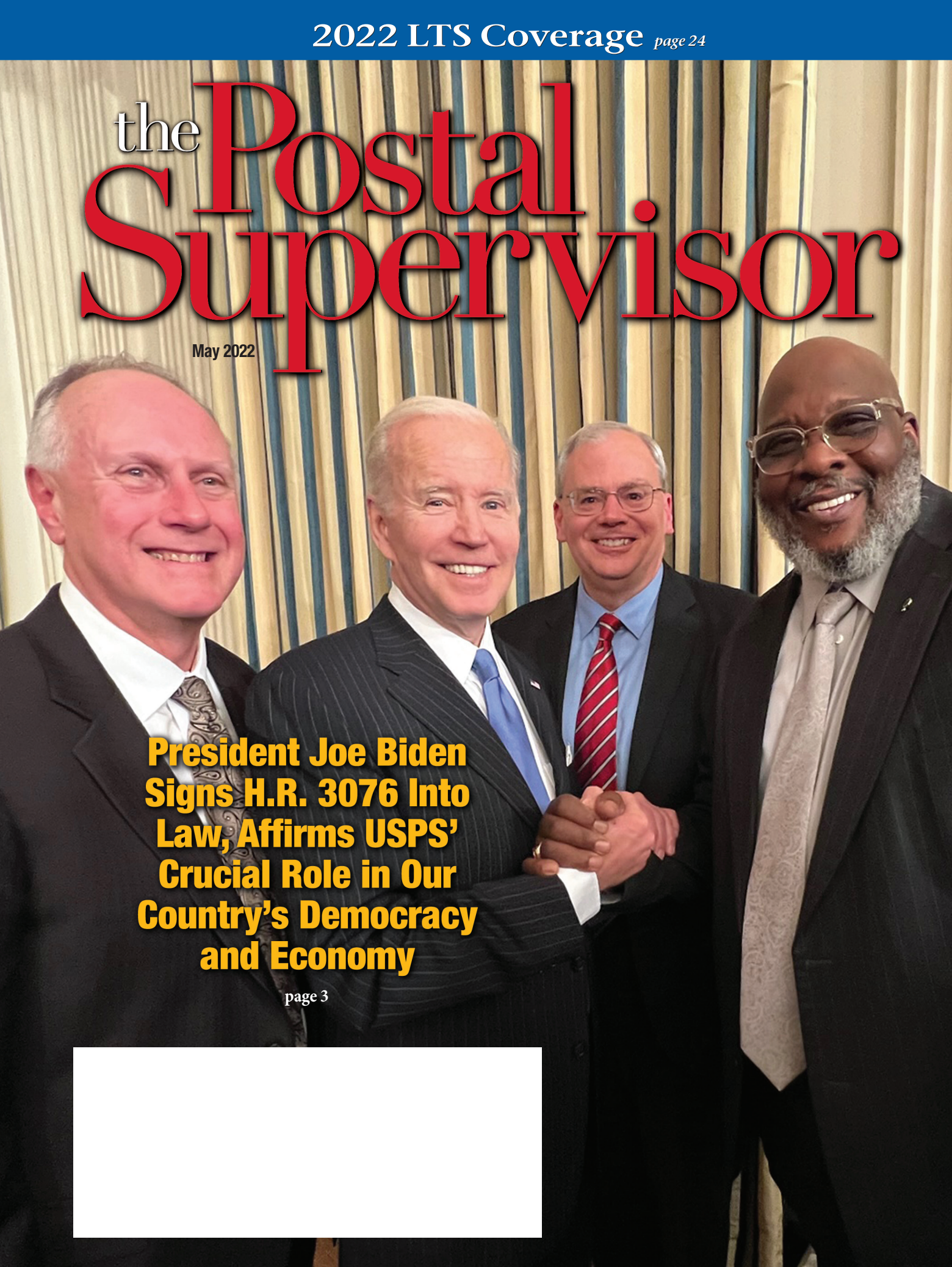


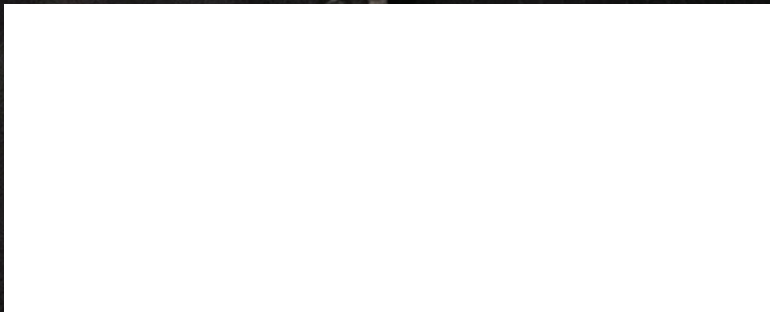
# the Postal Supervisor

May 2022



**President Joe Biden Signs H.R. 3076 Into Law, Affirms USPS' Crucial Role in Our Country's Democracy and Economy**

page 3





*The Postal Supervisor* (ISSN 0032-5384) is printed monthly, with a combined September/October issue, by the National Association of Postal Supervisors (NAPS), 1727 King St., Suite 400, Alexandria, VA 22314-2753; 703-836-9660; fax, 703-836-9665; website, [www.naps.org](http://www.naps.org); general e-mail, [naphq@naps.org](mailto:naphq@naps.org). ©2022

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

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



## Objective

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

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

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

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

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

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

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

# In This Issue

May 2022

## FEATURES

- 9** **February Consultative** *NAPS convention resolutions, daily Amazon emails and Headquarters PODS positions among items discussed.*
- 20** **On the Shoulders of Giants** *NAPS Headquarters honors former resident officers Margarete A. Grant, Ted Keating and Louis Atkins*
- 24** **NAPS' Legislative Work Continues** *Coverage of the 2022 Legislative Training Seminar*
- 72** **Things to Do and See in New Orleans** *2022 National Convention tours*
- 81** **Register for the 2nd Annual Midsummer Night's SPAC Raffle**

## RESIDENT OFFICERS

- 3** **Great Day, the Righteous Marching** *Ivan D. Butts*
- 4** **A Benefit of NAPS Membership** *Chuck Mulidore*
- 6** **Time to Conduct Your Branch Audit** *Jimmy Warden*

## COLUMNS

- 17** **Legislative Update** *Bob Levi*
- 19** **The NAPS Postmaster** *Kevin Moore*

## DEPARTMENTS

- 11** **Views from the Vice Presidents** *Dee Perez*
- 12** **NAPS of Note**
- 15** **Perspective from the Immediate Past President** *Brian J. Wagner*
- 16** **We All Can Help Build Membership** *Dennis Gawron*
- 17** **Thrift Savings Plan** *March 2022*
- 23** **Vince Palladino Memorial Student Scholarships**
- 77** **68th National Convention Registration Information** *Registration and hotel room block expire July 5*
- 78** **National Convention Polo Shirts Available**
- 79** **National Convention Golf Tournament**
- 80** **National Convention Best Website and Newsletter Contests**
- 82** **2022 SPAC Contributors**
- 83** **SPAC Scoreboard**
- 85** **Thoughts from the Branches** *Bobby Bock, Eileen Wittic and Robert Wakefield*
- 86** **National Auxiliary Convention Luncheon** *Registration form*
- 87** **Notes from the National Auxiliary** *Mary Caruso*

## Great Day, the Righteous Marching

**N**APS brothers and sisters, I come to you as we just completed our 2022 Legislative Training Seminar—in person for the first time since 2020—and spring Executive Board meeting. I thank all who attended as we took to the Hill on foot and via Zoom to thank the 342 congressional leaders who voted for the long-sought-after relief so desperately needed for the sustainability of America's Postal Service.

We also urged support for other important legislation, including H.R. 3077, 1623, 5587 and 82.

The journey to passage of this historic legislation took its final step on Wednesday, April 6, when your resident officers attended the bill-signing ceremony at the White House and watched as President Joe Biden signed the bill into law. I am truly humbled and honored to serve and represent our association.

Our road to this moment has been paved with your work of engaging members of

Congress in new and more focused ways. Your meetings at multiple LTSes and follow-up meetings in your home districts helped deliver this restorative legislation. Your use of innovative technology in these meetings represented a younger, more progressive and vibrant postal leadership team that is looking toward the future greatness of America's Postal Service.

I said at our 67th National Convention in Grapevine, TX, this past September that your resident officer team would need to hit the ground running to carry on the objectives already put in motion. I truly thank Executive Vice President Chuck Mulidore for accepting that challenge and helping move the postal reform ball across the goal line.

Your Legislative Team at NAPS Headquarters over the years has helped us focus our efforts and funds to maximize our engagement in this moment. Thanks to

*Continued on page 7*

On April 6, President Joe Biden signed H.R. 3076, the Postal Service Reform Act of 2022, into law. "Today," Biden declared, "we enshrine in law our recognition that the Postal Service is fundamental to our economy, to our democracy, to our health and the very sense of who we are as a nation."



**Ivan D. Butts**  
President



# A Benefit of NAPS Membership

One of the many great benefits of your NAPS membership is the Disciplinary Defense Fund (DDF). The fund represents working NAPS members, as well as retired members in good standing at the time of their retirement. This is found in Article 9 of the Bylaws section of the *NAPS Constitution and Bylaws*:

“Section 1. NAPS is committed to representing its membership in all areas, including adverse action. The Disciplinary Defense Fund (DDF) was established by the membership, for the membership, to provide representation for NAPS members in appealing adverse actions, RIFs and debt collection actions taken against them.”



**Chuck Mulidore**  
Executive Vice President

The DDF will represent you in any type of adverse action, reduction in force (RIF) or debt collection notice you might receive in

your managerial career, as long as you maintain your NAPS membership. An adverse action is defined under the *Employee and Labor Relations Manual (ELM)* Section 651.71 as, “... discharges, suspensions of more than 14 days, furloughs for 30 days or less, and/or reductions in grade or pay.”

This means that, if by chance, one of these unfortunate actions might be taken against you, NAPS will be there to defend you. Best of all, your defense will not cost you one penny out of your pocket! Your right to be

defended by the NAPS DDF is a benefit of membership in NAPS.

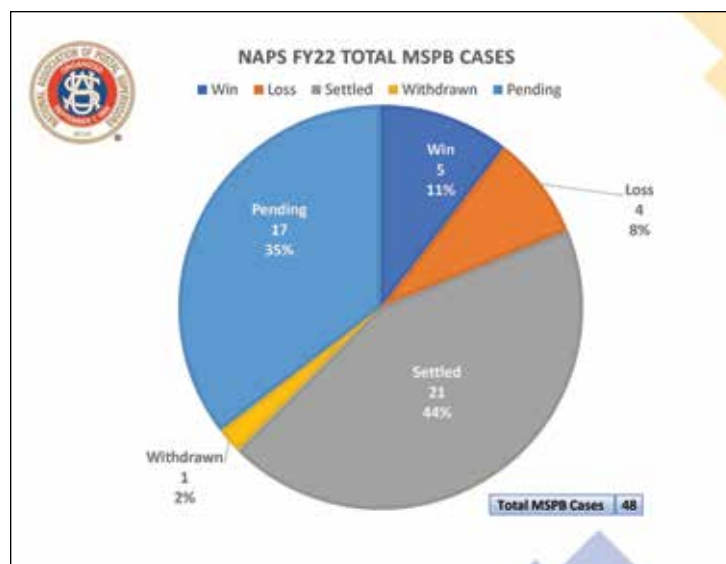
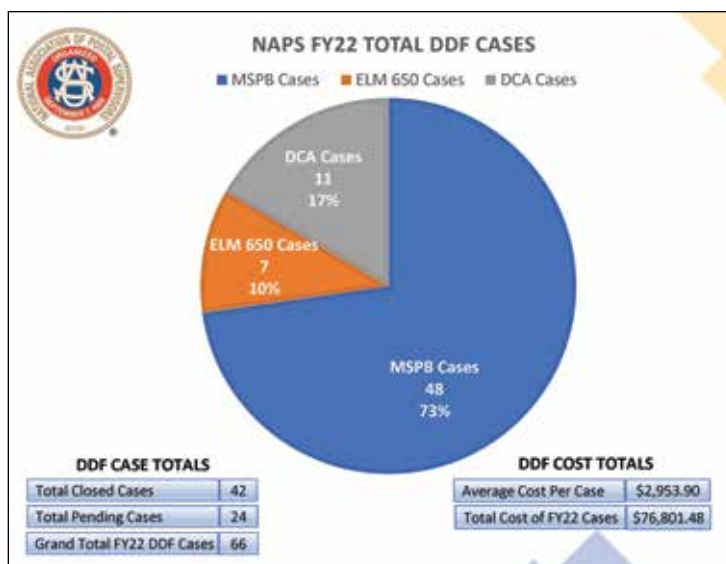
Now, compare that to the other management organization that requires you to pay thousands of dollars up front to even be considered for representation under its disciplinary fund. Imagine being in a removal situation or RIF and you have to pay several thousand dollars out of pocket just to be considered for representation!

That’s not right, but, then again, that organization is barely one-third the size of NAPS. It does not have the financial wherewithal to defend you as a benefit of membership. But, we do! Obviously, we hope you never get into that type of situation, but, if you do, NAPS will be there to defend you.

One of my responsibilities as executive vice president is to administer the DDF. I thought I would provide you an update as to the various types and number of cases, as well as our successes in defending our members in these types of cases.

The charts illustrate this point, but, essentially, though February 2022, NAPS received 66 DDF cases, including MSPB, debt collection and *ELM* 650 cases for those who currently do not have MSPB rights under the law. The average cost is just under \$3,000 per case. Again, none of that cost is borne by NAPS members we are representing. Of the 48 MSPB cases, only four were lost. The remainder were wins, settlements or still pending.

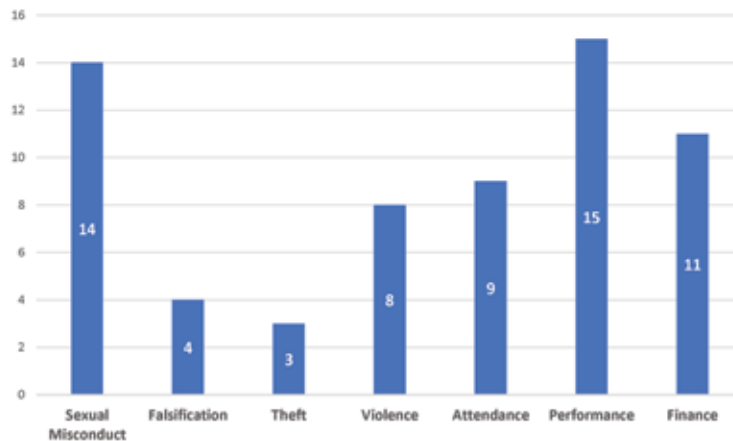
Our positive results are reflected in the debt collection and *ELM* 650 cases we have, as well. As you can see,







### NAPS FY22 DDF CASES BY TYPE (Excludes DCA Cases)



**Sexual Misconduct** includes verbal/physical harassment, relationships.

**Falsification** includes scans, TACS, Reports.

**Theft** includes unit reserve accountability, postal property.

**Violence** in the work place includes verbal/physical altercations.

**Attendance** includes failure to be regular, tardiness, LWOP, AWOL

**Performance** includes failure to perform assigned duties, follow instructions

**Finance** includes unit reserve shortages, health benefits, salary over payment

not only does NAPS represent you in these types of actions, we also do a great job in getting positive outcomes for our members!

You may be wondering what types of DDF cases NAPS receives. That also is illustrated in the charts. I encourage you to protect yourself from these types of issues in your career. As you can see, sexual misconduct (14 cases) and performance (15 cases) are the most prevalent. But violence, finance issues and falsifications also are significant.

In any of these situations, you can keep yourself out

of the way of adverse actions simply by following one rule: Always do the right thing! You know what is right. Do *not* allow your boss or co-worker—in any way—to influence you to compromise your integrity.

I can promise you that, when push comes to shove, they will not stand by you. But NAPS will—now and always. So, as you can see, NAPS membership is the best insurance policy you ever will have in your career.

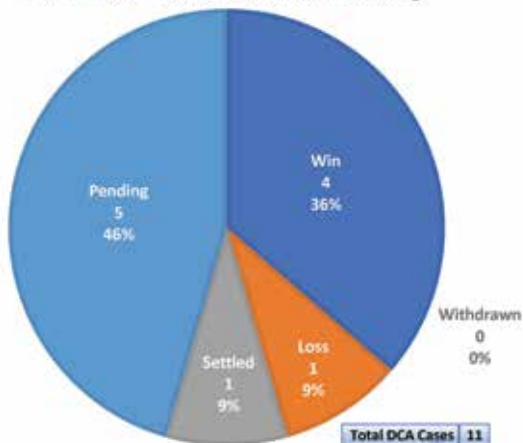
We hope you never need the NAPS DDF. But, if you do, we will be there to stand and fight with you.

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



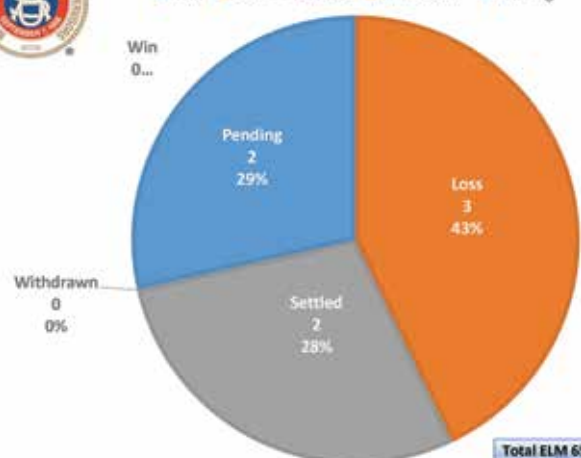
### NAPS FY22 TOTAL DEBT COLLECTION ACT CASES

■ Win ■ Loss ■ Settled ■ Withdrawn ■ Pending



### NAPS FY22 TOTAL ELM 650 CASES

■ Win ■ Loss ■ Settled ■ Withdrawn ■ Pending



# Time to Conduct Your Branch Audit

I want to wish all the moms and single-parent dads who have double duty a very happy and healthy Mother's Day. Enjoy the day with your family. We all are grateful for you and what you do!

In the April issue, I promised future columns would address training for secretary/treasurers. In this column, I would like to share guidelines for conducting a

branch financial audit.

Every branch must conduct an audit of all financial records at least once a year or whenever there is a change in the treasurer position. No one should assume the treasurer duties and accept financial records and accounts without an audit being conducted to transfer the responsibility. Once you accept the position, you are responsible!

An Audit Committee should be established and review (audit) the

branch's financial books. Members of the Audit Committee should have some knowledge in finance, if at all possible, as to minimize training. The person most familiar with audit procedures should be selected chair.

The Audit Committee will consist of at least three members who are appointed by the branch president. Please verify your respective Constitution & Bylaws as some branches stipulate that elected trustees will perform the audit.

