

# the Postal Supervisor

February 2021

**Democratic  
Senate Majority  
Offers New  
Optimism**

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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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# 67th NAPS National Convention— Here We Come, August 2021!

**B**ecause 2020 was a leap year, I guess it only made sense to literally leap to 2021 to hold our 67th National Convention this August. Seriously, with the COVID-19 pandemic, it absolutely made sense that the NAPS Executive Board reschedule our “Deep in the Heart of NAPS—Texas Style!” national convention to this August for the health and safety of our members, Auxiliary and

guests. What has changed from 2020 to 2021? Here’s the scoop!

First, what has not changed is NAPS Headquarters and our Host Branch Committee continue making big plans for delegates and guests to enjoy their national convention experience at the Gaylord Texan Resort, Aug. 30 through Sept. 3, in Grapevine, TX.

Second, if you already paid a national convention registration for yourself, other members or

guests, all are officially registered for the 67th National Convention. NAPS Headquarters sent out revised hard-copy receipts with the new 2021 date to those who registered before June 2020. If you did not receive a receipt, please confirm with NAPS immediately that you are registered. Those registering after May 2020 will have received an online confirmation receipt with the 2021 convention date.

Also, if you already purchased a meal plan badge or extra banquet tickets, those will be ready for pickup at the national convention. There is no need to re-register or repurchase meal items if you already have paid those respective fees.

Third, the 67th NAPS National Convention registration fee has not changed; registration remains online only. The fee remains \$250 on or before July 10; after July 10, the fee is \$325. As the online national convention registration process has been open for at least a full year, no registrations or payments will be accepted after July 24. Therefore, please do not request

a convention registration exception after July 24.

Fourth, through the efforts of our NAPS conference planner, Sheri Davies of ConferenceDirect, the Gaylord Texan Resort automatically canceled all 2020 national convention sleeping rooms this past August.

Therefore, please go online at naps.org or call the Gaylord Texan Resort for a room reservation(s) for August 2021.

If you had a previous room reservation before rescheduling of the national convention, *do not assume* your reservation still is valid. Double-check that your Gaylord Texan Resort room reservation is for *August 2021*. The good news is NAPS’ room-reservation block was extended until Wednesday, Aug. 4.

Fifth, all national convention delegate credentials still are being accepted; send them to NAPS Headquarters. The credentials will be verified and filed for safe-keeping until needed this August. Please note: If an active member’s branch affiliation changed, a new credential must be submitted with the correct officer signature and branch number.

Furthermore, any active member who has retired or is planning to retire before Aug. 30, 2021, must become an associate member before the national convention. Otherwise, they will not be a credentialed delegate.

Sixth, the process for submitting national conven-

We start this year with optimism for progress against COVID-19 with ongoing vaccinations and, hopefully, improved working conditions for our members. And we look forward to gathering together at our national convention in August.

But we must take a moment to remember and honor the memories of those we have lost recently to the pandemic and other causes. In this issue, we remember Hayes Cherry, Stanley Gold and Rebecca Turner (*see page 10*); there have been others.

NAPS Headquarters mourns with you over the loss of longtime NAPS members—your loved ones. The business of NAPS continues, but we will not forget.



**Brian J. Wagner**  
President

*Continued on page 9*



# We Have Many Reasons To Be Optimistic

**O**n May 10, 1969, the U.S. military engaged in an all-out assault on the North Vietnamese army that was heavily fortified on Hill 937 near the Laotian border. The attack was successful. However, it took 10 days and cost 72 American soldiers their lives. Another 372 were wounded in action. The hill, which had no strategic value, was quickly abandoned after the victory.



**Ivan D. Butts**  
*Executive Vice President*

In the 1987 film, “Hamburger Hill,” based on the engagement, actor Courtney B. Vance’s character, Abraham “Doc” Johnson, said in his dramatic death scene: “We’ve been up on that hill 10 times and they still don’t think we’re serious.”

Since the enactment of H.R. 6407, the “Postal Accountability and Enhancement Act,” we have advocated for postal reform to

amend the law’s requirement to prefund future retiree health benefits—a requirement that has had tremendous financial impact on the Postal Service.

The bill was introduced by Rep. Tom Davis (R-VA) on Dec. 7, 2006, and signed into law 13 days later on Dec. 20. Since that time, we have waged our battle for legislation to correct this onerous burden placed on America’s Postal Service.

