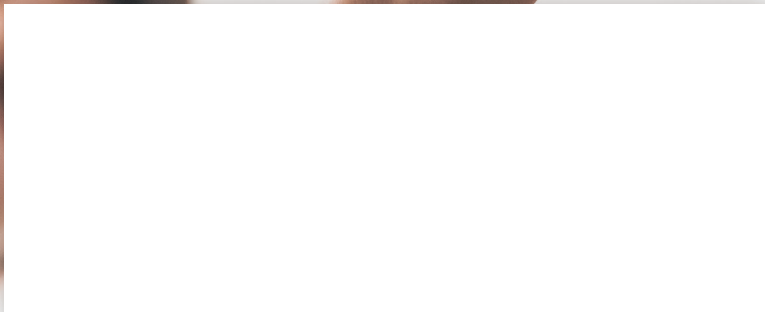


# the Postal Supervisor

September 2023

**Success Depends on  
Cooperative Engagement—  
Working Together for a  
Common Purpose While  
Treating Each Other With  
Kindness, Dignity and  
Respect**

*page 3*



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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 Jimmy Warden at [naps.jw@naps.org](mailto:naps.jw@naps.org).

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# Kindness Counts

**T**his is not a disclaimer: Not all leaders lack the knowledge, skills and abilities (KSAs) to be great leaders and mentors. However, some lack the desire and motivation.

In a local branch newsletter, I read about a growing concern regarding the level of negative engagement and lack of dignity and respect being directed toward EAS employees in this local branch. The address of this branch could be the same as one of the sample letters we used to see when focus classroom training was a part of the Postal Service's training and development: ANYTOWN, USA.



**Ivan D. Butts**  
President

What was astonishing was the response received by the branch's leadership. I wish this reaction was based on management's response, indicating it wants increased engagement to identify leadership that could benefit from improved KSAs and be better leaders and mentors. Or how this engagement could be transformed from battlefield engagement to cooperative engagement.

However, my astonishment comes from leadership's response, which continues to demonstrate disdain toward EAS employees. The response sought to chastise NAPS for not saying anything positive about the Postal Service, while failing to acknowledge the unkind acts and words from leadership to the EAS employees who maintain the agency's day-to-day operations. This level of disconnect that allows one group to not acknowledge the concerns of others is dangerous.

In the past, we have received commitments from USPS Headquarters leadership that local leaders will engage with EAS employees at the local level. The question, though, is, "What kind of engagement is that?"

As I said earlier, there are two kinds of engagement. The first is bat-

tlefield engagement, where one side seeks to do irreparable harm to the other. The second is cooperative engagement, where both sides seek to come together for a common purpose and good; it is not designed to hurt or cause harm to the other. Cooperative engagement is both sides seeking to work for the overall success of the agency, while treating each other with a degree of kindness, dignity and respect.

One of my employees sent me an article written by one of this country's great military minds and motivators—General Colin Powell—who, when speaking of kindness, said, "Kindness is not just about being nice; it's about recognizing another human being who deserves care and respect."

He reminds us, "Every person in an organization has value and wants that value to be recognized. Everyone needs appreciation and reinforcement. Taking care of employees is perhaps the best form of kindness. You can never err by treating everyone in the building with respect, thoughtfulness and a kind word."

Powell believes, "If you develop a reputation for kindness, even the most unpleasant decisions will go down easier. People will realize that your decision must be necessary and is not arbitrary or made without empathy."

As Dr. Suess said, "To the world, you may be one person. But to one person, you may be the world." Kindness definitely counts.

In solidarity ...

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

## **The Postal Supervisor 2023 Production Schedule**

<b>Issue</b>	<b>Copy Deadline*</b>	<b>Mails</b>
OCT	9-5	10-3
NOV	10-4	10-31
DEC	11-1	11-30
JAN '24	12-1	1-2
FEB	1-4	1-31

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

## **Lahaina Wildfire**

Seven Postal Service employees have lost their houses due to the devastating wildfire in Lahaina on Maui. The Lahaina Post Office survived, but the Downtown Lahaina Finance Station is a total loss. Please keep residents on the island in your thoughts and prayers and consider making a donation to PERE. See page 37 for more information.

# One Important Benefit of Your NAPS Membership

**D**uring a recent *NAPS Chat* podcast, Bob Levi, NAPS director of Legislative & Political Affairs, and I discussed one of the many great benefits of your NAPS membership—the NAPS Disciplinary Defense Fund (DDF). The DDF represents working NAPS members, as well as retired members who were in good standing at the time of their retirement. This is found in Article IX of the Bylaws portion of the NAPS Constitution and Bylaws:

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

The DDF will represent you in any type of adverse action, reduction in

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

This means that if, by chance, one of these unfortunate actions might happen to you, NAPS will be there to defend you. Best of all, that defense will not cost you a penny out of your own pocket! Your right to be defended by the NAPS DDF is a benefit of membership in NAPS.

Now, compare that to another postal management organization that asks you to pay thousands of dollars up front to even be considered for representation under its disciplinary fund. Imagine being in a removal situation or potential downgrade and you have to pay that organization several thousand dollars out of your own pocket just to be considered for representation!

That is not right, but, then again, that other organization has barely a third the number of working EAS members as NAPS, so it does not have the financial wherewithal to defend you as a benefit of membership. But we do!

Obviously, we hope you never get into that type of

situation. NAPS’ belief is we would rather *keep* you out of trouble than *get* you out of trouble. We offer a plethora of training to accomplish that. But if you face an adverse situation, NAPS will be there to defend you with an array of advocates including attorneys and former MSPB judges and USPS Labor Relations managers.

One of my duties as your executive vice president is to administer the DDF on behalf of your Executive Board members and, of course, you. So I thought I would provide an update as to the types of cases, the numbers of the various types of cases and our NAPS DDF successes in defending our members in these types of cases.

Through the end of NAPS’ fiscal year, May 31, 2023, NAPS received 76 DDF cases, including MSPB, debt collection and *ELM* 650 cases for those who do not currently have MSPB rights under the law. The average cost of those cases was approximately \$2,500 per case. Again, none of that cost is borne by the member we are representing.

Of the 60 MSPB cases, only four were lost; the others were wins, settlements, withdrawals or cases still pending. Our positive results are reflected in the debt collection and *ELM* 650 cases we have, as well. As you can see, not only does NAPS represent you in these types of actions, we also do a great job in getting positive outcomes for our members!

You may be wondering what types of DDF cases NAPS receives. Finance, sexual misconduct, performance and falsification are the most prevalent, but violence, attendance and theft also are significant. I encourage you to protect yourself from these types of issues in your career. In any of these situations, you can keep yourself out of the way of adverse actions simply by following one rule: Always do the right thing!

You know what that is, you know what is right. Do *not* allow your manager, co-worker, POOM, MCSO, MDO or PCES executive in any way to influence you to compromise your integrity. I can promise you, when push comes to shove, they will not stand by you—but NAPS will, now and always.

As you can see, NAPS membership is the best insurance policy you ever will have in your career. We hope you never will need the excellent services provided by the NAPS DDF. But, if you do, we will be there to stand and fight with you!

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



**Chuck Mulidore**  
*Executive Vice President*

# Let's Keep the Membership Ball Rolling

Realize, as you read this column, many of you will say, "Jimmy, you told us that already!" And my reply is, "Yea, yea, *but?*" Reminders can be a good thing. And, yes, the topic is membership.

We need to treat membership not as the hot topic of the month, but as a daily priority. Why? Because it is the right thing to do. Nonmembers need to know about our association and the benefits of being a member.

Afford them the choice of becoming a member by speaking with them.

I recently heard about a branch president who was assisting another branch with recruiting. When they called a nonmember at their office, the nonmember said they had been a supervisor for four years; no one informed or asked them to be a member of NAPS.

That two-minute phone call turned a nonmember into a member

and gave that supervisor a feeling of now being part of the great family of NAPS members. They no longer feel alone in their career and now have the confidence and sense of security as they have the NAPS family to turn to when in need.

So, why am I writing this reminder to everyone? Because I need your help! Many are doing a fantastic job recruiting members. This past fiscal year—June 1, 2022, through May 31, 2023—NAPS Headquarters paid \$80,225 in sponsor checks and "High-Five Club" member recipients.

When you compare this to the previous year—June 1, 2021, through May 31, 2022—NAPS Headquarters paid \$22,850 in sponsor checks. Last fiscal year, we had an incredible year thanks to all of you. Presently, we have 25,054 active members and 1,456 associate members. Total membership as of June was 26,510, which is the highest number of members in over two years.

Why is this such a great positive? In June, we lost approximately 275 members through retirements. June usually is the time of year many retire. Understandably, they want to enjoy the summer. But, this June, not only did you recruit enough new members to retain our overall membership number, the number of active

members increased by 326.

Now, back to the *reminder*. There are four ways to submit an *1187*. The first way is by mailing the original copy to NAPS Headquarters; only *one* copy is needed. Many times, we receive two copies of the same application in the same envelope. We only need one, good, clear copy.

The second way is by scanning a copy and emailing it as an attachment to JOIN@naps.org. Place the new member's name in the subject box of the email. This allows us to save and track the application much easier. Also, attach only one application per email as we track the application by the name in the subject box.

Please, *do not* send the application to NAPSHQ@naps.org. This delays the process and hampers the tracking process.

The third way is using the new QR code. I included the code in my July column and am including it again here. A new member can scan the code and complete the *1187* online and click "submit."

The application will be emailed to JOIN@naps.org. If you sign a new member using the QR code, remember to add your sponsor information before they submit the *1187*.

The fourth and last way is to hand the *1187s* to one of the NAPS resident officers. When Ivan, Chuck or I attend a training seminar or state convention, bring the *1187s* with you and we will gladly take them back to NAPS Headquarters for processing. Also, remember we no longer need the full Social Security number—only the last four digits.

Please, *do not* send us photos of an *1187*; they become distorted and the HRSSC will reject them. Mail or scan the original *1187*. This greatly helps us and the HRSSC expedite processing.

Your hard work and dedication are not going unnoticed. Thank you! Increasing membership demonstrates leadership.

Stay safe!

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

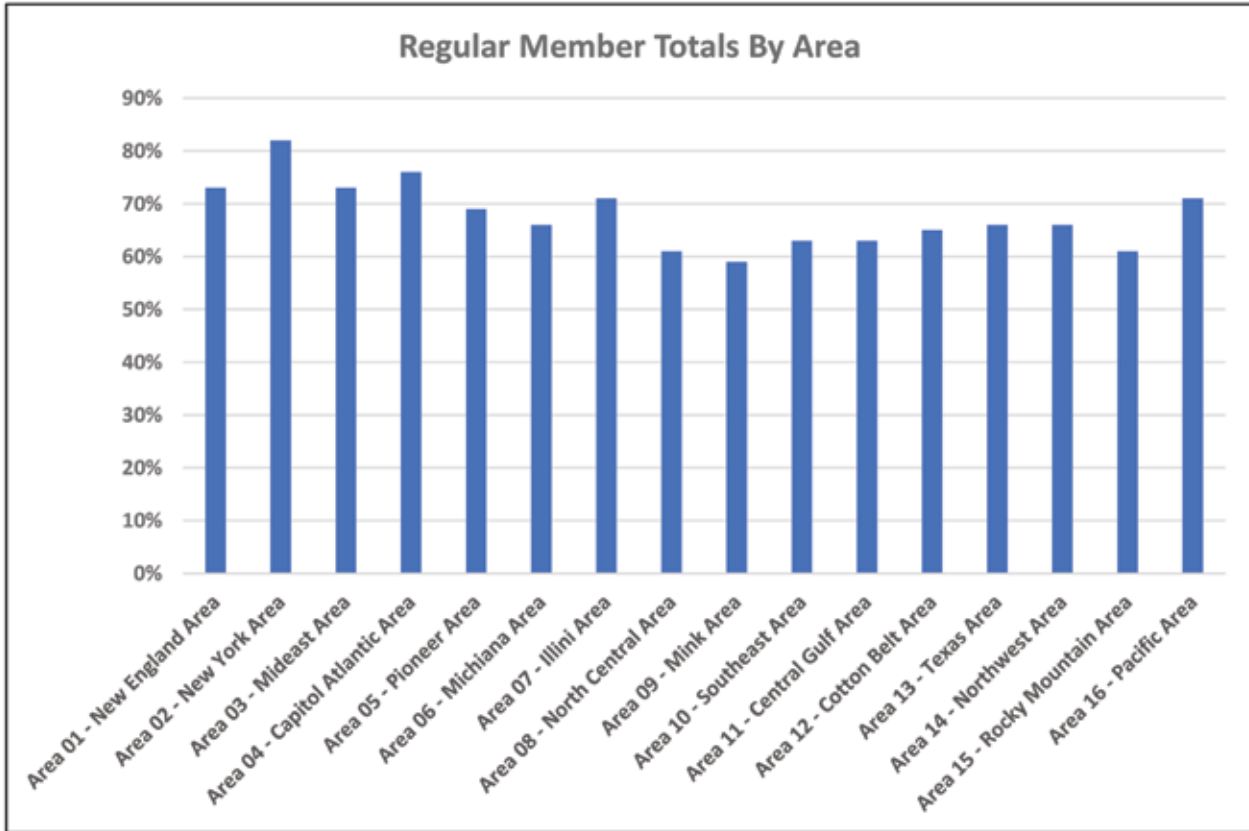


**Jimmy Warden**  
Secretary/Treasurer



# National Association of Postal Supervisors Membership Report

June 2023



Regular Member Totals By Area	
Area 01 - New England Area	73%
Area 02 - New York Area	82%
Area 03 - Mideast Area	73%
Area 04 - Capitol Atlantic Area	76%
Area 05 - Pioneer Area	69%
Area 06 - Michiana Area	66%
Area 07 - Illini Area	71%
Area 08 - North Central Area	61%
Area 09 - Mink Area	59%
Area 10 - Southeast Area	63%
Area 11 - Central Gulf Area	63%
Area 12 - Cotton Belt Area	65%
Area 13 - Texas Area	66%
Area 14 - Northwest Area	66%
Area 15 - Rocky Mountain Area	61%
Area 16 - Pacific Area	71%
<b>Total Regular Member %</b>	<b>69%</b>
<b>Total Regular Members</b>	<b>25,033</b>
NonMember Totals	
<b>Total NonMembers</b>	<b>10,982</b>
<b>Total NonMember %</b>	<b>31%</b>



Become a member by submitting a scanned copy of **Form 1187** to: [Join@naps.org](mailto:Join@naps.org)

# NAPS Legislative Campaign



**Urge Your Member  
of Congress to  
Co-Sponsor and  
Ask for a Vote on  
the Social Security  
Fairness Act—  
H.R. 82**

Scan the QR code by opening the camera app on your mobile device. Focus on the code, tap on the screen and follow the instructions.



