

the Postal Supervisor

June 2022

**Let's Create a More
Resilient Workplace
That Thrives
and Truly Values
Its Employees**

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Objective

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

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

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

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

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Maybe Next Year

Hello, NAPS brothers and sisters. As this issue goes to press, an essential opportunity for the Postal Service has passed that could have helped answer questions that have gone unanswered since the inception of the non-career hiring practices now in place.

That opportunity was the 2022 Workhuman® Live conference held May 16-19, 2022, in Atlanta. The concept of Workhuman solutions is to help companies attain sustainability by motivating employees to recognize, develop and celebrate each other all in one place. The key questions for consideration by this working human concept already have been answered by the USPS. Do you want to:

- cut your turnover in half?
- improve engagement and belonging?
- create resilient, more human

workplaces that last?

The USPS' answers to these questions has been a resounding "yes" based on all the failed initiatives that have and are being pursued over the past number of years. Why not try something with a 20-year proven track record?

I know you're thinking this would end up being just another flavor-of-the-day, USPS-failed attempt to appear to have a sincere interest in transforming itself into a real workspace. However, this could be the process that moves the USPS from just seeking to exist with unions and management associations fighting for sustainability on Capitol Hill to an agency that thrives in truly valuing its employees as it supports an over two-trillion-dollar mailing industry.

With companies reporting 96% retention rates and cutting employee turnover by 50%, how could the USPS not take advantage of the pos-

sibilities? The Postal Service would be greatly served just by taking the chance to create a culture of excellence where peer-to-peer employee recognition lets everyone feel seen, heard and appreciated for who they are and the work they do. It could be an environment in which we increase retention and enhance the USPS culture by celebrating important service milestones with more than a pin or card.

In reading about Workhuman and its mission, I began to realize the USPS is great at saying the right things that make it appear the agency is operating in a working human space. However, the realities based on year after year of employee surveys prove that the words are just words.

Why not try what companies such as Accenture, Amica Mutual Insurance Company, Boston Human Capital Partners, Inc., Bright Horizons, Chevron, Cisco, Cleveland Clinic, Costco Wholesale, Ernst & Young, General Electric, Golden State Warriors, Kimpton Hotels and Restaurants, MD Anderson Cancer Center, Oracle, Phillips 66, Yale University and many others have tried and found to actually move the needle in a positive direction?

Someone recently told me it would take the USPS 10 years to become an agency that treats employees better. Well, maybe there is a better plan. Maybe there is a current, proven way to move that needle in less than 10 years. If there was a possibility and you really wanted to do more than talk about dignity and respect while employees continually indicate in surveys how you're failing to hit the mark, wouldn't you want to at least try something that had a corporately proven track record?

It's not like making retention a NPA indicator has helped. Well, maybe next year.

In solidarity ...

naps.ib@naps.org



Ivan D. Butts
President

The Postal Supervisor 2022 Production Schedule

Issue	Copy Deadline*	Mails
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.

Support the Drive for 5

Have you ever thought about the value of \$5? I mean, in today's world, \$5 really doesn't have a lot of purchasing power. Gas is nearing or exceeding \$5 a gallon, a Coffee Frappuccino at Starbucks can be more than \$5. And, of course, a burger and fries at a fast-food joint certainly cost more than \$5.

It's now commonplace to daily spend \$5 or more at many of these places. While no one can discount the

value of a tank of gas or a great cup of coffee, what can those and so many other \$5 expenses do to help your family put food on the table, buy a car or send your kids to college? You are probably saying to yourself, "There is no possible way that 5 bucks can provide those important things to my family."

Ah, but think again. The "Drive for 5" can do all that and more! Recently, all working NAPS members received a Drive for 5 mailer (*see*

facing page) at their address of record, asking them to contribute \$5 from their paychecks to SPAC (Supervisors' Political Action Committee). Can you? Did you? Why should you?

Recently, Congress passed and the President signed

H.R. 3076 into law, which put the Postal Service on a path to sustainability—a track that has been in jeopardy for over a decade. That avenue to long-term viability was paved with the efforts, work and dollars of NAPS members. This was done for you—the hard-working, dedicated EAS employees who have suffered the most under the weight of postal cutbacks, loss of earnings and job instability.

Now we are asking you to help sustain our efforts on your behalf with as little as \$5 per pay period. NAPS is continually involved in our political system through lobbying members of Congress, the administration and federal agencies. Why is your NAPS organization involved in these political activities?

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

How does NAPS accomplish these various initiatives? We regularly meet with congressional leaders to impress on them the importance of NAPS' legislative agenda and gauge their willingness to introduce, co-sponsor and support legislation that NAPS considers

vital to its members.

What is the incentive for these political leaders to support or advance NAPS' agenda? It is the NAPS Supervisors' Political Action Committee.

Jesse Unruh, speaker of the California State Assembly from 1961 to 1968, is credited with coining the phrase, "Money is the mother's milk of politics," and, for better or worse, that often is the case. In order to have our legislative priorities heard and supported, NAPS must have a healthy political action committee. And, thanks to the generous support of many NAPS members, we have that. But we need more because we must do more.



Chuck Mulidore
Executive Vice President

Thrift Savings Plan

Fund	G	F	C	S	I
April 2022	0.20%	(3.75%)	(8.72%)	(10.57%)	(6.39%)
12-month	1.63%	(8.31%)	0.21%	(18.75%)	(8.87%)

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

Fund	L Income	L 2025	L 2030	L 2035	L 2040
April 2022	(2.04%)	(3.59%)	(5.12%)	(5.63%)	(6.12%)
12-month	(0.46%)	(1.57%)	(3.10%)	(3.64%)	(4.15%)

Fund	L 2045	L 2050	L 2055	L 2060	L 2065
April 2022	(6.56%)	(6.97%)	(8.11%)	(8.11%)	(8.11%)
12-month	(4.66%)	(5.08%)	(5.82%)	(5.82%)	(5.83%)

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

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CONTRIBUTE EACH PAY PERIOD TO SPAC TO PROTECT WHAT YOU'VE EARNED AND HELP BUILD FOR THE FUTURE

A small commitment from you goes a long way to help preserve and protect your career!

The Supervisors Political Action Committee (SPAC) is the legislative fundraising arm of the National Association of Postal Supervisors.

A major element in NAPS being able to successfully promote EAS interests is our ability to elect NAPS allies to Congress. Therefore, strong support of SPAC is essential. Your generous contributions help us support current members of Congress and elect worthy House and Senate candidates who promote legislation that can directly affect you. For example, the passing of H.R. 3076 has a direct impact on your career because it includes the following items and more:

- Repeal of the retiree prefunding requirement
- Stabilization of the Postal Service's finances by reducing its long-term liability
- Requires the Postal Service to provide 6-day mail delivery through its integrated network
- Enables the Postal Service to provide a variety of governmental non-postal products and services
- Creates an online, publicly accessible postal performance portal

Our job is far from finished. We need to improve the EAS consultative process and guarantee MSPB appeal rights for all EAS employees. It is critical that we work to elect representatives who support these issues, and safeguard our rightfully earned benefits and job security. With your support, SPAC will be able to repel efforts to dismantle and privatize the Postal Service, secure the resources and tools essential for postal survival and promote pay and benefits issues important to NAPS members.

For instructions on how to authorize a biweekly payroll allotment to SPAC, visit:

naps.org/SPAC



Log in
to enroll
now

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.

**ENROLL
FOR
JUST \$5
PER PAY
PERIOD AND
RECEIVE
THIS PIN!**



Let's Keep Our Membership Initiative Going

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

I want to thank all the NAPS members who are recruiting new members to join our great association. Many of you are going above and beyond and increasing our membership by educating nonmembers about

the importance of being a NAPS member and reaching out to newly promoted supervisors. This not only makes our association stronger and more viable, but also increases our presence on Capitol Hill. Our elected representatives understand the strength and perseverance of NAPS. There is strength in numbers!

In recent months, many areas have been concentrating on building membership. Some area vice

presidents have asked their respective branches to establish membership committees. This is an excellent idea. On the NAPS website, you can find the *NAPS Officer Training Manual*. Beginning on page 35, the manual discusses branch committees and has specific information on forming a membership committee. I strongly recommend all branches establish a membership committee and refer to this section in the manual.

A major issue we have experienced recently at NAPS Headquarters is nonmembers receiving adverse actions, then requesting to join NAPS. Article IX, Section 2, of the *NAPS Bylaws* specifically states:

Section 2. The DDF only is to be used for active and associate members, including individuals who were members in good standing at the time of retirement. To be eligible for representation through the DDF, an active member must meet the following criteria:

- (a) the active member must have signed an application for NAPS membership sixty (60) days from the effective date of promotion from the craft, or
- (b) the active member must have been a NAPS member no fewer than ninety (90) days prior to the charge being issued, and
- (c) any additional criteria outlined in the "Discipli-

nary Defense Fund: Procedures and Guidelines for Branch Presidents" in the *NAPS Officer Training Manual*.

Paragraph (b) is important to convey to those who are not members. **You must be a member no fewer than 90 days prior to the charge being issued**—that is, receiving the action. It is extremely important for branches to monitor their DCO member and nonmember reports. Some nonmembers mistakenly believe they are a NAPS member because they have been erroneously informed and, instead, are a member of other associations, some of which are not recognized by the Postal Service.

In order to verify whether or not someone is an active member, contact NAPS Headquarters. We will verify their status. NAPS members have the code "S" stipulated on their pay stubs, which indicates NAPS dues are being withdrawn. If in doubt, *ask!*

This is why it is so important for branches to verify their nonmember lists. If a branch submits a request for DDF representation and it is determined the member does not qualify based on Article IX, the branch will be charged for all expenses. Better safe than sorry!

Thanks to our membership champions and members of the "High-Five Club." Increasing membership demonstrates leadership!

Stay safe!

naps.jw@naps.org

Support the Drive for 5

Continued from page 4

We must be a strong and influential voice on Capitol Hill. In order to keep that voice effective on the Hill, we need your continued support. The Drive for 5 makes contributing easy by simply deducting your contributions from your paycheck. The dollars you give will benefit your job and your retirement. It is an investment in your career, your future and your family.

We all want the United States Postal Service to remain an integral part of the fabric of American life for generations to come. You can help us accomplish that by simply signing up for the Drive for 5.

