

# the Postal Supervisor

December 2020

*Thank You,  
EAS Employees,  
for Keeping  
the Mail  
Moving*

page 4



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

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# Don't Leave Annual Leave Behind!

**T**he COVID-19 pandemic has all but encompassed our lives since this past March. However, the pandemic hasn't stopped active NAPS members from working diligently, with superhero efforts, to bind our nation together with daily mail delivery.

With the pandemic, USPS peak season and the start of the holiday season on the minds of many members, some may have lost sight of taking time off this year for their health and mental well-being. If so, they have put themselves in a "use-or-lose" annual leave situation at the end of the USPS leave year. Here's the scoop!



**Brian J. Wagner**  
President

Annual leave is a postal employee-earned benefit with the intent to use leave, not lose it. It is recognized in the *ELM*, Section 512.11: "Annual leave is provided to employees for rest, for recreation, and for personal and emergency purposes."

It may be nice to carry over annual leave into the next leave year if you have special activities planned for that leave or want to receive a nice terminal leave check if planning to retire.

However, the USPS does not allow for unlimited carryover of annual leave each year. Postal policy for annual leave allows a maximum carryover amount of 70 days or 560 hours for nonbargaining employees. Another postal employee benefit is the ability to exchange up to 128 hours of annual leave as part of the Annual Leave Exchange (ALE) program.

Besides having some extra spending money from the ALE, a member avoids exceeding the maximum carryover in the following leave year. These are some great employee benefits. However, the pandemic has caused annual leave issues for some NAPS members.

Due to COVID-19, a large number of postal employees have been quarantined. This has resulted in employee availability issues and various staffing short-

ages in some post offices and postal facilities. As the pandemic continues to impact people and businesses, popular family and vacation destinations and cruise lines, to name a few, have either shut down or have attendance restrictions.

Speaking of restrictions, various states have issued 14-day quarantine mandates if traveling into their state from a deemed COVID-19 hot spot. Even for general safety and health reasons, many NAPS members have been very cautious to avoid any type of leisure travel during the pandemic.

For whatever COVID-19-related reason, NAPS members have not taken weeks of annual leave in 2020, resulting in many possibly being in a use-or-lose annual leave situation by the end of the Postal Service's leave year. This was a concern for many NAPS Executive Board and branch members who brought this issue to the attention of NAPS Headquarters.

Therefore, to protect EAS employees against the loss of earned annual leave due to the pandemic, during the August 2020 USPS/NAPS consultative meeting, NAPS requested the Postal Service increase the maximum annual leave carryover and annual leave exchange amounts for 2020 and 2021, respectively. The Postal Service informed NAPS our request was a pay-talks issue that could not be discussed during the monthly consultative. However, the USPS considered our request separately, outside the consultative and official pay-consultation process.

In a letter dated Sept. 3, 2020, the Postal Service notified NAPS that it had accepted our request, but with an alternative increase to NAPS' suggested request and the reason why. In brief, the USPS agreed to modify *ELM* 512.321, Maximum Carryover Amounts, for Leave Year 2020 by increasing the maximum annual leave carryover to 80 days (640 hours).

The USPS also agreed to increase by 40 hours the maximum ALE amount—to 168 hours for Leave Year 2021. Provisions of the ALE program are unchanged, which stipulates only leave earned in the new year

*Continued on page 20*

# A Holiday Season Like No Other

**G**reetings, NAPS brothers and sisters. This is the issue of *The Postal Supervisor* in which I like to take time thanking you for your continued hard work and dedication to completing the mission of the USPS. I also want to wish you and your family the very best of the holiday season—times we can, indeed, hold on to and cherish into the new year.



**Ivan D. Butts**  
Executive Vice President

This year has proven to be the most challenging time in our lives as employees of America's Postal Service. We are the managers who are the backbone of binding America together through the delivery of mail service.

We have worked for a more fair and equitable pay system with continuing litigation to correct a pay system that has been broken for years. A pay system, I might add, that a fact-finding panel of three mediators unanimously found has created a severe break in the relationship with executive leaders who use the high pressure of words to acknowledge the brokenness of the pay system, but the anemia of deeds in correcting it.

You have faced the task of providing essential supplies and medical prescriptions for America during a worldwide pandemic that is devastating to our country. As of this column's writing, the pandemic has taken the lives of over 220,000 Americans, including 92 of our fellow postal employees. As essential personnel, you have continued to ensure that America's mail keeps moving.

We've had to face the challenges brought about by decisions from the USPS Executive Leadership Team that has diminished service and threatened our status as America's most-trusted federal agency. We now see a gloomy light cast on our agency on virtually every news show and in every news article regarding the Postal Service.

Through it all, you continue to be the backbone of this agency. You

do all that is necessary to keep America's mail moving. I have been proud to voice your praises to every legislator with whom I have had the pleasure of meeting on the numerous Zoom conference calls in which I have participated.

Now we come to the holiday season. The holidays bring extreme challenges to some in dealing with prior losses in life. Know that you are not alone and there are resources available to help you through these times. Whether you use the USPS Employee Assistance Program or your health-care provider through your FEHB, support is available to help you make it through.

Your tremendous achievements this year demonstrate the total commitment of EAS employees to the vital and necessary task of leading employees in moving America's mail daily—regardless of whether you are on the front lines in the field or serve in support positions at plants, districts, areas or USPS Headquarters. Collectively, your efforts keep proving this phrase to be true: We Deliver!

Thank you for the work you are doing. Your consistent work in leading the USPS is validation that our fight for fairness and equality is well-rooted with the dedication of NAPS men and women who are the USPS leaders. I am continually humbled to serve you and voice your needs to the USPS Executive Leadership Team.

As we move into the new year, I wish you and your family a genuinely blessed Christmas season and a happy, prosperous New Year in 2021.

In solidarity ...

**naps.ib@naps.org**

## **The Postal Supervisor 2021 Production Schedule**

Issue	Copy Deadline*	Mails
JAN	NOV 23	DEC 22
FEB	JAN 4	JAN 28
MAR	JAN 28	FEB 23
APR	FEB 23	MAR 18
MAY	MAR 22	APR 22
JUNE	APR 20	MAY 13
JULY	MAY 20	JUNE 15
AUG	JUNE 22	JULY 15
SEPT/OCT	SEPT 14	OCT 12
NOV	OCT 5	OCT 28
DEC	OCT 28	NOV 23
JAN 22	NOV 30	DEC 23
FEB	JAN 4	FEB 1

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

# Because You Persevere

**P**lease allow me to wish a wonderful Christmas season, a joyous and happy New Year and many blessings to you and your family. I know the fall mailing season has passed into peak. These are two of the most stressful times to be a supervisor, manager, postmaster or really any-level EAS employee in the Postal Service.



**Chuck Mulidore**  
Secretary/Treasurer

You perform heroic, oftentimes thankless work, for long hours away from your family during the holiday season. Your sacrifices do not go unnoticed. This year has been even more distressing as the global pandemic continues to rage across our world. Not only has fall mailing and peak been stressful, all of 2020 has been one stressful event after another. Yet, somehow, the proud EAS employees of the U.S. Postal Service weather all the

storms and *still* move the mail.

As a worldwide pandemic exploded across our country last winter, the likes of which had not been seen in over 100 years, you persevered. As hurricanes and tropical storms rolled across the Gulf states, you persevered. As fires consumed large areas of the West, Rockies and Southwest, you persevered. As floods overran the banks of rivers in the Midwest, you persevered.

As a new postmaster general took control of the Postal Service and plunged this historic agency into election year politics, you persevered. As staggering parcel volumes descended on the Postal Service, straining its capacity to operate, you persevered. As the American people—once again—trusted the U.S. Postal Service to deliver ballots on time in the face of unprecedented mail delays generated by poorly implemented and politically motivated senior postal leadership, you persevered.

You are the one thread that runs through all the challenges. You are the one constant that al-

ways comes through for America. You persevere.