# Workhour Discrepancies, VMF Access to Telemetrics, NPA Retention Rates, C360 Cases, Hold Mail in S&DCs Among Items Discussed

**T**he March 30 consultative meeting was conducted during the NAPS spring Executive Board meeting; all board members were present. Representing the Postal Service were Bruce Nicholson, Paulita Wimbush and Tomica Duplessis, Labor Relations Policies & Programs.

## Agenda Item #1

NAPS asked for a full briefing on the HERO process.

*Kellie Calderon, USPS director of Compensation Programs, provided a briefing on the HERO Performance Pilot (see June 2023 issue, page 45).*

## Agenda Item #2

Based on an OIG report, many supervisor workhours are not properly recorded or transferred, which leads to numerous issues; specifically, 43% of supervisors indicated they had not been paid for additional hours they worked. As indicated in the report, USPS senior leadership agreed with the report's findings.

NAPS asked what specific steps senior USPS leadership will take to ensure supervisors who are entitled to additional pay are compensated properly and not intimidated to incorrectly record their workhours.

*Regarding NAPS' statement that "43% of supervisors indicated they had not been paid for additional hours they worked," per the OIG's findings, this was due to supervisors not recording the workhours. The OIG's findings were as follows:*

*"We interviewed a judgmental sam-*

*ple of 72 supervisors, including acting supervisors, and found that 31 (43%) reported working extra time that was not recorded in TACS. Also, 34 (47%) of the 72 supervisors stated there were circumstances where they were required to work through their lunch breaks... This occurred because supervisors did not always follow procedures to record their extra hours by either using the time clock or a PS Form 1260.*

*"Ten supervisors cited reasons related to their perception of management's expectations and possible consequences of working more hours than expected. Eight supervisors indicated management had instructed them to limit their extra straight time, while two supervisors stated they were afraid management would not allow the extra time or they may take some action against them because of the extra hours."*

*Supervisors are eligible for additional pay when meeting eligibility of the Employee and Labor Relations Manual (ELM), 434.143, Eligible for FLSA-Exempt EAS Additional Pay:*

*"FLSA special-exempt employees in EAS-18 positions and below are eligible for EAS additional pay if authorized to work over 8.5 hours on a scheduled day or any hours on a nonscheduled day, even while on a temporary assignment such as to an OIC position. When authorized work exceeds 8.5 hours on a scheduled day, EAS additional pay is received for the first half hour as well as for the authorized work over 8.5 hours. Regular FLSA-exempt employees in EAS-23 positions and below positions except postmasters and officers-in-charge are eligible during the designated Christmas*

*period provided they are authorized to work over 8.5 hours on a scheduled day or any hours on a nonscheduled day and the additional hours are spent directly supervising bargaining unit employees in mail processing or delivery functions."*

*The OIG agreed with the Postal Service's response that management would reiterate proper timekeeping procedures and emphasize the requirement for supervisors to adhere to their work schedules and record all hours, including extra hours.*

## Agenda Item #3

NAPS Headquarters has been made aware that while NDCs no longer process SCF letters and flats, this remains part of the Four Walls Service indicator as part of NPA. When and how will this be corrected?

*We will present this concern to the NPA Committee for determination and ask NAPS for suggestions on measuring this indicator. Normally, the process for a scorecard that cannot generate a score would be to remove that indicator and redistribute the weight appropriately to the other indicators. The NPA Committee includes representatives from each function of the Postal Service, as well as from NAPS Headquarters.*

## Agenda Item #4

NAPS Headquarters requested the formula/algorithm that Postal Headquarters uses to calculate clerk complement for the HR Field Departments.

*There is no established staffing criteria for the HR clerk jobs listed below. The HR clerks were established in 2017 per*



an agreement with APWU to add 362 jobs as a result of EAS desk audit results. The Postal Service allocated 362 of the total HR clerk craft count to the districts in 2017. Distribution was based on total employee count and the district made the determination on the specific job that would be established. The 362 jobs were redistributed following the 2020 restructure; the 362 jobs have remained.

0203-0016	P7-06	HR CLERK - HEALTH & RESOURCE MGMT
0203-0014	P7-06	HR CLERK - LABOR RELATIONS
0203-0017	P7-06	HR CLERK - LEARN DEV & DIVERSITY
0203-0015	P7-06	HR CLERK - LOCAL SVC COMP MGMT
0203-0013	P7-06	HR CLERK - SAFETY

**Agenda Item #5**

NAPS asked why an EAS Form 50 does not include tour, hours of work and NS days.

The Form 50 does not include the employee's tour, hours of work or NS days. When the need to change an EAS schedule is determined for justifiable business reasons, the request is processed by submitting the appropriate forms in eHRSSC. The forms are processed by local field HR.

The schedule change information is stored in the Human Capital Enterprise System (HCES)—the warehouse for everything related to the employee. HCES information is output to other systems, such as TACS/eRMS for entering work-hours and leave and the HRSSC for job postings. Employee schedules also are output to webCOINS.

**Agenda Item #6**

NAPS asked what specifically is included in the national loading time average of 22 minutes, which was mentioned many times at the supervisors' symposiums and is identified on the daily triangulation report. Why is the 22-minute load time being used as a hardline—not a guideline—when each carrier is different? This number is skewed based on parcel volume and other

factors and should be removed from the report.

The National Average was gathered from every 3999 conducted in the country for calendar year 2021/generated from TIAREAP data. The 22 minutes is the mean of those load times based on 3999 data using clock rings and allocated DCD functions. This is a guideline (parameter) to measure load times.

**Agenda Item #7**

NAPS contended that geo-fence is not 100% accurate in the triangulation

report. Currently, offices with routes delivering within the vicinity of an office are being picked up by the geo-fence as extending their loading time. Additionally, when a carrier returns to pick up a piece of another route to deliver and returns later, the geo-fence does not adjust to the additional street time. Based on these reports' inaccuracies, this should be removed from the report.

There are instances where a carrier's geo location is inaccurate, particularly in areas with poor cell reception and/or tall buildings, (e.g., New York City) that can disrupt it. The system could assume the carrier is within an office's geo-fence when they are delivering across the street. That said, the number of carriers this affects is minimal compared to the total number of carriers out on the street every day. These issues would be in limited locations on limited routes; local management should be aware of these instances.

**Agenda Item #8**

NAPS contended that the triangulation report office time variance to 60 minutes is another inaccurate report. Currently, each route is evaluated based on mail volume and casing standards set in the M41 of 18 & 8, along with built-in line items and local MOUs for every office.

Several factors in the morning lower this number, such as 10-minute office breaks and vehicle checks, as well as safety and service talks. DOIS is a more accurate tool to measure office productivity—not a national, 60-minute, hard-line number being used. This report should be removed.

This report is a guideline (parameter) to measure office performance and highlight offices and routes that exceed 60 minutes. It brings attention to local management and district leadership to investigate further to determine whether the excess to 60 minutes is justified.

**Agenda Item #9**

Labor Relations is a Headquarters function. NAPS asked what guidance, if any, has Labor given to the field on issuing corrective action. Who is to write the action? Who reviews the proposed action to ensure it is properly prepared and issued?

District Labor Relations is responsible for writing all 7-day and 14-day suspensions, as well as any removals. The field should contact their district Labor Relations for any guidance on corrective action.

**Agenda Item #10**

NAPS said EAS employees are carrying mail on city routes and rural routes. The Postal Service does pay certain levels of EAS employees when they do; hours are to be reported on Retail and Delivery Applications & Reports (RADAR). However, how specifically should these workhours be recorded?

If not properly recorded, a false picture is presented on many Operations reports. This is true on both city and rural routes. For example, rural 4240s are not accurate, DOIS earned workhours vs. actual work-hour reports are skewed.

Office and street time reports are not accurate, variance reports are

skewed. Actual workhours and SPLY reports are skewed. SPLY workhours will not be accurate. NAPS requests that USPS Headquarters issues an SOP on how workhours used by EAS employees to sort, case and deliver mail should be distributed.

*The Time and Attendance Collection System (TACS) site includes instructions on transferring workhours. The LTATS (Loan, Transfer and Training System) Module in TACS allows you to manually enter a transfer of hours for current or previous pay weeks to another LDC (Labor Distribution Code) within your office or to another Finance number/pay location.*

*The LTATS Entry Module is used to transfer total workhours, not individual employee hours. Therefore, LTATS can be used to combine workhours and overtime for multiple employees in a single transfer.*

*When transferring hours in LTATS, you can transfer only actual workhours and overtime hours. The TACS system will automatically create LTATS hours based on employee moves. If there are adjustments for prior pay weeks or from offices that do not have Timeclock (EBR) moves, they would be entered in this module.*

#### **Agenda Item #11**

NAPS pointed out the Postal Service has purchased devices from Geotab so Vehicle Maintenance Facilities can monitor vehicles for performance. Currently, most VMF managers have not been granted access to the telematics system. When will VMF managers be granted access?

*The Cyber Information Security Office (CISO) requires that users needing access to any postal system go through appropriate clearance and approval through the ARIS program. Because development time to build ARIS access into Geotab will take months, the IT team is building a temporary, albeit automated, PS Form 1357, Request for Computer*

*Access, in order for VMF employees (EAS and craft) to obtain approval to access the system. All VMF employees will obtain access with differing levels according to their positions.*

#### **Agenda Item #12**

NAPS asked what Fleet Management is doing to prepare for next generation delivery vehicles (NGDVs). Will all VMFs be able to handle NGDVs regarding building size and lift capacity? Also, what is Fleet Management doing in terms of infrastructure to handle the new battery vehicles? What is the status regarding training/tools for VMF employees with NGDV and commercial-off-the-shelf (COTS) vehicles?

*Fleet Management, in partnership with Engineering, NGDV PMO group, Safety and other stakeholders, conduct monthly and weekly meetings with the vehicle supplier to review program updates. Management is continually conducting route assessments to ensure NGDVs are deployed to routes where their capabilities are maximized and avoid locations where they may not be used (i.e., height restricted routes/parking).*

*Assessments have been conducted and we continue to reassess VMFs that may not have the ability or capacity to maintain NGDVs. Plans are in place to prioritize facility, equipment and tool upgrades as NGDVs are deployed. A training facility is being built at the NCED campus in Norman, OK, for our technicians to service NGDV and other COTS vehicles.*

#### **Agenda Item #13**

NAPS asked why only supervisors in Level-22 offices and above were allowed to attend the delivery symposiums. When will supervisors in offices below Level-22 receive the training and information provided at those symposiums?

*The success of the supervisor symposiums is being assessed. We will inform*

*NAPS of any further training after that assessment is complete.*

#### **Agenda Item #14**

NAPS has asked for specific pay data from the Postal Service several times, but it has not been provided, in violation of Title 39 of the U.S. Code. When will NAPS receive this information in accordance with the law?

*This matter will be discussed outside this forum.*

#### **Agenda Item #15**

NAPS has been made aware that many districts use unfunded positions/details in Human Resources called the HR Support Group or an Integration Team. Local offices are pressured from Postal Headquarters/district managers to get carrier routes to base or better and get CSV to 100%.

In addition, there are EAS T-time usage restrictions and offices with limited EAS employee coverage. NAPS asked that these details be posted as regular positions for these teams if they are so necessary and important.

*We are unaware of an HR Support Group/Integration Team. The HR function, although they interact with CRDO and post offices, is part of the Headquarters structure rather than assigned to a district.*

#### **Agenda Item #16**

NAPS asked how criteria is met for retention rates in NPA. Can this be adjusted to not include employees leaving because they find better jobs, better pay, go to school or find a job in the field they wanted, to name just a few? This should be changed to only include retention under the control of offices.

*Retention was a FY22 NPA goal. For FY23, the metric was changed to career and non-career separations. Detailed reasons for employees leaving are not recorded, but exit surveys are conducted.*

*Nature of Action (NOA) codes—resignation, separations, terminations, removals and retirements—are recorded. For NPA purposes retirements, removals and separations for cause (charges pending/pre-appointment condition) are excluded.*

*Based on exit surveys provided by employees leaving the USPS, major factors for leaving the organization revolve around work environment, supervision and work schedules, which all are within our control.*

### **Agenda Item #17**

NAPS contended that C360 cases not under the control of offices must be answered; these include packages stuck at the plant or in transit for excess periods of time. As a result, these cases cannot be accurately answered, yet the customer might give a bad rating because they did not get the package in a certain time frame. The USPS only should count what is under the control of local offices, such as customer packages arriving in the office and not delivered or complaints about a carrier.

*C360 Package Inquiry Service Requests are routed based on the destination address of the package involved in the inquiry, meaning the inquiry will be routed to the local post office that serves the destination address on the package. Staff at the local post office serve as the assigned point of contact for the customer.*

*In the case of a package that has not reached the delivery unit at the time the customer opened their service request, multiple tools exist to enable local post office users to assist their customers. Single Package Look Up (SPLU) is linked into the C360 Service Request and allows users to pull up any images captured of the package, which enables them to see if the address label or barcode has any problems that could be causing the delay, look to see if the package shows any signs of damage, etc.*

*Examining the tracking record in either SPLU or Product Tracking and*

*Reporting (PTR), the LPO user can determine if the package is looping and contact the appropriate processing facility Package Inquiry Team in Outlook (see below) to ask for their assistance. The District Consumer Affairs manager also can provide guidance in resolving the issue.*

*Service requests related to packages traveling through the network are created only if certain conditions are met:*

*1. The package has a real “possession” event, meaning it has at least one physical scan on that package. Implied scans or pre-possession events are not proof the USPS really has possession of a package; Email Us prevents customers from being able to open service requests on any package not yet in USPS possession. This functionality was added in 2021.*

*2. The package must be in USPS possession for at least five days before we allow a service request to be created. Additionally, research has shown that between 70-80% of the time, if the customer had waited just two more days before opening their service request, the package would have been delivered.*

*When customers call the Care Center about a package traveling in our network, we now explain we believe the package will be delivered in another two days and offer the customer the option of allowing us to call them back (text and email also are options) to give them an update on the package, rather than allowing them to immediately open a service request.*

*Those measures have been highly effective in reducing the number of package inquiry service requests related to packages traveling through our network. The specific numbers vary from office to office, but, in the current state, as much as 80% of all package inquiries received by an LPO are about packages that have reached the delivery unit—scanned delivered, but not received by the customer—and scanning integrity issues—false scans applied to packages by either craft or EAS employees to “stop-the-clock,” etc..*

*Concerning the survey question referenced in this concern, the question we ask the customer is as follows: “Overall, how satisfied are you with the quality of service you received in response to the issue?”*

*We are asking the customer to tell us how the C360 user(s) who worked on their service request provided the assistance needed. The answer to that question is directly influenced by the way the C360 user(s) assisted the customer.*

*Did they empathize with the customer and apologize for the situation or brush them off as “not my problem?” Did they provide communication and updates to the customer throughout the process? Did they ensure the service request was not closed prematurely, giving the appropriate time for the matter to be investigated and resolved?*

*If, ultimately, the package was not found, did the LPO C360 user(s) involved provide the customer clear guidance on how to file a claim, open a Missing Mail Search (where applicable) or advise the customer to contact the sender to let them know if an uninsured package was never received? And throughout all of this, did they maintain a kind, respectful attitude in their attempts to assist the customer?*

*All those actions are what influences a customer’s perception of the quality of service provided them during the investigation, handling and resolution of their service request. Even when bad news is the only news we have to provide the customer, we see positive responses to the OSAT question when provided in an empathetic way with clear communication that shows the customer we did everything we could to assist them.*

### **Agenda Item #18**

NAPS contended that EAS employees in Support functions—HR personnel from Texas District 2 in the Houston District—were denied administrative leave for an ice storm that crippled the state in February

2021. The local NAPS branch went through district USPS leadership.

All craft and EAS employees from delivery and the plant were paid administrative leave for the days the entire state was without power and roads were undrivable. However, the HR group never was paid administrative leave.

