacts the **Controllable Income** NPA indicator. These two NPA indicators impact the other. When **TOE % to Plan** is negatively impacted, so is Controllable Income. Therefore, when COVID resulted in additional USPS expenses and reduced employee availability by increasing overtime costs, these factors also harmed the **Controllable Income** NPA indicator.

To add insult to injury, NAPS further contends the USPS Board of Governors (BOG) where overly optimistic and more importantly unrealistic in their goal setting of the **Total Operating Expense (TOE) % to Plan** NPA indicator thresholds. This is also reflective in Postmaster General Louis DeJoy's remarks to Congress and the media that the USPS had sent unrealistic goals for the past eight years. The correlation of **TOE % to Plan** having achieved at +3.81%, which equates to an NPA rating of zero (0) compared to **Controllable Income** at final NPA rating of seven (7), clearly shows that total non-operating expenses to plan were more reasonably established by the USPS BOG than TOE % to Plan.

2020 General Election and FY2021 Peak Season

It is also apparent by reports in the media, Congressional hearings in late 2020 (FY2021) and the USPS own admission to Congress that additional funds were spent above the USPS operating Plan to ensure mail-in ballots were delivered on time. Just as critical was the USPS inability to meet the needs of its FY2021 Peak Season of package volume requiring additional funds and labor costs to have long-delayed mail delivered during Peak Season and well into January 2021. As such, these two factors negatively impacted the FY2021 NPA indicators of TOE % Plan and Controllable Income.

Further reflected in **Exhibit 2** above, the final End-of-Year (EOY) **Total Operating Expense (TOE) % to Plan** NPA indicator score was a zero (0) or 3.81% above Plan. The USPS target for this indicator was a Cell 5 (0.00) as shown in **Exhibit 4** below. NAPS contends the COVID pandemic was outside the control of EAS, including the necessary additional operating costs necessary to continue USPS operations during this pandemic. As such, these additional costs negatively contributed to this NPA’s indicator rating of zero (0).

In theory, NAPS estimates that the Postal Service’s Plan TOE was \$70 billion for FY2021. Without the impacts of COVID on employee availability and costs to keep employees and the general public safe, an excessively high-volume Peak Season, extra costs required during the 2020 general election, and poor airline performance, the TOE % to Plan NPA indicator rating may have been at a minimum of 1.5% or better resulting in an NPA rating of two (2) or higher compared to the final rating of zero (0). The cost difference between 3.81% vs. 1.5% above Plan is approximately, \$1,617,000,000 (42,667,000,000 - \$1,050,000,000).

In 2021, Congress passed legislation to provide the USPS with a \$10 billion grant to cover COVID related expenses. NAPS contends the \$10 billion COVID grant was more than sufficient to offset all necessary COVID related expenses incurred by the USPS in FY2021 and therefore the FY2021 NPA indicator; **TOE % to Plan** could be mitigated to 1.5% or higher as a final NPA rating from anywhere from two (2) to four (4).

Exhibit 4

FY2021 INDICATORS - TARGETS								
FY2021 NPA INDICATORS		EOY					FY2021	
		SCORE	0	1	2	3	4	5
1	Controllable Income	-2.36		-8.95	-8.12	-7.30	-6.47	-5.65
2	Total Revenue % to Plan	8.74		-2.500	-1.875	-1.250	-0.625	0.000
3	TOE % to Plan	3.81		2.00	1.50	1.00	0.50	0.00

Customer Experience Index

Due to the lack of employee availability during the COVID pandemic, the USPS restructuring and reduction-in-force (RIF), negative news media about the USPS inability to deliver mail-in ballots on time during the 2020 General Election, poor service performance during the FY2021 Peak Season and substandard commercial airline transportation performance to transport the mail in a timely manner to destinations across the country, the Customer Experience Index NPA indicator was negatively impacted in FY2021.

Postmaster General Louis DeJoy went on record in the media and in testimony on Capitol Hill to let the

entire country know that commercial airlines did not deliver on their required and expected performance for the USPS. As such, mail delays were rampant across the country. When you also factor in that USPS employee availability was at an all-time low due to the COVID pandemic and the USPS inability to have enough staff to process and deliver the mail. Postmaster General DeJoy testified under oath to Congress that the USPS had unrealistic service performance goals that could not be met under the current USPS infrastructure.

Factor in the USPS major restructuring of its operations and disrupting EAS positions during a pandemic and coming off a poor Peak Season created uncertainty and inefficiencies of operations during a time when customers were relying on the USPS to deliver much need family, personal and business supplies. The USPS restructuring and ultimate Reduction-in-Force (RIF) impacted EAS morale and their ability to focus critical attention on the needs of the postal customer. Again, resulting in a negative impact on the Customer Experience Index NPA indicator.

Unstable commercial airline performance

As Postmaster General DeJoy testified in Congressional hearings and in the news, the USPS experienced substandard performance by the commercial airline industry contracted to transport mail in a timely manner to destinations across the country. Commercial airline performance was less than 50% on time during FY2021. NAPS contends the poor airline industry performance negatively impacted the following FY2021 NPA indicators.

- Competitive Composite
- Scanning Visibility
- TOE % to Plan
- Controllable Income

EAS should not be penalized in receiving proper annual USPS compensation because of a third-party's inability (commercial airlines) to perform at a contracted level. Any EAS compensation should be based on what is within the control of EAS. Commercial airline performance is outside EAS control. Therefore, NAPS further contends its position that the USPS mitigate the FY2021 National NPA Scorecard to a level to provide all EAS with a 3% PFP payout.

Employee Utilization Index

There are many factors that go into the Employee Utilization Index NPA indicator. They include "employee availability" and "grievances". As explained above, the COVID pandemic along with legislation and the USPS liberal leave policy contributed negatively to the Employee Utilization Index NPA indicator. Furthermore, mandates by USPS leadership that EAS employees process and carry mail was in violation of union National Agreements costs the USPS hundreds of millions of dollars in grievance settlements. These grievance settlements also negatively impacted this respective NPA indicator and the National Scorecard.

Summary of NAPS FY2021 NPA Mitigation

EAS should not be penalized by having their annual pay based on the events, factors, and circumstances factors outside their control.

