

the Postal SUPERVISOR

January 2024

**Forging Ahead,
Building on
Our Successes
in 2023**

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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.

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

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Our Work for EAS Employees Continues

Hello, NAPS brothers and sisters. I hope you had a tremendous Thanksgiving, Christmas and New Year. I am truly thankful for the positive steps forward we made in 2023 by putting more money in the pockets of EAS employees.

The latest achievement was NAPS engaging with the Postal Service on FY23 NPA cell blocks regarding the 5.7% pay raise authorized by President Biden for all federal employees. Those discussions led to a 1% to 2% increase in FY23 NPA payout cells.



Ivan D. Butts
President

We continue to look toward the opportunities this success has given NAPS and broaden the conversations with the Postal Service on two points. The first being the inequity of USPS EAS employees being the only employee group in the federal government that re-

ceived no monetary recognition for their years serving America.

USPS leadership readily states that EAS pay is based on pay in similar private-sector industries, while they use the pay raise given to other federal employees as the foundational basis for increasing the minimum and maximum of EAS pay ranges. NAPS contends the agency is failing to meet that category of compensation standard when looking at similar private-sector industries.

The other discussion point of opportunity is the systematic suppression of EAS pay in the yearly practice of raising the very top and very bottom of each pay range, but not providing any compensation to employees who actually are being paid *within* the pay range of their particular sala-

ry. This pay is being suppressed down the pay scale to the bottom. The only way for the pay of these EAS employees to be impacted is through the NPA system, which has proven to be malleable at best, rigged at most.

In concert with our efforts to put more money in the pockets of EAS employees, we also must keep focused on the organizational changes happening all over the country. We currently are tracking two RIF occurrences as of the writing of this column.

One RIF is the Great Newark P&DC; 24 EAS employees are affected, of which 23 are NAPS members. Great work is being done with boots on the ground in New Jersey. With a Feb. 9, 2024, RIF date, we will continue to engage with any NAPS members who have not found landing spots.

We also are at the beginning stages of another Surface Transfer Center closure and subsequent RIF impact on EAS employees. While decommissioning these contract facilities is a welcome sign for USPS operations, NAPS must assist impacted EAS employees in finding job opportunities to continue their careers. I relate our work at NAPS Headquarters as having many irons in a

fire with multiple issues going on simultaneously—when some things get accomplished (irons taken out of the fire), they are replaced by new or continuing issues (irons in the fire).

My prayer is that, through it all, we see a brighter 2024. I look forward to the continued work of serving you to achieve sustainability for America's Postal Service. Just as importantly, I want to see more money in the pockets of EAS employees working boots on the ground in support of our efforts to continue to bind this country together through mail service.

In solidarity ...

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The Postal Supervisor 2024 Production Schedule

Issue	Copy Deadline*	Mails
FEB	1/4	1/31
MAR	1/25	2/22
APR	2/15	3/13
MAY	3/25	4/24
JUNE	4/26	5/23
JULY	6/3	7/8
AUG	6/25	7/24
SEPT/OCT	8/30	10/1
NOV	10/4	11/1
DEC	11/1	12/3
JAN '25	12/5	1/4
FEB	1/6	2/4

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

‘What the Hell Is Going on Out There?’—Part 2

In November 2020, I wrote a column about legendary Green Bay Packers coach Vince Lombardi yelling to his team during a not particularly good afternoon of traditional Packer football, “What the hell is going on out there?” This was a message to his team that not only was the coach dissatisfied with their play, he also was angry at the level of performance, seeing it as below their capability and talent.



Chuck Mulidore
Executive Vice President

My assessment of the current Postal Service senior leadership at that time was that the Postmaster General had taken this essential agency from its traditional roots of service and performance to an organization that required the intervention of four federal judges in order to correct his policies, take control over some operational decision-making and monitor his actions so as not to undermine the essential nature and purpose of the

United States Postal Service. So, let’s fast forward to today. We can ask the same question Lombardi asked of

his team long ago, especially as the issues remain the same—service and performance. As a result of the Postal Reform Act of 2022, Congress required a service dashboard to be established by the Postal Service to provide the public with the level of service in their area. The Postal Service maintains this data on a district basis and, while it’s not easy to find, it does provide great information.

Because it’s so hard to locate, I will tell you how to find it. Via Google, type “USPS Service Performance Dashboard,” click on the subsequent link and you can look up the service in your ZIP code area. You very likely will be shocked to see how much service performance has declined just in the past year since launching the dashboard. However, understand that service already had been suffering for several years.

What is the reason for this significant decline in service? Is it the fact that mail now moves largely on trucks vs. planes? Is it because of the massive overhauling of the mail processing network and its resultant poor implementation? Is it because of the continual price increases the USPS has been pushing on mailers that have resulted in massive financial losses?

At this point, we really don’t know the actual reasons as the Postal Service has not been transparent with the Board of Governors, the Postal Regulatory Commission or even Congress. All that is changing, though, as postal stakeholders are asking questions, undertaking investigations and setting congressional inquiries as part of their oversight role. So, I must ask senior Postal Service leaders one more time, echoing the words of Coach Lombardi, “What the hell is going on out there?”

It is time for *all* of us to hold the PMG and others at L’Enfant Plaza accountable for their actions. We need answers—especially the American people—to the question Coach Lombardi asked his team. We all are the U.S. Postal Service; we deserve better.

naps.cm@naps.org

Thrift Savings Plan

Fund	G	F	C	S	I
November 2023	0.41%	4.51%	9.12%	11.19%	8.54%
12-month	4.16%	1.13%	13.79%	6.01%	10.25%

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

Fund	L Income	L 2025	L 2030	L 2035	L 2040
November 2023	2.81%	3.67%	5.88%	6.44%	6.97%
12-month	6.03%	6.87%	8.67%	9.06%	9.46%

Fund	L 2045	L 2050	L 2055	L 2060	L 2065
November 2023	7.44%	7.88%	9.14%	9.14%	9.14%
12-month	9.78%	10.12%	11.52%	11.51%	11.51%

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

Keeping Our Momentum in 2024

As 2023 comes to a close, I want to thank everyone for their support, trust and confidence. Tough decisions needed to be made in 2023 pertaining to the financial stability and future of our association. But that is what you elected us to do!

Although some changes were unfavorable and met with opposition, those conversations were needed.

Your Executive Board members came together to ensure

the future financial stability of NAPS with complete understanding of their fiduciary responsibility. I am confident we are on the right path moving forward.

This was a stressful year for some of our members who experienced a RIF. Fortunately, our members were able to find positions—maybe not the perfect position, but, all in all, a position within reason. This was accomplished by President Ivan D. Butts communi-

cating with Postal Headquarters, the NAPS Executive Board and NAPS members and ensuring no one would be left without a position who wanted one after the designated RIF effective dates.

Some members have asked what NAPS accomplished in 2023. Well, in 2022, we agreed to a new Supervisor Workload Credit (SWC) calculation that was implemented fully in 2023. Special thanks to the NAPS SWCs Committee, led by Northeast Region Vice President Tommy Roma, for its perseverance in getting this accomplished.

The new SWCs gave us approximately 1,068 new positions. Approximately 1,068 offices/stations received supervisory staff that was much-needed. Part of the SWCs agreement included having follow-up reviews of the SWCs process and then make changes if needed. After implementation of the revised SWCs, we worked with the Postal Service on much-needed relief supervisors.

It was agreed to establish 2,500 relief supervisor positions, all in Customer Service, Mail Processing, Logistics and Maintenance. These additions have allowed many supervisors now to have their rest days off and try to get back to having a balance between their family and work lives.

Another obstacle to achieving success was having new supervisors properly trained. In 2023, NAPS agreed

with the Postal Service to establish the Supervisor Apprenticeship Program. This six-month program currently is being piloted at different sites across the country in Mail Processing and Customer Service. At these selected sites, NAPS is engaged with local management in overseeing the program so supervisors receive the proper training and are prepared for success once they graduate.

Regarding pay and compensation, in 2023, NAPS discussed and came to an agreement with the Postal Service to increase the percentages in the Pay for Performance and HERO program boxes. This agreement will give additional monetary compensation to most of our members for the success achieved in fiscal year 2023. It also added compensation to box 4 of the HERO performance program NPA lump-sum payout when previously there was none.

We also have discussed permanently keeping the increases to annual leave carryover and buyback for EAS employees—from 560 hours to 640 hours for carryover and from 128 hours to 168 hours for buyback. These increases were temporarily agreed to during COVID-19. Although temporarily agreed to for 2023, NAPS still is working with the Postal Service to make this a permanent change.

On the legislative front, due to the perseverance of Executive Vice President Chuck Mulidore and Director of Legislative & Political Affairs Bob Levi, we have a newly introduced Senate companion bill for H.R. 3005, the Postal Police Reform Act, authored by Reps. Andrew Garbarino (R-NY) and Bill Pascrell (D-NJ). The new Senate bill, S. 3356, was authored by Sens. Dick Durbin (D-IL) and Susan Collins (R-ME).

This is a major achievement. The legislation seeks to clarify and restore the jurisdiction of postal police beyond the perimeter of postal facilities and protect postal personnel, USPS assets and the U.S. Mail. Special thanks to Branch 51 President and retired Postal Police Captain Butch Maynard for his in-depth insight and commitment.

Another success in 2023 has been through the dedication and perseverance of all our members. Your membership recruitment has been outstanding! Membership now is over 27,000 strong and continues to increase each month. This has been accomplished by all of you. Thank you! Please continue to use the biweekly EAS Promotion Report and monthly Postmaster Promotion Report, which we started receiving in 2023, as



Jimmy Warden
Secretary/Treasurer

well as your DCO nonmember list, which started to include postmasters in 2023, and contact nonmembers.

As you can see, these were notable achievements in 2023. It has been a rough year, but not without significant success. NAPS has been advocating for years for some of these changes; not until the appointment of Postmaster General Louis DeJoy were we finally successful. Previous PMGs often would not even consider our requests or recommendations, which is the main reason we are in court vs. the Postal Service.

