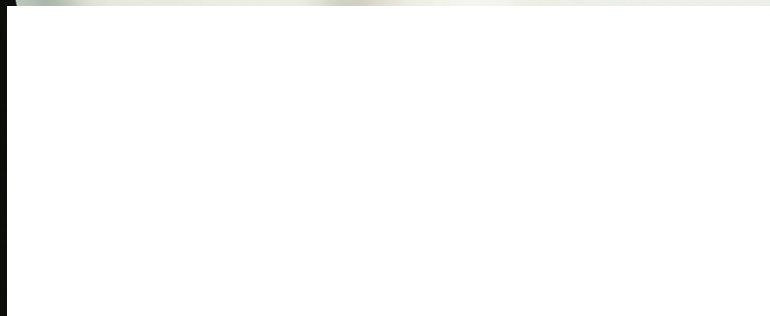


the Postal Supervisor

August 2022

**NAPS Is Positioned to
Negotiate in Good Faith
With USPS Leadership
for the Benefit of
Its Members**

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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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Always Serving Our Members

Hello, my NAPS brothers and sisters. I come to you this month as we are at our 68th National Convention, which makes writing this column somewhat surreal because it is July. Unfortunately, the column's subject and discussion are all too real.

"Keep Your Eyes on the Prize" is a folk song that became influential during the American Civil Rights Movement of the '50s and '60s. It is based on the traditional song, "Gospel Plow," also known as "Hold On," "Keep Your Hand on the Plow," and various permutations thereof.

Our historic victory in our lawsuit against the USPS has clarified three critical points that forever will reshape and define USPS EAS employees.

First and most important for EAS employees is the decision has positioned NAPS squarely at the table with postal leadership. We will directly participate in planning and developing pay policies and schedules, fringe benefit programs and other supervisory and managerial employee programs for *all* EAS employees.

The second clarifying point is USPS leadership's long-standing belief that NAPS did not represent USPS Area and Headquarters EAS employees. NAPS data found this USPS position was based on a 1978 MOU that expired in 1981.

The Postal Service did not dispute this fact. The court found that the Postal Service exceeded its authority by failing to consult with NAPS on USPS Area and Headquarters EAS employees.

The third point—and the one that should cause us all to pause to consider what is being represented by the actions of the other postal management association—is the court ruling that multiple organizations cannot each represent "a majority of supervisors." Only one postal management association has that right.

However, because any given postmaster organization must represent only "at least 20% of postmasters," as many as five postmaster organizations could qualify under the act. NAPS' membership currently comprises

approximately 32% of postmasters.

This third issue has caused the other management association to not act in the best interest of EAS employees, but out of its self-interest. This organization sided with the USPS against issues of fair pay and fringe benefits for EAS employees.

Their actions demonstrate a willingness to remain relegated to the subservient role of blind acceptance of USPS decisions that directly impact the lives of EAS employees whom we both represent. In other words, waiting for whatever the USPS allows them to have, never fighting for more.

After the failed USPS/NAPS 2016-2019 pay talks, the NAPS Executive Board realized this lack of engagement per the law no longer was a tenable option for the EAS employees we took an oath to serve. The course laid before us has been carefully planned and charted. We have and will remain focused on our objective.

That objective is to negotiate in good faith, seated at the table with USPS leadership, and directly participate in planning and developing pay policies and schedules, fringe benefit programs and other programs relating to supervisory and other managerial employees, which we now know means *all* EAS employees in the USPS. We will keep our eyes on the prize.

NAPS is surprised the other association appears committed to using the membership dues it collects to side with the Postal Service to oppose EAS rights. During the previous round of pay talks, they elected to sit on the sideline while NAPS vigorously challenged the USPS Pay-for-Performance (PFP) system. Our actions led to a Federal Mediation and Conciliation Service fact-finding panel that determined the PFP system covering all EAS personnel is "seriously flawed" and in need of correction.

NAPS is disappointed that the fellow postal management association—which should be fighting with NAPS for EAS employees—would side with the USPS. NAPS has not challenged the other association's legal right to represent postmasters. Rather, NAPS seeks the same right, under the same law, for its qualifying 32% of postmaster members. NAPS is following the law.

In solidarity ...

naps.ib@naps.org



Ivan D. Butts
President

Just the Facts ...

If you are of a certain age, as I am, you might remember the TV show “Dragnet,” where super detective Joe Friday would take on some of the toughest cases in Los Angeles. His favorite tagline was “Just the facts, ma’am” as he sought to clear the clutter from a suspect interview or was taking notes from an upset citizen.

You’re probably thinking, other than, “You’re showing your age, Chuck,” “What does this old TV show have to do with me?” Well, I recently was reminded of that old TV show when another Postal Service management organization sent out a video full of untruths and misrepresentations about NAPS. So, in the spirit of Joe Friday, here are the facts—just the facts.



Chuck Mulidore
Executive Vice President

This very small organization of about 8,000 active members took NAPS to task, claiming we represent supervisors mostly in plants and logistics, which, I assume, is beneath them. They also state in their video that their membership consists primarily of postmasters, which actually is one of the few true claims in the entire presentation.

So, here are some facts. NAPS’ membership is approximately 25,000 EAS employees, representing over 500 positions in postal management ranks. Interestingly, over 4,500 postmasters also are NAPS members, meaning NAPS has nearly as many active postmaster members as that other organization does!

Oh, and we don’t inflate our numbers with craft employees, as does the other organization, which takes these employees’ dues money, even though the organization can’t represent them. Most impressively, over 95% of our members are actively working EAS supervisors, managers, postmasters, SDOs, MDOs, MMOs, plant managers, HR personnel, OPS support and district, area and Headquarters personnel.

We represent *all* EAS employees, making us the best, largest and most effective management organization representing EAS employees in the Postal Service. NAPS is strong, growing and financially stable.

The U.S. Court of Appeals sided with NAPS in our lawsuit against the Postal Service, affirming NAPS is the *only* organization that can represent *all* EAS employees in the Postal Service. Sorry, other organization, that’s

just a fact. That organization even sided with the Postal Service against NAPS in our lawsuit.

The victory NAPS achieved as a result of its lawsuit will benefit all EAS employees—including postmasters—because NAPS now represents postmasters in pay and benefit consultations with the USPS. Yes, other organization, that, too, is a fact.

Perhaps the most egregious untruth from the other organization is its discussion of NAPS’ Disciplinary Defense Fund (DDF), which is a benefit of membership in NAPS, but not in that other group. Imagine being an EAS employee facing an adverse action and a rep from that organization told you to pay \$3,000 toward your own defense. Really?!

Here’s a fact: NAPS charges you nothing. Now, that other group seems unable to understand how that’s possible and, as a result, comes up with all kinds of fake scenarios about what your costs truly would be as a NAPS member. Remember, now, just the facts.