Texas-2 HR Manager Seritia Clark told the NAPS branch president that District Manager Chenise LeDoux had made the decision not to pay them. Clark was not going to change the decision, even though, technically, HR did not report to the district manager.

NAPS requested that HR EAS employees be paid administrative leave for Feb. 15 and 16, 2021.

*Requests for administrative leave need to be reviewed on a case-by-case basis. We are unaware of the local determinations for these decisions for a time period of over two years ago. This should be directed to the area office.*

*This event occurred during the pandemic; most administrative positions were working remotely or had the capability of teleworking. Employees on annual leave, sick leave or LWOP are not eligible for administrative leave.*

## 519 Administrative Leave

### 519.1 Definition

“Administrative leave is absence from duty authorized by appropriate postal officials without charge to annual or sick leave and without loss of pay.”

### 519.2 Special Conditions

#### 519.21 Acts of God

##### 519.211 General

“Acts of God involve community disasters such as fire, flood, or storms. The disaster situation must be general rather than personal in scope and impact. It must prevent groups of employees from working or reporting to work.”

#### 519.212 Authorizing Administrative Leave for Acts of God

“The following provisions concern administrative leave for acts of God:

“a. Postmasters and other installation heads have authority to approve administrative leave for up to 1 day.

“b. District managers and Postal Career Executive Service (PCES) plant managers may authorize administrative leave beyond 1 day, but not to exceed a total of 3 days, for their installation and those reporting to it.

“c. District managers and senior or lead plant managers may approve administrative leave for periods up to and in excess of 3 days for their installation and those reporting to it.”

#### 519.213 Determining the Cause of Absence

“Postmasters and other appropriate postal officials determine whether absences from duty allegedly due to ‘acts of God’ were, in fact, due to such cause or whether the employee or employees in question could, with reasonable diligence, have reported for duty.”

#### 519.216 Employees on Annual Leave, Sick Leave, or LWOP

“Employees on annual leave, sick leave, or LWOP remain in such status. They are not entitled to administrative leave.”

### Agenda Item #19

NAPS asked how hold mail and notice-left parcels will be handled in S&DCs. Is the plan for customers to drive extra miles to the S&DC to pick up the mail or will customers pick up the mail at their former post office (the retail unit)? Will S&DCs have a retail window?

*The purpose of establishing S&DCs is to reduce transportation and mail handling costs, as well as provide postal customers additional services. S&DCs*

*will allow for easier standardization and management of operations, while improving building and operating conditions for employees.*

*On establishment of an S&DC, carriers in nearby facilities and clerks were shifted from their prior installation to the S&DC. There was no impact to customer service; clerks assigned to window operations remained. The prior installations and their retail units still service customers of their ZIP code rather than the S&DC.*

### Agenda Item #20

NAPS Headquarters has heard from supervisors in the field they are given scanning instructions on how to scan parcels that have been brought back in the evening. For example, due to darkness or other safety concerns, road closures or extreme weather events, such as flooding, to name just a few. What are the correct end-of-day scanning instructions for parcels that, for one reason or another, are brought back undelivered by an employee?

*Packages should be attempted/delivered at the point of delivery most of the time. If there is an act of God/extreme weather, then, if approved from their MPOO/DM, they would use “Weather Delay” scan. These packages should go out for delivery when it’s safe to do so.*

*If there is a safety concern due to road closures, weather-impacted loop/street, they would scan “No Access” at the closest point of the no access (unless dangerous to do so). These packages should go out for delivery when safe to do so.*

*If the packages were not attempted and brought back, they should be scanned “Delivery Delay.” This is not a stop the clock, but simple information for the customer. These packages should go out for delivery the following business day.*

# NAPS Disciplinary Defense Fund Representation Request Form

DDF Applicant Name: \_\_\_\_\_  
SS#: \_\_\_\_\_

Office: \_\_\_\_\_  
Branch: \_\_\_\_\_

Work Phone: (     ) \_\_\_\_\_  
Home Phone: (     ) \_\_\_\_\_

Date of Notice of Proposed Action  
or Notice of Debt Determination: \_\_\_\_\_

Date of Letter of Decision or  
Notice of Involuntary Offset: \_\_\_\_\_

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

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

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

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

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

\_\_\_\_\_  
Signature of Member

\_\_\_\_\_  
Signature of Branch President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

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

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

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

# CRDO 60 Minutes in the Office Requirement, Disrespectful Messaging from Senior Leaders Among Items Discussed

**P**resident Ivan D. Butts, Executive Vice President Chuck Mulidore and Secretary/Treasurer Jimmy Warden attended the May 30 Zoom consultative meeting. Representing the Postal Service were Bruce Nicholson, Paulita Wimbush and Tomica Duplessis, Labor Relations Policies & Programs.

## Agenda Item #1

NAPS asked USPS Headquarters to supply NAPS with the metrics identifying logistics pay levels for EAS employees.

*This information was provided to NAPS in Feb. 7 correspondence. The workload model ranks logistics facility installation. This model comprises three sections—surface, air and complement. Each section was based on weighted calculations of workload factors.*

*The workload model determines the appropriate level of Logistics facility installations. The workload model determines a standard work score that equates to one of the five levels of Logistics facilities.*

Earned Level	Grade Level
Level 1	EAS-25
Level 2	EAS-24
Level 3	EAS-23
Level 4	EAS-21
Level 5	EAS-20
No Manager	N/A

## Agenda Item #2

NAPS said offices currently are being singled out for not adhering to the CRDO team 60 minutes in the office requirement on the triangulation report. This does not consider DOIS projections or the fact an office may have an MOU that provides office breaks and wash-up time prior to going to the street, thus making it extremely difficult to achieve this

metric. Can the CRDO team factor local MOUs into the equation in order to realistically achieve this 60 minutes?

*This item was discussed during the March consultative meeting. The report measures office performance and highlights offices and facilities in excess of 60 minutes. It does not include additional data based on local agreements. The highlighted offices direct senior local leadership to investigate to determine whether the excess of 60 minutes is justified.*

## Agenda Item #3

NAPS contended the CRDO team currently is placing a lot of pressure on their subordinate leaders who, in turn, pass it down to AOs and EAS employees in mail plants and the field. Senior district leaders often disrespectfully pass along this message

to their EAS employees, which is causing a very stressful and potentially hostile work environment.

NAPS continually has brought this issue of treatment of EAS employees in the field to the attention of senior postal leadership. What will USPS Headquarters do to stop this disrespectful treatment?

*This item references plant operations no longer tied to the district structure. If NAPS is made aware of*

Model	Model Weight	Workload Factors	Weight
Surface Model	20%	# of DRO/HCR Trips	20%
		# of NASS Codes Served	20%
		# of total Miles Driven within Service Area (DRO/HCR)	15%
		# of DRO Contracts	5%
		# of HCR Contracts	10%
		# of PVS Miles	15%
		# of Mailers	10%
		Hubs Served	5%
Air Model	20%	FedEX NT	10%
		FedEX DT	25%
		UPS Host Plant	20%
		Air Supplementals	20%
		CAIR Supplementals	25%
Complement Model	60%	# of Authorized EAS	20%
		# of On-rolls	80%
	100%		

*messaging sent in a derogatory manner, then it should be directed to local Labor Relations and specifics are provided. Publication 552, "Employee's Guide to Understanding, Preventing and Reporting Harassment," is a helpful guide to educate employees to determine whether another employee's actions may be harassment. This guide also includes steps for reporting harassment.*

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

NAPS referred to Public Law 109-435, the Postal Accountability and Enhancement Act (PAEA), under Section 301, that reads, in part: "Prohibits the Postal Service from closing or consolidating any processing or logistics facilities without using specified procedures for public notice and input."

Section 302 further outlines the processes the Postal Service must follow when consolidating or closing any processing or logistics facilities. Should the Postal Service propose consolidations or closures of processing or logistic facilities, the PAEA requires the Postal Service to provide adequate public notice to communities potentially affected by a proposed rationalization decision; make available information regarding any service changes in the affected communities, any other effects on customers, any effects on postal employees and any cost savings; afford affected persons ample opportunity to provide input on the proposed decision; and take such comments into account in making a final decision.

As the planned deployment of the S&DC and RP&DC initiatives involve the consolidation of postal plants and facilities into a new network, why has the USPS not followed the law in public notification and input?

*This agenda item questions matters of public law and is not suitable for a consultative meeting.*



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



## **July High-Five Club Members**

Kanani Alos, Branch 214, HI  
Eddie Archer, Branch 98, VA  
John Bu, Branch 68, NY  
Anthony Carlo, Branch 100, NY  
Richard Carmona, Branch 122, TX  
Darlene Evans, Branch 157, NC  
Victor Garcia, Branch 77, CA  
Deborah Johnson, Branch 88, CA  
David Joseph,\* Branch 183, NC  
Renee Rafuse, Branch 102, MA  
Leola Ray, Branch 41, TN  
Andrea Robinson, Branch 35, PA  
Sabir Salih, Branch 120, MA  
Steve Shawn, Branch 403, MD  
Roy Strobl Jr., Branch 442, WI  
Maryann Verria, Branch 43, MA

\*Signed 10+ new members in 90 days

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

NAPS pointed out that Public Law 117-108, the Postal Service Reform Act of 2022, requires that "The Postal Service shall develop and maintain a publicly available website with an interactive web tool that provides performance information for market-dominant products that is updated on a weekly basis."

NAPS asked if the Postal Service has set up this website as required by law. If so, what is the web address

to access this information? If not, when will the performance portal be available?

*This agenda item is questioning matters of public law and is not suitable for a consultative meeting.*

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

NAPS requested the package volume trend data by week for FY23 with SPLY comparisons, nationally and by area.

*This data was provided.*

# Lead 7 Clerk Access to TACS, Upward Mobility Details, Mercury Spills Among Items Discussed

**P**resident Ivan D. Butts, Executive Vice President Chuck Mulidore and Secretary/Treasurer Jimmy Warden attended the June 28 Zoom consultative meeting. Representing the Postal Service were Bruce Nicholson, James Timmons, Paulita Wimbush and Tomica Duplessis, Labor Relations Policies & Programs.

## Agenda Item #1

NAPS noted that the APWU has requested access to TACS management reports so they can run them for management. However, to date, USPS Headquarters has not provided access to these reports. Therefore, local management has to run/pull these reports, which is lead 7 clerk work according to the APWU and generates a grievance. The resolution would be to allow the lead 7 clerk to have access to these reports.

*This matter already has been posed to Headquarters and is being evaluated.*

## Agenda Item #2

NAPS is concerned that upward mobility details are being offered to non-career employees due to lack of interest by local EAS employees. NAPS has two concerns:

1. Local NAPS members are not seeing details posted locally to apply for them.

2. NAPS has expressed its concerns over the lack of mentoring and development of EAS employees that is further actively disengaging EAS employees.

NAPS requested that USPS Headquarters develops a posting policy for all details (authorized and unautho-

rized). NAPS also requested that, if no suitable EAS employee is found locally for a posted detail assignment, the detail assignment be offered to a wider area of consideration to Form 50 EAS employees.

*We have discussed this with NAPS on previous occasions. Staffing NTE positions and/or details are opportunities usually of a developmental nature and are temporary. The best qualified or suitable individual should be selected.*

*Those employees interested in career advancement should notify their manager. HERO also is a great tool for those interested in career advancement. Ensure that your HERO profile is completed and up to date. Career conversations can be requested through HERO and development plans can be established with your manager.*

*HERO development outlines three important steps for employees who seek advancement opportunities to follow:*

1. It starts with your HERO Profile.
2. Have a career conversation.
3. Develop a plan.

*Career conversations facilitate an environment for the employee and their designated/selected managers to have meaningful conversations about the employee's career aspirations, organizational needs and a path for developing and achieving career goals.*

*A development plan is a living document that outlines key development activities necessary for obtaining knowledge, skills and experience that can advance an employee in their current role or a role into which they intend on growing.*

*HERO also affords local management the opportunity to develop talent pools. Talent pool management serves*

*as the foundation for identifying and promoting talent, facilitating career development and organizing corporate succession planning. By using talent pools, the organization can calibrate their talent, draw from both formal and informal experiences and support the future work of the Postal Service.*

*Talent pools provide an online area to organize and calibrate your talent. Talent pools eliminate hard-copy succession plans. Instead, succession plans are stored in one, centralized location where talent can be identified, sorted and managed. Talent pools can be private or shared with other employees who have access to them.*

## Agenda Item #3

NAPS referred to the mercury spills occurring around the country in various facilities, large and small, and observed it is incumbent on the organization to ask and pursue what effects these spills are having on NPA data in and around these impacted facilities. Closures, shutdowns, network changes, scanning impacts, workhour impacts and COOPs have ripple effects across operations, service, budgets and more.

NAPS noted it further is concerned about the safety impact to those employees, including EAS, who work in these facilities. NAPS asked what has changed in the induction process for these types of parcels that is allowing these dangerous chemicals to enter the mailstream. What will the USPS do to investigate and correct these deficiencies?

*Determining whether there is any impact to NPA can occur months later. For example, some financial indicators*



are measured monthly and reporting is not yet available. If there is a significant impact on NPA for these events, then mitigating factors are considered.

The process for package acceptance has not changed. The emphasis on keeping mercury out of the mail stream continues to increase and can be measured by escalating focus and additional resources provided to the field as it relates to this prohibited item. Some recent/ongoing/upcoming actions include:

- Inclusion of mercury in the HAZMAT question with the acceptance of all packages and added as part of RSS workflow: “Does this parcel, (item, article) contain anything liquid, fragile, perishable or potentially hazardous, such as lithium batteries, perfume, mercury or aerosol?”

- Addition of mercury-specific “Shops” as part of the Retail Customer Experience evaluations.

- Certification of stand-up talks related to MIRT Incidents and Certification Survey—[https://blue.usps.gov/inspection-service/\\_pdf/transportation-aviation-security/hazmat-stand-up-talks-updated.pdf](https://blue.usps.gov/inspection-service/_pdf/transportation-aviation-security/hazmat-stand-up-talks-updated.pdf).