As we open the door and move into 2024, we will be forging forward, continuing to represent all supervisors, postmasters and managers.

I would like to wish everyone and their families a very happy and healthy New Year! Thank you, again, for your support, trust and confidence. And remember, increasing membership demonstrates leadership.

Stay safe!

naps.jw@naps.org

NAPS Training Calendar

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: The Westin Hilton Head Island Resort and Spa, 2 Grasslawn Ave., Hilton Head Island, SC 29928

Hotel Rate: \$179 plus tax. For reservations, contact Jessica C. Muller: 843-681-1082; jessica.c.muller@westin.com

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 Resort

Training: Conducted by NAPS resident officers and USPS officials

Article XIV of the *NAPS Constitution* requires the secretary/treasurer to “furnish financial reports quarterly and publish same in *The Postal Supervisor*.”

Statement of Financial Position (Balance Sheet)—Aug. 31, 2023

Assets:

Cash and Investments	\$ 7,229,243.94
Dues Withholding Receivable	421,693.57
Prepaid Expenses and Other Assets	195,192.05
Total Current Assets	7,846,129.56
Building and Equipment, Net of Accumulated Depreciation	2,106,920.40
Total Assets	\$ 9,953,049.96

Liabilities and Fund Balances:

Accounts Payable	\$ 135,050.24
Accrued Expenses	192,974.14
Dues to be Remitted to Branches	664,649.01
Total Liabilities	992,673.39
Unrestricted and Designated Net Assets	8,960,376.57
Total Liabilities and Net Assets	\$ 9,953,049.96

Statement of Activities (Revenues and Expenses)

(For the period June 1, 2023 through Aug. 31, 2023)

Revenues:

Dues and Assessments	\$ 1,923,270.73
Less: Dues Remitted to Branches	1,311,667.26
Net Dues and Assessment Revenue	611,603.47
Education & Training Revenue	5,140.00
<i>The Postal Supervisor</i> , Advertising	2,134.00
Royalties	719.11
Other Revenues	1,827.20
Total Revenues	621,423.78

Expenses:

National Headquarters	494,612.47
Executive Board	187,802.93
<i>The Postal Supervisor</i>	117,197.36
Legal/Fact Finding/Pay Consultation	38,827.03
Legislative Expenses	19,647.99
Membership	14,675.00
Education and Training	15,915.91
Disciplinary Defense	87,972.88
Total Expenses	976,651.57
Net Expenses in Excess of Revenues From Operations	(355,227.79)
NAPS Property, Inc. (Net Loss) Before Depreciation & Amortization	\$ (111,854.77)
Less Depreciation & Amortization	(33,614.73)
NAPS Property, Inc. (Net Loss)	(145,469.50)
Investments Net Income	291,222.94
Total Expenses in Excess of Revenues	\$ (209,474.35)

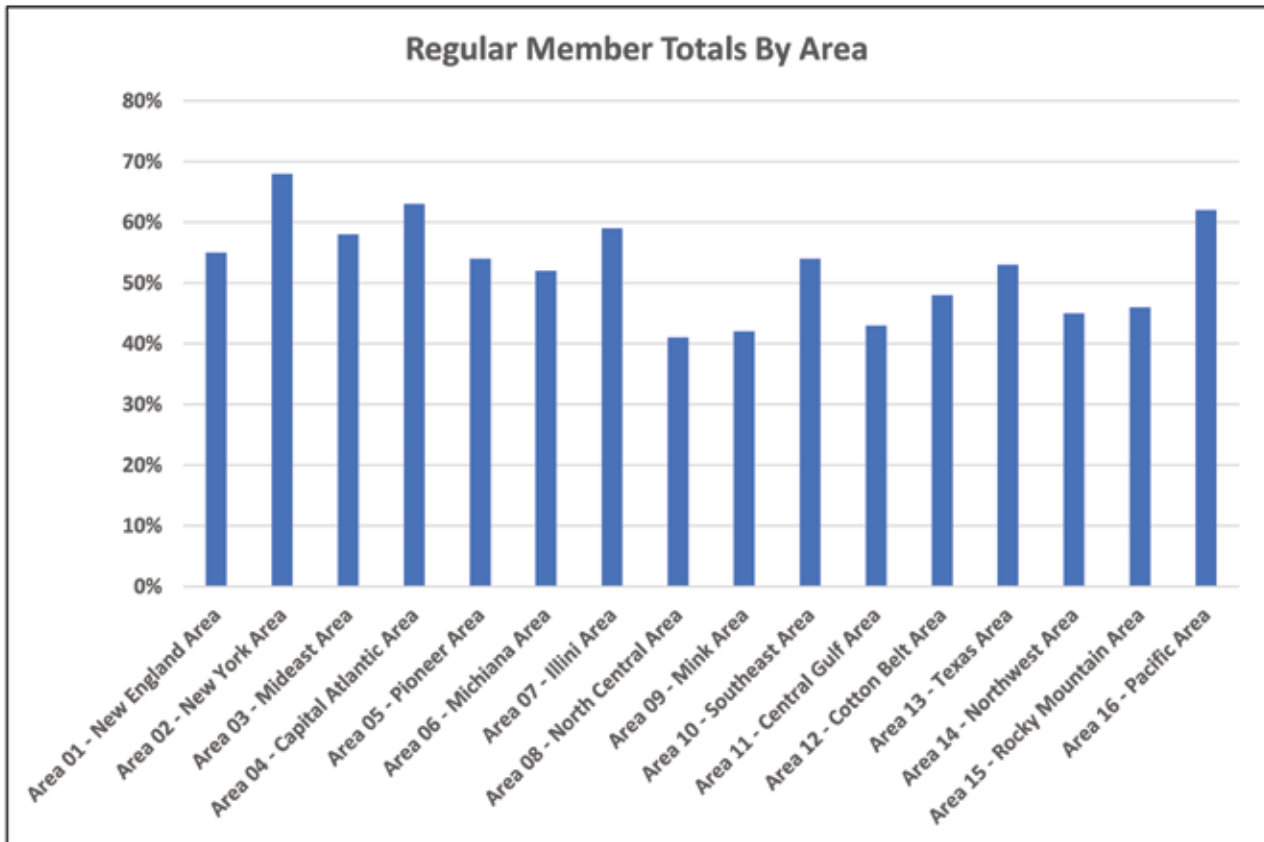
Substantially all disclosures required by GAAP are omitted.

The financial statements do not include statements of functional expenses nor cash flows. The financial statements do not include the financial position and operations of the SPAC.

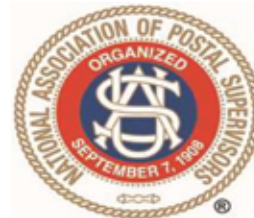
No assurance is provided on these financial statements.

National Association of Postal Supervisors Membership Report

October 2023



Regular Member Totals By Area	
Area 01 - New England Area	55%
Area 02 - New York Area	68%
Area 03 - Mideast Area	58%
Area 04 - Capitol Atlantic Area	63%
Area 05 - Pioneer Area	54%
Area 06 - Michiana Area	52%
Area 07 - Illini Area	59%
Area 08 - North Central Area	41%
Area 09 - Mink Area	42%
Area 10 - Southeast Area	54%
Area 11 - Central Gulf Area	43%
Area 12 - Cotton Belt Area	48%
Area 13 - Texas Area	53%
Area 14 - Northwest Area	45%
Area 15 - Rocky Mountain Area	46%
Area 16 - Pacific Area	62%
Total Regular Member %	54%
Total Regular Members	25,668
NonMember Totals	
Total NonMembers	21,120
Total NonMember %	46%



Good News!
Postmasters
have been
added to
Nonmember-
Eligible reports



SECURING OUR **FUTURE** THROUGH POLITICAL ACTION

The Fight to Secure NAPS' Legislative Priorities

The 2024 Legislative Training Seminar (LTS) will promote NAPS' central legislative priorities through aggressive legislative advocacy and equipping NAPS members with critical tools to help elect members of Congress who support those priorities. NAPS' prime legislative priorities include enacting legislation:

- that protects postal employees who deliver mail, defends postal property and safeguards the U.S. mail, whether inside or outside a postal facility.
 - to achieve a fair consultative process over EAS pay and benefits.
 - to attain due process rights for all EAS employees by allowing those facing an adverse personnel decision to appeal the decision to the Merit Systems Protection Board.
 - to repeal the Social Security Windfall Elimination Provision (WEP) and Government Pension Offset (GPO).
- NAPS also wants:
- to ensure Congress fully exercises its legitimate and appropriate oversight responsibilities regarding postal operations, finances and services.
 - to defend the earned retirement and health benefits of current and future NAPS retirees.

NAPS anticipates a volatile legislative session, with the consequential 2024 presidential and congressional elections quickly approaching. Therefore, NAPS activists will travel to the U.S. Capitol to enlighten members of the Senate and House of Representatives of the importance of passing NAPS-promoted legislation, resisting efforts to move bills harmful to EAS-level postal employees and advancing issues that will enhance the Postal Service and its employees.

LTS provides the most effective vehicle for supervisors, managers and postmasters to deliver their message directly to their elected members of Congress, including an overwhelming majority who seek NAPS' support for their reelection. To hold our elected representatives accountable, we must reinforce our priorities with them.