- COVID-19 Pandemic
- Legislation related to COVID leave
- USPS Liberal Leave Policy

- 2020 General Election
- FY2021 Peak Season
- USPS Restructuring
- Employee availability
- Commercial Airline On-Time Performance

It is apparent that the above events, factors and circumstances, which were outside the control of EAS, negatively impacted the FY2021 USPS NPA program. Ultimately, they impacted the final PFP rating system to which EAS are compensated.

Individually, it is impossible to actually quantify how each respective event, factor and circumstance above negatively impacted the final rating of each respective NPA indicator as shown in Exhibit 2 above. Furthermore, as these events, factors and circumstances were simultaneously happening, they further compound the ability for NAPS and even the Postal Service to actually quantify the negative impact they had on the final FY2021 NPA National Scorecard rating.

As NAPS previously referenced in **Exhibit 1** (shown again below) NAPS recommends the three (3) highlighted in yellow NPA indicators below be mitigated to their respective EOY rating as shown in red to reflect a National NPA Scorecard rating of 4.72 rounded to a five (5) and a Cell 5 on the PFP matrix for a 3% PFP payout.

Exhibit 1

NAPS FY2021 USPS NPA Mitigation Recommendation

Indicator	Actual EOY Cell	Mitigated EOY Cell	Wt. Factor	Actual EOY Scorecard	Mitigated EOY scorecard
Controllable Income	7	7	14.50%	1.02	1.02
Total Revenue % to Plan	10	10	10.50%	1.05	1.05
TOE % to Plan	0	2	10.50%	0.00	0.21
Market Dominant Composite	4	4	6.00%	0.24	0.24
Competitive - Composite	6	6	10.00%	0.60	0.60
Scanning Visibility	2	2	6.00%	0.12	0.12
Customer Experience Index	2	3	10.50%	0.21	0.32
Total Accidents	5	5	10.50%	0.53	0.53
Employee Utilization Index	2	3	21.50%	0.43	0.65
			100.00%	4.2	4.72
			PFP Est	2.50%	3.00%

Bob Levi

Director of Legislative & Political Affairs



Reform Act,” and sent the bill to the Senate for expeditious consideration of either the House-passed bill or the Senate version, S. 1720. If so, the legislation is one step closer to enactment.

Permit me to provide a brief update. Toward the end of December, certain legislative speed bumps were

tees’ concerns were addressed.

In addition, in early January, the House was awaiting a revised Congressional Budget Office-prepared cost estimate of the bill, a reestimate necessitated by minor changes to the bill recommended by the Ways & Means Committee. The legislation continues to eliminate the Postal Service’s unfair requirement to prefund future retiree health benefits and lessens the agency’s extraordinarily large retiree health liability by better coordinating FEHBP and Medicare coverage for future postal retirees.

One of the issues NAPS brought to Congress a couple years ago was the importance of the Postal Service in providing essential goods to the American public during a national emergency, whether related to the weather, man-made or pathogenic. We pointed out the Postal Service is an underused national asset for the purpose of emergency preparedness and resiliency.

The Postal Service has been a major part of our government’s emergency response structure for quite some time. In fact, way back in 1813, Congress enacted a law that authorized free postage for mailing smallpox vaccines. More recently, in the wake of the Sept. 11, 2001, terrorist attacks and the accompanying threat of bioterrorism through anthrax, the federal government established the National Postal Model and the Cities Readiness Initiative.

Taken together, these two programs worked to maximize the rapid and wide distribution of medical products to protect the American public. During the early stages of the COVID-19 pandemic, the previous administration toyed with the idea of using the Postal Service to mail all Americans face masks to protect them from the emerging pandemic. After brief consideration, unfortunately,

As we begin the second month of 2022, plans for the upcoming NAPS Legislative Training Seminar are coming together. We look forward to welcoming LTS delegates to

Support SPAC to Elect Those Who Will Decide Our Future

an informative, educational and entertaining multi-day event in our nation’s capital. We have a lot of work to do on Capitol Hill.

In that regard, it is quite possible that the House already will have passed H.R. 3076, the “Postal Service

flattened that previously impeded a 2021 House vote. Specifically, in 2021, the House Ways & Means and Energy & Commerce committees had reserved their respective jurisdictions over the bill. As the ball dropped on the new year, it appeared the commit-



We're Social
Connect With Us!

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

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

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

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

NAPS Executive Board Zoom Meeting

the Trump Administration abandoned the idea.

However, in early January, there were press reports that the Biden Administration, recognizing the unique trust Americans have in their Postal Service and the institution's unique capabilities to deliver to every address in the nation, was finalizing an inter-governmental agreement to deliver approximately 500 million coronavirus test kits to American households.

This is exactly the type of role for which the Postal Service was established. And, if this initiative comes to fruition, the Postal Service may need an emergency congressional appropriation to cover the postage for transporting and delivering the test kits.

On the postal governance front, in December, the Senate confirmed the renomination of Michael Kubayanda to the Postal Regulatory Commission (PRC). Once confirmed, Kubayanda reclaimed the PRC chairmanship, the position he temporarily vacated when his first term on the commission expired in November.

The PRC is operating with its full complement of five members. However, the Postal Board of Governors is functioning with one vacancy. Former Chairman Ron Bloom left the board in early December when his term expired. Confirmation of Daniel Tangherlini, nominated to succeed Bloom, is pending before the Senate Homeland Security and Governmental Affairs Committee.

The individual nominated to replace Governor John Barger, Derek Kan, also is pending before the committee. However, Barger can continue to serve until Kan is confirmed. Although it does not appear there are any objections to either Tangherlini or Kan, their confirmation likely will follow Senate action on H.R. 3076 or its Senate counterpart, S. 1720.

Submitted by Secretary/ Treasurer Jimmy Warden

On Dec. 21, 2021, at 4 p.m., President Ivan Butts called an Executive Board meeting to discuss two potential contracts. The first was to contract with the realty firm of Cushman & Wakefield. If approved, the firm would represent NAPS in leasing vacant space in the NAPS Headquarters building. The second was to contract with ConferenceDirect to perform the 2026 National Convention site selection work to consider potential sites.