If your branch conducts the audit once a year, now is a good time to perform the audit. The treasurer will need to have all records available as your branch should be filing its tax return. Just before the audit, the treasurer must have all items posted and all receipts cross-referenced before giving the books to the audit committee. All receipts should be in chronological sequence.

Documentation should include, but not be limited to, all

bank statements, DCO dues-withholding statements, bank registers, vouchers and canceled checks. Every check drawn or credit card charge (disbursements) should have a signed voucher authorizing payment. The voucher must have two signatures authorizing the disbursement—the president and treasurer.

Also, before the audit, the treasurer should prepare a financial statement. The Audit Committee can amend the financial statement based on its findings. After completing the audit, at the next membership meeting, the chair of the Audit Committee should share the findings with members.

At each branch meeting, the treasurer should provide members a financial report as part of the regular order of business. Some branches prefer a full financial accounting showing all income and checks drawn since the previous meeting (financial report). Other branches prefer just to give a general financial statement since the previous meeting. Both scenarios are acceptable.

At the end of the branch's fiscal year, the treasurer is required to develop a full financial report. This report should be shared with members. Retaining records is important and an IRS regulation. You can refer to the *NAPS Officer Training Manual* on the NAPS website for the list of records required to be retained. The manual

also lists the duties and responsibilities associated with each branch officer.

I would like to thank those members who are bringing in new members. We have been receiving an increased number of *1187s*. Thank you to our membership champions and members of the "High-Five Club!" Increasing membership demonstrates leadership.

Stay safe!

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



**Jimmy Warden**  
Secretary/Treasurer



**Jimmy Warden and Rep. Alexandria Ocasio-Cortez at the April 6 White House bill-signing.**



## Great Day, the Righteous Marching

Continued from page 3

Elliot Friedman and Katie Maddocks for their legislative work with NAPS over the years. And special thanks to Bob Levi who has come and helped take the engagement of the resident officers to new levels of influence on Capitol Hill.

NAPS also celebrates the unanimous ruling handed down by the U.S. Court of Appeals (D.C. Circuit) on Feb. 22. The in-depth article on p. 46 provides the latest update. But, as a quick recap, on July 26, 2019, NAPS filed a lawsuit with the Circuit Court alleging the USPS violated the Postal Reorganization Act (*Title 39*) by failing to provide a pay differential and comparison to private-sector compensation and benefits and refusing to consult with NAPS over pay for Area and Headquarters employees and postmasters.

On Nov. 7, 2021, the United Postmasters and Managers of America (UPMA) moved to intervene in and oppose a portion of NAPS' lawsuit against the Postal Service, contesting NAPS' entitlement to represent postmasters in the pay consultation pro-



The NAPS resident officers expressed their appreciation to President Biden for his strong support of the Postal Service and H.R. 3076.

cess with the USPS. The Circuit Court ultimately sided with NAPS in its unanimous ruling on Feb. 22, declaring that NAPS was entitled to represent all EAS personnel in pay consultation, including supervisors, managerial personnel and postmasters. A postmaster organization, the court also found, was entitled to represent *only* postmasters.

Curiously, UPMA petitioned the Circuit Court on March 22 to rehear

the case (see p. 47 for a detailed explanation). What I find odd and counterproductive is UPMA's insistence that NAPS is not entitled to represent all EAS personnel, as though the pay relief afforded by the Circuit Court to postmasters should not have occurred because UPMA did not file the lawsuit..

NAPS believes UPMA's position falls short of the relief to which all EAS personnel are entitled. The Circuit Court clearly found that all EAS personnel are entitled to some pay differential. That is why NAPS last year negotiated and secured changes in the 2020-2023 pay agreement that included new supervisor differential adjustment (SDA) categories for EAS-18 and -18B postmaster positions.

NAPS looks forward to future opportunities to meet with the USPS and directly participate in planning and developing pay policies and schedules, fringe benefit programs and other programs relating to supervisory and other managerial employees under *Title 39*, as validated by the U.S. Court of Appeals on Feb. 22, 2022.

In solidarity ...

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

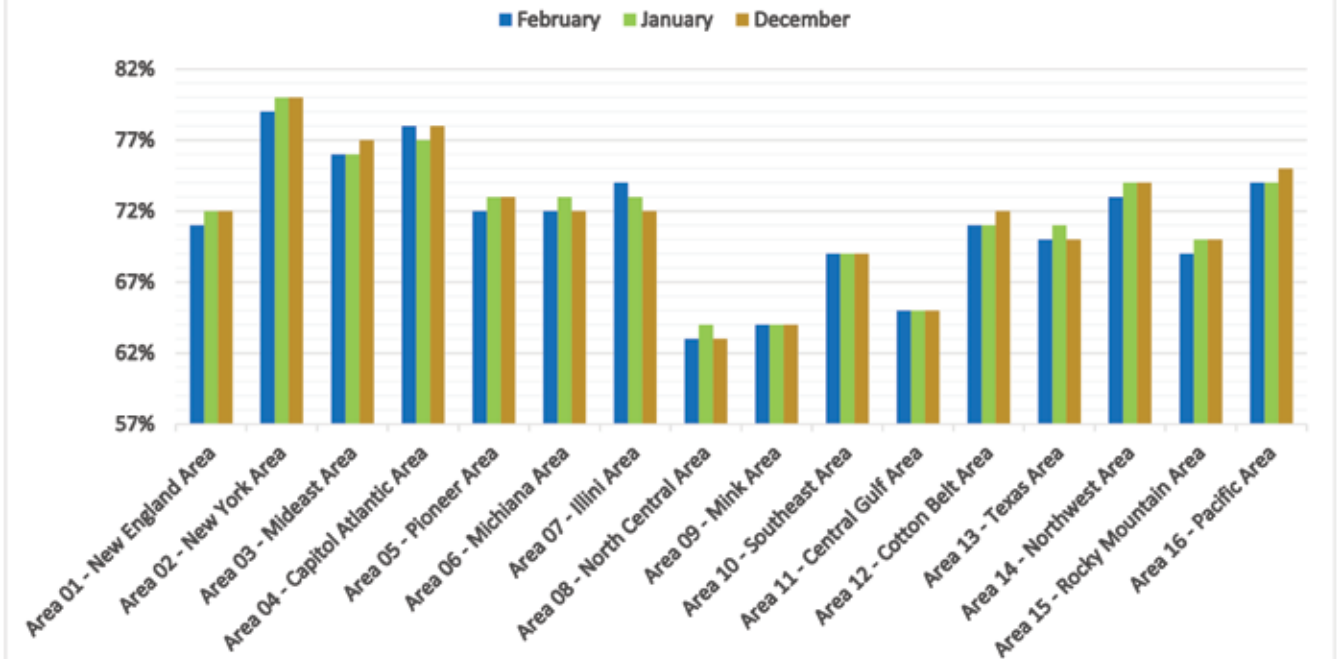


NAPS President Ivan D. Butts, House Oversight and Reform Committee Chairwoman Carolyn Maloney, NAPS Secretary/Treasurer Jimmy Warden and Executive Vice President Chuck Mulidore.

# National Association of Postal Supervisors Membership Report

February 2022

## 3 Month Member Percentage by Area



Regular Member Totals By Area			
Area	February 2022	January 2022	December 2021
Area 01 - New England Area	71%	72%	80%
Area 02 - New York Area	79%	80%	80%
Area 03 - Mideast Area	76%	76%	77%
Area 04 - Capitol Atlantic Area	78%	77%	78%
Area 05 - Pioneer Area	72%	73%	73%
Area 06 - Michiana Area	72%	73%	72%
Area 07 - Illini Area	74%	73%	72%
Area 08 - North Central Area	63%	64%	63%
Area 09 - Mink Area	64%	64%	64%
Area 10 - Southeast Area	69%	69%	69%
Area 11 - Central Gulf Area	65%	65%	65%
Area 12 - Cotton Belt Area	71%	71%	72%
Area 13 - Texas Area	70%	71%	70%
Area 14 - Northwest Area	73%	74%	74%
Area 15 - Rocky Mountain Area	69%	70%	70%
Area 16 - Pacific Area	74%	74%	75%
<b>Total Regular Member %</b>	<b>72%</b>	<b>73%</b>	<b>73%</b>
<b>Total Regular Members</b>	<b>23,861</b>	<b>23,898</b>	<b>23,945</b>
NonMember Totals			
	February 2022	January 2022	December 2021
<b>Total NonMembers</b>	<b>8,938</b>	<b>8,819</b>	<b>8,769</b>
<b>Total NonMember %</b>	<b>28%</b>	<b>27%</b>	<b>27%</b>



# NAPS Convention Resolutions, Daily Amazon Emails, Headquarters PODS Positions Among Items Discussed

**N**APS President Ivan D. Butts, Executive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden and Executive Board Chair Tim Ford attended the Feb. 23 consultative meeting via Zoom. Representing the Postal Service were Bruce Nicholson and James Timmons, Labor Relations Policy Administration.

Delegates at the 2021 NAPS National Convention expressed by resolution the following issues for discussion:

## Resolution 30

NAPS requests that the Postal Service compensates all special-exempt and non-exempt EAS employees who work a nonscheduled day in a service week at a rate of 150% of their calculated base hourly rate for all hours worked on a nonscheduled day.

*This is a request to modify pay policy and should be provided during pay consultations, Title 39 1004(e).*

## Resolution 31

That NAPS consults with the USPS to implement a COLA adjustment process to the EAS pay package.

*This is a request to modify pay policy and should be provided during pay consultations, Title 39 1004(e).*

## Resolution 32

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

*This is a request to modify pay policy and should be provided during pay con-*

*sultations, Title 39 1004(e).*

## Resolution 33

No EAS supervisor shall earn less than 5% more than the top of the pay scale of any craft employee they supervise and that no manager or postmaster shall earn less than 5% more than the top of the pay scale of any employee they supervise, including subordinate EAS employees.

*This is a request to modify pay policy and should be provided during pay consultations, Title 39 1004(e).*

## Resolution 34

That the current waiting period for higher-level compensation for EAS employees be abolished and a new, higher-level compensation procedure be created that would serve to acknowledge and compensate EAS employees immediately when they are required to perform higher-level duties in shift durations.

*This is a request to modify pay policy and should be provided during pay consultations, Title 39 1004(e).*

## Agenda Item #1

NAPS requested the USPS to consider increasing the hiring cap by the percentage over the acceptable amount of total over time percentage being used in each area office YTD.

*Hiring non-career employees and CAP allowances are subject to collective bargaining with the respective union. CAP allowances can be found in Article 7 of the applicable national agreement. Each district and division is responsible for ensuring the number of non-career*

*employees does not exceed the established cap allowances.*

## Agenda Item #2

Daily Amazon emails from areas greater than 10 miles away are constantly flooding email inboxes. Can the USPS communicate to our partners at Amazon to stop targeting every office with a mass email distribution list that, 99.9% of the time, has nothing to do with individuals in these offices or the areas where most work?

*Amazon communicates directly with designated district coordinators unless contacted by a local facility. There is a process for local facilities to communicate directly with Amazon. Local managers should be careful not to include an MPOO, district or area group list when messaging Amazon or Amazon will use the "reply all" feature assuming that the sender wanted everyone included on the response.*

## Agenda Item #3

NAPS asked the USPS to look into the TACS issue and allow the TACS backup person to perform TACS whenever the lead-7 clerk is off as opposed to being off for more than three days only, which presents a hardship to offices at times.

*This agenda item has been addressed recently in prior consultative meetings. In installations that are authorized a lead clerk, local management can determine the clerk(s) in the installation to train as a "backup lead-7 clerk" to perform TACS-related duties. A relief (backup) lead clerk serves as a replacement when*

*the lead clerk is off on non-scheduled days or leave.*

*There is no requirement to change an existing duty assignment of a level-6 clerk to perform as a relief lead clerk.*

*Note: The relief clerk is paid in accordance with ELM 233.3.*

The following is Item #6 from the Oct. 19, 2021, consultative:

The field currently is being informed that in order to train a backup lead-7 clerk to perform TACS-related duties, it must be on their bid; otherwise, they cannot be trained. The consequences from this issue will lead to EAS employees performing necessary TACS functions, therefore allowing the APWU to file grievances and win due to EAS employees performing craft work.

*In installations that are authorized a lead clerk, local management can determine the clerk(s) in the installation to train as a “backup lead-7 clerk” to perform TACS-related duties. A relief (backup) lead clerk serves as a replacement when the lead clerk is off on non-scheduled days or leave.*

*There is no requirement to change an existing duty assignment of a level-6 clerk to perform as a relief lead clerk.*

*Note: The relief clerk is paid in accordance with ELM 233.3.*

#### **233.3 Criteria for Evaluating Mixed Assignments**

*“233.3.b. Regularly scheduled on intermittent days in two bargaining unit positions. When a full-time employee is regularly scheduled on intermittent workdays to perform the work of two separate bargaining unit positions in different grades, the employee is placed in the position in which more than 50% of the time is spent. If the time is equally divided, the employee is placed in the higher grade position.”*

The following is Item #7 from the Nov. 21, 2021, consultative:

Can the official backup to a lead-7 clerk have TACS access automatically without filling out a PS Form

1723 every time they cover the lead-7 clerk’s absence?

*There is no requirement to change an existing duty assignment of a level-6 clerk to perform as a relief lead clerk. The relief clerk is paid in accordance with ELM 233.3.*

#### **Agenda Item #4**

NAPS asked whether the newly developed Headquarters POD positions will be given a posted schedule by every Tuesday and if they will be paid T-time for hours in excess of 8.5 in a day or all hours on a non-scheduled day.

*Supervisor T-time is provided to supervisors who oversee bargaining-unit employees; employees assigned to the POD are administrative jobs—not front-line supervisors. A significant number of employees assigned to the POD, about 90%, are Level-19 positions such as Delivery Support Specialist, Post Office Support Specialist and Retail Support Specialist, and are classified non-exempt and, thus, eligible for overtime pay.*

*Schedules are posted weekly with locations where employees are expected to conduct their work. The locations are identified based on current performance. The schedule could change during the week if there are needs in those facilities, such as reporting earlier and later in the day.*

*Although jobs have set days off and a schedule, it is subject to change based on the job description. Job descriptions for the Level-19 positions contain special requirements that read: “Willingness to travel and work nights and weekends, as needed.”*

#### **Agenda Item #5**

Has the USPS resumed a policy of creating ad-hoc detail positions that are not officially posted? NAPS was informed the USPS had eliminated all details prior to and during the most recent reduction in force.

*Policies concerning detail/ad-hoc*

*positions have not changed. Detail positions were not “eliminated” due to the 2021 administrative restructuring and the reduction in force that followed. In a few isolated instances, it was recommended that managers end a detail to a job that was being eliminated as part of the restructuring.*

#### **Agenda Item #6**

NAPS requested a position review for IT Client Support Specialist III, EAS-23, based on ELM 222, Requesting a Job Evaluation Review. Based on the documentation that follows, NAPS believes this position was misclassified as part of the most recent EAS reduction in force and should be an EAS-25, with a 4% upgrade.

Background: What was once called Field IT was cut severely as a result of the most recent EAS RIF. With the cut, the Level-23 position now covers multiple districts and, unlike other EAS positions, was not upgraded. The lower-level employees have taken on greater responsibility and service area, as well.

On May 8, 2021, the district IS manager was changed to an IT Client Support Specialist III, which was to standardize the name to align with Headquarters and other already existing Headquarters positions. At that time, there already were Level I and II at Headquarters; the Level III was titled Supervisor. With a team of five employees, three are Level-19s (IT Client Support Specialist I) and two Level-21s (IT Client Support Specialist II).

There are 60 positions in the Postal Service that follow that same structure as Level III (EAS-25), Level II (EAS-23) and Level I (EAS-21). The position of IT Client Support Specialist III was the only one designated EAS-23; all others were EAS-25 or higher (only two were higher).

This was escalated to HR. On June

*Continued on page 19*



## Being an EAS Employee Is More Than a Job—It's a Mindset With Expectations

**Dee Perez**

*New York Area Vice President*

**W**hen I was a young, naive supervisor, I believed in management camaraderie. We all were appropriately dressed in business attire, even when we walked routes, regardless of the weather. If it rained, we wore raincoats. When we were paged to answer a customer's phone call, we were called on the loudspeaker as Mr., Mrs. or Miss, followed by our last name.



Back then, when there was a monthly NAPS meeting, EAS employees would flock to these meetings. Sometimes, 50 to 70 or more members would show up just to network and say hello to each other.

Did the camaraderie and team concept end because of the Pay-for-Performance Program? I'm only surmising because PFP, as it developed over the years, provided different goals and responsibilities to different EAS positions in order to achieve raises. Before PFP, all we had were "steps" to increase our pay yearly. It was something you got, no matter how good or bad a year you had.

In my experience, I'm noticing new EAS employees don't take pride in what they do as supervisors; it's just a job. As I listen to upper-level management discuss their concerns, one issue is employee availability in the EAS ranks. In my day, you rarely heard of an EAS employee calling

out on sick leave.

Today, unfortunately, they are issued corrective action because they are not regular in attendance; it's a problem. I'm also been told EAS employees are too friendly with the craft and don't confront them or issue corrective actions as needed.

To all the new EAS employees: Being in management is a calling—it's not for everyone. You really need to understand who you are as a person. The expectations are daunting and confusing at times.

And there's not enough time in the day to do every single thing.

The person who endures in this environment is organized and understands and accepts the pressure that is a result of the Postal Service deeming everything a priority. This person must be willing to put in the required time—days and hours necessary—to succeed, while possessing the leadership qualities and skills to resolve issues that often arise at the last minute.

And, above all else, you must remain focused, have thick skin and not take things personally. If any of these qualities I just mentioned are not who you are, you should reconsider what you want to do in the USPS!

The basic EAS rules you must abide by at all times include:

1. Have regular attendance—99% to 100% of the time.
2. Dress professionally every day.

3. Even if you personally do not like your superior, respect the title.

4. Follow instructions given you.

5. Enforce the process on how work must be done.

6. For your mindset, pretend it's your personal business and these employees work for you.

7. You must observe and issue corrective action when required; just do it.

8. When you talk the talk, you also have to walk it.

9. At all times, think before you speak; no foul language.

10. Do not disrespect anyone in the craft or EAS ranks.

11. Keep current daily on all your emails; respond timely and respectfully.

12. Complete your training as soon as possible.

13. Respectfully question your superior, when needed.

14. Abide by the national contract agreements.

15. Don't take anything personally.

**nyavpdee@aol.com**

**Rhonda Thompson Lacey Named Denham Springs, LA, Postmaster**

After serving as acting postmaster, Rhonda Thompson Lacey, member of Baton Rouge Branch 209, was selected postmaster of the Denham Springs, LA, Post Office. A 17-year veteran of the Postal Service, Lacey started her career as a letter carrier in her hometown of Natchez, MS. She recently served as postmaster of Zachary, LA, while also in charge of Denham Springs.

Lacey is a U.S. Army veteran, having served eight years. She and her husband Alfred have two children: a daughter, who is a senior at Baton Rouge High School, and a son attending Grambling State University.