naps.cm@naps.org

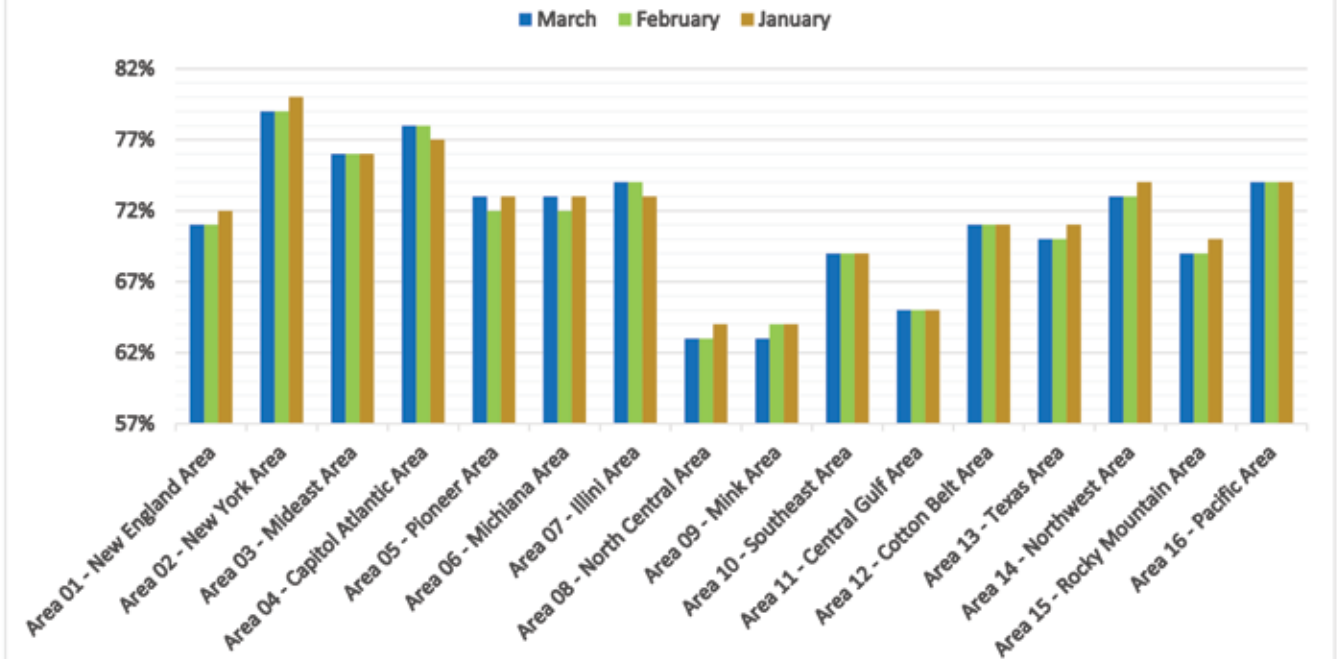


Jimmy Warden
Secretary/Treasurer

National Association of Postal Supervisors Membership Report

March 2022

3 Month Member Percentage by Area



Regular Member Totals By Area		March 2022	February 2022	January 2022
Area				
Area 01 - New England Area		71%	71%	72%
Area 02 - New York Area		79%	79%	80%
Area 03 - Mideast Area		76%	76%	76%
Area 04 - Capitol Atlantic Area		78%	78%	77%
Area 05 - Pioneer Area		73%	72%	73%
Area 06 - Michiana Area		73%	72%	73%
Area 07 - Illini Area		74%	74%	73%
Area 08 - North Central Area		63%	63%	64%
Area 09 - Mink Area		63%	64%	64%
Area 10 - Southeast Area		69%	69%	69%
Area 11 - Central Gulf Area		65%	65%	65%
Area 12 - Cotton Belt Area		71%	71%	71%
Area 13 - Texas Area		70%	70%	71%
Area 14 - Northwest Area		73%	73%	74%
Area 15 - Rocky Mountain Area		69%	69%	70%
Area 16 - Pacific Area		74%	74%	74%
Total Regular Member %		72%	72%	73%
Total Regular Members		23,728	23,861	23,898
NonMember Totals		March 2022	February 2022	January 2022
Total NonMembers		8,851	8,938	8,819
Total NonMember %		28%	28%	27%

USPS Increases Annual Leave Carryover for FY22

Pursuant to recent discussions with NAPS, the Postal Service will increase the annual leave carryover maximum for career nonbargaining employees by 80 hours for the FY22 leave year. The maximum carryover for annual leave will be 640 hours.

As a reminder, the August 2021 pay decision modified the annual leave exchange program for FY22 and 23 and increased the annual leave exchange by 40 hours. The maximum amount of annual leave that may be exchanged by career nonbargaining employees for those fiscal years is 168 hours.



At the Central Region Training Seminar in early April, NAPS President Ivan D. Butts swore in Angela Beissenherz, Missouri State Branch 928 and Kansas City Branch 36, and Jasmine Harper, a first-timer from Illinois North Shore Branch 270.



NAPS Secretary/Treasurer Jimmy Warden (right) attended Buffalo, NY, Branch 27's meeting and swore in the officers. From left: Steve Gawron, convention delegate; Teriko Joiner, sergeant-at-arms; Norbert Rzeszutek, treasurer; Shaunna Chyreck, secretary; Dennis Gawron, president; and Chris Schirching, vice president.



Virginia members participated in a roundtable discussion with Sen. Mark Warner (D-VA). From left: Virginia State Branch 951 President Lloyd Cox, Secretary/Treasurer Deborah Farmer, Warner, James E. Parks Jr. District Branch 526 Vice President of Customer Service Alice Jackson, Secretary/Treasurer Joanne Farmer and Richmond Branch 98 Legislative Chair Sylvia Archer.

NAPS Secretary/Treasurer Jimmy Warden, with Southern Region Vice President Tim Ford and Cotton Belt Area Vice President Shri Green, swore in the Tennessee State Branch 947 officers. From left: Warden, Ford, Branch 947 Secretary/Treasurer Robert Wakefield, Vice President Robert McMurry, President Donna Aaron and Green.



Attendees at the 2022 Tennessee State Convention held in Chattanooga.





Members of Missouri's Gateway Branch 131 visited Capitol Hill during the March LTS.

Branch 131 delegation with Rep. Ann Wagner's (R-MO) legislative rep.



NAPS Executive Vice President Chuck Mulidore met with Rep. Jimmy Gomez (D-CA), member of the House Ways & Means Committee, to thank him for his support of H.R. 3076, as well as his co-sponsorship of NAPS-supported H.R. 3077, 1623 and 1624.



Heart of Illinois Branch 255 members Dan Rendleman (left) and Mike Winters (right) attended an event for Rep. Rodney Davis (R-IL). They thanked Davis for his support of H.R. 3076 and 3077.



California members spoke to the Los Angeles District's Associate Supervisor's Program class in April in an effort to increase membership. From left: Southern California Bay District Branch 266 Vice President Patrick Johnson, President Evelyn Benjamin, Los Angeles Branch 39 President Marilyn Jones and Vice President Sam Booth Jr.

2022 Northeast Region Training Seminar

Northeast Region Vice President Tommy Roma held this year's Northeast Region Training Seminar in beautiful San Juan. Over 100 members attended and heard discussions on topics including the future of retail, mail processing, retirement and compensation, labor relations, legislation, membership and discipline, among other topics. A round table discussion was held with NAPS officers and USPS officials. A special thanks to the Postal Service officials who presented and participated.



Over 100 NAPS members attended the seminar.



Tommy Roma facilitated the seminar.

From left: NAPS Mideast Area Vice President Tony Dallojacono, New York Area Vice President Dee Perez, New England Area Vice President Bill Austin, USPS Manager of Labor Relations Policy Administration Bruce Nicholson, NAPS Northeast Region Vice President Tommy Roma, USPS Regional Vice President of Processing Operations Dane Coleman, NAPS Secretary/Treasurer Jimmy Warden and USPS Vice President of Retail and Post Office Operations Elvin Mercado.





Central Florida Branch 406 President Bobby Bock, with fellow branch members, presented Tommy Roma with a Branch 406 Eagle Award in recognition of his dedication and commitment to NAPS. From left: Ernie Gonzalez, Roma, Bock, Tiffany Reyes and Southeast Area Vice President Bob Quinlan.



Dane Coleman, USPS regional vice president of Processing Operations, discussed mail processing.



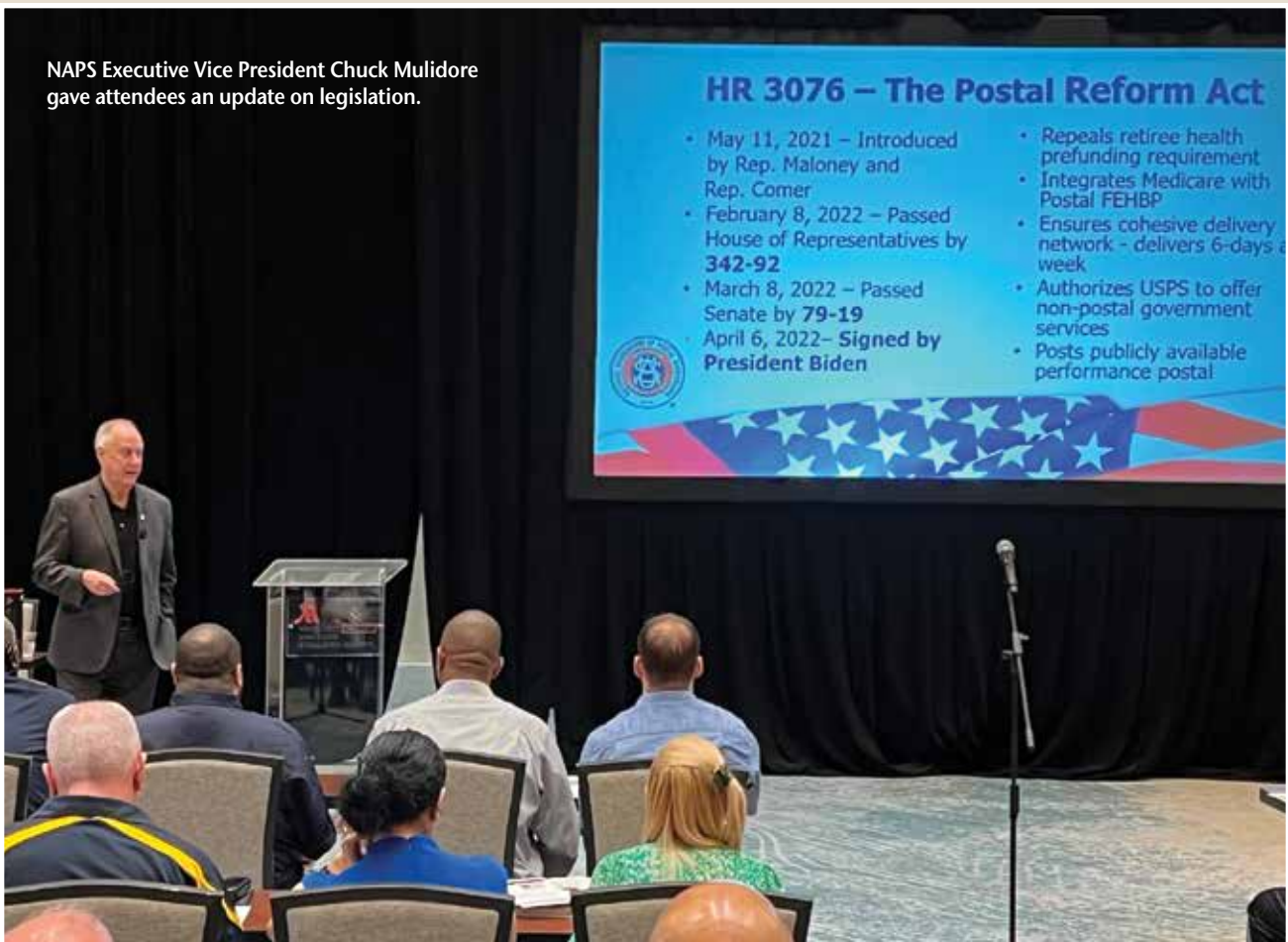
Elvin Mercado, USPS vice president of Retail and Post Office Operations, talked about the future of retail and other USPS initiatives.



Bruce Nicholson, USPS Labor Relations Policy Administration manager, discussed labor issues.



Jaime Brown, USPS benefits specialist, had a presentation on compensation and retirement.



NAPS Executive Vice President Chuck Mulidore gave attendees an update on legislation.

HR 3076 – The Postal Reform Act

- May 11, 2021 – Introduced by Rep. Maloney and Rep. Comer
- February 8, 2022 – Passed House of Representatives by 342-92
- March 8, 2022 – Passed Senate by 79-19
- April 6, 2022 – Signed by President Biden
- Repeals retiree health prefunding requirement
- Integrates Medicare with Postal FEHBP
- Ensures cohesive delivery network - delivers 6-days a week
- Authorizes USPS to offer non-postal government services
- Posts publicly available performance postal



From left: USPS Labor Relations Policy Administration Manager Bruce Nicholson, San Juan Branch 216 members Edili Acosta and Eloise Soto, USPS Vice President of Retail and Post Office Operations Elvin Mercado and San Juan Branch 216 members Josian Pinero, Francisco Villalobos, Joaquin Rodriguez and Jesus Orona. The San Juan Branch 216 Host Committee, working with Northeast Region Vice President Tommy Roma and New York Area Vice President Dee Perez, helped make the Northeast Region Training Seminar a success.

NAPS Secretary/Treasurer Jimmy Warden



NAPS New York Area Vice President Dee Perez, with Northeast Region Vice President Tommy Roma, Immediate Past President Brian Wagner, Secretary/Treasurer Jimmy Warden and Executive Vice President Chuck Mulidore (right), swore in the newly elected officers of San Juan Branch 216.



Northeast Region Vice President Tommy Roma and New York Area Vice President Dee Perez set a SPAC goal of \$10,000—\$11,020 was raised. From left: NAPS Secretary/Treasurer Jimmy Warden, Ivonne Warden, Puerto Rico Branch 216 Executive Board member Eloise Soto and New York Area Vice President Dee Perez. Soto's daughter made the banner.