Rep. Bill Pascrell Jr. (D-NJ) stated in an op-ed in the April/May/June 2019 issue of the *Washington Monthly*:

“In reality, most of the post’s wounds are political—inflicted. In the early 1970s, Congress passed legislation that shoehorned the agency into a convoluted, half-public-half-corporate governing structure to make it operate more as a business. And in 2006, Congress required that the Postal Service prefund its health benefit obligations at least 50 years into the future. This rule has accounted for nearly 90% of the post’s red ink since.

“For the most part, these harmful ‘reforms’ have originated on the political right. To argue that the Postal Service needs to be privatized, conservatives need to show that it is dysfunctional. And there’s no better way to do that than by weighing down the agency with impossible financial obligations. It con-

tinues a generation-long pattern of institutional vandalism by Republicans across government. But, ultimately, both parties bear responsibility. I should know: I was in Congress when we passed the 2006 bill. And,

## FY20 Review of the NAPS Disciplinary Defense Fund

NAPS continues to see tremendous representation of its members through DDF monies allotted to members at no out-of-pocket costs to them in defense of Adverse and Debt Collection Act actions. The slides on the next page give an overview of your association’s performance in advocacy for its members.

Total case data highlights average cost-per-case far below the funds allotment of \$3,500 available per DDF case, with the option to request funds for depositions (if needed). Your NAPS DDF remains a no-cost benefit to you as part of your NAPS membership.

It also is noted that the majority of NAPS’ DDF monies are used toward representing members in cases before the MSPB courts.

The performance of our DDF provider, Labor Relations Admin Group (LRAG), LLC, in the MSPB arena once again has been outstanding. The national average of cases ruled in favor of all agencies continues to be above 80%, while NAPS holds a 22% loss percentage for MSPB cases; three cases from FY20 are pending decisions.

Performance in Debt Collection Act cases continues to be highly favorable for NAPS members, with LRAAG winning 64% of these cases; one case from FY20 is pending a decision.

NAPS’ performance in *ELM* 650 hearings will be looked at more closely as we develop our legislative talking points in support of MSPB rights for all EAS employees.

The last area of data I would like to summarize is the types of cases that are being alleged by the USPS against NAPS members in the field of MSPB and the breakdown of cases per NAPS area. These slides speak for themselves.

along with all my colleagues, I made the mistake of voting for it.”

So, as we continue to prepare our legislative agenda for the 117th Session of Congress, we do so with renewed optimism. With the results of the U.S. Senate runoffs in Georgia affirming Rev. Raphael Warnock’s victory over Sen. Kelly Loeffler and Jon Ossoff being declared the winner in his