Motion #1—Submitted by Tommy Roma, seconded by Bob Quinlan, that NAPS accepts the contract as written and submitted by Cushman & Wakefield to broker/lease vacant space for 1727 and 1729 King Street (NAPS Headquarters) for one year, beginning Dec. 31, 2021.

The motion passed. Voting “yes” were Ivan Butts, Chuck Mulidore, Jimmy Warden, Tommy Roma, Richard Green, Craig Johnson, Marilyn Walton, Bill Austin, Dee Perez, Tony

Dallojacono, Troy Griffin, Tim Needham, Kevin Trayer, Luz Moreno, Dan Mooney, Bart Green, Bob Quinlan, Roy Beaudoin, Shri Green, Jaime Elizondo, John Valuet, Chuck Lum and Brian Wagner. Not voting were Myrna Pashinski and Tim Ford; as board chair, Ford only votes in the event of a tie.

Motion # 2—Submitted by: Kevin Trayer, seconded by Richard Green, that NAPS contracts with ConferenceDirect to perform a review of site selection and prep work for potential sites for the 2026 National Convention.

The motion passed. Voting “yes” were Ivan Butts, Chuck Mulidore, Jimmy Warden, Tommy Roma, Richard Green, Craig Johnson, Marilyn Walton, Bill Austin, Dee Perez, Tony Dallojacono, Troy Griffin, Tim Needham, Kevin Trayer, Luz Moreno, Dan Mooney, Bart Green, Bob Quinlan, Roy Beaudoin, Shri Green, Jaime Elizondo, John Valuet, Chuck Lum, Brian Wagner. Not voting were Myrna Pashinski and Tim Ford; as board chair, Ford only votes in the event of a tie.

A major element in NAPS being able to successfully promote EAS interests is our ability to elect NAPS allies to Congress. Just nine months from now, on Election Day 2022 (Nov. 8), all 435 voting members of the House and 34 Senate seats are up for election. With a 50-50 partisan tie in the Senate and a razor-thin Democratic seven-seat majority in the House, every race will count.

We've already identified at least eight highly competitive Senate seats, of which three do not have an incumbent running for reelection. The House is wide open, with reapportionment playing a major role; at least 37

current members are seeking reelection. Among the retirees is Rep. Brenda Lawrence (D-MI), a NAPS member and champion of our interests.

Therefore, strong support of the Supervisors' Political Action Committee (SPAC) is essential. Your generous contributions—through periodic payroll and annuity withholdings, at NAPS events and through the mail—help us support current members of Congress and elect worthy House and Senate candidates. Please support SPAC to help elect those who will decide our future.

naps.rl@naps.org



NAPS 68th National Convention
August 8 - 12, 2022

Hyatt Regency
New Orleans, Louisiana

New Delegate Credentials Process in Place for the 68th National Convention

By Emily Christophersen, NAPS office manager

National convention registration and credentials open jointly on March 1.

This year, NAPS is transitioning to a new delegate credentials process for the 68th National Convention. We no longer will use hard-copy delegate credential forms. Starting this year, the process will be fully electronic.

The new credentials process is kicked off when a member registers as a delegate for the National Convention. **(This means a member first must register in order for a credential form to be generated for them.** Please note: Registration for the National Convention will open March 1.)

So, how, exactly, will registration work? When Jane Doe registers as a delegate, a new electronic credential form will be created for her in our system. Using information provided during registration, the system automatically will populate the fields on her credential form: her name, address, EIN (if applicable), first-timer status, branch number and date.

The respective branch president then will receive an email stating NAPS Headquarters is requesting their signature on Jane Doe's delegate credential form. The branch president will be able to click on that email invitation, provide an electronic signature and then click "submit."

The completed credential form then is saved to our system by the delegate's name. Finally, the delegate, branch president and NAPS Headquarters all will receive an emailed copy of the completed and signed final credential form.

Important to note: **Under this new process, a member must register first so a delegate credential can be automatically created for them.** This guarantees that every delegate registered for the National Convention has a completed credential form ahead of their arrival in August. With this new process, delegates no longer have to complete a two-part process (registration and their credential) as the second phase now is automated.

Branch presidents: Keep an eye on your inbox for requests for electronic signatures as we begin receiving registrations after March 1. If you have any questions, please reach out to us at napshq@naps.org. We are here to help our members!

Important Convention Dates

- May 31** Deadline for all resolutions from states with conventions before the end of May to be mailed to Executive Vice President Chuck Mulidore
- June 30** Deadline for entries for the Best Website and Newsletter contests
- July 5** Deadline to register for the 68th National Convention (opens March 1)
- July 10** Deadline to submit refund and substitution requests to NAPS Headquarters

Deadline for all other resolutions to be emailed to Executive Vice President Chuck Mulidore
- July 15** Deadline for emailing deceased members' names to Executive Assistant LaToria Bolling

Current COVID Protocol, City of New Orleans

As of Jan. 12, New Orleans is in a MODIFIED PHASE THREE: "Beginning Feb. 1 for everyone age 5 and over, the city of New Orleans is requiring: (1) proof of two doses of the COVID-19 vaccine, except for those who have received one dose of the Johnson & Johnson vaccine; or (2) a negative PCR, molecular or antigen test taken no more than 72 hours before entry with the individual's name, date of test and result clearly visible on an official report at restaurants, bars and other businesses." Masks are required in all indoor spaces outside the home. This is subject to change. For more information, visit ready.nola.gov.

This is a modification from the previous guidance, which required proof of at least one dose of a COVID vaccine and applied to those 12 and over.

68th NAPS National Convention Golf Tournament *at Timberlane Golf & Recreation*

In the late 1950s, Robert Trent Jones Sr. laid out over 7,100 yards of golf. In 1959, the course was completed and play began at Timberlane. Over the past several years, the course has matured; the oaks planted as small seedlings along the fairways now clearly define the layout and offer spectacular holes.

The course has four sets of tee areas, 17 water hazards and 80 sand bunkers in play on the course. For those not familiar with the course, you may find it friendly, while challenging at the same time. Timberlane is New Orleans' golf destination. The course is approximately 10 minutes from the Hyatt Regency New Orleans.

Before play, golfers can warm up on the spacious, all-



grass, lighted practice range or hone their chipping, pitching and sand play directly onto the large practice and putting green. All fairways have bermudagrass; greens are covered with TifEagle, a very fine-textured dwarf bermudagrass.