As NAPS executive vice president, I administer the DDF. *No one has paid out of their pocket for their representation*—no one. That, too, is just one more fact. You see, at NAPS, we don’t deal in conspiracy theories, we just represent our members.

Of course, our primary focus always has been to educate and train our members how to stay out of trouble. But, if by some chance something adverse should happen to you as an EAS employee, we will be there with world-class representation.

NAPS is well-prepared to meet the challenges of the future and meet them we will! Your resident officers at NAPS Headquarters, your Executive Board members across the country and your local branch leaders are committed to maintaining the standard of effective representation that has been the hallmark of NAPS membership. You see, at NAPS, we deal in facts—*just* the facts.

naps.cm@naps.org

Be Engaged and Involved

Time is fast approaching as we prepare for our upcoming 68th National Convention at the fabulous Hyatt Regency in the great city of New Orleans. There has been much preparation this past year to make this convention one of the best.

New Orleans Branch 73, led by President Tomica Duplessis, has been working above and beyond getting ready. They now are waiting to welcome NAPS dele-

gates from around the country and greet everyone with that great Southern hospitality. I can't wait!

What will make this the greatest convention ever is *you*—the delegate! Engagement is key in making any event successful. Your engagement will help us determine the direction you want your association to go in the future. Your engagement will build the foundation for our future. And

your engagement will make our 68th National Convention a success.

If you are a first-timer, make sure you attend the orientation meeting on Sunday, Aug. 7. You will learn the process that will be used during the convention business sessions. The orientation will give you a better understanding of how you can be constructively engaged in the process and events. We welcome you and your participation.

I recently read an inspiring quote from a Vietnamese monk, Thich Nhat Hanh. He said, "You must love in such a way that the person you love feels free." I found this to be beautiful and inspiring. After reading it, I thought about engagement.

True engagement should allow everyone to feel free to express their thoughts, ideas and be part of the process, as well as be appreciated. At our upcoming

convention, become part of the process. In order for change to occur, we need the two, big "I"s: Information and Inclusion.

It is easier for folks to accept change when they are part of the process. Become part of the process; get involved. Help move NAPS into the future!

And remember, increasing membership demonstrates leadership. I'm looking forward to seeing everyone in New Orleans. Safe travels and stay safe!

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The Postal Supervisor 2022 Production Schedule

Issue	Copy Deadline*	Mails
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.



Jimmy Warden
Secretary/Treasurer

We're Social
Connect With Us!

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

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

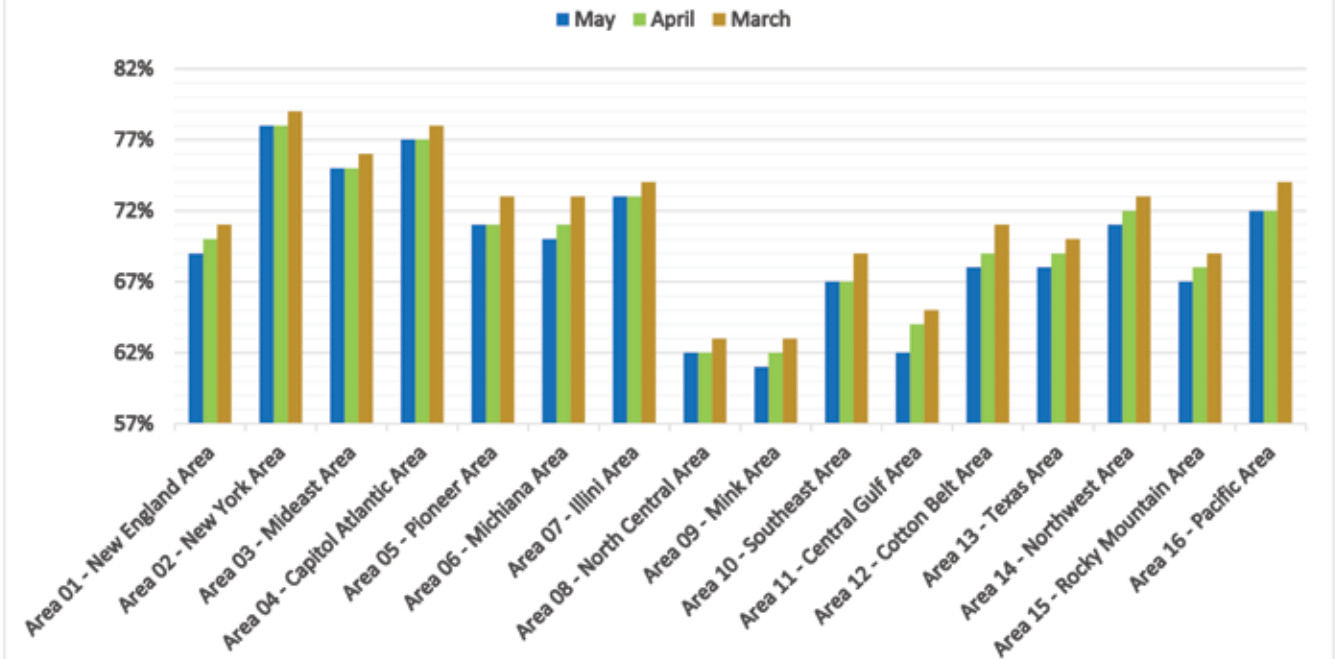
When submitting a photo, please tell us about the event, the names of the members in the photo and when the event occurred. Also, please send hi-resolution photos; we want everyone to look good.

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

National Association of Postal Supervisors Membership Report

May 2022

3 Month Member Percentage by Area



Regular Member Totals By Area	May 2022	April 2022	March 2022
Area 01 - New England Area	69%	70%	71%
Area 02 - New York Area	78%	78%	79%
Area 03 - Midwest Area	75%	75%	76%
Area 04 - Capitol Atlantic Area	77%	77%	78%
Area 05 - Pioneer Area	71%	71%	73%
Area 06 - Michiana Area	70%	71%	73%
Area 07 - Illini Area	73%	73%	74%
Area 08 - North Central Area	62%	62%	63%
Area 09 - Mink Area	61%	62%	63%
Area 10 - Southeast Area	67%	67%	69%
Area 11 - Central Gulf Area	62%	64%	65%
Area 12 - Cotton Belt Area	68%	69%	71%
Area 13 - Texas Area	68%	69%	70%
Area 14 - Northwest Area	71%	72%	73%
Area 15 - Rocky Mountain Area	67%	68%	69%
Area 16 - Pacific Area	72%	72%	74%
Total Regular Member %	70%	71%	72%
Total Regular Members	23,773	23,666	23,728
NonMember Totals	May 2022	April 2022	March 2022
Total NonMembers	9,716	9,474	8,851
Total NonMember %	30%	29%	28%

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Let's Think Now About Future Employees

Dee Perez

New York Area Vice President

Welcome to primetime, summer-associated headaches. Summer has arrived and mail plants and associate offices find themselves short-staffed in all functions. Even though the USPS is trying to hire employees to avoid these staffing shortfalls, it's unavoidable because our processes and mindset are broken and outdated with regard to hiring.

