

The background of the page is a close-up, slightly blurred image of the American flag, showing the stars and stripes. The stars are white on a blue field, and the stripes are red and white.

the Postal Supervisor

August 2020

*Our Postal
Heroes Persevere
to Bind Our
Nation Together
by Delivering
America's Mail*

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Objective

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

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

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

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

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The Real Superheroes— Essential Front-Line Workers

Superman, teachers, Batman, postal employees, Wonder Woman, sanitation collectors, Black Panther, doctors, Captain America, nurses, Spider-Man, community volunteers, Teenage Mutant Ninja Turtles, first responders, Green Lantern, pharmacists, Supergirl, caregivers, Iron Man, EMTs, Thor and military personnel—can you pick out the real vs. imaginary superheroes? Here's the scoop!



Brian J. Wagner
President

What has been brought to the forefront during the COVID-19 pandemic is the realization of who the real superheroes are in today's society and communities. Our teachers, postal employees, sanitation workers, doctors, nurses, firefighters, first responders, pharmacists, caregivers, EMTs, community volunteers, military personnel and many more of today's essential

workers always have been there before the pandemic. They will be here well after.

What are the similarities between our real superheroes and the imaginary ones listed above? Both groups are committed and dedicated to doing overall good, serving others and improving our lives to make the Earth a better place to live. Superheroes, just as our essential workers, go about their daily duties without fame, fortune, fanfare or seeking public recognition.

It is unfortunate that it has taken a pandemic to start truly recognizing these community superheroes of today—our front-line essential workers. Many people have taken for granted, without a second thought, what essential workers do all day.

Ask a parent who must now home-school their children how important teachers are. Ask a per-

son who relies on having their medicine, checks and essential supplies delivered by mail how important the Postal Service and its employees are to the American public—not to mention the pharmacists who fill the prescriptions and others who take the orders to mail.

This column could fill *The Postal Supervisor* with plenty of examples of how the occupations of essential workers are so important and impactful to our daily lives. They are blessings for whom we are grateful and often should be thanked.

If asked, our newly recognized superheroes—essential workers—probably would tell you they do their jobs for personal satisfaction, knowing they are making a difference in the communities they serve. While today's front-line workers are providing essential services to the American public, they are challenged daily to protect the communities they serve, as well as protect themselves and their families—whether there is a pandemic or not.

Our thoughts and prayers go out to the families of NAPS members, postal employees and other essential workers who have lost their lives as a result of this horrific COVID-19 pandemic. No amount of money or recognition can bring back an essential worker who died as a result of this pandemic. However, knowing how important essential workers (aka superheroes) are in our lives, let's hope they are properly recognized

and acknowledged not only personally, but also financially, for the daily services they provide to our communities and the American public.

This pandemic has created a new level of NAPS support for all members, active and associate. As essential workers, NAPS members have been taxed physically, emotionally and mentally during this pandemic. I cannot express enough my heartfelt appreciation and

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The Postal Supervisor 2020 Production Schedule

Issue	Copy Deadline*	Mails
SEPT	JULY 27	AUG 18
OCT	AUG 28	SEPT 22
NOV	SEPT 28	OCT 22
DEC	OCT 23	NOV 17
JAN 21	NOV 23	DEC 22
FEB	JAN 4	JAN 28

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

Keeping the Focus on Value

Hello, my NAPS brothers and sisters. I intended to focus on our vote-by-mail (VBM) initiatives and continue encouraging speaking out about the facts of the benefits of VBM in the face of those who, for various reasons, do not want America to have that level of access to democracy. Just to let you know, I will be straying from that focal point due to



Ivan D. Butts
Executive Vice President

recent articles concerning USPS sustainability.

First, though, I want to thank every NAPS member who has stepped up to the plate to voice the need for VBM for the safety and assurance of America's democracy in electing our leaders in free and fair elections. We must continue this cause for the betterment of our nation.

Facts about VBM are being met with misinformation. Regarding the most misinformed issue of voter fraud, there is no evidence of widespread fraud in either regular voting or voting by mail. There has been no evidence of routine fraud in the five states that do all-mail elections, according to election experts.

Colorado, Hawaii, Oregon, Washington and Utah all have best practices, such as having a voter sign the envelope of the ballot, which they then match with the signature on the state's voter rolls, or tracking the ballot with a bar code to and from a voter's home. I also would add that my state, Maryland, observed the same practice for mail-in ballots issued for the 2020 primary elections. Maryland will be sending all registered voters mail-in ballots for the 2020 general election.

Then there is the issue of ballot harvesting, which is when a third-party collects ballots and mails them. The collection of uncompleted ballots, and subsequent alleged manipulation, led to an election being overturned in North Carolina in 2018.

However, experts—especially those with experience in the handful of states that vote entirely by mail—say states can implement practices such as ballot tracking, prepaid postage and ballot drop boxes, eliminating the need for voters to hand their ballots to a third party.

Despite the misinformation that some are attempting to pass off as facts, VBM continues to be America's more secure, efficient and inclusive way to conduct fair and free elections. And not just in the current COVID-

19 environment. It is the best way for America to maintain its democracy in the election process.

Okay, with all that said, I just read two articles concerning the USPS backtracking on estimates the agency made to legislative leaders. NAPS also has relied on these estimates in conducting grassroots advocacy on the sustainability of the USPS. Our efforts have helped move legislators to introduce numerous bills designed to address the Postal Service's financial viability.

Some detractors of USPS sustainability began saying the USPS' forecast was wrong and urged legislative leaders to seek a revision. The USPS now says the sustainability issue is a multiple-factor forecast.

Forecast 1 predicts cash will be exhausted in March 2021, assumes packages will go back to pre-COVID-19 levels and the agency's pandemic-related losses will amount to \$17 billion in 2020 and 2021.

Forecast 2 assumes USPS cash will last until October 2021 and the pandemic-related losses in 2020 and 2021 will be limited to \$7 billion.

So, we continue to fight for America's Postal Service and wipe the egg off our faces amid another example of poor analytics put out by USPS Headquarters. In thinking about the level of misinformation over the years, it should be no wonder that some who genuinely support America's Postal Service look at the leadership of USPS Headquarters like the fables "Chicken Little" or "The Boy Who Cried Wolf" when it comes to articulating financial sustainability of the USPS. The unreliability and inconsistency also may explain why it's so hard to get postal reform passed.

NAPS, all the postal unions, our legislative champions and the majority of American citizens overwhelmingly support working to sustain America's Postal Service. The USPS OIG launched a blog series in conjunction with National Postal Worker Day—July 1, 2020. The blog focuses on how the Postal Service has contributed to our national infrastructure. The link kicking off the series is <https://www.uspsoig.gov/blog/value-nation>.

I applaud all these positive grassroots efforts on behalf of America's Postal Service. The shame is that, despite having the opportunity to demonstrate absolute transparency that could support all our grassroots efforts, it is business as usual for the leadership entrusted with America's Postal Service.

In solidarity ...

naps.ib@naps.org

A Refresher on NAPS Reports

Every now and again, I go back and refresh an article for publication in *The Postal Supervisor* that continues to be relevant or about which I have received many calls or inquiries. In the past, I have written about the monthly reports that come from NAPS Headquarters.

I regularly get questions about these reports and, as a few things have changed, I thought I would dust off that article and refresh it a bit. That way, as branch officers, you can have a better understanding of the reports NAPS Headquarters sends each month. It's an important topic, so here we go.

First of all, as branch leaders, you get four monthly reports from NAPS Headquarters: the DCO, the Non-Member Report, the Change Report and the Mail List. In honor

of the hoped-for return of baseball, let's start at the top of the order—the DCO, or Dues Check-Off.

This report lists the transfer of funds from NAPS Headquarters to local branches, paid by an ACH deposit into your local branch bank account near the end of each month. The Postal Service transfers this money to NAPS based on the withholding of members' dues each pay period. NAPS Headquarters then transfers this money to the local branches, minus the per capita charge of \$3.50 per member per pay period used to help fund the operations of NAPS Headquarters.

As of the May 2020 DCO, NAPS Headquarters transferred \$587,522 back to local branches to help them fund their operations at the local level. Each year, NAPS Headquarters transfers approximately \$5 million to our local branches to support their member representation efforts.

You also may see on the report certain codes next to members' names. Let me explain. Generally, these are postal codes used by HRSSC; NU-EMP is a new employee, pretty easy. NO-DED is a member in a non-deduction status. However, NAPS Headquarters still is collecting the per-capita dues of \$3.50 per pay period from the local branch. It is up to the local branch to collect dues from that member to reimburse the branch for lost revenue.

NO PAY indicates a member is in a non-pay status

at the USPS. However, again, NAPS Headquarters is collecting the \$3.50 per-capita charge from the branch; the branch must recover that revenue from the member. Similar is NO T/C, indicating the member is in a no-timecard or non-pay status.

And, of course, RET is the code for a person who is retiring, which is an excellent opportunity for you, as branch leaders, to sign that pending retiree as an associate member, using NAPS *Form 1187-A*, available on the NAPS website, naps.org. Remember, we need retirees' knowledge and expertise. Plus, an associate member is charged only \$1.75 per pay period by NAPS Headquarters. As in other instances, it is up to the branch to collect membership dues from their associate members. This is another source of local branch revenue.