On the return flight to Washington, DC, Jimmy Warden and his wife Ivonne had the pleasure of sitting next to Rep. Jennifer González-Colón (R), congressional representative for Puerto Rico.

Westchester County, NY, Branch 336 held a member/nonmember meeting in late April. President Linda Morgan-Glover signed three new members.



New York Area Vice President Dee Perez and Branch 336 Executive Board, from left: Carol Jefferson-Eddy, Jeff Hutt, Sharon Davis, Fani Miller-Beard, Perez, Larry Berry (back), Linda Morgan-Glover, Tayyibihd Rampersaud, Elizabeth David (back), Fred De-Maso and Phyllis Steele.

NAPS Executive Board Directory

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Immediate Past President



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

Spring Has Sprung—Time for SPAC Contributions to Bloom!

Dee Perez

New York Area Vice President

Everyone, take a few days of annual leave to smell the flowers and enjoy the warmer climate. Try and break away from the daily stress our jobs dish out, while trying to achieve some unattainable goals.

In the meantime, give yourself a pat on the back for what has been achieved. If you've been a contributor to a NAPS 50/50 SPAC drawing at a local branch meeting or national or state convention (be it \$5, \$10, \$20 or more), if you went online and asked your representative and senators to support H.R. 3076, you deserve a pat on the back. No contribution is too small; it all counts.

For those who attended the Northeast Region Training Seminar in beautiful Puerto Rico, thank you for your contributions, as well. All contributions are greatly appreciated. We completed a successful Legislative Training Seminar this past March that culminated in the signing of H.R. 3076 into law in April. The legislation essentially will make the USPS solvent again. I can't recall the last time the USPS was solvent, to be honest.

We have many people to thank other than the obvious legislators who supported this giant piece of legislation. What was unique this time was the legislation had bipartisan support. Let me spell this out for you. We had Democrats *and* Republicans supporting the bill.

For the time in which we live and

work, politically speaking, this is a major accomplishment. Everyone who was active in contributing and sending emails to our legislative leaders deserves a huge thank-you for their efforts.



However, there is one person who really tipped the scales in getting this done. Politics aside, the Postal Service badly needed H.R. 3076. The agency for which we all work provides a roof over our heads, pays our bills, feeds our loved ones and educates our children, as well as so many other benefits that allow us to live a good life.

That person is Postmaster General Louis DeJoy. For those of you who are not aware of the inner workings of the USPS (not that I am), our leader explained to our politicians why the passage of H.R. 3076 was important and necessary for the continued success of the USPS. As a result, there was bipartisan support that got the bill passed.

Once again, politics and political affiliation aside, you must appreciate that our PMG stepped up and supported the agency to help accomplish this for all of us. Many other PMGs have tried, but failed. Passage of H.R. 3076 has wiped out our debt, maintained six-day delivery and so much more—something no other previous postmaster general has been able to achieve. For this, all of us should extend a grateful hand and say, "Thank you, PMG DeJoy!"

We now have another bill on which to focus for passage: H.R. 3077, the Postal Service Improvement Act.

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

Once again, we need everyone's support. We need more SPAC contributions from every EAS employee! Don't forget that UPS, FedEx and Amazon have very deep lobbying pockets and PAC dollars. Midterm elections are right around the corner and, if history repeats itself, we will shift to a Republican-controlled house. Money talks if this happens.

We need everyone to contribute in order to receive support from the politicians to introduce and pass our legislative agenda. The payback is secure jobs, benefits and so much more.

Don't forget your homework assignment this month! I need everyone to sign one non-NAPS member. You will get \$25 for each member you sign with an 1187.

nyavpdee@aol.com

We All Can Help **Build Membership**

There Never Has Been a Better Time To Be a NAPS Member

Dan Mooney

North Central Area Vice President

At the North Central Area conventions I attend, I offer presentations that explain the importance of increasing NAPS membership and recruiting non-members. These prospective members include USPS Headquarters and area employees, postmasters, managers and supervisors—new and old.



Increasing membership benefits NAPS locally and financially. But, more importantly, membership in NAPS gives members opportunities to network, coach and mentor each

other. And membership gives branches the ability for members to attend other functions to network, coach and mentor on a wider scale, then share that knowledge with their branches.

In late April, I attended via Zoom and in person, a Central Area New Supervisor Program training class attended by more than 150 new supervisors. I told them why they need to join NAPS. There is no better time than now to recruit new members.

NAPS is coming off a historic, successful and well-earned positive decision on its lawsuit appeal. The Appeals Court settled NAPS' ability to represent *all* EAS employees in its favor and remanded some pay issues to be decided. The outlook is looking good for *all* EAS employees because of

what NAPS has done and is doing for *all* EAS employees.

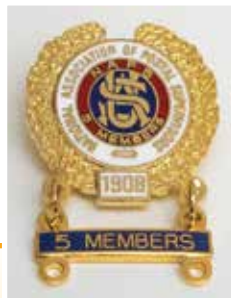
All the issues in the lawsuit benefit *all* EAS employees. No other management organization

represents and defends its membership as NAPS does. One management organization actually tried to block NAPS' lawsuit from moving forward to acquire better pay that would also benefit its members. Think about that for a minute!

Clearly, NAPS is the premier postal management organization in which to be a member. We stand up for our members and represent them better than any other management organization. This is the perfect time to explain and enlighten nonmembers as to all NAPS has done and all it has to offer.

Branches always should have a supply of membership folders on hand and use them as needed. If you need membership folders, call NAPS Headquarters and they will send you what you need. Once you get a new member's 1187, tell them when and where the next branch meeting is. Let's get on a roll and strike while the iron is hot.

There never has been a better time to be a NAPS member. Good luck recruiting! Be a good leader and they will follow you.



April High-Five Club Members

Walter DeBerry, Branch 68

Lijia Dyer, Branch 100

Jonathan Kofsky, Branch 933 (signed over 10)



Can I Get A Ruling?

Brian J. Wagner

Immediate Past President

You may have heard rules referred to as a “rule of thumb,” the Golden Rule and “rules to live by.” You also may have heard, “rules are made to be followed” and “rules are made to be broken.” I’m not sure where anyone stands on the concept that rules are to be either followed or broken. But, regardless, there is a reference to the right answer. Here’s the scoop!



According to Article III of the *NAPS Bylaws*, the proceedings of all NAPS branch meetings shall be governed by parliamentary procedure in accordance with “Robert’s Rules of Order Newly Revised.” By having rules, you have order. In NAPS’ case, it is the newly revised 12th edition of “Robert’s Rules.”

In brief, “Robert’s Rules of Order” is a comprehensive handbook on parliamentary procedure that provides instruction, in part, on who may speak at a meeting and when and how various motions and amendments to motions are handled. “Robert’s Rules” also discusses debating motions, suspending the rules, voting, the reconsideration of votes and what is considered “in order” and “out of order.”

Basically, “Robert’s Rules” provides for democratic rule, meeting flexibility, protection of rights and a fair hearing for everyone who attends a meeting. Understanding and following parliamentary rules during a meeting ensures branch business can be accomplished effectively.

Whether recognized to speak at a NAPS branch meeting, state or national convention, the member speaking has a reason for their viewpoint. It is their “voice of reason” and they should not be verbally mocked or condemned for their position on an issue—either during or after their

comments—by those with differing viewpoints.

Under “Robert’s Rules,” all recognized speakers should be given the dignity and respect to have their voice heard. In the end, it’s the final democratic majority vote that

decides the will of the membership. That vote, too, should be respected by the membership, including those who voted in the minority. However, there also is a rule for reconsideration of a vote.

If you have attended a recent NAPS national convention, you probably witnessed NAPS parliamentarian Dr. Bruce Bishop provide counsel and address the delegation. He sits on stage next to the podium to assist the chair (NAPS president) with rulings when a procedural issue arises. At the 68th NAPS National Convention in New Orleans this August, you will see Bishop in action.

Speaking of action, for local branches, the branch president is responsible for taking action when conducting and keeping order during a branch meeting. This includes making sure “Robert’s Rules” is followed. However, the branch may want to consider having a branch parliamentarian—appointed by the branch president.

The branch parliamentarian

should be familiar with “Robert’s Rules of Order” to ensure the meeting is conducted properly and orderly. Just as importantly, the parliamentarian helps ensure the voices of the majority and minority are properly balanced. When an individual is recognized by the chair to speak on an issue, pro or con, that person’s right to be heard is protected.

Acting as branch parliamentarian is an important duty and responsibility. Be advised, the parliamentarian is a neutral party in branch proceedings with no branch vote. In counsel with Bishop, besides the obligation of neutrality, the parliamentarian has no real authority during the meeting.

Their only role is to offer advice and counsel to the presiding officer and, if requested, explain parliamentary issues to the members. The presiding officer is not obligated to follow the advice of the parliamentarian. Therefore, if being a branch parliamentarian is your calling, do you know where to start?

First, familiarize yourself with the 12th edition of “Robert’s Rules of Order;” it’s about 800 pages. However, there is a “Robert’s Rules of Order Newly Revised In Brief” that is fewer than 225 pages. Both books can be purchased online or at most local book stores. You also can search the internet to find an electronic version to download. Be advised there may be costs involved in acquiring the books.

Second, Bishop has written a booklet titled “Parliamentary Pizza.” Delegates at the past two NAPS national conventions got a copy in

Continued on page 26

Bob Levi

Director of Legislative & Political Affairs



One of the signature lines regarding completing an official task uttered by fictional White House Deputy Chief of Staff Josh Lyman on “The West Wing” was, “What’s

NAPS’ Legislative Efforts Never Stop

next?” Fictional President Josiah Bartlett explained that the phrase means it’s time to move on to other things rather than bask in the glory of success or grumble in the shadow of disappointment.

Nevertheless, I will state for the record that the triumph of the 2022 NAPS Legislative Training Seminar (LTS) was a momentous tribute to the efforts of its nearly 400 participants who engaged with their representatives and senators. This dovetailed nicely with the subsequent signing into law of the Postal Service Reform Act of 2022, now Public Law 117-108.

There are two equal and critical takeaways from LTS. Attendees must inspire all NAPS-represented postal employees to political action and they must empower EAS personnel to battle in support of meaningful and constructive legislation. Almost 45,000 postal employees—postal supervisors, managers and postmasters—are a strong, formidable force in securing a stable and productive future for the Postal Service, its employees and retirees.

NAPS branches and state associations are fertile grounds to cultivate and nurture breakthrough EAS activism. Therefore, now, with the

COVID-19 pandemic receding, we need to encourage EAS postal employees to reacquaint themselves with NAPS’ prowess in navigating the legislative, political, regulatory, representational and legal means to fight for its members. Moving forward, of paramount importance to postal supervisors, managers and postmasters is how the Postal Service treats the mailing public and its employees.

A highly touted, recently dusted off 2020 Pew Research Center poll reported that 91% of Americans had a favorable view of the Postal Service. For the most part, postal favorability has been predicated on service. Effective, reliable and prompt mail and package delivery to rural and postal-reliant America has sustained the country’s love affair with the agency and its employees.

As NAPS members know full well, over the recent past, postal higher-ups have attempted to recalibrate America’s expectations about the Postal Service in order to insulate the agency from criticism about new postal tardiness. In fact, a recent Gallup poll reported this past fall found that postal favorability tumbled 17% since its previous poll in 2020.

Gallup suggested the reason for the steep decline was the increase in the number of days for mailed matter to reach intended recipients. Compounding the problem was an apparent misrepresentation the Postal Service made to the Postal Regulatory Commission (PRC) regarding enhanced “reliability” resulting from the transition to a slower mode of mail movement; that is, transporting First-Class Mail by ground instead of air.

When the Postal Service requested a PRC advisory opinion, it stipulated that 95% of mail matter would reach its destination under the proposed slowed-down standard. At the time, the PRC cautioned that the agency was assuming factors not demonstrated and prospective cost savings, if any, would be minimal. Most prophetic, however, the PRC opined that the Postal Service could not demonstrate it was capable of uniting the proposed ground transportation modality with its new performance standards and the ambiguity of when the Postal Service would be able to meet its revised standards.