The first thing the agency needs to fix is changing the length of time it takes for a new employee to join the workforce; four to six weeks is ridiculously long. These new employees want to start working in a couple weeks.

At one time, the USPS and OPM hired through a civil service exam. It then was changed to avoid hiring new career employees in order to minimize costs. When you started as a PTF, you were guaranteed a career position. New craft employees rarely are as dedicated as you were back then. For many, this job is just a layover until something better comes along.

Why did the USPS set a hiring cap? I'm not privy to this decision made by our "Company," which we all understand is a "Service"—not a company. Although leadership thinks it's a company, let's allow them to continue with this illusion.

Acting and thinking like a company, while really being a service, create two, vastly different scenarios. It's like trying to insert a square peg

in a round hole.

My point is the USPS no longer fishes from the vast ocean of available career-minded employees. They now fish out of a pond. Why? In one word: Amazon.

Amazon has reeled in potential USPS employees at a staggering rate. The company currently employs 1.3 million workers and hires 170,000 workers a quarter for the holiday season. One out of every 153 American workers is employed by Amazon.



Whatever is left in the current pond that used to be a vast ocean of available hires is drying rapidly and may never return if the USPS doesn't start thinking outside its outdated, postal-box mentality processes concerning hiring. The USPS has to change the bait with which it is fishing in order to attract new, career-minded employees. In a few more years, more and more baby boomers will be retired; with its outdated hiring process, the USPS is wasting time and money.

What's the USPS' solution? Require a letter carrier be on the street eight hours a day. How long do you think that person will last before they start costing you sick leave, claim injuries or resign? Who's going to want this job? Not today's youth!

We are a service to the entire nation. It's time to pay regional cost-of-living wages, just as the USPS already does in certain areas and categories of employees. In my area, the unemployment rate is 2.7%. We can't find people who want this job. In some parts of the country, mail is being de-

livered at 11 p.m. and Customer Service supervisors are working over 100 hours a week.

There are offices rotating mail delivery because they don't have employees to deliver every route or open a window. The current hiring system is busted and does not work. We no longer can fish in a pond owned by Amazon with the same old bait we've used for decades.

Here are highlights from a Zoom meeting emailed to me:

Leadership: "I know the process."

Supervisor: "If I can't fix it with the process, then what's the point in having a process?"

Leadership: "I need actionable and trackable."

Supervisor: "I can't provide that when I don't have the employees to fix it." Another leader interrupts and changes the conversation.

Enjoy the summer of stress! And don't forget your homework: Sign a new member—including postmasters—weekly!

nyavpdee@aol.com



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.

National Association of Postal Supervisors

Louis M. Atkins Presidential Student Scholarships

Deadline: Dec. 31, 2022

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



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

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

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

Scholarship winners will be announced in January 2023. In addition, the scholarship winners will be listed in the March 2023 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Louis M. Atkins Presidential Student Scholarship** will receive a check, payable to the college or university listed in the application, in January 2023. Scholarships may be used to pay expenses in the student’s current or following semester.

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



Executive Vice President Chuck Mulidore attended Montgomery County (MD) Branch 403's meeting where branch officers were installed. From left: Eric Waddy, Steve Shawn, Sharon Spence, Carla Harvest and Mulidore.



Northeast Region Vice President Tommy Romy made his annual birthday visit on Flag Day to the gravesite of former NAPS President Vince Palladino.



John Russell, Boston Branch 43, compared membership in NAPS to a small town buying a new fire truck—it's in the garage, not being used. But if the need arises, it's there. What a great investment! Protect your job with a small, monthly investment in NAPS.



Executive Vice President Chuck Mulidore (right) and Southeast Area Vice President Bob Quinlan (left) with Georgia State President Jose Smyly (second from right) and Vice President Ozzie Camacho at the Georgia State Convention

From left: Illini Area Vice President Luz Moreno and Illinois North Shore Branch 270 officers Jasmine Harper, President Katie Levernier, Shanika Ivy and Gayle Mayo.



NAPS Executive Vice President Chuck Mulidore thanked Sen. Mark Kelly (D-AZ) and Rep. Elissa Slotkin (D-MI) for their support in passage of H.R. 3076, as well as asking for their support of H.R. 1623 and 1624.



Lloyd Cox, James E. Parks Jr. NOVA District Branch 526 president, and Rep. Gerry Connolly (D-VA)



During the NAPS Legislative Training Seminar in March, members from Portland, ME, Branch 96 met with Rep. Jared Golden (D-ME). From left: Golden, Maine State Legislative Chair Raymond Amerigian, Branch 96 Vice President Derek Lothridge, Tammy Whyte and Vice Presidents Doug Handy and Darrell Hafford.



Attending the Michigan State Convention were, from left: NAPS President Ivan D. Butts, Michiana Area Vice President Kevin Trayer, Upper Peninsula delegates Stacey Ashbrook and Jennifer Grant, NAPS Executive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden and Michigan State President Tony Viers.



Pennsylvania State Branch 941 President Sue Bartko recognized former Pennsylvania State presidents at the 100th Pennsylvania State Convention. From left: NAPS President Ivan D. Butts, Bartko, former Pennsylvania State Presidents Barbara McFall, Darryl Williams and Michele Kolecki, Eastern Region Vice President Richard L. Green Jr. and Mideast Area Vice President Tony Dallojacono.

The Los Angeles District held a fair for its new ASP graduates on June 17. NAPS Los Angeles Branch 39 signed 9 new members.

Los Angeles Branch 39 officers encouraged new ASP graduates to join NAPS, clockwise from lower left: New NAPS member Cassandra Sharpley, President Marilyn Jones, Vice President Sam Booth Jr., Trustees Carmen Johnson and Shirley Lee and Treasurer Margaret Derden.

Among the new ASP graduates from the Los Angeles District are nine new NAPS members: Penny Stansberry, Shanice Mangum, Cassandra Sharpley, Yessenia Contreras, Jose Alvarado, Marlesha Solomon, Maritza Fry, Rodger Washington II and Alesia Winston. Branch 39 member and Norwalk, CA, Postmaster Edwin Mendoza (right) was the ASP instructor.