The NAPS tournament will tee off at 9 a.m. on Sunday, Aug. 7. The fee is \$110 before the registration deadline of July 15; non-

golfer fee is \$39.95. The fee includes breakfast, lunch, snacks, drinks and transportation. From July 16 to Aug. 1, the fee is \$130.

For more information, contact Golf Tournament Committee Co-Chairs Bertha Brumfield (504) 388-5462 or Michael Mayes (504) 915-3470.

NAPS National Convention Golf Tournament Registration

- Tournament fee postmarked by July 15 is \$110; after July 15, fee is \$130
- Non-golfer fee is \$39.95 (food only)

Name

Phone # (include area code)

Mailing Address

City

State

ZIP

Branch #

Non-postal email

Golf handicap

Club rentals are available for \$40 on-site.

Make checks payable to NAPS Golf Tournament and mail, with registration form(s), to NAPS Branch 73, PO Box 50432, New Orleans, LA 70150-0432.

NAPS Golf Tournament site: Timberlane Golf & Recreation, 1 Timberlane Drive, Gretna, LA 70056.

Here Are the 2022 SPAC Pins

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



President's Ultimate

\$1,000 level includes LTS SPAC reception for donor plus one guest



VP Elite

*\$750 level includes LTS SPAC reception
for donor plus one guest*



Secretary's Roundtable

\$500 level



Chairman's Club

\$250 level



Supporter

\$100 level

Drive for 5

*Contribute to SPAC
by payroll deduction
or direct payment.*



2021 SPAC Contributors



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

Salmon, James	AZ	Branch 246
Boisvert, Michael	CA	Branch 159
Campbell, Stephnia	CA	Branch 159
Derden, Margaret	CA	Branch 39
Meana, Frances	CA	Branch 159
Sutton, Catherine	CA	Branch 373
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Bailey, Virgil	CO	Branch 561
Kerns, John	CO	Branch 141
Pashinski, Myrna	CO	Branch 65
Austin, William	CT	Branch 47
Douglas, Lisa	CT	Branch 5
Moss, Donald	DC	Branch 135
Bock Jr., Robert	FL	Branch 406
Gilbert, Belinda	FL	Branch 425
Lynn, Patti	FL	Branch 296

McHugh, James	FL	Branch 386
Mullins, Kym	FL	Branch 81
Quinlan, Robert	FL	Branch 154
Sebastian, Gerald	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Williams, Carolyn	FL	Branch 146
Lum, Chuck	HI	Branch 214
Lum, Laurie	HI	Branch 214
Valuet, John	ID	Branch 915
Maxwell, Sherry	IL	Branch 255
Moreno, Luz	IL	Branch 489
Wagner, Brian	IL	Branch 255
Winters, Michael	IL	Branch 255
Foley, Paul	MA	Branch 120
Amergian, Raymond	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Trayer, Kevin	MI	Branch 142

SPAC Contribution Form

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

\$1,000—President's Ultimate SPAC

\$750—VP Elite

\$500—Secretary's Roundtable

\$250—Chairman's Club

\$100—Supporter

Current as of February 2019

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

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____

Name _____

Home Address/PO Box _____

City _____ State _____

ZIP+4 _____ Date _____

Employee ID Number (EIN) or
Civil Service Annuitant (CSA) Number _____



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

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

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

Card number _____

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

Card expiration date: _____ / _____

Signature (required for credit card charges) _____

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

Describe gift _____ Value _____

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

SPAC Scoreboard

(Statistics reflect monies collected Jan. 1 to Dec. 31, 2021)

National Aggregate:

\$227,767.74

National Per Capita:

\$8.35

Region Aggregate:

1. Western	\$58,234.00
2. Eastern	\$47,674.00
3. Southern.....	\$45,090.00
4. Central.....	\$38,423.02
5. Northeast.....	\$38,346.72

Region Per Capita:

1. Western	\$10.02
2. Central.....	\$ 8.23
3. Eastern	\$ 8.02
4. Northeast.....	\$ 7.72
5. Southern.....	\$ 7.64

Area Aggregate:

1. Pacific.....	\$28,457.00
2. Southeast	\$24,928.00
3. Capitol-Atlantic....	\$24,708.30
4. Mideast	\$19,283.00
5. New York	\$18,848.22
6. Northwest.....	\$15,567.00
7. Rocky Mountain...	\$14,210.00
8. New England	\$13,608.50
9. North Central	\$11,825.00
10. Illini	\$11,106.00
11. Texas	\$11,023.00
12. Michiana.....	\$10,664.02
13. Pioneer	\$ 9,572.70
14. Cotton Belt.....	\$ 5,572.00
15. MINK	\$ 4,828.00
16. Central Gulf	\$ 3,567.00

Area Per Capita:

1. Northwest.....	\$13.68
2. North Central	\$12.59
3. Southeast	\$10.91
4. Rocky Mountain.....	\$ 9.32
5. Michiana.....	\$ 9.13
6. Pacific.....	\$ 9.03
7. Capitol-Atlantic	\$ 8.35
8. New England	\$ 8.27
9. Illini	\$ 8.23
10. Mideast	\$ 8.10
11. New York	\$ 7.72
12. Pioneer	\$ 6.47
13. Texas	\$ 6.02
14. Cotton Belt.....	\$ 5.67
15. Central Gulf	\$ 4.44
16. MINK	\$ 3.99

State Aggregate:

1. California.....	\$24,707.00
2. Florida	\$23,024.00
3. New York	\$18,033.22
4. Illinois.....	\$11,106.00
5. Texas	\$11,023.00

State Per Capita:

1. North Dakota	\$37.02
2. Maine	\$36.63
3. Hawaii	\$24.19
4. South Dakota.....	\$22.28
5. Idaho	\$20.87

Drive for 5

Members by Region:

1. Southern.....	44
2. Eastern	44
3. Central.....	42
4. Western	40
5. Northeast.....	31

Aggregate by Region:

1. Western	\$17,307.00
2. Eastern	\$16,405.00
3. Southern.....	\$16,084.00
4. Central.....	\$13,815.00
5. Northeast.....	\$13,526.22

Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Mooney, Dan	MN	Branch 16
Johnson, Craig	MO	Branch 36
Weiland, Heather	ND	Branch 937
Dallojacono, Anthony	NJ	Branch 568
McKiernan, Michael	NJ	Branch 74
Amash, Joseph	NY	Branch 83
Forde, Nicholas	NY	Branch 202
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
Needham, Timothy	OH	Branch 186
Yut, Lynn	OR	Branch 66
Butts, Ivan	PA	Branch 355
Kernahan-Beals, Carol	PA	Branch 387
Croswell, Darnel	SC	Branch 225
Green, Shri	TN	Branch 41
Austin, Jessie	TX	Branch 122
Cox, Lloyd	VA	Branch 526
Green Jr., Richard	VA	Branch 98
Krogh, Charlie	WA	Branch 31
McCracken, Cindy	WA	Branch 61
Joers, Julie	WI	Branch 72

December Contributors

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

Sutton, Catherine	CA	Branch 373
Valuet, John	ID	Branch 915
Amergian, Raymond	ME	Branch 96
Mooney, Dan	MN	Branch 16
McKiernan, Michael	NJ	Branch 74
Forde, Nicholas	NY	Branch 202
Hughes, Thomas	NY	Branch 100
Yut, Lynn	OR	Branch 66
Croswell, Darnel	SC	Branch 225
Joers, Julie	WI	Branch 72

VP Elite (\$750)

Melchert, Pamela	AK	Branch 435
Benjamin, Evelyn	CA	Branch 266
Nguyen, Nicole	CA	Branch 373
Swygert, Vontina	CA	Branch 127
Trevena, April	CA	Branch 94
Ruckart, Kenneth	FL	Branch 386

Continued on page 43

Make Contributing to SPAC a Habit:

Contributions via USPS Payroll Deduction

To authorize your allotment **online**, you will need your USPS employee ID number and PIN; if you do not know your PIN, you will be able to obtain it at Step 3 below.

- 1 Go to <https://liteblue.usps.gov> to access PostalEASE.
- 2 Under Employee App-Quick Links, choose PostalEASE.
- 3 Click on “I agree.”
- 4 Enter your employee ID number and password.
- 5 Click on “Allotments/Payroll NTB.”
- 6 Click on “Continue.”
- 7 Click on “Allotments.”
- 8 Enter Bank Routing Number (*from worksheet below*), enter account number (*see worksheet*), enter account from drop-down menu as “checking” and enter the amount of your contribution.
- 9 Click “Validate,” then “Submit.” Print a copy for your records.

To authorize your allotment by phone, call PostalEASE, toll-free, at **1-877-477-3273** (1-877-4PS-EASE). You will need your USPS employee ID number and PIN.

- 1 When prompted, select one for PostalEASE.
- 2 When prompted, enter your employee ID number.
- 3 When prompted, please enter your USPS PIN.
- 4 When prompted, press “2” for payroll options.
- 5 When prompted, press “1” for allotments.
- 6 When prompted, press “2” to continue.
- 7 Follow prompts to add a new allotment.
- 8 Use the worksheet to give the appropriate information to set up an allotment for SPAC.



PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

- Routing Number (nine digits): 121000248
- Financial Institution Name: Wells Fargo (this will appear after you enter the routing number).
- Account Number (this is a 17-digit number that starts with “772255555” and ends with your eight-digit employee ID number):

7 7 2 2 5 5 5 5 5 _____

(Example: 77225555512345678).

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



Make Contributing to SPAC a Habit:

OPM Contributions to SPAC (for Retired EAS Employees)

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

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

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

By internet:

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

- Enter your CSA number and PIN, and log in.
- Click on "Allotments to Organizations," and then select "Start" to begin a new allotment.
- Click on "Choose an Organization."
- Select "National Association of Postal Supervisors (SPAC)."
- Enter the amount of your monthly contribution and then click "Save."

By telephone:

- Dial **1-888-767-6738**, the toll-free number for the Office of Personnel Management (OPM)'s Interactive Voice Response (IVR) telephone system.
- Have your CSA number and Personal Identification Number (PIN) on hand when you call. You may speak to an OPM customer service representative or you may use the automated system.
- Simply follow the prompts provided in the telephone system.



National Association of Postal Supervisors

Vince Palladino Memorial Student Scholarships

Deadline: June 30, 2022

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

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

NAPS will award 10 \$1,000 **Vince Palladino Memorial Student Scholarships**. Two winners will be randomly selected from each of the NAPS regional areas (Northeast, Eastern, Central, Southern and Western).



Applications must be received no later than June 30, 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 **Vince Palladino Memorial Student Scholarship**, or go to <https://naps.org/Members-Scholarship-2>.

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the September/October 2022 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a Vince Palladino Memorial Student Scholarship will receive a check, payable to the college or university listed in the application, in October 2022. Scholarships may be used to pay expenses in the student’s current or following semester.

Online applications only: <https://naps.org/Members-Scholarship-2>

Are You in the Game or Simply on the Bench?

By Beverly Torain

As we move into 2022, we reflect on the past year. Who would have thought we still would be experiencing a world-wide pandemic? COVID-19 and all its variants certainly have changed our everyday lives. The virus has taken so much from so many: lives lost, families torn apart and businesses shut down—even closed permanently. And, sadly, Betty White died. Not Rose!

Yet, in the same vein, we have an equal amount for which to be thankful. We have vaccines that can help soften the effects of the virus. No one said you would not get the virus, but you stand a stronger chance of survival with the vaccine than without it.

For a short while, we were able to start to travel again, spend time with family and friends and even see some signs of normalcy. We thank God for our lives, our jobs and NAPS. Over the past year and a half, we've become closer as an association. But are you really in the game or simply on the bench?

As I wrote last year, we have learned to work a little harder, love a little stronger and become a little kinder. As a supervisor, manager or postmaster, are you being the "brand?" Do you come to work and arrive as scheduled or do you call out frequently? Do you present yourself as a professional at all times—in the way you dress, communicate with others and in your actions—or are

people trying to figure out whether this is the type of person the Postal Service is proud to say is part of their managerial staff?

Do you take time to listen to and then thank your employees or do

you just shrug your shoulders and say, "Whatever?"