NAPS will arm LTS delegates with the essential tools, vital information and robust confidence to be exemplary lobbyists on behalf of the 48,000 EAS-level postal person-

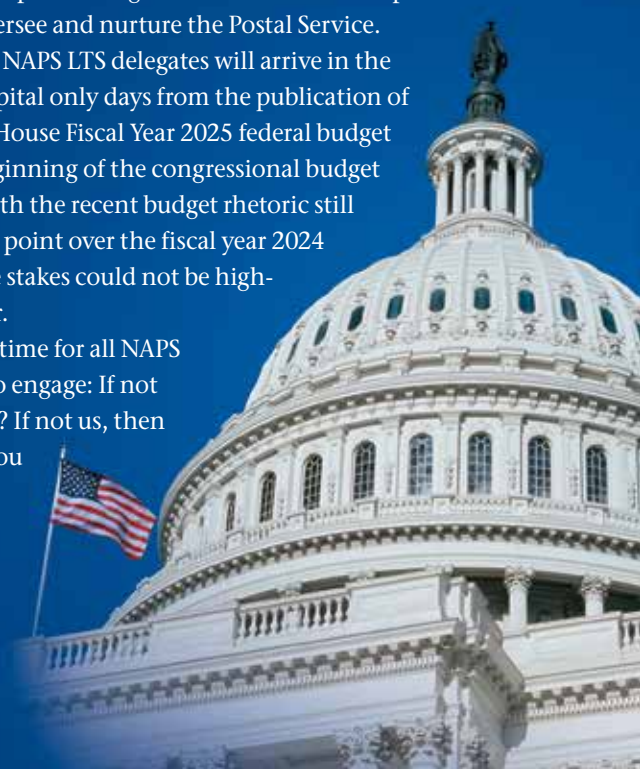
nel represented by NAPS. No matter whether an LTS delegate is a first-timer or an LTS veteran, all delegates will benefit from participating in exciting legislative and political seminars, engaging with key legislators and policymakers who make presentations to the assembled delegates and—most importantly—delivering our message to Capitol Hill on legislation and issues that impact NAPS members and the U.S. Postal Service.

A prime element of LTS is to optimize the political power wielded by NAPS members in promoting our legislative agenda on Capitol Hill. This strategy will be valuable in an election year, where all 435 House members are up for a contract renewal with their constituents; 34 Senate seats will be contested. We also will learn how to employ online and digital communications with our elected representatives to complement our work at LTS 2024.

The unambiguous message LTS delegates will deliver is that EAS-level postal employees and the Postal Service are fundamental to the success of our nation as vital cogs of our country's essential infrastructure. Internal congressional politics and dysfunction cannot distract our elected leaders from performing their constitutional responsibility to oversee and nurture the Postal Service.

Finally, NAPS LTS delegates will arrive in the nation's capital only days from the publication of the White House Fiscal Year 2025 federal budget and the beginning of the congressional budget process. With the recent budget rhetoric still at a boiling point over the fiscal year 2024 budget, the stakes could not be higher next year.

So, it is time for all NAPS members to engage: If not now, when? If not us, then who? See you there.





MARCH 3-6, 2024

CRYSTAL GATEWAY, MARRIOTT HOTEL
ARLINGTON, VIRGINIA

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS
2024 LEGISLATIVE TRAINING SEMINAR



2024 Legislative Training Seminar Registration Information

Hotel room block expires Feb. 15, 2024 • LTS registration closes Feb. 16, 2024

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

LTS Registration Fee—\$275

The 2024 LTS online registration fee is \$275 if registration is submitted on or before Feb. 9. After Feb. 9, the fee is \$325. **No LTS registrations or payments will be accepted after Feb. 16.**

No on-site registrations will be accepted.

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

Refund Requests

All refund requests must be submitted in writing and received at NAPS Headquarters on or before Feb. 22. All approved refunds will be paid on approval.

Substitutions

If you need to make a substitution of an LTS registrant, call NAPS Headquarters at 703-836-9660. All requests for LTS delegate substitutions must be received no later than Feb. 22. No substitutions will be honored after Feb. 22. On-site LTS substitutions will not be allowed.



Marriott Crystal Gateway
1700 Richmond Hwy
Arlington, VA 22208

Hotel Rates and Reservations

Delegates and guests attending the 2024 LTS are responsible for making their own lodging reservations directly with the Marriott Crystal Gateway Hotel.

To make a reservation, call the Marriott at 800-393-3680; group code: NAPS. You also can book your reservation online: go to <https://book.passkey.com/e/50705270>.

The LTS single/double room rate is \$319, including state and local taxes. Check-in time is 3 p.m.; check-out, noon.

The room block expires on Feb. 15, 2024. Reservations made after that date may be at a higher room rate, if available at all.

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

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

NAPS Headquarters does not confirm lodging reservations.

Triangulation Report Deadline, Vehicle Fleet Maintenance Levels and Staffing, Use of Relief Supervisors Among Items Discussed

The Oct. 17 consultative meeting was held in conjunction with the NAPS fall Executive Board meeting; all board members were present. Representing the Postal Service were Bruce Nicholson, James Timmons, Paulita Wimbush and Tomica Duplessis, USPS Labor Relations Policies & Programs.

Agenda Item #1

NAPS asked why local NAPS leaders are the last to know about Surface Transfer Centers (STCs) closings and other various consolidations. For example, messaging was sent from NAPS Headquarters that the Southern California STC was closing mid-October and EAS employees were being notified of a RIF. Local NAPS leaders had no idea who was impacted.

Impacted were two EAS-17 network specialists and one EAS-22 manager. Ultimately, local NAPS found out the facility was located in Long Beach. NAPS California State President Marilyn Jones contacted the HR manager who was the only person who had the correct information. NAPS requested that local NAPS leaders be included, along with the unions, when these types of facility closings, consolidations or impacts are announced.

The contractor who owns the STC building in Southern California notified the Postal Service on Sept. 14 that the facility would be closed within 60 days. NAPS Headquarters was notified immediately by phone, followed by a formal

notification the following day. NAPS Headquarters is notified of these closures and resulting employee impact.

Agenda Item #2

NAPS asked the criteria used to determine whether a delivery support specialist (DSS) and post office support specialist (POSS) must fly or drive to a location. Is it 50 miles?

How is it determined when a DSS and POSS must fly to a location or drive to the location; what is the criteria for flying and driving? Is it 50 miles?

Determining the method of transportation used by an employee is addressed in Handbook F-15, Travel and Relocation, Chapter 5. The employee must use the method of transportation most advantageous to the Postal Service, taking the most direct route and using the least expensive services available that still meet the employee's needs.

All travel must be requested and approved by the employee's supervisor in a timely manner and in accordance with Handbook F-15, Chapter 4. As a rule of thumb, employees assigned to these positions are not sent more than two hours from their duty station without hotel and flight considerations based on Handbook F-15. Fifty miles is not the determining factor for flying.

Also, each case is different and depends on the circumstances; there are myriad determining factors. For example, from where is the employee leaving/going? Is there an airport nearby? Will there be a vehicle available on arrival? What is the total travel time or productive time lost?

Agenda Item #3

NAPS Headquarters has learned that local EAS employees are being interviewed by the unions whose perception is the EAS employees are not cooperating. The union representatives conducting the interviews then inform the EAS employees of Subsection 665.3 of the *ELM* that stipulates employees must cooperate in any postal investigation.

In some cases, this stipulation is mentioned multiple times if the union representative challenges the EAS employee's response. NAPS asked for USPS Headquarters' policy on local EAS employees responding to local union requests for information and interviews.

Union officials may interview supervisors in processing a grievance or to determine whether a grievance exists in accordance with Article 17 of the collective bargaining agreements. Supervisors requiring guidance in preparing for such interviews should contact their district Labor Relations office.

Agenda Item #4

NAPS requested that, on a yearly basis and before the mitigation process opens, USPS Headquarters provides NAPS Headquarters and every EAS employee access to the accumulated triangulation report yearly performance scores for every office at the end of the fiscal year.

A mitigating factor is a significant occurrence beyond an office's control that triggers a measurable impact not only on the NPA composite summary, but also on the PFP's overall perfor-

mance rating. To qualify for consideration, there must be a significant change in an office's indicator(s) that would cause a downward change in the NPA composite summary, resulting in the PFP Overall Performance Rating to be lowered by at least one cell.

Certain unique situations might constitute mitigating factors. For example: a retail office consumed by fire, an AMF destroyed by flood or an act of terrorism that shuts down a transportation network or plant. The following are considered for mitigation: how the occurrence had a profound impact on the office indicator, whether the occurrence caused a downward change in the NPA composite summary and what efforts the unit made to offset the occurrence.

The NPA site includes data on every scorecard and every indicator. Each indicator definition includes a source for where the data was gathered and instructions to employees on how to gather the data and calculate. We do not see the relevance between the triangulation report and unit-level mitigation. There has been an analytical approach with the intent of aligning the line-of-sight indicators with NPA.

Agenda Item #5

NAPS said the CRDO team is obligating postmasters to prepare a triangulation report by 8:30 a.m. on a daily basis. NAPS asked for a more convenient deadline for postmasters who often arrive by 8 a.m. They are checking their operation and morning emails.

The research required to drill down to last-mile failures or any other type of annotated red alert on the triangulation report often takes longer than the allotted deadline given to send this report each day to their MPOO. NAPS requested the deadline be 10 a.m. so postmasters have time to respond to their MPOOs.

The Job Aid indicates reviewing the triangulation report by 8:30 a.m.; the

Bill Introduced in the Senate to Enable Postal Police Officers to Protect USPS Employees and the Mail

On Nov. 20, Senate Majority Whip Dick Durbin (D-IL) and Senate Appropriations Committee Ranking Republican Susan Collins (R-ME) introduced bipartisan legislation to ensure USPS police officers have the authority to protect postal personnel and property and the U.S. Mail, whether on or off postal real estate. The bill was introduced with 10 original co-sponsors.

The Postal Police Reform Act is similar to H.R. 3005, legislation introduced by Reps. Andrew Garbarino (R-NY) and William

Pascrell (D-NJ) earlier this year. The Senate bill, like its House counterpart, strives to clarify the law enforcement authority of postal police in light of the Postal Service's 2020 policy change that restricted the officers to postal real estate.

Concurrent with the revised USPS policy, postal-related crime significantly increased. Durbin chairs the Senate Judiciary Committee, which has jurisdiction over the bill. NAPS strongly supports the measure and urges Congress to pass the bill.

standard work instruction was provided. Any requirement for submitting this report by 8:30 likely is a local requirement at the district level.

Agenda Item #6

NAPS referred to the May 2015 Vehicle Fleet Maintenance restructuring. The presentation sent to the field included a Workload Credit Methodology regarding the VMF Manager Level Matrix and the correct amount of supervisor staffing. In previous discussions with the Postal Service, NAPS has been told that, when all vehicles are deployed, USPS Fleet Maintenance would revisit the EAS levels and staffing.