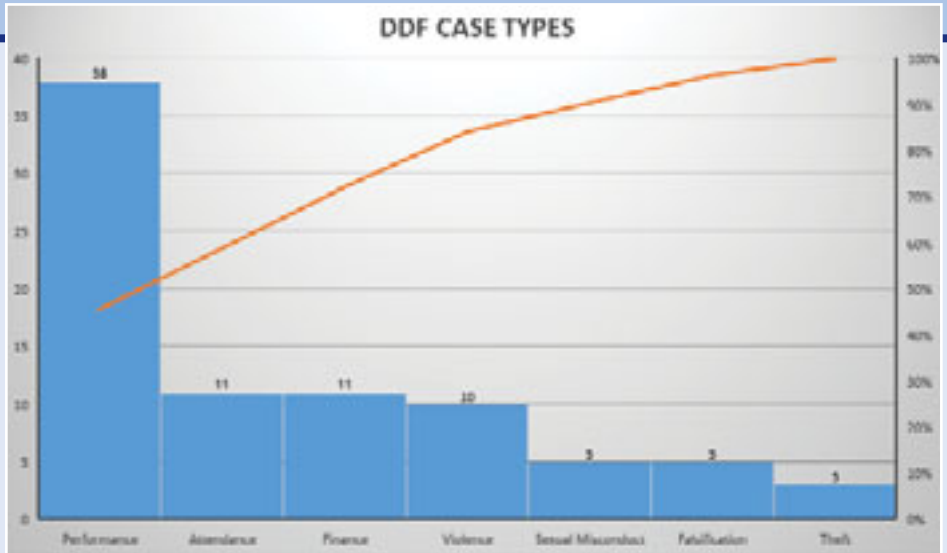
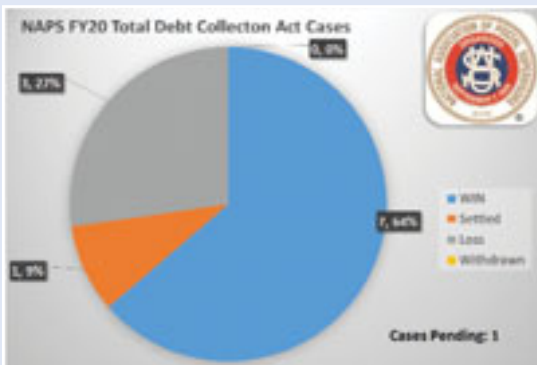
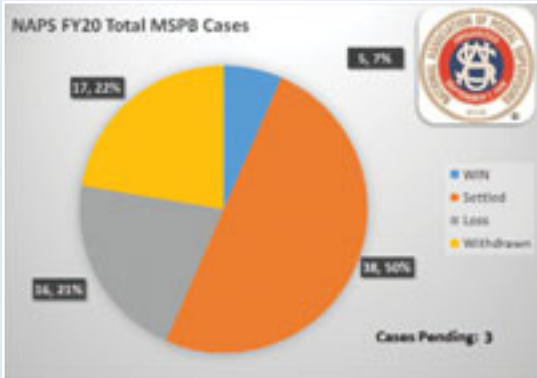
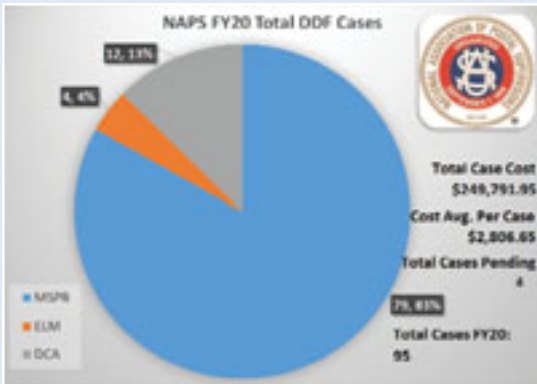
runoff election, replacing Sen. David Perdue (R), control of the Senate has flipped to the Democratic Party.

The last time Democrats had control of the Senate was in the 113th Congress when Sen. Harry Reid (NV) served as majority leader. More importantly, our optimism should be centered on the possibility of having a Senate that will bring legislation to

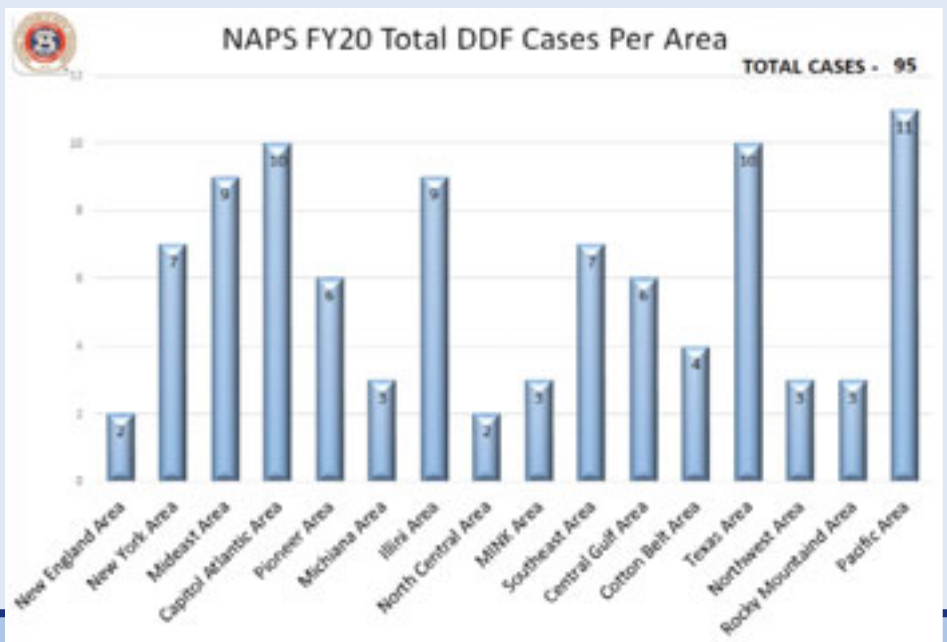
the floor for up or down votes—something that has not happened for several years regarding matters of grave concern for the sustainability of America’s Postal Service.