As a NAPS member, are you actively involved at the local, state and national levels or do you do just enough to qualify for a "free vacation?" If you responded in the negative

to any of the above questions, maybe you simply are on the bench.

The Postal Service, just like any employer, has its issues, but, as we all have heard at least once, you raised your hand and said "choose me." In making that decision, you promised to represent the organization and, more importantly, yourself in a favorable light.

Show pride and professionalism in your choices. Dress the part; communicate intelligently. And, most of all, have integrity.

As a NAPS member, the same should hold true. Don't just sit back and ride the wave. Instead, become an advocate to help those who find themselves in disciplinary situations. Run for a local, state or national position such as branch president, area vice president or legislative chair; the possibilities are endless.

In 1908, when a group of supervisors gathered in Louisville, KY, to form NAPS, it wasn't so they could meet every two years for a convention. Rather, their intent was to help



NAPS Training Calendar

Central Region Training Symposium

April 7-9, 2022

Conducted by: Central Region VP Craig Johnson

Location: Sheraton Indianapolis City Centre Hotel, 31 West Ohio St., Indianapolis, IN 46204.

Hotel Rate: \$179/single or double.

Registration Fee: TBD

Training Topics: TBD

Northeast Region Training Seminar

April 22-23, 2022

Conducted by: Northeast Region VP Tommy Roma, New England Area VP Bill Austin, New York Area VP Dee Perez and Mideast Area VP Tony Dallojacono

Location: Marriott San Juan Resort & Stellaris Casino. For reservations, call Marriott Reservations at 888-817-2033 or the hotel directly at 787-722-7000, ext 44.

Hotel Rate: \$296/single and double (includes taxes). Mention "NAPS" for the special rate, which is available April 21-25, based on availability. Registration cut-off is March 21.

Registration fee: \$150. Make check payable to NAPS and mail to Tommy Roma, 385 Colon Ave., Staten Island, NY 10308. Fee includes giveaways, coffee breaks, Friday luncheon and a SPAC raffle for a free weekend at the Marriott San Juan.

SOLD OUT

right the wrongs of supervisors, managers and postmasters. The struggle continues today. You are and continue to be an integral part of the association; NAPS needs you.

A big "thank you!" to those still in the trenches doing all they can to make NAPS the great association it is. To the others, I ask, "Are you in the game or simply on the bench?"

pmbev071302@frontier.com

Beverly Torain is Raleigh, NC, Branch 177 president and the retired postmaster of Apex, NC.



Making Smart Investment Decisions

Q How do I decide whether to contribute to a Roth or traditional TSP?

A Your decision about Roth and traditional TSP is a choice of when you pay income tax on your TSP contributions and earnings. There isn't a set formula to determine which choice is best for everyone. Your decision may change as your income and needs change over time.

It's definitely worth spending some time learning the details relevant to your situation. Here are a few questions you'll want to ask yourself to get started:

1. Do I expect a higher or lower income tax rate in retirement?
2. How much money do I need in my paycheck right now?
3. Will my choice of tax treatment affect how much income tax I need to pay?

Roth TSP

With Roth TSP, your contributions go into the TSP after-tax withholding. That means you pay taxes on your contributions at your current income tax rate. The advantage of the Roth TSP is that you won't pay taxes later when you withdraw your contributions and any qualified earnings. If you expect your tax rate to be higher when you

make withdrawals, Roth TSP may be the better option.

Traditional TSP

With traditional TSP, your contributions go into the TSP before-tax withholding. However, when you withdraw money from your traditional TSP, you'll pay taxes on both your contributions and earnings at the income tax rate of the year you make the withdrawal. If you expect your tax rate to be lower when you make withdrawals, traditional TSP may be the better option.

A Mix of Roth and Traditional TSP

You may consider splitting your contributions between a Roth and traditional TSP. Note that if you receive automatic or matching contributions from your agency or service, those contributions always will go into your traditional TSP balance and cannot be converted to Roth.

For more information, visit <https://www.tsp.gov/making-contributions/traditional-and-roth-contributions/>. TSP participants also can sign up for webinars at www.tsp.gov/webinars for deep-dive sessions where educational specialists discuss TSP topics that matter most.

Online Safety Tips

Cybercriminals find information about who you trust and impersonate them when they contact you. Their goal is to solicit personally identifiable information (PII) from you when you select links in an email, answer the phone or simply reply to a message. They then use your PII to commit more harmful crimes or sell your information to someone else.

These attacks often reach you by email (phishing), phone call (vishing) or text (smishing). Typical phishing, vishing and smishing messages often appear urgent and may even threaten or pressure you to take action. If you receive an offer that seems too good to be true, it probably is.

Think Before You Click

When you receive an email, hover over any links to reveal the URL and make sure the web address looks legitimate before you select the link. Look for other ways you can verify the sender and content, such as by the sender's email address and content that includes proper spelling and grammar. If you don't think an email is legitimate, then don't select any links.

For more online safety tips and information about protecting your TSP account, visit tsp.gov/security.

Emotional Intelligence for Leaders



Submitted by the USPS Employee Assistance Program

Leaders set the tone of their organization. If they lack emotional intelligence, it could have a negative impact on the employees they manage, resulting in lower engagement and higher turnover. On the other hand, leaders who possess strong emotional intelligence have the potential to build stronger relationships and assemble more effective teams.

An emotionally intelligent leader is an individual who can relate to colleagues, motivate individuals, skillfully resolve conflict and inspire others to take positive action. In short, emotional intelligence is what helps supervisors successfully coach teams, manage stress, deliver feedback and collaborate with others. So, what is emotional intelligence?

Emotional intelligence is our ability to recognize, understand and manage our own emotions while recognizing how our responses and behaviors influence others' emotions. In a practical sense, emotional intelligence, or EI, is our ability to:

- accept criticism and responsibility
- move on after making a mistake
- communicate our feelings with others
- solve problems in a way that works for everyone
- have good listening skills
- know why you do the things you do
- not be judgmental of others

An emotionally intelligent person can remain calm in times of change or crisis. They are able to focus and con-

centrate on the task at hand, despite feeling upset or anxious, and can think clearly when it is time to make decisions. Let's look at the four components of emotional intelligence: self-awareness, self-management, social awareness and relationship management.