The vehicles are coming to VMF now—why wait for full deployment? Other functional areas have mechanisms for upgrades. NAPS asked when it can expect upgrades for fleet managers. What is the deployment schedule for next generation delivery and commercial off-the-shelf vehicles? What is the status of getting

VMF technicians trained in new vehicles and technologies?

We are not ready to make changes to the formula that establishes VMF managers and supervisors. Once we are, we will include NAPS in developing any changes.

Agenda Item #7

NAPS Headquarters repeatedly has been informed that relief supervisors are not covering rest days. Districts are not using relief supervisors as intended based on the description of positions as provided NAPS by the Postal Service. The intent of this position was to cover non-scheduled days to reduce T-time and 204 (b) usage.

Relief supervisors are to be assigned a specific schedule, but, in many cases, are being used as "pool and relief" supervisors. NAPS requested that the USPS honor its intention to use these newly created EAS relief positions properly and to instruct the field on the proper use of these positions.

Relief supervisor jobs should be

created and scheduled in accordance with Doug Tulino's June 28, 2023, memorandum, "Establishment of Relief Supervisor Jobs." Specific allegations of establishing jobs that are inconsistent with the Tulino memo should be reported through appropriate channels to be investigated.

Agenda Item #8

In the beginning of FY23, NAPS said the Headquarters Sales group was given a new NPA performance scorecard based on HERO. In the training, EAS employees were told to have three to five goals posted at all times; these goals would be developed with the individual sales rep and their manager. This would be used to reward hard work and would be done to benefit every level of the Sales group.

In mid-January, the goals were scrapped and Sales at Postal Headquarters came out with new goals. In a briefing on the HERO program, NAPS was told the goals would be developed mutually and only changed with mutual discussions as conditions may warrant. NAPS asked why USPS Headquarters Sales unilaterally changed agreed-on goals and replaced them with often unrealistic mandates.

We are not aware of goals being "scrapped" across the Sales organizations. Goals can be modified for different reasons, such as a goal is tied to a specific project and that project was placed on hold or eliminated. Employees and their managers can replace goals; discussions should be held regarding the matter.

Agenda Item #9

NAPS asked whether DOIS can be programmed to recognize pivot/split route assignments so when a package is scanned it is identified as such.

The DOIS program may not be capable of accommodating this request. However, Headquarters is exploring whether future programming of the

Urge Your Senator to Co-Sponsor S. 3356—Legislation to Protect Postal Employees, Safeguard Postal Property and Secure the U.S. Mail

Postal employee safety and the sanctity of the U.S. Mail have been undermined. In fall 2020, the Postal Service initiated a misguided policy change that restricted the authority of its uniformed law enforcement personnel to postal-owned or leased property. This action compromised the safety of postal personnel and security of the U.S. Mail.

Before the change, postal police officers were empowered to conduct patrols in high postal crime areas, protect postal property and investigate postal crime on postal property and offsite. Over the past three years, assaults against postal employees delivering mail have increased by 231%; mail theft has increased by an alarming 161% over a 12-month period (2021-2022).

This acceleration in postal-related crime correlates with the USPS decision to diminish postal police law enforcement authority. Crime data indicates postal police presence deters postal crime, including assaults against postal employees.

In September 2023, the USPS Inspector General issued an audit report highlighting the Postal Service's disappointing response to mail theft, including staffing deficiencies and the absence of a national assessment of personnel deployment to combat postal crime.

Please urge your senators to co-sponsor S. 3356, legislation to clarify and restore the jurisdiction of postal police beyond the perimeter of a postal facility in order to protect postal personnel, USPS assets and the U.S. Mail.

Go to this link to log in and send your message:

<https://www.votervoice.net/BroadcastLinks/-Rv-g5n66Ujz7sdB2J6z0w>

mobile delivery device-technical refresh (MDD-TR) could include this ability for a carrier to quickly scan the parcels and separate them for other carriers. This will be added to MDD-TR change requests for consideration of a future enhancement.

Agenda Item #10

NAPS Headquarters has been made aware that, as a result of the recent rural route mail count, many rural route carrier evaluations have exceeded \$85,000 per year, resulting in unit supervisors making less than the rural carriers they supervise.

NAPS requested a separate supervisor differential adjustment be created for Customer Service supervisors who supervise rural carriers, with pay set at 5% above the highest-paid rural carrier based on Title 39 of the US Code Section 1004(a):

"It shall be the policy of the Postal Service to provide compensation, working conditions, and career opportunities that will assure the attraction and retention of qualified and capable supervisory and other managerial personnel; to provide adequate and reasonable differentials in rates of pay between employees

in the clerk and carrier grades in the line work force and supervisory and other managerial personnel ...”

The request to modify the supervisor differential adjustment policy is appropriate for discussions in pay consultation and should be presented in that forum.

The rural carrier function has several types of schedules for pay, such as a Rural Carrier Mileage Schedule and an Evaluated Schedule. An Evaluated Schedule can be significantly greater than a 40-hour work schedule.

Agenda Item #11

NAPS said that, at the Akron, OH, Post Office, the manager job at the North Hill branch recently was posted with Wednesday and Thursday off. About two years ago, Akron lost the manager, Customer Service Operations (MCSO) position; they did not work weekends. The supervisor at North Hill works on Saturday and Sunday.

NAPS asked why a manager would work on Saturday and Sunday at a delivery unit. Most likely, in this case, it is a way to cover the lost MCSO position duties. When this issue was brought to the Akron postmaster, he indicated that jobs were posted in the plant in this manner. If so, why not in a delivery unit?

Local HR indicated if the postmaster wanted to post a manager job this way, there was nothing to prohibit it. NAPS contends a Customer Service manager position is intended to oversee delivery operations at a unit, work with customers as necessary and support the supervisor at that office in the overall performance of their duties. Manager jobs should be posted with Saturday and Sunday as non-scheduled days.

In this instance, the supervisor at North Hill will face increased workhours on Wednesday and Thursday because the manager will



We All Can Help Build Membership



November High-Five Club Members

Thomas Barone, Branch 202, NY
Francisco Baselice, Branch 202, NY
John Bu, Branch 68, NY
Gregory Harris,* Branch 14, IL
Cherita Jenkins, Branch 14, IL
Wilma Jimenez-Bruno, Branch 100, NY
David Joseph, Branch 183, NC
Jonathan Kofsky, Branch 568, NJ
Erica Lomax, Branch 42, MD
Laurie Lum, Branch 214, HI
Gary Maginnis, Branch 466, CA
Raymond Maytin, Branch 146, FL
Mariel Murillo, Branch 466, CA
Vincent Nicolosi Jr., Branch 202, NY
Charles Patterson, Branch 127, CA
Renee Rafuse, Branch 102, MA
Malcolm Rawls, Branch 589, TX
Baljinder Singh, Branch 202, NY
Mark Velez, Branch 164, NY
Francisco Villalobos Jr.,* Branch 216, PR
Brian Wagner,** Branch 255, IL
Melissa Whaley, Branch 83, NY
Ann Wiskoski, Branch 387, PA

*Denotes 10+ members signed in the past 90 days.

** Denotes 15+ members signed in the past 90 days.

not be there to close the unit. NAPS requested this manager posting be rescinded and posted with Saturday and Sunday as non-scheduled days.

While investigating this matter, Central Area HR and the district manager decided the position would be reposted

with non-scheduled days of Saturday and Sunday.

NAPS Headquarters has reported the position has not been reposted with Saturday and Sunday as non-scheduled days.

Department of Labor Seeking Information on Postmasters and Mail Superintendents

NAPS is asking for your assistance with a valuable program for the Occupational Information Network (O*NET). This participation will benefit our organization and its members by collecting current and essential information about supervisory and other managerial employees, including postmasters. You will find below O*NET's participant criteria and directions on how to participate.

The O*NET program, sponsored by the U.S. Department of Labor, is gathering occupational information

for a national database being used by millions of employers, workers, educators and students across the country. This database provides information about the skills, abilities, activities and work context for about 1,000 occupations nationwide.

If selected, an O*NET representative at the Research Triangle Institute (RTI) will contact you regarding the next steps for your participation as an occupation expert concerning postmasters and mail superintendents. By completing and returning the O*NET questionnaires, you will

contribute to a key resource providing our nation's citizens with continually updated occupational information. Responses from all experts will be combined to define the activities, tasks, knowledge and other aspects of work in your field.

NAPS encourages you to complete and return the O*NET questionnaire. Please be assured your decision regarding participation will not impact your standing with our organization. Thank you in advance for your time and effort.

O*NET Data Collection Program

Sponsored by the U.S. Department of Labor, the data collection program is seeking the input of expert document management specialists. As the nation's most comprehensive source of occupational data, O*NET is a free resource for millions of job seekers, employers, veterans, educators and students at www.onetonline.org.

You have the opportunity to participate in this important initiative. Your participation will help ensure the complexities of your profession are described accurately in the O*NET database for the American public.

Postmasters and Mail Superintendents

Description: Plan, direct or coordinate operational, administrative, management and support services of a U.S. post office or coordinate activities of workers engaged in postal and related work in assigned post office.

You are considered an Occupation Expert if you meet the following criteria:

- Have at least one year of professional experience working in the occupation.
- Have a minimum of five years' combined professional experience practicing, training, teaching and/or supervising others who perform in the occupation.
- Are currently actively involved in the field and based in the United States.

How to Participate

If you meet these criteria and are interested in participating, please contact David Cox at RTI International, the O*NET data collector contractor, at davidcox@onet.rti.org or 877-233-7348, ext. 186.

Please provide the following:

- Full name
- Company name and title
- Daytime phone number
- Email address
- Address with city and state

Process and Participation Incentive: A random sample of experts responding to this request will be invited to complete a set of questionnaires. Experts who are selected and agree to participate will receive a \$40 Visa gift code and an oak-framed certificate of appreciation from the Department of Labor.