Although we have many reasons (listed on page 9) to be optimistic about the continuation of America’s Postal Service, we have limited time

*Continued on page 9*



Sexual Misconduct includes verbal/physical harassment, relationships.  
Falsification includes scans, TACS, Reports.  
Theft includes unit reserve accountability, postal property.  
Violence in the work place includes verbal/physical altercations.  
Attendance includes failure to be regular, tardiness, LWOP, AWOL.  
Performance includes failure to perform assigned duties, follow instructions.  
Finance includes unit reserve shortages, health benefits, salary over payment



# Minutes, Taxes and Knowledge, Oh My!

**W**hile winter is in full force in some parts of the country, you're probably not thinking much about things such as meeting minutes or taxes. But in this *Postal Supervisor* issue, I want to talk to you, once again, about the importance of reading meeting minutes and filing your branch taxes.



**Chuck Mulidore**  
Secretary/Treasurer

I previously have written columns in which I described the importance of reading the minutes of meetings, particularly the minutes of the Executive Board's twice-yearly meetings held at NAPS Headquarters each spring and fall. As I explained then, one of my duties as your secretary/treasurer is to take the minutes of meetings, whether they are NAPS Executive Board meetings or meetings with postal officials.

In this month's *Postal Supervisor*, you will find the minutes of the fall 2020 NAPS Executive Board meeting held in October—not at NAPS Headquarters, as it

normally is, but via Zoom. We all have had to adjust during the pandemic. Official meetings can be held virtually, but the minutes still must be taken.

It is important that you, as a member, read the minutes. Hopefully, this not only will lead you to better understand the decisions made by your Executive Board members, but, perhaps, direct you to ask questions or show a nonmember what NAPS can do for them.

The minutes record how *your* organization is conducting business—not only the business of NAPS, but also representing you in discussions with postal leadership. For example, at the fall board meeting, we met virtually with Postmaster General Louis DeJoy to hear his perspective on a host of issues, as well as his vision for the Postal Service under his leadership.

During the spring and fall Executive Board meetings, the entire board meets with postal representatives for a consultative meeting. Agenda questions generally come from the field. The responses are important, so use them to better represent your members. Minutes from the Oct. 20 consultative meeting were printed in the January 2021 issue.

From a NAPS organizational perspective, the minutes in this issue provide an

overview of NAPS' financial health and our constant drive to promote membership, which, thanks to your efforts, continues to increase. Updates from vendors were provided to the Executive Board from across the entire spectrum of our organization: ConferenceDirect's Sheri Davies on the 2021 National Convention, our legal team headed by Bruce Moyer, financial updates about the NAPS investment portfolio from PNC, management of the Vincent A. Palladino NAPS Headquarters building and our Disciplinary Defense Fund led by Labor Relations Admin Group. It always is important to note that DDF services are provided at no additional

Thrift Savings Plan					
Fund	G	F	C	S	I
<b>December 2020</b>	<b>0.07%</b>	<b>0.14%</b>	<b>3.84%</b>	<b>7.24%</b>	<b>4.64%</b>
<b>12-month</b>	<b>0.97%</b>	<b>7.50%</b>	<b>18.31%</b>	<b>31.85%</b>	<b>8.17%</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>December 2020</b>	<b>1.07%</b>	<b>2.27%</b>	<b>2.79%</b>	<b>3.06%</b>	<b>3.34%</b>
<b>12-month</b>	<b>5.15%</b>	<b>0.00%</b>	<b>11.26%</b>	<b>0.00%</b>	<b>13.16%</b>
Fund	L 2045	L 2050	L 2055	L 2060	L 2065
<b>December 2020</b>	<b>3.59%</b>	<b>3.83%</b>	<b>4.63%</b>	<b>4.63%</b>	<b>4.63%</b>
<b>12-month</b>	<b>0.00%</b>	<b>14.79%</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>					

cost to NAPS members, unlike the other, much smaller management organization that primarily represents postmasters.

Finally, in the minutes, you will read updates from the committees on which your Executive Board members serve and the work they have been doing on behalf of our essential management organization. Each board member serves on one or more committees. Please read everything they have been doing to support you in the field and represent NAPS legislatively and at USPS Headquarters.