NAPS appreciates you and all you do for the Postal Service and your families. You may not hear that from senior postal leaders; perhaps you hear “politically correct” platitudes. Unfortunately, we heard senior postal leaders tell us as part of litigation that you, EAS employees of the Postal Service, were the reason behind the massive delays of mail and the decline in service.

Imagine that! Senior executives providing court depositions that you are the problem, not them. Despite the fact they are the very ones who set policy and run the organization. As Maya Angelou so eloquently said, “When someone shows you who they are, believe them.” So, we see who they are.

But we also know who *you* are. NAPS understands what you do each day in service to the public. You are the ones who come to work to face the challenges, the ones who run the plants, cover the vacancies, run the delivery units and provide all the many other functions that go into delivering the nation’s mail—keeping the promise of more than 245 years that this essential agency, our Postal Service, created by the Founding Fathers in the U.S. Constitution, would persevere.

And so it does and always will—because of you. Because you persevere.

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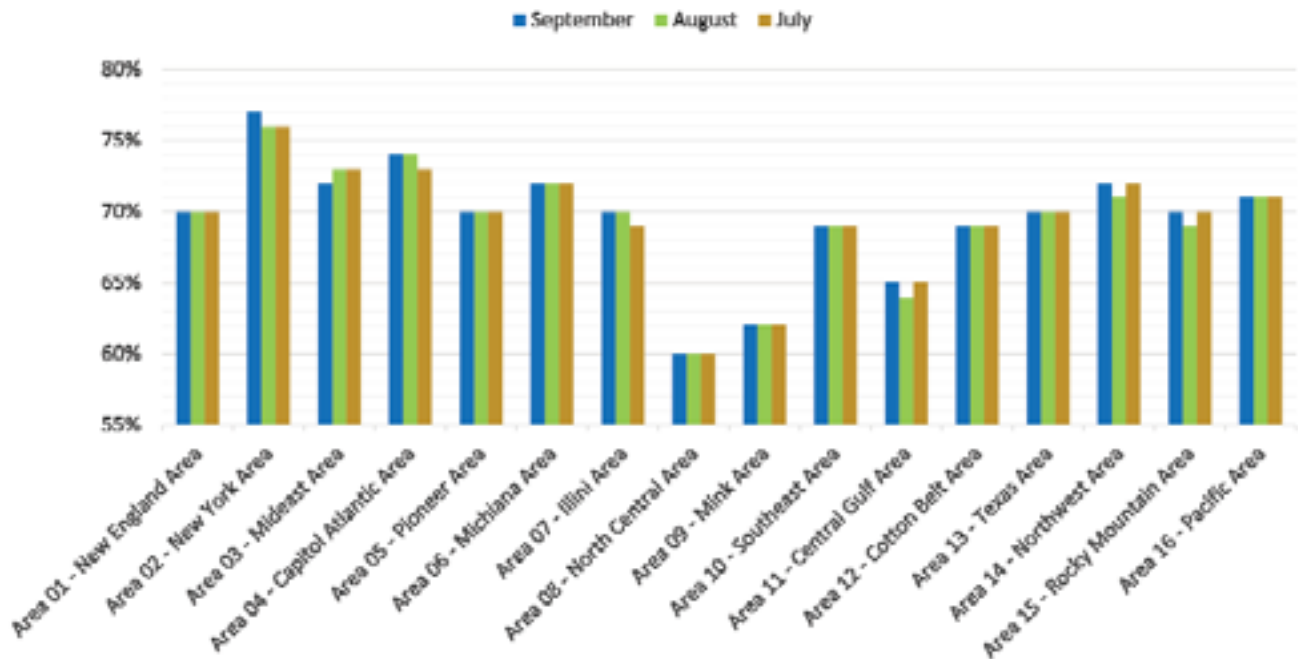
## Thrift Savings Plan

Fund	G	F	C	S	I
<b>October 2020</b>	<b>0.06%</b>	<b>(0.42%)</b>	<b>(2.66%)</b>	<b>0.05%</b>	<b>(3.97%)</b>
<b>12-month</b>	<b>0.82%</b>	<b>6.30%</b>	<b>2.69%</b>	<b>3.97%</b>	<b>(10.53%)</b>
The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.					
Fund	L Income	L 2025	L 2030	L 2035	L 2040
<b>October 2020</b>	<b>(0.58)</b>	<b>(1.30%)</b>	<b>(1.61%)</b>	<b>(1.76%)</b>	<b>(1.91%)</b>
<b>12-month</b>	<b>1.01%</b>	<b>0.00%</b>	<b>0.12%</b>	<b>0.00%</b>	<b>(0.21%)</b>
Fund	L 2045	L 2050	L 2055	L 2060	L 2065
<b>October 2020</b>	<b>(2.04%)</b>	<b>(2.17%)</b>	<b>(2.60%)</b>	<b>(2.60%)</b>	<b>(2.60%)</b>
<b>12-month</b>	<b>0.00%</b>	<b>(0.56%)</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>
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 <a href="http://www.tsp.gov">www.tsp.gov</a>					

# National Association of Postal Supervisors Membership Report

September 2020

## 3 Month Member Percentage by Area



Regular Member Totals By Area	September 2020	August 2020	July 2020
Area 01 - New England Area	70%	70%	70%
Area 02 - New York Area	77%	76%	76%
Area 03 - Mideast Area	72%	73%	73%
Area 04 - Capitol Atlantic Area	74%	74%	73%
Area 05 - Pioneer Area	70%	70%	70%
Area 06 - Michiana Area	72%	72%	72%
Area 07 - Illini Area	70%	70%	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	65%	64%	65%
Area 12 - Cotton Belt Area	69%	69%	69%
Area 13 - Texas Area	70%	70%	70%
Area 14 - Northwest Area	72%	71%	72%
Area 15 - Rocky Mountain Area	70%	69%	70%
Area 16 - Pacific Area	71%	71%	71%
<b>Total Regular Member %</b>	<b>70%</b>	<b>70%</b>	<b>70%</b>
<b>Total Regular Members</b>	<b>26,095</b>	<b>26,097</b>	<b>25,998</b>
<b>NonMember Totals</b>	<b>September 2020</b>	<b>August 2020</b>	<b>July 2020</b>
<b>Total NonMembers</b>	<b>10,718</b>	<b>10,788</b>	<b>10,751</b>
<b>Total NonMember %</b>	<b>30%</b>	<b>30%</b>	<b>30%</b>

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**NAPS members entrusted their election ballots to the employees of the U.S. Postal Service.**

## In Memoriam

NAPS is saddened to report the death of Mark Dobie on Oct. 9. He was a member of San Diego Mo Twomey Branch 159. According to Branch 159 President Stephnia Campbell, Dobie had requested a transfer from Seattle so he could spend more time with his parents and work in the San Diego District.

He initially was supervisor of Customer Service at the Southeast Station, then accepted a detail as acting manager of the San Diego District Safety Office. In that position, he worked to improve safety for all district employees. He then returned to Customer Service as a supervisor at the Southeast Station and Earl B. Gilliam Post Office.

Dobie contributed to the success of the San Diego management team and the San Diego District. He was loved by all and will be missed.



Myrna Pashinski, Rocky Mountain Area vice president



Sam Booth, Los Angeles Branch 39 vice president

## Zoom Meetings



Executive Vice President Ivan D. Butts and Director of Legislative & Political Affairs Bob Levi with Jon Ossoff, Georgia candidate for the U.S. Senate.