We encourage you to consider helping to keep information about your profession accurate and current for the benefit of our colleagues and the nation. Thank you for your support.

If you know anyone in your organization who also is an expert and would be willing to participate, feel free to forward this notification to them.

Budget Challenges

Robert “Bobby” Bock
Southeast Area Vice President

With the arrival of the new fiscal year, every functional area is looking for ways to reduce their operating budget. The team at Fleet Management has been tasked with a budget reduction that, in actual dollars, amounts to \$100 million. With 306 VMFs around the country, we have our work cut out for us.

So, how are we going to hit this large target? We are drilling down into the Enterprise Data Warehouse (EDW) to see where money is being spent. We still have a fleet of delivery vehicles over 30 years old. If we were required to have state license plates, our older vehicles would qualify for antique plates.

The two areas offering the most opportunity for cost reductions are vehicle accidents and unreported damage. When the VMF brings a vehicle in for scheduled maintenance, too many times we find damage to the vehicle that has not been reported. We reach out to the Safety Office, then contact the office where the vehicle was assigned.

You know the rest of the story: There’s no record of any damage to the vehicle anywhere in the system. In most delivery offices, supervisors walk the lot on a daily basis, observing carriers loading. Did you ever really look over the vehicles you walk by?

Recently, we brought in a Mercedes van with a rear sensor light out. On inspection, we found the

rear bumper had been pushed in. The vehicle still was under warranty, but the vendor pointed to the damaged bumper as the cause of the light fault. This was a \$2,000 hit to the VMF for the repair, plus loss of the vehicle for deliveries while it was repaired.



Delivery units can play a big role in helping the Postal Service reduce vehicle expenses by doing a quick walk-by of your assigned vehicles as often as possible. I know it can’t be done every day, but if you are known

to look at vehicles, your employees also will be looking at their vehicles.

We are getting a large shipment of new vehicles that will present new challenges for carriers. The next generation delivery vehicles (NGDVs) are

trucks over nine feet tall, just as the ProMasters in our fleet. Roof damage to these vehicles amounts to several thousand dollars (*see photo*). This type of damage is totally avoidable.

I have a wish list for the Postal Service this year: We need new mobile post offices. These trucks are as old as our LLVs and the generators in the mobile post offices are critical to running the equipment. The generators are either breaking down or out of service.

I also want to see the Postal Service eliminate the use of private companies to tow our vehicles. We need to have rollback tow trucks that can handle the wide variety of vehicles we use. This would result in large savings for towing expenses.

bocknapsseavp@aol.com



This damaged vehicle is from a unit that has had five accidents—all the fault of the drivers.

The Trojan Horse in Our Midst

Dee Perez

New York Area Vice President

Happy New Year, NAPS members. It's 2024; another calendar year has ended, while another is just beginning. I wish great health and happiness and great NPA success in FY24 to all 27,000 NAPS members.

The rival postal management association continues to make false claims about who they represent regarding EAS employees.

In February 2022, the 5th District Court of the District of Columbia affirmed NAPS has the right to represent *postmasters and supervisors* in pay and benefits and every EAS employee at USPS Headquarters.

UPMA can sit at the same table with NAPS to discuss postmasters' pay and benefits and have equal input with NAPS, but that's as far as UPMA can go. The organization has zero say in pay and benefits for any other EAS employee.

Regardless of this fact, the association continues to promote itself as having the ability to represent everyone, which it cannot. These half-

truths or misrepresented lies (call them what they are) are being used to sell their association to potential future members from the craft and current members from the EAS rank and file.



UPMA, in my opinion, is a Trojan horse: It looks good from the outside, but is full of misinformation on the inside.

UPMA wants to be the association that represents everyone. However, per *Title 39 U.S. code law*, they cannot! NAPS is the only postal management association that can represent everyone—no matter how many lies they publish and misinformation they spread at their conventions. UPMA constantly spreads these falsehoods to attract new members.

Here are some examples:

In a column for the magazine titled, "Why Join UPMA?" the author wrote: "UPMA is the only management organization that can represent you at Postal Headquarters on specific Postmaster issues." That is incorrect.

Another UPMA member wrote: "The organization is dedicated to representing the interests of Postmasters and Managers in the USPS. UPMA is actively involved in advocating for policies and regulations that are beneficial to its members, such as fair compensation, job security and employee benefits." That is incorrect.

A member explained the history of both NAPUS and the League of Postmasters before their 2016 merger: "The merger combined resources and numbers to represent your interests with the Postal Service as a Postmaster, Manager, Supervisor and EAS

professional, as well as those aspiring to be." That is incorrect.

I'm going to dispel those three claims:

1. UPMA is not the only management organization that can represent postmasters at Postal Headquarters on specific postmaster issues. The U.S. District Court affirmed NAPS' right to equally represent postmasters.

2. NAPS is the only postal management association that can represent your interests at Postal Service Headquarters in all three EAS employee categories: postmasters, managers and supervisors.

UPMA says it is interested in fair compensation, job security and employee benefits for you—who isn't?! If UPMA truly is interested in those issues, why did UPMA testify on behalf of the Postal Service in the lawsuit NAPS filed regarding the lack of those three issues?


UPMA sided with trusting USPS Headquarters and allows it to decide what is best for you regarding your pay and benefits. This is who your UPMA organization is. When you become a member, they misinform and trust the USPS 100% in making life-altering pay and benefits decisions on your behalf.

In contrast, NAPS fights for your rights, demands through its lawsuit a seat at the table and fights for the pay and benefits you deserve and have earned. There is a huge difference!

It is time every NAPS member informs UPMA members about this and gives them an *1188* so they can leave UPMA and join NAPS.

Sign a UPMA member today to NAPS!

nyvpdee@aol.com

 **On the Move?**

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

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

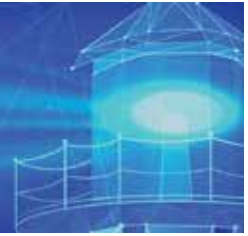
Please let us know your new address and its effective date as soon as you know it. Address changes may be mailed to NAPS at 1727 King St., Suite 400, Alexandria, VA 22314-2753, or faxed to (703) 836-9665.



POWERING THE FUTURE THROUGH COLLABORATION

2024 NAPS NATIONAL CONVENTION
AUGUST 11 – 16, 2024

FOXWOODS RESORT CASINO
350 TROLLEY LINE BLVD
LEDYARD, CT 06338



NAPS 69th National Convention Delegates Credential Process

**Convention registration closes July 9
Hotel room block expires July 17**

National convention registration and credentials open jointly on March 1. NAPS will continue the delegate credentials process introduced at the previous national convention. The process will be completely electronic.

The credentials process is kicked off when a member registers as a delegate for the national convention. **This means a member must first register in order to have a credential form generated.**

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

The respective branch president then will receive an email stating NAPS Headquarters is requesting their signature on Jane Doe's delegate credential form. Finally, the delegate, branch president and NAPS Headquarters will receive an emailed copy of the final, completed and signed credential form.

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

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

Important Convention Dates

- June 3** Deadline for all resolutions from states with conventions before the end of May to be emailed to Executive Vice President Chuck Mulidore
- July 3** Deadline for entries for the Best Website and Newsletter contests to be emailed to kbalentyoung@gmail.com
- July 9** Deadline to register for the NAPS 69th National Convention (opens March 1)
- July 14** Deadline to submit refund and substitution requests to NAPS Headquarters

Deadline for all other resolutions to be emailed to Executive Vice President Chuck Mulidore
- July 19** Deadline for emailing deceased members' names to Executive Assistant Sheena Williams

Foxwoods Resort Casino

350 Trolley Line Blvd., Mashantucket, CT 06338

- \$175/night (\$201.25 inclusive)
- \$25 resort fee waived
- Room cutoff date: July 17
- Complimentary valet and self-parking
- Complimentary internet in sleeping rooms
- No COVID-19 regulations or restrictions at this time

To make reservations, call 800-369-3663—code: NAPS—or go to <https://book.passkey.com/go/NAPSConference2024>



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)



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National Association of Postal Supervisors

Vince Palladino Memorial Student Scholarships

Deadline: June 30, 2024

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

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

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



Applications must be received no later than June 30, 2024. Online applications only will be accepted using the NAPS website. Please go to www.naps.org under the “Members” tab to apply for the **Vince Palladino Memorial Student Scholarship**, or go to <https://naps.org/Members-Scholarship-2>.

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the September/October 2024 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a Vince Palladino Memorial Student Scholarship will receive a check, payable to the college or university listed in the application, in October 2024. Scholarships may be used to pay expenses in the student’s current or following semester.

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



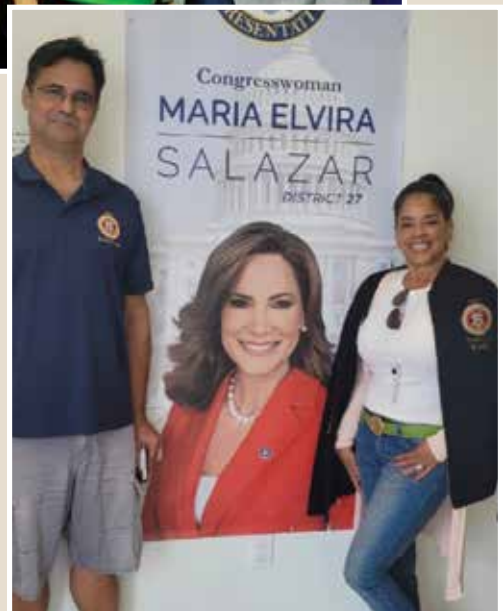
Michiana Area Vice President Kevin Trayer (left) and Southwestern, MI, Branch 142 Legislative Vice President Anthony Bradley met with Rep. Elissa Slotkin (D-MI). She intends to run for Sen. Debbie Stabenow's seat; Stabenow is retiring in 2024.



Maryland-DC State Branch 923 President Steve Shawn (left) and NAPS Director of Legislative & Political Affairs Bob Levi (right) met with Rep. Jamie Raskin (D-MD), Ranking Democrat on the House Oversight and Accountability Committee. They discussed H.R. 3005, the Postal Police Reform Act, and Postal Service performance.