- Mercury Retail Digest Articles; next scheduled release as special edition prior to 6/30/23.

- Messaging on mercury scheduled for a push prior to 6/30/23 to all office scanners.

- Use of Retail Counter HazGuide created by USPS as reference at retail offices (mercury guidelines included). Refresh forthcoming in July.

- National Learn & Grow on mercury scheduled for July 13—Collaborative effort with USPS, Headquarters Retail Policy, Retail Strategy and Retail Customer Experience.

- RSS Memo View: Mercury notification publication from 6/2 to 6/9; republished from 6/17 to 7/15.

- Commonly Encountered Mercury 3-20-20 Posted on Retail HAZMAT page—<https://blue.usps.gov/retail/>

[policy-procedures/service-talks/hazmat.htm](#).

Additionally, there is collaboration across multiple functions at Headquarters to remind customers, mailers, shippers and employees that mercury is not mailable. Standardized, consistent messaging, internally and externally, is being prepared. This includes collaboration with the Inspection Service that still is conducting an investigation in response to the mercury spills.

There is a strong response plan to protect people, facilities and the mail that is managed through National Preparedness. Communications will start June 26.

#### Agenda Item #4

On Nov. 30, 2022, a letter was sent to NAPS President Ivan D. Butts concerning the evaluation of nonbargaining positions assigned to S&DCs, specifically the hub and spoke offices scheduled for implementation in February 2023. The USPS determined, for the February 2023 implementation, that the incumbent postmaster in the spoke offices and their corresponding grades will remain unchanged.

NAPS asked what the USPS position is after February 2023 with incumbent postmasters from spoke offices and their current corresponding grades. Will they remain the same or change? If they remain the same, for how long? If they change, when will the change take place?

Postmasters in spoke offices will remain in their installations. The levels of those postmasters will not be reduced due to this organizational change.

#### Agenda Item #5

NAPS contended that, currently, a CCA who is a non-career employee has 90 days to prove they can do the job in order to be hired. More often than not, they take most of their probation time to be comfortable with

the area and the location regarding routes they have been assigned to case and deliver.

These new non-career CCA employees adversely affect local management’s NPA scores regarding the F2DPH%SPLY goal as they run over in the street because they are new. The non-career CCAs often can’t maintain authorized time on routes assigned this early in their postal tenure. How is this fair to the office regarding their NPA, which affects the Functional Effectiveness portion of their scorecard, worth 50%?

All new employees require time to master skills and become proficient at their jobs. NAPS has raised concerns in the past concerning employee vacancies, hiring, onboarding, overtime, service, supervisors carrying mail and how these issues impact hours, budget and NPA. Now that we are seeing improvements in hiring, we need to focus on retaining these employees.

As we properly train and retain more of these new employees, there will be less of a need to be constantly replacing them and starting the process over. As NAPS is aware, as CCAs are hired on, they become part of the facilities’ SWC workload.

This F2DPH indicator is measured against SPLY; new CCAs are hired throughout the year. Essentially, the indicator is measuring performance of new CCAs against the prior year’s performance (SPLY) of CCAs who were new during that time period.

#### Agenda Item #6

NAPS asked if USPS Headquarters will move offices owned by the USPS into an S&DC.

We need clarification on this question.

#### Agenda Item #7

NAPS asked when an office is relocated into an S&DC location/environment, how long will it be

before USPS Headquarters requires a new pay-level evaluation for the displaced postmaster?

*The postmaster has not been “displaced.” In our Nov. 30, 2022, letter to NAPS, we specified that incumbent postmasters in spoke offices and their corresponding grades will remain unchanged. If that office becomes vacant or is currently vacant, then the level of the office may change. See response to Agenda Item #4.*

Delegates at the 2022 NAPS National Convention expressed by resolution the following issues for discussion:

#### **Resolution 34**

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

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

#### **Resolution 36**

That NAPS enters into consultations with the USPS to develop and implement a Supervisor Staffing Workload model for Mail Processing facilities, and that the Supervisor Staffing Workload Evaluation process encompasses all duties, employees, machinery and responsibilities of SDO positions.

*This resolution is not adopted. The Postal Service has determined that the on-rolls craft count in calculating supervisor positions in plants is appropriate.*

#### **Resolution 44**

That ELM 519.733 be amended to compensate exempt field employees for all additional hours they are required to work due to staffing issues

and operational requirements, and that ELM 519.733 be amended to allow exempt field employees who work additional hours be allowed to choose among:

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

*This resolution is not adopted. ELM 519.733, Directed to Work, is for full days only, when an exempt employee is directed to work a full day on a holiday or other full day in addition to normal workdays, not for any other additional hours worked.*

*While Headquarters has an interest in facilitating resolutions, field management is responsible for controlling their workhour budget of their assigned installation. If employees are allowed to choose their unscheduled days, it would circumvent ELM provision 519.751. Supervisors are exempt employees. If this is implemented, then requiring another day off would circumvent supervisor T-time/additional pay.*

*Additionally, Human Resources is working with Operations on reducing nonbargaining vacancies by posting and filling positions expeditiously. The authorization of relief supervisors will contribute to the reduction in requiring exempt employees to work additional hours. Although exempt employees are not limited to a certain number of hours, there is a practical limit on the extent and regularity of requiring additional hours of employees.*

*The Postal Service policy for nonbargaining unit personal absence time is located in ELM 519.7 (detailed as follows). This language contains limitations and exceptions for full- and partial-day absences.*

## **519.7 Nonbargaining Unit Personal Absence**

### **519.71 Definition**

“Nonbargaining unit employees’ personal absence time is paid time off. It is not charged as annual leave, sick leave, or any other paid leave category. Only FLSA-exempt employees are eligible for such time off.”

### **519.72 Policy**

“Nonbargaining unit exempt employees are paid on a salary basis. This means that under the FLSA they are not considered to be hourly rate employees. Therefore, partial day absences are paid the same as work time. While exempt employees are expected to work a full day, they may request time off to attend to personal matters during the workday, including time off due to conditions covered by FMLA. If approved, the time off is ‘personal absence time’ and is not charged to annual leave, sick leave, or LWOP.”

### **519.73 Limitations and Exceptions**

#### **519.731 Full-Day Absences**

“Except as provided for in 519.733, personal absence time is not authorized for a full-day absence, which must be charged to annual leave, sick leave, or LWOP, as appropriate. An exempt employee who plans to be absent from work for more than a half day on a workday should apply in advance for a full day of annual leave, sick leave, or LWOP, unless the absence is for an FMLA-covered condition.”

#### **519.732 Partial-Day Absences**

“Normally, personal absence time is limited to no more than half an employee’s workday. However, when an unanticipated need for time off occurs after the employee reports to work and the employee is allowed to leave work but is unable to return, the half-day limit does not apply. For

example, when an employee gets sick after 2 hours at work and must leave for the remaining 6 hours of the workday, the entire 6 hours is treated as personal absence time. However, managers may disapprove personal leave requests when necessary to carry out their responsibilities to control work hours as set forth in 519.75. In this regard, managers may require the use of an appropriate leave category, for example, sick leave in the case of partial-day absences for FMLA-covered conditions.”

#### **519.733 Directed to Work**

“When an exempt employee is directed to work a full day on a holiday or other full day in addition to normal workdays, the supervisor may grant a full day of personal absence without charging it to official leave.”

#### **519.74 Administration**

##### **519.741 General**

“A full-time exempt employee is expected to work a full day and a part-time exempt employee is expected to work the full or partial day specified at the time of their employment. A full day is defined to include the continuous or nearly continuous time that an employee normally works in a 24-hour period. A half day is half that number of hours.”

##### **519.742 Approval**

“Except for postmasters and installation heads, exempt employees must obtain prior approval from their supervisors for all absences, whether or not such absences are to be charged to the employee’s leave account. At the discretion of the installation head, PS Form 3971 may be used to request personal absences not charged to leave.

“Postmasters and installation heads normally are not required to obtain advance approval for personal absences. They are required, howev-

er, to keep an accurate record of all such absences and generally to keep their manager informed of planned periods away from the office. In this respect, the manager may require the use of PS Form 3971 to report absences. On an individual basis, vice presidents of Area Operations may require that a postmaster or installation head obtain advance approval of all absences, including personal absences, from the plant or district manager, as appropriate, when the individual’s previous performance warrants such action.

“When PS Form 3971 is used for personal absence time, it must indicate in Remarks: ‘Do not charge to leave.’”

##### **519.743 Full-Day Leave**

“Each full day of approved absence is to be charged to official leave. Absences such as court leave, military leave, holiday leave, donated leave, continuation of pay, and all administrative leave are to be approved and reflected on an exempt employee’s time record.”

#### **519.75 Management Controls**

##### **519.751 Responsibility**

“Managers are responsible for controlling the workhours of their exempt employees. They may require the attendance of these employees during and outside of regular service hours and, when warranted, may disapprove advance requests for late arrivals, early departures, or other absences, as well as leave. These instructions are not intended to be overly restrictive, but managers must be aware of the frequency of requests for personal leave, recognize patterns in the use of this leave, and be alert to possible abuse. They must also give consideration to the amount of the current workload or urgency of a particular program or project that requires the employee’s presence.”

#### **519.752 Administration**

“This program must be administered in a fair and equitable manner. Managers must advise their employees of the reasons for requiring their attendance during or outside of regular service hours and for denying their requests for personal absence or leave. Employees are also to be given the opportunity to informally discuss the decision with the managers.”

#### **Resolution 45**

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

*This resolution is not adopted. Field management is responsible for controlling their workhour budget of their assigned installation. If employees are allowed to choose their unscheduled days, it would circumvent ELM provision 519.751. Supervisors are exempt employees. If this is implemented, then requiring another day off would circumvent supervisor T-time/additional pay.*

# NAPS Executive Board Directory

## Resident Officers

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



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



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



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

## Regional Vice Presidents

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



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

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



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

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



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

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



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

### Western Region (Areas 14, 15 and 16)



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

## Area Vice Presidents

### 3—Midwest Area (DE/NJ/PA)



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

### 1—New England Area (CT, ME, MA, NH, RI, VT)



**William "Bill" Austin**  
33 Crab Apple Pl., Stamford, CT 06903  
(203) 595-1714 (C)  
nea.vp.naps@gmail.com

### 2—New York Area (NY/PR/VI)



**Dioenis "Dee" Perez**  
262 Mallard Rd., Carle Place, NY 11514-2022  
(516) 503-2220 (C)  
nyavpdee@aol.com

### 6—Michiana Area (IN/MI)



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

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



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

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



**Ed Laster Sr.**  
9721 Steinway Ave., Cleveland, OH  
44104  
(216) 965-3061 (C)  
pioneerped@gmail.com

### 9—MINK Area (IA/KS/MO/NE)



**Kelly McCartney**  
PO Box 442364, Lawrence, KS 66044  
(785) 393-5266 (C)  
minkareavp@gmail.com

### 7—Illini Area (IL)



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

### 8—North Central Area (MN/ND/SD/WI)



**Dan Mooney**  
10105 47th Ave. N, Minneapolis, MN  
55442-2536  
(612) 242-3133 (C)  
dan\_9999@msn.com

### 12—Cotton Belt Area (AR/OK/TN)



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

### 10—Southeast Area (FL/GA)



**Robert "Bobby" Bock**  
125 Kaywood Dr., Sanford, FL 32771  
(407) 687-5707 (C)  
bocknapsseavp@aol.com

### 11—Central Gulf Area (AL/LA/MS)



**Dwight Studdard**  
2188 Scenic Dr., Birmingham, AL  
35214-1839  
(205) 451-5186 (C)  
dwightstuddard@yahoo.com

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



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

### 13—Texas Area (TX)



**Pamela D. Davis**  
3022 Hartsville Rd., Houston, TX  
77051-4630  
(832) 239-0142 (C)  
pdavistxavp@gmail.com

### 14—Northwest Area (AK/ID/MT/OR/WA)



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

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



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

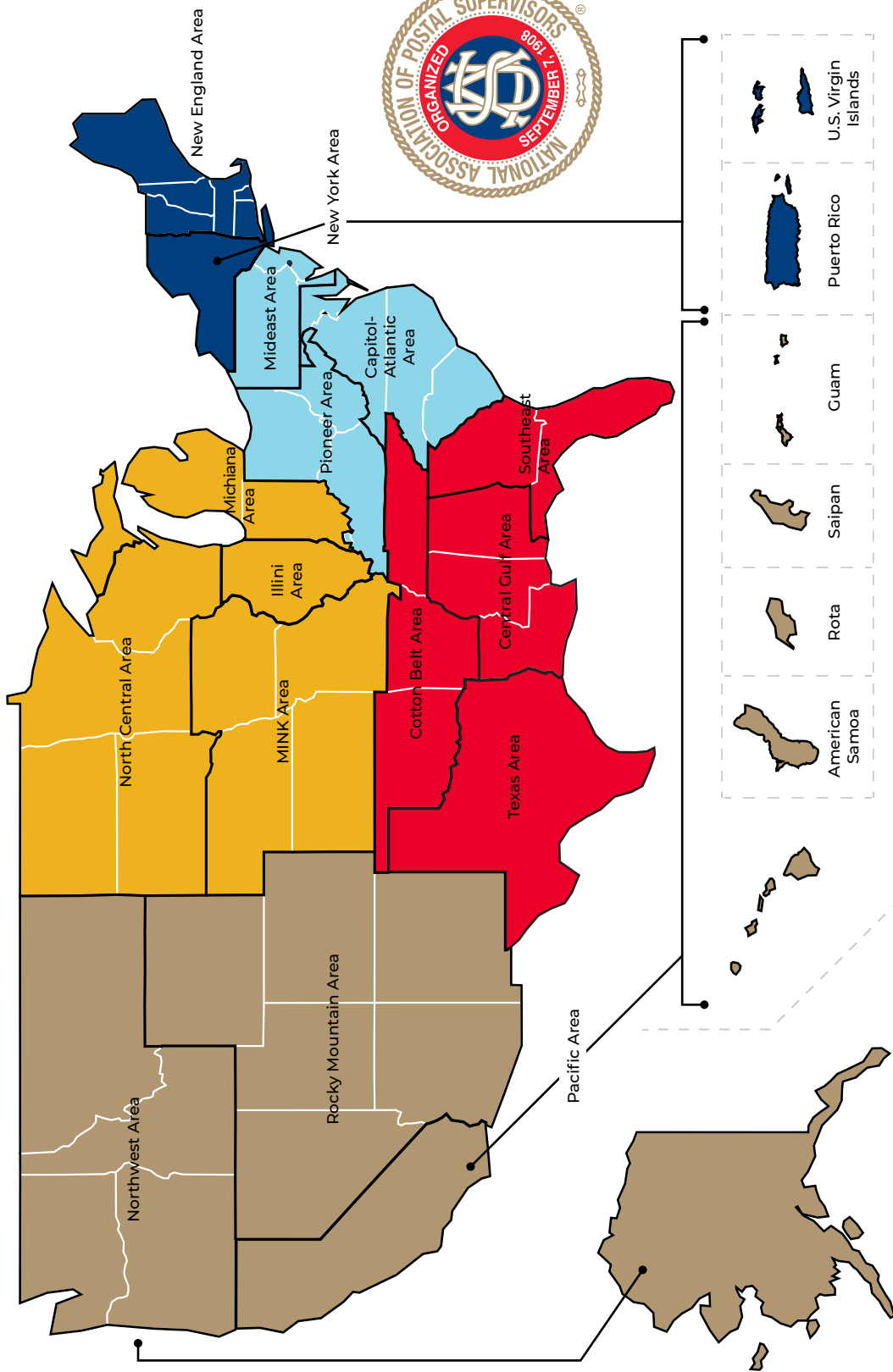
### Immediate Past President



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



- Western Region
- Central Region
- Southern Region
- Eastern Region
- Northeast Region



## Updates to LiteBlue

NAPS attended a LiteBlue Zoom meeting in July. In March 2023, the Postal Service implemented additional device and location security policies on LiteBlue due to elevated security threats. The policies monitor user login activity to detect anomalies associated with known security threats such as phishing, account takeover and more.