Branch 159 President Stephnia Campbell (top left) and Director of Legislative & Political Affairs Bob Levi with staff for Rep. Katie Porter (D-CA)







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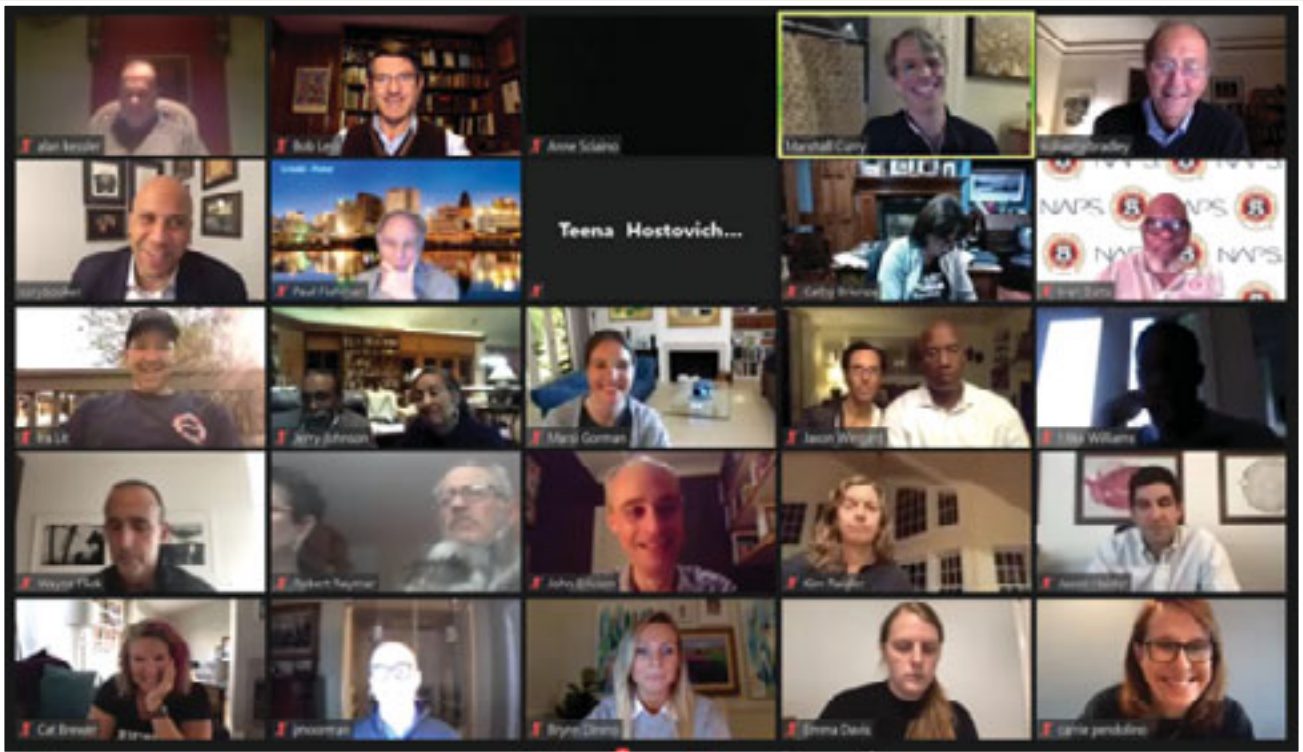
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Sen. Corey Booker (D-NJ), second row, left

NAPS resident officers and Executive Board members participated in Arizona Jerome V. Blanton Branch 246's meeting where Jimmy Salmon (upper left) was named the 2020 Western Region Ann Konish SPAC Hall of Fame recipient. This award is presented to a President's Ultimate SPAC contributor (\$1,000 plus) in each region who achieved this level two years in a row.



Executive Vice President Ivan D. Butts, Western Region Vice President Marilyn Walton, Pacific Area Vice President Chuck Lum and National Auxiliary President Patricia Jackson-Kelley participated in Los Angeles Branch 39's general membership meeting in late October.

# POSTAL EMPLOYEES' BENEFITS & RETIREMENT ANALYSIS

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- Maximizing Your Pension Payout & Pension Benefit Alternatives
- Why Consider Taking a Reduced Pension Payout, and Why Not
- FEGLI - Basic Life, Options A, B, C, Costs, Underwriting Vendor
- Thrift Savings Plan (TSP) Payout Options: - How It Works, Employer Matching, Traditional Vs. Roth, Tax Implications, Who Is the Vendor, Options at Retirement
- Safeguarding Your TSP from Market Risk - Why, How, The Alternatives
- Qualified Retirement Accounts - Things you must know
- Special Retirement Supplement - Gap Coverage Formula, How It Works, Its Uniqueness to Federal Employees
- Turning Assets Into a Safe, Predictable, Stable, Life Income
- Social Security - How It Works, How It Fits Into The Retirement Puzzle, How *Work* at Early Retirement Affects Your Benefits, *Full Retirement* Benefits (age a moving target)
- Government Sector Vendor Benefits Vs. Private Sector Alternatives
- Obtaining a Life Income - Monthly Bills Require Monthly Income Even At Retirement
- Taxes & Tax Diversification at Retirement
- Transitioning into Retirement - How to *properly* go about it



\*\*\*\*

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# NAPS Executive Board Directory

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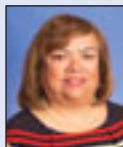
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## Bob Levi

Director of Legislative & Political Affairs



“form a more perfect union.”

Our country has suffered one such challenge in 2020. A global pandemic is ravaging our country,

which forced American citizens to choose between staying home to protect their health or exercising their legal right and civic obligation to vote. Although your constitution did not speak about voting rights, your constitutional successors provided for voting rights for all American citizens, as well as judicial protection for securing that right.

I am sure you would be proud to know that your Colonial offspring, our cherished national postal system, stepped up to the plate to aid our democracy. Your post office—now our Postal Service—was enlisted to aid in distributing and returning election ballots. In fact, over 65 million absentee ballots were cast by mail. The sheer magnitude of votes that traveled through post offices must astound you.

After all, the total United States population at the time of the Constitutional Convention was slightly less than 4 million individuals. Our Postal Service’s dedicated workforce pulled out the stops to ensure ballots were treated with the utmost respect and security. In addition, the Postal Service employed some of the most sophisticated technology to expedite the transit of election ballots from state election authorities to American voters. And, once ballots were filled out, the same technology was used for the return trip to election authorities.

As our nation’s first postmaster general, I do not think you could have imagined what a consequential role mail would play in selecting our national leaders. But you recognized that, as one of the few American patriots who signed both the Declaration of Independence and the Constitution, our nation must adapt and innovate to survive—especially during trying times.

However, Dr. Franklin, I must be candid with you: Your post office has been under ferocious attack. The institution is being victimized by America’s present political culture. During the Constitutional Convention, there were two political movements: the Federalists, with which you associated, and the anti-Federalists, led by Patrick Henry of Virginia. However, there were no official American electoral parties soliciting votes.

Since your death, such divergent interests established such associations. Clearly, differing economic and cultural perspectives fueled the rise of political parties. Never-

Dear Dr. Franklin,

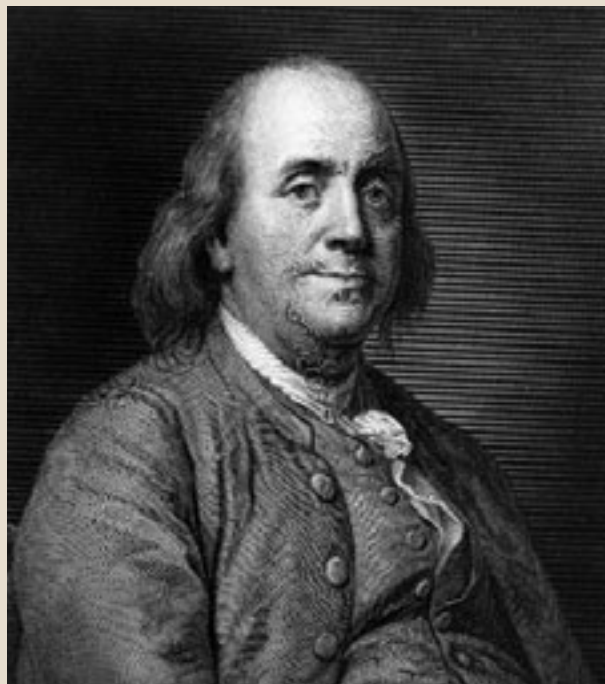
I write this about 230 years after your death and only days after the 2020 presidential election. Our nation’s governing document to which

## A Letter to Our Founder

you affixed your signature in 1787 on behalf of the citizens of Pennsylvania did not envision elections during which American citizens may cast ballots for presidential candidates of their choice.