Next is the Non-Member Report, which we need you to shrink as much as you can! These are potential NAPS members. We need them to join and they need to join NAPS. Once we sign these non-members, it can take up to two months or more for them to come off your Non-Member Report and move over to your DCO. This is normal, but we do consider them members while this transition occurs.

Taking members from the Non-Member Report to the DCO affords them the benefits of NAPS membership and brings much-needed revenue into your branch treasury. As of May 2020, there were over 10,400 EAS employees who are potential members, but have not joined our organization. We *must* redouble our efforts to sign these EAS employees as members. They may not even know they need to be members of NAPS, but we know they do!

Next up is the Change Report. This report illustrates any changes for branch members or non-members. For example, a member of Branch A gets a job in an area covered by Branch B, which triggers a change in finance number. Thus, on the Change Report, each branch is notified of a member leaving one branch and arriving in the other branch.

Also on the Change Report, NAPS Headquarters can input manual changes. For example, a cancellation of dues notice. Under postal regulations, though, a *Form 1188* is processed only in March and September of each year. So, NAPS Headquarters would inform the branch a member is requesting to cancel dues, but will stay a member until either March or September,

Continued on page 7

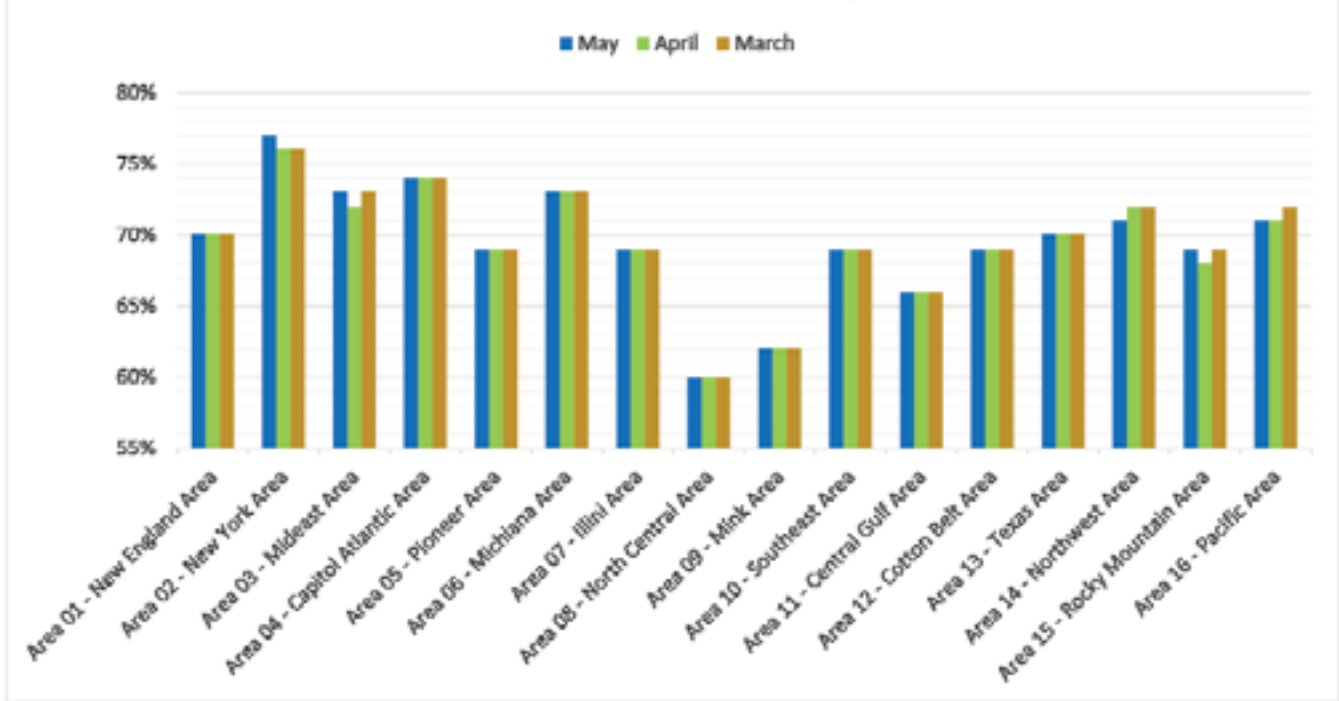


Chuck Mulidore
Secretary/Treasurer

National Association of Postal Supervisors Membership Report

May 2020

3 Month Member Percentage by Area



Regular Member Totals By Area	May 2020	April 2020	March 2020
Area 01 - New England Area	70%	70%	70%
Area 02 - New York Area	77%	76%	76%
Area 03 - Midwest Area	73%	72%	73%
Area 04 - Capitol Atlantic Area	74%	74%	74%
Area 05 - Pioneer Area	69%	69%	69%
Area 06 - Michiana Area	73%	73%	73%
Area 07 - Illini Area	69%	69%	69%
Area 08 - North Central Area	60%	60%	60%
Area 09 - Mink Area	62%	62%	62%
Area 10 - Southeast Area	69%	69%	69%
Area 11 - Central Gulf Area	66%	66%	66%
Area 12 - Cotton Belt Area	69%	69%	69%
Area 13 - Texas Area	70%	70%	70%
Area 14 - Northwest Area	71%	72%	72%
Area 15 - Rocky Mountain Area	69%	68%	69%
Area 16 - Pacific Area	71%	71%	72%
Total Regular Member %	70%	70%	71%
Total Regular Members	25,978	25,944	26,014
NonMember Totals	May 2020	April 2020	March 2020
Total NonMembers	10,749	10,792	10,668
Total NonMember %	30%	30%	29%

A Refresher on NAPS Reports*Continued from page 5*

whichever is closer, of that year.

Branch Exceptions are listed on the Change Report, as well. These are members whose home finance number may be in one branch, but they are domiciled in another branch. An exception, initiated by the NAPS area vice president and approved by the NAPS resident officers, allows the member to be in the branch in which their work location is domiciled.

Finally, our last report is the Mail List, which provides branches the physical address and email address, if available, of its members. This allows branches to generate mailing lists and improve communication with its members.

There you have it—a condensed and refreshed version of the reports NAPS Headquarters generates for our branches each month. Our goal, as always, is to benefit members any way we can.

A final reminder: Please update your branch officer profiles with NAPS Headquarters whenever there are changes in your branch leadership. This form also is available on the NAPS website.

If ever you have questions, please contact our outstanding membership manager, Emily Christophersen, at naps.ec@naps.org or me at naps.cm@naps.org. We are here to serve you.

Okay, now that you've read your reports, get out and enjoy these dog days of summer!

naps.cm@naps.org

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)—Feb. 29, 2020**Assets:**

Cash and Investments	\$12,396,521.73
Dues Withholding Receivable	290,656.83
Prepaid Expenses and Other Assets	837,436.24
Total Current Assets.	13,524,614.80
Building and Equipment, Net of Accumulated Depreciation	2,797,272.80
Total Assets	\$16,321,887.60

Liabilities and Net Assets:

Accounts Payable	\$ 150,906.20
Accrued Expenses	211,333.03
Deferred Revenues	139,185.00
Dues to be Remitted to Branches	590,773.40
Total Liabilities.	1,092,197.63
Unrestricted and Designated Net Assets	15,229,689.97
Total Liabilities and Net Assets	\$16,321,887.60

Statement of Activities (Revenues and Expenses)

(For the period Dec. 1, 2019, through Feb. 29, 2020)

Revenues:

Dues and Assessments	\$ 1,891,560.83
Less: Dues Remitted to Branches	1,286,590.17
Net Dues and Assessment Revenue	604,970.66
NAPS Property, Inc. (Net Loss) Before Depreciation	\$ (40,488.99)
Less Depreciation	(49,466.70)
NAPS Property, Inc. (Net Loss)	(89,955.69)
Advertising Income From <i>Postal Supervisor</i>	6,360.00
Royalties	3,230.49
Training Fees	(8,126.47)
Other	3,960.00
Revenues Before Investment Income	520,438.99
Investment (Loss)	(275,996.34)
Total Revenues For the Period	244,442.65

Expenses:

National Headquarters	439,311.57
Executive Board	144,592.79
<i>The Postal Supervisor</i>	77,535.96
Legal/Fact Finding/Pay Consultation	22,389.72
Legislative Counsel	3,875.00
Legislative Expenses	7,194.12
Membership	31,392.14
Education and Training	2,505.75
Disciplinary Defense	78,289.97
Total Expenses	807,087.02

Revenues in Excess of Expenses (Change in Net Assets) \$ (562,644.37)

Substantially all disclosures required by GAAP are omitted. The financial statements do not include a statement of functional expenses and cash flows. The financial statements do not include the financial position and operations of the SPAC. No assurance is provided on these financial statements.

NAPS Disciplinary Defense Fund Representation Request Form

DDF Applicant Name: _____
SS#: _____

Office: _____
Branch: _____

Work Phone: () _____
Home Phone: () _____

Date of Notice of Proposed Action
or Notice of Debt Determination: _____

Date of Letter of Decision or
Notice of Involuntary Offset: _____

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

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

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

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

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

Signature of Member

Signature of Branch President

Date

Date

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

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

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

National Association of Postal Supervisors

Louis M. Atkins Presidential Student Scholarships

Deadline: Jan. 8, 2021

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



Applications must be received no later than Jan. 8, 2021. Online applications only will be accepted using the NAPS website. Please go to www.naps.org under the “Members” tab to apply for the **Louis M. Atkins Presidential Student Scholarships**, or go to <https://naps.org/Members-Scholarship>.