Eddie Suarez (left) and Ilia Gonzalez, Miami Branch 146, have been busy. They met with Carlos Fanjul, aide to Rep. Carlos Gimenez (R), and Kimberly Colon, aide to Rep. Mario Diaz-Balart (R), to discuss NAPS' legislative issues, including H.R. 3005. The meetings were productive; both aides were receptive to keeping an open dialogue with Suarez and Gonzalez.

Suarez and Gonzalez also met with Ela Pestano, aide to Rep. María Elvira Salazar (R-FL). They provided information on NAPS' current bills and spoke in depth on H.R. 3005 and the importance of getting Salazar's support. Pestano said their local office works with constituents on postal issues and that she looks forward to talking again with the NAPS members.





Northeast Region Vice President Tommy Roma made his annual Christmas visit to the grave of former NAPS President Vince Palladino.



Attending Fairfield County, CT, Branch 47's meeting on Dec. 2 were, from left: NAPS New England Area Vice President Bill Austin, Branch 47 Secretary Erin Morrisroe, USPS Retail and Post Office Operations Vice President Elvin Mercado, Branch 47 Vice President Brian Falcha, Treasurer Jacob Williams and Postal Inspection Service Administrative Services Manager Nilza Mercado.



New York Area Vice President Dee Perez received a FY23 C360 Overall Satisfaction Award for the Syosset, NY, Post Office being one of the top-10 local post offices in New York 2 District.



One of the best leaders the New York Area ever has had, New York 2 District Manager Frank Calabrese, has retired after a 42-year career. He spent his career in what now are the New York 1, New York 2, New Jersey and Caribbean Districts.

Calabrese always believed in customer service and believed the way to achieve good service was to treat his employees with dignity and respect. He worked in Customer Service, as well as Mail Processing.

NAPS Secretary/Treasurer Jimmy Warden (second from left) presented Calabrese with a NAPS watch and a certificate of appreciation stating how Calabrese helped so many supervisors when the New York Area experienced a RIF in Customer Service. Also participating in the presentation were Northeast Region Vice President Tommy Roma (right) and New York Area Vice President Dee Perez. Everyone affirmed Calabrese will be missed.



Guan Chen, supervisor, Customer Service, at the Syosset, NY, Post Office received a FY23 C360 Overall Satisfaction Award for being one of the top-10 performers in New York 2 District.



NAPS President Ivan D. Butts and Southeast Area Vice President Bobby Bock attended Miami Branch 146's meeting.



NAPS President Ivan D. Butts and Southeast Area Vice President Bobby Bock with Branch 146's Executive Board.

From left: NAPS President Ivan D. Butts, Bernice Scriven, Ann Strickland and National Auxiliary President Laurie D. Butts.



From left: NAPS President Ivan D. Butts, Branch 146 President Michael LeCounte and Southeast Area Vice President Bobby Bock.



NAPS Executive Vice President Chuck Mulidore attended Southeastern Massachusetts Branch 20's meeting and installed the new officers. From left: Vice President Rich Walter, Secretary/Treasurer Helen Kelley, President Paul Foley, members Bob Awalt, Patricia Groves and Dom Russo, and Mulidore.



NALC New York Branch 36 held its annual dinner and dance. Also attending were NAPS members. From left: Bruce Didriksen, NALC business agent, Region 15; Charlie Heege, NALC Branch 36 president and national trustee; Lijia Dyer, NAPS New York City Branch 100 president; Jim Yates, NALC life insurance director; and Jimmy Warden, NAPS secretary/treasurer.



NAPS Secretary/Treasurer Jimmy Warden had an opportunity to speak with Myra Molina, aide to Rep. Dan Goldman (D-NY).



On Sept. 24, the Atlanta Branch 82 Executive Board toured the new RDC in Palmetto, GA. From left: Branch 82 Secretary Michelle Daniels; Peachtree P&DC Manager Kennard Everett, Branch 82 Vice President Elvina Cox and Georgia State Branch 912 and Branch 82 President Jose Smyly.

Atlanta Branch 82 President Jose Smyly and Vice President Elvina Cox staffed the NAPS table at the Georgia District Career Conference in Macon to recruit new members.



Rep. David Scott (D-GA) held a meet-and-greet on Oct. 30. He had guest speakers from Social Security, Medicare/Medicaid, IRS, Veterans Affairs and more. With Scott are Atlanta Branch 82 Secretary Michelle Daniels (left) and NAPS Rep Rosa Caldwell.



Los Angeles Branch 39 held an open house in November. Natashi Garvins (back row, second from left) is the WestPac Strategic Communications specialist.



From left: District Customer Relations Team rep Adam Carpenter, Branch 39 Vice President Sam Booth Jr. and Los Angeles District Manager Beth Rubio.



Postmaster Jeremie Six, California 5, Los Angeles District



Ken Starks (left), IT manager at the Los Angeles NDC, talked about interviewing techniques.

Mary Burkhard Branch 244 hosted its annual election and installation of officers dinner in mid-November.



California State President Marilyn Jones (second from right), with Western Region Vice President Marilyn Walton (left) and Pacific Area Vice President Chuck Lum (right) swore in the newly elected officers.

Attending Pittsburgh Branch 20's holiday event were from left: NAPS Executive Vice President Chuck Mulidore, Denise Butler, Joe Lach, Joe O'Donnell, Wesley Whitehead, Sue Bartko, Diane Smith, Jeff O'Brien, Jim Goodwill, Kathy Goettler, Mary Etta Johnson-Whitehead, James "Marty" Muir and NAPS President Ivan D. Butts.



Pittsburgh NDC Branch 554 held its holiday celebration.



NAPS President Ivan D Butts addressed members and gave the blessing before the holiday meal.

From left: Branch 554 President Casei Uber, Sergeant-at-Arms Randy Daugherty, Pennsylvania State President Sue Bartko, Maintenance Engineer Angelette Johnston and NAPS President Ivan D. Butts.



Middle Tennessee Branch 32 celebrated the Christmas season with its annual social on Dec. 1.





Las Vegas Branch 463 hosted its annual holiday party at the Tuscany Suites & Casino in early December—just before the start of peak season

Branch 463 officers invited NAPS Executive Vice President Chuck Mulidore and Western Region Vice President Marilyn Walton to join them in the photo booth. From left: Branch 463 Secretary Rebecca Jones, Walton, Mulidore, Branch 463 President Jackie Clayton, Legislative rep Cecilia “CC” Pelletier and Vice President Sherry Patterson.



Long Island, NY, Branch 202 held its holiday meeting:



From left: Tom Barone, Branch 202 President; Walter Stehle, New York 2 District Postmaster of the Year; Suman Sharma, New York 2 District Mail Plant Manager of the Year; Thomas Rajan, New York 2 District Supervisor of the Year; and Dee Perez, NAPS New York Area Vice President.

New York Area Vice President Dee Perez



Preparing for the evening's awards were, from left: Jay Sing, Branch 202 President Tom Barone, Vice President Vinny Violante and Vice President Vinny Nicolaise.



Branch 202 Vice Presidents Vinny Nicolaise and Vinny Violante collected contributions for SPAC.

Staten Island Branch 110 held a holiday/retiree party and meeting at LiGreci's Staaten on Staten Island. Thanks to Joan Velazquez for taking the photos.

From left: New York State President Mark Velez, Branch 110 President Frank Vazquez, retiree Joe Damon, NAPS Secretary/Treasurer Jimmy Warden and New York Area Vice President Dee Perez.



From left: New York State President Mark Velez, Branch 110 President Frank Vazquez, retiree Alfredo "A Rod" Rodriguez, NAPS Secretary/Treasurer Jimmy Warden and New York Area Vice President Dee Perez.

San Juan, PR, Branch 216 held its annual holiday party and meeting at the Hyatt Regency Grand Reserve in Rio Grande, PR. Branch members from Puerto Rico and the Virgin Islands celebrated their successes in 2023.



From left: Branch 216 Secretary Antonio Cabrera, Vice President Joaquin Rodriguez, Sergeant-at-Arms Rafael Correa, Ivonne Warden, NAPS Secretary/Treasurer Jimmy Warden, Acting District Manager Carlos Del Toro, NAPS New York Area Vice President Dee Perez, Branch 216 Vice President for Stations and Branches Kendrick Comulada, President Josian Pineiro and Treasurer Antonio Cortes.



Branch 216 President Josian Pineiro was the master of ceremonies.



NAPS New York Area Vice President Dee Perez



NAPS Secretary/Treasurer Jimmy Warden



On their trip home, NAPS Secretary/Treasurer Jimmy Warden and his wife Ivonne flew with Rep. Jennifer González-Colón (R-AL/PR).

Branch 459—"Da Bronx"—held its annual holiday dinner and meeting. New Branch President Christine Bailey and her fellow board members were sworn in by New York Area Vice President Dee Perez. From row, from left: Board members Tommy McCrain, Pat Jordan and Executive Vice President Frank Leto, Perez, Bailey and board members Joe Fabris and Nancy George.

Back row: Miriam Hernandez, Eugenia Woodruff and Baldie Thorpe.



At Brooklyn, NY, Branch 68's holiday membership meeting, Plant Manager Steve Grant (second from right) addressed NAPS members. From left: NAPS New York Area Vice President Dee Perez, Northeast Region Vice President Tommy Roma, Grant and Branch 68 Vice President Walter DeBerry.



Northeast Region Vice President Tommy Roma welcomed Area Manager Joe Raguso (left) and retiree Charlie Vella.



Northeast Region Vice President Tommy Roma with former and current members at Branch 68's holiday party.

From left, retired Area Manager Archie Warner and New York Area Vice President Dee Perez applauded as Northeast Region Vice President Tommy Roma presented John Bu an award for being Branch 68's top new-member recruiter.