Rather, you and your founding colleagues entrusted state legislators with the supreme responsibility of selecting “electors” to the Electoral College who are tasked with electing United States presidents and vice presidents. Well, Dr. Franklin, you understood that times change and the country needed to adapt to modernity and the desire to expand the rights of its residents.

After all, as a publisher, printer and inventor, you foresaw better than many of your contemporaries the necessity to amend, edit and innovate to satisfy the needs of our ever-evolving nation. Even at the age of 81—ever the optimist—when you sat down to sign our U.S. Constitution, you believed your progeny would need to navigate whatever challenges they would confront in order to



theless, when members of America's political elite declare war on one of the few governmental institutions actually established in our Constitution, one has to take a long and deep breath.

The Postal Service and the work its diligent employees perform are beyond reproach. However, in 2020, the increased prominence the Postal Service has played in facilitating electoral participation in the midst of a pandemic has rendered the federal department collateral damage in a political campaign.

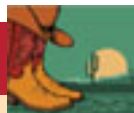
Accusations have been leveled that postal capacity was undermined with the intent of handicapping its capability to serve American democracy. Others alleged that ill-timed capacity reductions unintentionally negatively impacted the prompt processing and delivery of ballots.

A number of federal judges decried the actions, one accusing postal governance as being politically motivated. Such actions and comments weaken the agency's strong public support, as well as the confidence to effectively fulfill its mission to "bind the nation together."

Permit me to end my letter asking for your help. Please use your legacy to inspire our postal leaders and elected leaders to strengthen the Postal Service—not weaken it, to repair the damage done to the institution—not deepen its wounds and to herald and reward its employees—not snub and punish them.

It was reported that, on departing the Constitutional Convention, you remarked to a group of your Philadelphia neighbors who wanted to know what type of government the delegates created: "A republic, if you can keep it." Our nation and our postal system should pay attention to your timeless wisdom.

B. Levi



## Important Convention Deadlines

- May 29** Deadline for all resolutions from states with conventions ending on or before May 24 to be emailed to Executive Vice President Ivan D. Butts
- June 30** Deadline for entries for the Best Website and Newsletter contests
- July 10** Deadline for all other resolutions to be emailed to Executive Vice President Ivan D. Butts
- Deadline for emailing deceased members' names to Executive Assistant Rebekah Leo

## In Memoriam

**I**n keeping with tradition, NAPS will honor and pay respect to those members who have died since the 2018 National Convention at the upcoming 67th NAPS National Convention, Aug. 30-Sept. 3, 2021, at the Gaylord Texan Resort in Grapevine, TX.

Although our fellow NAPS members no longer are with us to share their thoughts, laughter and genuine NAPS fellowship, we'll always remember their spirit for NAPS and the U.S. Postal Service. They will forever live in our hearts and cherished memories.

Any NAPS branch that had a member die over the three years since the 2018 National Convention held at Mohegan Sun, please submit their first and last names, along with their respective branch number, to NAPS Headquarters at the email address below. The names will be given to our 2021 Host Branch Committee for the Memorial Service to be held during the convention's Opening Ceremony on Monday morning, Aug. 30.

Please submit deceased members' names to NAPS Executive Assistant Rebekah Leo at NAPS Headquarters at [naps.rr@naps.org](mailto:naps.rr@naps.org) by July 10, 2021. After July 10, names may be submitted to NAPS Editor Karen Young at the national convention for publication in the convention newsletter.



**NAPS 67th National Convention**  
Aug. 30-Sept. 3, 2021

**Gaylord Texan Resort & Convention Center**  
Grapevine, Texas

# 67th National Convention

## Registration Information

**Convention registration closes July 24 • Hotel room block expires Aug. 4**

**Register for the 67th National Convention**  
**online only at [www.naps.org](http://www.naps.org)**

### **Registration Fee—\$250**

The 67th National Convention registration fee is \$250 if submitted—online only—on or before July 10. After July 10, the fee is \$325. No national convention registrations or payments will be accepted after July 24.

### **No on-site registration will be accepted.**

Each official registrant will receive a confirmation receipt via email as soon as they register. If you do not receive your confirmation, email [napshq@naps.org](mailto:napshq@naps.org) or call 703-836-9660.

### **Refund Requests**

All refund requests must be submitted in writing via email to [napshq@naps.org](mailto:napshq@naps.org). Full refund requests must be received at NAPS Headquarters on or before July 17. There is a \$50 cancellation fee for refund requests received between July 18-31. No refund requests will be granted after July 31.

### **Substitutions**

All substitution requests must be submitted in writing to [napshq@naps.org](mailto:napshq@naps.org) no later than July 31. **There will be no on-site substitutions.** If you need assistance with a substitution, call NAPS Headquarter at 703-836-9660.

## **Hotel Rates and Reservations**

### **Gaylord Texan Resort & Convention Center**

1501 Gaylord Trail, Grapevine, TX 76051  
877-491-5138

Delegates and guests attending the 67th National Convention are responsible for making their own lodging reservation directly with the Gaylord Texan Resort & Convention Center. The national convention single/double rate is \$189, plus applicable state and local taxes. The resort fee has been waived. Self-parking is complimentary from Aug. 25-Sept. 4; applicable only to those staying overnight at the Gaylord Texan.

To make a room reservation online, go to [www.naps.org](http://www.naps.org); under the “About Us” drop-down, click on “National Convention.” You also may make a reservation by phone by calling 877-491-5138. Use the group code: NAP. Check-in time is 4 p.m.; checkout is 11 a.m.

The room block expires on Aug. 4. Reservations made after that date may be at a higher rate, if available at all.

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



# Send Your Entries!

## Best Website Competition

The NAPS Best Website Competition again is being conducted in conjunction with the upcoming NAPS national convention at the Gaylord Texan Resort, Grapevine, TX, this August.

A branch wishing to enter the competition must email only its website address to [kbalentyoung@gmail.com](mailto:kbalentyoung@gmail.com) by **June 30, 2021**, for forwarding to the competition judge.

Points will be awarded for content, design and technical merit, among other contest categories. The two entries receiving the highest overall point totals will be named the competition winners.

At the convention, all branches will be given the point totals of their entries by category, along with any comments the judge may make.

## NAPS Newsletter Contest

The NAPS Newsletter Contest also is planned for the national convention. The entry deadline is **June 30, 2021**.

Branches wishing to submit their newsletters may do so in four categories: "Overall Excellence," "Best Layout," "Best By-lined Column/Editorial" and "Best News/Feature Article." Entries must have been published after August 2018.

The entry instructions include:

"Overall Excellence"—Submit three consecutive issues of the newsletter, stapled together as one entry. Staple a Post-it note or similar to identify the judging category, your branch number and the newsletter editor.

"Best Layout"—Submit two issues (not necessarily consecutive ones) of the newsletter, stapled together as one entry. As in the item above, identify the judging category, your branch number and the individual who lays out/designs the newsletter.


"Best Bylined Column/Editorial"—Submit one entry clipped from your newsletter (please do not submit the entire newsletter). The entry must be an original work that carries the byline of the author, who may or may not be the editor, but must be a NAPS member. Identify the judging category and your branch number.

"Best News/Feature Article"—Follow the instructions immediately above.

Please mail—do not email—entries to NAPS Newsletter Contest, c/o Balent-Young Publishing, Inc., PO Box 734, Front Royal, VA 22630, to be received no later than **June 30, 2021**. Receipt of all entries will be acknowledged; please provide your email address. Winners will be announced at the convention.

**ORIGINAL:**  
Present at Convention  
**Mail copy to:**  
NAPS HQ  
1727 King St STE 400  
Alexandria VA 22314

**National Association of Postal Supervisors**  
**Delegate Credential**



.....  
(Print or Type Delegate's Name)  
.....  
(Delegate's Home Street Address)  
.....  
(Delegate's Home City, State and Zip+4)

**Check Here if First-Time Delegate**  **USPS EIN #** .....

is a certified member in good standing of .....  
(Branch Number) (Date)

and has been duly elected to represent that branch at the national convention of the National Association of Postal Supervisors.