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

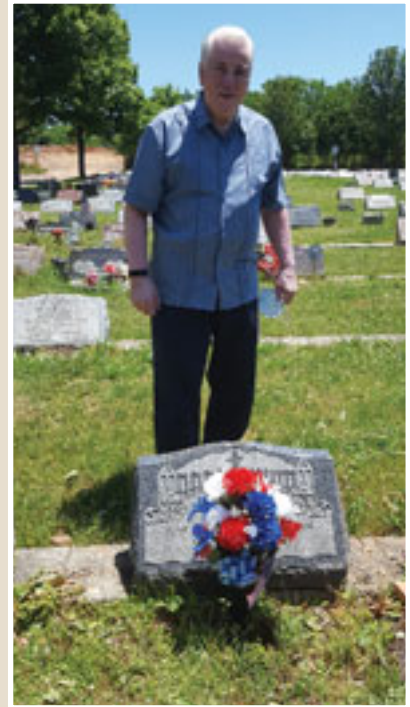
NAPS will award five \$1,000 **Louis M. Atkins Presidential Student Scholarships**. One winner will be randomly selected from each of the NAPS regional areas: Northeast, Eastern, Central, Southern and Western.

Scholarship winners will be announced in January 2021. In addition, the scholarship winners will be listed in the March 2021 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Louis M. Atkins Presidential Student Scholarship** will receive a check, payable to the college or university listed in the application, in January 2021. Scholarships may be used to pay expenses in the student’s current or following semester.

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

On June 14—Flag Day—Northeast Region Vice President Tommy Roma visited the grave of former NAPS President Vince Palladino, whose birthday was June 14.



On Saturday, June 27, members of Los Angeles Branch 39 held a meeting. Members wore face masks, used hand sanitizer and followed social-distance guidelines due to the COVID-19 pandemic. Los Angeles was in stage 3 of reopening after the mandatory shutdown.

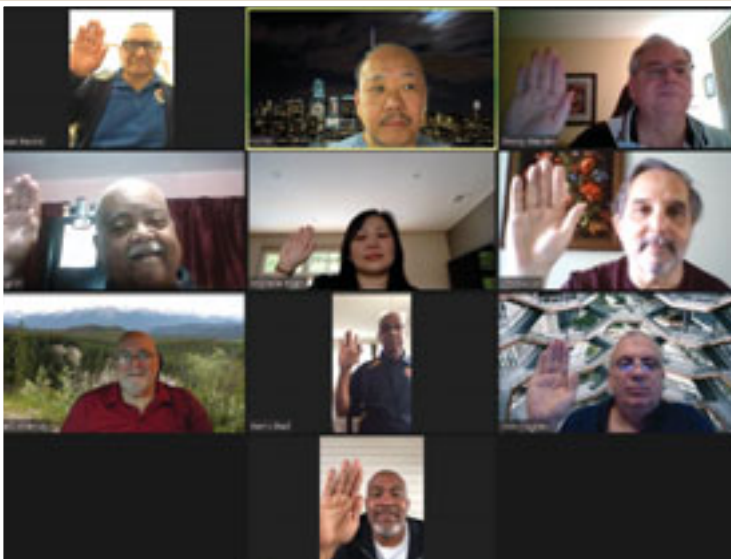
Zoom Meetings Are the New Normal



Rep. Max Rose (D-NY), discussed vital postal issues in a Zoom meeting with NAPS Northeast Region Vice President Tommy Roma, New York Area Vice President Jimmy Warden, Director of Legislative & Political Affairs Bob Levi and Vince Palladino Branch 110 President John Schlosser.



Caribbean Branch 216 President Jose Rodriguez held a Zoom meeting on Thursday, May 28, with branch officers, as well as Northeast Region Vice President Tommy Roma and New York Area Vice President Jimmy Warden. Among the issues discussed was the decision not to hold the annual December holiday party and meeting because of COVID-19. During the meeting, Warden swore in the Branch 216 officers. Top row, from left: Branch 216 Secretary Antonio Cabrera, Warden, Sergeant-at-Arms Rafael Correa and Station & Branches Eloise Soto. Second row: Station & Branches Coordinator Rosaline Robles, Associate Officer Joaquin Rodriguez, GPO Coordinator Antonio Cortez and President Jose Rodriguez. Bottom row: Treasurer Andrew Zeisky. Not pictured: Roma and Branch 216 Vice President Josian Pineiro.



New York City Branch 100 canceled its May 20 meeting and instead held a Zoom meeting on May 24, hosted by New York Area Vice President Jimmy Warden, who swore in the branch officers. Top row, from left: Branch 100 Vice President of the Plant Juan Pastor, Webmaster Steve Hom and Warden. Second row: Sergeant-at-Arms Vinnie Hall, Secretary/Treasurer Tu Tu and Vice President of Stations Jim Puccio. Third row: Communications Director Jeff Wilensky, Legislative Chairman Ken Stanley and President Tom Hughes. Bottom row: Advocate Dave Conover.



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Moratorium on Appealing Actions Issued to EAS Employees, Guidelines for Cleaning Facilities Among Items Discussed

President Brian Wagner, Executive Vice President Ivan D. Butts, Secretary/Treasurer Chuck Mulidore and Executive Board Chair Tim Ford attended the May 21 consultative meeting via Zoom. Representing the Postal Service were Bruce Nicholson and Henry Bear, Labor Relations Policy Administration.

Agenda Item #1

NAPS requested a moratorium on appealing actions issued to EAS personnel, similar to one signed with the craft unions. This would help address the difficulties in not having face-to-face interviews/mediations in light of COVID-19 and social distancing guidelines. In addition, discussing an EAS case over a teleconference, without the opportunity for the employee and their respective

NAPS representative to side bar, may not be beneficial to the process for NAPS or the USPS and could further hinder a case being settled at the lowest level possible.

The parties should be encouraged to discuss and resolve appeals, disputes, etc., as they arise. An employee, the employee's representative and the Postal Service should be encouraged to discuss any challenges in appealing disciplinary actions due to the pandemic and any challenges in meeting timelines, including the manner of communication.

Telephonic mediation is an option in lieu of the traditional in-person mediation. The parties have other available alternatives for meeting in a non-traditional manner, such as Zoom or other methods agreed to by the parties. Such alternatives must be amenable to all parties, as well as any need for extensions due to the pandemic.

Any postponement of meeting on 650 appeals must be agreed on in writing by all parties, including the hearing officer, and a copy submitted to the ELM 650 facilitator for record-keeping purposes.

Agenda Item #2

NAPS is concerned about the number of positive COVID-19 cases reported in Great Lakes Area facilities, including Detroit, Chicago and Indianapolis. NAPS also is concerned that the current MMO on cleaning USPS facilities may not be as effective in controlling exposure to COVID-19 in the workplace. Besides following MMO guidelines, NAPS would like a

briefing on whether the USPS is considering other strategies, such as misting sprayers, to better disinfect USPS facilities against the spread of COVID-19.

It is not possible to determine whether employees are contacting the virus at work or away from work. The Postal Service's cleaning procedures continue to follow CDC guidelines. Those guidelines are continually monitored and any necessary adjustments to the current MMO on cleaning will be made accordingly.


The Postal Service has been vigilant in quarantining employees who test positive, as well as individuals deemed to have been in close contact to those employees in an effort to prevent the spread of the virus to other employees in a facility. The Postal Service is considering other strategies, including a pilot of voluntary temperature-testing in several mail processing and customer service facilities.

Opportunities to minimize the spread of the virus contributing to the safety and health of employees and their families will be considered. The Postal Service is continually evaluating the pandemic and its impact to postal employees. We will continue to notify NAPS of any new measures.

Agenda Item #3

NAPS asked to discuss the pursuit of ADE scans after 2000 in the midst of the COVID-19 pandemic. NAPS is concerned that the focus on service

Continued on page 16



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.

NAPS National Convention Golf Tournament

If you want a great golf experience, join us at Cowboys Golf Club next August at the 67th NAPS National Convention. Etched into the rolling hills of Grapevine, TX, Cowboys Golf Club is distinguished as the first and only NFL-themed golf club in the world. It's also one of the region's only all-inclusive world-class resort golf properties. The Cowboys Golf Club pays tribute to the five-time Super Bowl champion Dallas Cowboys—integrating an historical tour of the accomplishments of the NFL franchise.

The Golf Tournament, in conjunction with the National Convention at the Gaylord Texan Resort, will tee off at 9 a.m. Sunday, Aug. 29, 2021, at the beautiful Cowboys Golf Club. The tournament golf fee is \$95 until July 15, 2021, and includes breakfast, lunch and food while play-



ing. From July 16, 2021, until Aug. 1, 2021, the fee is \$125. Also included in the fee are non-alcoholic drinks on and off the course, range balls, golf cart with GPS and other tournament needs. All players must have their own bag and clubs, wear proper golf attire; no metal spikes are allowed. Non-golfers can ride with teams and eat for \$39.95. Registration closes after Aug. 1, 2021.