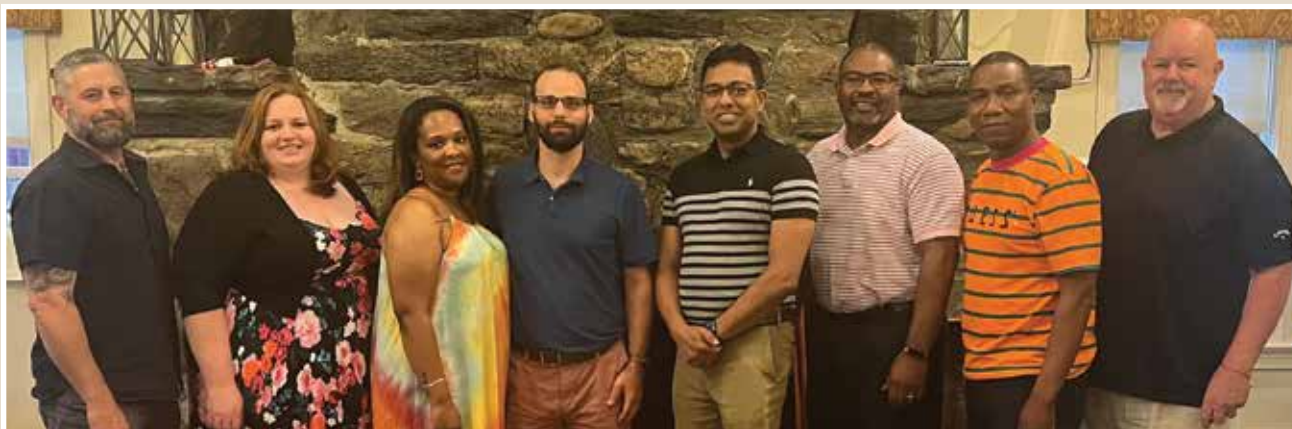




Virginia NAPS members (from left), Sylvia Archer, Richmond Branch 98, and Deborah Holley and Sheena Grooms, James E. Parks Jr. NOVA District Branch 526, at a reception for Rep. A. Donald McEachin (D-VA).



Rep. Jamie Raskin (D-MD) and Maryland-DC State Branch 923 President Steve Shawn



New England Area Vice President Bill Austin swore in the Fairfield County (CT) Executive Board officers. From left: Trustee Kevin Fyler, Secretary Erin Morrisoe, Trustee Jeanviele Coleman, Vice President Brian Falcha, Treasurer Jacob Williams, Trustee Rickey Sherrod, President Patrick Lauture and Austin.

Thomas Roma Brooklyn Branch 68 held its meeting and scholarship award night on June 14.



From left: Scholarship sponsor John Piscitelli, president and CEO of M3 Technology; NAPS New York Area Vice President Dee Perez; scholarship recipient Angelica Millan and her mother, Brenda Osorio; NAPS Northeast Region Vice President Tommy Roma and Brooklyn Postmaster John Tortorice.

Brooklyn Postmaster John Tortorice, NAPS Northeast Region Vice President Tommy Roma, M3 Technology President and CEO John Piscitelli and Field Agent Robert Piscitelli, M3 Technology



NAPS New York Area Vice President Dee Perez and Brooklyn Postmaster John Tortorice





The Andy Sozzi Scholarship, awarded by M3 Technology, was presented at the New Jersey State Convention to Justin Maroldi, whose mother Cynthia works at the Old Bridge, NJ, Post Office. Bottom row, from left: Mideast Area Vice President Tony Dallojacono, Ralph Dente from M3 Technology, Steve, Justin and Cynthia Maroldi, Robert L. Towns Branch 327 President Prescott Butler and Northeast Region Vice President Tommy Roma. Top row: New Jersey State Branch 933 officers Edgar Paulus, Sal Grasso and John Kofski (president).

Florida State Convention

Delegates at the convention participated in the 20th annual SPAC Walkathon, organized by Ann Strickland.





At the 2022 Capitol-Atlantic Area States Convention, the 10th annual Sandy Rankin Memorial Golf Tournament was held.



Team #1 members—the winning team—from left: Darryl Williams, Tournament Coordinator William Taylor, Mike Fields, Andre Jones and Robert Smiley.



Team #2: National Auxiliary Capitol-Atlantic Vice President Skip Corley, NAPS Pioneer Area Vice President Tim Needham and Eastern Region Vice President Richard L. Green Jr.



Team #3: NC/SC Bi-State President Rodney Charles, Julius Small, Ray Nolan and Kenny Fells.



Tournament Coordinator William Taylor congratulates Andre Jones, par 3 hole #6 winner.



Hole monitors Karen Douglas and Lillian Brooks



Capitol-Atlantic Area Vice President Troy Griffin and Alvin Harper

We All Can Help **Build Membership**

Florida Membership Drive

Bobby Bock

Central Florida Branch 406 President

At our recently completed Florida State Convention, one of the themes was increasing membership. Being a member of NAPS is very important to me; I always strive to sign new members wherever I go.

As you know, NAPS Headquarters recognizes members who sign a new NAPS member with a \$25 check. Here in Florida, we are doing one better.



I made a motion at the convention, which was approved, to have the Florida State Branch also provide an incentive for Florida members who sign new members. For the next six months, any Florida NAPS member who signs a new member will receive a \$25 check from the Florida State Branch in addition to the \$25 check from NAPS Headquarters. It is my hope this additional \$25 incentive will motivate Florida members to grow our organization even more.

At the Florida State Conven-

tion, I was humbled to receive an award for signing the most members in the state. I know I will be out there, meeting nonmembers and signing them as new NAPS members. I would like to be challenged by other Florida members who step up and sign new members.

Let's go, Florida, and the rest of NAPS! Talk to nonmembers and new supervisors and postmasters and sign them today.



June High-Five Club Members

Tom Barone, Branch 202

Susan Bartko, Branch 20

John Bu, Branch 68

Jonathan Kofksy, Branch 568/933 (signed 10+)

Larry Martin, Branch 42

Scott Mayle, Branch 33

Juan Pastor, Branch 100

Francisco Villalobos Jr., Branch 216

Linda Wilson, a May High-Five Club member, is a member of Branch 255—not Branch 14, as listed in the July issue.



Bob Levi

Director of Legislative & Political Affairs



Postal and federal legislative activities for the next congressional session, which begins January 2023, already have been significantly impacted by once-a-decade congress-

ed process of allocating the 435 House of Representative seats among the 50 states. The decennial U.S. Census is used to determine the number of House seats for each state.

As a result of the 2020 Census, Colorado, Florida, Montana, North Carolina and Oregon each gained one seat; Texas picked up two seats. On the

other hand, California, Illinois, Michigan, New York, Ohio, Pennsylvania and West Virgin-

ia each lost one seat. There was no change in the number of House members in the other states.