2024 SPAC Pins

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In 2024, SPAC contributors will be sent the pin recognizing their total 2024 contribution at the end of the year; all pins will indicate "2024." The 2024 "Drive for 5" pins will continue to be mailed at the end of the month in which the contributor made their first withholding contribution, either through PostalEASE or OPM Retirement Allotment. There will be no change in The Postal Supervisor's listing of SPAC contributors who progress through the pin categories over the course of the year.

WEP and GPO: 'It's Time Actions Speak Louder Than Words'

Following is the statement from former NAPS President Louis Atkins and NAPS National Auxiliary Secretary-Treasurer Bonita Atkins for the Nov. 20 hearing in Baton Rouge, LA, by the House Ways and Means Subcommittee on Social Security titled, "Social Security's Disservice to Public Servants: How the Windfall Elimination Provision and Government Pension Offset Mistreat Government Workers."

Chairman Smith and members of the committee, thank you for providing us this opportunity to share our views and the views of the 47,000 postal supervisors, managers and postmasters represented by the National Association of Postal Supervisors (NAPS) regarding the unfair and punitive Social Security Windfall Elimination Provision (WEP) and Government Pension Offset (GPO). We appreciate the zeal with which our member of Congress, Rep. Garret Graves, has advocated for elimination of the WEP and GPO.

Mr. Chairman, we both loyally served the American public during our careers. Louis performed non-federal work for 22 years. He was employed by the U.S. Postal Service for 32 years and served in the military for two years. Bonita worked for the Social Security Administration for 42 years, but has not attained 40 quarters of Social Security coverage.

Although now retired, we both remain active members of NAPS and are proud that NAPS strongly supports enactment of H.R. 82, legislation to repeal the WEP and GPO. We are attentive to the politics that reshaped the Social Security system 40



Former NAPS President Louis Atkins and current NAPS Auxiliary Secretary/Treasurer Bonita Atkins were invited to offer testimony to the House Ways and Means Subcommittee on the Social Security Windfall Elimination Provision and Government Pension Offset. The committee held a field hearing in Baton Rouge, LA, not far from the home of Louis and Bonita. Moreover, legislative repeal of the unfair Social Security provision (H.R. 82) was introduced by their member of Congress, Rep. Garret Graves (R-LA).

years ago to bolster the federal retirement safety net.

However, that decades-old bipartisan salvage effort resulted in significant financial harm to millions of American retirees. These are individuals not covered by Social Security during their employment, yet are eligible for Social Security benefits through a deceased spouse or on their own through Social Security-

covered work history.

Before 1984, all federal and postal employees participated in the Civil Service Retirement System (CSRS). These members of the federal service did not participate in Social Security while employed by the government or by the U.S. Postal Service. However, because of the 1983 Social Security Act, federal and postal employees subsequently hired were required to participate in Social Security.

In anticipation of the sunset of CSRS participation, the Federal Employees Retirement System (FERS) and Thrift Savings Plan (TSP) were created to dovetail with Social Security. The goal of Congress was to replicate the value of CSRS annuities post-1983 for federal and postal hires. Generally, FERS retirees are not adversely impacted by the WEP or GPO.

However, we are not FERS annuitants. We are entitled to CSRS annuities and both suffer the financial repercussions and inequities of the WEP. And one of us will experience the indignity of not receiving a Social Security survivor benefit to which he or she will otherwise be entitled as the result of the GPO.

The WEP applies to both of us because we are CSRS annuitants and

otherwise would be eligible for full Social Security benefits. About 2 million other Americans are impacted by the WEP, which was enacted in 1983. The convoluted and unfair application of the WEP formula reduces our Social Security significantly, effectively penalizing us for our public service.

The GPO will eventually penalize one of us—that is, the surviving spouse—on the death of the other. About one-quarter of a million Americans are impacted by this law enacted in 1977. The GPO would effectively zero-out our otherwise entitled Social Security survivor benefit. The prospective entitled benefit would be reduced dollar-for-dollar by the amount earned through federal or postal employment.

Clearly, the combined impact of the WEP and GPO has a financially damaging effect on millions of Americans and on us personally. The impact hits during the period of our lives when we can least afford it. Furthermore, Americans who earned their livelihoods serving in the public sector did not do it enrich themselves. Nevertheless, we are particularly affected by the WEP and GPO.

Federal and postal retirees who spend their retirement years on fixed incomes can ill-afford the consequences of reduced retirement income. Health costs continue to escalate and episodes of medical care increase in frequency. Assistive appliances and technology to make our senior years endurable and manageable at our homes are pricey and the possibility of needing expensive, long term-care is real. Therefore, reductions to Social Security benefits are extremely painful.

Ever since the WEP and GPO were enacted, NAPS has worked tirelessly to have Congress repeal its

40-year-old mistake. Over the past four decades, Congress has gone through the motions and promoted efforts to rectify the situation, but ultimately failed to advance corrective legislation. Regrettably, the collective efforts of many employee and retirement organizations representing millions of Americans who served the public in federal, state and municipal positions proved futile to persuade Congress to retract the WEP and GPO.

Time and time again, members of the House and the Senate have introduced WEP and GPO repeal or reform bills. These measures attracted overwhelming bipartisan support; there were promises of meaningful consideration. However, at the end of each congressional session, the refrain has been, “Wait until next year.”

Late last Congress, WEP-GPO repeal legislation earned a place on the House consensus, forcing the Ways and Means Committee to report the measure to the floor—albeit without a favorable recommendation. Mad-deningly, the clock ran out on the bill when the 117th Congress adjourned.

It’s time that actions speak louder than words. This committee must favorably report H.R. 82 to the House floor; House Speaker Mike Johnson, who hails from this great state of Louisiana, must ensure a floor vote. NAPS urges the Ways and Means Committee to favorably report H.R. 82 and for the united Louisiana congressional delegation to urge Johnson to schedule the bill for a floor vote.

Thank you.



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

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

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

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

Bob Levi

Director of Legislative & Political Affairs



has been collaborating with the Postal Police Officers Association on the House and Senate legislation. On introduction of S. 3356, the National Association of Police Organizations (NAPO),

a national coalition of police associations representing more than 241,000 sworn law-enforcement officers, notified members of the Sen-

also has argued that postal police do not have the staffing to protect off-property personnel and assets. Now, who reduced the postal police force?

Finally, the USPS contended that the USPS police force is not trained to perform law enforcement. This allegation is false.

In response to a national outcry on Capitol Hill and in the national news media, the USPS is attempting to secure mail collection boxes by phasing out “arrow keys” and the ad hoc, limited, temporary deployment of the Postal Inspection Service. Unfortunately, such band-aids are too little, too late.

The Postal Service’s over-the-top objection to the legitimate use of postal police officers is reminiscent of the agency’s vehement objection to establishing an inspector general about 28 years ago. The USPS and its Inspection Service fanned opposition to creation of the Office of Inspector General (IG), arguing the Inspection Service was the entity authorized to conduct auditing and oversight functions.

At that time, Congress lacked confidence that the Inspection Service was adequately performing those duties. Presently, Congress has deep reservations about the Inspection Service’s capability to properly protect postal personnel and assets absent legislation to clarify the role of dedicated and well-trained postal police officers. The USPS’ 1996 objection to creation of the IG failed.

NAPS is encouraged by the growing bipartisan and bicameral support for a reinvigorated postal police force. Congress will, once again, overcome USPS opposition.

Another matter is scrutiny of the agency’s facility realignment plan. The plan’s implementation and apparent impact on First-Class Mail perfor-

“The USPS doth protest too much, methinks.” (Apologies to William Shakespeare’s Queen Gertrude in “Hamlet.”)

In late November, Senate Judici-

Senate Introduces Bill to Restore Postal Police Force’s Authority

ary Committee Chairman Richard Durbin (D-IL) and Ranking Senate Appropriations Committee Republican Susan Collins (R-ME) introduced long-awaited legislation to help better protect USPS employees who deliver mail and packages, improve safeguards for postal property and ensure the sanctity of the U.S. Mail.

S. 3356 is the Senate companion to H.R. 3005, legislation introduced by Reps. Andrew Garbarino (R-NY) and William Pascrell (D-NJ). The Senate bill is crafted in such a way to fall within the jurisdiction of the committee chaired by Durbin.

Generally, the Durbin-Collins bill would clarify the section of the U.S. criminal code relating to the investigative powers of Postal Service personnel. Specifically, the legislation would make clear that postal police officers may exercise full law-enforcement authority on and off postal real estate to protect postal employees in the conduct of postal activities, as well as safeguarding the mail and postal assets.

In summer 2020, the USPS irresponsibly decided to restrict its police force to guard postal real estate, making postal employees delivering mail and postal assets vulnerable. NAPS

ate of its strong support of the measure and urged prompt passage.

The latest endorsement is from the Federal Law Enforcement Officers Association. The organization represents more than 26,000 federal law enforcement officers from 65 different federal agencies, including Postal Inspectors.

Regrettably, the Postal Service has opposed restoring full law-enforcement authority to its police force. At times, the agency asserted that postal police never provided protection off postal real estate. This was disproven.

At other times, the USPS argued that already-offered, taxed local police were better situated to protect postal employees. NAPO’s endorsement suggests otherwise. The USPS



Bob Levi discussed H.R. 3005 with Sen. Richard Durbin (D-IL), who introduced the companion Senate bill with Sen. Susan Collins (R-ME).

mance have warranted public and congressional attention. The performance decline has not abated, even during peak mail season. In fact, national First-Class on-time performance fell to 84.21% on-time during the last week in November, a 6.6% decline compared to the same period last year.

This phenomenon has caught the attention of Senate Homeland Security and Governmental Affairs Committee Chairman Gary Peters (D-MI) and other members of Congress. On Dec. 5, Peters sent the Postmaster General a four-page letter listing nine questions that asked for detailed explanations relating to postal performance and realignment. The chairman's inquiry alleges the lack of transparency in realignment.

Individual members of the Senate and House also have communicated their displeasure to the USPS regard-

ing on-time performance. In fact, Sens. Amy Klobuchar (D) and Tina Smith (D) of Minnesota introduced S. 3391, the Postal Delivery Accountability Act, in response to poor mail performance to their constituents. The bill would put into law USPS IG recommendations for improving, identifying and notifying delayed and undelivered mail.