Now, one final point: It's February and, while Valentine's Day and love may be in the air, your branch's taxes need to be filed with the IRS. The first step of that process is to obtain nonprofit status as a NAPS branch. Once accomplished, your branch treasurer or secretary/treasurer should file your branch's 990 with the IRS each year. This generally is due by May 15 for the previous year.

All this information is on the NAPS website, naps.org, along the following path: Members/Forms and Documents/NAPS Documents/Training. All the relevant information is there to guide your branch through the entire process.

There you have it! Another column on the importance of meeting minutes and taxes. I hope you take the time to read the minutes this month, remind your branch to file its taxes by May 15 and do all you can to keep informed in the months ahead.

In 1817, Thomas Jefferson, while discussing the establishment of state universities, wrote: "Knowledge is power, that knowledge is safety, and that knowledge is happiness." Now, more than ever in our world, those words mean so much.

Be safe and be well.

[naps.cm@naps.org](mailto: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)—Aug. 31, 2020

#### Assets:

Cash and Investments	\$12,751,496.74
Dues Withholding Receivable	319,162.54
Prepaid Expenses and Other Assets	903,250.61
Total Current Assets	13,973,909.89
Building and Equipment, Net of Accumulated Depreciation	2,698,193.88
Total Assets	\$16,672,103.77

#### Liabilities and Net Assets:

Accounts Payable	\$ 71,692.77
Accrued Expenses	241,633.71
Deferred Revenues	30,742.94
Dues to be Remitted to Branches	593,717.18
Total Liabilities	937,786.60
Unrestricted and Designated Net Assets	15,734,317.17
Total Liabilities and Net Assets	\$16,672,103.77

### Statement of Activities (Revenues and Expenses)

(For the period June 1, 2020, through Aug. 31, 2020)

#### Revenues:

Dues and Assessments	\$ 1,909,479.82
Less: Dues Remitted to Branches	1,256,771.27
Net Dues and Assessment Revenue	652,708.55
NAPS Property, Inc. (Net Loss) Before Depreciation	\$ (48,735.61)
Less Depreciation	(61,736.00)
NAPS Property, Inc. (Net Loss)	(110,471.61)
Advertising Income From <i>The Postal Supervisor</i>	2,780.00
Royalties	3,925.22
Other	568.50
Revenues Before Investment Income	549,510.66
Investment Income	1,090,003.76
Total Revenues For the Period	1,639,514.42

#### Expenses:

National Headquarters	336,522.29
Executive Board	28,900.96
<i>The Postal Supervisor</i>	41,734.09
Legal/Fact Finding/Pay Consultation	30,012.54
Legislative Counsel	4,250.00
Legislative Expenses	4,472.43
Membership	11,477.50
Education and Training	1,277.06
Disciplinary Defense	101,109.33
Total Expenses	559,756.20

**Revenues in Excess of Expenses (Change in Net Assets) \$1,079,758.22**

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.

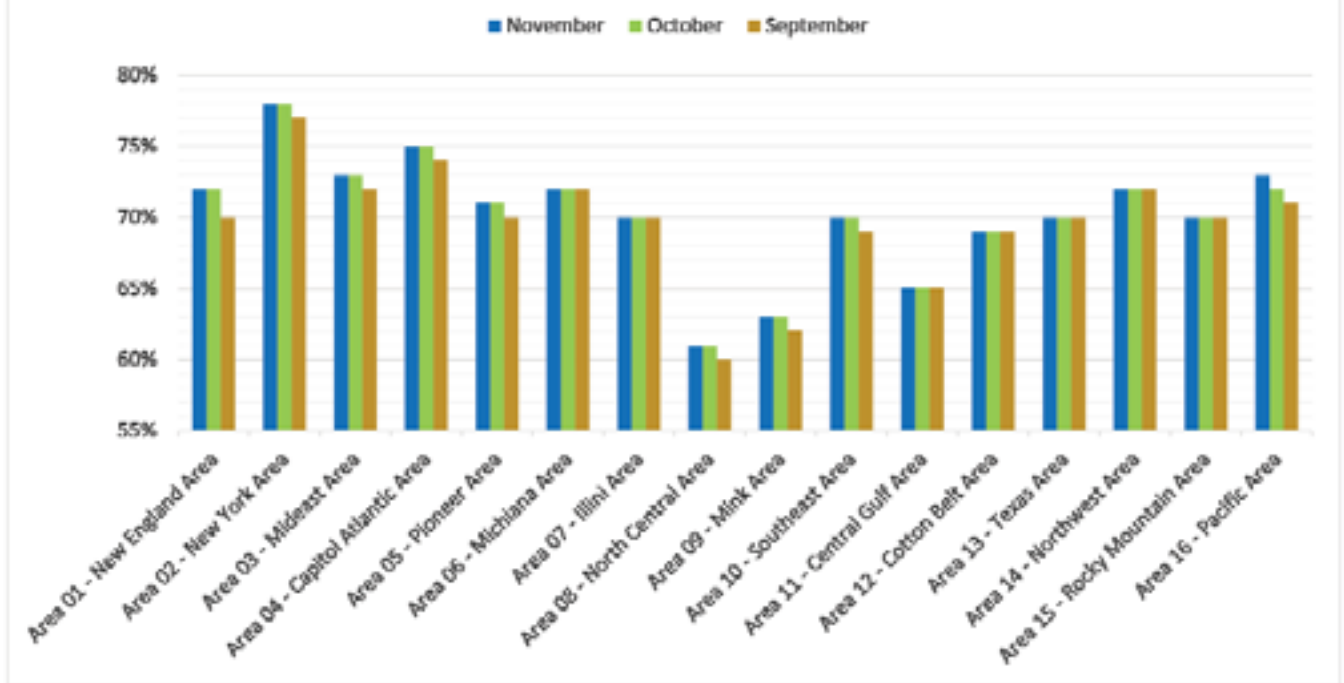
No assurance is provided on these financial statements.