Specifically, the additional security policies monitor IP addresses, locations, devices and time between attempted logins. Ultimately, these policies are designed to safeguard employee account information by blocking attempted logins from unrecognized devices or locations.

Here are the latest changes for multi-function authentication (MFA):

- User Guide (mfa-user-guide.pdf). Page 4 has been updated—“When setting up MFA for LiteBlue, please use your preferred personal device. On your subsequent login, please use a Postal Service device (if

you have access to one).”

- FAQs (mfa-faqs.pdf). Page 1 has been updated—“When setting up for MFA for LiteBlue, please use your preferred personal device. On your subsequent login, please use a Postal Service device if you have access to one.”

## Agreement on Compensation for EAS Employees Delivering Mail Extended to Oct. 6

Beginning in April 2022, NAPS discussed the issue of managers, postmasters and supervisors delivering mail with USPS Headquarters. NAPS’ position is EAS employees should not be delivering mail. But, in situations where all avenues to deliver mail have been exhausted, should an exempt manager, postmaster or supervisor be instructed to deliver mail, they will receive additional compensation.

In September 2022, the resident officers and Northeast Region Vice President Tommy Roma met with USPS Headquarters to discuss the issue of EAS employees being required to deliver mail. The outcome of this meeting brokered the “EAS Carry Mail Survey” and the NAPS-negotiated memorandum that all exempt post-

masters, Level-22 and below, and all exempt station managers, Customer Service, be entitled to additional pay should the need arise where they are required to deliver mail.

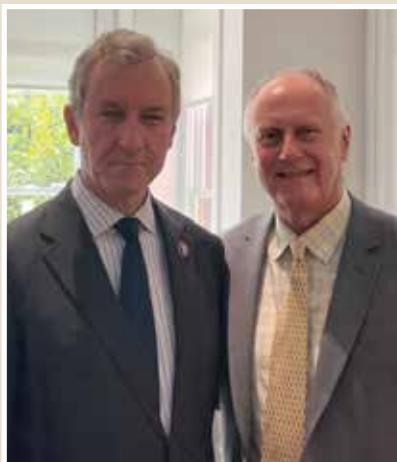
On April 5, 2023, due to counter concerns received during the 2023 LTS town hall and Executive Board meeting, NAPS rescinded its request for an extension of this memorandum. NAPS had received notification from the USPS it intended to continue the current memorandum that affords otherwise FLSA-exempt EAS employees to be compensated for workhours used to deliver mail in violation of the CBA for the next quarter.

On July 18, 2023, NAPS Headquarters was contacted by USPS Headquarters concerning the extension of pay compensation as part of the original “Agreement on Exempt Managers and Postmasters Delivering Mail” made by NAPS. USPS Headquarters has communicated to the Field that staffing concerns have eased considerably.

In light of that, the need for EAS employees carrying mail should be significantly reduced. The agreement has been extended to Oct. 6, 2023.



NAPS Executive Director Chuck Mulidore (left) met with Rep. Wiley Nickel (D-NC) to discuss NAPS’ legislative agenda, particularly H.R. 3005, the Postal Police Reform Act.



NAPS Executive Director Chuck Mulidore (right) met with Rep. Matt Cartwright (D-PA), who has supported NAPS’ legislative priorities, including H.R. 594, 595, 3005 and 82.



Walter DeBerry (right), Thomas Roma Brooklyn Branch 68 vice president, presented Rep. Hakeem Jeffries, House Democratic Leader, with a Branch 68 T-shirt.

NAPS Executive Director Chuck Mulidore (right) and Director of Legislative & Political Affairs Bob Levi (left) met with Rep. James Comer (R-KY), chairman of the House Committee on Oversight and Accountability. NAPS appreciates Comer's commitment to NAPS' legislative agenda and his continuing excellent relationship with NAPS.



On July 13, Margarete A. Grant Branch 127 Vice President Glenn Gray and Trustee Edna Gray visited Rep. Eric Swalwell's (D-CA) office in Castro Valley. They met with Legislative Aide Astha Nigam (center) and discussed NAPS' legislative agenda and the bills to co-sponsor, stressing the Postal Police Reform Act.

Rep. Eric Swalwell (D-CA) and Rep. Mark DeSaulnier hosted a town hall meeting on July 30 in Dublin, CA. As a result of re-districting, the representatives' territories overlap. About 500 constituents attended the town hall. Attendees included Margarete A. Grant Branch 127 Vice President Glenn Gray and Trustees Valarie Loera and Edna Gray.

The Branch 127 members had submitted questions in advance regarding H.R. 3005, the Postal Police Reform Act. They were able to talk to each representative at the town hall about the bill; both were receptive and supportive of NAPS' efforts.

From left: Valarie Loera, Edna Gray, Rep. Mark DeSaulnier and Glenn Gray.



From left: Glenn Gray, Rep. Eric Swalwell, Valarie Loera and Edna Gray.



Two Supervisor Apprentice Programs were held at the Brooklyn General Mail Facility for Customer Service and the Plant. NAPS Northeast Area Vice President Tommy Roma attended both and signed 12 new members from the two programs.



Brooklyn Postmaster John Tortorice (seated, left) and NAPS Northeast Region Vice President Tommy Roma (seated, right) joined the Apprentice Program participants from Customer Service in Brooklyn.



NAPS Northeast Region Vice President Tommy Roma (center) participated in the kickoff of the Supervisor Apprentice Program for the Plant in Brooklyn. To his left is Brooklyn Plant Manager Tara Murray; instructor Paul Stremel is second from the left in the back row. In attendance were coaches, mentors and new EAS apprentice supervisors.





Members of Cleveland Branch 46 met with Rep. Shontel Brown (D-OH), a member of the House Oversight and Accountability Committee. From left: Ron Smith, Jacshica Laster, Shontel Brown, Diane Hall, Marcia Kimbrough and Norris Sudberry.



Participants at the Minnesota State Convention



NAPS Executive Vice President Chuck Mulidore swore in the Minnesota State officers. From left: Mulidore, Central Region Vice President Craig Johnson, North Central Area Vice President Dan Mooney, Minnesota State Secretary/Treasurer Tammy Vail-Rimer, North Area Vice President Butch Wrazidlo, President Gina Hellermann, Central Area Vice President Mark Hellermann, Southern Area Vice President Andrea Lynch and NAPS Immediate Past President Brian Wagner.

The Pioneer Area held its Tri-State Convention and Training Seminar in Charleston, WV. Thanks to West Virginia State Branch 955 President Paul Veltri and Charleston Branch 212 President Christina McComas who hosted the convention. Great job, too, by Pioneer Area Vice President Ed Laster who led his first convention.



Charleston, WV, Mayor Amy Goodwin



USPS District Manager Randy Stines



Charleston Postmaster Jon Litton



USPS Plant Manager Jerome Mitchell



USPS Senior Director of Chesapeake Processing Division V. David Webster



USPS Director of Labor Relations Policies & Programs Bruce Nicholson



NAPS Pioneer Area Vice President Ed Laster



Pioneer Area Vice President Ed Laster honored Columbus, OH, Branch 33 Treasurer Geraldine Keys for her years of dedication to NAPS. She recently retired from her position. Accepting the award was Geraldine's daughter, Long-Isaac-Keys, OH, Branch 33 President Leslie Saunders.



NAPS Secretary/Treasurer Jimmy Warden swore in officers of West Virginia State Branch 955 and Ohio State Branch 938. From left: Warden, Eastern Region Vice President Richard Green, Pioneer Area Vice President Ed Laster, Branch 938 Trustee Debra Barclay, Branch 955 Secretary/Treasurer Christina McComas, Branch 955 President Paul Veltri, Branch 938 Secretary/Treasurer Jackie Caffey, Branch 938 Vice President Ron Smith, Branch 938 President Tim Kopcash, NAPS Executive Vice President Chuck Mulidore and President Ivan D. Butts.

## Central Gulf Area Training and Convention



Attendees at the Central Gulf Area Training and Convention

Huntsville, AL, Branch 399 delegates hosted the Central Gulf Area Training and Convention. From left: Branch 399 President Rickey Frazier, Secretary Nanette Frazier, Treasurer Latissha Hughes and Vice President Eddie Massey.



NAPS President Ivan D. Butts sponsored a dinner. At the first table were, clockwise from lower left: Former Central Gulf Area Vice President Roy Beaudoin, New Orleans Branch 73 President Kyle Laurendine, Birmingham Branch 45 President Rafael Brathwaite, Aletha Brathwaite, Huntsville Branch 399 President Rickey Frazier, Secretary Nanette Frazier, Auxiliary member Shelby Studdard, NAPS Texas Area Vice President Pamela Davis and Southeast Area Vice President Bobby Bock.



From left: Huntsville Branch 399 President Rickey Frazier, Louisiana-Mississippi Bi-State Branch 921 President Mildred Hill, NAPS President Ivan D. Butts, Alabama State Branch 901 President John Carson and NAPS Central Gulf Area Vice President Dwight Studdard.



At the second table were, clockwise from lower left, NAPS Texas Area Vice President Jaime Elizondo Jr., Louisiana-Mississippi Bi-State Branch 921 President Mildred Hill, Alabama State Branch 901 President John Carson, Birmingham Branch 45 Auxiliary President Ann Carson, Montgomery District Branch 208 President Mary Billingsley, National Auxiliary President Laurie D. Butts and NAPS President Ivan D. Butts.

## Texas State Branch 943 Celebrates Its 100th Birthday



From left: NAPS Secretary/Treasurer Jimmy Warden, Ivonne Warden, National Auxiliary Executive Vice President Beverly Austin, Ronnie Galvan and Texas Area 5 Vice President Jessie Austin.



From left: NAPS Southern Region Vice President Jaime Elizondo Jr., Texas Area 5 Vice President Jessie Austin and former NAPS President Louis Atkins.



Texas State Auxiliary members, from left: Krystal Barcenez, Loretta Wright, Beverly Austin (National Auxiliary executive vice president) and Melva Seals (National Auxiliary Texas Area vice president).



Illinois State Legislative Rep. Olaide Okedina and Illini Area Vice President Luz Moreno attended an event for Sen. Tammy Duckworth (D-IL).



Portland, ME, Branch 96 held its membership meeting on the *Bay View Lady* in Portland. Branch President Arnie Rosario coordinated the event, which was enjoyed by the Maine NAPS members. Also attending were NAPS Secretary/Treasurer Jimmy Warden and his wife Ivonne, Immediate Past President Brian Wagner and his wife Carol and New England Area Vice President Bill Austin.



San Diego Branch 159 members Heather Odell and Frances Meana at the San Diego Career Conference

The Los Angeles Customer Care Center celebrated its 10th year anniversary. Many of the management staff are NAPS members.



From left: Los Angeles Branch 39 Vice President Sam Booth Jr., President Marilyn Jones and A/Site Manager Kim Carter.



Los Angeles Branch 39 held its summer meeting at a bowling alley in Westchester, CA. Sacramento Branch 77 Auxiliary members celebrated Barbara Kelly's birthday.



Los Angeles Branch 39 sponsored a special KSA (knowledge, skills and abilities) Writing Workshop with NDC IT Manager Ken Starks as guest speaker, who sits on EAS selection boards.



From left: Branch 39 Vice President Sam Booth Jr., NDC IT Manager Ken Starks and Branch 39 President Marilyn Jones.

## Rules of Thumb for New EAS Employees

**Dee Perez**

*New York Area Vice President*

**W**elcome to the front lines where all the heat takes place—and not because it's summer. Thank you for raising your hand! We all are glad you decided to take on the enormous number of tasks and responsibilities that come with your EAS position today.

Obviously, you like to be challenged and welcome the opportunity to grow as an individual, while trying to achieve new heights as an EAS employee. Let's not forget why we all have chosen to become EAS employees: to earn a better salary and retirement and because, deep inside, you want to make a difference to the public you serve and the people with whom you work. I feel this way!

**The first rule of thumb** is do not become buddies with the people you manage. Being friendly and respectful is fine. Always treat them with dignity and respect, regardless of the situation. Do not belittle another EAS employee in front of craft employees or craft employees in front of their peers.

You are a leader! You no longer own the title of craft employee, but are now a supervisor. This new title requires you to become an engaged leader, meaning you always are going to be in the spotlight. Everyone is watching your every move and hearing everything you say.

Do not be the kind of leader who says, "Do as I say, not as I do." It's just a matter of time before this attitude

and thought process will land you in big trouble.

**The second rule of thumb** is that, as a new EAS employee, you need to respect those in superior positions of authority. You don't have to like them, but you need to respect



what they are telling you to do, providing it is the right thing to do.

When you question your superior, you need to know what you are talking about and do it in a respectful manner. Remember, they are the

ones responsible for your facility. It's not your turn yet. This opportunity will present itself down the road when you gain knowledge and experience and prove to be able to do it, but not before then.

**The third rule of thumb** is you are on the front lines now. Make it your business to know the area in which you work. Come to work 15 minutes early in order to be acclimated to what the day will bring. Take notes; do not commit information to memory. Too many things take place every hour of the day to depend on hitting the recall button in your brain.

**The fourth rule of thumb** is to make it your business to go to naps.org and find out who your local NAPs branch president is, when the next meeting is and then plan on attending. Get involved! Don't sit on the sidelines, watching. You learn by participating. Even if you don't want to get too involved, at least use this networking opportunity to meet new EAS peers.

A highly engaged, good branch

president will have at least two membership meetings a year, if not more. They should send you a newsletter about their next meeting with a date, time, location and guest speakers. They also should have an email distribution list; ask to be added.

These meetings are informative and can help resolve many concerns in your district by following up and addressing issues with the local MPOO, district manager, plant manager or friendly VMF manager.