.....  
Printed Name Branch President or Designee Branch #  
.....  
Signature of Branch President or Designee



# NAPS National Convention Golf Tournament

**I**f 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](mailto: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



# 2020 SPAC Contributors



President's Ultimate SPAC (\$1,000+)		
Salmon, James	AZ	Branch 246
Wong, John	CA	Branch 497
Franz, Kenneth	FL	Branch 146
Gilbert, Belinda	FL	Branch 425
Lynn, Patti	FL	Branch 296
McHugh, James	FL	Branch 386
Quinlan, Robert	FL	Branch 154
Sebastian, Gerald	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Williams, Carolyn	FL	Branch 146
Wommack, April	FL	Branch 386
Maxwell, Sherry	IL	Branch 255
Murphy, Gregory	MA	Branch 102
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403

Wileman, Dotty	MD	Branch 923
McKiernan, Michael	NJ	Branch 74
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
Green Jr., Richard	VA	Branch 98

## October Contributors

President's Ultimate SPAC (\$1,000+)		
Maxwell, Sherry	IL	Branch 255
Green Jr., Richard	VA	Branch 98

## SPAC Contribution Form

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

**\$1,000**—President's Ultimate 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.*

**VP Elite (\$750)**

Lum, Chuck	HI	Branch 214
Hafford, Darrell	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Yut, Rachelle	OR	Branch 66
Butler, Phillip	VA	Branch 98

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

Melchert, Pamela	AK	Branch 435
Cherry, Hayes	CA	Branch 466
Kerns, John	CO	Branch 141
Timothy, Pat	NJ	Branch 548
Paige, Lillie	OH	Branch 46
Bartko, Susan	PA	Branch 20
Brooks, Lamarcus	TN	Branch 41
Trevino, Barbara	TX	Branch 124
Gruetzmacher, Bjoern	WA	Branch 61
Taylor, Georgia	WA	Branch 31
Simmons, Brandi	WI	Branch 213

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

Derden, Margaret	CA	Branch 39
Collen, Helen	CT	Branch 3
Wright, Marcellus	DC	Branch 135
McPhee-Johnson, Tayloria	FL	Branch 146
Alos, Kanani	HI	Branch 214
Eberhart, Keliinani	HI	Branch 214
Lum, Laurie	HI	Branch 214
Watabu, Iris	HI	Branch 214
May, Charles	IL	Branch 14
Randle, Kay	IL	Branch 369
Wesley, Nancy	IL	Branch 493
Webb, Marcel	IN	Branch 8
Carter, Tonious	LA	Branch 421
Moore, Robert	MA	Branch 43
Jones, Marcia	MD	Branch 42
Rosario, Tamara	ME	Branch 96
Glenn, Sandra	MI	Branch 140
Perkins, Ethel	MI	Branch 140
Baker, Neil	MN	Branch 104
Robinson, Theresa	NC	Branch 299
Forde, Nicholas	NY	Branch 202
Burgasser, Ted	OH	Branch 29
Needham, Timothy	OH	Branch 133
Smith, Ronald	OH	Branch 46
Wiskoski, Ann	PA	Branch 387
Blakely, Kathy	TN	Branch 41
Holley, Deborah	VA	Branch 526

**Supporter (\$100)**

Frazier, Rickey	AL	Branch 399
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# SPAC Scoreboard

Statistics reflect monies collected Jan. 1 to Oct. 31, 2020

**National Aggregate:**

\$152,197.60

**National Per Capita:**

\$5.58

**Region Aggregate:**

- 1. Southern .....\$44,962.50
- 2. Eastern .....\$30,317.00
- 3. Western .....\$27,561.75
- 4. Central .....\$24,994.50
- 5. Northeast .....\$24,361.85

**Region Per Capita:**

- 1. Southern.....\$7.62
- 2. Central.....\$5.36
- 3. Eastern.....\$5.10
- 4. Northeast.....\$4.91
- 5. Western .....\$4.74

**Area Aggregate:**

- 1. Southeast .....\$27,697.50
- 2. Capitol-Atlantic.....\$18,409.10
- 3. Pacific .....\$14,890.50
- 4. New York .....\$12,005.85
- 5. Mideast .....\$11,310.00
- 6. Texas .....\$ 9,233.00
- 7. New England .....\$ 8,750.00
- 8. Michiana .....\$ 7,269.50
- 9. Illini .....\$ 6,871.00
- 10. Northwest.....\$ 6,451.25
- 11. Rocky Mountain..\$ 6,220.00
- 12. North Central .....\$ 6,115.00
- 13. MINK .....\$ 4,739.00
- 14. Cotton Belt .....\$ 4,418.00
- 15. Pioneer .....\$ 4,203.90
- 16. Central Gulf .....\$ 3,614.00

**Area Per Capita:**

- 1. Southeast .....\$12.12
- 2. North Central .....\$ 6.50
- 3. Capitol-Atlantic.....\$ 6.22
- 4. Michiana .....\$ 6.22
- 5. Northwest.....\$ 5.67
- 6. New England .....\$ 5.32
- 7. Illini .....\$ 5.09
- 8. Texas .....\$ 5.05
- 9. New York .....\$ 4.92
- 10. Mideast .....\$ 4.75
- 11. Pacific .....\$ 4.72
- 12. Central Gulf .....\$ 4.50
- 13. Cotton Belt.....\$ 4.49
- 14. Rocky Mountain.....\$ 4.08
- 15. MINK .....\$ 3.92
- 16. Pioneer.....\$ 2.84

**State Aggregate:**

- 1. Florida .....\$25,948.00
- 2. California.....\$12,410.50
- 3. New York .....\$11,675.85
- 4. Texas .....\$ 9,233.00
- 5. Maryland .....\$ 7,939.00

**State Per Capita:**

- 1. Maine .....\$ 26.30
- 2. North Dakota .....\$19.40
- 3. Hawaii .....\$16.00
- 4. Florida .....\$15.09
- 5. Maryland .....\$12.60

**Drive for 5**

**Members by Region:**

- 1. Central.....54
- 2. Eastern.....49
- 3. Southern.....51
- 4. Western .....41
- 5. Northeast.....35

**Aggregate by Region:**

- 1. Eastern.....\$15,300.00
- 2. Western .....\$15,145.00
- 3. Central .....\$15,015.00
- 4. Southern .....\$13,904.00
- 5. Northeast .....\$ 9,699.00

Nash, Leon	AL	Branch 45
Studdard, Dwight	AL	Branch 45
Johnson, Deborah	CA	Branch 88
Moore Tucker, Carolyn	CA	Branch 301
Summerfield, John	CO	Branch 65
Guevara, Richard	FL	Branch 154
Ross, Randy	FL	Branch 81
Derby, Karen	IN	Branch 169
Waddell, Corey	KS	Branch 52
Smiley, David	KY	Branch 390
Hampton, Annette	LA	Branch 73
Minor, Sandra	LA	Branch 209
Saccoccio, Michaela	MA	Branch 6
Brownfield, Patricia	MD	Branch 531
McCarthy, Bernard	MI	Branch 23
Roundtree, Wanda	MI	Branch 140
Nelson, Matthew	MN	Branch 104
Bye, Angie	MO	Branch 119
Bye, Kevin	MO	Branch 119
Marley, Carol	MO	Branch 131
Warren, Anitra	MO	Branch 36
Kindsvatter, Leo	MT	Branch 929
Gilbert, Jevonda	NC	Branch 183
Winters, Joseph	NC	Branch 177
Holland, Dana	ND	Branch 937
Leingang, Michael	ND	Branch 937
Fuller, Tamyra	NE	Branch 64

Henkel, Tammy	NJ	Branch 287
Walker, Veronica	NJ	Branch 237
Schnepple, Kathleen	NM	Branch 295
Andersen, Karen	NV	Branch 463
Yuen, John	NY	Branch 100
Fleck, Darren	OH	Branch 33
Laster, Jacshica	OH	Branch 46
Sudberry, Norris	OH	Branch 46
Kolecki, Michele	PA	Branch 941
Lach, Joe	PA	Branch 20
Robinson, Andrea	PA	Branch 35
Giorgio, Victor	RI	Branch 105
Blanck Lovelace, Deborah	SD	Branch 946
Nation, Linda	SD	Branch 946
McMurry, Robert	TN	Branch 165
Hammock, Alessandra	TX	Branch 86
High, Gwendolyn	TX	Branch 86
Scott, Michael	TX	Branch 589
Slaughter, Donna	TX	Branch 229
White Jr., William	VA	Branch 526
Zamudio, Juan	VA	Branch 526
Haslett, James	WA	Branch 31
Patterson, LaTanya	WA	Branch 61
Reedy, James	WA	Branch 61
Abrams, Darlene	WI	Branch 72
Canada, Pamela	WI	Branch 72
Knepfel, Kim	WI	Branch 549

## Don't Leave Annual Leave Behind!

*Continued from page 3*

may be exchanged.