# National Association of Postal Supervisors Membership Report

November 2020

## 3 Month Member Percentage by Area



Regular Member Totals By Area	November 2020	October 2020	September 2020
Area 01 - New England Area	72%	72%	70%
Area 02 - New York Area	78%	78%	77%
Area 03 - Mideast Area	73%	73%	72%
Area 04 - Capitol Atlantic Area	75%	75%	74%
Area 05 - Pioneer Area	71%	71%	70%
Area 06 - Michiana Area	72%	72%	72%
Area 07 - Illini Area	70%	70%	70%
Area 08 - North Central Area	61%	61%	60%
Area 09 - Mink Area	63%	63%	62%
Area 10 - Southeast Area	70%	70%	69%
Area 11 - Central Gulf Area	65%	65%	65%
Area 12 - Cotton Belt Area	69%	69%	69%
Area 13 - Texas Area	70%	70%	70%
Area 14 - Northwest Area	72%	72%	72%
Area 15 - Rocky Mountain Area	70%	70%	70%
Area 16 - Pacific Area	73%	72%	71%
<b>Total Regular Member %</b>	<b>71%</b>	<b>71%</b>	<b>70%</b>
<b>Total Regular Members</b>	<b>26,210</b>	<b>26,128</b>	<b>26,095</b>
NonMember Totals	November 2020	October 2020	September 2020
<b>Total NonMembers</b>	<b>10,322</b>	<b>10,463</b>	<b>10,718</b>
<b>Total NonMember %</b>	<b>29%</b>	<b>29%</b>	<b>30%</b>



## 67th NAPS National Convention— Here We Come, August 2021!

*Continued from page 3*

tion resolutions has not changed—only the date they are due. The new deadline for submitting national convention resolutions is July 10.

Seventh, the deadline for submitting the names of deceased active, associate and Auxiliary members and their branch numbers is July 10. Please send the names of members who have died since the end of the 2018 National Convention—Aug. 10, 2018—up to the July 10 deadline via email to NAPS at [naps.rr@naps.org](mailto:naps.rr@naps.org). If you are unsure NAPS has a deceased member's name and branch number, please resubmit before the deadline.

Eighth, please note that national

convention committee assignments were announced in April 2020. Although the date of our 67th National Convention has changed, committee assignments will not. Those selected in April 2020 will remain on their respective committees unless they are unable to serve this August. In such cases, an alternate from that committee's list will be selected as a replacement. In late January 2021, selected committee members were mailed a letter confirming their availability to serve.

Ninth, Host Branch Committee Chair Robert "Texas Bob" Bradford has rescheduled the National Convention Golf Tournament at the Cowboys Golf Club to Sunday, Aug. 29, at 9 a.m. We still are coordinating our national convention evening so-

cial events and tours for Wednesday's (Sept. 1) free day. As details become available, we will update accordingly.