The course is approximately five minutes away from the Gaylord Texan Resort; transportation to and from the golf event will be provided by the Host Branch Committee. Participants also may take their own transportation to the tournament. Whatever your skill level or love of golf, you are not a "Lone Star" player when you are golfing, especially with NAPS members and friends.

NAPS National Convention Golf Tournament Registration

Registration closes after Aug. 1, 2021

Please print—One registration form per golfer/non-golfer

- Tournament golfer entry fee, postmarked by July 15 is \$95; after July 15, the fee is \$125
- Non-golfer fee \$39.95 (food only)

Name _____ Phone # (include area code) _____

Mailing Address _____

City _____ State _____ ZIP _____

Branch # _____ Non-postal email _____ Golf handicap (if available) _____

You may rent Taylor Made M-6 clubs for \$97. *All players must have a golf bag and clubs to play.* Participants are responsible for contacting the Cowboys Golf Club to rent clubs—(817) 481-7277. Transportation to and from the golf event will be provided by Host Branch Committee. Participants also may take their own transportation.

If you have a golf team or wish to play with a specific player, please indicate that information when mailing entry form(s) and check(s) to the address at right.

For more information or questions about the NAPS National Convention Golf Tournament, contact Bob Bradford, National Convention Host Committee chair, at (972) 264-3717 or email at texasbob49@gmail.com.

NAPS National Convention Golf Tournament Site
Cowboys Golf Club
1600 Fairway Drive
Grapevine, TX 76051
(817) 481-7277

Make checks payable to NAPS Convention Golf and mail, with registration form(s), to:

NAPS Golf
PO Box 456
Hewitt, TX 76643-0456



Committed to Adding Value to NAPS Leadership

In the second interview with the NAPS resident officers, Executive Vice President Ivan D. Butts talks about his efforts to raise awareness and support for voting by mail, the importance of the Postal Service to America and his commitment to NAPS and its members. Interview by Karen Young, NAPS editor.



Q You were elected executive vice president in 2014 at the national convention in San Diego. What compelled you to run for this office?

A In 2014, I was serving as Eastern Region vice president. Being a member of the NAPS Executive Board since 2008, I envisioned how I could better serve the members of our association and what institutional changes I would like to see. Also, how my leadership could help the NAPS Executive Board better focus on what I believe is the mission of our association—that is, our members.

I felt that, as an executive board, we had made some tremendous steps toward being a more unified unit working on behalf of members since 2008. However, I felt there was more for us to do and that I could add value to the leadership of NAPS in this regard.

Q Did you ever think you would be involved in legisla-

tive efforts to the degree you have been? What are your favorite and least favorite aspects of working in the legislative arena?

A I must admit I had no idea what being involved with the legislative efforts would entail when I was blessed to be elected by our members to be their executive vice president. However, I knew I wanted to take the task head-on to the best of my ability.

I have been very fortunate to have excellent staff support over these years with Elliot Friedman, Katie Maddocks and, now, Bob Levi.

The staff, along with the support of the other two resident officers, has helped me continually grow and develop as the legislative voice of our association.

My favorite aspect of legislation would have to be meeting some of the legislative leaders who help craft the laws that govern our country. My least favorite are the early-morning fundraisers, specifically, having to fight DC traffic. Also, I'm not a big fan of breakfast food beyond bacon.

Q SPAC is an important part of NAPS' legislative agenda. How would you respond to a member who says, "I keep contributing to SPAC, but we still don't have postal reform legislation. Why should I bother?"

A SPAC is the lifeblood of NAPS' legislative efforts. We must have the ability to create opportunities for face time with legislative leaders here in Washington, DC, as well as in their home districts with

the support of local NAPS. SPAC does just that.

The problem I see with postal reform is that—despite the USPS being consistently one of the most trusted government agencies year in and year out—and receiving very favorable ratings for support across political affiliations (92% Republican and 96% Democrat) and housing demographics (91% urban, 94% suburban and 94% rural)—support for the USPS still is very partisan, outside of renaming postal offices.

In the July issue of *The Postal Supervisor*, I asked: If most Americans support congressional action that will sustain the Postal Service, why aren't those priorities on the agendas of more of our elected leaders? What does that require of us as postal stakeholders?

We must make sure that every voice of support in our own communities is heard by Congress. That can be done through our NAPS legislative grassroots efforts and our political action committee—SPAC.

Q In your June column for *The Postal Supervisor*, you talked about NAPS being involved in raising awareness for voting by mail. Can you tell us more about that effort?

A Absolutely; thank you for the question. The COVID-19 pandemic—which still is making its way across our country, infecting nearly 3 million Americans, while causing over 130,000 deaths as of early July—has shown the importance of vote-by-mail (VBM). We need only look at what happened in the Wisconsin and Georgia primaries to see the dangers and inefficiencies in attempting to have in-person voting.

We have seen the positive results of VBM from the Iowa primaries. Iowans were encouraged to use VBM and the state reported record turn-

out for a June primary, with more than 500,000 ballots cast. Iowa Secretary of State Paul Pate said the previous high for a primary was 449,490 in 1994.

So, what I have done in conjunction with passage of the third phase of the COVID-19 stimulus package, which included \$400 million to assist states in offsetting the cost to implement VBM, was to draft a letter to each state official in charge of monitoring the electoral process at the state level to encourage them to take advantage of the funds being made available for VBM support. I also have sought the analytical data from the five states that have 100% VBM elections and have demonstrated consistency in increased voter participation, reduced voter fraud and reduced costs compared to running in-person elections.

Q Louis DeJoy, the new postmaster general, came from outside the agency. How do you begin to go about educating him regarding the important role EAS employees play in ensuring the mail is delivered?

A The educational process for the 75th PMG should begin with understanding the history of the Postal Service from its enactment in the U.S. Constitution through our current postal reform and sustainability issues. There is a lot to grasp when looking at the needs of America's Postal Service. And, most importantly, how the USPS arrived at its current financial crisis. I always have said you cannot know where you are going unless you know where you have been.

As for the role EAS employees play in the success of the USPS, this is best accomplished in our highlighting the hard work being done day in and day out by EAS employees all over our country. This, while

against the greatest of odds as seen in the operational mandates from leadership that were termed by a USPS senior executive as “galactically stupid.”

Q You announced earlier this year your intention to run for NAPS president. What do you envision as the top three goals of a Butts administration?

A The needs of our membership always should be our top priority. However, I want to specifically look to continue to move NAPS aggressively forward in our readiness for pay negotiations. The pay talks process that led to NAPS filing legal actions against the USPS was very helpful in preparing for future pay talks in an even more focused manner.

Second, as president, my timeliness in moving issues to the USPS executive leadership team (ELT) is critical for addressing NAPS issues. Removal of some layers of the ELT could be more beneficial to NAPS.

Third, I want to continue working to keep NAPS at the forefront of representing all EAS concerns. This means facing EAS challenges head-on to achieve the best resolution possible for the betterment of our association.

Q There have been rumblings regarding making changes to the Postal Service's universal service obligation and even, possibly, privatizing the agency. Do you foresee these changes happening? What impact would it have on the Postal Service?

A The employees of America's Postal Service have faced threats of privatization at various levels since passage of the “Postal Reorganization Act of 1970.” The concern is that in no time since 1970 have those voices against America's

Postal Service been so closely affiliated with the USPS.

I think those of us who believe in the vital mission of America's Postal Service took pause when we heard President Trump say to reporters and the country on April 26: "The Postal Service is a joke." We all have had a courtside seat to the events over the past three years.

If we take that in respect to the recent appointment of the top fundraiser for the 2020 Republican National Convention, Louis DeJoy, as the 75th postmaster general, my level of concern for the future of the USPS has doubled. However, the worst indicator I have seen came 26 minutes after the President's statement that "The Postal Service is a joke," when he said, "I will never let the post office fail."

I understand your question as to what would it mean to the Postal

Service, however I would like to answer regarding what postal privatization would mean to America. We would see increased costs and decreased frequency in the delivery of mail.

We also would see critical pharmaceutical and essential supply deliveries impacted by non-delivery days. We will see rural America cut off from the mail chain as no private company will commit to deliver to every American household six days a week—now, seven days for packages. Crippling the \$1.4 trillion mailing industry would be disastrous to the American economy and impact over 7 million mailing industry jobs.

Q What do you hope to accomplish in the coming year to continue making membership in NAPS a value to EAS employees?

A This question poses the same difficulties for me as the earlier question regarding my top three goals for a Butts administration. I have always believed in letting my actions and deeds in support of our membership speak for my commitment to our great association and its value to EAS employees.

I pledge to always maintain the highest commitment to working to the greatest extent possible to support the growth of our association and support our membership.

Currently, that focus includes NAPS' legislative efforts, our Disciplinary Defense Fund (DDF), Thrift Savings Plan (TSP) Advisory Board and Postal Employees Relief Fund (PERF) board activities. Additionally, I always will react to every issue and concern brought to me by our members.

The Real Superheroes— Essential Front-Line Workers

Continued from page 3

thanks to all NAPS members who continue to persevere during this pandemic to *bind the nation together* by putting their lives on the line to deliver America's mail every day.

Just as all the other essential

workers, EAS employees were here before the pandemic doing a superhero job; they will be here well after, too. Our NAPS members should be proud of themselves as they are true Postal Power superheroes. Thank you for your unselfish work to serve the Postal Service and the American public—not just during a pandemic,

but every day of your Postal Service career as an EAS employee. You and all essential workers make me proud.