Self-awareness is our ability to accurately recognize, label and understand our moods and emotions. You know what you are feeling and why—and how it helps or hurts what you are trying to achieve.

Self-management is our ability to manage those moods and emotions and the reactions they evoke in us. In other words, regulating our own emotions and responding appropriately to the emotions of others. It is our ability to remain focused at work even when we are anxious or upset.

Social awareness ties in with empathy. It is our ability to recognize the emotions, moods and reactions of others while looking at things from another's perspective. For example, if your partner is acting angry, it might mean they are upset about something you did. Instead, it could be they got a speeding ticket on their way home from work and are upset about that.

Relationship management is our ability to build mutually beneficial relationships in our personal or professional lives.

EI is linked to personal and professional development, success and improved decision-making abilities. EI impacts

more than just how we manage our behavior; it helps us navigate social interactions more successfully. When we are able to navigate social interactions and take others' emotions into consideration, we make better decisions for ourselves and those around us.

This goes hand in hand with professional development and leadership skills. Understanding the consequences of our decisions and considering those consequences beforehand allow us to make more thoughtful decisions. Having a high EI also can help us in effectively managing conflict.

When communication breaks down and people become defensive, it has a negative impact on our ability to resolve conflict. A person who lacks EI may have a difficult time trying to successfully navigate conflict. If a person is unable to manage their emotional triggers during conflict, they may react out of anger, defensiveness and may resort to blaming, attacking, stonewalling, yelling or shutting down completely.

It's also important to be aware of other people's triggers. It is difficult to resolve conflict if awareness of both your own triggers and the triggers of others is nonexistent. Listening is critical here. When strong emotions are triggered, most people stop focusing on listening and start formulating a response. Practice responding rather than reacting in times of conflict.

Emotional intelligence even can be used to help us deal more effectively with stress. We all have stressful days. We tend to manage those days better if we have a higher emotional intelligence. Self-awareness is key to recognizing negative feelings and managing those feelings to prevent them from escalating.

Uncontrolled emotions or misunderstood emotions can lead to stress. That is why recognizing and

labeling those feelings is so important. Deciphering between feelings of stress, anxiety, sadness, irritability, anger and fear and from where they are coming will help you better manage those emotions.

Persons with higher emotional intelligence tend to perceive situations initially as less stressful than persons with lower emotional intelligence. This means that, from the onset of a stressful situation, the emotionally intelligent person has an advantage on handling the situation by responding rather than reacting.

Improving emotional intelligence will enhance our interactions with others, thus improving both personal and professional relationships. You may benefit from coaching to improve your emotional intelligence if:

- you are someone who feels down or upset but often cannot figure out why
- you often feel as if your emotions are out of control (anger, jealousy and more)
- others accuse you of not listening to them
- you feel others are too sensitive and/or you didn't realize you had hurt someone's feelings
- you find yourself regularly regretting your responses and behaviors in certain circumstances

You can find free, online emotional intelligence tests to take to get a better understanding and breakdown of your proficiency in each of the four components of EI. The good news is that even if emotional intelligence does not come naturally to you, there are skills you can practice to help improve your emotional intelligence:

Listen—In order to understand others, we must pay attention. Listen to understand rather than responding.

Empathize—Imagine how you would feel in the other person's situation. Being able to put yourself in

another person's shoes is key to improving your emotional intelligence.

Reflect—Consider how your own emotions influence your decisions and behaviors. Consider why other people might be responding to you in a certain way and consider how your behavior might be influencing their responses.

Use assertive language—Emotionally intelligent people can communicate their opinions and needs in a direct way while still being respectful of others.

Practice responding instead of reacting to conflict—Emotionally intelligent people stay calm during stressful situations. They don't make decisions impulsively and stay focused on the goal of resolving the conflict.

Emotional intelligence is all about analyzing why we are feeling a certain way and how that influences our behavior, while simultaneously recognizing why others may be reacting or feeling a certain way. This also calls for us to take responsibility for our feelings and behaviors.

When we learn to manage our emotions and can accurately identify them and their sources, we will have better interactions with others, make better decisions and understand and manage our stress in effective and appropriate ways.

If you constantly feel like you are reacting to situations and not achieving any resolution, your Employee Assistance Program can help coach and support you to improve your emotional intelligence. Your EAP offers valuable resources for reaching professional goals, including honing your skills to become an emotionally intelligent leader and teammate.

To find more information, visit EAP4YOU.com or give us a call at 800-327-4968(800-EAP-4YOU), TTY: 877-492-7341.

National Auxiliary Executive Board

National Officers

Laurie D. Butts

President

(484) 988-0933; laurie.d.butts@comcast.net

Beverly Austin

Executive Vice President

(832) 326-1330; braustin50@gmail.com

Bonita R. Atkins

Secretary/Treasurer

(225) 933-9190; latkins326@aol.com

Regional Vice Presidents

Rick Hall

Eastern Region

(804) 621-3843; rhall43247@aol.com

Elly Soukey

Central Region

(612) 715-3559; elly@charter.net

Felecia Hill

Southern Region

(281) 880-9856; fah91@sbcglobal.net

Patricia Jackson-Kelley

Western Region and Immediate Past President

(323) 752-6252; geekell@aol.com

Area Vice Presidents

Cathy Towns

Mideast Area

(732) 247-8811

Skip Corley

Capitol-Atlantic Area

(336) 908-1859; skicor@ymail.com

Linda Rendleman

Illini Area

(618) 893-4349; danrendleman@gmail.com

Mary Caruso

MINK Area

(402) 891-1310; carusorj@aol.com

Jane Finley

Southeast Area

(404) 403-3969; mjfarms100@aol.com

Shirley Bradford

Texas Area

(254) 662-9666; andawaywego2007@hotmail.com

May Nazareno

Pacific Area

(415) 312-5813; mayumibarrion@gmail.com

Region vacant: Northeast

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

Notes

from the National Auxiliary

Committed to Successfully Engaging Congress

By Jane Finley

Southeast Area Vice President

As we turned the calendar to 2022, we already have days filled with commitments: medical and dental appointments, meetings (virtual and in-person), birthdays, weddings, anniversaries, NAPS LTS and the national convention, to name a few.