NAPS appreciates the Postal Service's consideration and decision during the pandemic to modify policy to protect active NAPS members' well-earned annual leave. NAPS is confident these modified annual leave policies (carryover and exchange) for the respective 2020 and 2021 leave years are a thankful relief to potentially impacted EAS employees.

However, this modification was a result of the pandemic. Therefore, EAS employees should not expect a continued modification to this policy in future USPS leave years.

This column is meant to shine

light on the need for members to maintain their mental and physical health, not only during this pandemic, but throughout their postal careers. Furthermore, to plan ahead and use—not lose—well-earned annual leave. Peace of mind and good health are priceless commodities that can't be bought by exchanging annual leave for cash. NAPS encourages active members to take annual leave each year as part of the three Rs: relaxation, recreation and recharging.

Let's not forget our associate members. Some may joke they are on vacation every day because they are retired from the Postal Service. But don't assume retirees have plenty of time on their hands. Many associate members are regularly called

on by others to lend a helping hand.

For our associate members, don't lose sight either of taking time for yourselves to relax and recharge. Your peace of mind, health and well-earned postal retirement are priceless, too. So, take care of yourself.

As you celebrate the holiday season, I wish you and your family all the best in health, happiness and prosperity. I encourage members to schedule more relaxation, recreation and recharging time with family and friends in 2021. Time is a priceless and limited commodity.

One commodity that also is priceless and limited in this season is my December ice-cream-flavor-of-the-month recommendation: frozen peppermint hot chocolate.

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



**You always deliver.**

Nothing stops the United States Postal Service from delivering the mail—and giving back to communities. For years, USPS has been one of the most generous contributors to the Combined Federal Campaign. And we know we can count on you again. Our country, our kids, and our communities need you.

**Please make your most generous gift today via paper pledge form or at [givecfc.org](http://givecfc.org)**

## THANK YOU.

<b>CFC #10560</b>	St. Jude Children's Research Hospital	<b>CFC #11408</b>	March of Dimes
<b>CFC #11234</b>	Alzheimer's Association	<b>CFC #94744</b>	Mercy Ships
<b>CFC #10570</b>	American Cancer Society	<b>CFC #10562</b>	NAMI (National Alliance on Mental Illness)
<b>CFC #11235</b>	American Diabetes Association	<b>CFC #11409</b>	National Multiple Sclerosis Society
<b>CFC #11236</b>	American Heart Association	<b>CFC #10607</b>	Pancreatic Cancer Action Network
<b>CFC #12413</b>	Autism Speaks	<b>CFC #10532</b>	Samaritan's Purse
<b>CFC #11999</b>	Cancer Research Institute	<b>CFC #10558</b>	Sickle Cell Disease Association of America
<b>CFC #10534</b>	Focus on the Family	<b>CFC #10284</b>	Smile Train
<b>CFC #11239</b>	Leukemia & Lymphoma Society	<b>CFC #10615</b>	Susan G. Komen
<b>CFC #10566</b>	Lupus Foundation of America	<b>CFC #10993</b>	Voice of the Martyrs Inc.

# 2020 Combined Federal Campaign

## U.S. POSTAL SERVICE PLEDGE FORM

OPM Form 1654-A



Please use black ink. Sections marked with \* are mandatory.

Full instructions on reverse. Submit this original Pledge Form to your Keyworker as early as possible to allow time for processing or send to: CFC Processing Center, P.O. Box 7820 Madison, WI 53707-7820. OPM accepts online pledges through Jan. 15, 2021, at [opm.gov/ShowSomeLoveCFC](http://opm.gov/ShowSomeLoveCFC). CFC organizations do not provide goods or services in whole or partial consideration for any contributions made to the organizations via this pledge.

### Donor Information (required)

1. Primary Email Address * (official government)		2. Donor Type *							
		<input type="checkbox"/> Civilian							
3. Name * (first name)		* (last name)							
4. CFC Unit Code (six digits)		5. ZIP Code of Your Office/Facility/Station *	6. Overseas Employee						
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7. Your Department									
United States Postal Service									
8. Your Agency * (USPS Area/District/Headquarters) (no acronyms)									
9. Your Office * (USPS Facility/Station/Office/HQ VP Team) (no acronyms)									

### Pledge Information (required)

10. Allotment Source *	11. Amount Per Deduction	12. Total Annual Gift *	13. Charity Designation *																																																																												
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Signature: _____ Date: _____																																																																															

### Information Release (optional)

14. By completing the information below, I authorize the CFC to release my name and the following to my designated charity(ies):			
Personal Email Address		Pledge Amount Release	
		<input type="checkbox"/> Yes <input type="checkbox"/> No	
Home Address	City	State	ZIP Code

Individuals may pledge online at [opm.gov/ShowSomeLoveCFC](http://opm.gov/ShowSomeLoveCFC) and may contact the CFC Help Desk Monday through Friday from 8 a.m. until 6 p.m. Central Time at 800-797-0098 (toll-free) or 608-237-4898 (local/international) with questions about the pledge process.

# 2020 Combined Federal Campaign FEDERAL RETIREE PLEDGE FORM

OPM Form 5654-R



Please use black ink. Sections marked with \* are mandatory.

Online pledges are accepted through Jan. 15, 2021, by visiting [opm.gov/ShowSomeLoveCFC](https://opm.gov/ShowSomeLoveCFC). Keep a copy of this form before sending it to: CFC Processing Center, P.O. Box 7820 Madison, WI 53707-7820. Checks are accepted, however do not send cash. CFC organizations do not provide goods or services in whole or partial consideration for any contributions made to the organizations via this pledge.

## Donor Information (required)

1. Primary Email Address *	2. Secondary Email Address
3. Name * (first name)	* (last name)
4. Retiree Type - Pay Service (required for annuity deduction) <input type="radio"/> Military - DFAS <input type="radio"/> Civilian - OPM <input type="radio"/> Judiciary	5. Home ZIP Code or APO *

## Pledge Information (required)

6. Allotment Source *	7. Amount Per Deduction	8. Total Annual Gift *	9. Charity Designation *																
<input type="checkbox"/> Annuity SSN (only required if electing) <input type="text"/> - <input type="text"/> - <input type="text"/>	\$ _____ <input type="checkbox"/> Monthly (x12)	\$ _____ <i>(automatically calculated based on the amount per deduction multiplied by 12)</i>	You must select one or more 2020 CFC-approved charities or federated groups to receive your donation. Confirm each charity's five-digit code in the online charity search or charity listing and enter it along with the total dollar amount you want each charity to receive below. The total annual gift from the left must match the total pledged to charities below.  If you would like to donate to more than five charities, please visit <a href="https://opm.gov/ShowSomeLoveCFC">opm.gov/ShowSomeLoveCFC</a> to complete an online donation or attach another copy of this form with the total annual contribution amount should appearing on copy 1 of X.																
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Signature: _____ Date: _____																			

## Information Release (optional)

11. By checking each box below, I authorize the CFC to release my name and the following to my designated charity(ies):

My pledge amount  
 My home address (if opting to release your information, please provide your home address below.)  
 My email address (from above)

Home Address

City State ZIP Code

Individuals may pledge online at [opm.gov/ShowSomeLoveCFC](https://opm.gov/ShowSomeLoveCFC) and may contact the CFC Help Desk Monday through Friday from 8 a.m. until 6 p.m. Central Time at 800-797-0098 (toll-free) or 608-237-4898 (local/international) with questions about the pledge process.