I can't imagine not having essential workers in our lives, just as I can't imagine not having an ice-cream-flavor-of-the-month recommendation for August: caramelized banana.

naps.bw@naps.org

May 21 Consultative

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could be at the expense of safety.

There is an expectation from customers for parcels to be delivered by 2000. The safety of Postal Service employees is of the utmost importance. There is an emphasis on getting carriers back off the street earlier.

NPA indicators are used to measure

performance and identify root causes that affect performance, such as staffing and delivery issues and other challenges, and make appropriate modifications that can improve performance. Reviewing these indicators, even during the pandemic, remains critical to our operations.

Agenda Item #4

NAPS asked for an update on the

USPS-proposed March 18, 2020, letter regarding changes to ELM 450, Collection of Postal Debts from Non-bargaining Unit Employees by Salary Offset.

Updates were provided to NAPS with changes to ELM 450; NAPS will continue to be notified with any further changes.

PERF Offers a Helping Hand



From tornadoes to floods and winter storms, many parts of the nation are experiencing extreme weather. The Postal Service is reminding employees they can turn to the Postal Employees Relief Fund (PERF). The fund helps postal employees and retirees whose homes were significantly damaged by natural disasters or house fires.

PERF is not an emergency relief or immediate needs replacement agency, such as the Federal Emergency Management

Agency (FEMA) or the Red Cross or insurance companies that are paid to replace property. Rather, PERF (part of the Combined Federal Campaign) provides relief grants to help qualifying individuals get re-established after a loss, based on an application process.

You may make a contribution via personal check (a receipt for your tax-deductible donation will be mailed to you). Send your check to: PERF, PO Box 7630, Woodbridge, VA 22195-7630.

MVP—Legislation

By **Jimmy Warden**

New York Area Vice President

We all have heard the term “MVP” used primarily in regard to sports. The most valuable player is the player judged to be the most important to their sport. This has led to many debates as some may say it represents the best in the league; others say they were key to their team’s success. The term MVP, therefore, has different interpretations.

I have always considered postal workers MVPs—most valuable people. And now more than ever they have proven it. During the COVID-19 pandemic, postal workers going to work every day have proven to be essential to America. Package volume has soared higher than anyone ever could have anticipated. It has been the courage and dedication of postal workers—in management and craft—who have kept America running these past months.

As for retirees, society now has classified you as an MVP. Because of the pandemic, retirees have been classified as “most vulnerable people.” Yes, age has its privileges, such as having special hours to do your food shopping before stores open to the general public. But isn’t one of the reasons folks retired was because they didn’t have to get up early anymore?

What I would like to ask today of all our MVPs is to get more involved in legislation. We *all* need to be active. Call your representatives and

request they support H.R. 7015—legislation introduced by Rep. Carolyn Maloney, chair of the House Oversight and Reform Committee, to provide financial stability to the U.S. Postal Service during the coronavirus pandemic, as well as other purposes.

I always believed that by continually looking in the rearview mirror, one would not see what was approaching. For the Postal Service to be a sustainable company, change is inevitable; we must look to the future. The road to getting there is through meaningful legislation that will enable the Postal Service to



be viable. With the November elections fast approaching, it is more critical now than ever.

As you know, our 2020 National Convention has been postponed until August 2021. Our national conventions always are venues where NAPS delegates have contributed generous amounts to SPAC. Let us not forget that the key to getting proper legislation is through the fortitude of SPAC.

To all our MVPs, we need to be the “many voting people.” And we need to act now! Contact your representative and ask them to co-sponsor H.R. 7015. And please, don’t forget SPAC! Stay safe.

nyareavp@aol.com

NAPS Officers Are Here for You

By **Marilyn Walton**

Western Region Vice President

This year began with lots of NAPS visits and events. We traveled from city to city, sometimes attending two events a week. Events ended suddenly in March.

We traveled to Washington, DC, in early March for NAPS’ annual Legislative Training Seminar (LTS). We were beginning to be concerned about COVID-19. At first, I wasn’t concerned because neither I nor anyone I know had traveled out of the country. But, during our time in DC, COVID-19

concerns became breaking local and national news.

When visiting legislative offices on Capitol Hill that allowed visitors during LTS, hand sanitizer was required and there were no handshakes. Little did we know this was the beginning of social distancing,

face masks and other precautions to maintain personal safety.

As we visited with aides to California Sens. Kamala Harris and Dianne Feinstein, imagine our surprise when, as we were leaving Feinstein’s office,

she stopped to greet us, take a picture and thank us for dropping by her of-



Continued on page 28

NAPS Executive Board Directory

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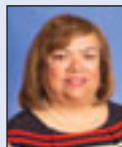
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Bob Levi

Director of Legislative & Political Affairs



What a difference a month makes! In mid-May, the U.S. Postal Service projected that the financial impact of the COVID-19 would yield postal insolvency by the

The Quest for Postal Survival Continues

end of the fiscal year. The agency assumed that volume would tank and even an uptick in package volume would not sufficiently increase revenue to forestall running out of cash by Sept. 30, 2020.

A short-term legislative Band-Aid enacted in March, the “CARES Act,” made available a \$10 billion loan contingent on the Postal Service complying with yet-to-be disclosed Treasury Department-imposed conditions. It has been reported these

conditions included dramatic postage increases to competitive postal products and draconian cuts to employee benefits.

At the request of Congress, the Postal Service revisited its earlier financial projection and modified it. This end-June fiscal update reflected a higher than anticipated increase in package deliveries for April and May. According to USPS data, package deliveries increased 20% to 50% in April, depending on the week, and 60% to 80% in May, as compared to the same period last year.

The bottom line is that the revised USPS projection postpones the inevitable postal insolvency until either March or October 2021, depending on whether or not package volume retreats to pre-pandemic levels. Nevertheless, the Postal Service still lost \$225 million in May.

The explosion in parcel volume illustrates the country’s reliance on

the Postal Service to carry American commerce and critical health care products, particularly prescription medications, during a natural disaster. Congressional and White House failure to maintain the trusted and essential component of our nation’s vital infrastructure would undermine our economy.

There are two byproducts of the revised projection. First, the Postal Service will not have to request access to the \$10 billion loan to remain afloat and subject itself to White House demands that employee benefits be cut and certain postage be increased by as much as 400%. Second, those in Congress reticent about emergency postal aid will derail bipartisan efforts to address the eventual crisis.

NAPS recognizes that the apparent short-term financial reprieve will not sustain the Postal Service. Meaningful and constructive legislation to permit the Postal Service to continue to serve the American public and business community is the only responsible way to address the needs

‘Postal Service Emergency Assistance Act’ Introduced in Senate

On July 2, before recessing for the July 4th weekend, Sens. Susan Collins (R-ME) and Dianne Feinstein (D-CA) introduced S. 4174, bipartisan legislation to provide the Postal Service with much-needed financial relief to help offset the financial impact of COVID-19. This assistance would help sustain the agency. Sens. Steve Daines (R-MT), Jon Tester (D-MT) and Doug Jones (D-AL) joined Collins and Feinstein as original co-sponsors.

NAPS Executive Vice President Ivan Butts commented on the bill’s introduction: “NAPS applauds and fully supports the introduction of the ‘Postal Service Emergency Assistance Act’ by Sens. Susan Collins and Dianne Feinstein. This critical, timely legislation speaks directly to the voice of America for the

sustainability of the Postal Service as an essential provider of medicines and other goods in today’s environment.”

The bill would provide the USPS with up to \$25 billion in COVID-19-related emergency funding, clarify that the \$10 billion loan previously authorized in the “CARES Act” be subject to the same conditions extended in previous loans—no new Treasury Department conditions—and direct the USPS to provide Congress a plan to ensure the long-term solvency of the agency.

NAPS asks that its members urge their senators to support S. 4174 and request Senate leadership to include the bill in the COVID-19 legislative package currently being crafted.

and sustainability of the agency. With that in mind, on behalf of EAS postal employees, NAPS continues to push for postal relief.

Executive Vice President Ivan D. Butts and I have conducted numerous Zoom meetings with NAPS state legislative chairs and key legislative activists in legislatively crucial states. We also are “Zooming” with key policymakers to promote our membership’s interests. For example, we are working collaboratively on a bipartisan basis to secure more support for H.R. 7015, the “Postal Preservation Act.” As you read in last month’s *Postal Supervisor*, the bill was introduced by House Oversight and Reform Committee Chairman Carolyn Maloney (D-NY) and former House Homeland Security Chairman Peter King (R-NY).

Before leaving for the July 4th weekend, former Senate Homeland Security and Governmental Affairs Committee Chairman Susan Collins (D-ME) and Sen. Dianne Feinstein (D-CA) introduced a bipartisan postal relief bill. S. 4174, the “Postal Service Emergency Assistance Act,” would provide the USPS with up to \$25 billion in COVID-19-related emergency funding, clarify that the \$10 billion loan previously authorized in the “CARES Act” be subject to the same conditions extended in previous loans (i.e., no new Treasury Department conditions) and direct the USPS to send Congress a plan to ensure the long-term solvency of the agency.