So, it was no surprise that the Postal Service, in a recent PRC filing, “clarified” its previous representation by indicating the new performance standards likely would be met “over several years.” This type of declaration does not instill confidence or respect in the mailing public.

Permit me to write from personal experience. I sent tracked mail that previously would have traveled from northern Virginia directly to Cleveland, possibly using a Pittsburgh postal facility as a site to switch mail trucks. Instead of making this two-day, 370-mile trip, my mail was trucked through Indianapolis, resulting in a four-day, 900-mile excursion. The White House, Congress and the PRC must take a hard look at postal performance, with the goal of restoring America’s confidence in our postal system, thereby curtailing diversion of mail to speedier and potentially more reliable postal competitors.

The stunning NAPS victory at the federal courthouse validated our claims that the Postal Service violated the law in consultations with NAPS over EAS pay, benefits and representation. The right of NAPS to represent virtually all EAS-level postal employ-

ees now is settled law. The Court of Appeals has directed the federal district court to decide the magnitude of the pay differential, pay comparability amount and back-pay to which EAS level employees are entitled.

Much of this caustic litigation would have been unnecessary had legislation been enacted to ensure EAS employees had access to a fair and equitable consultative process. The primary reason for NAPS' lawsuit was the Postal Service's recurring failure to fairly and constructively consult with NAPS.

Pending legislation—H.R. 1623 and 3077—includes provisions, if they had been in place, that would have rendered NAPS' successful legal action against the USPS unnecessary. Therefore, NAPS will redouble its efforts to push passage of legislation to make the recommendations and findings of a properly constituted, expert fact-finding panel binding on the Postal Service. In this way, the agency will be encouraged to treat its EAS employees with the dignity and respect to which they are entitled in the context of the consultative process.

How do we accomplish these goals? We must leverage the power of the approximately 45,000 EAS postal employees to promote NAPS' legislative and political priorities. We must strengthen our branch and state networking to equip EAS employees with the essential tools for advocacy. And we must manage the information we share with each other and policymakers to ensure they have the data necessary to make responsible decisions on our behalf.

What's next?

naps.rl@naps.org

Correction: In the May "Legislative Update," the Senate Republican from Florida was erroneously referred to as Scott Perry. The correct name is Sen. Rick Scott.

The NAPS Postmaster

Where Do We Go From Here?

Steve Moreau

The Postal Service Reform Act of 2022 was signed into law by President Joe Biden.

Many thanks are owed to the NAPS Legislative Team and local branch legislative representatives. How does this law directly affect Postmasters?

For the most part, it does not. However, two sections of the law will. One is the ability of the Postal Service to provide non-postal services. As of this writing, I am not aware of any changes to any post offices.

The second section is operational transparency. This information will be posted to an online website broken down by ZIP code. This is something in our direct control.

The Sampling Performance Metric (SPM) is nothing new. It is how the Postal Service tracks letter and flats delivery performance. It requires your carriers and clerks to scan all mail pieces being delivered to the requested addresses on delivery.

In order for the system to work properly, make sure your employees sample all the mail being delivered on that day—nothing from previous days. Also ensure that all requests are performed. The system is not perfect, but there is the ability to determine when and where requests

were made. When a sample is missed, you will have to question your employees as to why. This is an essential function of their jobs; hold them accountable.

Scanning integrity is more important now than ever. Customers have the ability to not only know what day they should receive a package, but what time, as well. It is up to us to make sure all packages receive a stop-the-clock scan.

We also have the ability to determine where a package was scanned. With the exception of PO box deliveries, no package should be scanned "delivered at the office." Again, hold your carriers accountable: proper scans at the correct place and time.

Due to the decline of COVID-19 cases, in-person meetings are beginning to take place. It is a welcome change to meet with my fellow postmasters again. Please remember that some offices were affected more than others during the pandemic. Try to take care of each other as best you can.

We are our greatest resource. If you have something another office needs—equipment, personnel or just good advice—share it!

matuncle649@gmail.com

Steven Moreau is the legislative rep for Springfield, MA, Branch 102 and the postmaster of South Deerfield.

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

QUESTIONS?

Email 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!**

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): _____.



2022 SPAC Contributors



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

Cuadrado, Hector	CT	Branch 5
Mullins, Kym	FL	Branch 81
Coleman-Scruggs, Toni	IL	Branch 493
Randall, C. Michelle	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Amash, Joseph	NY	Branch 83
Perez, Dioenis	NY	Branch 202
Roma, Thomas	NY	Branch 68
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

April Contributors

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

Coleman-Scruggs, Toni	IL	Branch 493
Perez, Dioenis	NY	Branch 202
Roma, Thomas	NY	Branch 68

VP Elite (\$750)

Van Horn, Gail	FL	Branch 154
Moreno, Luz	IL	Branch 489
Dallojacono, Anthony	NJ	Branch 568

Secretary's Roundtable (\$500)

Salmon, James	AZ	Branch 246
Campbell, Stepnhia	CA	Branch 159

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.

SPAC Scoreboard

(Statistics reflect monies collected Jan. 1 through April 30, 2022)

National Aggregate:

\$95,898.68

National Per Capita:

\$3.76

Region Aggregate:

1. Eastern.....	\$24,164.94
2. Northeast.....	\$21,599.65
3. Central.....	\$17,426.39
4. Southern.....	\$16,964.50
5. Western.....	\$15,743.20

Region Per Capita:

1. Northeast.....	\$4.75
2. Eastern.....	\$4.15
3. Central.....	\$4.06
4. Southern.....	\$3.20
5. Western.....	\$2.98

Area Aggregate:

1. Capitol-Atlantic....	\$13,528.45
2. New York.....	\$12,360.65
3. Pacific.....	\$ 9,167.20
4. Mideast.....	\$ 9,153.00
5. Southeast.....	\$ 8,968.50
6. Illini.....	\$ 6,769.00
7. New England.....	\$ 6,457.00
8. Michiana.....	\$ 4,503.00
9. Pioneer.....	\$ 4,265.49
10. Northwest.....	\$ 3,929.00
11. North Central.....	\$ 3,699.39
12. Texas.....	\$ 3,614.00
13. Cotton Belt.....	\$ 3,368.00
14. Rocky Mountain.....	\$ 2,647.00
15. MINK.....	\$ 2,455.00
16. Central Gulf.....	\$ 1,014.00

Area Per Capita:

1. Illini.....	\$6.01
2. New York.....	\$5.45
3. Southeast.....	\$4.47
4. New England.....	\$4.44
5. Capitol-Atlantic.....	\$4.27
6. North Central.....	\$4.25
7. Mideast.....	\$4.24
8. Northwest.....	\$3.76
9. Michiana.....	\$3.69
10. Cotton Belt.....	\$3.48
11. Pioneer.....	\$3.23
12. Pacific.....	\$3.21
13. MINK.....	\$2.28
14. Texas.....	\$2.22
15. Rocky Mountain.....	\$1.92
16. Central Gulf.....	\$1.44

State Aggregate:

1. New York.....	\$11,540.65
2. Florida.....	\$ 7,922.20
3. California.....	\$ 7,872.20
4. Illinois.....	\$ 6,769.00
5. Pennsylvania.....	\$ 5,299.00

State Per Capita:

1. Maine.....	\$15.32
2. North Dakota.....	\$11.37
3. Idaho.....	\$ 9.02
4. Maryland.....	\$ 8.87
5. Hawaii.....	\$ 8.87

Drive for 5

Members by Region:

1. Southern.....	49
2. Eastern.....	44
3. Western.....	41
4. Central.....	35
5. Northeast.....	34

Aggregate:

1. Western.....	\$6,421.00
2. Eastern.....	\$5,883.00
3. Southern.....	\$5,480.50
4. Northeast.....	\$4,600.23
5. Central.....	\$3,431.00

Derden, Margaret	CA	Branch 39
Randle, Carol	CA	Branch 39
Bock Jr., Robert	FL	Branch 406
Lum, Chuck	HI	Branch 214
Amergian, Raymond	ME	Branch 96
Krzycki Jr., Kenneth	MI	Branch 508
Trayer, Kevin	MI	Branch 142
Johnson, Craig	MO	Branch 36
McKiernan, Michael	NJ	Branch 74
Arroyo, Victor	NY	Branch 85
Hughes, Thomas	NY	Branch 100
Green Jr., Richard	VA	Branch 98

Chairman's Club (\$250)

Melchert, Pamela	AK	Branch 435
Brathwaite, Rafael	AL	Branch 45
Benjamin, Evelyn	CA	Branch 266
Gibson, Lelton	CA	Branch 88
Austin, William	CT	Branch 47
Moore, Kevin	GA	Branch 281
Dittmann, David	IL	Branch 489
Pierce, Annette	IL	Branch 255
Wagner, Brian	IL	Branch 255
Balch, Karen	MI	Branch 142
Elyea, Chad	MI	Branch 142
Hughes, Carmen	MI	Branch 925
Spurlin, William	MI	Branch 268
Mooney, Dan	MN	Branch 16
Bednar, Margaret	NC	Branch 183
Caruso, Richard	NE	Branch 10
Kofsky, Jonathan	NJ	Branch 568
Bu, John	NY	Branch 68
Forde, Nicholas	NY	Branch 202
Muhammad, Jamaal	NY	Branch 68
Violante, Vincent	NY	Branch 202
Simpson, Pamela	OR	Branch 66
Bartko, Susan	PA	Branch 20
Benford, Debra	PA	Branch 50
Timothy, Pat	PA	Branch 941
Aaron, Donna	TN	Branch 947
Peters, Diana	TX	Branch 122
Trevino, Manuel	TX	Branch 124
Butler, Phillip	VA	Branch 98

Supporter (\$100)

Aceves, John	AZ	Branch 376
Florentin, Diana	CA	Branch 244
Swygert, Vontina	CA	Branch 127
Villalobos, Francisco	CA	Branch 373
Roll, Gary	CO	Branch 65
Collen, Helen	CT	Branch 3

Make Contributing to SPAC a Habit:

OPM Contributions to SPAC (for Retired EAS Employees)

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

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

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

By internet:

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

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

By telephone:

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



Wright, Marcellus	DC	Branch 135
Jackson, Trevilyn	GA	Branch 82
Sims, Reginald	GA	Branch 82
Smyly, Jose	GA	Branch 82
Parker, Laroma	HI	Branch 214
Watabu, Iris	HI	Branch 214
Ward, Amy	IA	Branch 172
Bender, Cynthia	IL	Branch 255
Billups, Juanita	IL	Branch 17
Edwards-Bender, Cynthia	IL	Branch 14
Hilliard, Ricky	IL	Branch 489
Lech, Stephen	IL	Branch 255
Levernier, Catherine	IL	Branch 270
Randle, Kay	IL	Branch 369
Warren, Susan	IL	Branch 255
Wesley, Nancy	IL	Branch 493
Young, Edgar	IL	Branch 489
Webb, Marcel	IN	Branch 8
McCartney, Kelly	KS	Branch 919
Moats, Lori	KS	Branch 205
Waddell, Dawn	KS	Branch 205
Carter, Tonious	LA	Branch 421
Ignoto, Vincent	MA	Branch 43
Ringie, Kevin	MA	Branch 102
Salih, Sabir	MA	Branch 118
Berger, Ricky	MD	Branch 531
Jones, Marcia	MD	Branch 42
Hafford, Darrell	ME	Branch 96
Lothridge, Derek	ME	Branch 96
Smith, Mary	MI	Branch 925
Bradley, Anthony	MI	Branch 142
Ice, Marilyn	MI	Branch 23
Baker, Neil	MN	Branch 104
Kuiper, Bruce	MN	Branch 16
Moore, Robert	MN	Branch 104
O'Donnell, Curt	MN	Branch 16
Petersen, Lisa	MO	Branch 36
Price-Booker, Virginia	MO	Branch 131
Shumate, Melisande	MO	Branch 131
Boggan, Kim	NC	Branch 183
Robinson, Theresa	NC	Branch 299
Butler, Prescott	NJ	Branch 327
James, Alison	NJ	Branch 224
Barone, Thomas	NY	Branch 202
Connors, Michael	NY	Branch 51
Conover, David	NY	Branch 100
Cusyk, Kathleen	NY	Branch 7
Duncan, Diane	NY	Branch 85
Dyer, Lijla	NY	Branch 100
Glasheen, Catherine	NY	Branch 7
Jimenez-Bruno, Vilma	NY	Branch 100

Leto, Frank	NY	Branch 459
Lu, Ming	NY	Branch 166
Maynard, St. Clair	NY	Branch 51
Scantlebury, Janet	NY	Branch 68
Vazquez, Francisco	NY	Branch 110
Vincenzi, John	NY	Branch 459
Bennett, Kelley	OH	Branch 33
Ororia, Jesus	PR	Branch 216
Pineiro, Josian	PR	Branch 216
Soto, Eloise	PR	Branch 216
Bell, Andrew	TN	Branch 32
Blakely, Kathy	TN	Branch 41
London, Geneva	TN	Branch 32
McMurry, Robert	TN	Branch 165
Cooper, Karen	TX	Branch 124
Foster, Debra	TX	Branch 9
Garcia, Mario	TX	Branch 288
Hawkins, Vivian	TX	Branch 124
Brown, Lorraine	VA	Branch 98
Garrett, Donald	VA	Branch 98
Hubbard, Jim	VA	Branch 22
Aragon, Ramon	WA	Branch 61
Baldwin, Craig	WV	Branch 212

Can I Get A Ruling?