Lacey said she looks forward to serving the citizens of Denham Springs and Livingston Parish.



New Jersey members attended an event for Rep. Bill Pascrell Jr. (D-NJ). From left: Russ Carmody, Branch 74; Jon Kofsky, New Jersey State president; Pascrell; New Jersey Legislative Chair George Barrett; and Mike Notaroberto, Branch 568.



New England Area Vice President Bill Austin (right) with New Hampshire State Branch 932's new Executive Board, from left: Melissa Shaw, Harry Cahill, Bernie Biron, Cindy Heidbreder, Paul Farmer, Diane Schenumann, President Barbara LaFamme and Joe Ruggs.

Portland, OR, Branch 66 held its annual membership and scholarship brunch on March 6; it was their first in-person gathering since the pandemic. Over 70 members attended.

Special guests were NAPS Executive Vice President Chuck Mulidore, Western Region Vice President Marilyn

Walton and Northwest Area Vice President John Valuet. The branch conducted a 50-50 raffle that earned \$350 for SPAC. Two \$1,000 scholarships were awarded to the child and grandchild of two branch members.



From left: Branch 66 Representative Pam Simpson, Oregon State President Chad Itami, Branch 66 Treasurer Linda McNulty, Legislative Rep Dan O'Donnell, NAPS Northwest Area Vice President John Valuet, Executive Vice President Chuck Mulidore, Western Region Vice President Marilyn Walton, Branch 66 President Aric Skjelstad, Secretary Nancy McVickers and Trustees Dave Ellis and Lynn Yut.



Executive Vice President Chuck Mulidore met recently with lawmakers to thank them for their support of H.R. 3076 and ask for their support of H.R. 3077, the Postal Service Improvement Act:



Rep. Matt Cartwright (D-PA)



Rep. Bob Gibbs (R-OH)



Rep. Steve Horsford (D-NV)

Tucson Branch 376 hosted a town hall meeting on March 11 to keep communication open between NAPS and senior Tucson USPS leadership. Arizona/New Mexico District Manager John Morgan met during the day with NAPS officers and senior Tucson managers. That evening, Morgan

addressed branch members and responded to questions posed by NAPS Secretary/Treasurer Jimmy Warden who served as moderator. NAPS appreciated the direct responses and dialogue with management. The next meeting is scheduled for May.



From left: NAPS Immediate Past President Brian Wagner, Western Region Vice President Marilyn Walton, Branch 376 President Dawn Rosenberry, Vice President Ute Etsinger, Tucson Postmaster John La-frentere (back), USPS District Manager John Morgan, NAPS Rocky Mountain Area Vice President Myrna Pashinski and Secretary/Treasurer Jimmy Warden.



Executive Vice President Chuck Mulidore (right), with Eastern Region Vice President Richard L. Green (third from right) and Capitol-Atlantic Area Vice President Troy Griffin (second from right), swore in the new officers of Baltimore Branch 42, from left: Shanica Gibbs, Arlene Streeter, Anita Jones and Lauren Bland.



Butch Maynard, president of Postal Police Supervisors Branch 51, and Constance Scales, president of Vincent L. Lambusta, NJ, Branch 53, attended Branch 53's meeting in Newark.



Ricky Hilliard, Illinois State rep and past president of North Suburban Facility Branch 489, had a retirement luncheon at the Palatine P&DC in March. Front row, from left: Branch 489 President Edgar Young, NAPS Illini Area Vice President Luz Moreno and Branch 489 Vice President Olajide Okedina.

Back row: Plant Manager Allen Mitchell, former Illini Area Vice President Lynn Lacey, Branch 489 Secretary Renee Powell, Hilliard, Treasurer Cynthia Stone-Mobley and Sergeant-at-Arms Robbin Gillespie.



Branch 489 President Edgar Young congratulated Ricky Hilliard on his retirement.



NAPS Secretary/Treasurer Jimmy Warden (right) swore in the officers of New York City Branch 100, from left: Sergeant-at-Arms Vinnie Hall, Secretary/Treasurer Tu Tu, Financial Secretary Vilma Jimenez-Bruno (new officer), Vice President of Stations Dave Conover (new officer), Vice President of the Plant Juan Pastor, Executive Vice President Tom Hughes and new Branch President Lijia Dyer, the first Hispanic and female branch president. Hughes and former Vice President of Stations Jim Puccio, who will remain on the board, were thanked for their years of service and continuing to serve and mentor the new officers.

## The Postal Supervisor 2022 Production Schedule

Issue	Copy Deadline*	Mails
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.

## Resident Officer Candidates Announced

At the 2010 NAPS National Convention, Resolution #57 was passed:

“WHEREAS, *The Postal Supervisor* is a monthly publication paid for by members’ dues, and

“WHEREAS, For the first time in the history of NAPS, officially announced resident officer candidates are allowed to place election advertisements in *The Postal Supervisor*, and

“WHEREAS, The officially announced resident officer candidates are being required to purchase these advertisements, therefore be it

“RESOLVED, That, for the good of the membership, NAPS puts in print in *The Postal Supervisor* the currently announced candidates for the three national officers in three issues before the convention.”

These NAPS members have announced their candidacies for the three resident officer positions:

**President**—Ivan D. Butts  
**Executive Vice President**—Chuck Mulidore  
**Secretary/Treasurer**—James Warden



## A Father's Advice

**Brian J. Wagner**

*Immediate Past President*

**N**ine years ago this month, my father died unexpectedly. He never earned a college degree; his education and wisdom came from life experiences. He served in Korea, worked hard providing for his family, played the lottery and enjoyed retirement.

I think of him often. I miss our talks about him winning the lottery, St. Louis Cardinals baseball and his fatherly advice.

There is one piece of advice that always has stuck with me. Here's the scoop.

I remember my father telling me a company can take away your job, a bank your home and the government your money through more taxes. However, there is one piece of fatherly advice I always will remember: "Get an education because no one ever can take that away from you."

As I referenced earlier, my father, in fact, my mother, too, never earned college degrees. My parents were raised in the Great Depression; during their 60-year marriage, they raised six kids. They both worked years on years at the same jobs and, at times, second jobs, to provide for our family, which always included ice cream in the freezer. I am serious.

Growing up, I knew and fully understood that my parents didn't have the financial resources to send one child, let alone six children, to college. If they had the financial means, they would have provided what they could. However, what my parents

provided were encouragement and emotional support. That was just as valuable and priceless as any financial support.

College may not be for everyone, but everyone should have a right to attend if they desire. There may be limited finances available to help one



achieve a college education, but no one ever should be limited in receiving that education. I believed in my father's educational advice and he was right.

By the grace of God, I was fortunate to have a full-time job at the Postal Service to finance night classes to earn a college degree—actually, three: an associate, bachelor's and master's. Plus, I earned a certificate in financial planning. Thanks to my father's advice, I got an education that no one ever can take away from me.

Ralph Waldo Emerson said, "Success comes from within, not from without." You don't have to go without if you have the desire, passion and strong work ethic to achieve a goal. Never underestimate a person with a goal to accomplish something, especially if that goal involves an education—college or otherwise. However, without sufficient financial support, an education may not be within reach for many.

Thankfully, never underestimate the NAPS organization when it comes to education. Through the generosity of NAPS Headquarters and its members, a child or grandchild of an active or associate member has the opportunity to earn a NAPS educational scholarship. Actually, there

are two scholarship opportunities.

First are the \$1,000 Vince Palladino Memorial Student Scholarships. Second are the \$500 Louis M. Atkins Presidential Scholarships. These scholarships are excellent opportunities for the children and grandchildren of NAPS members to potentially receive financial support in their quest for a college education no one ever can take away from them.

Please read about these two wonderful NAPS national scholarships and application deadlines in current and future issues of *The Postal Supervisor* or on the NAPS website at [www.naps.org](http://www.naps.org). I know many NAPS branches also provide wonderful scholarship opportunities to their members' children and grandchildren.

Check with your respective NAPS branch to see if there are scholarship opportunities. If not, encourage your branch to start a scholarship program to further educate the future leaders of our country—our children, grandchildren and, possibly, great-grandchildren.

In memory of my father, it was a heavenly honor to share his educational advice. I hope you will share it with your children and grandchildren, as I did with mine. And in the spirit of education, I hope you will educate yourself with my ice-cream-flavor-of-the-month recommendation: heavenly hash.

**[brian4naps@aol.com](mailto:brian4naps@aol.com)**

# *We All Can Help* **Build Membership**

## **Keeping NAPS' Voice Strong**

**Dennis Gawron**

As a result of the favorable decision from the U.S. Court of Appeals that NAPS can represent all EAS employees, we continue our efforts to increase membership. The Feb. 8, 2022, decision affirmed NAPS can represent postmasters and USPS Headquarters personnel in negotiating pay and benefits, thus becoming a stronger voice for all management employees.



The discussions and tools to address nonmembers are different for each branch. Buffalo, NY, Branch 27 has invited 204-Bs to attend branch meetings and afford them interaction with fellow EAS employees. This is an opportunity to discuss situations and problems that can help these employees in their positions.

Branch 27 plans to invite the 204-Bs to our annual picnic/meeting in June, offering them a relaxed atmosphere to interact with higher-level managers and NAPS national officers. The branch is offering \$25 to each sponsor who signs a new member in addition to the \$25 offered by NAPS Headquarters.

We also plan on sending letters to nonmembers

that include materials from the NAPS Headquarters membership kit. This is a perfect opportunity to encourage new, temporary EAS employees to become active members once they are promoted.

The biweekly promotion list sent out by NAPS Secretary/Treasurer Jimmy Warden and New York Area Vice President Dee Perez gives us a great opportunity to immediately reach out to newly promoted EAS-17s, among others.

We are anticipating increased membership to ensure a strong voice for NAPS.

*Dennis Gawron, Buffalo Branch 27 and New York State Branch 935 president.*



### **March High-Five Club Members**

Frank Baselice, Branch 202

Tom Barone, Branch 202

Bobby Bock Jr., Branch 406

Robert Gorny, Branch 27

Renee Rafuse, Branch 102 (she also signed five in February)

Steve Shawn, Branch 403



## Bob Levi

Director of Legislative & Political Affairs



So many words, so little space: President Joe Biden signing into law the long-lingering congressional postal initiative, the highly successful 2022 NAPS Legislative

and Derek Kan both assured the committee they would closely examine key decisions made by current USPS executive leadership to slow mail delivery. Tangherlini amplified it was the “highest priority.”

The committee and the nominees likely are aware of a not too widely disseminated fall 2021 Gallup survey of the American public that documents a 17% drop in the public’s approval of the Postal Service over the past two years, removing the agency from its historic number-one rating among federal agencies. While the pandemic and political attacks on the institution contributed to this embarrassing USPS decline, Gallup singled out the delivery slow-down as the major factor in the public’s assessment.

About five hours before the White House bill-signing event, the Senate Committee on Homeland Security and Governmental Affairs approved the nominations of Tangherlini and Kan. For unknown reasons,

# Biden Signs Postal Reform Into Law

Training Seminar, an illuminating confirmation hearing and subsequent committee vote on two USPS Board of Governors nominees, newfound concerns over the 2021 USPS delivery goals and controversy over procurement of a new delivery fleet. A lot to talk about in this limited space.

April 6 was, indeed, a red-letter day. It was the culmination of years of relentless legislative advocacy, resulting in President Biden affixing his signature to H.R. 3076, the Postal Service Reform Act of 2022—now, Public Law 117-108. The three NAPS resident officers and I witnessed the signing ceremony in the White House State Dining Room.

President Biden first spoke about the importance of the Postal Service and its employees and the crucial role the agency has played in support of our democracy and economy. Following the brief address, key House and Senate bill advocates joined the President on the stage, surrounding a small desk on which the enrolled bill was placed, along with the pen he would use to inscribe his signature on the legislation.

After the 30-minute ceremony ended, President Ivan D. Butts, Exec-

utive Vice President Chuck Mulidore and Secretary/Treasurer Jimmy Warden each had the opportunity, individually and collectively, to share words of appreciation with the President for his long-term recognition of the essential work provided by postal employees and, of course, his strong support of the bill. The national officers also underscored the vital role postal supervisors, managers and postmasters play in accepting, processing and delivering America’s mail.

Although the event was celebratory, there was acknowledgment that considerable work needs to be done to restore the Postal Service to a performance level that American citizens expect and deserve. In fact, at a Senate confirmation hearing that took place a week before the White House event, Postal Board of Governors nominees Daniel Tangherlini

## Thrift Savings Plan

Fund	G	F	C	S	I
<b>March 2022</b>	<b>0.17%</b>	<b>(2.73%)</b>	<b>3.72%</b>	<b>0.90%</b>	<b>(0.33%)</b>
<b>12-month</b>	<b>1.56%</b>	<b>(3.95%)</b>	<b>15.63%</b>	<b>(5.31%)</b>	<b>0.37%</b>
Fund	L Income	L 2025	L 2030	L 2035	L 2040
<b>March 2022</b>	<b>0.49%</b>	<b>0.85%</b>	<b>1.14%</b>	<b>1.21%</b>	<b>1.29%</b>
<b>12-month</b>	<b>2.77%</b>	<b>4.29%</b>	<b>4.93%</b>	<b>5.16%</b>	<b>5.41%</b>
Fund	L 2045	L 2050	L 2055	L 2060	L 2065
<b>March 2022</b>	<b>1.34%</b>	<b>1.42%</b>	<b>1.88%</b>	<b>1.88%</b>	<b>1.87%</b>
<b>12-month</b>	<b>5.55%</b>	<b>5.77%</b>	<b>6.95%</b>	<b>6.94%</b>	<b>6.94%</b>

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

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](http://www.tsp.gov)



Republican Sens. Josh Hawley (MO), James Lankford (OK) and Scott Perry (FL) voted “no” on the Tangherlini nomination. We expect the full Senate to confirm both nominations shortly.

The Postal Regulatory Commission (PRC) also was critical of the USPS performance in its recently released Annual Compliance Determination of the institution. One of the items identified as part of Postal Service filings was its abandonment of the 95% on-time delivery target intended to be achieved on implementation of the new 2021 service standards. This was the Postal Service-promoted target submitted to the PRC last year as part of the agency’s request to change its service standards.

Just recently, the Postal Service revised its representation to the PRC by stating it intends to “transition”



**Bob Levi with President Biden and Chairwoman Carolyn Maloney at the April 6 bill-signing.**

to the 95% level “over several years.” The USPS now claims the 95% level currently is unachievable. Once again, postal leadership’s credibility is called into question.

As part of President Biden’s statement at the White House ceremony, he spoke in strong support of mod-

ernizing and electrifying the postal delivery fleet. On the day before the bill-signing, the House Oversight and Reform Committee conducted a hearing on the opportunities and challenges of electrifying the postal

delivery fleet. Although the USPS has been restrained in embracing electrification, a week before the hearing, the agency announced it would purchase 10,000 electric vehicles as part of its initial 50,000-vehicle

purchase order with the Oshkosh Corporation.

These 10,000 vehicles represent a two-fold increase from its previously announced electric vehicle order. The hearing centered on whether the USPS could sustain the infrastructure to support electrified vehicles, particularly for rural deliveries; the impact that gas-fueled vehicles have on the environment and climate; the capability to acquire the elements to manufacture electric batteries for vehicles; and the cost differential between gasoline and electricity to fuel the vehicles.

As a final point, I would like to thank this year’s nearly 400 LTS participants, because—at least as reflected by the completed delegate surveys—the event was enormously successful. The overwhelming number of congressional engagements were in person on Capitol Hill, the presentations by our guests were enlightening and entertaining and the legislative training was informative and actionable. But, most importantly, the event allowed NAPS members to once again network with each other. Looking forward to 2023!

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



## We're Social

A cluster of blue circular icons representing social media actions: thumbs up (likes), speech bubbles (comments), and retweets. The icons are arranged in a circular pattern around the central text.

## 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](mailto:socialmedia@naps.org). We will review the submissions before posting on our social media outlets.

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

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

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

# The Missing Link of Membership

Kevin Moore

**H**ave you noticed when you attend a NAPS event—whether your local branch meeting or a state or national event—increasing membership is discussed? It’s an important topic because membership numbers in organizations across the U.S. have been decreasing.

The recent ruling by the U.S. Court of Appeals affirming NAPS may represent all USPS supervisors, managerial personnel and postmasters in regard to compensation and pay policies is a golden opportunity to gain more members. Who wouldn’t want to be a member of the organization that went against the grain and fought for the betterment of its members?



Signing new members as they become EAS employees is the easy part, but there is a missing link: participation. NAPS recently held the 2022 LTS; it was great! I saw many familiar faces—the same ones I see time and time

again. I’m not saying that’s a bad thing. The problem is first-timer numbers continue to decrease.

For our younger EAS employees, NAPS basically is an insurance policy. You don’t think about your insurance until you are in an

accident; that is how our younger EAS employees tend to see NAPS. So, how do we increase participation?

It must start at the local level with new members getting involved at branch meetings. It may initially require something such as door prizes to attract them. Branch officers

must show genuine interest in their members.

Staffing could be another issue. Maybe a member would like to attend and participate, but their office is short-staffed and they can’t get to meetings. If the member has a hard time getting annual leave, the last thing they want to do is use leave for NAPS events. They want time with their family or time away from anything dealing with the Postal Service.

NAPS has had many membership drives and those should continue. But we also must find a way to increase participation. The future is with our younger EAS employees as our current, faithful participants begin to ride off into the sunset.

[kevinmoore324@gmail.com](mailto:kevinmoore324@gmail.com)

Kevin Moore, Columbus, GA, Branch 281, is Postmaster of Fortson.

## Feb. 23 Consultative

Continued from page 10

7, the USPS responded that the Level III title was incorrect, then proceeded to change the positions to Level II (EAS-23), Level I (EAS-21) and the 19 to an IT Client Support Specialist (no level).

Not only has the workload changed, such as multiple days of overnight travel for various site installs and upgrades, the service area change alone is enough to justify the level changes.

In 2021, Human Resources updated and reevaluated the Headquarters and Field IT client support jobs in preparation for the restructure. To review and evaluate the jobs, managers were interviewed and focus groups and sur-

veys were conducted with incumbents. IT HelpDesk ticket data was analyzed and market research was conducted on comparable jobs.

The analyses identified that, prior to the restructure, Field IT positions were spending a considerable amount of time performing non-IT work, such as providing A/V support for meetings, managing SharePoint sites and tracking cybersecurity training compliance.

As part of the restructure, Field IT positions were realigned under Headquarters IT and supervisors’ control was increased from one to two subordinates to four to five. Non-IT work was eliminated through communication and reinforcement of standard processes such as submitting work requests through the ServiceNow IT HelpDesk system.

After the restructure, all IT Client Support positions were assigned work through the ServiceNow IT HelpDesk system. As a result, while domiciled IT Client Support positions are expected to provide on-site IT support locally, all other requests are assigned based on availability rather than other designations, such as area or district. Therefore, the system allows work to be more evenly distributed across the entire IT Client Support group.