The redrawing of congressional district lines within each state is determined by state law, by a state-authorized reapportionment commission or, in some instances, by state courts. At times, lawsuits are filed to contest the redrawn lines on grounds of racial discrimination or hyper partisanship.

Generally speaking, each congressional district within a state must have approximately the same number of people. However, as the result of the 2020 Census, Alaska, Delaware, North Dakota, South Dakota and Vermont each are allocated only one House member.

Drawing district lines is one of the most highly charged endeavors a state legislature undertakes. It can change or solidify the partisanship of a district. The new lines also can thrust two members of the House in the same or different political party in the same district or create a new district to which a local legislator can aspire. Reapportionment commissions and state courts can achieve the same results, although, arguably, not for partisan or personal reasons.

Redistricting in a number of states has led to congressional retirements or decisions by lawmakers to seek other elective offices. For example, strong postal ally and former USPS manager Rep. Brenda Lawrence (D-MI) and postal supporter Rep. John Katko (R-NY) announced their plans to retire at the end of this Congress.

Postal friends Reps. Tim Ryan (D-OH) and Val Demings (D-FL) are leaving the House to run for the Senate. As of June 30, 57 current members of the House will not be seated in the 118th Congress, which convenes the first week of January 2023.

A number of postal and federal employee supporters were cast into more ideologically partisan districts, which resulted in them losing their primaries. For example, Reps. Rodney Davis (R-IL) and David McKinley (R-WV) both were redistricted and forced to run in their primaries against incumbent members of Congress who were perceived to be more aligned with former President Trump. In both instances, the former president endorsed their opponents.

NAPS Loses Postal Allies to Redistricting

sional reapportionment. A number of postal and federal employee allies were drawn into districts whose lines are foreign to them or have been challenged by congressional colleagues—many from their own party. In a few weeks, one such contest will take place in New York City.

First, some background. Congressional apportionment is the highly contentious, constitutionally mandat-

Thrift Savings Plan

Fund	G	F	C	S	I
June 2022	0.29%	(1.94%)	(6.55%)	(7.95%)	(8.21%)
12-month	1.89%	(10.05%)	(10.62%)	(29.80%)	(17.11%)

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
June 2022	(1.60%)	(2.98%)	(4.37%)	(4.84%)	(5.29%)
12-month	(2.87%)	(6.02%)	(9.29%)	(10.43%)	(11.50%)

Fund	L 2045	L 2050	L 2055	L 2060	L 2065
June 2022	(5.69%)	(6.07%)	(7.25%)	(7.25%)	(7.25%)
12-month	(12.51%)	(13.40%)	(15.69%)	(15.69%)	(15.70%)

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

The loss of Davis could impact bipartisan progress on eliminating the Government Pension Offset (GPO) and Windfall Elimination Provision (WEP). Davis has been the prime Republican proponent of eliminating the GPO and WEP as author of H.R. 82, the Social Security Fairness Act. As of June 30, the bill had 281 co-sponsors.

The loss of McKinley could impact bipartisan efforts to advance due process rights for postal managers. McKinley introduced H.R. 1624, the Postal Employee Appeal Rights Amendments Act, which would provide approximately 5,000 Headquarters postal managers with the same right to appeal adverse actions to the Merit Systems Protection Board as other postal managers.

Other members of Congress who lost in member vs. member primaries include Reps. Karen Bourdeaux (D-GA), Madison Cawthorn (R-NC), Marie Newman (D-IL), Tom Rice (R-SC), Steve Palazzo (R-MS) and Kurt Schrader (D-OR).

Possibly the most consequential primary for the postal and federal community will be decided later this summer on Aug. 23. As the result of a New York State Court of Appeals decision to assign a "special master" to craft the state's congressional district lines, two senior members of the New York delegation who chair powerful House committees will face one another in the Democratic primary.

The court rejected lines crafted by the New York legislature, deeming those lines too partisan. Consequently, House Oversight and Reform Committee Chairwoman Carolyn Maloney is competing with House Judiciary Committee Chairman Jerrold Nadler to represent New York's 11th Congressional District. Maloney's 2020 primary challenger also is in the race and could be a factor as to who prevails.

Continued on page 20

Invest in Savings Bonds

Joseph O'Donnell

In this challenging economic time, you may have noticed interest rates are not keeping up with inflation. Most CD interest rates currently are below 3%. Also, as a result of the volatile stock market, people may be reluctant to make investments for fear of losing their principle.

If you are looking for a way to protect your cash and receive a decent return on your investment, look into I bonds. Currently, these government bonds are paying 9.62% interest. I bonds with this interest rate can be purchased through October 2022. Interest is compounded semiannually.

The interest rate on an I bond is a combination of a fixed rate, which stays the same for the life of the bond, and an inflation rate, which is set twice a year. The inflation rate is the percent change in the Consumer Price Index for All Urban Consumers (CPI-U) over a six-month period ending before May 1 and Nov. 1 of each year.

The CPI-U is a monthly measure of the average change over time in the prices paid by consumers for a market basket of consumer goods and services. The interest you earn is added to the value of your I bond twice a year (May and November). Income is taxable for federal income taxes, but not for state and local taxes.

I bonds may be purchased electronically or as paper bonds. However, paper bonds only may be purchased when filing your federal income tax return using your income tax refund. I bonds may be purchased

electronically any time at treasury direct.gov.

The minimum electronic purchase is \$25; for paper bonds, the minimum is \$50. The maximum electronic purchase is \$10,000 annually; for paper bonds, the maximum is \$5,000 annually. Bonds purchased electronically can be purchased in any denomination to the penny from \$25 to \$10,000. Paper bonds may be purchased in the following denominations: \$50, \$100, \$200, \$500 or \$1,000.

I bonds earn interest for 30 years unless you cash them before that time. The bonds may be cashed after one year. However, if you cash them before five years, you lose the previous three months' interest. So, if you cash an I bond after 18 months, you get the first 15 months of interest. If you cash the bond before a year, you will not receive any interest.

Purchasing I bonds electronically must be done online using your checking account. You will need your routing and checking account numbers.

I bonds may be purchased as an investment in a no-risk product that protects you against inflation, as a supplement to your retirement or as a gift for education or more. I bonds purchased for a child can be made only through a trust.

Please visit the government site, treasurydirect.gov, for information on investments in these bonds.

dnnll_jsph@yahoo.com

Joseph O'Donnell is Pittsburgh Branch 201 legislative chair.



Legislative Update

Continued from page 19

It is important to note that without Maloney's leadership, it is doubtful the Postal Service Reform Act (Public Law 117-118) could have reached the desk of President Biden for his signature. In addition, Maloney has been a long-term, outspoken opponent of postal privatization and relaxation of the USPS Private Express Statutes that protect the sanctity of the mailbox.