**The fifth rule of thumb** is that, EAS rookie, it is more than likely someone thought enough about you to stand you up as a 204 (b), from which you progressed to being an EAS employee. If you have any self-doubts, do us all a favor and don't step up to be an EAS employee.

We need people who want to be here, not people who have doubts and would rather work at USPS Headquarters without earning their postal front-line infantry badge. An EAS leader who hasn't served on the front lines never will earn the respect of those they currently manage.

**The sixth rule of thumb** is take your EAS position seriously. Never compromise your integrity for anything or anyone. If you mess up, own it! And don't allow it to happen again.

Sign five nonmembers and join the "High-Five Club!"

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

# Help Always Is Available

**Robert “Bobby” Bock**  
*Southeast Area Vice President*

**A**s postal employees, we seem to complain a lot about what’s wrong with the Postal Service. Today, I want to talk about something they’ve done right: the Employee Assistance Program (EAP). Over the years, the EAP has been involved in many worthwhile initiatives. For example, before the 1992 reorganization, the Program for Alcoholic Recovery (PAR) assisted employees who were having problems with alcohol.

After the reorganization, the Postal Service realized it needed to do

more to help employees with problems besides alcohol. The agency sought to hire an outside firm equipped to deal with the myriad issues facing postal employees. This is what became the EAP.



The program now offers free counseling, health assessments and assistance with obtaining child and elder care. The program also helps with depression, alcohol and substance abuse, family issues and so much more. Trained counselors are available 24/7 by calling 800-EAP-4YOU; 800-327-4968. All communication with the EAP is confidential; no contact is made with the Postal Service.

Over the years, I have referred many employees to the EAP with positive results. Employees who were having issues at home have thanked me for directing them to the program. They were pleased to let me know the problems they were having were resolved.

The EAP can get you the help you need. Counselors will work with you to take advantage of assistance covered by your health plan. I fully support and affirm my support of the Employee Assistance Program as a resource for postal employees. I hope more supervisors, managers and postmasters recommend the EAP for their employees, as well as use the program themselves.

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

## Events in the Western Region

**Marilyn Walton**  
*Western Region Vice President*

### Las Vegas Retirement Celebration

**L**as Vegas District Branch 463 held its regular business meeting in conjunction with a special retiree recognition dinner at Dean’s Place (Dean Martin) restaurant in Las Vegas. Branch 463 President Jackie Clayton and her officers welcomed NAPS special guests NAPS Immediate Past President Brian Wagner, Executive Vice President Chuck Mulidore, Rocky Mountain Area Vice

President Myrna Pashinski and me.

Messages from the national officers addressed ongoing NAPS concerns, new programs, facility changes, new EAS job postings and national legislation updates. Branch 463 Legislative Rep Cecilia “CC” Pelletier gave a presentation on proper TACs procedures, updates to SWCs and reminders to not share employee passwords.

Branch 463 2nd Vice President Pat Doruth addressed resolution



writing. The officers want members to understand that resolutions from the branches are forwarded to NAPS

Headquarters and presented at the national convention, which is how NAPS makes changes for the betterment of its members. The local officers spend time at each branch meeting sharing important training information with members.

The remainder of the meeting was devoted to honoring six retirees.

Seated are retirees Florence Pallone and Brad Baird. Standing, from left: Pat Doruth, Branch 463 2nd vice president; Marilyn Walton, NAPS Western Region vice president; Brian Wagner, immediate past president; Myrna Pashinski, Rocky Mountain Area vice president; Becky Jones, Branch 463 secretary; Jackie Clayton, president; Chuck Mulidore, NAPS executive vice president; Cecilia “CC” Pelletier, Branch 463 legislative rep; and Sherry Patterson, vice president.



Two retirees attended; each received two certificates of appreciation, one from NAPS Headquarters and the other from the Branch 463 officers. They also received a check from the branch and a dinner of their choice. Attending were Florence Pallone, with 45 years of service, and Brad Baird, with 27 years of service. Also recognized were Brian Matthews, 36 years; Cat Phan, 39 years; Brent Muir, 35 years; and Raymond Williams, 36 years. They also will receive their certificates of appreciation and checks.

It was a great opportunity to thank the retirees for their years with the Postal Service and membership in NAPS.

### Utah Branch 139 Annual Steak Fry

Sundance, UT, Branch 139 President Jeff Fratto and his officers hosted their annual steak fry. Each year, NAPS members and guests travel up the beautiful Wasatch Mountains to a reserved campground. NAPS Rocky

Mountain Area Vice President Myrna Pashinski and I represented NAPS Headquarters.

Myrna and I talked about the latest facility consolidations, new relief supervisor postings and the proposed Level-16 apprentice supervisor position. We also provided updates on the dues assessment and NAPS lawsuit with the USPS. Myrna encouraged members to address any questions and concerns with the local branch and her to avoid small concerns turning into big issues.

Branch 139 Area Vice President Teresa Barrett shared her experience traveling to Washington, DC, for the 2023 LTS and encouraged everyone to reach out to nonmembers to join NAPS. Treasurer Kristen Tisner conducted a SPAC raffle that raised \$395. Vice President Jill Jensen announced she was moving over to the Veterans Administration, but said she would miss all her postal and NAPS friends after 28 years with the Postal Service.

Former Rocky Mountain Area Vice President Steve Gerber and his wife Melissa attended, as well as other retirees.

[marilynwalton@comcast.net](mailto:marilynwalton@comcast.net)



## 2023 Vince Palladino Scholarship Winners

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

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

### Northeast Region

**Liani Astacio**, daughter of Liza Colon-Astacio, New York City Branch 100. She is attending Tufts University, Medford, MA.

**Richard Salonia**, son of Frances Paulino, Bronx Branch 459. He is attending Western Connecticut State University, Danbury.

### Eastern Region

**Jada Alston**, daughter of Michael Alston, District of Columbia A. Millie Callaway Branch 135. She is attending Towson University, Towson, MD.

**Jourdyn Rumph**, daughter of Lystra Morrison, Philadelphia Branch 35. She is attending the University of Pittsburgh.

### Central Region

**Jayden Sherwin**, son of Jason Sherwin, North Dakota State Branch 937. He is attending the University of Mary, Bismarck, ND.

**Jacob Snyder**, daughter of Alan Snyder, Grand Rapids, MI, Branch 130. She is attending Western Michigan University, Kalamazoo.

### Southern Region

**Zion Cooper**, grandson of Patricia Guyton, Miami Branch 146. He is attending Florida Atlantic University, Boca Raton.

**Jalon Davis**, son of Keith Davis, Pulaski County, AR, Branch 173. He is attending Ouachita Baptist University, Arkadelphia, AR.

### Western Region

**Sean Cahill**, son of Kevin Cahill, Phoenix Juan Luna Branch 246. He is attending Northern Arizona University, Flagstaff.

**Sarah Mearing**, daughter of James Mearing, Northern Colorado Branch 557. She is attending the University of Northern Colorado, Greeley.



**National Association of Postal Supervisors**

# **Louis M. Atkins Presidential Student Scholarships**

**Deadline: Dec. 31, 2023**

**T**he **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, 2023. Online applications only will be accepted using the NAPS website. Please go to [www.naps.org](http://www.naps.org) under the “Members” tab to apply for the **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 2024. In addition, the scholarship winners will be listed in the March 2024 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 2024. Scholarships may be used to pay expenses in the student’s current or following semester.

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

## Plenty of Room for NAPS Zoom Training

**Brian J. Wagner**

*Immediate Past President*

**O**fficially, as your NAPS immediate past president until Sept. 4, 2023, this will be my last official *Postal Supervisor* column as a member of your current NAPS Executive Board. Unofficially, between eating ice cream, drinking coffee, training for a marathon and chasing grand- and great-grand kids—which is the same as training for a



marathon—I plan, on occasion, to continue submitting columns for our excellent NAPS magazine. I also will remain very active as an associate member of our great association. It never ceases to amaze me how much we can learn by reading *The Postal Supervisor* or surfing the NAPS website, naps.org. Much, too, can be learned by attending state conventions with training or specific area and regional training seminars. But, what if you can't attend one of these informative NAPS training events in person due to limited branch funding or the ability to schedule time off from work?

Is there another option to attend NAPS training with less cost and time constraints? Here's the scoop!

Educating NAPS members through training is an important objective of our association. As an outgoing member of NAPS' Executive Board Training & Advocacy Committee, I was fortunate and very proud to be part of this committee. As a committee, we devel-

oped many NAPS training presentations currently posted on our NAPS website under the "Member" tab.

NAPS standard training material includes topics related to officer duties and responsibilities of a branch president, secretary and treasurer.

There are presentations related to leadership essentials, parliamentary procedure, filing non-profit branch taxes (990N), the ELM 650 appeal and grievance process, a debt collection flowchart and an updated *NAPS Officer Training Manual (OTM)*, to name just a few.

Such materials are living documents. They are reviewed regularly and edited and updated by your Training & Advocacy Committee. By having the most updated training materials, NAPS can assure members they are getting the best training possible.

Furthermore, branch officers also can be well trained on how to conduct branch business more efficiently and effectively. When it comes to finances, NAPS' training provides guidance in protecting and maintaining a strong branch treasury with procedures on transparency.

NAPS' training material is not just for today's members and branch officers to enhance their knowledge about EAS employee rights and how to conduct NAPS business. It's also meant to train, educate and build knowledge in the next generation of NAPS leaders.

As stated earlier, due to the challenging availability of some branch funds and/or getting leave from

work, it is understandable that branches can't send every active and associate member to NAPS events where training is provided. However, what branch officers can consider is bringing training to members at home.

With the advent of the COVID-19 pandemic, branches moved to the convenience of Zoom to conduct branch meetings and keep members engaged in association business. Although the pandemic has waned, we must continue to be vigilant and aware it still is around.

However, the majority of, if not all, NAPS branches have returned to in-person meetings. Some offer phone-in and Zoom participation, as well. As such, besides having regular monthly or quarterly, in-person branch meetings, a branch may want to revisit using Zoom as a direct way to specifically provide training to its members.

In May 2022, I participated in a one-day, four-hour, area Zoom training seminar hosted by then-Texas Area Vice President Jaime Elizondo Jr. The seminar included a vendor presentation on USPS retirement and federal benefits, a Q&A session with Elizondo and my presentation on ELM 650 Appeals and Grievances. Approximately 35 NAPS members were actively engaged in this Zoom training. In my opinion, it proved very successful.

I encourage members to visit naps.org to see the current list of NAPS training material. NAPS training always can be presented in person at NAPS events. However, by

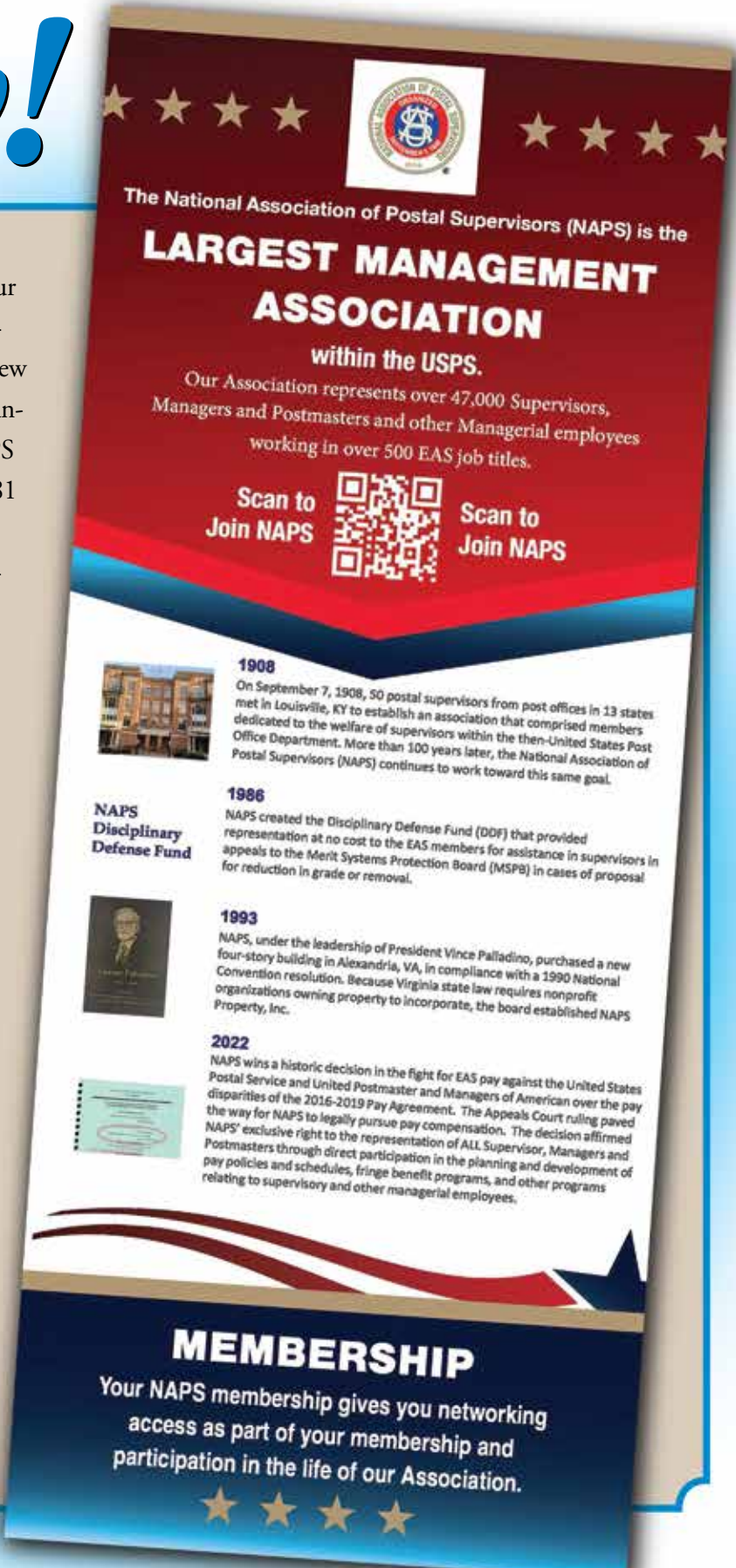
*Continued on page 36*

# Order Your NAPS Banner Now!

A great addition to your membership recruitment efforts is the new NAPS retractable banner. Available to order on the NAPS Store, the banner measures 33 by 81 inches and comes with a carrying case; the banner is \$150, which includes shipping by Priority Mail.

The banner is portable and highlights some of the organization's more notable accomplishments. Order yours today and get out and recruit members to join NAPS—the largest and most effective postal management association that represents *all* EAS employees.

Go to the NAPS store at [www.naps.org](http://www.naps.org) and download the order form. The form either can be mailed with payment to NAPS Headquarters or emailed to [napshq@naps.org](mailto:napshq@naps.org), with a phone call to NAPS Headquarters to pay by credit card. Information, including contact information, is on the order form.