# Fostering a Work-Life Balance



Submitted by the USPS Employee Assistance Program

**W**ork plays a large role in our lives. It ensures we have food on the table and a roof over our head. Today's work is fast paced and, with the ever-increasing amount of technology available, being permanently connected to the office is becoming easier and easier.

For these reasons, achieving a work-life balance has become a challenge for most workers. In the past, it was more difficult to take work home. Now, with smartphones, personal and professional lines are blurred. Many workplaces create a culture of pressure to spend more time at work and have the attitude of "first in-last out of the office."

According to several recent studies, approximately half of all employed people feel

they are facing overwork issues. Achieving the "American dream" often means overworking in order to reach goals. People love the idea of hard work and determination in order to create success. On the surface, this seems like a positive idea. But, in reality, what effect does working long hours have on our daily lives?

One person might believe they have achieved balance when they can leave work early enough to eat dinner with their family. Someone else might view it as having a flexible schedule so they can study for a part-time graduate degree. Yet another person might feel fulfilled by spending their "free" time advancing their career by working longer.

In short, you achieve a balance when you



have enough time to pursue both work and personal interests you like. However, when you feel as if one side of your life is using up too much of your energy, you can become stressed, your productivity can fall and your personal relationships can become strained.

Developing that perfect balance between our jobs and family always has been a challenge. Work-life balance can be defined as the proper prioritizing between “work” (one’s career and ambition) and “life” (one’s health, family and leisure). Working late occasionally to finish a project or deal with an emergency is understandable. However, routinely working late at the office or at home—chronic overworking—will take a toll on a person’s life.

Research has shown that if you are spending most of your time working, you can suffer serious consequences with your health, family and friends. Ultimately, your effectiveness in the workplace may decline. Let’s take a closer look at the effects of overworking:

- **Health effects**—Working too many hours puts your mind and body at risk. Long hours in front of a computer screen can impair your sleep. Chronic sleep deprivation raises the risk for many illnesses, such as obesity and heart disease. A recent study indicated that working in excess of 60 hours a week can lead to heart disease.

Stress is another side effect of overworking, which creates higher risks for depression and anxiety. The lifestyle that goes with overworking typically is lots of sitting at a desk and grabbing food to go, which raises concerns for possible high blood pressure and cholesterol.

- **Family life**—Overworking creates less quality time with your family, which can damage relationships over extended periods of time. If you

are married, overworking can place strain on the marriage and lead to frustration by spouses. Children also feel the impact of parents coming home professionally burned out, making them more emotionally withdrawn from their kids.

- **Social life**—Friendships take time to nurture and maintain. Overworking takes away the energy needed to create deep friendships. Many people feel burned out and indicate this as a reason for not engaging in face-to-face socializing as often.

- **Effectiveness and productivity**—Consistently logging too much time at the office harms productivity, which raises the risk for accidents and mistakes. Studies have shown that employees who work more than 60 hours a week do not accomplish more productive tasks. People are most productive for only a limited amount of time each day.

Here are common signs that indicate you may not have work-life balance:

- fatigue
- sickness
- forgetfulness
- anxiety
- insomnia
- anger
- depression
- lack of productivity
- apathy

Work-life balance is an important aspect of a healthy work environment. Employees who have a work-life balance tend to feel more motivated and less stressed out at work. This increases employee productivity and reduces the number of conflicts in the work environment. Maintaining a work-life balance helps prevent our personal lives from suffering.

It’s important to remember that a work-life balance means something different to everyone. For some, the balance often includes

regular vacation time and weekends away from the job. Others may want flexible hours and the ability to work from home. Work-life balance is in reach, but the challenge is making a conscious effort to achieve it.

Here are some tips to get you started maintaining a work-life balance:

- **Boundaries.** Set work hours and try to stick to them. Otherwise, you’ll be working long hours more often. Also, be mindful about turning off technology so you are not tempted to focus on work emails.

- **Daily goals.** Meeting priorities helps us feel a sense of accomplishment and control. The more control we have over our work, the less stressed we get. So, be realistic about workloads and deadlines. Make a “to-do” list and take care of important tasks first and eliminate less essential ones.

- **Self-care.** Take care of yourself by scheduling nonwork-related activities. By taking time out for yourself, you will gain clarity on what’s most important—now and in the future—and you will come back motivated. Schedule time with a friend, go for a walk or engage in a hobby.

The strongest predictor of happiness is work-life balance, according to the 2017 World Happiness Report. Most of us will spend a large percentage of our time at work. If we let it, work can take over and create stress in all aspects of our lives.

It is essential to find the right balance and implement it in the workplace. This will allow you to switch off from work and give you a healthy and more satisfying personal life.

The long-term value in encouraging and embracing a balance between work and home life is highly beneficial. The push to focus on this fundamentally is for an employee to be happy, productive and engaged.

*Continued on page 30*

## Dealing With Holiday Stress

By Joe Bodary

**H**appy holidays! It's the most wonderful time of the year. By now, your FY20 celebrations are over and you're celebrating the new FY. Just a couple reminders in your excitement, remember to ... Oh, wait, you're not celebrating? FY20 did not go well?

Yes, it was a tough year and it doesn't seem to be getting much better. But you must remember to keep a positive attitude, especially as leaders of your units. How you come across to your em-

ployees and customers sets the image for the Postal Service. Sometimes, things do not go as well as expected, but that just creates more opportunities to succeed.

During the holidays, it's especially tough as the workload increases—both on the window and in delivery. It also can be challenging at home trying to enjoy the holidays with family and friends. The most important thing is to keep a balance between work and home. You must be able to avoid dealing with home issues at work and work issues at home.



You have electronic devices that keep you in constant communication both ways; it's up to you to use them appropriately. Make a point not to check your work messages at home, except, maybe, once or twice each night rather than constantly. Everyone has dinner at a certain time. I always made a point not to be disturbed during that time. If the phone rings, it will go to voice mail and I'll get it later. I'm not taking time away from my family.

Likewise, when I see a call from home coming in while I'm at work, I let it go to voice mail until I have a moment to spare. I set up a code with my family if it's an emergency—just in case. I make sure I keep them to it.

Focus your full attention on your operations, employees and customers while at work. Oftentimes, you have several people coming at you at one time; you get flustered and it's hard to make proper decisions. You may have to stop persons politely and listen to them one at a time so they know they have your full attention. It also helps you make wiser decisions.

Remember to thank them for bringing their issues to you, consulting with you or sharing their concerns with you. Keep in mind your calmness sends a message and helps keep the stress down.

Dealing with customers is another focus that needs specific attention. Usually when a customer requests to speak with the postmaster, it's because of a problem. More often than not, they are not happy. Take a few deep breaths to make sure you

*Continued on page 29*



**We're Social**  
**Connect With Us!**

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

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

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

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



**VIRTUAL  
OPEN  
SEASON**

**BALANCE  
YOUR  
BENEFITS**



[liteblue.usps.gov/openseason](https://liteblue.usps.gov/openseason)

- ✓ Annual Leave Exchange
- ✓ Flexible Spending Account
- ✓ FEDVIP (dental and vision benefits)
- ✓ CHECKBOOK's Guide to Health Plans (tool)
- ✓ USPS Health Plan (non-career)
- ✓ **TEXT BENEFITS, to 21333**



**National Association of Postal Supervisors**

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

**Deadline: Jan. 8, 2021**

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



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

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

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

Scholarship winners will be announced in January 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>**

# Displacing EAS Employees During a Pandemic?

By **Dioenis D. Perez**

**C**hristmas is right around the corner. It's been a difficult year, now with the stress of the holidays, busy mailing season and still living with COVID-19. It hasn't been a normal year; everyone understands this, except USPS Headquarters regarding its EAS employees.