Should Maloney lose the primary to Nadler, the top Democratic slot on the committee with jurisdiction over postal and federal employee and retiree issues would be vacant. Potential Democratic successors could be Reps. Eleanor Holmes Norton (DC), Gerry Connolly (VA), Stephen Lynch (MA) or Jamie Raskin (MD).

Of course, should Republicans win a majority of the House seats in November's general election, Rep. James Comer (KY), Maloney's partner in authoring the new postal law, would chair the Oversight and Reform Committee.

naps.rl@naps.org

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.

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 Box 50432, New Orleans, LA 70150-0432. Deadline: July 16.

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.



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 quiet antique shops. You will visit the Historic New Orleans Collection, a museum, research center and publisher dedicated to the study and preservation of the history and culture of New Orleans and the southern Gulf region.

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



Photo Courtesy of Steve Sweet



Garden District & Cemetery Walking Tour

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

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

a cemetery that is uniquely New Orleans.

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



Jean Lafitte Swamp or Airboat Tour

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

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



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



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

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



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



Photo Courtesy of Nolabob

National World War II Museum

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



Photo Courtesy of Nolabob

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

A Taste of New Orleans Cooking Demonstration

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

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



New Orleans CVB

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

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

Oak Alley Plantation

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

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



Mardi Gras Mask-Making Experience at Mardi Gras World

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



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

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

Mini Float Building

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

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



Photo Courtesy of Paul Mannix



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!



2022 SPAC Contributors



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

Salmon, James	AZ	Branch 246
Ayon, Celia	CA	Branch 88
Boisvert, Michael	CA	Branch 159
Campbell, Stephnia	CA	Branch 159
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Cuadrado, Hector	CT	Branch 5
McHugh, James	FL	Branch 386
Mullins, Kym	FL	Branch 81
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Coleman-Scruggs, Toni	IL	Branch 493
Moreno, Luz	IL	Branch 489
Randall, C. Michelle	MD	Branch 531

Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Johnson, Craig	MO	Branch 36
Weland, Heather	ND	Branch 937
Dallojacono, Anthony	NJ	Branch 568
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
Green Jr., Richard	VA	Branch 98

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.

June Contributors

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

Salmon, James	AZ	Branch 246
Campbell, Stephnia	CA	Branch 159
McHugh, James	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Moreno, Luz	IL	Branch 489
Johnson, Craig	MO	Branch 36
Weiland, Heather	ND	Branch 937
Green Jr., Richard	VA	Branch 98

VP Elite (\$750)

Randle, Carol	CA	Branch 39
Bock Jr., Robert	FL	Branch 406
Lynn, Patti	FL	Branch 296
Williams, Carolyn	FL	Branch 146
Murphy, Gregory	MA	Branch 102
Amergian, Raymond	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Trayer, Kevin	MI	Branch 142
Croswell, Darnel	SC	Branch 225
Austin, Jessie	TX	Branch 122
Cox, Lloyd	VA	Branch 526

Secretary's Roundtable (\$500)

Burton, Dawn	AZ	Branch 246
Donegan, Margie	CT	Branch 5
Gilbert, Belinda	FL	Branch 425
Hoerner, Thomas	FL	Branch 420
Ruckart, Kenneth	FL	Branch 386
Wagner, Brian	IL	Branch 255
Moreau, Steven	MA	Branch 102
Moreno, Richard	MA	Branch 498
Jones, Wilmore	MD	Branch 42
Whyte, Tammy	ME	Branch 96
Byrum, Jimmy	MI	Branch 508
Elyea, Chad	MI	Branch 142
Bednar, Margaret	NC	Branch 183
Scales-Bradley, Constance	NJ	Branch 53
Forde, Nicholas	NY	Branch 202
Bartko, Susan	PA	Branch 20
Green, Shri	TN	Branch 41
Elizondo Jr., Jaime	TX	Branch 122

Chairman's Club (\$250)

Brock, Tammy	FL	Branch 81
Brown, Martin	FL	Branch 93
Herzog, Rosemarie	FL	Branch 154

SPAC Scoreboard

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

National Aggregate:

\$165,893.63

National Per Capita:

\$6.51

Region Aggregate:

1. Western	\$37,740.70
2. Eastern	\$36,372.94
3. Northeast	\$32,848.95
4. Southern	\$32,410.16
5. Central	\$26,520.88

Region per Capita:

1. Northeast	\$7.23
2. Western	\$7.15
3. Eastern	\$6.24
4. Central	\$6.18
5. Southern	\$6.11

Area Aggregate:

1. Pacific	\$27,870.20
2. Capitol-Atlantic	\$22,440.65
3. Southeast	\$20,798.16
4. New York	\$16,603.95
5. New England	\$12,638.00
6. Mideast	\$12,415.00
7. Illini	\$ 8,404.50
8. Michiana	\$ 8,302.00
9. North Central	\$ 6,746.38
10. Northwest	\$ 5,386.00
11. Texas	\$ 5,384.00
12. Pioneer	\$ 5,124.29
13. Rocky Mountain	\$ 4,484.50
14. Cotton Belt	\$ 4,428.00
15. MINK	\$ 3,068.00
16. Central Gulf	\$ 1,800.00

Area Per Capita:

1. Southeast	\$10.36
2. Pacific	\$ 9.75
3. New England	\$ 8.70
4. North Central	\$ 7.75
5. Illini	\$ 7.46
6. New York	\$ 7.32
7. Capitol-Atlantic	\$ 7.08
8. Michiana	\$ 6.80
9. Mideast	\$ 5.75
10. Northwest	\$ 5.15
11. Cotton Belt	\$ 4.57
12. Pioneer	\$ 3.88
13. Texas	\$ 3.31
14. Rocky Mountain	\$ 3.26
15. MINK	\$ 2.85
16. Central Gulf	\$ 2.56

State Aggregate:

1. California	\$26,135.20
2. Florida	\$19,506.16
3. New York	\$15,703.95
4. Illinois	\$ 8,404.50
5. Maryland	\$ 7,908.00

State Per Capita:

1. Maine	\$30.94
2. North Dakota	\$28.92
3. South Dakota	\$14.11
4. Maryland	\$13.59
5. Florida	\$12.81

Drive for 5

Members by Region:

1. Southern	50
2. Eastern	44
3. Western	43
4. Northeast	36
5. Central	35

Aggregate by Region:

1. Western	\$10,030.00
2. Eastern	\$ 8,603.00
3. Southern	\$ 8,586.66
4. Northeast	\$ 6,840.11
5. Central	\$ 4,882.00

Malcolm, Kirk	FL	Branch 321
Quinlan, Robert	FL	Branch 154
Roundtree, Edith	FL	Branch 154
Suarez, Eduardo	FL	Branch 146
Wittic, Eileen	FL	Branch 231
Cook, Carol	IL	Branch 14
Lacey, Lynn	IL	Branch 489
Norton, Paul	IN	Branch 8
Ciccone, Alexander	MA	Branch 43
Ignoto, Vincent	MA	Branch 43
Gramblin, Reginald	MD	Branch 531
Lothridge, Derek	ME	Branch 96
Cogar, Laurie	MI	Branch 268
Orloski, Rose	MI	Branch 508
Schneider, Irene	MI	Branch 508
Schunemann, Diane	NH	Branch 932
Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75
Krempa, Keith	NY	Branch 11
Violante, Vincent	NY	Branch 202
Mayes, Sean	OH	Branch 29
Paige, Lillie	OH	Branch 46
Iles, Michelle	TN	Branch 41
Clark Jr., Bobby	TX	Branch 124
Cooper, Karen	TX	Branch 124
Hawkins, Vivian	TX	Branch 124
Miller, Ovetta	TX	Branch 9
Aragon, Ramon	WA	Branch 61
Gruetzmacher, Bjoern	WA	Branch 61
McComas, Christina	WV	Branch 212

Supporter (\$100)

Kiszcak, Sharon	AZ	Branch 246
March, Wendell	AZ	Branch 246
Perkins, Marcia	CT	Branch 3
Viola, Joseph	CT	Branch 3
Brady, Catherine	FL	Branch 420
Calhoun, Clothelia	FL	Branch 354
Foster, Shalonda	FL	Branch 354
Fulcher, Sandra	FL	Branch 146
Gonzalez, Ernesto	FL	Branch 406
Gucmeris, Algimantas	FL	Branch 420
Guyton, Patricia	FL	Branch 146
LeCounte, Michael	FL	Branch 146
Lozano, Armando	FL	Branch 321
Maytin, Raymond	FL	Branch 146
Metcalfe, Thomas	FL	Branch 146
Murray, Donald	FL	Branch 93
Ross, Randy	FL	Branch 81
Seda, Michael	FL	Branch 154
Laurendine, Kyle	LA	Branch 73

New Orleans Challenge Coin



NAPS delegates attending the 68th NAPS National Convention in New Orleans will have the opportunity to get a challenge coin designed just for the convention. For a contribution of \$25 to SPAC, you will get this specially designed challenge coin.

Capobianco, Christopher	MA	Branch 6
Chapin, Cindy	MA	Branch 375
Lewin, Kim	MA	Branch 118
Madden, Roy	MA	Branch 6
Harnest, Carla	MD	Branch 403
Martin, Larry	MD	Branch 403
Thompson, Craig	MD	Branch 42
Hafford, Darrell	ME	Branch 96
Handy, Truman	ME	Branch 96
Archibald, James	MI	Branch 268
Bodary, Joseph	MI	Branch 268
Glenn, Sandra	MI	Branch 140
Hessling, Kevin	MI	Branch 508
Hines, Frederick	MI	Branch 508
Hommerson Jr., David	MI	Branch 130
Hunsanger, Laurianne	MI	Branch 508
Schiller, Elizabeth	MI	Branch 268
Smith, Theresa	MI	Branch 130
Ruggiero, Joseph	NH	Branch 932
Kimbrough, Marcia	OH	Branch 46
Kolecki, Michele	PA	Branch 941
Uber, Casei	PA	Branch 554
Barbee, Johnny	TN	Branch 41
Wade, Harold	VA	Branch 526
White Jr., William	VA	Branch 526
Maggioncalda, Sharon	WI	Branch 213



PERF

Support the

Postal Employees' Relief Fund

This spring, more than 600,000 acres have burned in New Mexico. The wildfires have been fueled by unusually dry, warm conditions and spread by strong winds. Wildfires are increasing due to temperatures warmed by climate change, drought and forests overgrown after decades of fire suppression.

In November 2018, more than 20 Postal Service employees lost their homes in California's Camp Fire—carriers, clerks, supervisors and postmasters. Employees were evacuated; at least nine offices were closed. The level of devastation was unbelievable.

When disaster strikes, the Postal Employees' Relief Fund provides tax-free relief grants to postal employees and retirees to help them reestablish their homes and replace necessities. PERF is your charity. Please make a donation 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.

Women's Mental Health: Managing Stress to Maintain Strength



Submitted by the USPS Employee Assistance Program

Focusing on mental health should be a priority for everyone; it's especially important for women. One in eight women will experience depression and one in five women will face some sort of mental health issue in their lifetime, according to the Anxiety & Depression Association of America.

Not only can mental disorders affect women and men differently, but there also are certain types of disorders unique to women. For example, some women may experience symptoms of mental health challenges at times of hormone change. Having a baby is a hormone-changing event. For some women, it can trigger postnatal depression (after the baby's birth) and/or antenatal depression (during pregnancy).

Menopause is another time in a woman's life when their hormones are impacted. And while every woman's experience of menopause is different, some find they have changes to their mental health, such as mood swings, anxiety and feeling low.

In addition to mental health struggles related to biological factors,

women also experience social stressors such as financial, occupational, health and relationship concerns. They find themselves in additional roles and situations that may contribute to increased mental health challenges.

Women often have caretaking roles. Whether caring for children, elderly parents or other relatives, women's roles often include family obligations on top of everyday challenges. This may lead to feeling overwhelmed due to time constraints and unmet obligations. It also can lead to a sense of failure or an inability to meet expectations of themselves and others.

Women often spend more time caring for others than they do themselves, which poses physical and mental health risks. Depression, anxiety, heart problems, headaches/migraines, obesity and stomach issues all are linked to excessive or chronic stress.

Women also suffer from body image distortions, which may lead to depression and anxiety. Society too often depicts an unrealistic or un-

healthy image of women. It is important for men and women to be aware of how they talk about and represent women. They may unknowingly be passing along harmful messages to their daughters, granddaughters, nieces and other females.

Complimenting girls and young women on their accomplishments, talents and personal values rather than looks or weight is important. When one knows better, one does better. It is important to be mindful of how communication may be impacting someone's thoughts, beliefs and agenda.

For younger women, along with concerns regarding body image, there are societal pressures to have a career and a family. This pressure often plays a role in mental health concerns. Women asking younger women when they are going to start a family or why they don't want children are great examples of how they subtly put pressure on young women. This communication can exacerbate mental health concerns.

Women often are expected to do it all: work, maintain a household,

raise children and take care of family members. Falling short in any of these areas may make women feel as if they are failing. If they already struggle with anxiety or depression, this easily can lead to them feeling overwhelmed.