Both H.R. 7015 and S. 4174 seek to provide emergency appropriations to the Postal Service, with bipartisan support. The House-passed “HEROES Act” includes a \$25 billion postal appropriation, hazard pay for front-line postal employees and elimination of the Treasury Department loan conditions of the “CARES Act.” Enactment of the “HEROES Act” is complicated by its absence of biparti-

san support, especially in the Senate.

Before July 4, the House approved a major infrastructure bill, H.R. 2, that includes \$25 billion for postal infrastructure investment. Of the total postal appropriation, \$6 billion is earmarked for next-generation postal delivery vehicles.

It is important to note that our success in ensuring policymakers who share your postal priorities are elected to the House and Senate relies, in part, on your generous support of the Supervisors’ Political Action Committee (SPAC). So, if you have not done so already, please complete the form enclosed with last month’s issue of *The Postal Supervisor* and send it back with your SPAC contribution. Better yet, join hundreds of your colleagues in our “Drive for 5” campaign and make a payroll or monthly annuity withholding for SPAC.

Finally, in the midst of the Postal Service’s challenges regarding COVID-19, the Senate confirmed two new members to the Postal Board of Governors. On June 18, the Senate confirmed William Zollars and Donald Lee Moak. Zollars is the former chairman of YRC Worldwide, a freight and logistics company. Moak is a former Delta Airlines pilot and former president of the Air Line Pilots Association.

With their confirmation, there are seven presidentially nominated governors seated; the board has a working quorum. However, there still are two governor vacancies and the deputy postmaster general position has yet to be filled.

The quest for postal survival continues and Election Day is less than four months away.

naps.ri@naps.org



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!

Make Contributing to SPAC a Habit:

Contributions via USPS Payroll Deduction

To authorize your allotment **online**, you will need your USPS employee ID number and PIN; if you do not know your PIN, you will be able to obtain it at Step 3 below.

- 1 Go to <https://liteblue.usps.gov> to access PostalEASE.
- 2 Under Employee App-Quick Links, choose PostalEASE.
- 3 Click on "I agree."
- 4 Enter your employee ID number and password.
- 5 Click on "Allotments/Payroll NTB."
- 6 Click on "Continue."
- 7 Click on "Allotments."
- 8 Enter Bank Routing Number (*from worksheet below*), enter account number (*see worksheet*), enter account from drop-down menu as "checking" and enter the amount of your contribution.
- 9 Click "Validate," then "Submit." Print a copy for your records.

To authorize your allotment by phone, call PostalEASE, toll-free, at **1-877-477-3273** (1-877-4PS-EASE). You will need your USPS employee ID number and PIN.

- 1 When prompted, select one for PostalEASE.
- 2 When prompted, enter your employee ID number.
- 3 When prompted, please enter your USPS PIN.
- 4 When prompted, press "2" for payroll options.
- 5 When prompted, press "1" for allotments.
- 6 When prompted, press "2" to continue.
- 7 Follow prompts to add a new allotment.
- 8 Use the worksheet to give the appropriate information to set up an allotment for SPAC.



PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

- Routing Number (nine digits): 121000248
- Financial Institution Name: Wells Fargo (this will appear after you enter the routing number).
- Account Number (this is a 17-digit number that starts with "772255555" and ends with your eight-digit employee ID number):

7 7 2 2 5 5 5 5 5 _____

(Example: 77225555512345678).

- Type of Account (drop-down menu): Checking
- Amount per Pay Period (please use the 0.00 format; the "\$" is already included): _____.



2020 SPAC Contributors



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

Lynn, Patti	FL	Branch 296
McHugh, James	FL	Branch 386
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202
Gawron, Dennis	NY	Branch 27
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Butts, Ivan	PA	Branch 355
Allen, Rose	VA	Branch 526

June Contributors

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

Lynn, Patti	FL	Branch 296
McHugh, James	FL	Branch 386
Gawron, Dennis	NY	Branch 27
Warden, James	NY	Branch 100

VP Elite (\$750)

Salmon, James	AZ	Branch 246
Ruckart, Kenneth	FL	Branch 386

Secretary's Roundtable (\$500)

Blythe, Stephanie	CA	Branch 127
Campbell, Stephnia	CA	Branch 159
Douglas, Lisa	CT	Branch 5
Garland, Angela	DE	Branch 909
Murphy, Gregory	MA	Branch 102
Griffin, Troy	MD	Branch 42
Trayer, Kevin	MI	Branch 142
Green, Shri	TN	Branch 41
Foster, Debra	TX	Branch 9
Butler, Phillip	VA	Branch 98

Chairman's Club (\$250)

Campbell, Frederick	DC	Branch 135
Bock Jr., Robert	FL	Branch 406
Franco, Cheryl Ann	FL	Branch 296
Gucmeris, Algimantas	FL	Branch 420
Long, Pamela	FL	Branch 577
Hilliard, Ricky	IL	Branch 489

Pierce, Annette	IL	Branch 255
Krempa, Keith	IN	Branch 169
Norton, Paul	IN	Branch 8
Mason Jr., Garland	MD	Branch 592
Hafford, Darrell	ME	Branch 96
D'Martino, Pasquale	NJ	Branch 548
Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75
Burke, Terriann	NY	Branch 11
Mayes, Sean	OH	Branch 29
Simpson, Pamela	OR	Branch 66
Adams, Jeanine	PA	Branch 20
Benford, Debra	PA	Branch 50
Weber, Camron	SD	Branch 946
Clark Jr., Bobby	TX	Branch 124
Davis, Pamela	TX	Branch 122
Elizondo Jr., Jaime	TX	Branch 122
Lomba, John	TX	Branch 103
Longoria, Richard	TX	Branch 229
Garrett, Donald	VA	Branch 98
Hubbard, Jim	VA	Branch 22
Jacobs, Charles	VA	Branch 132
McComas, Christina	WV	Branch 212

Supporter (\$100)

Carson, John	AL	Branch 901
Kern, Stephen	AZ	Branch 246
Sande, Kokoye	CA	Branch 127
Evans, Michell	CO	Branch 65
Calhoun, Clothelia	FL	Branch 354
Chiocchi, Lynne	FL	Branch 420
Hoerner, Thomas	FL	Branch 420
King, David	FL	Branch 420
Lupo, Frances	FL	Branch 420
Rose, Nancy	FL	Branch 420
Strasser, Brian	FL	Branch 386
Terry-McCloud, Lancia	FL	Branch 386
Hayes-Graham, Dorethea	IL	Branch 14
Moats, Lori	KS	Branch 205
Lewin, Kim	MA	Branch 118
Longfellow, Ruel	MA	Branch 498
Russell, John	MA	Branch 43
Pulley, Cheryl	MD	Branch 42
Orloski, Rose	MI	Branch 508
Wadsworth, Joel	NM	Branch 295

SPAC Scoreboard

Statistics reflect monies collected from Jan. 1 to June 30, 2020

National Aggregate:

\$100,776.10

National Per Capita:

\$3.69

Region Aggregate:

- Southern\$23,473.00
- Eastern\$22,907.00
- Western\$20,832.75
- Central\$17,826.50
- Northeast\$15,736.85

Region Per Capita:

- Southern.....\$3.98
- Eastern\$3.86
- Central.....\$3.82
- Western\$3.58
- Northeast.....\$3.17

Area Aggregate:

- Capitol-Atlantic.....\$13,421.65
- Pacific\$11,645.50
- Southeast.....\$11,201.00
- Mideast\$8,999.00
- New York\$8,021.85
- Texas\$6,379.00
- New England\$5,178.00
- Illini\$5,019.00
- Rocky Mountain.....\$4,750.00
- Michiana\$4,656.50
- North Central\$4,520.00
- Northwest.....\$4,437.25
- MINK\$3,631.00
- Cotton Belt\$3,305.00
- Pioneer\$3,023.35
- Central Gulf\$2,588.00

Area Per Capita:

- Southeast\$4.90
- North Central\$4.81
- Capitol-Atlantic.....\$4.54
- Michiana\$3.99
- Northwest.....\$3.90
- Mideast\$3.78
- Illini\$3.72
- Pacific\$3.69
- Texas\$3.49
- Cotton Belt.....\$3.36
- New York\$3.29
- Central Gulf\$3.22
- New England\$3.15
- Rocky Mountain.....\$3.12
- MINK\$3.00
- Pioneer\$2.04

State Aggregate:

- Florida\$9,878.50
- California\$9,870.50
- New York\$7,736.85
- Texas\$6,379.00
- Maryland\$5,684.00

State Per Capita:

- North Dakota\$ 14.90
- Maine\$11.81
- Hawaii\$11.45
- South Dakota.....\$9.38
- Maryland\$9.02

Drive for 5

Members by Region:

- Central59
- Eastern50
- Southern.....52
- Western42
- Northeast.....35

Aggregate by Region:

- Western\$9,381.00
- Eastern\$9,170.00
- Central\$9,077.00
- Southern\$8,261.50
- Northeast\$5,604.00

Berry, Lawrence	NY	Branch 336
Solomon, David	NY	Branch 100
Mulidore, Chuck	SC	Branch 225
Bell, Andrew	TN	Branch 32
Garcia, Mario	TX	Branch 288
Quintero, A. Reggie	TX	Branch 103
Parks, James	VA	Branch 526
Burdick, James	WI	Branch 213

May Contributors

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

Shawn, Steve	MD	Branch 403
Roma, Thomas	NY	Branch 68

VP Elite (\$750)