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their convention bag. It's an easy and fun read that reviews the basics of parliamentary procedure in layman's terms. Branches may purchase copies of "Parliamentary Pizza" by contacting Bishop at brucebishop99@gmail.com.

Third, the NAPS Executive Board Training & Development Committee, of which I am a member, developed a PDF presentation on understanding parliamentary procedure. This presentation can be found on the NAPS website at www.naps.org.

Fourth, those interested in further expanding the depths and their knowledge of parliamentary procedure may want to consider online courses and learning opportunities from the National Association of Parliamentarians (NAP), not to be confused with NAPS!

However, there is no confusion that it is almost time for my daily retirement nap, not naps, as I take only one a day. Therefore, I make a motion to adjourn this article and move to my ice-cream-flavor-of-the-month recommendation: coffee cookie crumble. All in favor (favor)—it's unanimous!

brian4naps@aol.com

National Association of Postal Supervisors

Vince Palladino Memorial Student Scholarships

Deadline: June 30, 2022

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

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

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



Applications must be received no later than June 30, 2022. Online applications only will be accepted using the NAPS website. Please go to www.naps.org under the “Members” tab to apply for the **Vince Palladino Memorial Student Scholarship**, or go to <https://naps.org/Members-Scholarship-2>.

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

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

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

Rescuing, Restoring and Revitalizing the Postal Service

Over the past year, postal allies in the House and Senate have jump-started a key legislative initiative to help rescue, restore and revitalize the nation's postal system. NAPS celebrates House and Senate passage of H.R. 3076, the Postal Service Reform Act of 2022. NAPS also applauds the House Oversight and Reform Committee's approval of H.R. 3077, the Postal Service Improvement Act. These bills represent the first steps in a comprehensive legislative effort to rebuild the nation's mail system. NAPS believes that meaningful legislation should put the Postal Service on a sustainable financial and successful operational path. Therefore, NAPS supports comprehensive proposals to help assure prompt and reliable mail service to all Americans through sufficient postage revenues, high-quality postal operations and fair fiscal treatment of the Postal Service.

Fundamental to this effort is the goal of re-establishing America's trust and confidence in our postal system. The perfect storm of the 16-year-old punitive requirement to prefund future retiree health benefits, shrinking mail volume, the COVID-19 pandemic, ill-advised operational changes to slow down mail and politicization of the federal agency have combined to undermine America's approval of the agency.

In fact, a recent national poll conducted by the Gallup Organization reported that America's job evaluation of the Postal Service tumbled by 17 percent over the past two years. Despite this significant decline, 57 percent of the American public still rates the Postal Service favorably, placing it

only three points behind NASA, as the second-ranked federal agency. The 2020 national election and the COVID-19 pandemic have provided the Postal Service the opportunity to reconfirm its core mission of "binding the nation together." In 2020, the Postal Service was instrumental in delivering democracy for our nation by transporting 543 million pieces of election mail. And, more recently, the agency helped protect America's health by delivering vital COVID-19 antigen tests to millions of our neighbors' mailboxes.

Postal Rescue Is Necessary

A national mail system is one of the few inherently governmental functions specifically enumerated in the U.S. Constitution (Article I, Section 8). The architects of our country strongly believed in a national postal system because such an entity promotes communication, education and commerce. The United States also has relied on the Postal Service to help protect public health and safeguard our democracy.

In 1970, the Postal Department was reorganized as the U.S. Postal Service, a self-funded independent establishment within the Executive Branch of the federal government. As such, it was converted from a taxpayer-financed, cabinet-level department into a separately managed federal agency that relies on postage for its operational revenue. In recent years, the Postal Service has been battered by falling First-Class and Marketing Mail volume and the associated shrinking revenue. The agency also was penalized by an unforgiving,

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congressionally imposed obligation to prefund its future retiree health benefits. There also have been numerous structural challenges that have prevented the institution from meeting the expectations of the American public.

Legislative rescue, restoration and revitalization are necessities and must address the following key issues:

- Relief from postal retiree health obligations and liabilities
- Adapting to the changed mail mix and its associated revenue
- Improving postal delivery performance
- Modernizing the postal infrastructure and delivery fleet

Moreover, NAPS strongly believes that a well-motivated and fairly treated supervisory and managerial workforce is a vital factor in ensuring postal survival and success.

H.R. 3076, the Postal Service Reform Act of 2022

On Feb. 8, 2022, the House of Representatives passed, by a landslide margin of 342-92, the Postal Service Reform Act of 2022; on March 8, the Senate passed the bill by an overwhelming 79-18 majority. We expect President Joe Biden to have signed H.R. 3076 into law by this year's NAPS Legislative Training Seminar.

The NAPS-supported legislation provides the Postal Service with financial breathing space to stabilize its operations and finances. In sum, H.R. 3076 repeals the retiree health prefunding requirement and substantially reduces the Postal Service's health insurance liability, saving the agency about \$50 billion over the next decade. The bill also saves the federal government about \$1.5 billion. In addition, the bill authorizes the Postal Service to offer

non-postal governmental products and services to the American public, requires the Postal Service to provide six-day mail delivery through an integrated delivery network and authorizes the creation of a publicly accessible, online performance portal on which our customers can monitor postal performance by ZIP code. Clearly, this measure does not provide the Postal Service and its employees all the tools it needs to thrive, but it's a step in the right direction and has earned NAPS' support.

Repeal of Prefunding: The foundation on which H.R. 3076 rests is repeal of the requirement the USPS make prefunding payments on behalf of future postal retirees. The Postal Accountability and Enhancement Act of 2006 (PAEA) required the agency to make annual payments into the Postal Service Retirement Health Benefit Fund from fiscal years 2007 through 2016. Beginning in 2017, the Postal Service was obligated to make payments to cover the institution's unfunded liability through the year 2056. H.R. 3076 repeals the provisions in PAEA that established these onerous, punitive and unique financial obligations. As a result, the Postal Service will be relieved of a \$33.9 billion obligation in defaulted prefunding payments and \$13.2 billion in defaulted payments for certain future retiree health costs and amortization payments.

Postal Health Benefits Plan: H.R. 3076 also will establish a postal-only component within the Federal Employees Health Benefits Program (FEHBP). As such, the postal plan will be structured similarly to the FEHBP and continue to be administered by the Office of Personnel Management. The same plans available in the FEHBP, which have at least 1,500 postal enrollees, will participate in the postal plan and provide equivalent benefits. The method for calculating the employer contribution used for postal employees



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and postal retirees will remain unchanged from current practice. All postal employees and retirees will participate in the postal-only plan starting Jan. 1, 2025.

Medicare Integration: The postal health plan within the FEHBP enables the Postal Service and its health plan participants to benefit from the savings gained by implementing Medicare integration for individuals retiring from the Postal Service on or after Jan. 1, 2025. This means future retirees will enroll in Medicare to be eligible for post-employment postal health coverage. Current postal retirees are exempt from this requirement. In addition, employees aged 64 or older as of Jan. 1, 2024, postal retirees covered by the Veterans Administration or Indian Health Service and retirees living abroad also will be exempt from Medicare coverage. Current retirees who previously declined Medicare coverage may enroll in Medicare during a special one-time, six-month open season in 2024. The USPS will pay the late enrollment penalty. As a result of Medicare integration, the Postal Service will provide prescription drug coverage through a Medicare Part D Employer-Group Waiver Plan, which is part of the postal health plan. As a result of Medicare integration, health premiums will be less than they would have been absent integration.

Six-Day Delivery Network: H.R. 3076 requires the USPS to maintain an “integrated” network for six-day mail delivery. In practice, the Postal Service must preserve a mail system that provides nondiscriminatory, universal mail service for conventional mail and packages that use vehicles that transport all categories of mail. Opponents of the integrated system jeopardize the integrity and affordability of universal service.

Operational Transparency: H.R. 3076

requires the USPS to establish and report on targets and performance to meet service standards for market-dominant postal products (e.g., First-Class, advertising and periodical mail). This information will be posted on an online ZIP-code searchable website that will be updated weekly.

Non-Postal Services: H.R. 3076 enables the USPS to enter into agreements with state, local and tribal governments to provide non-postal services to increase revenue for the agency. For example, the USPS will be able to offer driving and hunting licenses, identity verification services and municipal permitting.

H.R. 3077, the Postal Service Improvement Act of 2021

In May 2021, the House Oversight and Reform Committee favorably reported H.R. 3077. It is now awaiting consideration by the full House. This measure complements H.R. 3076. The measure would standardize the address block on absentee ballot envelopes, improve postal performance and enhance the postal work environment. Most importantly, H.R. 3077 includes the text of two NAPS legislative priorities: H.R. 1623, the Postal Supervisors and Managers Fairness Act, and H.R. 1624, the Postal Employees Appeal Rights Amendments Act.

Postal Supervisor, Manager and Postmaster Fairness: H.R. 3077 includes the text of legislation (H.R. 1623, the Postal Supervisors and Managers Fairness Act), introduced by Reps. Gerry Connolly (D-VA) and Michael Bost (R-IL). The provision would modify the process for consulting over pay and benefits for EAS-level postal employees.

On Feb. 22, 2022, the U.S. Court of Appeals for the District of Columbia Circuit ruled that the Postal Service violated the law with regard to consulting with NAPS over pay and benefits. The fail-

ure of the Postal Service to comply with the law in determining compensation in 2018 and ignoring the findings of an independent Federal Mediation and Conciliation Service fact-finding panel resulted in NAPS seeking a judicial remedy. The Court of Appeals remanded to the Federal District Court the determination as to the magnitude of the remedy, including back pay. Enactment of this provision in H.R. 3077 would preclude future costly and protracted litigation over EAS-level postal employee compensation issues.

Specifically, the provision included in H.R. 3077 would establish a reasonable timeline for the USPS to propose to NAPS any changes in pay policies, pay schedules or fringe-benefits programs for postal supervisors and other managerial personnel. If, after consultations, the USPS and NAPS are unable to reach an agreement, the provision would make binding the decision of the independent fact-finding panel appointed by the Federal Mediation and Conciliation Service.

Postal Manager Appeal Rights: H.R. 3077 includes the text of legislation (H.R. 1624, the Postal Employee Appeal Rights Amendment Act), introduced by Reps. Gerry Connolly (D-VA) and David McKinley (R-WV). The provision would extend to virtually all EAS-level postal employees the right to appeal adverse personnel actions to the Merit Systems Protection Board (MSPB). Presently, the Postal Service has denied such due-process rights to over 5,000 EAS-level postal employees who are categorized as Headquarters personnel. These employees have needed to rely on an internal and unfair appeals process.

Mail-Ballot Address Standardization: H.R. 3077 requires that absentee ballots sent through the Postal Service contain a barcode to help the USPS track each ballot, a standard ballot envelope

design and an official election-mail logo. This section also authorizes the federal government to reimburse states for the cost of using the USPS barcode service. The increased role the Postal Service has played in accepting, processing and delivering absentee election ballots makes this provision important in assuring the security of absentee ballots.