As a result of these changes, both the Field and Headquarters IT positions now perform the same work. Based on evaluation of the work, it was determined that pay grade EAS-23 is appropriate for the supervisory job.

# On the Shoulders of Giants

By Karen Balent Young, editor; photos by Bob Stevens

**O**n Wednesday morning, March 30, NAPS Headquarters held a dedication ceremony to honor three former resident officers: Margarete A. Grant, Ted Keating and Louis Atkins. The conference room at NAPS Headquarters was re-named the Margarete A. Grant Executive Board Conference Room. Keating and Atkins were honored with plaques in the conference room.

Margarete served as NAPS executive vice president from 1992 to 1998. She joined NAPS in 1971. She served as vice president for three and a half years and president for two for Oakland, CA, Branch

127. She served as legislative representative for San Francisco Branch 88 before being elected Pacific Area vice president in 1980.

In 1982, Margarete was elected Western Region vice president. Then, in 1986, she was elected NAPS secretary/treasurer—the first woman elected as a resident officer. She was elected executive vice president in 1992 and served until 1998, when she retired. She continued working for the Postal Service another year until finally retiring. She died July 18, 2003.

Western Region Vice President Marilyn Walton told attendees at the ceremony that Margarete was her mentor and



Rev. Prescott Butler, president of Robert L. Towns, NJ, Branch 327, gave the invocation.



President Ivan D. Butts told attendees that former President Ted Keating brought the organization through dark times after the death of Vince Palladino.

friend. Perhaps one of her most substantive achievements as a resident officer was her work in purchasing the NAPS building. When NAPS voted to purchase a building, Margarete researched buying property as a nonprofit and attended the auction where the building came up for sale.



Western Region Vice President Marilyn Walton said Margarete A. Grant was a friend and mentor to so many NAPS members.



Executive Vice President Chuck Mulidore noted that, two years ago, NAPS had a ceremony to name the building after former President Vince Palladino. Today, NAPS is honoring three more officers. "We stand on the shoulders of giants," he intoned. "We see better and further because of them."



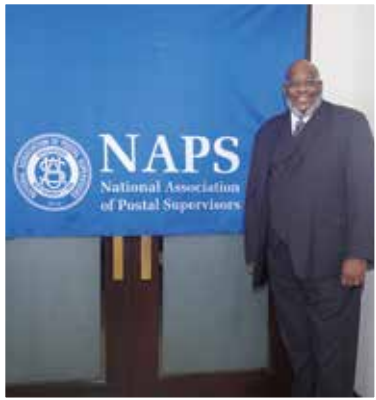
Secretary/Treasurer Jimmy Warden said this was a proud day for the three NAPS members being honored for the hard work they did throughout the years. "On behalf of all our members, thank you, Louis, Ted and Margarete," he exclaimed.



President Ivan D. Butts prepared to unveil the conference room doors.



Western Region Vice President Marilyn Walton helped unveil the doors inscribed with Margarete's photo and the words, "Margarete A. Grant Executive Board Conference Room."



As a result of her and the other resident officers' efforts, the building was purchased. It has continued to increase in value.

Marilyn credited Margarete as being instrumental in getting women involved in NAPS. Margarete's great friend, former Western Region Vice President Dorotha Bradley, is ecstatic at having Margarete honored, Marilyn conveyed. "The women of NAPS and the Western Region are here in spirit for this incredible honor," she said.

Ted served as NAPS president from 2004 to 2010. He joined NAPS in 1974 as a member of Northeastern Massachusetts District Branch 498. He served on the Massachusetts State

President Ivan D. Butts unveiled the plaque of former President Ted Keating.



President Ivan D. Butts unveiled the plaque of former President Louis Atkins.



Former President Louis Atkins said it was a joyous feeling to be honored by NAPS and its members.

Branch board for 15 years, nine of those as secretary/treasurer. He served as New England Area vice president for nine years before being elected NAPS executive vice president in 1998. He was appointed president in 2004 on the death of then President Vince Palladino. He was elected president in 2006.

Ted was unable to attend the dedication ceremony. President Ivan D. Butts spoke on his behalf, having talked to him by phone. Ted expressed that he never had aspirations to be president; rather, he was committed to supporting Vince Palladino in his endeavors.

“Ted is tremendously honored to be recognized at the same time as Margarete,” Ivan said. “She supported Ted in his career. When she decided to retire, Margarete told Ted he would have her vote in the West. He had great respect for her.”



Louis Atkins and Ivan D. Butts

Louis Atkins was NAPS president from 2010 to 2016. He joined NAPS in 1975. He served as secretary of Baton Rouge, LA, Branch 209 in 1980

and became president in 1984. He was elected Central Gulf Area vice president in 1990 and Southern Region vice president in 1998.

Louis was elected NAPS secretary/treasurer in 2000. In 2004, Ted Keating appointed Louis executive vice president. He was elected in 2006 and served in that position until 2010, when Ted retired. Louis was elected president in 2010, becoming NAPS’ first Black president. He served as president until he retired in 2016.

Louis told NAPS members it is a blessing to be associated with so many great people and all the NAPS



Louis and Bonita Atkins

members. He credited his wife Bonita for encouraging his aspiration to be president. “Beside that plaque,” Louis pronounced, “there should be a lot more names.”

He said Margarete was a mentor to him, as well. “Ted was my leader and we collaborated for the good of the members,” he observed. “It’s a blessing to have everyone here with me on this blessed day.”

After the remarks, the conference room doors and plaques were unveiled.



Proud Hawaii and California members stand in front of the newly dedicated Margarete A. Grant Executive Board Conference Room.



**National Association of Postal Supervisors**

# Vince Palladino Memorial Student Scholarships

**Deadline: June 30, 2022**

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

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

NAPS will award 10 \$1,000 **Vince Palladino Memorial Student Scholarships**. Two winners will be randomly selected from each of the NAPS regional areas (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](http://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>**



# NAPS' Legislative



Executive Vice President  
Chuck Mulidore



The Clear Harmonies Singers trio sang a medley of patriotic songs, as well as the "Star Spangled Banner."



The Colonial Color Guard presented the Colors.



BUILDING A BETTER TOMORROW...

PROMOTING OUR LEGISLATIVE AGENDA IN NEW WAYS

# Work Continues

By Karen Balent Young, editor

Photos by Dave Scavone

**E**xecutive Vice President Chuck Mulidore welcomed nearly 400 NAPS delegates to the 2022 Legislative Training Seminar on Monday, March 28. “It’s been two years,” he exclaimed. “Who knew what would befall us after the 2020 LTS? But we’re back again at the peak of cherry blossom season—a little cold and chilly.”

Mulidore said there would be a couple high-fives today, referring to the recent passage of H.R. 3076, the Postal Service Reform Act of 2022. “But the work never ends,” he stressed. “We can celebrate the victory, but must prepare for the battles ahead.”

Secretary/Treasurer Jimmy Warden

Secretary/Treasurer Jimmy Warden



President Ivan D. Butts

and President Ivan D. Butts also welcomed delegates, thanking them for traveling to the nation’s capital to deliver NAPS’ legislative message to lawmakers on Capitol Hill.



Ed Moore, president of Mary Burkhard Branch 244, gave the invocation.

Mulidore affirmed that the legislative work continues, even with passage





# NAPS 2022 Legislative Training Seminar

of H.R. 3076. There continues to be an emphasis on SPAC—the Supervisors’ Political Action Committee—because SPAC funds help get things done. “If you don’t think your SPAC money helped pass 3076, you’re wrong,” he stressed. “It was very instrumental in getting that bill passed. SPAC is critically important, even more so as we move into the mid-term elections this year. We want to make sure we have enough friends on both sides of the aisle and that whoever is in control understands our issues and advocates for us. We’ve been building those relationships over the years and will continue to do so on both sides of the aisle.”

Mulidore talked about a

new SPAC campaign NAPS would be mailing to active members to encourage them to join Drive for 5. “We’re going to ask those who go to work every day to help us continue their careers. And the best way is with the legislative process,” he said.



**National Auxiliary President Laurie D. Butts**

He thanked the National Auxiliary for the work they do at LTS helping raise money for SPAC. He introduced National Auxiliary President Laurie D. Butts. She assured delegates the Auxiliary is there to support them in any way and urged them to stop by their table to support SPAC.

On Sunday, NAPS held its traditional wreath-laying ceremony at Arlington Na-

**From left: National Auxiliary Secretary/Treasurer Bonita Atkins, Executive Vice President Beverly Austin and Immediate Past President Patricia Jackson-Kelley**

**National Auxiliary Southeast Area Vice President Jane Finley and Central Region Vice President Elly Soukey**



## BUILDING A BETTER TOMORROW... PROMOTING OUR LEGISLATIVE AGENDA IN NEW WAYS

tional Cemetery's Tomb of the Unknown Soldier. A video of the event was played for those who did not attend. "It's a beautiful and touching ceremony," Mulidore said. "It's important to recognize the sacrifice of our service members. Thanks to our members who participated in the ceremony."

The four participants—Darold Dantzler, Gi Gi Griffin-Earnest, Jim Misserville and Edward Moore—were presented with NAPS challenge coins by President Ivan D. Butts.

"It's a honor for us to have you represent the organization," Mulidore told the group. "All the veterans, please stand. Thank you, we appreciate you!"

Butts addressed delegates, saying it was a humbling honor to stand there as NAPS president. "In Texas, I predicted the leadership team you voted in would have to hit the ground running and that's exactly what we did," he confirmed. "We had a legacy from Brian Wagner that we carried on and moved forward.



The resident officers with participants from Sunday's wreath-laying ceremony at Arlington National Cemetery, from left: Secretary/Treasurer Jimmy Warden; President Ivan D. Butts; Darold Dantzler, Carolina Bi-State Branch 936; Gi Gi Griffin-Earnest, Oklahoma City Branch 80; Ed Moore, Mary Burkhard Branch 244; Jim Misserville, Northeastern Massachusetts District Branch 498; and Executive Vice President Chuck Mulidore.



# NAPS 2022 Legislative Training Seminar

“The work on H.R. 3076 was tremendous. We’ve put years into that! We may be a medium-sized PAC, but we’ve been very efficient in how we used our funds and reached out to legislators and garnered support for our bills. And we will continue to collectively work together to see that our SPAC dollars count and help keep the USPS sustainable into the future.”

Butts said it’s up to NAPS to drive the legislative agenda and be as successful as it was getting H.R. 3076 passed. Other NAPS-supported legislation includes a postal police bill, H.R. 5587, as well as H.R. 3077, which would secure MSPB appeal rights for all EAS employees and change *Title 39* to assure a pay consultation process that really works.

“The greatest resource of all is you—our members—who engage with legislators so they understand that postal issues aren’t Democratic or Republican issues; they are American issues,” he stressed. “We’re nonpartisan. We work for all of America. Thanks for being here; there’s work to do. I’m glad you’re here and I’m glad I’m here to do it with you.”

“We’re back!” announced NAPS Director of Legislative & Political Affairs Bob Levi. “We are here to fight. And now, as a matter of law, we can fight for all 47,000 Postal Service



**NAPS Director of Legislative & Political Affairs Bob Levi discussed the recently passed Postal Service Reform Act of 2022, as well as pending legislation that is part of NAPS’ legislative agenda.**

EAS employees. That’s who we represent right now; that’s a big chunk of postal employment. As delegates, you have been delegated on behalf of the Postal Service’s supervisory and managerial workforce and those who are members of NAPS and beyond.”

Levi told delegates they are at LTS to promote legislation and support SPAC to help elect and reelect NAPS’ friends and support those who support NAPS’ agenda. “Part of that responsibility and culture are contributions to SPAC,” he explained. “SPAC is the financial support that provides a good basis of accountability between elections. Lawmakers look and see where their support comes from and who is engaging with them on a constant basis.

“This isn’t a one-and-done event. This has to be a year-round exercise in promoting our



interests. Otherwise, we and the Postal Service will not survive. We need your support and advocacy for those issues most important to EAS-level employees. Electing NAPS allies advances legislation that safeguards our benefits and improves the USPS.”

Levi said that if all the nearly 400 delegates at LTS signed up for Drive for 5—contributing just \$5 a pay period—it would translate to \$52,000 a year. “You all should sign up,” he urged. “Otherwise, you don’t care about LTS and our future. Put your money where your mouth is.”

He pointed out that, from a distance, Crater Lake, OR, is a stunning vista. But, if you put water from the lake into a glass, it will look no different than any other glass of water. The same holds true for the Postal Service, he said. Look at it from a distance—not the individual components—also, from a historical perspective.

“You only can appreciate what the USPS does and what it means to the American public from a distance,” he opined. “To understand and appreciate the agency, you have to see it in its entirety. It’s part of a whole, universal, integrated, affordable delivery and mail service for the entire country.”

Levi said NAPS members have to educate members of Congress. The USPS delivers to 163 million delivery points every day. The agency also has been a vital commercial and health lifeline to millions of Americans during COVID-19.

In 1813, Congress passed a bill that authorized distributing smallpox vaccines to citizens

and covered that postage. “The USPS has a long tradition of protecting the health and welfare of the American public,” he announced. “We still are the most affordable, efficient and economical mover of mail and small parcels in the country.”

There is cause for concern, though. The Postal Service always has been rated number one in Gallup’s annual poll of federal agencies. In the most recent 2021 poll, the public’s approval of the USPS fell 17%, which Gallup attributed to the slowdown in deliveries.

“To go from 74% in 2019 to 57% in 2021,” Levi offered, “should be a wakeup call to Postal Headquarters that something is not going right. Our job—whether on Capitol Hill, with the Postal Regulatory Commission (PRC) or the American public—is to drive those numbers back up. And the only way to do that is by performance. We have to persuade members of Congress to restore standards the American public expects and deserves.”

Levi turned to passage of H.R. 3076. Despite success, he said, there won’t be a “Mission Accomplished” banner displayed. Rather, the legislation is the first step in providing financial stability for the Postal Service. He asked delegates to thank their members of Congress who voted for the bill.

He provided an overview of the bill, which will save the agency about \$50 billion over the next decade, provide financial breathing room and save the federal government about \$1 billion. The requirement to prefund future retiree health benefits was eliminated and will reduce retiree health liabilities through the better inte-

# NAPS 2022 Legislative Training Seminar

gration with Medicare and FEHBP for future retirees. The bill also allows the agency to offer non-governmental services through post offices.

One important stakeholder-driven issue included in the bill is codifying a six-day, integrated delivery network, which is important to small-parcel mailers. Also, the USPS must create an internet portal accessible to the public that measures performance by ZIP code. Congress and consumer groups want to be able to hold the agency accountable for its performance. Another provision provides some relief to rural newspapers.

Among the issues not included in H.R. 3076 are:

- the lack of tangible steps needed to improve performance
- electric vehicles
- standardizing addresses on election mail
- a mandate for maintaining door delivery
- postal banking
- parental leave for USPS employees
- rate setting
- EAS consultative and MSPB appeal rights

Levi explained that H.R. 3077, the Postal Service Improvement Act, is a priority for NAPS this year. The bill was favorably reported by the House Oversight and Reform Committee by a partisan vote. The legislation would provide EAS consultative and appeal rights and USPS parental leave. It also would standardize election mail, revert performance standards to those in effect in 2021 and provide an accelerated transition to electric vehicles.

Next, Levi walked delegates through the talking points for their meetings, whether in person or via Zoom, over the next two days with lawmakers. “I look forward to engaging with you during the conference,” he offered.

Mulidore next introduced former Deputy PMG Ron Stroman, now a member of the USPS Board of Governors, calling him one of NAPS’ favorite persons.

Stroman said it was good to see NAPS members and celebrate passage of H.R. 3076 with them. “With that single bill,” he declared, “we have gone from the red to the black. Thank you for all the years you have come to these critically important sessions and gone up to the Hill and articulated the vision for NAPS and helped us push this piece of legislation over the finish line.”

Stroman talked about the arduous journey to get H.R. 3076 passed, citing the Hollies’ lyrics: “The road is long, with many a winding turn.” To get Congress’ attention, he said, an issue has to be a pressing, national interest at the moment. And, despite its challenges, the Postal Service continued delivering the mail.

But when COVID-19 struck, people began to see and recognize the importance of the USPS with deliveries of lifesaving drugs and medication. “The Postal Service is essential to our lives and getting us through,” Stroman stressed. “And in 2020, the Postal Service saved American democracy.”

He credited Postmaster General Louis DeJoy for playing an important role in getting support for H.R. 3076 from Republican members in the House and Senate. “This is a water-

# BUILDING A BETTER TOMORROW... PROMOTING OUR LEGISLATIVE AGENDA IN NEW WAYS



**Ron Stroman, U.S. Postal Service Board of Governors**

shed moment for the Postal Service and our collective responsibility to ensure the agency continues for future generations,” he offered. “Today, the future is here; the future begins at this meeting.”

Stroman and Mulidore proceeded to have a fireside chat. Mulidore asked how different it has been going from serving as deputy PMG to being a member of the Board of Governors. Stroman admitted it has been a challenge.

“For those of us nominated by President

Joe Biden, then confirmed, there was some tension with the existing governors. There was a sense we had an agenda different from theirs. I had concerns about portions of their agenda, but I always tried to reach consensus about how we could bridge the gaps and offer compromises. Despite those challenges, I see progress.”

Mulidore asked what the duties are for a board governor. Stroman explained governors are the Postal Service’s executive leadership. The power of *Title 39* is lodged in the board, he said. The governors have to approve rates and rate changes and are responsible for setting policy direction. Discussions and debates are around what major policy issues should guide the agency.

“Right now is so important because we potentially have a reset as a result of postal reform,” he stressed. “We now have financial stability and flexibility from the PRC. It’s an opportunity for us to think creatively.”

Mulidore observed that some see the Board of Governors as a rubberstamp of the Postal Service. “My sense from you is that may have changed,” he offered. Stroman responded that every governor has to decide for themselves what role they want to play. “For me,” he said, “the effort is to look broadly at



# NAPS 2022 Legislative Training Seminar



**Chuck Mulidore asked Ron Stroman about his responsibilities as a member of the Board of Governors.**

issues, make my own decisions about what needs to happen, then do whatever I can to implement those changes.

“A governor’s responsibility is to get input from the public in order to be a representative of the people. Also, look at our employees and leadership—what are their points of view? These decisions should not be made in isolation. This is a public-sector board; our responsibility and accountability are to the public.”

Mulidore said NAPS would like to see more openness from the board. “When we have issues,” he said, “we struggle to get a fair hearing or acknowledgement. We would like to go to the board, if necessary, and have our issues or particular point of view heard.”

Stroman said each governor has to decide how they want to execute their responsibility. “My door is open; I’m available by phone. It’s

my responsibility to listen, which is why I am here today. Other governors have to make their own choices as to how they want to proceed.”

He referenced the requirement in H.R. 3076 that the Postal Service provides service scores accessible by ZIP code. “This is in response to the need for greater transparency and accountability,” he said.