Wong, John	CA	Branch 497
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Secretary's Roundtable (\$500)

Lynn, Patti	FL	Branch 296
Lum, Chuck	HI	Branch 214
Maxwell, Sherry	IL	Branch 255
Moreno, Luz	IL	Branch 489
Winters, Michael	IL	Branch 255
Johnson, Craig	MO	Branch 36
Gawron, Dennis	NY	Branch 27
Green Jr., Richard	VA	Branch 98

Chairman's Club (\$250)

Melchert, Pamela	AK	Branch 435
Cherry, Hayes	CA	Branch 466
Kerns, John	CO	Branch 141
Douglas, Lisa	CT	Branch 5
Murray, Donald	FL	Branch 93
Moore, Kevin	GA	Branch 281
Burcar, Robert	MI	Branch 508
Dallojacono, Anthony	NJ	Branch 568
Timothy, Pat	NJ	Branch 548
Paige, Lillie	OH	Branch 46
Bartko, Susan	PA	Branch 20
Benjamin, Laquita	TN	Branch 41
Brooks, Lamaricus	TN	Branch 41
Cooper, Karen	TX	Branch 124
Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Mott III, George	VA	Branch 132
Gruetzmacher, Bjoern	WA	Branch 61
Taylor, Georgia	WA	Branch 31
Simmons, Brandi	WI	Branch 213

Continued

Make Contributing to SPAC a Habit:

OPM Contributions to SPAC (for Retired EAS Employees)

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

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

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

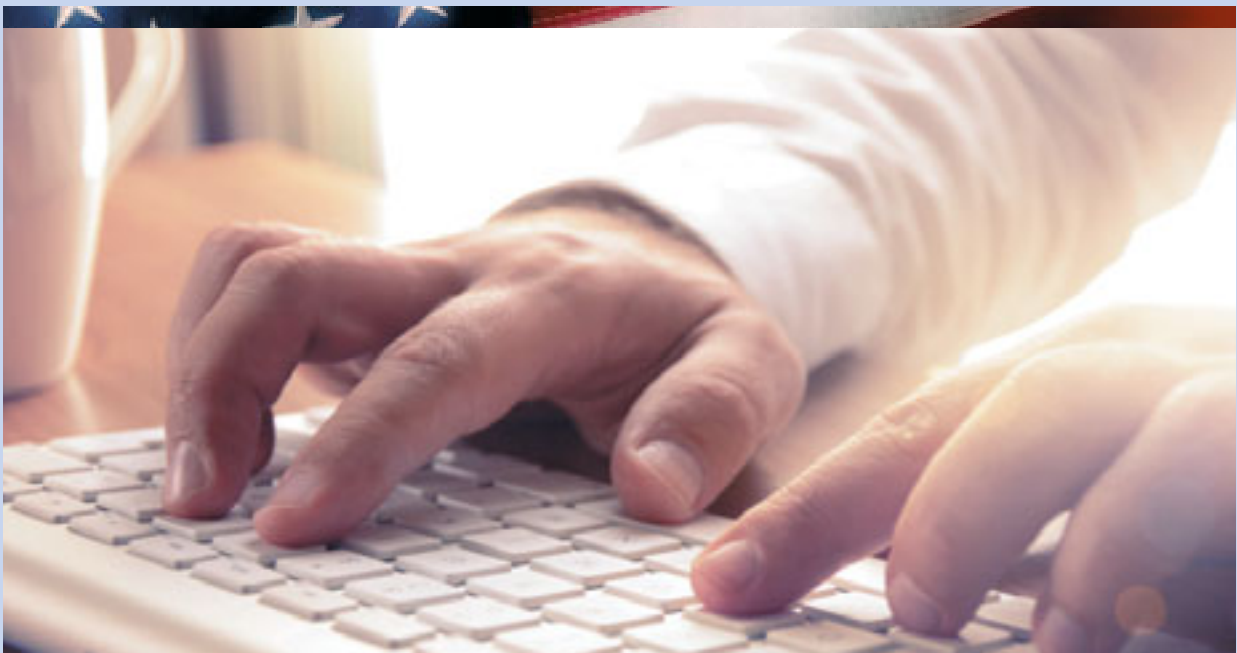
By internet:

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

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

By telephone:

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



Supporter (\$100)		
Carson, John	AL	Branch 901
Studdard, Dwight	AL	Branch 45
Aceves, John	AZ	Branch 376
Cruz, Cheryl	CA	Branch 497
Gavin, Angela	CA	Branch 159
Gishi, Sharon	CA	Branch 94
Annon, Cynthia	CO	Branch 141
Love, Valerie	CO	Branch 65
Valuet, John	ID	Branch 915
Cook, Carol	IL	Branch 14
Dittmann, David	IL	Branch 489
Pierce, Annette	IL	Branch 255
Macias, Juan	KS	Branch 205
Sevalia, Rosalind	LA	Branch 73
Duffy, John	MA	Branch 43
McClellan, James	MA	Branch 43
Berger, Ricky	MD	Branch 531
Bradley, Anthony	MI	Branch 142
Byrum, Jimmy	MI	Branch 508
Hardin, Donald	MI	Branch 130
Hurless-Byrum, Ruth	MI	Branch 508
Perkins, Ethel	MI	Branch 140
Moore, Olin	MN	Branch 16

Moudy, John	MN	Branch 16
Newcomb-Evans, Theresa	MN	Branch 926
Brown, Latasha	MO	Branch 131
Edwards, Marilyn	MO	Branch 928
Shumate, Melisande	MO	Branch 131
Jackson, Abner	NC	Branch 299
McLaughlin, Deborah	NC	Branch 183
Robinson, Theresa	NC	Branch 299
Michaud, Russell	NH	Branch 932
Dennis Jr., Edward	NJ	Branch 53
Pixley, George	NV	Branch 249
Wiggins, Derrick	NY	Branch 85
Lewis, Gillian	OH	Branch 2
Lahmann, Joseph	OR	Branch 276
Lehman, Jason	PA	Branch 554
Mitchell, Denise	TN	Branch 41
Proctor, Kevin	TN	Branch 32
Garcia, Mario	TX	Branch 288
Nettles, Mark	TX	Branch 9
Brown, Lorraine	VA	Branch 98
Howe, Steven	WA	Branch 61
Ware, Michael	WA	Branch 61
Williams, Arthur	WA	Branch 61
Baldwin, Craig	WV	Branch 212

SPAC Contribution Form

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

\$1,000—President's Ultimate SPAC

\$750—VP Elite

\$500—Secretary's Roundtable

\$250—Chairman's Club

\$100—Supporter

Current as of February 2019

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

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____

Name _____

Home Address/PO Box _____

City _____ State _____

ZIP+4 _____ Date _____

Employee ID Number (EIN) or
Civil Service Annuitant (CSA) Number _____



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

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

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

Card number _____

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

Card expiration date: ____ / ____

Signature (required for credit card charges) _____

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

Describe gift _____ Value _____

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

Here Are the 2020 SPAC Pins



President's Ultimate SPAC

\$1,000 level includes LT'S SPAC reception for donor plus one guest



VP Elite

\$750 level includes LT'S SPAC reception for donor plus one guest



Secretary's Roundtable

\$500 level includes LT'S SPAC reception for donor plus one guest



Chairman's Club

\$250 level



Supporter

\$100 level

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

COVID-19—The Saga Continues

By **Dioenis D. Perez**

I prayed back in May when my first column was published concerning COVID-19 that, by now, the pandemic would be over. I pray again when this column is published that we are past this terrible scourge.

More than likely, though, we won't be. It saddens me to say that, but behaviors are difficult to correct. As EAS employees, we know this to be true. However, we must continue to set the example for all our employees, every day, until we all are safe and life returns to "normal."

Praise needs to be given to USPS Headquarters for how it has continued to provide us with an environment that's safe as possible in which to work. USPS Headquarters has provided face masks, gloves, disinfectant wipes, spray bottles, social distancing, split shifts/tours, window counter sneeze guards, many educational service talks and liberal leave policies. Thank you!

However, USPS Headquarters can do more. In a prior consultative meeting between NAPS and the USPS, NAPS proposed extending the 560-hour annual leave carry-over rule. Unfortunately, USPS Headquarters disregarded the idea. I've received emails like crazy on this topic. The time in which we are living and working is difficult; nobody is taking vacation time. We are working for the American public.

Today, life for EAS employees is full of stress, responsibilities and goals to achieve, regardless of the

pandemic. A smart move by USPS Headquarters would be to extend the 560-hour annual leave carry-over rule; it's to the Postal Service's benefit.



Why wouldn't you want EAS employees at work nearly every day in these difficult times? Parcels are over SPLY by anywhere from 40% to 200% on any given day, depending on the area, while workplace complement is way down due to injuries, COVID-19,

prime-time vacation period and the lack of CCAs. I know of offices that will be entering prime time with one-third of their routes not covered; it may be even higher.

Is this any time to have EAS employees sitting home on vacation be-

cause they are maxed out and don't want to lose their annual leave? In the real business world, companies would appreciate it, then compensate you to come to work—especially when employees are just asking to extend annual leave carry-over so they don't lose time already earned. If this was my business, I would want all hands on deck, every day, to run this business.