Paid Parental Leave for Postal Employees: H.R. 3077 would amend the Family and Medical Leave Act of 1993 to provide postal employees with paid parental leave.

Restoration of First-Class Mail Standards: H.R. 3077 includes a provision to restore the service standards to the level in effect on Jan. 1, 2021. Restoration of these standards responds to nationwide criticism to the mail slow-down initiated by Postal Service Headquarters. The operational change delayed mail delivery for millions of Americans, including postal customers expecting medications and those sending bill payments. The removal of essential mail processing equipment, combined with the substitution of air transport with ground transport of the mail and COVID-related absenteeism have had a major impact on the time it takes to deliver mail. The slippage in America's confidence in the mail system, as measured by the Gallup Organization, is largely attributable to the mail slow-down.

Modernization of the Postal Delivery Fleet: The USPS recently contracted with Oshkosh Defense to replace the aging postal delivery fleet; 90 percent of the new fleet is reported to be gas-fueled. The trucks currently in service were manufactured between 1987 and 1994 and intended to have only a 24-year lifespan. Moreover, the current fleet is without essential safety devices and climate control. H.R. 3077 authorizes the appropriation of



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\$8 billion to purchase new vehicles and for the infrastructure to support them. Seventy-five percent of the appropriation must be used for the purchase and support of an electric delivery fleet.

Safeguarding the Mail and Postal Employee

The pandemic-generated increase in parcel delivery, combined with the reliance of many communities in the mail delivery of prescription medication and negotiable financial documents, have resulted in heightened concern about mail theft. In fact, mail theft complaints increased by 161 percent from March 2020 to February 2021. Strong and visible postal law enforcement deters crime against the mail and postal employees who carry the mail.

The sanctity of mail is not limited to within the perimeter of postal property. Mail is protected under federal law from the time it is inserted into a mail collection device until the time it is in the hands of the intended recipient. For this reason, NAPS supports the important authority that postal police officers need to protect the mail and the employees who accept, process and deliver it. Therefore, it is crucial that postal police be able to prevent and investigate postal crimes, whether such crimes take place in a postal facility, outside a postal facility or on the delivery route of a letter carrier or mail-truck driver. NAPS support H.R. 5587, the Postal Police Reform Act, which ensures that postal police are capable of fully performing their law-enforcement responsibilities.

Retirement Security

Like other members of the federal workforce, current and former employees of the U.S. Postal Service are entitled to participate in the Civil Service Retirement System (CSRS) or the Federal Employees Retirement System (FERS). In addition, most members of the postal community also contribute to the Thrift Savings Plan; many retirees also participate in the Social Security System.

The CSRS was created in 1920 as a federal employees' defined-benefits pension fund that provides retirement, disability and survivor benefits for those hired as federal and postal employees before 1984. CSRS participants do not participate in Social Security unless they worked in the private sector. Postal and federal employees hired after 1983 are covered by FERS, a three-pronged retirement system that includes a modest defined-benefit component (FERS), Social Security and a

defined-contribution component, the Thrift Savings Plan (TSP). Both CSRS and Social Security benefits are adjusted annually to reflect the increase in the consumer price index. FERS benefits also are adjusted annually, but the adjustment is usually 1 percent less than the consumer price index. All FERS participants receive an automatic 1 percent agency contribution into their TSP account and dollar-for-dollar match for the next 3 percent of salary; the agency makes a 50 cents-to-dollar match up to 5 percent of salary. CSRS participants may contribute to TSP, but without an agency match. Moreover, the TSP allows account holders to invest their contributions in a variety of different funds managed by the Federal Retirement Thrift Investment Board.

Cost-of-Living Adjustments

Retirement security is sustained by maintain-

ing the purchasing power of postal annuitants during their retirement years. Inflation chips away at earned benefits and jeopardizes a retiree's income security. Consequently, both CSRS and FERS include a cost-of-living-adjustment (COLA), although FERS includes a reduced COLA. Over the years, past Congresses and administrations have sought to reduce COLAs to balance the budget and reduce federal spending at the expense of CSRS and FERS annuitants. (Only in a few instances were Social Security COLAs under assault.) NAPS steadfastly opposes any attempt to reduce retirement COLAs. In addition, NAPS believes that both CSRS and FERS should provide their annuitants with the same level of inflation protection (i.e., a full COLA).

Enhanced Inflation Protection: The Consumer Price Index for Wage Earners and Clerical Workers (CPI-W) is used to calculate the inflation rate for federal retirement benefits, including Social Security. This specific index tracks price changes for a market basket of products and services purchased by working Americans. However, the market basket for senior citizens is not the same as the market basket for younger Americans and is characterized by a meaningfully higher rate of inflation. For example, retirees tend to purchase more medical services than other consumers. Consequently, the federal government's Bureau of Labor Statistics maintains a separate index for a market basket of products and services purchased by senior citizens. This index is called the Consumer Price Index for the Elderly (CPI-E). Historically, the difference is about 0.2 percent higher under the CPI-E. NAPS believes that retirement annuities, including Social Security, should use the CPI-E to calculate retirement COLAs. H.R. 4315, the Fair COLA for

Seniors Act, and H.R. 5723, Social Security 2100, would implement this change.

COLA Equity: As previously referenced, the CSRS and FERS retirement systems fail to provide the same level of inflation protection for postal and federal annuitants. FERS is inferior. During periods of high inflation, such as currently being experienced, FERS COLA protection is reduced as compared to CSRS. Specifically, when the CPI-W is less than 2 percent in a year, FERS and CSRS annuitants will receive the same COLA. If the CPI-W is between 2 percent and 3 percent, CSRS annuitants would receive a full COLA, while the FERS COLA would be capped at 2 percent. If the CPI-W exceeds 3 percent, CSRS annuitants would be entitled to a full COLA, while FERS annuitants receive 1 percent below the CPI-W. Over time, FERS inflation protection can erode significantly. NAPS believes that all federal and postal retirees have earned the same degree of inflation protection. H.R. 304, the Equal COLA Act, would provide such equity.

Social Security Discrimination: Two, almost 40-year-old Social Security provisions, the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO), reduce the Social Security benefits of many CSRS annuitants. The WEP applies to CSRS annuitants, with Social Security entitlement, who worked fewer than 30 years in the private sector. About 2 million Social Security beneficiaries are penalized by the WEP (this includes federal, postal, state and municipal retirees). The GPO impacts the Social Security survivor's benefit of CSRS annuitants. Under the GPO, the Social Security survivor's benefit is reduced by an amount equal to two-thirds of the CSRS annuity. About 724,000 Social Security survivors are impacted by the GPO (this includes fed-



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eral, postal, state and municipal retirees). NAPS believes the WEP and GPO should be repealed.

A series of bills have been introduced to eliminate or lessen the adverse impact on annuitants harmed by the WEP and GPO. H.R. 82, H.R. 5723 and S. 1302 would repeal the WEP and GPO. In

addition, H.R. 4788 would eliminate the WEP for annuitants whose monthly combined Social Security and non-Social Security annuity is \$5,500 or less. Finally, H.R. 2337 and H.R. 5834 would reform the WEP formula to reduce its effect.

Qualified and Motivated Postal Governance

Over the past decade, there have been extended periods of time when the U.S. Postal Board of Governors lacked a working quorum and, for more than one year, lacked any presidentially nominated members at all.

A well-qualified and mission-motivated board is essential to sustain our nation's most respected national treasure, the U.S. Postal Service. American citizens entrust an affordable, universal, accessible, prompt and reliable national mail system to the board and its hires. As outlined in law, the members of the Board of Governors must represent the "public interest." Therefore, our elected leaders must hold accountable those entrusted with this sacred responsibility.

Under law, the agency is governed by nine presidentially nominated and Senate confirmed members of the Board of Governors. No more than five governors may be of the same political party. The Postmaster General and Deputy Postmaster General also are members of the Board of Governors, but are

not nominated by the president. The Postmaster General is hired by the board and serves at its pleasure. The Deputy Postmaster General is hired by the Postmaster General and the other members of the board and serves at their pleasure.

There presently are eight presidentially nominated members of the Board of Governors: five were nominated by former President Donald Trump and three were nominated by President Joe Biden. Last fall, President Biden nominated former head of the General Services Administration Dan Tangherlini to replace former Governor Ron Bloom, and former Deputy Director of the Office of Management and Budget Derek Kan to replace current Governor John Barger. Tangherlini served in the administration of former President Barack Obama; Kan served in the administration of former President Trump.

NAPS believes the Senate should promptly confirm the two Board of Governor nominees to restore the board to full complement.

Postal Innovation

About 20 years ago, then Postmaster General William Henderson publicly mused about the potential for the U.S. Postal Service to be a com-

munications, technology and government service innovation incubator. In part, it was his view that the Postal Service and its employees were well

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positioned to experiment and beta-test delivering a wide variety of products and services to the American public. The goal was to explore and implement new strategies to generate revenue for the agency. Some of the products and services simply would be an expansion of postal-oriented commodities; other products and services would be trail-blazing.

In current times, as the Postal Service is being challenged by shrinking mail volume, expanding postal products and services is vital.

Shipment of Alcoholic Beverages

NAPS supports legislative efforts to authorize the USPS to ship alcoholic beverages. Such authority would end the Prohibition-era ban that prevents the Postal Service from shipping alcoholic beverages to consumers.

For decades, winemakers have been legally allowed to ship bottles of wine via private shipping companies. It has generated substantial revenue for such carriers. However, the Postal Service has been unfairly barred from this market. This prohibition constrains Postal Service revenue because private shippers, such as UPS and FedEx, are exempt from such rules. The Postal Service has estimated that its shipment of alcoholic beverages would annually generate \$50 million in new revenue.

H.R. 3287 and its Senate companion, S. 1663, the U.S. Postal Service Shipping Equity Act, would permit the Postal Service to carry alcoholic beverages from licensed producers and retailers to consumers over the age of 21, in accordance with state and local law. NAPS supports this legislation.

Limited Banking

Digital services, including limited banking and

public-private partnerships with financial institutions that complement the Postal Service's core products and align with the postal mission, should be encouraged and authorized by Congress.

A 2014 report by the USPS Office of Inspector General (OIG) found that the Postal Service was well-suited to provide non-bank financial payments, credit services and products to the underserved, some in partnership with the private sector. The OIG found that one in four U.S. households lives at least partially outside the financial mainstream—without bank accounts or reliant only on costly payday lenders.

The United States had a Postal Savings System from 1911 to 1967, which, in 1947, had \$3.4 billion in assets (more than \$35 billion in today's dollars) or about 10 percent of the entire commercial banking system. Worldwide, 1.5 billion people receive some financial services through their postal service.

In fall 2021, the Postal Service initiated a *very* spartan approach to offer Americans limited financial services at four postal facilities in the country. It is unclear how these venues were selected or how the sole financial product, a restricted payroll cashcard, was promoted. NAPS encourages Congress to advance legislation to expand the authority of the Postal Service to provide basic financial services, including small-dollar loans, checking accounts, interest-bearing savings accounts and services relating to international money transfers.

Bills To Co-Sponsor

The National Association of Postal Supervisors encourages sponsorship of the following bills:

House Legislation

H.R. 3077, Postal Service Improvement Act

Primary Sponsor: Rep. Carolyn Maloney (D-NY-12), introduced May 11, 2021

Contact: Ethan Van Ness, 202-225-5051, ethan.vaness@mail.house.gov

The measure would enhance the capability of the U.S. Postal Service and state election authorities to track absentee election ballots and would authorize paid parental leave for employees of the agency. Most importantly for NAPS members, the bill includes the provisions of H.R. 1623 and H.R. 1624 (see below). Also, H.R. 3077 authorizes the acquisition of an electric fleet of delivery vehicles and to maintain current service standards. H.R. 3077 was approved by the House Committee on Oversight and Reform on May 13, 2021, and awaits a floor vote.