Mulidore asked Stroman for his thoughts on the Postal Service’s 10-year plan. “I’ve been critical of portions of it,” he responded. “From my perspective, no one can predict the future. A better way of looking at it is whether the plan is going in the right direction.”

Stroman asserted the plan got it right on the competitive side, recognizing the need to move faster in terms of competitive products. “We have to deliver in one and two days,” he stressed. “We have to improve our network

# BUILDING A BETTER TOMORROW... PROMOTING OUR LEGISLATIVE AGENDA IN NEW WAYS

and processing and transportation networks in order to move faster. And the agency is looking to make pricing competitive.

“The market-dominant side is wrong, though. I was vocal in criticizing the revised service standards. Slowing the mail sent the wrong signal and has let competitors into that space. We need to put more emphasis on the

mail and on service. Congress clearly said it wants to see good, quality service all across the country.”

Mulidore broached the topic of NPA, telling Stroman EAS employees need a raise, but not one based just on performance in which NAPS has no input on how those metrics are defined. “During COVID, we went to work

## Q&A with Ron Stroman



# NAPS 2022 Legislative Training Seminar



**Jimmy Warden, Chuck Mulidore, Ron Stroman and Ivan D. Butts**

and ensured the doors were opened and the mail delivered. The Board of Governors approves NPA and says it can't be changed. We just want what is fair!" he exclaimed. "I know you can't fix it today, but we have to argue and fight every year and we can't make progress. We need some help."

Stroman affirmed that Postal Service employees are heroes. "They risked their lives to go to work in the middle of the worst global pandemic since 1928; it's a remarkable achievement," he offered. "For many years, given its financial condition, the agency made certain judgments in terms of salary—a theory that, regardless of performance, everybody had to take a portion of that decline.

"Now, the situation is flipped. We have postal reform and are in the black. What posi-

tion should you take when you are making money? I think fair is fair. I'll leave it there. You are advocating and making your point," he concluded.



**Governor Ron Stroman, a friend of NAPS, and President Ivan D. Butts**



# BUILDING A BETTER TOMORROW... PROMOTING OUR LEGISLATIVE AGENDA IN NEW WAYS



Rep. Gerry Connolly (D-VA) was scheduled to speak at LTS, but was unable to attend. In his place, Thaddeus P. Cobblestone, the oldest-living member from the 1st through the 15th Congress, 1789-1819, (and who had an uncanny resemblance to Connolly) talked to Bob Levi about the formation of the Post Office. In closing, Cobblestone said his dedication to the Postal Service is as deep and profound as Congressman Connolly's.



Jimmy Warden, Chuck Mulidore, Thaddeus P. Cobblestone and Ivan D. Butts

# NAPS 2022 Legislative Training Seminar



North Central Region Vice President Dan Mooney invited members from his area to the stage for a presentation to Immediate Past President Brian Wagner in honor of his 36 years in NAPS—11 years leading the organization as a national officer. In a shadow box was a flag that had been flown over the U.S. Capitol, above L'Enfant Plaza, at the NAPS Vincent A. Palladino Building and over the Peoria, IL, Post Office, Wagner's former office.



The NAPS resident officers, Western Region Vice President Marilyn Walton, Pacific Area Vice President Chuck Lum and members from California and Hawaii honored Jim Isom, president of Al Navarro Branch 373. He was presented a certificate, signed by the resident officers, that thanked him for his over 50 years of service to the Postal Service and his decades of service to NAPS.



# BUILDING A BETTER TOMORROW... PROMOTING OUR LEGISLATIVE AGENDA IN NEW WAYS



**John Geter II gave the invocation before the luncheon.**

After lunch, Butts introduced the next speaker, telling delegates that he first met Edmund Carley, UPMA national president, at a Signature FCU event. The two started talking and realized there were common issues both organizations needed to fight. “We’re stronger together than separate,” he pointed out.

“We disagree on some things, but we’re here to talk about our common concerns. We are stronger together.”

Carley told NAPS delegates he was glad to see them at LTS. “I got active in the organization because of events like this,” he explained. “I fell in love with the legislative process. When you go up on the Hill tomorrow, thank them for voting for postal reform. We still need WEP/GPO reform, though.”

Carley referenced the Postal Service’s 10-



**UPMA National President Edmund Carley**

year plan and affirmed it is contingent on achieving postal reform. “Now, PMG Louis DeJoy has postal reform,” he said. “What’s our part in this? Do our jobs and do what we’ve done for the past two years: Show up every day and work hard. NAPS and UPMA members — we’re the ones who show up every day. We work hard and deliver for America.”



**Chuck Mulidore, Jimmy Warden, Edmund Carley and Ivan D. Butts**



# NAPS 2022 Legislative Training Seminar

“As for the stuff we don’t agree on? We’re family—part of the postal family. We fight about stuff, like a family, but we’re still going to love each other. Show up and work hard!”

Mulidore next introduced Rep. James Comer, ranking Republican on the House Oversight and Reform Committee, crediting him with delivering 120 Republican votes in the House for H.R. 3076. “He got it done,” Mulidore affirmed. “That was a great impetus for Republicans in the Senate to move the bill forward. He’s a great friend and we will continue to support him.”

Comer thanked NAPS for the invitation. “We’re excited to have you at a time when we just passed your number-one priority: postal reform. He said the bill means a lot to him and not just because of his rural district in western and southwestern Kentucky—his grandmother was a rural mail carrier for 27 years.

“I grew up with great respect for the Postal Service and the people who handle and deliver the mail and postal supervisors,” he offered. “I know it’s a difficult job. When I became the ranking Republican on the Oversight Committee, I knew postal reform was the biggest priority. The bill had been talked about the previous five years; a lot of people had tried to accomplish it.



**Rep. James Comer (R-KY), Ranking Member of the House Oversight and Reform Committee**

“This really is the model of how a bill can become a law. When people say Congress is dysfunctional, that’s pretty accurate, but there are ways for it to function. And postal reform is a perfect example of that—it has to be bipartisan and you have to have two people sincerely interested in passing a bill.

“We worked very closely with Chairwoman Carolyn Maloney; we both wanted to see this succeed. And we worked with the stakeholders. You have to do something that has become a bad word on Capitol Hill: compromise.” He also credited PMG Louis DeJoy with developing a plan and getting input from stakeholders.

Comer told NAPS delegates he did not

## BUILDING A BETTER TOMORROW... PROMOTING OUR LEGISLATIVE AGENDA IN NEW WAYS

allow anyone to say they wanted to privatize the Postal Service. “If they’re not going to vote for the bill, fine. But there’s no private company that will operate all these offices across the country six days a week,” he stressed. “The Post Office is in the Constitution so it is Congress’ responsibility if it’s broken. The selling point with Republicans was this is our responsibility. We have a plan in place to reform the USPS.

“I don’t think anyone would object to the fact that performance was not going as well as it should; you’re battling COVID and an outdated business model. Just before the vote in the House, the performance report for peak season was issued. The Postal Service performed better than FedEx. The least we can do is get everything on a level playing field and

make sure you have enough funding to develop the infrastructure, update, modernize and invest in equipment. That is what the bill is going to do.

“Hopefully, we will have an efficient business model moving forward. There will be times when we will visit each other and tweak and change things. I look forward to working with you all in the future to ensure you have what you need to be successful.

“I don’t want anyone to worry about pensions, health care—you do a good job. We’re supposed to ensure the money is there to operate and that’s a priority for me, growing up with a family member working for the Postal Service and in a rural area. People in rural areas have closer relationships with their mail carrier, supervisor and postmaster; it’s an im-



Secretary/Treasurer Jimmy Warden, Executive Vice President Chuck Mulidore, Rep. James Comer, Pioneer Area Vice President Tim Needham and President Ivan D. Butts

# NAPS 2022 Legislative Training Seminar

portant part of the thread of rural America.

“I want to continue to see it thrive. I’ve enjoyed working with you over the past couple years and I look forward to working with you in the future so you all can be successful. We want you to be successful—a Postal Service that can sustain itself. I think we’ve set the example of how we all can work together and pass good legislation. Thanks for the good and hard work you do. I look forward to working with you in the future.”

Steve Shawn, president of Maryland-DC Branch 923, next introduced Sen. Chris Van Hollen (D), calling him a fearless advocate for postal and federal workers.



**Steve Shawn, president of Maryland-DC Branch 923, introduced Sen. Chris Van Hollen (D-MD), an advocate for postal and federal workers.**

Van Hollen told delegates they are great ambassadors as postal supervisors. “For every package and letter you deliver,” he declared, “thank you for being custodians of the Postal Service’s great history and tradition. You’ve always had to deliver important mail, but now, at the heart of our democracy, delivering ballots.



**Sen. Chris Van Hollen (D-MD)**

“Thank you, in such a difficult time during the pandemic, to make sure that, in a contested election and polarized environment, you made sure those ballots were delivered on time to ensure our democracy was sustained in difficult times: 135,000 ballots delivered on time!”

Van Hollen said that important work will continue in order to provide citizens with the opportunity to vote and help strike any barriers citizens have to accessing ballot boxes. He acknowledged the challenges of the past two difficult years with the pandemic. “Like every sector in America, you got hit and experienced disruptions and hardships,” he expressed, “but you carried on. We went through some tough times, but we’re emerging stronger. Thanks to



## BUILDING A BETTER TOMORROW... PROMOTING OUR LEGISLATIVE AGENDA IN NEW WAYS

all the supervisors who had to be creative and innovative to keep the system going. As tough as it got, you still got going.”

Van Hollen said he was glad the Senate finally passed postal reform legislation. “Thanks to all of you who kept at it. This bill will restore solvency to the agency. We’re glad to have liberated you from the prefunding requirement and look forward to working with you in the days ahead.

“Perseverance worked, but it took way too long. Thanks to you and all my colleagues because it goes to the future success of the Postal Service. As supervisors, you want to make sure you’re on a sustainable footing; it was important to make it happen.”

Van Hollen told delegates that Congress needs to be there for them. He discussed the

effort to pass legislation to repeal the WEP and GPO. “We need to get rid of these provisions,” he urged. “I’m proud to be a co-sponsor of the Social Security Fairness Act.

“We’ve been talking about this for a long time. What it tells me, though, is we should not abandon hope. The fact we got postal reform done, when you stick with it over time, we can get it done. This is an unfairness that needs to be corrected and must be a priority going forward.”

Van Hollen quoted Ben Franklin: “Lost time is never found again.” Calling it a warning and a call to action, Van Hollen said every moment matters in terms of providing postal supervisors the tools they need to be successful and strengthen the Postal Service. Now it is time to turn to WEP/GPO repeal.



Capitol-Atlantic Area Vice President Troy Griffin, Executive Vice President Chuck Mulidore, Sen. Chris Van Hollen (D-MD), Secretary/Treasurer Jimmy Warden and President Ivan D. Butts

# NAPS 2022 Legislative Training Seminar

“For almost 250 years, you have kept Americans’ mail delivered on time,” he proclaimed. “With all the ups and downs, the men and women of the Postal Service have persevered; supervisors have persevered. And I’m proud to count myself as a partner with you to

make sure we have a strong, viable Postal Service in the years ahead that lives up to that tradition. Thank you for what you do.”

Mulidore next talked about the importance of postal police who were considered law enforcement officers. But, in 2020, their respon-

Each year, the NAPS resident officers select a member to receive the distinguished Stanley Gold Award for Legislative Excellence. Executive Vice President Chuck Mulidore told delegates that, when the officers discussed the recipient for 2022, it was an easy choice: Western Region Vice President Marilyn Walton. Her work on legislative issues speaks for itself.

Walton said it was such an honor. “I try to do my best,” she said. “I have a great Legislative Committee on the Executive Board. At home, I’m part of the California Postal Coalition. We just celebrated 23 years of working together and get great support from NAPS. I appreciate the Legislative Team here; this year has been phenomenal! We hit it out of the park with postal reform. Thank you for this award.”



Chuck Mulidore, Jimmy Warden, Marilyn Walton and Ivan D. Butts

# BUILDING A BETTER TOMORROW... PROMOTING OUR LEGISLATIVE AGENDA IN NEW WAYS

sibilities were taken away and their jurisdiction limited only to postal facilities.

When the resident officers were in Memphis, TN, after the shooting at the postal facility, Mulidore said they heard firsthand from postal employees who did not feel safe as a result of the postal police force's limited role. NAPS raised the issue with the Postal Service and has worked with two members of Congress—Reps. Andrew Garbarino (R-NY) and Bill Pascrell Jr. (D-NJ)—to introduce legislation.



**Butch Maynard, president of Postal Police Supervisors Branch 51, introduced Rep. Andy Garbarino (R-NY), sponsor of H.R. 5587, the Postal Police Reform Act.**

told delegates. “Branch 51 represents postal police whose primary function is protecting postal employees, buildings and the mail. Garbarino is a champion of these assets. H.R. 5587, legislation to restore responsibilities to the postal police, is supported by NAPS. Garbarino also was an early co-sponsor of 3076, 1623 and 1624—all bills that have been NAPS priorities.”

“We have to advocate for our members, however it is needed,” Mulidore declared. “We’re here to advocate for our members and have our friends in Congress help us pursue issues.”

Butch Maynard, president of Postal Police Supervisors Branch 51, introduced Garbarino. “Being a native New Yorker, I’m privileged to introduce Rep. Garbarino,” he

Garbarino is a champion of these assets. H.R. 5587, legislation to restore responsibilities to the postal police, is supported by NAPS. Garbarino also was an early co-sponsor of 3076, 1623 and 1624—all bills that have been NAPS priorities.”

Garbarino opened with saying he appreciates NAPS’ support of the bill. “The Postal Service provides an essential service to the American people and you need all the tools necessary to do your jobs safely, efficiently and effectively,” he affirmed. “But we can’t do it alone.

“We need to make sure we have members of Con-



**Rep. Andy Garbarino (R-NY)**



# NAPS 2022 Legislative Training Seminar



Northeast Region Vice President Tommy Roma and Secretary/Treasurer Jimmy Warden escorted Rep. Andy Garbarino in to address LTS delegates.

gress from both sides of the aisle who continue to support the USPS and supervisors. We need you on the ground making sure other postal workers, your neighbors and friends go out and elect candidates who care about the agency. There is an attack on the Postal Service. We can help, but we can't do it without your help.

"We meet with people from all walks of life; we only know what you come in and tell us. Advocacy on your part—coming to our offices and visiting with us—is the best thing you can do. And make sure you get at least five minutes for a photo. They will remember that. The face-to-face contact and information-sharing are how I learn and a lot of my colleagues learn."

Garbarino told delegates it has been a plea-

sure working with NAPS; he was proud to be an early co-sponsor of H.R. 3076. "This bill will save about \$50 billion over 10 years and will set the USPS on stronger financial footing for years to come," he said.

"I have to give you guys a round of applause. Working with NAPS and other groups is why I introduced the Postal Police Reform Act. We have to legislate common sense back in.

"Butch, we have your back. Thanks to all of you

for having my back; great working with NAPS. Thanks for what you do every day in this country. The Postal Service is important and we have to make sure it keeps running smoothly."

Mulidore expressed the importance of continuing the push for bipartisan legislation. "We can't lose these lawmakers who work in a bipartisan fashion," he urged. "We have lots of Republican friends with whom we work, including Reps. Dave McKinley (WV), Mike Bost (IL), Andrew Garbarino and James Comer.

"Our job is to help them stay in Congress and we're going to help them do that. If you have anyone in your district or state whom we should support, let us know. We want to make



**Executive Vice President Chuck Mulidore, Branch 51 President Butch Maynard, Rep. Andy Garbarino (R-NY), Secretary/Treasurer Jimmy Warden, Northeast Region Vice President Tommy Roma, New York Area Vice President Dee Perez and President Ivan D. Butts**

sure we get involved for the right reasons.”

He recognized the top-five states in 2021 SPAC contributions:

1. California—\$24,707
2. Florida—\$23,024
3. New York—\$18,033.22
4. Illinois—\$11,106
5. Texas—\$11,023

And top-five per-capita:

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

“We can’t do any of this work without SPAC funds,” he stressed. “We have raised \$24,000 in the past few months; we appreciate that!

“We proved during the pandemic that we go to work and move the mail. We delivered those ballots! It’s good for America and good for the Postal Service. It’s all about relationships at the local and state levels. It’s important to enrich our SPAC coffers.”

Mulidore expressed that, as executive vice

president, it was an honor for him to be in charge of LTS. “There’s a lot of work that goes into this,” he said. “All the work Ivan did over the years has laid the foundation. Thanks to Ivan for his leadership for seven years; this LTS was a labor of love for me to put together.

“I hope you got something out of it and keep the momentum building when you go home. I appreciate your being here. Thank you for everything you do.”



**Executive Vice President Chuck Mulidore thanked NAPS delegates for coming to LTS. “It was a labor of love to put this event together,” he expressed.**

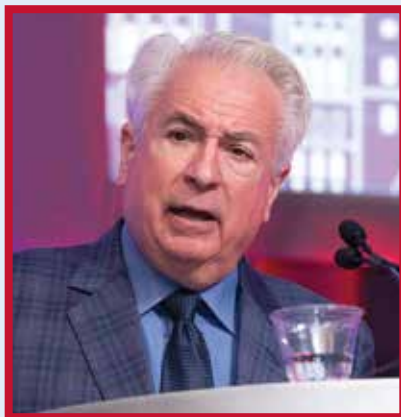
## Court Decision Provides a Bright Future for NAPS

**N**APS Legal Counsel Bruce Moyer gave a report on the NAPS lawsuit, NAPS v. USPS and UPMA, at LTS. He recapped that, on Feb. 22, the U.S. Circuit Court of Appeals for the District of Columbia ruled for NAPS on all points that the Postal Service violated the law in how it consulted with NAPS over the 2016-2019 pay package and how the Postal Service failed to pay EAS personnel in conformance with *Title 39*.

The lawsuit did not end with the Appeals Court decision, he informed delegates. The Appeals Court remanded or returned the case to the District Court for further proceedings consistent with the court's decision.

Moyer said one word describes the lawsuit: Victory. The court's decision clearly represents a victory for all EAS personnel and the integrity of their pay system, he stressed. It also marks a clear victory for NAPS and its right to represent all, nearly 50,000 members of the EAS ranks, whether supervisors, managerial personnel or postmasters.

The Appeals Court's decision also could be called historic and considered a landmark decision. According to Moyer, the decision sets new precedent in enforcing *Title 39* mandates to the Postal Service on supervisory pay and NAPS representation rights. "This victory has come about only because of the courage and the tenacity of your national officers, your National



**NAPS Legal Counsel Bruce Moyer**

Executive Board and your NAPS legal team in continuing the fight these past four years," he insisted.

He said the decision will provide greater clarity on *Title 39* and mark the beginning of the end of Postal Service gaslighting and obstruction on supervisor pay and NAPS consultation rights. "Things may not change overnight," he cautioned, "but it's clear that Postal Service arrogance and intransigence in its dealings with NAPS must end."