The banner features a red top section with a white seal of the National Association of Postal Supervisors (NAPS) and a row of seven gold stars. Below the seal, the text reads: "The National Association of Postal Supervisors (NAPS) is the **LARGEST MANAGEMENT ASSOCIATION** within the USPS. Our Association represents over 47,000 Supervisors, Managers and Postmasters and other Managerial employees working in over 500 EAS job titles." Two QR codes are positioned on either side of the text, each with the text "Scan to Join NAPS" below it.

The middle section is white and contains a timeline of key events:

- 1908**  
On September 7, 1908, 50 postal supervisors from post offices in 13 states met in Louisville, KY to establish an association that comprised members dedicated to the welfare of supervisors within the then-United States Post Office Department. More than 100 years later, the National Association of Postal Supervisors (NAPS) continues to work toward this same goal.
- NAPS Disciplinary Defense Fund**  
**1986**  
NAPS created the Disciplinary Defense Fund (DDF) that provided representation at no cost to the EAS members for assistance in supervisors in appeals to the Merit Systems Protection Board (MSPB) in cases of proposal for reduction in grade or removal.
- 1993**  
NAPS, under the leadership of President Vince Palladino, purchased a new four-story building in Alexandria, VA, in compliance with a 1990 National Convention resolution. Because Virginia state law requires nonprofit organizations owning property to incorporate, the board established NAPS Property, Inc.
- 2022**  
NAPS wins a historic decision in the fight for EAS pay against the United States Postal Service and United Postmaster and Managers of America over the pay disparities of the 2016-2019 Pay Agreement. The Appeals Court ruling paved the way for NAPS to legally pursue pay compensation. The decision affirmed NAPS' exclusive right to the representation of ALL Supervisor, Managers and Postmasters through direct participation in the planning and development of pay policies and schedules, fringe benefit programs, and other programs relating to supervisory and other managerial employees.

The bottom section is dark blue with a white star and a red and white wavy banner graphic. It features the text: **MEMBERSHIP**  
Your NAPS membership gives you networking access as part of your membership and participation in the life of our Association.

## Perspective from the Immediate Past President

Continued from page 34

expanding the scope and concept of educating NAPS members on their EAS rights, the benefits of NAPS membership and other various important NAPS topics via Zoom, branches may be able to further increase membership engagement and participation in our association.

Fortunately, with Zoom training, there is plenty of room for everyone to join because attending is done virtually through a computer, usually from the comfort of one's home. Just think of the cost savings! Except for the branch cost of paying for a Zoom account, what individual member cost could there be?

Travel costs and time would be limited as members most likely will "travel" from their living room to the dining room table to log on to the Zoom meeting. Unless, that is, their computer is upstairs or located in the "dog house" for some unrelated matter, such as failing to take the garbage out or forgetting a birthday or anniversary.

However, there may be a slight personal cost to the member to attend NAPS Zoom training. The member just might make a quick stop in the kitchen to dish up two, okay, make that three, scoops of ice cream and make a K-cup of their favorite coffee or both, just before the start of training. Who could resist ice cream and coffee? Not me.

Again, training is an important benefit of NAPS membership. Consider Zoom training as a cost effective and efficient way for branches to get members not only trained, but further involved in local, state and national NAPS events and activities. Speaking of being involved, I am grateful to have been involved in our great association as your im-

mediate past president, but, more importantly, as a past resident officer and member of the NAPS Executive Board since 2004. It has been a true honor and privilege.

Whether you are an active or associate member, I encourage you to stay involved with NAPS and continue learning and educating yourself through NAPS training. As my

late father used to say, "Get an education, because no one can ever take that away from you." Today's takeaway: training, training, training.

And, without further delay, I will zoom right to my ice-cream-flavor-of-the-month recommendation: toffee chocolate chip. Be safe and eat more ice cream!

**brian4naps@aol.com**

## NAPS Training Calendar

### Southeast Area Training

**Sept. 29-30, 2023**

**Conducted by:** Southeast Area VP Bobby Bock

**Location:** Embassy Suites Savannah Airport, 145 W. Mulberry Blvd., Savannah, GA 31407; (912) 330-8222

**Hotel Rate:** \$159

**Registration Fee:** \$70

**Instructors:** Bobby Bock, John Aceves and Brian Wagner

### Central Region Training Seminar

**Oct. 5-7, 2023**

*In conjunction with the MINK Area Convention*

**Conducted by:** Central Region VP Craig Johnson, Michiana Area VP Kevin Trayer, Illini Area VP Luz Moreno, North Central Region VP Dan Mooney and MINK Area VP Kelly McCartney

**Location:** Marriott Kansas City Airport, 775 Brasilia Ave., Kansas City, MO 64153; 800-228-9290

**Hotel Rate:** \$142 plus tax/one king or two queen beds; room block cutoff date is Sept. 13. There is a free shuttle daily to and from the airport. Daily parking is \$12.

**Registration Fee:** For attendees at both the state convention (Oct. 5) and training seminar (Oct. 6-7)—\$250/early registration, must be received by Sept. 13; after Sept. 13, \$325. The fee is \$350 for attendees not staying at the host hotel. Registration for meals only is \$75.

For attendees at the training seminar only (Oct. 6-7)—\$200/early registration, must be received by Sept. 13; after Sept. 13, \$275. The fee is \$300 for attendees not staying at the host hotel. If not registered, the lunch meal ticket is \$75.

Make checks payable to NAPS Headquarters and mail with registration form to NAPS Headquarters, attn: Jimmy Warden, 1727 King St., Ste 400, Alexandria, VA 22314-2753.

Contact Craig Johnson to register at [craigj23@sbcglobal.net](mailto:craigj23@sbcglobal.net).

**Training Topics:** IDP, ELM 650 advocacy, time management, nonprofit filing status for branches, branch officer training, RIF process, bullying in the workplace, involuntary reassignments, HERO, SSRD, CRDO, triangulation, RIMS and RCCES, EAP, retirement and financial planning

**Instructors:** USPS Central Area VP Eric Henry, LR Policies & Programs Director Bruce Nicholson, Western Area Logistics Manager Todd Hawkins, Attorney Glen Smith, Performance and Field Operations Support Executive Director Don Flak, OIG/ASAC Chad Flanagan, NAPS VPs Dan Mooney and Kelly McCartney, former NAPS VP John Aceves and others.

### Eastern Region Cabinet Meeting

**Jan. 11-14, 2024**

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

**Location:** TBD

**Registration Fee:** \$279, postmarked by Oct. 31; \$359, postmarked Nov. 1 or later; \$359 for registrants not staying at the Westin Hotel Hilton Head Island

**Training Topics and Instructors:** TBD



*Support the*  
**Postal  
Employees'  
Relief  
Fund**

# PERF



On Aug. 8, a wildfire sparked in Lahaina on Maui, HI, fed by hurricane winds following months of drought. Once the capital of the Kingdom of Hawaii, significant portions of the historic town have been destroyed. Residents are cut off from the rest of the island. They have no power or communications and are dealing with devastating losses.

The Lahaina Main Post Office survived, but the Downtown Lahaina Finance Station is a total loss. Seven Postal Service employees lost their homes.

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 members of the Postal family in their desperate times of need.



## DONATIONS CAN BE MADE:

- Online at [postalrelief.com](https://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.*

For more information, go to [www.postalrelief.com](https://www.postalrelief.com); 202-408-1869; [perf10268@aol.com](mailto:perf10268@aol.com).

## Bob Levi

Director of Legislative & Political Affairs



Just before Congress recessed for the summer, I had the privilege of joining Frank Albergo, president of the Postal Police Officers Association (PPOA), and Eric Free-

mism that I read about the Postal Service's new-found religion in this matter.

Recently, the agency started a postal police recruitment drive in major metropolitan areas to augment its 350-member force. Not too long ago, postal police numbered over 1,000. It now appears the Postal Service has recognized it was unwise

Kweisi Mfume (D-MD), the subcommittee's ranking Democrat who is a co-sponsor of H.R. 3005. In addition, earlier in the month, NAPS Executive Vice President Chuck Mulidore and I visited with the full committee chairman, Rep. James Comer (R-KY), and a number of committee members to discuss the importance of the legislation.

Finally, NAPS Northeast Region Vice President

Tommy Roma spearheaded an early August meeting between full committee member Rep.

## Postal Police Reform and GPO/WEP Repeal: Two Important NAPS Issues

man, the association's secretary treasurer, for a series of legislative meetings on Capitol Hill in support of H.R. 3005, the Postal Police Reform Act. This important legislation is intended to protect postal personnel, postal property and the U.S. mail. The bill would reassert the law enforcement authority of uniformed members of the Postal Inspection Service, which was rescinded by the Postal Service in 2020.

Postal customers and employees are reading in newspapers, viewing on broadcast news and experiencing on streets the consequences of the Postal Service's ill-advised actions. Regrettably, the agency has sought to contract out to local police forces the authority to enforce federal law with respect to the mail and those who deliver it.

This strategy has failed miserably. Over the past three years, assaults against postal employees delivering mail increased by a frightening 231%; mail theft has increased by an alarming 161% over one year (2021-2022). So, it is with reserved opti-

to delegate its law-enforcement obligations to local police.

Obviously, increasing the force is just one aspect of the essential equation to protect postal personnel, postal property and the mail. That is the reason the PPOA was on Capitol Hill last month.

NAPS and the PPOA visited with a number of key members of Congress, including Rep. Pete Sessions (R-TX), chairman of the House Oversight and Accountability Subcommittee on Government Operations, and Rep.

Daniel Goldman (D-NY) and members of Postal Police Supervisors Branch 51, Brooklyn Branch 68 and New York City Branch 100, where the bill was discussed. Active and retired postal supervisors, managers and postmasters easily can join the NAPS campaign to re-empower postal police to protect postal employees, postal assets and the mail by going to the NAPS Legislative Action Center on the NAPS website and clicking on the box designated H.R. 3005.

Another issue on NAPS' list of priorities has gained some momentum over the past month—proposed repeal of the Government Pension Offset (GPO) and Windfall Elimination Provision (WEP). The two provisions adversely affect the Social Security benefits of those who worked in positions where Social Security taxes were not withheld from their salaries.

For postal retirees, this means those who participated in the Civil Service Retirement System (CSRS). Retirees who par-



On Capitol Hill to support the Postal Police Reform Act were, from left, Postal Police Officers Association President Frank Albergo, Secretary Treasurer Eric Freeman, Rep. Kweisi Mfume (D-MD), a co-sponsor of the bill, and NAPS Director of Legislative & Political Affairs Bob Levi.

# Don't Let the Clock Run Out on H.R. 82—GPO/WEP Repeal Bill

As of Aug. 1, H.R. 82—the Social Security Fairness Act—had earned the support of 288 co-sponsors. The bill would repeal two Social Security provisions that discriminate against public employees, including many NAPS members, who participate in the Civil Service Retirement System (CSRS). H.R. 82 would repeal the Government Pension Offset (GPO) and Windfall Elimination Provision (WEP).

The current number of co-sponsors falls two representatives short of reaching a two-thirds super majority in the House, which would make the bill eligible for a House floor vote. During the previous Congress, the House ran out of time to consider the bill. This, despite the House Ways & Means Committee being forced to report the bill to the House floor in September 2022 due to the bill's overwhelming support (305 co-sponsors),.

Let's make sure the clock does not run out this Congress. Urge your representative to support H.R. 82. If your representative has co-sponsored H.R. 82, ask them to urge the House Ways & Means Committee to report the bill to the House floor and leadership to schedule it for a vote.

Go to the following link to log in and send your message: <https://www.votervoice.net/BroadcastLinks/KbTUIM15XjV5vMRH23CsRg>.

ticipate in the Federal Employees Retirement System (FERS) are not impacted by the GPO or WEP because they are covered under the Social Security system.

Different bills seeking to repeal the GPO and WEP have been languishing in Congress for almost 40 years. H.R. 82, the Social Security Fairness Act, is the most recent iteration of repeal. The measure, which was introduced by Reps. Garret Graves (R-LA) and Abigail Spanberger (D-VA), attracted 288 co-sponsors before Congress recessed for the summer.

Despite the support of almost two-thirds of the House, the measure still faces stiff headwinds. House Ways & Means Committee Chairman Jason Smith (R-MO) does not support the measure, in part because of the price tag. About a year ago, the Congressional Budget Office projected enacting repeal would cost the Social Security Trust Fund about \$182.8 billion over the next decade.

Despite Smith's objection, it is quite possible H.R. 82 could come to a House floor vote before the end of the year as the result of the over-

whelming number of co-sponsors. Once the bill has 290 co-sponsors, Graves would be able to file a petition for H.R. 82 to be placed on the "House Consent Calendar" should the Ways & Means Committee not report the bill to the House floor.

In order to be placed on the Consensus Calendar, a House bill measure must not have been reported by its committee of primary jurisdiction, have accumulated at least 290 co-sponsors, have been subject to a motion to place the measure on the Consensus Calendar filed by the measure's sponsor and have maintained at least 290 co-sponsors for a cumulative total of 25 legislative days following the filing of the motion.

In mid-July, another bill repealing the GPO and WEP was introduced—H.R. 4583, the Social Security 2100 Act—introduced by Rep. John Larson (D-CT). This measure would repeal the GPO/WEP, as well as make a series of changes to the Social Security program. Included is chang-

*Continued on page 40*

## Thrift Savings Plan

Fund	G	F	C	S	I
<b>July 2023</b>	<b>1.34%</b>	<b>(0.07%)</b>	<b>3.21%</b>	<b>5.91%</b>	<b>2.82%</b>
<b>12-month</b>	<b>3.84%</b>	<b>(3.33%)</b>	<b>12.96%</b>	<b>10.63%</b>	<b>16.43%</b>
<b>Fund</b>	<b>L Income</b>	<b>L 2025</b>	<b>L 2030</b>	<b>L 2035</b>	<b>L 2040</b>
<b>July 2023</b>	<b>1.09%</b>	<b>1.44%</b>	<b>2.18%</b>	<b>2.36%</b>	<b>2.54%</b>
<b>12-month</b>	<b>6.23%</b>	<b>7.21%</b>	<b>9.79%</b>	<b>10.30%</b>	<b>10.84%</b>
<b>Fund</b>	<b>L 2045</b>	<b>L 2050</b>	<b>L 2055</b>	<b>L 2060</b>	<b>L 2065</b>
<b>July 2023</b>	<b>2.70%</b>	<b>2.86%</b>	<b>3.42%</b>	<b>3.42%</b>	<b>3.42%</b>
<b>12-month</b>	<b>11.27%</b>	<b>11.75%</b>	<b>13.91%</b>	<b>13.91%</b>	<b>13.90%</b>

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

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

Visit the TSP website at [www.tsp.gov](http://www.tsp.gov)

# Don't Leave Your Survivors in the Lurch

**Peggy Bednar**

It will happen, it is inevitable. Believe it or not, you won't live forever. Planning for your loved ones after your death is not easy. By nature, it is something we don't like to think about or discuss while we are able. But when someone dies that affects you, then you will understand this is a task you should not put off another day.