H.R. 1623, Postal Supervisors and Managers Fairness Act

Primary Sponsors: Reps. Gerry Connolly (D-VA-11) and Mike Bost (R-IL-12), introduced March 4, 2020

Contacts: Wendy Ginsberg, 202-225-5051, wendy.ginsberg@mail.house.gov (Connolly); Noah Barger, 202-225-5661, noah.barger@mail.house.gov (Bost)

The bill provides for the timely start of pay talks between Executive and Administrative Schedule (EAS) postal employees and the Postal Service by decoupling EAS pay consultations from the protracted timeline of collective-bargaining between the largest postal union and the USPS. Under the bill, EAS pay talks would start 60 days prior to the expiration of the existing EAS “pay agreement.” In addition, the bill would establish a fair and credible process for the conduct of pay consultations by binding the USPS and the supervisors’ organization to the findings and conclusions of an independent Federal Mediation and Conciliation fact-finding panel.

H.R. 1624, Postal Employee Appeal Rights Amendments Act

Primary Sponsors: Reps. Gerald E. Connolly (D-VA-11) and David McKinley (R-WV-1), introduced Jan. 16, 2019

Contact: Wendy Ginsberg, 202-225-1492, wendy.ginsberg@mail.house.gov (Connolly); Allie Hildebrand, 202-225-4172, Allie.Hildebrand@mail.house.gov (McKinley)

The bill confers to over 5,000 non-supervisory managerial postal employees the right to appeal significant personnel actions to the Merit Systems Protection Board (MSPB). Non-supervisory postal personnel currently may only appeal such actions through an internal USPS process that lacks impartial third-party review. Postal supervisory personnel and nearly all federal civil service employees already enjoy MSPB appeal rights.

H.R. 5587, Postal Police Reform Act

Primary Sponsors: Reps. Andrew Garbarino (R-NY-2) and Bill Pascrell (D-NJ-9), introduced Oct. 15, 2021

Contact: Scott Rausch, 202-225-7896, scott.rausch@mail.house.gov

The bill would reverse a 2020 directive from the Chief Postal Inspector that limited the jurisdiction of the U.S. Postal Police to postal facilities. Under the directive, Postal Police are not able to investigate crimes against postal personnel and property not situated on postal-owned or leased real estate.

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H.R. 82, Social Security Fairness Act

Primary Sponsor: Rep. Rodney Davis (R-IL-13), introduced Jan. 4, 2021

Contact: Nathan Canterbury, 202-225-2371, nathan.canterbury@mail.house.gov

This legislation would repeal the Government Pension Offset and Windfall Elimination Provision, sections of the Social Security law that unfairly reduce the rightful benefits of Civil Service Retirement System annuitants and surviving spouses of these annuitants.

H.R. 304, Equal COLA Act

Primary Sponsor: Rep. Gerry Connolly (D-VA-11), introduced Jan. 13, 2021

Contact: Wendy Ginsberg, 202-225-5051, wendy.ginsberg@mail.house.gov

The bill would create parity between the cost-of-living adjustment with respect to a Federal Employees System (FERS) annuity and a Civil Service Retirement System (CSRS) annuity.

H.R. 2337, Public Servants Protection and Fairness Act

Primary Sponsor: Rep. Richard Neal (D-MA-2)

Contact: Elizabeth O'Hara, 202-225-5601, elizabeth.o'hara@mail.house.gov

The bill would help alleviate the impact of the Windfall Elimination Provision (WEP) on certain CSRS annuitants who also are eligible for Social Security. H.R. 2337 would provide a \$150 per month rebate to individuals who reach the age of 62 prior to 2023 and would alter the formula to reduce the impact of WEP for CSRS annuitants who reach the age of 62 after Jan. 1, 2023.

H. Res. 109, Resolution to Maintain Door Mail Delivery

Primary Sponsor: Rep. Stephanie Murphy (D-FL-7), introduced Feb. 5, 2021

Contact: John Laufer, 202-225-4035, john.laufer@mail.house.gov

This nonbinding resolution expresses the sense of the House of Representatives that residential and business door mail delivery should be continued.

H. Res. 47, Resolution to Oppose Privatization of the U.S. Postal Service

Primary Sponsor: Rep. Stephen Lynch (D-MA-8), introduced Jan. 13, 2021

Contact: Bruce Fernandez, 202-225-8273, bruce.fernandez@mail.house.gov

This nonbinding resolution expresses the sense of the House of Representatives that Congress should ensure that the U.S. Postal Service is not privatized and remains an independent establishment of the federal government.

Senate Legislation

S. 1302, Social Security Fairness Act

Primary Sponsor: Sen. Sherrod Brown (D-OH), introduced April 22, 2021

Contact: Chad Bolt, 202-225-2315, chad_bolt@brown.senate.gov

This legislation is the Senate companion to H.R. 82. It would repeal the Government Pension Offset and Windfall Elimination Provision, sections of the Social Security law that unfairly reduce the rightful benefits of Civil Service Retirement System annuitants and surviving spouses of these annuitants.

Resolutions-Writing 101

Learn how to better express yourself by using the proper format to write your national convention resolutions.

Action on resolutions is a major part of the business of NAPS national conventions. But first, those resolutions must be written and acted on at NAPS state branch conventions in the coming months. Then, those resolutions a branch adopts *that do not involve local issues* will be forwarded to NAPS Headquarters to be included in the convention *One Book*.

That's well and good, you may be thinking, but how do you write a resolution? That's what this article is about. Let's call it Resolutions-Writing 101.

You'll soon discover that writing simple, effective reso-

lutions everyone can understand is not all that difficult if you keep a few pointers in mind.

So let's get started.

Before you begin putting your thoughts in "whereas" and "resolved" resolution form, write down—in a short sentence—the action you're requesting. This later will form the basis of the "resolved" of your resolution. Don't give all the reasons ("whereases") just yet why you want the action to be taken. We'll get to all that in a moment.

Let's come up with a sample resolution that will request an action to be taken; in this instance, one by family members. The same basic thought process will apply to any NAPS-related resolution you may later write.

At the dinner table one evening, family members decide they need to get a dog. That "action," in a short sentence, might read: "The Smith family needs to get a dog."

Now, the Smith family needs to state the reasons why that action is desirable. Using the simple-sentence method, family members state all the reasons why the Smith family needs to get a dog:

"Protection against intruders"

"A loyal, loving family companion"

"A reason to get off the couch and get more exercise by walking the dog"

Well, what do you know? We've almost put together a simple resolution! All we have to do

now is state everything in resolution format, using “whereases” and “resolveds.”

Whereas, A dog would be protection against intruders, and

Whereas, A dog would be a loyal, loving family companion, and

Whereas, A dog would be a reason to get off the couch and get more exercise walking, now therefore be it

Resolved, That the Smith family needs to get a dog.

Remember, a resolution may have one “whereas” or several. Likewise, it may have one or several “resolveds.” In our sample resolution, the “resolved” could have read:

Resolved, That the Smith family needs to get a dog, and be it further

Resolved, That the dog be obtained from a shelter, and be it finally

Resolved, That the dog be housebroken.

Other resolution-writing pointers to keep in mind are:

- Resolutions should always request a certain action, never demand or threaten it.
- A “resolved” (or “resolveds”) should be a complete, stand-alone statement that clearly and completely states the issue. For example, “The Smith family needs to get a dog.” Don’t say, “Because of all these reasons, it’s important to do this.” The reader shouldn’t have to reread an entire resolution to know what “this” is.

- Avoid using complex “resolveds” that request unrelated actions. Our sample resolution shouldn’t read: “Resolved, That the Smith family needs to get a dog and have



A Note About Submitting Convention Resolutions

All resolutions, in a Microsoft Word document, must be emailed to Executive Vice President Chuck Mulidore, naps.cm@naps.org. Receipt of the resolutions will be acknowledged by return email. If you have any questions, contact Chuck by email or phone, (703) 836-9660. If you do not receive an acknowledgement, you can assume your resolutions were not received; please contact Chuck.

All resolutions from states with conventions ending on or before May 30, 2022, must be received by NAPS Headquarters by May 31.

The deadline for all other resolutions to be received by NAPS Headquarters is **July 10**. Resolutions received at NAPS Headquarters after this deadline will not be printed in the convention *One Book*—no exceptions!

Resolutions not received by the July 10 deadline, including any offered from the convention floor, will need to be submitted to Executive Vice President Chuck Mulidore at the convention for referral to the Resolutions Committee for consideration and assignment of a number.

After assignment of a resolution number—*not before*—the submitting branch then will need to arrange for 1,200 copies of each resolution to be made at branch expense. The NAPS Convention Office may not be used to photocopy resolutions.

the family room remodeled.”

- Resolutions should request actions over which the named persons, groups or organizations have control. The Smith family has the ability to get a dog, so a resolution requesting that is in order. However, a “resolved” that reads, “The Smith family needs to make sure everyone on its block gets a dog,” would be inappropriate because the Smith family has no control over that request.

- Don’t use fancy words when simple ones will do (say “use,” instead of “utilize,” for example). And don’t use long, complex or run-on sentences. The beauty of “whereases” is they encourage a listing of simple reasons why an action should be taken. Break up those long sentences into several shorter “whereases.”

- Spell out the first reference to any program or initiative, especially postal ones, that might not readily be known to the reader. For example, some newer postal employees may not know that WSCs are work service credits (as opposed to the more familiar SWCs—supervisory workload credits).

If the reader doesn’t instantly know what you’re talking about, you could lose support for your resolution. It’s perfectly okay to refer to an acronym, such as WSCs, in second

and subsequent references.

Here’s to writing simple, more effective resolutions for consideration at our 68th National Convention, Aug. 4-13, at the Hyatt Regency New Orleans.



Things to Do and See in *New Orleans*



St. Louis Cathedral

NAPS 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 or Destiny Pickett at 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 on the *Creole Queen* paddleboat and sip some of the beverages that have made New Orleans famous. 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 quaint 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



Join Us for This Year's **SPAC Walkathon**

Ann Strickland

Get your walking shoes on and get ready for our 7th national SPAC walkathon at our 68th National Convention in New Orleans. Walk a mile, walk three, stay in bed—it doesn't matter! Just join us and help raise money in a fun way for SPAC.

Last year, we sold 300 SPAC walkathon shirts; this year, let's aim for 400! The shirts will be the same price: \$20. No inflation here. All shirts can be purchased at the convention.

The walk will take place on Thursday morning, Aug. 11, at 6 a.m. We will meet in the hotel lobby. The shirts have been designed especially for this event in the soul city of the Jazz greats!

So, let the good times roll and please sign up when you register at the convention. You can walk afterward for beignets and some great-tasting chicory coffee at Café Du Monde. The pledge sheet is on the following page. Start now and get those pledges!



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.



2022 Bid Whist Tournament

Sunday, Aug. 7 at 6 p.m.



Attention 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 68th 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

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 napsq@naps.org or call 703-836-9660.

Refund Requests

All refund requests must be submitted in writing via email to napsq@naps.org. No refund requests will be granted after July 10.