The lawsuit grew out of NAPS' dissatisfaction with the FY 16-19 pay package for Field EAS personnel and how the Postal Service engaged in consultation with NAPS. In its complaint, NAPS alleged that the Postal Service violated *Title 39* by:

- Failing to provide a pay differential between supervisors and the clerks/carriers.
- Failing to consider private-sector compensation and benefits.

- Refusing to consult with NAPS over pay for Area and Headquarters employees and postmasters.

Five months after NAPS filed the lawsuit, UPMA intervened as a defendant, joining with the Postal Service in challenging NAPS' claim that NAPS was an eligible representative of postmasters. The case in the District Court never went to trial. Early in the proceedings, Senior Judge Royce Lamberth, a Reagan-era appointee to the bench, granted the Postal Service and UPMA motions to dismiss NAPS' lawsuit.

Lamberth said NAPS failed to show that USPS violated a "clear and mandatory" statutory directive and that the pay matters in dispute were not subject to judicial review. Moyer affirmed that NAPS was astounded by the ruling because NAPS and the Postal Service had faced off several times in pay-related lawsuits before the same District Court and the U.S. Court of Appeals in the 1970s.

As a result, NAPS appealed the District Court's decision to the U.S. Circuit Court of Appeals for the District of Columbia. Moyer pointed out this Appeals Court often is regarded as the second-most powerful court in the nation, second only to the Supreme Court, because of the many cases it hears challenging federal governmental action.

NAPS argued before the Appeals Court that it was entitled to judicial review and that the Postal Service



failed to honor *Title 39's* mandates regarding consultation and pay. "We filed briefs on the issues, and the Postal Service and UPMA did the same over the course of the next year," Moyer told delegates.

On Sept. 21, 2021, the court held oral argument in the case before a randomly selected three-judge panel, consisting of Senior Judge Harry T. Edwards, Judge Nina Pillard and Judge Robert L. Wilkins. The court initially scheduled 15 minutes for argument. But, ultimately, the court devoted 70 minutes to argument, diving deeply into the language of *Title 39* and the Postal Service's obligations under the statute.

Five months later, on Feb. 22, 2022, the Appeals Court issued its unanimous decision, written by Edwards. The court unanimously overturned the District Court decision and remanded the case to the District Court for further proceedings consistent with the decision.

Moyer said this victory has been led by current and past resident officers and current and past Executive Board members, particularly Brian Wagner, Ivan Butts, Chuck Mulidore and Jimmy Warden. Board member Dan Mooney also played an instrumental role in leading the internal pay workgroup.

He also credited the legal team of Brown, Goldstein and Levy from Baltimore, MD, as doing a fantastic job. Moyer said he has had the privilege of managing the litigation on behalf of NAPS and in collaboration with the resident officers and the board.

The Appeals Court reached six major findings, involving:

1. Judicial review of USPS pay decisions.

2. USPS statutory obligations to EAS employees.

3. Representation of EAS employees.

4. Pay differentials for EAS employees.

5. EAS and private-sector pay/benefits comparability.

6. USPS transparency in consultation with NAPS.

Moyer proceeded to discuss each of these findings in detail. "Words are powerful tools," he offered, "carefully selected and used by judges. In the case of our lawsuit, the Appeals Court's decision deeply reflects the court's rejection of the Postal Service's arrogance and recklessness in how it applied *Title 39* to its relationship with NAPS and EAS employees."

Regarding what the next steps are in litigation, Moyer informed delegates that just this past week, UPMA filed with the Appeals Court a petition for rehearing *en banc*—a legal term meaning that all the judges of the appellate court sit to review the case, as opposed to a three-judge panel. The Postal Service has not yet indicated whether it, too, will seek *en banc* review. The agency has until April 8 to file such a petition with the Appeals Court.

Moyer said petitions for rehearing *en banc* are frequently filed, but rarely granted. The only other avenue of appeal—to the U.S. Supreme Court—also is highly unlikely because it is solely dependent on whether the Supreme Court agrees to take the case. Once these last-gasp appeals have concluded, the District Court will proceed to consider the case at trial in a fashion consistent with the Appeals Court's decision, he explained.

Moyer said issues on remand

could include:

- How "comparable" to private-sector pay and benefits was the 2016-2019 pay package?
- If not comparable, how much backpay is owed? How will backpay be calculated?
- Given that all supervisory employees are entitled to some pay differential, how many employees did not receive a differential and how much?
- How will this be handled for retirees?
- What Area and Headquarters employees are not "supervisory" or "managerial personnel" and ineligible for representation by NAPS in pay consultation with USPS?

The District Court's consideration of these issues will rely on discovery and then trial, he explained, which could stretch on for another year or two. Of course, a settlement at any time could arise, dependent on the right terms and conditions. In the meantime, NAPS continues on three fronts:

- First, in court, continuing pursuit of the lawsuit.
- Second, implementing the 2020-2023 pay decision and work team activity in preparation for the next round of pay talks.
- And, finally, in Congress, advocating for fairness in the pay consultation process (H.R. 1623 and 3077).

*The Appeals Court's decision is on the NAPS website. A summary of the decision was printed in the April Postal Supervisor. And the slides from Moyer's LTS presentation will be posted on the NAPS website among the LTS materials.*

# Wreath-Laying Ceremony at Arlington Cemetery



The NAPS resident officers and wreath-laying ceremony honorees, from left: Executive Vice President Jimmy Warden; Jim Misserville, Northeastern Massachusetts Branch 498, U.S. Navy; Darold Dantzler, Carolina Bi-State Branch 936, U.S. Navy, currently a South Carolina Army National guardsman; Gi Gi Griffin-Earnest, Oklahoma City Branch 80, U.S. Navy; Ed Moore, Mary Burkhard Branch 244, U.S. Air Force; President Ivan D. Butts; and Executive Vice President Chuck Mulidore.









## ‘He’s Blessing Me’

**A**t Sunday’s nondenominational Worship Service, attendees were treated to a motivational message and rousing gospel music. Northern Virginia Branch 526 President Lloyd Cox opened the service with



Lloyd Cox

the invocation. Eastern Region Vice President Richard L. Green Jr. gave the Old Testament reading; former Capitol-Atlantic Vice President John Geter II gave the New Testament reading.



Richard L. Green Jr.



John Geter II



Pastor Jared Woodward



Garner’s music had attendees on their feet.

Pastor Jared Woodward gave the message. He is executive pastor at the Gate Church in North Lima, OH, and CEO at the Rescue Mission of Mahoning Valley in Youngstown, OH. Music was provided by Norris Garner & Company, with three vocalists, a guitarist and drummer, with Garner on the keyboard. Garner is a composer and minister of music at the First Baptist Church of Merrifield, VA.

At the conclusion of the service, attendees left with a little extra bounce in their steps.



Norris Garner & Company



# NAPS Advocates Play an Important Role

**E**xecutive Vice President Chuck Mulidore thanked the first-timers for coming to LTS this year; 71 first-timers were registered. “Thanks for taking the time to come learn how we can make things happen on Capitol Hill,” he exclaimed. “Your conversations with lawmakers matter; there’s important work to be done.”

Mulidore explained that NAPS works with the Postal Service whenever possible, but there are times when it’s important to have the relationships the organization builds legislatively. And,



**Executive Vice President  
Chuck Mulidore**

without SPAC, NAPS would not have access. He expressed confidence that, as a result of the recent passage of postal reform legislation, there will be a Postal Service in 50 years, thanks in large part to NAPS’ legislative efforts.

Director of Legislative & Political Affairs Bob Levi talked about advocacy and that members of Congress want to hear from NAPS members who offer guidance on issues. “No one

knows more about the Postal Service than you,” he stressed. “You are most compelling because you have first-hand knowledge of the impact of policies.”

He pointed out that in-person communication is the most effec-



**Director of Legislative & Political Affairs Bob  
Levi**





# NAPS 2022 Legislative Training Seminar



**Bob Levi explained the importance of being NAPS advocates.**

tive way to advocate. “You are the experts,” he said. “You have a chance to shine and introduce lawmakers to NAPS. Be proud! You are representing your fellow members who are unable to be here.”

Levi reminded delegates more legislation is needed beyond H.R. 3076, including bills to afford NAPS members MSPB appeal rights and a fair consultation process with the Postal Service. “You represent NAPS—not the USPS,” he urged.

He introduced Ann Strickland, Florida Legislative chair, to talk about SPAC, the Postal Supervisors’ Political

Action Fund. She described the fund as a logical extension of the democratic process; there is strength in numbers. “Our legislators need to know who we are and how important we are to processing and moving the mail,” she exhorted.

Strickland said there are going to be a lot of campaigns this year. SPAC funds allow NAPS members to attend fundraisers

for those who are NAPS friends and supporters. “SPAC is vital,” she stressed. “Your careers depend on SPAC to get our foot in the door. You are important to SPAC and to NAPS.”

Carl Walton, District of Columbia Branch 135 and a veteran of legislative activities, assembled a few members to role-play how to



**Florida Legislative Chair Ann Strickland**





# BUILDING A BETTER TOMORROW... PROMOTING OUR LEGISLATIVE AGENDA IN NEW WAYS



Role-playing with George Barrett, Marilyn Walton, Carl Walton and Angie Hicks.

conduct a meeting with lawmakers and their staffs. With the help of George Barrett, South Jersey Branch 74; Marilyn Walton, Western Region vice president; and Angie Hicks, Greensboro, NC, Branch 157, the group demonstrated the best way to have a meeting with congressional members and staffs using the NAPS talking points and emailed slides.

“Our role is to make an impression,” Walton explained. “We have to take it seriously.”



# Town Hall Meeting Opportunity to Address Questions and Concerns

Executive Board Chair Tim Ford got the town hall meeting with the NAPS Executive Board underway.





**BUILDING A BETTER TOMORROW...  
PROMOTING OUR LEGISLATIVE AGENDA IN NEW WAYS**





# NAPS 2022 Legislative Training Seminar

## 2021 SPAC Contributors at LTS

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



### VP Elite (\$750)





## Secretary's Roundtable (\$500)



## Chairman's Club (\$250)



## Supporter (\$100)





## Capitol Hill Photo Album

Photos by LTS Delegates

(Photo identifications are from left to right; NAPS members' names only are listed, no branch numbers or titles. For some photos, names were not provided.)

### Montana



Brandi Lien, Sen. Steve Daines (R) and Kally Permann



Brandi Lien, Rep. Matt Rosendale (R) and Kally Permann

### Kansas



MINK Area Vice President Kelly McCartney and Sen. Jerry Moran (R)



Rep. Jake LaTurner (R)

### Puerto Rico



Puerto Rico delegation with Conrad Ricky Francois (center), aide to Rep. Stacey Plaskett (D)

**BUILDING A BETTER TOMORROW...  
PROMOTING OUR LEGISLATIVE AGENDA IN NEW WAYS**

# California



**Mariel Murillo and Rep. Pete Aguilar (D)**



**Chris Schloesser, legislative director for Rep. Karen Bass (D), Felicia Pennington, Carol Randle, Sam Booth Jr. and Patricia Jackson-Kelley**



**Danilo Chavez, Karen Rahming, Rep. John Garamendi (D) and Marilyn Walton**



**Carol Randle, Felicia Pennington, Rep. Maxine Waters (D), Sam Booth Jr. and Patricia Jackson-Kelley**



**Yolanda Lewis, Edna Gray, Valerie Loera, Eric Hoffman, aide to Rep. Mike Thompson (D), and Glen Gray**



**Sam Booth and Darryn Harris, chief of staff for Rep. Karen Bass (D)**



# NAPS 2022 Legislative Training Seminar

## New York

NAPS Secretary/Treasurer Jimmy Warden (right) thanked Sen. Chuck Schumer (right) for his perseverance and commitment in getting H.R. 3076 passed in the Senate.



New York delegation with Sen. Kirsten Gillibrand's (D) aides Sachin Mathur, legislative, and Caitlan E. Rooney, economic development (in front of name plaque)



New York delegation with Senate Majority Leader Chuck Schumer (D) (kneeling, second from left)

**BUILDING A BETTER TOMORROW...  
PROMOTING OUR LEGISLATIVE AGENDA IN NEW WAYS**

# Florida



**Dawnette Tinsely, Rep. John Rutherford (R) and Catherine Brady**



**Patti Lynn and Rep. Lois Frankel (D)**



**Rep. Darren Soto (D) (right)**



**Ernie Gonzalez, Rep. Stephanie Murphy (D) and Bobby Bock**



**Rep. Val Demings (D) (second from left)**



**Bob Quinlan, Rep. Daniel Webster (R) and Jennifer Quinlan**



**Carolyn Williams, Rep. Debbie Wasserman Schultz (D), Patti Lynn and Ann Strickland**



**Tampa delegation with Rep. Scott Franklin (R)**



# NAPS 2022 Legislative Training Seminar

## New Mexico

New Mexico delegation with Brian Kennedy (right), aide to Rep. Yvette Herrell (R)



New Mexico delegation with Sen. Martin Heinrich (D), second from left



New Mexico delegation with Claire Wedgewood, aide to Rep. Melanie Stansbury (D)



New Mexico delegation with Adeline DeYoung, aide to Rep. Teresa Leger Fernandez (D)



**BUILDING A BETTER TOMORROW...  
PROMOTING OUR LEGISLATIVE AGENDA IN NEW WAYS**

**Illinois**

**Illinois delegation  
with Rep. Mike  
Bost (R) (center)**



**Illinois delegation  
with Rep. Raja Krish-  
namoorthi (D) (third  
from left)**

**Illinois delega-  
tion with Rep.  
Darin LaHood  
(R) (center)**





# NAPS 2022 Legislative Training Seminar

## Idaho

Idaho delegation with aide to Rep. Russ Fulcher (R)



Idaho delegation with Rep. Mike Simpson (R) (second from left)



Idaho delegation with aides to Sen. Jim Risch (R)

**BUILDING A BETTER TOMORROW...  
PROMOTING OUR LEGISLATIVE AGENDA IN NEW WAYS**

## North Carolina

Carl Walton, Rodney Charles, Angie Hicks, Melinda Pennix and Joe Tesfaye, legislative aide to Rep. Kathy Manning (D)



North Carolina delegation with Grayson Overholt, aide to Sen. Richard Burr (R)

## Virginia



Michael McNeal, Rep. Elaine Luria (D) and Alice Cooper



Phillip Butler, Rep. Abigail Spanberger (D), James Reedy and Donald Garrett



# NAPS 2022 Legislative Training Seminar

## New Jersey

Rick Johnson, Jimmy Warden, Mary Nunan, chief of staff for Rep. Christopher Smith (R-NJ), Michael Busciglio and Colin Hawkins, legislative assistant to Smith



Tony Dallojacono, Rep. Andy Kim (D) and Gregg Walker

## Michigan



Rep. Fred Upton (R) and Kevin Trayer

## North Dakota



North Dakota delegation with Rep. Kelly Armstrong (R) (center)

**BUILDING A BETTER TOMORROW...  
PROMOTING OUR LEGISLATIVE AGENDA IN NEW WAYS**

## Arizona



John Aceves, Sen. Mark Kelly (D) and Jimmy Salmon



Jimmy Salmon, Dawn Burton, Rep. Tom O'Halleran (D), Wendall March and Rita Patterson

## Wisconsin

Julie Joers, Rep. Bryan Steil (R),  
Jim Rozewicz, Vicky Sprewer and  
Susan Sederholm-Martin



Julie Joers, Susan Sederholm-Martin,  
Rep. Glenn Grothman (R), Jim Roze-  
wicz and Vicky Sprewer

## Texas



Marcella Garcia and Rep. Joaquin Castro (D)



# NAPS 2022 Legislative Training Seminar

## Mississippi

Mildred Hill and aide to Rep. Michael Guest (R)



Aides to Sen. Roger Wicker (R) and Mildred Hill



Mildred Hill and aide to Rep. Steven Palazzo (R)



Mildred Hill and aide to Sen. Cindy Hyde-Smith (R)

Rep. Bennie Thompson (D) and Mildred Hill

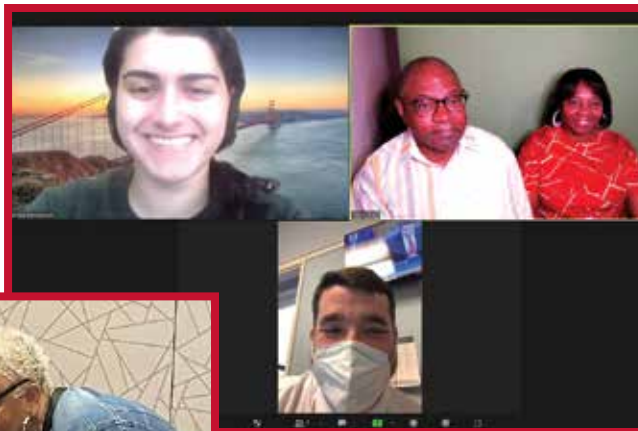


# LTS Zoom Meetings

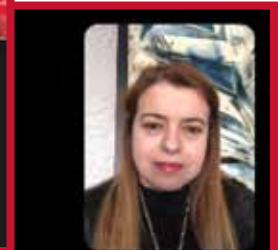


NAPS delegates held Zoom meetings during LTS at the Crystal Gateway Marriott.

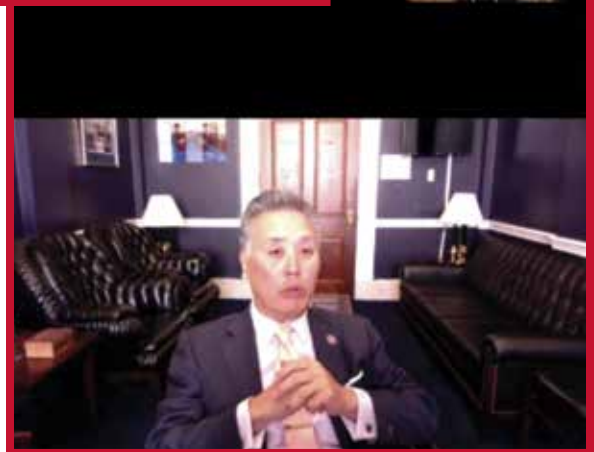
## California



Carl and Edna Gray (top right) met with Rep. Mike Thompson's (D) legislative aides Samira Damavandi and Francisco Sabate.



Los Angeles Branch 39



Mariel Murillo met Rep. Mark Takano (D)



# NAPS 2022 Legislative Training Seminar

## Colorado



Jean Touré, Jason Tat, Dustin Lange, Myrna Pashinski, Edward Simmons and Richard Price

## Florida



## New York



NAPS Secretary/Treasurer Jimmy Warden, Director of Legislative & Political Affairs Bob Levi and Branch 100 President Lijia Dyer and Executive Vice President Tom Hughes met with House Oversight and Reform Committee Chairwoman Carolyn Maloney to thank her for her support in getting H.R. 3076 passed and all she has done for the Postal Service throughout her career.

## Massachusetts



Keith Dinsmoor, All Ciccone and Steve Moreau met with Leslie Ireland, aide to Sen. Edward Markey (D)



# Illinois



# Pennsylvania



# Ohio



Ohio members met with Rep. Tim Ryan (D).