Learning how to manage stress and encouraging others to use stress-management techniques can lead to improved responses to stressful situations and build resilience. These are key to promoting a healthy balance. It is important to take a personal inventory now and again to see what is going well and where there can be improvements.

The following tips provide a good place to start stress reduction:

Take care of your physical health

- Focus on nutrition.
- Eat a well-balanced diet with vegetables, lean meats, fruits and whole grains.
- Exercise for at least 30 minutes, two to three times per week.
- Practice relaxation techniques such as yoga, guided meditation, mindfulness or listen to relaxing music.
- Try to get enough sleep; aim for eight to nine hours per night.

Take care of yourself emotionally

- Work toward healthy self-esteem.
- Express emotions in a healthy way; do not bottle them.

Take care of yourself mentally

- Maintain a positive outlook; do not dwell on the negative.
- Have a resilient attitude; whatever comes your way, you can manage it.

- Think realistically; do not set yourself up for failure.
- Set realistic goals for yourself at work and at home.

Take care of yourself socially:

- Set limits and boundaries with others.

Thoughts from the NAPS Branches

Professionalism Is More Than Attire

Bobby Bock

On May 18 via email, we received the new national dress code for career non-bargaining employees. The author of this policy is Simon Story, vice president, Human Resources.

Over my 32 years as an EAS employee, I've always dressed professionally. I did not need a policy with do's and don'ts. Most of our members want to not only be professional in how they dress, but also in how we interact with one another.

Recently, more EAS employees in leadership roles are failing to treat their subordinates professionally in verbal interactions, text messages and emails. I have observed higher-level managers using inappropriate language during their interactions with me in person, on telecons and in group settings.

No matter your level, some individuals think using profanity in the workplace is acceptable behavior. Leaders use profanity as an adjective to describe situations. We all know that, at times, a profanity is going to

slip out. But profanity-laced discussions should not be the norm in our business communications.

Are you offended when someone uses profanity in your presence? Even though we all are adults and we have

large vocabularies, there are too many who talk to us as if we were longshoremen (apologies to all the longshoremen out there).

We need to treat one another as we would like to be treated and bring civility back to the work-

place. If you are someone who uses profanity in the workplace, take heed of what you are doing and realize the loss of respect from those who work for you.

If you are the recipient of workplace profanity, make a copy of this column and send it to the person who needs to improve their vocabulary. We all need to work together to clean up our act when it comes to communicating in the workplace.

bocknaps406@aol.com

Bobby Bock is president of Central Florida Branch 406.



- Do not allow yourself to be stretched too thin. It is okay to say "no."
- Spend time with the ones who love and support you.
- Stay connected by making plans with friends.
- **Take care of yourself spiritually**
- Take time to practice your

- spiritual or religious beliefs.
- Take time out of each day to focus on gratitude.
- Be present in the moment.

It is important for women to reflect on the sources of stress in their lives. They may need to scale back obligations or ask for help. Women

Continued on page 35

Notes

from the National Auxiliary

'Mi Familia'

Rick Hall

Eastern Region Vice President

I have been a member of the National Auxiliary for a couple of decades. Joining the organization turned out to be a good decision for me and my family.

As a new member, I volunteered to work wherever and whenever I was needed. I met various members and made friends from all over the country. During that time, I was given the opportunity to learn and understand just how important the Auxiliary was to NAPS.



The Auxiliary has an awesome responsibility and is very effective at providing continuous support to NAPS, including raising funds to support SPAC initiatives. We have demonstrated our wholehearted loyalty and unwavering dedication over the years.

As the years progressed and membership grew, the Auxiliary became more than just a support organization; we became an extended family. We saw each other several times a year at conventions and events—always happy to greet one another and work to-

The National Auxiliary is saddened to report the death of Marie Annette Carter on June 11 in San Antonio, TX. She served as National Auxiliary President, 2002-2004, and was a member of the San Antonio Branch 103 Auxiliary.

Marie served in the Air Force from 1975-1979 and was a graduate of Southwest Texas State University.

gether as "Team Auxiliary."

As decades passed—yes, decades—amicable feelings evolved into genuine feelings of love, respect and concern. We provided emotional support to each other during challenging and unbearable times in our lives, such as the deaths of parents, children and loved ones. We held prayer vigils to encourage each other

Time is running out! Ticket orders must be received by July 31; no tickets will be sold on-site.

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.

during periods of sickness or catastrophic circumstances.

We also celebrated our good times together when we overcame hardships and celebrated birthdays, children's weddings, college graduations, the birth of children and grandchildren and so much more.

We did all this while continuing to support NAPS as the organization championed national causes and events on behalf of its members. In short, we became each other's surrogate family. "Sister Sledge" sums it up perfectly with its timeless song that echoes the lyrics, "We Are Family!"

We certainly are family, but, more importantly, singer Bill Withers' soul-stirring song illustrates just

how prolific this bond is when he sings, "Lean on Me." This sentiment reminds us all why we do what we do in this organization:

Lean on me

When you're not strong

And I'll be your friend

I'll help you carry on

For it won't be long

Till I'm gonna need somebody to lean on

Over the decades, this has become the Auxiliary's mantra and battle cry. Our clarion call—Lean on me! Lean on us! I thank God for the good graces of our Auxiliary. *Mi familia; our familia!*

rhall43247@aol.com

Women's Mental Health: Managing Stress to Maintain Strength

Continued from page 33

often are hesitant to reach out to their support system when they need a hand, but it can help reduce stress.

In addition to seeking support, looking at things through a different lens can go a long way in providing relief and changing perspective. Altering a point of view can lead to solutions that could not be seen before. Accepting change as a challenge and an opportunity rather than a threat is one way to become more resilient. Women should ask themselves these important questions:

- Do I care for myself as much as I care for others?
- Does my inner dialogue match what I would tell a friend or loved one?
- Am I being mindful of what I tell myself?
- Do I self-sabotage by telling myself, "I can't do that, I don't know what else to do, this is a horrible situation, and I can't get out of it?"
- Do I help myself by saying, "I

can do this, I will find a different way, this is a tough situation, but it is only temporary, and I will make it through?"

• Do I make an effort to maintain a positive attitude in order to face challenges and stressors in a healthier way?

Not only is it important to ask these questions and practice these skills, but it's critical to pass these skills on to daughters, nieces, granddaughters and other women in our lives.

Mental-health stigma still exists. Teaching the next generation of women and men that talking openly about mental health and practicing good self-care are huge steps in the right direction to improve and promote everyone's mental health.

If you find yourself struggling with changes in your life, new stressors, challenges or added obligations and are having troubling finding a healthy balance, your EAP is here to help. Contact us today at 800-327-4968 (800-EAP-4YOU), TTY: 877-492-7341 or online at EAP4YOU.com.

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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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