Substitutions

All substitution requests must be submitted in writing to napsq@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

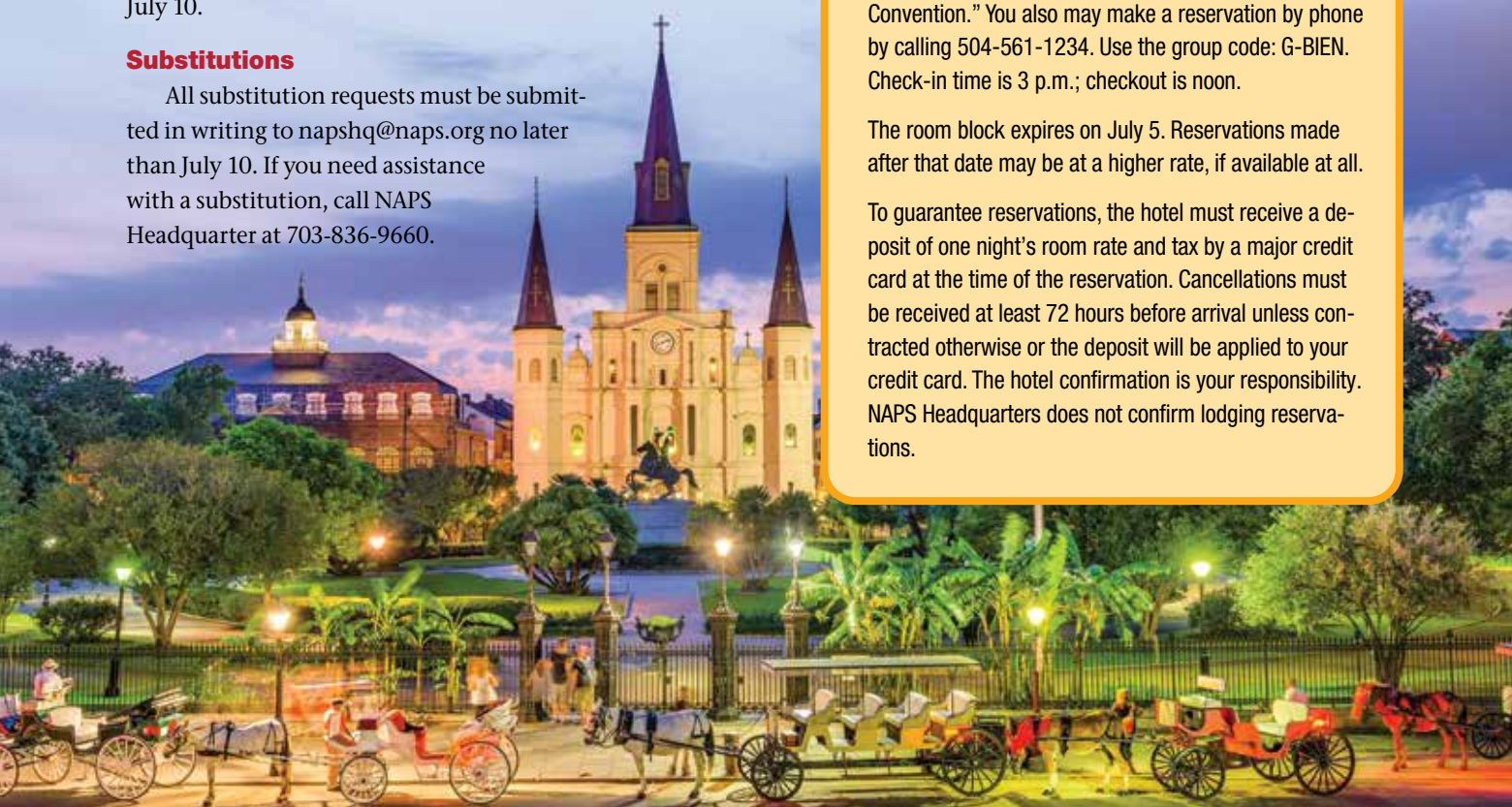
601 Loyola Ave., New Orleans, LA 70113
504-561-1234

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. Parking information will be available at a later date.

To make a room reservation online, go to www.naps.org; under the “Events” drop-down, click on “National Convention.” You also may make a reservation by phone by calling 504-561-1234. 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*

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

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

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



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

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

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

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

NAPS National Convention Golf Tournament Registration

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

Name Phone # (include area code)

Mailing Address

City State ZIP

Branch # Non-postal email Golf handicap

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

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

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

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 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; 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.



Support the

Postal Employees' Relief Fund

The Atlantic hurricane season runs from June 1 to Nov. 30, with mid-August through mid-October traditionally the strongest time for hurricane activity. The 2021 hurricane season was the third most-active on record. Forecasters already are predicting 2022 to be a busy year for storms, potentially with four to six hurricanes having a direct impact on the United States. And the intensity of storms is increasing.

Residents living in hurricane-prone areas always should be prepared for a storm. And Postal Service employees nationwide can help by contributing to the Postal Employees' Relief Fund. The fund was created to help postal employees—active or retired—whose homes have been destroyed or significantly damaged by natural disasters.

Please make a donation to PERF to help your postal brothers and sisters in their desperate times of need.

For more information, go to www.postalrelief.com;
202-408-1869; perf10268@aol.com.



DONATIONS CAN BE MADE:

- Online at postalrelief.com
- By sending a check made payable to "Postal Employees' Relief Fund" to:
Postal Employees' Relief Fund
PO Box 41220
Fredericksburg, VA 22404-1220
- By contributing to PERF through the Combined Federal Campaign (CFC); designate #10268

All donations are tax-deductible.





How to Lead Employees Dealing with Deployment

Submitted by the USPS Employee Assistance Program

Working with employees facing deployment can be a challenge. As a leader, you set the tone, which means you can help the process go smoothly for everyone. Open communication, planning and preparation will go a long way to helping everyone navigate the impact of deployment on the work environment.

Before Deployment

If you have employees in the Reserve or National Guard, be aware they likely will face deployment at some point. Employees may not always get much notice when they are going to be deployed. Therefore, it is important to have conversations with them ahead of time to set expectations.

It is crucial that you are familiar with the tasks for which your employee is responsible so you can ensure others are trained and prepared to fill that role during a deployment. Creating a plan of action ahead of

time will help the employee and co-workers feel better prepared when the time comes. Ask your employee how you can support them and indicate how you would prefer to be notified about a potential deployment.

During Deployment

As much as possible, try to keep your deployed employee informed and up to date with what is happening at work. Reach out periodically by email to see how they are doing. With the employee's permission, share how they are doing with co-workers.

Include co-workers in any efforts to support the employee (letters, care packages). And show appreciation and gratitude for co-workers who are picking up the deployed employee's tasks and responsibilities.

Returning to Work after Deployment

If possible, try to meet with your deployed employee before they re-

turn to work. Let them know of any policy or procedure changes that may have occurred while they were gone. Ask the employee what they need or what would be helpful for them in their return to work. Talk with your employee about how they would like to handle their deployment—are they comfortable talking to co-workers or would they prefer not to discuss it?

Discuss if a flexible work arrangement or gradual return to duty would be helpful. Encourage your employee to practice good self-care, emphasizing healthy habits, spending time with family and friends and addressing health concerns. Be patient as the transition back to work can take time.

The employee returning from deployment may notice changes in themselves, their co-workers and the work environment. Other issues they may experience include:

- The pace of work may be much slower than what they experienced

during their deployment.

- Chronic fatigue is very common. Deployed employees returning to work still may be processing stress and need more rest than usual.

- Cynicism and dissatisfaction with routine work also are common. Sometimes, deployed employees see their daily work as lacking meaning and satisfaction after what they experienced during their deployment.

- Emotions are easily evoked. Deployment typically involves intense experiences, stress and fatigue; returning home may cause a wide range of emotions. People may experience dramatic mood swings, cry or easily become angry and can be more sensitive to hurtful and upsetting comments.

- Difficulties with co-workers and managers also can be an issue.

Signs for Which to Watch

It can be difficult to know whether the returning military member is experiencing a normal stress reaction or really struggling. If your employee consistently displays any of the following signs, encourage them to seek professional help. The employee:

- seems disoriented
- struggles to recall simple things or recent events
- is not taking good care of themselves, including basic hygiene, eating healthy and getting enough sleep
- suffers from anxiety
- struggles with depression or withdraws from others
- exhibits signs of hopelessness
- shares suicidal or homicidal thoughts or plans
- uses drugs or alcohol excessively
- is experiencing psychiatric issues such as hearing voices or hallucinations
- is involved in domestic violence, child or elder abuse

Continued on page 55

Thoughts from the NAPS Branches

Toxic Environment

Robert “Bobby” Bock

I have been representing NAPS members for over 30 years. I am in communication with my branch members, as well as Florida State Branch members, on a daily basis. To a person, the members I speak with all have something in common: They believe they are working in a toxic environment.

As a representative for this organization, I try to be a problem-solver. While anyone can complain about a problem, there only are a small number of people who seek solutions. We need to have more problem-solvers working to resolve issues and conflict.

This is where there needs to be collaboration between USPS leadership and NAPS. Without collaboration, there cannot be any solutions to either operational or relationship problems and, as a result, we cannot provide a high level of service to our customers.

When NAPS raises issues concerning a toxic work environment, postal leaders must react quickly and positively to investigate and take the necessary action to correct the situation. As NAPS officers, we need to collaborate with postal leaders to improve the work environment or correct operational issues.

We also need the tools to do our jobs. Adequate staffing for Operations would make things run more smoothly and efficient-

ly. We would be paying straight time instead of overtime and penalty overtime and the mail would be delivered before dark. I know we have many problems with which to deal, but we are on the

same team. We all can win if we work together.

I remember many of the initiatives used by the Postal Service over the years; some were good and others died on the vine. We used to look at a problem as if

we were trying to “eat an elephant.” We had support staff work on the floor on Fridays so we could eliminate the use of excessive 204-Bs.

We saved money, had more employees doing their craft jobs and support staff learned new skills and had a better appreciation for what Operations was doing. I believe we can improve the environment if there’s a renewed commitment from leadership to change the environment.

When NAPS presents a problem, we need to work together to come up with a solution. Postal leadership cannot ignore NAPS’ calls and emails. Instead, we should be working together to achieve mutual goals and accomplish our mission.

Together, let’s end toxic working conditions.

bocknaps406@aol.com

Robert “Bobby” Bock is president of Central Florida Branch 406.



National Convention Reminders

Bonita Atkins

Secretary/Treasurer

Our 2022 National Convention in New Orleans is just around the corner. My state is excited to host this event in "The Big Easy." We think it will be a huge success. Be sure to wear comfortable shoes and cool clothing. It will be very warm in August, but there is a lot to see and do.

The National Auxiliary will be conducting fundraisers that will include, but not be limited to, a 50/50 raffle



and gift card tree. This is the only opportunity the Auxiliary has to raise funds for its operations. As announced at last year's national convention in Grapevine, TX, there will be two winners for this year's 50/50.

One-half of the 50/50 pot will be divided in half; two winners will be announced. Because this will not be a true "50/50" raffle, we are calling it a "split-the-pot" raffle. After the convention, please give Auxiliary members your feedback regarding the new raffle. Be sure to stop by the Auxiliary table early

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

and often to support the Auxiliary.

The Auxiliary Luncheon recognizes our Auxiliary state presidents and introduces the new National Auxiliary Executive Board. It also is

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.

our way of saying “thank you” to all the NAPS members for their continuous support. Although we charge \$45 per ticket, that amount is not near the actual cost of a full, plated lunch.

We are excited to have you dine with us at noon on Friday, Aug. 12, in the Empire Ballroom. Please complete the Auxiliary Luncheon Registration form and send it in with your payment as soon as possible. Remember: *No tickets will be sold at the convention.* Every person must have their

own ticket before entering the ballroom.

Auxiliary delegates: Make sure all dues and credentials are mailed before June 30. Be sure to indicate your committee preference on the credential form.

Please have a safe trip to New Orleans. Get ready to have a fun-filled and informative convention. *Laissez les bons temps rouler* (let the good times roll)!

latkins326@aol.com

How to Lead Employees Dealing with Deployment

Continued from page 53

Focus on the Team

As a leader, it is your role to create an atmosphere of respect and facilitate an employee’s return to work for the entire team. As the deployed employee returns to work, don’t forget about others. Try to create a climate of positive expectations for all employees and promote productive and supportive work relationships

It may be a good idea to have a meeting with your team before the deployed employee returns to work so you can discuss the transition, how it may impact the team and address concerns they may have. Having a welcoming event (breakfast and treats) can go a long way toward creating a sense of community.

Make sure to give extra attention and appreciation to the team members who handled the deployed employee’s job responsibilities. Be understanding that those employees also are going through a transition as they return to their former roles.

Leading with compassion and awareness of what the deployed employee is experiencing, as well as the impact on the workforce, can help

minimize negative experiences for the return to work. As a leader, make sure you are aware of your own experiences and feelings about military deployment. Try to create an atmosphere where your employees can approach you and be open about their feelings and concerns.

Encourage your employees to seek additional help and use the Employee Assistance Program for support. No matter how much preparation you do, unexpected occurrences are likely to happen. Be on the alert for tension and make time and space available to address any issues that you observe.

Try to find ways to integrate the positive experiences of the deployment into the work environment. While working with employees who face deployment can be a challenge, recognize that a veteran returning to work often brings skills of leadership, teamwork and perspective that can be valuable in the workplace.

If you or one of your employees is struggling with adjusting to civilian life, remember that your EAP is here to help. You can contact the EAP at 800-327-4968 (800-EAP-4YOU), TTY: 877-492-7341 or visit EAP4YOU.com for more information. Your EAP can provide you with tools to manage change successfully.

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Region vacant: Northeast

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



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