By the time this issue is published, some EAS employees in Levels-18 to -22 offices may have lost their positions and were forced to either move to another office or into a mail processing plant EAS position. It's indisputable: These EAS employees now will face additional hardships with their families during a pandemic.



USPS leadership would argue and say it's business, not personal. Oh, really? Then why wasn't it a problem to roll out and update approximately 20 memorandums of understandings (MOUs) through Dec. 31?

The MOUs were updated every 60 to 90 days since February. These MOUs principally benefit all the craft unions.

On Sept. 18, I received a NAPS Headquarters email listing all 20 MOUs that were approved by the

USPS. I was particularly interested in looking for one that would benefit EAS employees. It doesn't exist.

For years, the USPS has been trying to reimagine itself by spending money on EAS engagement training and emails and employee surveys.

And now, pandemic MOUs looking to make it a friendlier and more caring work environment for all, not just for craft employees.

There has not been one MOU for EAS employees during the pandemic. Then again, if you're a people company and you support an engaged, positive and caring working environment, you wouldn't think to have one, right? Wrong! A MOU that would stop excessing Customer Service supervisors because their offices fell below the SWCs zone of tolerance during a pandemic is now warranted!

Doesn't the USPS know what their areas are doing during a pandemic regarding eliminating EAS employees from offices through the SWCs process? Offices that are losing an EAS employee because the areas identified them below their SWCs are, indeed, below their complement levels through no fault of the office.

The areas should have taken the time to investigate first and ask the district for reasons why offices are under-staffed, instead of forcing the districts to remove EAS employees from their offices. If they had done this first, they would have learned why an office fell below staffing levels before displacing an EAS employee and negatively impacting their family's lives during a pandemic.

Many offices fell below their staffing levels because of resignations, retirements and COVID-19. These offices don't control the hiring; they're short in authorized CCAs, PSE and PTFs. Why punish offices that are paying a high over-

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## Dealing With Holiday Stress

*Continued from page 26*

are calm, listen to the customer, keep a low tone and, most importantly, be very apologetic.

If it's something you can resolve right away, do so. If not, let them know you are going to do everything you can to help. Get their name, address and a number with which you can contact them and let them know the specific time you can do so.

Keep your word! If you indicate you will call them by 4 p.m., but you still haven't resolved the issue, call them at 4 p.m. and let them know you still don't have an answer,

but you will contact them at such and such a time. This is by far the best customer service; they know you care and you haven't forgotten them.

These are just a few tips to help keep your holiday stress under control. Remember, too, if you are having issues keeping your stress level manageable, you always can call the USPS Employee Assistance Program, 24/7.

**jbod@aol.com**

*Joe Bodary is Michigan State Branch 925 corresponding secretary and the retired postmaster of Lincoln Park.*

time percentage because they're short-staffed? It's not their fault.

The overtime percentage is warranted to provide delivery and window services daily. Postmasters are working nearly 30 hours in the craft each week because of this. The areas and Postal Headquarters should be ashamed of themselves for removing

an EAS employee from their office during a pandemic.

What's really broken with the SWCs process is the communication between the areas and districts while trying to resolve each office's problem. Instead, they take the easy path by quickly removing an EAS employee—without considering how they

disrupt that EAS employee's and their family's lives while working in a pandemic.

With dignity and respect, always.  
**elcubano50@aol.com**

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

## A Different Perspective

By Mark Velez

I met a veteran in my lobby just the other day wearing a veteran's cap designating the war in which he proudly served. We had a brief conversation about the Postal Service. As it ended, I thanked him for his service.

At that point, he said to me very directly, "Don't say that; we don't like it." I was taken aback and obviously didn't want to insult him. He continued, "You don't know what I did out there to stay alive and safe and get home."

At that moment, I realized I never had thought about that aspect of combat—that a soldier can be in the worst place in the world, feeling

alone, scared and wondering what might be around the corner. My father, brother and friends have served our country, but I have never thought about the danger they faced. I just dismissed what they may have had to do to stay alive.

I've never been in any type of combat. The closest I've been to war is watching movies such as "Platoon" and "Saving Private Ryan." These movies usually show some blood and death, but they clean up war for us over a few hours, then allow us to return to our lives. We rarely see the real horrors of combat and, to be honest, I don't think I want to see it. I want to watch the movie and move on with my life.

That day, the conversation was

different. It made me realize I have never really thought about those who serve, why they serve and if they are really okay with being a civilian again and returning home. This man made me think about that. It gave me a different perspective on what observances such as Memorial Day and Veterans Day mean to him and others who served.

Finally, as our conversation ended, he said, "Can I give you a little advice?" "Of course!" I responded. He continued, "When you see a veteran, just say, 'Welcome back.'"

So, to all our veterans, each and every day: Welcome back!

*Mark Velez is a member of Flushing, NY, Branch 164.*

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### Fostering a Work-Life Balance

*Continued from page 25*

Work-life balance supports physical, emotional, family and community health.

It's important for all of us to gain self-awareness regarding our own personalities and tendencies, as some people are more prone to imbalances than others. It may be challenging at first to unplug or not send that email. Remind yourself that not having a balance will put your health at risk and potentially impact your loved ones' time with you.

Once you start to gain balance, you will feel less overwhelmed in life. So, start today with getting your balance back.

Today, work-life balance is about achieving the mix of business and personal life that's right for you. We all are unique; the term "personal life" means something different to everyone. It can include spending time with your friends and family, resting or participating in hobbies. Also, engaging in personal,



spiritual or educational development, exercising or care-giving. It even can include your work!

Following the ideas presented in this article is a good start to promoting a healthy work-life balance. If you find yourself struggling with your balance, your Employee Assistance Program is here to help. For more information, visit [EAP4YOU.com](http://EAP4YOU.com) or contact your EAP at 800-327-4968 (800-EAP-4YOU); TTY: 877-493-734.

# Notes

from the National Auxiliary

## What Friendship Means to Me

By Catherine Towns

Mideast Area Vice President

**G**reetings, friends and colleagues! This year has affected my life in so many ways. I would like to share a few stories with you.

On Dec. 2, 2019, I lost my best friend, Frances Jackson. She was a supervisor in the Postal Service and served as a local NAPS branch and state treasurer for many years. After retiring, she served the local and state auxiliary as treasurer for many years until her death.

I truly miss Fran, as I affectionately called her. She was a friend who was there for me and others 24/7. A friend like that is hard to find and never should be taken for granted. The NAPS Auxiliary lost a great servant.

I have served as a local and state auxiliary president for 25-plus years, as well as on the National Auxiliary Board for many years. Having served

in these positions has allowed me to make friendships and memories with wonderful people all over the country. I've always cherished my friendships with the New Jersey local and state NAPS officers and members.

This year, due to the coronavirus pandemic, the New Jersey state convention was canceled. However, state and local NAPS members decided to help the state auxiliary with one of our fundraising events. The fundraiser was a great success! Thank you, local and state NAPS members!

And let's not forget about my family. I don't know how I would continue to make it through this pandemic without the love and care of my children, other family members and caring neighbors and friends. Most of all, I would not have made it without my belief in the Lord, our God. I want to share this poem from a greeting card about friendship that moved me:

*Friendship Is ...*

*Friendship is the sunshine  
that lights the darkest day,  
The helping hand we sometimes need  
to help us on our way.*

*Friendship asks no questions  
and never tells us lies ...*

*It stands the test of time,  
because true friendship never dies.*

*Friendship is the greatest gift  
of any you recall—  
a friendship such as ours  
must be the finest of them all.*

As 2020 comes to an end, I want to wish everyone a safe and healthy holiday season. And, please, be a friend to someone!



### 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.

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*Region vacant: Northeast*

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