As NAPS Auxiliary members, we have begun identifying events in the new year that provide opportunities to support NAPS and its members through legislative initiatives and promoting SPAC. Since 1933, when the NAPS Auxiliary was organized, we have partnered with NAPS in its legislative objectives, as well as promoted a greater interest in the association and its goals.

This partnership over the years has proven successful in acquiring many benefits such as sick leave, annual leave, retirement annuities and group life and health insurance that supervisors, managers and postmasters continue to enjoy today. But, as the longstanding cliché warns, “What Congress gives, Congress can take away.” To keep these current benefits, we must remain vigilant.

It’s important to establish a rapport with our U.S. senators and representatives. Because this is an election year, SPAC contributions will make a significant difference. SPAC funds are used to support incumbents and candidates for the House and Senate who are committed to supporting NAPS’

legislative agenda.

This is an effective way of building relationships with our friends in Congress who have proven voting records of support for NAPS, as well as for candidates who commit to support us if elected. It is all about electing NAPS’ allies.



Each month, *The Postal Supervisor* provides a current recap of member contributions to SPAC. The Auxiliary expresses great appreciation to those members whose names appear on this listing for their dedicated commit-

ment and financial support. For members who have not yet made a contribution, we want to encourage you to consider joining the SPAC team.

The magazine also offers detailed information for both employees and retirees to become committed SPAC contributors through our “Drive for 5” monthly payroll deductions or OPM allocations. SPAC often is referred to as NAPS’ legislative and political insurance policy because of the important impact these funds have on successfully engaging Congress.

Equally important are our efforts in getting to know our individual members of Congress and sharing NAPS’ legislative priorities. Attending the 2022 Legislative Training Seminar (LTS), March 27-29, is key for each member to successfully engage their members of Congress.

Senators and representatives want to hear from their constituents. And do not forget the importance of congressional staff members who keep members of Congress informed about

legislative matters. The Auxiliary encourages NAPS members to attend this year's LTS to learn about issues of concern and visit the office of your members of Congress.

Auxiliary members will be at LTS to support NAPS. We will accompany NAPS members on visits to Capitol Hill and local town hall meetings with opportunities to speak with congressional leaders on legislative issues that affect NAPS members and the entire postal family.

The Auxiliary welcomes being a part of this effort through grassroots advocacy. We are able to share a family member's perspective regarding how pending legislation will affect

Submit Auxiliary Dues

National Auxiliary dues will be delinquent as of July 1, 2022. Please submit your dues as soon as possible.

Make checks or money orders payable to "National Auxiliary to NAPS" and mail to:

Bonita R. Atkins
National Auxiliary Secretary/Treasurer
PO Box 80181
Baton Rouge, LA 70898-0181

not just the NAPS member, but their entire family.

Another opportunity to be a part of the SPAC team is to participate in the "Charging into '22 SPAC Raffle" taking place now through Feb. 20.

The online raffle winners will be posted on the website and officially noti-

fied in March before LTS. The Auxiliary thanks the members and branches that contributed in-kind items for the raffle. SPAC funds raised from the raffle will be vitally important in supporting NAPS' allies in the November mid-term elections.

On behalf of the NAPS Auxiliary and its Executive Board, we look forward to seeing you at LTS where we renew friendships and create new friends, in addition to making necessary contacts with Congress. Working together and supporting each other, we can make a difference and all be members of the SPAC team.

Safe travels! We will see you there.

mjfarm100@aol.com

2021 SPAC Contributors

Continued from page 34

Moore, Kevin	GA	Branch 281
Parker, Laroma	HI	Branch 214
Hilliard, Ricky	IL	Branch 489
Murphy, Gregory	MA	Branch 102
Hafford, Darrell	ME	Branch 96
Kindsvatter, Leo	MT	Branch 929
Bednar, Margaret	NC	Branch 183
Kofsky, Jonathan	NJ	Branch 568
Evans, Darius	NY	Branch 85
Clapp, Kathleen	OR	Branch 66
Benford, Debra	PA	Branch 50
Timothy, Pat	PA	Branch 941
Foster, Debra	TX	Branch 9
Trevino, Barbara	TX	Branch 124
Butler, Phillip	VA	Branch 98

Secretary's Roundtable (\$500)

Brown, Carl	CA	Branch 94
Norton, Paul	IN	Branch 8
Rosario, Tamara	ME	Branch 96
Felicioni, Dora	MT	Branch 929
Perman, Kally	MT	Branch 929
Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75
Krempa, Keith	NY	Branch 11
Mayes, Sean	OH	Branch 29
Cabrera, Antonio	PR	Branch 216
Clark Jr., Bobby	TX	Branch 124
Parent, Eric	UT	Branch 139
McComas, Christina	WV	Branch 212

Chairman's Club (\$250)

Gavin, Angela	CA	Branch 159
Gibson, Lelton	CA	Branch 88
Mauro, Cynthia	CO	Branch 141
Sevalia, Rosalind	LA	Branch 73
Berger, Ricky	MD	Branch 531
Hardin, Donald	MI	Branch 130
Perkins, Ethel	MI	Branch 140
Moore, Olin	MN	Branch 16
O'Donnell, Curt	MN	Branch 16
Brown, Latasha	MO	Branch 131
Scales-Bradley, Constance	NJ	Branch 53
Pixley, George	NV	Branch 249
Burke, Terriann	NY	Branch 11
Wiggins, Derrick	NY	Branch 85
Paige, William	OH	Branch 46
Smith, Ronald	OH	Branch 46
Lahmann, Joseph	OR	Branch 276
Lehman, Jason	PA	Branch 554
Mitchell, Denise	TN	Branch 41
Hill, Earnest	TX	Branch 122
Brown, Lorraine	VA	Branch 98
Howe, Steven	WA	Branch 61
Ware, Michael	WA	Branch 61
Williams, Arthur	WA	Branch 61

Supporter (\$100)

Harmon, Susan	ME	Branch 96
Barnes, Marilyn	TX	Branch 86
Serdynski, Joanne	WI	Branch 72



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Are you ready to get started?

Complete your balance transfer request online at SignatureFCU.org/BalanceTransfer by April 30, 2022 or contact our Member Services Department at **(800) 336.0284 ext. 684** to get started today.

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