# Things to Do and See in *New Orleans*



St. Louis Cathedral

**N**APS New Orleans Branch 73 is partnering with BigEasy.com, your “ticket to everything in New Orleans,” to provide tours on Wednesday, Aug. 10—NAPS delegates’ free day during the 2022 National Convention. Offering a range of varied and exciting tours, this collection of attractions will be all you need to complete your New Orleans experience, from the city to the swampland.

To register and pay, go to <https://bigeasy.com/negotiated-tours/naps-tour/>. Most tours have a 25-person minimum. **The registration deadline is July 10.** If a tour’s minimum is not met, NAPS members will be offered another tour or a refund.

All tours depart from and return to the Hyatt Regency New Orleans. If you have questions, you can email Gena Purvis at [gpurvis@bigeasy.com](mailto:gpurvis@bigeasy.com) or Destiny Pickett at [dpickett@bigeasy.com](mailto:dpickett@bigeasy.com).



The Cabildo

Photo Courtesy of Introgation





## New Orleans City Tour

Join us as we explore all that makes New Orleans America's most European city. As you ride past Jackson Square, your guide will recount the first days of the old French City. Highlights of this area include the Mississippi River, St. Louis Cathedral and the Cabildo and Pontalba buildings. You will continue past the French Market and U.S. Mint.

Next is Esplanade Ave., the outermost boundary of the French Quarter, where you will see the many fine Creole homes with wrought-iron fences and balconies. You'll visit St. Louis Cemetery No. 3, with its above-ground tombs. From across Bayou St. John, you will see City Park.

Your guide will give you a local's chronology of events leading up to Hurricane Katrina and the days following. You will travel to Lakeview, one of the hardest hit areas and witness the revival of the city. Next, you will see Lake Pontchartrain and view the massive pumping station at the 17th St. Canal.

Then, travel to old town Carrollton along the route of the St. Charles streetcar. You will pass Tulane and Loyola universities. Next, the heart of Uptown showcases some of the city's loveliest neighborhoods, including the Garden District, distinguished by its Greek Revival architecture.

**Duration:** 3 hours, pickup at 10 a.m. **Cost:** \$45 per person.



Photo Courtesy of Cheryl Gerber



## Creole Queen Historic River Cruise

Relax and soak in the sights and sounds of the city and sip some of the beverages that have made New Orleans famous on the *Creole Queen* paddleboat. The cruise features a historian who will entertain you with a detailed narration of New Orleans' historical landmarks and river lore. You will cruise and learn about the 1815 Battle of New Orleans at what now is the Jean Lafitte National Historical Park.

**Tour time:** Board at 1:30 p.m., cruise 2 to 4:30 p.m.  
**Cost:** \$65 per person, includes lunch buffet.

## French Quarter Walking Tour

A must-see for any visitor is a walking tour of the famous French Quarter. The original French and Spanish influences are evidenced by beautiful and unique architecture. You'll see famous landmarks, including above-ground cemeteries, the Pontalba buildings, St. Louis Cathedral and Jackson Square with its old-world flavor and colorful art colony.

Enjoy seeing iron-laced balconies, romantic patios and quiet antique shops. You will visit the Historic New Orleans Collection, a museum, research center and publisher dedicated to the study and preservation of the history and culture of New Orleans and the southern Gulf region.

**Duration:** 2.5 hours.  
**Cost:** \$35 per person.



Photo Courtesy of Steve Sweet





## Garden District & Cemetery Walking Tour

The Garden District is an elegant, residential section of New Orleans that offers a glimpse of the city's past. Once known as Lafayette City, the district is a

short distance from the French Quarter. Excluded from the early 19th century Creole society, newly arrived Yankees created their own city—now one of the nation's most beautifully preserved city districts. You also will tour Lafayette Cemetery No. 1,

a cemetery that is uniquely New Orleans.

**Duration:** 3 hours, pickup at 10:30 a.m. **Cost:** \$45 per person.



## Jean Lafitte Swamp or Airboat Tour

Join us in the heart of Cajun country, just 30 minutes from downtown New Orleans, where you'll journey into the remote Louisiana wetlands by airboat or boat.

**Swamp Boat Tour:** Journey by boat through the protected Jean Lafitte National Park and Barataria Preserve. Your native guide will share the legends and lore of Louisiana's untamed wilderness. You will be amazed at the swamp's natural beauty and wildlife.



**Duration:** 3.5 hours, pickup at 11 a.m. **Cost:** \$59 per person.



**Airboat Tour:** Experience an adventure in the heart of Cajun Country, where you'll journey into the remote Louisiana wetlands by swamp airboat and encounter amazing wildlife.

The native guides are well-versed in the wild animal and plant life indigenous to the area. You will see alligators, snakes, nesting eagles, egrets, herons, white-tail deer, mink, wild pigs, nutria and more that inhabit the swamp.



**Duration:** 3.5 hours, pickup at 11 a.m. **Cost:** \$105 per person.



Photo Courtesy of Nolabob

## National World War II Museum

Ranked by TripAdvisor as the number-one attraction in New Orleans, the National World War II Museum features a rich collection of artifacts that bring history to life. Discover the most impactful event of the 20th century and the legacy of the "Great Generation" in thought-provoking exhibits. This world-renowned museum will inspire visitors of all ages in the lessons of World War II and its stories of heroism, tragedy and liberation.



Photo Courtesy of Nolabob

**Duration:** 3 hours, pickup at 8:30 a.m. **Cost:** \$68 per person.

---

## A Taste of New Orleans Cooking Demonstration

Join one of our chefs at the New Orleans School of Cooking in the French Quarter as they share the history of New Orleans gastronomy, its Creole philosophy, quirky habits and, of course, its cuisine.

Their vast repertoire of Louisiana knowledge and its cuisine will keep you entertained as they prepare a meal. The class



New Orleans CVB

includes copies of the recipes. Included with the meal are bread and butter, iced tea, a coffee station and Abita beer.

**Duration:** 3.5 hours. **Cost:** \$55 per person.

---

## Oak Alley Plantation

Oak Alley, an Antebellum plantation, is the grande dame of the Great River Road and a testimonial to the old South's golden age. At the time the plantation was built, the River Region sugar industry was flourishing; a chain of stately plantations lined the banks of the Mississippi. Oak Valley, named for its quarter-mile tunnel of 28 oak trees that frame the driveway, is considered the finest remaining example of adaptive restoration; that is, restoration that is somewhat more permissive, but never losing sight of the importance of preserving the essence of the original design.

**Duration:** 5 hours, pickup at 9 a.m.; 40-person minimum. **Cost:** \$80 per person (includes a box lunch).



---

## Mardi Gras Mask-Making Experience at Mardi Gras World

On arrival at Mardi Gras World, guests will be greeted with one of New Orleans' famous drinks—Hurricanes, which can be taken on the tour of the float den. The lead creative workshop director will discuss why masks are worn during Mardi Gras. You then will be invited to begin crafting your own mask, complete with glitter, jewels and feathers.



You are welcome to take your creation home. A traditional New Orleans lunch will be served.

**Duration:** 2 hours, pickup at 9:30 a.m. **Cost:** \$110 per person.

---

## Mini Float Building

Looking for an unforgettable and original experience? Join the tour for mini float building at Mardi Gras World. The workshop begins with a guided tour where participants will learn about float building and the history and significance of Mardi Gras in New Orleans. The tour includes a short movie, a slice of King Cake and a chance to take photos in costume. For the float building, a theme will be picked and participants will be divided into teams and supplied with everything needed to create the “winning” float! A world-renowned artist will be on hand to inspire and help.

**Duration:** 3 hours; 40-person minimum. **Cost:** \$100 per person, includes a beer/wine/soda bar (minimum age is 14).



Photo Courtesy of Paul Mannix



## 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

On March 21, New Orleans announced that public health guidelines requiring proof of vaccination or proof of a recent negative COVID test to enter certain establishments had been lifted. Residents and visitors no longer will be required to provide proof of full vaccination or a recent negative test to enter bars, restaurants, events space and other businesses previously covered under the regulations.

The city encourages all residents and visitors to get vaccinated if they have not already done so, including booster shots. Mask requirements will continue where federally mandated, such as public transportation and health care facilities.

For more information, visit [ready.nola.gov](http://ready.nola.gov).



# 2022 Bid Whist Tournament

**Sunday, Aug. 7 at 6 p.m.**



**A**ttention all card sharks! Join us for the first-ever NAPS Bid Whist

Tournament at the 68th NAPS National Convention in New Orleans. The tournament format is a single-elimination, team contest. The first round will be a best two-out-three format; all subsequent rounds will be one-game/

winner advances. The fee is \$20 per team, two persons per team. Snacks will

be provided for players only. Team prizes are \$90 for 1st place, \$40 for 2nd place and \$20 for 3rd place. Half of the proceeds will go to SPAC. **The deadline for registering for the tournament is July 16.**

\_\_\_\_\_  
Name of Player 1

\_\_\_\_\_  
Phone, with area code

\_\_\_\_\_  
Branch #

\_\_\_\_\_  
Non-postal email

S M L XL 2X 3X

Circle T-Shirt size

\_\_\_\_\_  
Name of Player 2

\_\_\_\_\_  
Phone, with area code

\_\_\_\_\_  
Branch #

\_\_\_\_\_  
Non-postal email

S M L XL 2X 3X

Circle T-Shirt size

Make checks payable to NAPS New Orleans Branch 73 and mail, with registration form(s), to NAPS Branch 73, PO Bo 50432, New Orleans, LA 70150-0432. Deadline: July 16.



NAPS 68<sup>th</sup> National Convention  
August 8 - 12, 2022

Hyatt Regency  
New Orleans, Louisiana

# 68th National Convention Registration Information

**Convention registration closes July 5 • Hotel room block expires July 5**

## Register for the 68th National Convention online only at [www.naps.org](http://www.naps.org)

### Registration Fee—\$250

The 68th National Convention registration fee is \$250 if submitted—online only—on or before June 20. After June 20, the fee is \$325. No national convention registrations or payments will be accepted after July 5.

### No on-site registration will be accepted.

Each official registrant will receive a confirmation receipt via email as soon as they register. If you do not receive your confirmation, email [napshq@naps.org](mailto:napshq@naps.org) or call 703-836-9660.

### Refund Requests

All refund requests must be submitted in writing via email to [napshq@naps.org](mailto:napshq@naps.org). No refund requests will be granted after July 10.

### Substitutions

All substitution requests must be submitted in writing to [napshq@naps.org](mailto:napshq@naps.org) no later than July 10. If you need assistance with a substitution, call NAPS Headquarter at 703-836-9660.

## Hotel Rates and Reservations

### Hyatt Regency New Orleans

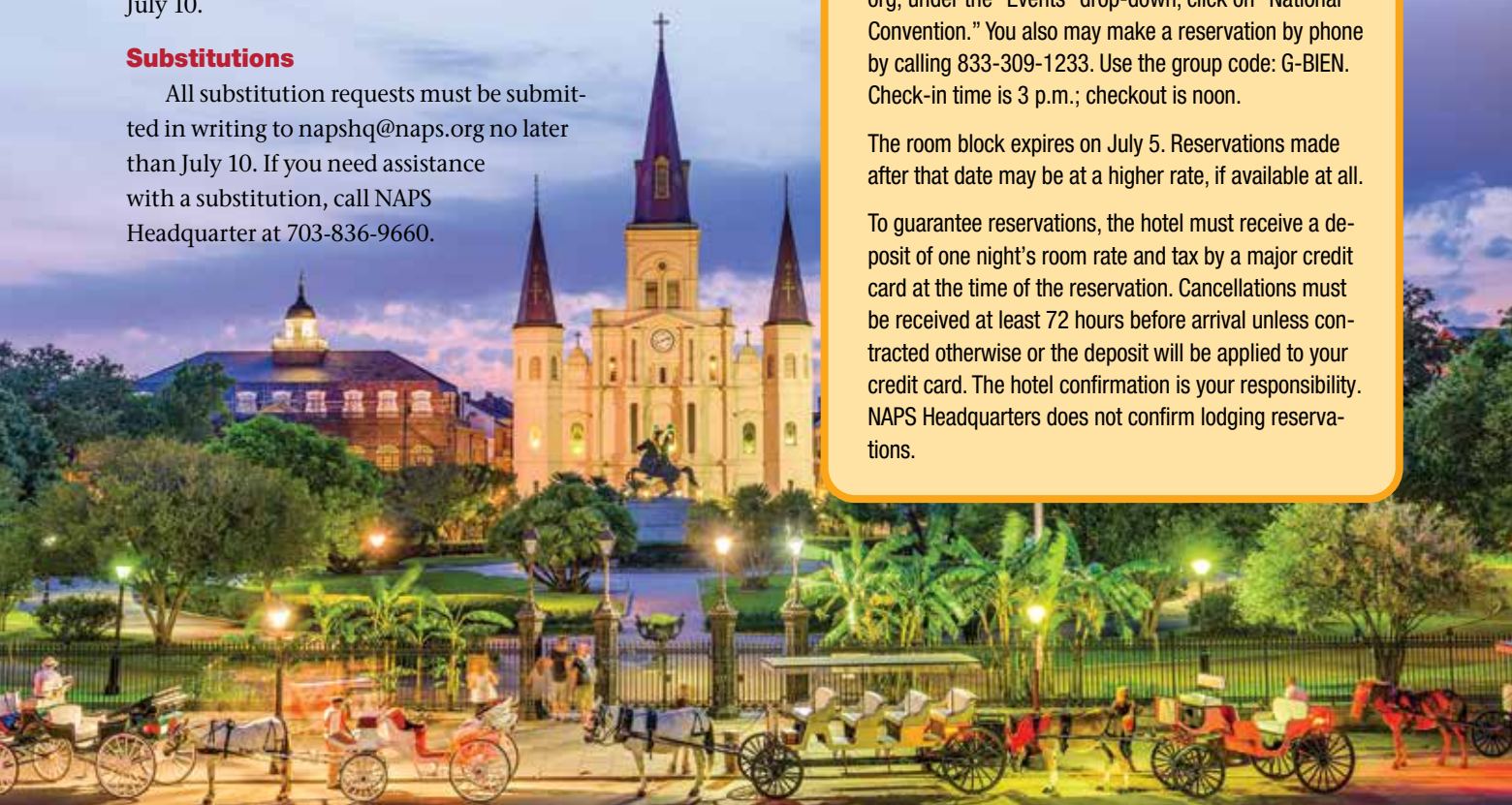
601 Loyola Ave., New Orleans, LA 70113  
504-561-1234

Delegates and guests attending the 68th National Convention are responsible for making their own lodging reservation directly with the Hyatt Regency New Orleans. The national convention single/double rate is \$165, plus applicable state and local taxes. The resort fee has been waived. Self-parking is complimentary from Aug. 3-13; applicable only to those staying overnight at the Hyatt Regency New Orleans.

To make a room reservation online, go to [www.naps.org](http://www.naps.org); under the “Events” drop-down, click on “National Convention.” You also may make a reservation by phone by calling 833-309-1233. Use the group code: G-BIEN. Check-in time is 3 p.m.; checkout is noon.

The room block expires on July 5. Reservations made after that date may be at a higher rate, if available at all.

To guarantee reservations, the hotel must receive a deposit of one night’s room rate and tax by a major credit card at the time of the reservation. Cancellations must be received at least 72 hours before arrival unless contracted otherwise or the deposit will be applied to your credit card. The hotel confirmation is your responsibility. NAPS Headquarters does not confirm lodging reservations.





# 2022 National Convention Polo Shirts Available

New Orleans Branch 73 is pleased to announce the presale of the 2022 National Convention polo shirts. The shirts are available in either 65/35 cotton blend (sizes XS-6X) or 100% polyester (sizes XS-4XL), with a choice of four colors: gold, white, purple or green. You also have the option of including your name and branch number

The shirts are \$35 each for all sizes; shipping is \$12, regardless of number of shirts ordered. **The shirts must be pre-paid; orders must be received by June 11.** The order form, with a postal money order or check, payable to SMD Inc., should be mailed to: SMD Inc., 168 Ursula Dr., Avondale, LA 70094; 504-906-2975.



## 2022 National Convention Polo Shirts Order Form

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Email: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ ZIP: \_\_\_\_\_

I would like to add my name: \_\_\_\_\_

First (\$3)

Last + Branch # (\$5)

**Use separate line for different shirt variations—i.e., cotton vs. polyester; different sizes and colors.**

Item	Description Cotton Blend or Polyester	Size		Color Gold, White, Purple or Green	Gender M or W	Quantity	Unit Price \$35.00	Amount
		XS-6X COTTON	XS-4XL POLYESTER					
1						X	=	
2						X	=	
3						X	=	
4						X	=	
5						X	=	
6						X	=	
7						X	=	
8						X	=	
9						X	=	
10						X	=	

First Name \$3

Last Name + Branch # \$5

Shipping \$12.00

**Total**

Mail order form, with a postal money order or check,  
payable to SMD Inc. to:  
SMD Inc., 168 Ursula Dr., Avondale, LA 70094.

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

**I**n 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.



# Send Your Entries!

## Best Website Competition

The NAPS Best Website Competition again is being conducted in conjunction with the upcoming NAPS national convention at the Hyatt Regency New Orleans, this August.

A branch wishing to enter the competition must email only its website address to [kbalentyoung@gmail.com](mailto:kbalentyoung@gmail.com) by **June 20, 2022**, for forwarding to the competition judge.

Points will be awarded for content, design and technical merit, among other contest categories. The two entries receiving the highest overall point totals will be named the competition winners.

At the convention, all branches will be given the point totals of their entries by category, along with any comments the judge may make.

## NAPS Newsletter Contest

The NAPS Newsletter Contest also is planned for the national convention. The entry deadline is **June 20, 2022**.

Branches wishing to submit their newsletters may do so in four categories: "Overall Excellence," "Best Layout," "Best Bylined Column/Editorial" and "Best News/Feature Article." Entries must have been published after August 2021.

The entry instructions include:

"Overall Excellence"—Submit three consecutive issues of the newsletter, stapled together as one entry. Staple a Post-it note or similar to identify the judging category, your branch number and the newsletter editor.

"Best Layout"—Submit two issues (not necessarily consecutive ones) of the newsletter, stapled together as one entry. As in the item above, identify the judging category, your branch number and the individual who lays out/designs the newsletter.

"Best Bylined Column/Editorial"—Submit one entry clipped from your newsletter (please do not submit the entire newsletter). The entry must be an original work that carries the byline of the author, who may or may not be the editor, but must be a NAPS member. Identify the judging category and your branch number.

"Best News/Feature Article"—Follow the instructions immediately above.

Please mail—do not email—entries to NAPS Newsletter Contest, c/o Balent-Young Publishing, Inc., PO Box 734, Front Royal, VA 22630, to be received no later than **June 20, 2022**. Receipt of all entries will be acknowledged; please provide your email address. Winners will be announced at the convention.