As mentioned in last month's column, First-Class on-time performance continues to suffer in postal districts represented by key members of Congress, including House Oversight and Accountability Chairman James Comer (R-KY) and the committee's ranking Democrat, Jamie Raskin (D-MD). Of course, there also is the ongoing Postal Regulatory Commission's public inquiry on postal facility realignment that, hopefully, will guide the Postal Ser-

vice as the agency adjusts its expectations and plans regarding network changes.

Not surprisingly, Postal Service leadership continues to bemoan legitimate and essential congressional and regulatory oversight of the "Delivering for America" plan, asserting that such legally authorized actions have derailed postal solvency.

As this column went to press, the USPS Board of Governors "gained" two vacancies. On Dec. 8, Governors Donald Moak and William Zollars termed out. The White House has yet to nominate anyone to fill the two vacancies, so the board will function with seven nominated governors—five nominated by President Biden and two nominated by former President Trump. NAPS is pushing to have the two vacancies filled expeditiously.

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Comp Day?

Al Guemeris

Happy New Year, everyone! I hope you all survived peak season and are ready for another crazy year full of changes and surprises. Just this past year, Past President Brian Wagner, wrote a column, “Comp Time is Rearing Its Ugly Head—Again!” It’s a great column and, I believe, read by all of us.

However, I hear it again: “How can I request my comp day?” I ask, “Why do you need to request a comp day?” The response is, “I was told to work my non-scheduled day.”

Ladies and gentlemen, there is no comp day for postal employees—

never was and probably never will be. There is personal leave for special-exempt and exempt EAS employees as per *ELM* 519.7.

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 the FMLA. If approved, the time off is “personal absence time” and is not charged to annual leave, sick leave or

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

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, except for postmasters and installation heads. At the discretion of the installation head, *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, however, to keep an accurate record of all such

Continued on page 39



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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 and download the order form. The form either can be mailed with payment to NAPS Headquarters or emailed to 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 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.

Scan to Join NAPS

Scan to Join NAPS

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.

MEMBERSHIP
Your NAPS membership gives you networking access as part of your membership and participation in the life of our Association.

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Continued on page 38

SPAC Scoreboard

Statistics reflect monies collected Jan. 1 to Nov. 30, 2023

National Aggregate:

\$265,004.21

National Per Capita:

\$10.14

Region Aggregate:

1. Western	\$64,345.04
2. Southern	\$58,389.93
3. Eastern	\$54,433.36
4. Northeast	\$51,098.66
5. Central	\$36,736.22

Region per Capita:

1. Western	\$12.22
2. Southern	\$10.70
3. Northeast	\$10.53
4. Eastern	\$ 9.03
5. Central	\$ 8.51

Area Aggregate:

1. Pacific	\$42,310.00
2. Capitol-Atlantic	\$36,688.56
3. Southeast	\$29,251.43
4. New York	\$24,015.66
5. New England	\$20,273.00
6. Texas	\$16,240.50
7. Mideast	\$14,346.00
8. Illini	\$11,639.00
9. Rocky Mountain	\$11,041.00
10. Northwest	\$10,994.04
11. Pioneer	\$10,208.80
12. North Central	\$10,081.72
13. Michiana	\$ 9,846.00
14. Central Gulf	\$ 6,998.00
15. Cotton Belt	\$ 5,900.00
16. MINK	\$ 5,169.50

Area Per Capita:

1. Pacific	\$14.42
2. Southeast	\$14.26
3. New England	\$13.04
4. North Central	\$11.54
5. Capitol-Atlantic	\$11.05
6. Northwest	\$10.59
7. New York	\$ 9.87
8. Illini	\$ 9.85
9. Texas	\$ 9.75
10. Central Gulf	\$ 9.46
11. Rocky Mountain	\$ 8.54
12. Michiana	\$ 8.23
13. Pioneer	\$ 7.56
14. Mideast	\$ 6.44
15. Cotton Belt	\$ 5.91
16. MINK	\$ 4.86

State Aggregate:

1. California	\$39,880.00
2. New York	\$23,035.66
3. Florida	\$21,052.43
4. Texas	\$16,240.50
5. Virginia	\$12,203.00

State Per Capita:

1. Maine	\$46.87
2. Idaho	\$21.55
3. Maryland	\$19.12
4. North Dakota	\$18.23
5. Virginia	\$15.79

Drive for 5

Members by Region:

1. Eastern	44
2. Southern	43
3. Western	39
4. Central	36
5. Northeast	34

Aggregate by Region:

1. Western	\$20,479.04
2. Southern	\$15,659.80
3. Eastern	\$14,920.00
4. Northeast	\$12,707.28
5. Central	\$10,015.00

Make a Name for Yourself

Brian J. Wagner

Past NAPS President

I started my Postal Service career on Dec. 26, 1978, as a letter carrier. At the time, seasoned letter carriers loved to give newbies such as me a nickname. Here's the scoop!

Being only 5 feet 3 1/8 inches tall, it didn't take long for a 6-foot-5-inches-tall seasoned carrier named John Boy to christen me with a postal office nickname on my first day of work. While standing together at the "case," me learning the concept of casing mail, John Boy literally looked down at me and commented, "You aren't too tall, are you?" Well, throughout the rest of my postal career, I was known as "Too Tall" at the West Glen Station of the Peoria, IL, Post Office.

I must admit I take after my mom. She was 4 feet 10 inches tall, 5 feet 2 inches with her hair fixed. In the NAPS organization, some members have unofficially nicknamed me the "Ice Cream Man." I consider both my postal and NAPS nicknames as terms of endearment, which I accept openly



as a badge of honor.

However, throughout my youth, school years and times during my adult life, I learned and even experienced that some individuals will call, label and even judge a person with negative overtones. It appears such people must always knock others down with negative comments, mocking, abusive language, disparaging treatment and off-putting labels in order to build themselves up. It's sad, but true.

What also is true is that it takes a bigger person—not in physical size or strength, but a person with self-confidence, mental strength and capacity—not to let others emotionally highjack them with undesirable comments, labels or bullying techniques. Unfortunately, though, you can't control the negative actions of others.

However, what you can control is how you react to such negative labels, remarks and disparaging treatment. You control your attitude, work ethic, speech, treatment and actions toward others.

How you think, what you believe, who you love and how you define yourself is what really matters. You

know you. You know what you stand for and what you stand against. The only label that truly matters is the one you give *yourself*.

Never let anyone stand in the way of your success to be your true self. Robert Frost once said, "Never be bullied into silence. Never allow yourself to be made a victim. Accept no one's definition of your life. Define yourself."

I never considered the nicknames "Too Tall" or "Ice Cream Man" as negative. However, it's not about being "Too Tall." It's all about standing tall and being proud of who you are, what you believe and the principles you hold.

You are you, so be you! Be your own brand. As Oscar Wilde once said, "Be yourself; everyone else is already taken."

Today's takeaway: It's not a resolution, just a suggestion; the timing couldn't be better as we start the New Year. If you want to make a name for yourself, just be your best self. Best wishes to my NAPS family and yours for a happy, healthy and prosperous 2024.

Now it's time to make a name for my ice-cream-flavor-of-the-month recommendation: toffee chocolate chip. Stay safe and eat more ice cream.

brian4naps@aol.com

2023 SPAC Contributors

Continued from page 37

Butler, Phillip	VA	Branch 98
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Secretary's Roundtable (\$500)

Garland, Angela	DE	Branch 909
Mayes, Sean	OH	Branch 29
Paige, Lillie	OH	Branch 46
Aldape, Pamela	OR	Branch 66
Hubbard, Jim	VA	Branch 22

Chairman's Club (\$250)

Alos, Kanani	HI	Branch 214
Evans, Susan	RI	Branch 105
Wakefield, Robert	TN	Branch 32

Supporter (\$100)

Mannings, Judy	AL	Branch 45
Sampath, Damian	MA	Branch 43
Howard, Marsha	TX	Branch 9
Burdick, James	WI	Branch 213

Notes

from the National Auxiliary

Support Your Local Auxiliary

Mary Caruso

MINK Area Vice President

In 1990, I attended my first NAPS National Convention in Louisville KY. The Auxiliary meeting room was fairly large; every seat was full, with additional chairs added in the back of the meeting room. Auxiliary business was conducted, committees were full and elections held with full slates.

Now we are seeing more empty seats and committees seeking members and individuals to run for office. Since that convention 32 years ago, we have seen our membership numbers drop. Auxiliary branches have closed due to low or no members or lack of support from local NAPS chapters.

The Auxiliary is here to support NAPS. In the past, the Auxiliary would send letters to Capitol Hill to support NAPS issues. Now we help by



conducting SPAC and 50/50 raffles. We also help with registration at local conventions, as well as area training symposiums. These efforts enable NAPS members to concentrate on NAPS business at conventions and training events.

The Auxiliary once was viewed as a “women’s” organization, but that is far from true. We always have had men as Auxiliary members. This is a blessing and we look forward to many more joining with our women and men to help the Auxiliary grow.

Local NAPS auxiliary branches need more members to help support NAPS. If NAPS members would encourage their spouse, significant other or family member to join, they would be helping *their* organization. Membership is only \$2 a year for members-at-large.

carusorj@aol.com

The NAPS Postmaster

Continued from page 34

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 *Form 3971* to report absences.

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

If you are a postmaster, it is very important to know about personal leave because this is the only way to get reimbursed for the non-scheduled (NS) day you worked. I personal-

ly prefer to have my scheduled NS day off, but anything can happen and you may have to work on Saturday or Sunday or even a holiday. Personal leave will become handy in these situations.

So, brothers and sisters, please remember there are no comp days, *but there is personal leave!*

Stay safe.

branch420alg@gmail.com

Al Guemeris is a member of Southwest Florida Branch 42 and postmaster of Bonita Springs, FL.

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Region vacant: Northeast

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



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
- 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; 202-408-1869; perf10268@aol.com.