Perhaps the new PMG can make this happen: Consider unlimited carry-over of annual leave and allow you to cash out when you retire. It's to the company's benefit and more—it's smart business!

elcubano59@aol.com

Dioenis D. Perez is Long Island, NY, Branch 202 vice president and postmaster of Syosset.

Views from the Vice Presidents

Continued from page 18

office. This chance encounter presented a photo op that became one of the last group pictures we would take for the foreseeable future.

As has been published, we had an outstanding LTS. The Executive Board had an opportunity to meet with PMG Megan Brennan and personally thank her for her service. We also met with Deputy PMG Ron



California delegates with Sen. Dianne Feinstein, from left: Marilyn Walton, Marilyn Jones, Stephnia Campbell, Feinstein and April Trevena.

Stroman. They will be missed.

On my return home in mid-March, Californians were ordered to stay in place. Our new normal became daily Zoom meetings, COVID-19 updates, employee virus tracking and obtaining PPE resources. When COVID-19 tracking began, it was thought it would be a couple of weeks.

Now, in mid-June, it has been three months. We now are slowly opening back up. I still am tasked with recording and sharing daily/weekly tracking of confirmed virus cases. We live in a new world of social distancing, face masks and moving forward cautiously.

In-person group meetings and training have been cancelled. The NAPS 2020 National Convention has been postponed to August 2021. Zoom meetings, telecons, e-mails and text messages are the current modes of communicating. It is the new normal.

I have to commend all postal employees and, of course, our hardworking EAS employees who continue to navigate the daily standups, new rules, policies and ways to communicate and still manage the daily mail and provide service to customers. The Postal Service executive leadership in the Pacific and Western Areas brought the unions and management associations together to address daily concerns on behalf of our members. This partnership has been invaluable in getting through this turbulent time and keeping the lines of communication open to everyone.

When will normal as we knew it return? Maybe never. However, all NAPS officers, including our Western Region NAPS team, will continue to communicate, inform, train and represent our members where and when we are needed. We are here for you!

marilynwalton@comcast.net

Your Vote Always Is Important

By Joe O'Donnell

It is important to realize that an election is about more than just electing a specific individual to a position. Even if the person for whom you have voted is not elected, your vote shows you stand for the principles that person espoused. Whenever the issues they supported come up for debate, the number of people who supported them will show what support these positions have in the public.



This will give a basis for factual support for the position espoused by the losing candidate in any debate or discussion of the issues subsequent to the election. Lawmakers will know by the election results how many people support a particular point of view. Make your voice heard!

Many elections also have referendums on important issues such as

medical coverage for the poor, appropriation of funds for community projects, funding of police and more. Remember that, often, you are not only voting for a particular candidate, but also voting on referendums. Many elections have issues

specific to your community. This is your opportunity to be heard and have input on what is happening where you live.

The coronavirus has affected the Postal Service to a great extent. Financial assistance is needed;

the current administration is not addressing this need in a responsible manner. Now is your opportunity to vote out persons who are not willing to provide the Postal Service with the assistance it needs.

Voting for persons who support necessary assistance for the Postal Service may not ensure their election. However, remember that, even

Continued on page 31

Thrift Savings Plan

Fund	G	F	C	S	I
June 2020	0.06%	0.63%	1.99%	4.00%	3.44%
12-month	1.54%	8.65%	7.41%	0.84%	(4.82%)
<small>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.</small>					
Fund	L Income	L 2030	L 2040	L 2050	
June 2020	0.73%	1.81%	2.14%	2.42%	
12-month	2.52%	2.95%	2.96%	2.86%	
<small>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.</small>					

Visit the TSP website at www.tsp.gov

FEDERAL EMPLOYEE RIGHTS

PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The Families First Coronavirus Response Act (FFCRA or Act) requires the Federal government to provide all of its employees with paid sick leave and, for employees who are covered under Title I of the Family and Medical Leave Act (FMLA), with expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

▶ PAID LEAVE ENTITLEMENTS

Generally, the Federal government must provide Federal employees:

Up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at:

- 100% for qualifying reasons #1-3 below, up to \$511 daily and \$5,110 total; and
- $\frac{2}{3}$ for qualifying reasons #4 and 6 below, up to \$200 daily and \$2,000 total.

Federal employees including those not covered under Title I of the FMLA can receive either $\frac{2}{3}$ of the higher of their regular rate of pay, or the applicable state or Federal minimum wage for the two-week period for qualifying reason #5 below. However, for leave under qualifying reason #5, Federal employees covered under Title I of the FMLA can receive 10 additional weeks of expanded family and medical leave for reason #5 below, up to \$200 daily and \$12,000 total.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

▶ ELIGIBLE EMPLOYEES

All Federal employees are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons (see below). Federal employees who are covered under Title I of the FMLA and have been employed for at least 30 days prior to their leave request are eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #5 below.

Most federal employees are not covered under Title I of the FMLA and so would not be eligible for partially paid expanded family and medical leave. Please consult with your agency to determine whether you are covered under Title I of the FMLA. The Office of Personnel and Management will issue guidance on this question.

▶ QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19

A Federal employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to telework, because the employee:

- | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ol style="list-style-type: none">1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;2. has been advised by a health care provider to self-quarantine related to COVID-19;3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2); | <ol style="list-style-type: none">5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services. |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

▶ ENFORCEMENT

The U.S. Department of Labor's Wage and Hour Division (WHD) has the authority to investigate and enforce compliance with the FFCRA for Federal employers covered under Title I of the FMLA. Employers may not discharge, discipline, or otherwise discriminate against any employee who lawfully takes paid sick leave or expanded family and medical leave under the FFCRA, files a complaint, or institutes a proceeding under or related to this Act. Federal employers covered under Title I of the FMLA in violation of the provisions of the FFCRA will be subject to penalties and enforcement by WHD.



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

For additional information
or to file a complaint:
1-866-487-9243
TTY: 1-877-889-5627
dol.gov/agencies/whd



Notes

from the National Auxiliary

Dealing With COVID-19

By Willie Carter

Central Gulf Area Vice President

By now, coronavirus and COVID-19 have become familiar terms in our lives. This is a frightening time for everyone, living during a worldwide pandemic. As we cope, we must remain mindful of additional concerns and conditions that may develop.

Awareness of the millions of cases and death reports can take a toll on our daily functions and mental stability. We must not allow ourselves to become overwhelmed with COVID-19, 24 hours, seven days a week. If we do, anxiety, stress, fear and worry will pervade our lives.

It's vital to stay informed. For those of us who are home all day, step back and take a break from the news media. Focus on things you can control. Rely on trustworthy sources and follow the CDC (Centers for Disease Control and Prevention) outline for coping with COVID-19.

We can't control the virus, determine how long it will last or what medication to take to prevent or cure it. Avoid putting yourself in the company of potential COVID-19 carriers. If at all possible, stay home!

If you must go out, do so only for essential reasons, such as shopping for food or medicine. Wear suggested personal protective equipment—face masks and surgical gloves—when going outside your home.

Communicate regularly with family members and friends via telephone, email, text, video chat and

more. Stay positive; talk about the future after COVID-19. Plan visits, travel and quality time you will be spending with your family and grandchildren.

Look ahead and plan for the NAPS National Convention in August 2021. Get more involved in USPS issues. Call, email or fax your representative and senators. Express your concerns and let them know what legislation to support that will keep the Postal Service viable.



Let us all pray this worldwide pandemic ends soon and we adjust to our new normal. I am looking forward to seeing everyone in Grapevine, TX, next August. Be safe!
wewolf65@yahoo.com

The NAPS Postmaster

Continued from page 29

if they are not elected, your vote for them will show lawmakers that adequate funding for the Postal Service has public support.

Most importantly, our democratic system of voting to elect candidates for public office represents the peaceful transfer of political power. There are many areas in the world that do not enjoy this process. It is important to do your civic duty and continue this process of peaceful transfer of power.

dnnll_jsph@yahoo.com

Joe O'Donnell is Pittsburgh Branch 20 Legislative chair and the retired Postmaster of Cheswick, PA.

National Auxiliary Executive Board

National Officers

Patricia Jackson-Kelley

President

(323) 752-6252; geekell@aol.com

Laurie D. Butts

Executive Vice President

(484) 988-0933; laurie.d.butts@comcast.net

Bonita R. Atkins

Secretary/Treasurer

(225) 933-9190; latkins326@aol.com

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Elly Soukey

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Beverly Austin

Southern Region

(832) 326-1330; baroadrunner@att.net

May Nazareno

Western Region

(415) 312-5813; mayumibarrion@gmail.com

Area Vice Presidents

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New York Area

(718) 727-8652; frankels58@hotmail.com

Cathy Towns

Mideast Area

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Skip Corley

Capitol-Atlantic Area

(336) 908-1859; skicor@ymail.com

Linda Rendleman

Illini Area

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Mary Caruso

MINK Area

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Jane Finley

Southeast Area

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Willie Carter

Central Gulf Area

(205) 919-5645; wewolf65@yahoo.com

Felecia Hill

Texas Area

(281) 880-9856; fah91@sbcglobal.net

Rebecca Turner

Pacific Area

(323) 997-5651; rebeccaturner52@att.net

Region vacant: Northeast

Areas vacant: New England, Pioneer, Michigan, North Central, Cotton Belt, Northwest, Rocky Mountain.

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