The beneficiary requirement on every private life insurance policy should be completed at the purchase of the policy. If you don't tell the insurance company who you want to receive your insurance benefits, why have a policy at all? If no beneficiary is named, it causes great turmoil in the circle of people who have brought joy and happiness while you were alive.

What about other policies you have, such as employer-provided life insurance, and your Thrift Savings Plan account? These are policies you signed up for and never gave another thought.

However, if you don't complete the beneficiary form, here is the order in which your hard-earned money will be distributed—taken directly from the TSP website, [tsp.gov](https://tsp.gov):

**Order of Precedence.** If there is no beneficiary designation on file, the participant's entire TSP account will be distributed as follows:

1. To the participant's spouse
2. If none, to the participant's child or children equally, with the share due and deceased child divided equally among that child's descendants.<sup>1</sup>
3. If none, to the participant's

parents equally or to the surviving parent.<sup>2</sup>

4. If none, to the appointed executor or administrator of the participant's estate.

5. If none, to the participant's next of kin who is entitled to the participant's estate under the laws of the state in which he or she resided at the time of death

**Note:** A will, prenuptial agreement, separation agreement, property settlement agreement or court order will not override either a beneficiary designation or the order of precedence.

<sup>1</sup>As used here, "child" means either a biological child or a child adopted by the participant. It does not include a stepchild unless the participant has adopted the child. Nor does it include a biological child if that child has been adopted by someone other than the participant's spouse.

<sup>2</sup>"Parents" does not include step-parents who have not adopted the participant.

I recently had a close friend's family suffer a tragic loss. You guessed it—no beneficiary was listed on the life insurance policies. My friend's partner had been divorced and never remarried. My friend and their partner lived together for many happy years. As a result of not having any beneficiaries named, no benefits were paid to the person who shared daily life experiences with the deceased.

Now, the surviving partner has to pay for the house they shared, the car they drove, as well as other financially shared property. This was the result of the decedent not complet-

ing a list of beneficiary designations for each policy.

Please, review your policies, as well as talk with your loved ones. Things change over time. Divorces happen, relatives die. When you have a life-changing event, review your beneficiaries and make changes, as needed.

This is a difficult conversation. But, once you have the talk, it will be easier for everyone when that day eventually comes.

**[msbednar@comcast.net](mailto:msbednar@comcast.net)**

*Peggy Bednar is president of Palmetto, SC, Branch 631 and postmaster of Rock Hill.*

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## Legislative Update

*Continued from page 39*

ing the way in which cost-of-living adjustments are calculated by basing the adjustment on retiree spending habits, raising the earnings limit subject to the Social Security payroll tax from \$167,200 to over \$400,000 and increasing benefits for low-income earners. Before the summer recess, H.R. 4583 attracted 176 co-sponsors—all Democrats.

In September 2022, the GPO/WEP repeal bill was placed on the calendar. Subsequent to inclusion on the calendar, the Ways & Means Committee reported the bill, but without a recommendation to pass it. The House adjourned without voting on the bill. NAPS members should visit the Legislative Action Center on the NAPS website and click on the box signifying H.R. 82 to register support for GPO/WEP repeal legislation.

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



# Here Are the 2023 SPAC Pins

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



## President's Ultimate

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



## VP Elite

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



## Secretary's Roundtable

*\$500 level*



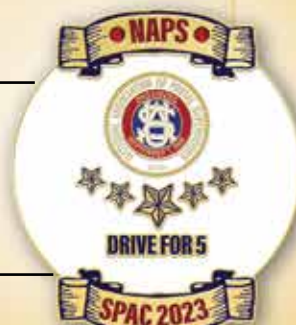
## Chairman's Club

*\$250 level*



## Supporter

*\$100 level*



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## Drive for 5

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

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



# 2023 SPAC Contributors



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

Salmon, James	AZ	Branch 246
Burton, Dawn	AZ	Branch 246
Boisvert, Michael	CA	Branch 159
Campbell, Stephnia	CA	Branch 159
Jones, Marilyn	CA	Branch 39
Pennington, Felicia	CA	Branch 39
Randle, Carol	CA	Branch 39
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Moss, Donald	DC	Branch 135
Bock Jr., Robert	FL	Branch 406
Gonzalez, Ernesto	FL	Branch 406
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154

Coleman-Scrugs, Toni	IL	Branch 493
Jones, Wilmore	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Lothridge, Derek	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Whyte, Tammy	ME	Branch 96
Dallojacono, Anthony	NJ	Branch 568
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202
Bu, John	NY	Branch 68
Gawron, Dennis	NY	Branch 27
Perez, Dioenis	NY	Branch 202

## 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 to July 30, 2023)

## National Aggregate:

\$195,485.52

## National Per Capita:

\$7.48

## Region Aggregate:

1. Southern.....	\$46,032.61
2. Eastern.....	\$43,374.86
3. Northeast.....	\$42,980.43
4. Western.....	\$40,863.90
5. Central.....	\$22,232.72

## Region Per Capita:

1. Northeast.....	\$8.86
2. Southern.....	\$8.44
3. Western.....	\$7.76
4. Eastern.....	\$7.20
5. Central.....	\$5.15

## Area Aggregate:

1. Pacific.....	\$30,066.00
2. Capitol-Atlantic....	\$29,579.11
3. Southeast.....	\$25,024.61
4. New York.....	\$21,234.43
5. New England.....	\$16,251.00
6. Texas.....	\$11,442.00
7. Mideast.....	\$11,125.00
8. Pioneer.....	\$ 8,165.75
9. Illini.....	\$ 7,081.00
10. Michiana.....	\$ 6,518.00
11. North Central.....	\$ 6,382.72
12. Rocky Mountain.....	\$ 5,512.00
13. Central Gulf.....	\$ 5,381.00
14. Northwest.....	\$ 5,285.00
15. Cotton Belt.....	\$ 4,185.00
16. MINK.....	\$ 2,250.00

## Area Per Capita:

1. Southeast.....	\$12.20
2. New England.....	\$10.45
3. Pacific.....	\$10.24
4. Capitol-Atlantic.....	\$ 8.91
5. New York.....	\$ 8.73
6. North Central.....	\$ 7.30
7. Central Gulf.....	\$ 7.27
8. Texas.....	\$ 6.87
9. Pioneer.....	\$ 6.05
10. Illini.....	\$ 5.99
11. Michiana.....	\$ 5.45
12. Northwest.....	\$ 5.09
13. Mideast.....	\$ 4.99
14. 1Rocky Mountain.....	\$ 4.26
15. Cotton Belt.....	\$ 4.19
16. MINK.....	\$ 2.12

## State Aggregate:

1. California.....	\$28,631.00
2. New York.....	\$20,254.43
3. Florida.....	\$17,654.61
4. Texas.....	\$11,442.00
5. Maryland.....	\$ 9,778.00

## State Per Capita:

1. Maine.....	\$36.94
2. Maryland.....	\$15.93
3. North Dakota.....	\$12.82
4. South Dakota.....	\$12.79
5. Idaho.....	\$12.33

## Drive for 5

## Members by Region:

1. Southern.....	46
2. Eastern.....	43
3. Western.....	38
4. Central.....	37
5. Northeast.....	36

## Aggregate by Region:

1. Western.....	\$12,846.90
2. Southern.....	\$ 9,905.98
3. Eastern.....	\$ 9,329.50
4. Northeast.....	\$ 7,989.05
5. Central.....	\$ 6,082.00

Roma, Thomas	NY	Branch 68
Warden, Ivonne	NY	Branch 100
Geter, John	NC	Branch 183
Warden, James	NY	Branch 100
Burgasser, Ted	OH	Branch 29
Laster, Edward	OH	Branch 46
Mulidore, Chuck	OH	Branch 133
Butts, Ivan	PA	Branch 355
Dickey, Azilee	SC	Branch 225
Davis, Pamela	TX	Branch 122
Allen, Rose	VA	Branch 526
Brandt, Junemarie	VA	Branch 526
Green Jr., Richard	VA	Branch 98

## July Contributors

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

Salmon, James	AZ	Branch 246
Moss, Donald	DC	Branch 135
Rosario, Tamara	ME	Branch 96
Davis, Pamela	TX	Branch 122

### VP Elite (\$750)

Studdard, Dwight	AL	Branch 45
Kerns, John	CO	Branch 141
Austin, William	CT	Branch 47
Douglas, Lisa	CT	Branch 5
Williams, Carolyn	FL	Branch 146
Moreno, Luz	IL	Branch 489

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

Winters, Michael	IL	Branch 255
Stephens, Patricia	NC	Branch 936
Green, Shri	TN	Branch 41
Butler, Phillip	VA	Branch 98

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

Carson, John	AL	Branch 901
Hardwick, Andrew	AL	Branch 208
Donegan, Margie	CT	Branch 5
Hurless-Byrum, Ruth	MI	Branch 85
Allen, Peggy	OH	Branch 46
McMurry, Robert	TN	Branch 165
Lyons, Lisa	TX	Branch 428

### Supporter (\$100)

Billingsley, Mary	AL	Branch 208
Carter, Pamela	AL	Branch 901
Crenshaw, Angela	AL	Branch 208
Dangerfield, Carol	AL	Branch 45

Continued on page 46

*Make Contributing to SPAC a Habit:*

# OPM Contributions to SPAC (for Retired EAS Employees)

**B**elow 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](http://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.



# What's in a Name?

**Jane Finley**

*Southeast Area Vice President*

A name is an identifying word or words by which an individual, company, place, thing, organization, sports team, etc. is known or designated. In turn, there are nicknames, slogans, titles and logos associated with specific names. The mention of a name often conjures a mental picture or motto/slogan associated with the name. Names are incredibly important and a part of our identities.

With a name, there is a reputation based on perception, earned by actions or inactions associated with the name. In Shakespeare's "Romeo



and Juliet," Juliet says, "A rose by any other name would smell as sweet." In other words, the name of a thing does not matter as much as the *quality* of the thing. So, associated with a name comes a reputation and perception acquired through our individual interpretation of action and inaction from individual experience, hearsay from others, advertisements and knowledge acquired by research.

Having been an active part of NAPS, more specifically the National Auxiliary, I believe in and appreciate the effort expended by top leadership to ensure we maintain the highest of standards and an unblemished reputation that relates to the name. Our

NAPS role extends to support the Postal Service's efforts to partner in providing quality service to the American people and support, defend and enhance management's efforts as the backbone of the organization. It is extremely important that we safeguard the NAPS name and its reputation in order to be successful in the endeavors to which we are dedicated.

The National Auxiliary, organized in 1933, has the reputation of being committed to maintaining the highest standard of support for NAPS members and its legislative efforts through the Supervisors' Political Action Committee (SPAC). Our organization is open to all spouses, immediately family members or designated representative/significant others over

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**2023 SPAC Contributors**

*Continued from page 44*

Dean, Elton	AL	Branch 208
Hughes, Latisha	AL	Branch 399
Long, Emanuel	AL	Branch 45
Madison, Shanek	AL	Branch 45
Massey, Eddie	AL	Branch 399
McClain, Daphne	AL	Branch 45
Nash, Leon	AL	Branch 45
Winchester, Valerie	AL	Branch 26
Jackson, Deborah	FL	Branch 146
Laurendine, Kyle	LA	Branch 73
Moffett, Cashonna	LA	Branch 170
Sevalia, Rosalind	LA	Branch 73
Berry, Darrious	MS	Branch 199
Turner, Charles	MS	Branch 199
Turner, Linda	MS	Branch 199
Breese, Stephen	NJ	Branch 568
Bennett, Crystal	OH	Branch 133
Hinton, Daphane	OH	Branch 46
Johnson, Martara	OH	Branch 46

Laster, Jacshica	OH	Branch 46
Paige, William	OH	Branch 46
Price, Jonathan	OH	Branch 46
Spears, Lashuanda	OH	Branch 46
Austin, Jacqueline	TX	Branch 122
Berlan, Francisco	TX	Branch 124
Butler, Renee	TX	Branch 122
Christopher, Arthur	TX	Branch 122
Contreras, Raquel	TX	Branch 9
Coulanges, Nerlande	TX	Branch 122
Ferguson, Johnetta	TX	Branch 122
Grayson, Yolanda	TX	Branch 452
High, Gwendolyn	TX	Branch 86
Hunter, Arlisa	TX	Branch 86
Irving, Mary	TX	Branch 122
Jones, Charleen	TX	Branch 122
Seals, Johnny	TX	Branch 122
Washington, Dwayne	TX	Branch 452
Wright, Patrick	TX	Branch 86
Young, Carla	TX	Branch 86
Thomas, Carlos	VA	Branch 98

age 16 of NAPS members. We offer the opportunity for involvement of the entire family, which strengthens family ties while getting to know a multitude of people, all working together for the same goal.

We have Auxiliary representation in each geographic area and are focused on enlarging our team of members and, in turn, strengthening our ties with NAPS. As a member of the Auxiliary, you have a vested interest in supporting your family member and attending fun activities at national, state and local branch events.

Our annual dues are \$2; more information about the Auxiliary is available by contacting National Auxiliary President Laurie D. Butts, Secretary/Treasurer Bonita Atkins or the regional/area vice presidents listed to the right. When you join the Auxiliary, you can be assured of our

integrity and commitment to support NAPS.

If you are a NAPS member, we encourage you to get your family involved. If you are a newly promoted supervisor and just joining NAPS, make it a family affair by encouraging your family to join the Auxiliary. After all, the legislative issues that NAPS supports affect not only NAPS members, but also the entire family. It is the best \$2 ever spent.

So, what's in a name? Reputation, credibility and accountability. With the names National Association of Postal Supervisors and Auxiliary to the National Association of Postal Supervisors, our goal is to retain the unblemished names and reputations.

We stand together for all our members and are dependable, honest and transparent in all we do. May we never lose sight of our goal!

[mjfarm100@aol.com](mailto:mjfarm100@aol.com)



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

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

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

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

## National Auxiliary Executive Board

### National Officers

#### Laurie D. Butts

*President*

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#### Beverly Austin

*Executive Vice President*

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#### Bonita R. Atkins

*Secretary/Treasurer*

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*Central Region*

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#### Felecia Hill

*Southern Region*

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#### Patricia Jackson-Kelley

*Western Region and Immediate*

*Past President*

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*Mideast Area*

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#### Heather Hommerson

*Michiana Area*

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#### Jane Finley

*Southeast Area*

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#### Willie Carter

*Central Gulf Area*

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#### Ruth Cushenberry

*Cotton Belt Area*

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#### Melva Seals

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#### Jerry Eckert

*Pacific Area*

(714) 656-6139; [jerrylee48@outlook.com](mailto:jerrylee48@outlook.com)

*Region vacant: Northeast*

*Areas vacant: New England, New York, Pioneer, Northwest, Rocky Mountain.*



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AND FRIENDS ARE  
ELIGIBLE TO  
APPLY

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