## 2022 NAPS Convention Scooter Rental

Total Access Mobility Services will provide mobility scooter and wheelchair rentals for the NAPS 68th National Convention. Early-bird, specially-discounted rates are **available now through June 1:**

- One-day rentals for scooters are \$45 for weight capacities under 300 lbs.; \$55 for heavy-duty scooters (over 300 lbs.)
- Two-day rentals for all scooters are \$90
- Three-day rentals for all scooters are \$130
- Four- to seven-day rentals

for all scooters are \$165

- Daily rentals for standard wheelchairs are \$20 for all weight capacities

Total Access Mobility Services will waive delivery fees for all convention attendees. To reserve a scooter or wheelchair, call Total Access Mobility Services at (504) 534-3366 or go to [www.totalaccessmobility.com](http://www.totalaccessmobility.com); use code "NAPS22" when reserving to apply an additional 10% discount to early booking rates.



## On the Move?

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

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

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

Do You Want to Support SPAC *and* Win Amazing Prizes?

Register for the *2nd Annual*  
*Midsummer Night's*  
**SPAC RAFFLE**



The SPAC raffle is open to all NAPS members, but, in order to win, you must enter—online only! Registration opens June 1 and closes July 10. There will not be an in-person SPAC raffle at the 68th NAPS National Convention this August. So, this is your opportunity to help support NAPS' important legislative efforts and win some great prizes.

Winners will be announced on July 15 at [naps.org](http://naps.org). For more information on how to participate, visit <https://naps.org/Legislative-Center-SPAC>.

## QUESTIONS?

Email [naps.ap@naps.org](mailto:naps.ap@naps.org)  
or call us at (703) 836-9660

# Open to All Members

**CONTRIBUTE TO THIS WORTHY CAUSE! REMEMBER:  
PROMOTING PRO-NAPS LEGISLATION IS NOT A SPECTATOR'S SPORT!**



# 2022 SPAC Contributors



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

Cuadrado, Hector	CT	Branch 5
Mullins, Kym	FL	Branch 81
Randall, C. Michelle	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Amash, Joseph	NY	Branch 83
Warden, James	NY	Branch 100
Mulidore, Chuck	OH	Branch 133
Aglidian, Hans	PA	Branch 35
Butts, Ivan	PA	Branch 355
Dickey, Azilee	SC	Branch 225

## March Contributors

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

Cuadrado, Hector	CT	Branch 5
Mullins, Kym	FL	Branch 81

Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Mulidore, Chuck	OH	Branch 133
Aglidian, Hans	PA	Branch 35

### VP Elite (\$750)

Walton, Marilyn	CA	Branch 77
Winters, Michael	IL	Branch 255
Geter, John	NC	Branch 183

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

Pashinski, Myrna	CO	Branch 65
Lynn, Patti	FL	Branch 296
Moreno, Luz	IL	Branch 489

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

Moore, Edward	CA	Branch 244
---------------	----	------------

# SPAC Contribution Form

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

**\$1,000**—President's Ultimate

**\$750**—VP Elite

**\$500**—Secretary's Roundtable

**\$250**—Chairman's Club

**\$100**—Supporter

Current as of February 2019

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

### Mail to:

SPAC  
1727 KING ST STE 400  
ALEXANDRIA VA 22314-2753

Contribution Amount \$ \_\_\_\_\_ Branch # \_\_\_\_\_

Name \_\_\_\_\_

Home Address/PO Box \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_

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

Employee ID Number (EIN) or  
Civil Service Annuitant (CSA) Number \_\_\_\_\_



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

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

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

Card number \_\_\_\_\_

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

Card expiration date: \_\_\_\_\_ / \_\_\_\_\_

Signature (required for credit card charges) \_\_\_\_\_

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

Describe gift \_\_\_\_\_ Value \_\_\_\_\_

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

Rahming, Karyn	CA	Branch 77
Wong, John	CA	Branch 497
Kerns, John	CO	Branch 141
Douglas, Lisa	CT	Branch 5
Moss, Donald	DC	Branch 135
Bock Jr., Robert	FL	Branch 406
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Williams, Carolyn	FL	Branch 146
Lum, Chuck	HI	Branch 214
Murphy, Gregory	MA	Branch 102
Brownfield, Patricia	MD	Branch 531
Griffin, Troy	MD	Branch 42
Jones, Wilmore	MD	Branch 42
Amergian, Raymond	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Krzycki Jr., Kenneth	MI	Branch 508
Johnson, Craig	MO	Branch 36
Evans, Darius	NY	Branch 85
Hughes, Thomas	NY	Branch 100
Burgasser, Ted	OH	Branch 29
Yut, Lynn	OR	Branch 66
Green, Shri	TN	Branch 41
Shoemaker, Justin	TN	Branch 165
Green Jr., Richard	VA	Branch 98

### Supporter (\$100)

Burton, Dawn	AZ	Branch 246
Dunn, Sandy	CA	Branch 373
Gray, Edna	CA	Branch 127
Gray, Glenn	CA	Branch 127
Jackson-Kelley, Patricia	CA	Branch 39
Meana, Frances	CA	Branch 159
Pironti, Steven	CA	Branch 497
Perkins, Marcia	CT	Branch 3
Herzog, Rosemarie	FL	Branch 154
Quinlan, Robert	FL	Branch 154
Toney, James	FL	Branch 296
Wooley, Josephine	GA	Branch 82
Hilliard, Ricky	IL	Branch 489
Pierce, Annette	IL	Branch 255
Rendleman, Daniel	IL	Branch 255
Wagner, Brian	IL	Branch 255
Malone, Tammy	IN	Branch 8
Norton, Paul	IN	Branch 8
Gramblin, Reginald	MD	Branch 531
Hughes, Carmen	MI	Branch 925
Kindsvatter, Leo	MT	Branch 929
Broadnax, Franklin	NC	Branch 157

Continued on page 87

# SPAC Scoreboard

(Statistics Reflect Monies Collected Jan. 1 through March 31, 2022)

### National Aggregate:

\$66,648.77

### National Per Capita:

\$2.62

### Region Aggregate:

1. Eastern ..... \$21,511.94
2. Western ..... \$13,273.70
3. Southern..... \$12,105.50
4. Northeast..... \$11,487.24
5. Central..... \$ 8,270.39

### Region Per Capita:

1. Eastern .....\$3.69
2. Northeast.....\$2.53
3. Western .....\$2.51
4. Southern.....\$2.28
5. Central.....\$1.93

### Area Aggregate:

1. Capitol-Atlantic .... \$12,231.30
2. Pacific..... \$ 8,009.70
3. Mideast ..... \$ 7,718.00
4. Southeast ..... \$ 5,878.00
5. New York ..... \$ 4,857.24
6. New England ..... \$ 4,739.00
7. Pioneer ..... \$ 3,453.64
8. Northwest..... \$ 3,178.00
9. Texas ..... \$ 3,042.50
10. Illini ..... \$ 2,953.00
11. North Central .... \$ 2,489.39
12. Cotton Belt..... \$ 2,442.00
13. Michiana..... \$ 2,086.00
14. Rocky Mountain . \$ 2,086.00
15. Central Gulf ..... \$ 743.00
16. MINK ..... \$ 742.00

### Area Per Capita:

1. Capitol-Atlantic .....\$3.86
2. Mideast .....\$3.57
3. New England .....\$3.26
4. Northwest.....\$3.04
5. Southeast .....\$2.93
6. North Central .....\$2.86
7. Pacific.....\$2.80
8. Illini .....\$2.62
9. Pioneer .....\$2.62
10. Cotton Belt.....\$2.52
11. New York .....\$2.14
12. Texas .....\$1.87
13. Michiana.....\$1.71
14. Rocky Mountain.....\$1.52
15. Central Gulf .....\$1.06
16. MINK .....\$0.69

### State Aggregate:

1. California ..... \$6,979.70
2. Florida ..... \$5,234.00
3. Pennsylvania ..... \$4,929.00
4. Maryland ..... \$4,656.00
5. New York ..... \$4,582.24

### State Per Capita:

1. North Dakota ..... \$10.65
2. Maine ..... \$10.41
3. Maryland .....\$ 8.00
4. South Dakota.....\$ 7.71
5. Idaho .....\$ 6.67

## Drive for 5

### Members by Region:

1. Southern.....46
2. Eastern .....44
3. Western .....40
4. Central .....38
5. Northeast.....31

### Aggregate by Region:

1. Western ..... \$4,316.50
2. Eastern ..... \$3,990.00
3. Southern..... \$3,769.50
4. Northeast..... \$3,160.82
5. Central..... \$2,456.00



*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): \_\_\_\_\_.



## Information Systems—AWOL

**Bobby Bock**

**T**he Postal Service has spent an enormous amount of money on scanning and information systems infrastructure to provide the visibility our customers expect from a 21st century delivery company. For those of us who have to use our postal information systems, we use a browser to get in the Blue page.

In theory, all our programs are great; but, in practice, they fall short of what we really need to do our jobs. There isn't enough bandwidth to support the applications we use daily. When you log on to input data or retrieve information, the system is always buffer-



ing, wasting valuable time.

When you can't get a system to work, then comes the next charade—calling the Help Desk. When you finally reach a live person, they really want to help you solve your problem.

It's just that there aren't enough of them to help. Years ago, I asked then-Postmaster General Megan Brennan about the shortcomings of the Help Desk. Her idea was to institute a call-back system so the Help Desk could call you

in queue.

The only problem with this solution is when the Help Desk calls you back, you may not be sitting at the phone waiting for the call. If you miss the call back, you have to start

the process all over again.

When we respond to the question in Postal Pulse regarding whether or not we have the tools we need to do our job, I wonder how many of us respond regarding the IT shortcomings. We need to improve how we navigate the information superhighway. The Postal Service should commit to help us in the field with our bandwidth issues so we can do our jobs effectively and efficiently.

On behalf of all our members who have to use information systems on a daily basis, we need the system to provide better reliability so we don't need the Help Desk.

**bocknaps406@aol.com**

*Bobby Bock is president of Central Florida Branch 406.*

## What's Missing From This Picture?

**Eileen Wittic**

**W**hat do these numbers have in common: 6.44%, 8.8% and 17.1%? These numbers reflect the raises and COLAs that rural carriers, city carriers and clerks—regardless of their performance—will be receiving over the life of their next contracts. Retirees who aren't working also received a 7% COLA.

What's missing from this picture? The raises current EAS employees will be receiving during the life of these craft employees' contracts. We are different from the rest. The only benefit EAS employees will receive is that the margins between EAS employees and craft employees became smaller. It won't be long before craft employ-

ees make the same amount of money as the EAS employees who incur all the responsibilities of their positions.

How many EAS employees have generated millions of dollars in new revenue for the Postal Service through Business Connect and small business events without compensation for their efforts? These programs affect the bottom line; however, our line in compensation is invisible.

Nowhere in the Postal Service's 10-year plan is an EAS pay package addressed. We are the silent partner in the relationship with the Postal Service—unseen and unheard until recently when NAPS pursued our pay package in court.

NAPS continues to address the shortcoming of our pay package. We,

as NAPS members, finally have been heard. Will the Postal Service do the right thing or will it appeal and drag out our pay package by appealing the court's decision? Only time will tell if it does the right thing.

There have been multiple newspaper articles addressing this issue of pay. It's sad Postal Service leadership did not notify us of the recent Appeals Court decision finding in favor of NAPS. I'm not sure how many saw the "NAPS Newsbreak" regarding this victory. Now, will we?

**napsbranch231@gmail.com**

*Eileen Wittic is president of Pensacola, FL, Branch 231.*



# To Concur or Nonconcur— That Is the Question

**Robert Wakefield**

**M**y column title is not exactly what you would hear from Shakespeare, but attend a NAPS national convention and you will hear this phrase a lot. It has been a pleasure for me to attend many national conventions. My first convention was in Orlando, FL; from then on, I was hooked. My goal became to attend as many national conventions as possible.

But, as a first-timer in Orlando up to present day, I still struggle with our language for concurrence or non-concurrence of resolutions. At the previous convention in Grapevine,

TX, our fabulous parliamentarian asked us to adopt a rule to simply say “yes” or “no” to the committees’ recommendations.

There was one instance that went something like this: “The amendment you are voting on is to vote for nonconcurrence to the committee’s recommendation for concurrence as it relates to the motion on the floor. Therefore, if you want to pass the amendment, you vote to concur with nonconcurrence.”

Now, I just made up that scenario. But it happens a lot! It’s confusing, but amusing. It is my hope that, at this year’s convention in New Orleans, Aug. 8-12, we change the

## 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

rules to let “yes” mean “yes” and “no” mean “no.”

While I like the history and nostalgia of keeping the concur and non-concur language, it would be so much easier to just vote “yes” or “no.”

I hope you concur.

[napsbranch32@yahoo.com](mailto:napsbranch32@yahoo.com)

*Robert Wakefield is president of Middle Tennessee Branch 32.*

## Auxiliary Luncheon Registration Form

Noon, Friday, Aug. 12, Empire Ballroom

Name (Please PRINT) \_\_\_\_\_

Auxiliary #/Branch # \_\_\_\_\_

Street Address/PO Box \_\_\_\_\_

City \_\_\_\_\_

State \_\_\_\_\_

ZIP \_\_\_\_\_

**Check one:**

Auxiliary Member     Auxiliary State President

NAPS Member     Visitor

I'd like to purchase \_\_\_\_\_ advance-order tickets at \$45 each.

The total is \$ \_\_\_\_\_

**Advance ticket orders MUST be received on or before July 31, 2022.**

Group name: \_\_\_\_\_

Last Name/Auxiliary Name/Branch Name

Pick up by: \_\_\_\_\_

The above-named person *must* pick up the tickets at the Auxiliary registration table.

There will be no ticket sales at the convention. Advance tickets will be available for pickup Sunday, Aug. 7, through Tuesday, Aug. 10.

**Advance Sales:**

Please mail this form, with a check or money order payable to “National Auxiliary to NAPS,” to **Bonita Atkins, National Auxiliary Secretary, PO Box 80181, Baton Rouge, LA 70898.**

*Thank you.*

## Choices

### Mary Caruso

*MINK Area Vice President*

Every day, we make choices or decisions without thinking. They are simple choices such as what to wear, eat or do on any given day. Let's make a choice now and stop to think about what we have done this past year and our plans for the rest of this year. Have we called or gone to lunch with a friend? Have we attended a NAPS meeting?

By making the choice to change our attitude, be happier, show kindness and care more, we will draw more positive people to us. These are choices that will benefit us, our organization and community.

Let's make some changes by choosing to attend more NAPS meetings, the National Convention in New Orleans this August and increase membership. Lastly, make the choice to be more optimistic.

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

## National Auxiliary Executive Board

### National Officers

#### Laurie D. Butts

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

#### Beverly Austin

*Executive Vice President*  
(832) 326-1330; [braustin50@gmail.com](mailto:braustin50@gmail.com)

#### Bonita R. Atkins

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

### Regional Vice Presidents

#### Rick Hall

*Eastern Region*  
(804) 621-3843; [rhall43247@aol.com](mailto:rhall43247@aol.com)

#### Elly Soukey

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

#### Felecia Hill

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

#### Patricia Jackson-Kelley

*Western Region and Immediate Past President*  
(323) 752-6252; [geekell@aol.com](mailto:geekell@aol.com)

*Region vacant: Northeast*

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

### Area Vice Presidents

#### Cathy Towns

*Mideast Area*  
(732) 247-8811

#### Skip Corley

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

#### Linda Rendleman

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

#### Mary Caruso

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

#### Jane Finley

*Southeast Area*  
(404) 403-3969; [mjfarm100@aol.com](mailto:mjfarm100@aol.com)

#### Shirley Bradford

*Texas Area*  
(254) 662-9666; [andawaywego2007@hotmail.com](mailto:andawaywego2007@hotmail.com)

#### May Nazareno

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

### 2022 SPAC Contributors

*Continued from page 83*

Olson, Chad	ND	Branch 937
Barrett, George	NJ	Branch 74
Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75
Chyreck, Shaunna	NY	Branch 27
Englerth, Scott	NY	Branch 11
Gawron, Dennis	NY	Branch 27
Krempa, Keith	NY	Branch 11
Perez, Dioenis	NY	Branch 202
Roma, Thomas	NY	Branch 68
Caffey, Jacquelyn	OH	Branch 133
Kopcash, Timothy	OH	Branch 133
Mayes, Sean	OH	Branch 29
Needham, Timothy	OH	Branch 186
Paige, Lillie	OH	Branch 46
Smith, Ronald	OH	Branch 46
Skjelstad, Aric	OR	Branch 66

Kernahan-Beals, Carol	PA	Branch 387
Cabrera, Antonio	PR	Branch 216
Rodriguez, Joaquin	PR	Branch 216
Ravo, Steve	RI	Branch 105
Weber, Camron	SD	Branch 946
Hibbler, Marilynn Hinton	TN	Branch 41
Iles, Michelle	TN	Branch 41
Shropshire, Larry	TN	Branch 245
Clark Jr., Bobby	TX	Branch 124
Brandt, Junemarie	VA	Branch 526
Garrett, Donald	VA	Branch 98
Hubbard, Jim	VA	Branch 22
Mott III, George	VA	Branch 132
Fewkes, Mark	WA	Branch 31
Gruetzmacher, Bjoern	WA	Branch 61
Joers, Julie	WI	Branch 72
Simmons, Brandi	WI	Branch 213
McComas, Christina	WV	Branch 212





ALL POSTAL  
EMPLOYEES,  
THEIR FAMILIES  
AND FRIENDS ARE  
ELIGIBLE TO  
APPLY

# Picture the Possibilities

Dreaming of updating the outdated spaces in your home?

Whether you're looking to remodel your kitchen, upgrade your appliances, or purchase new furniture, our **Picture the Possibilities** loan could help.



## APPLY TODAY!

Scan this QR code with your smart phone, visit our website at [www.SignatureFCU.org/PictureThePossibilities](http://www.SignatureFCU.org/PictureThePossibilities), or call (800) 336.0284 ext. 684 for more information and to apply.

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



Federally Insured  
by NCUA

Membership eligibility required.

## Our Picture the Possibilities Loan Features:

- Rates from 6.50% - 8.75% APR\*
- Loan amounts up to \$50,000
- Terms 24 – 48 months

### Not a member of SFCU?

Open your account today at  
[www.SignatureFCU.org/JoinNow](http://www.SignatureFCU.org/JoinNow)

### FOLLOW US

[Twitter](#) [Facebook](#) [Instagram](#) /SignatureFCU

\*APR = Annual Percentage Rate. Your actual APR will be determined at the time of application and will be based on your application and credit information. Not all applicants qualify for the lowest rate. Rate quoted assumes excellent borrower credit history. Rates are set by the Board of Directors and may change without notice. Estimated payment is \$44.55 per \$1,000 financed and is based on the lowest rate and a term of 24 months. Payments will vary based on the rate and term you qualify for.

*Signature*  
FEDERAL CREDIT UNION  
Everywhere You Are