Tenth, all aspects of the national convention will be done with social distancing and the health and safety of our attendees in mind. This includes food functions and how meals are served, changing our first-timer and delegate orientation event and various room setups. Please stay tuned over the next few months as more national convention updates are printed in *The Postal Supervisor* and posted on our NAPS website, [naps.org](http://naps.org).

Now, tune into my February ice-cream-flavor-of-the-month recommendation: honey-salted caramel almond.

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

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## We Have Many Reasons To Be Optimistic

*Continued from page 5*

to move legislation across the finish line of a unified Congress and administration.

Measures passed in the House Dec. 10 by unanimous consent:

S. 3257—A bill to designate the USPS facility at 311 West Wisconsin Ave., Tomahawk, WI, the "Einar 'Sarge' H. Ingman, Jr. Post Office Building."

H.R. 8611—A bill to designate the USPS facility at 4755 Southeast Dixie Highway, Port Salerno, FL, as the "Joseph Bullock Post Office Building."

H.R. 7810—A bill to designate the USPS facility at 3519 East Walnut St., Pearland, TX, as the "Tom Reid Post Office Building."

H.R. 7502—A bill to designate the USPS facility at 101 South 16th St., Clarinda, IA, as the "Jessie Field Shambaugh Post Office Building."

H.R. 7088—A bill to designate

the USPS facility at 111 James St., Reidsville, GA, as the "Sen. Jack Hill Post Office Building."

H.R. 6418—A bill to designate the USPS facility at 509 Fairhope Ave., Fairhope, AL, as the "William 'Jack' Jackson Edwards III Post Office Building."

H.R. 6161—A bill to designate the USPS facility at 1585 Yanceyville St., Greensboro, NC, as the "J. Howard Coble Post Office Building."

H.R. 6016—A bill to designate the USPS facility at 14955 West Bell Rd., Surprise, AZ, as the "Marc Lee Memorial Post Office Building."

H.R. 5983—A bill to designate the USPS facility at 4150 Chicago Ave., Riverside, CA, as the "Woodie Rucker-Hughes Post Office Building."

H.R. 5972—A bill to designate the USPS facility at 500 Delaware Ave., Suite 1, Wilmington, DE, as the "Mary Ann Shadd Cary Post Office."

H.R. 5562—A bill to designate the USPS facility at 4650 East Rosedale St., Fort Worth, TX, as the "Dionne

Phillips Bagsby Post Office Building."

H.R. 5123—A bill to designate the USPS facility at 476 East Main St., Galesburg, IL, as the "Senior Airman Daniel Miller Post Office Building."

S. 4684—A bill to designate the USPS facility at 440 Arapahoe St., Thermopolis, WY, as the "Robert L. Brown Post Office."

S. 4126—A bill to designate the USPS facility at 104 East Main St., Port Washington, WI, as the "Joseph G. Demler Post Office."

S. 3462—A bill to designate the USPS facility at 909 West Holiday Dr., Fate, TX, as the "Ralph Hall Post Office."

S. 3461—A bill to designate the USPS facility at 2600 Wesley St., Greenville, TX, as the "Audie Murphy Post Office Building."

H.R. 4988—A bill to designate the USPS facility at 14 Walnut St., Bordentown, NJ, as the "Clara Barton Post Office Building."

In solidarity ...

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

## In Memoriam

NAPS is saddened to report the deaths of the following members:

**Rebecca Turner**, National Auxiliary Pacific Area vice president and South Bay, CA, Branch 266 Auxiliary officer, died Dec. 15. (See page 43.) Condolences may be sent to George Turner, 713 Fairview Blvd., Inglewood, CA 90302-1422.

**Stanley Gold**, longtime political activist and staunch NAPS legislative supporter, Miami Branch 146 member, died Jan. 1. In honor of his accomplishments over the years, NAPS presents the Stanley Gold Award for Legislative Excellence each year to a NAPS member who has excelled in forwarding NAPS' legislative agenda. (See page 40.)

Memorials made be made in Stanley's name to the National Museum of American Jewish History at <https://nmajmh.org/support-the-museum/donate>.

**Hayes Cherry**, former Pacific Area vice president (1996-2018), died Jan. 6. He was a dedicated



member of San Bernardino Branch 466. Hayes achieved 49 years of USPS service in October 2020; he was an active employee at the time of his death. Condolences may be sent to his wife Gwynn, 14018 Maxine Ct., Moreno Valley, CA 92553-6721.

## USPS Extends Policy Regarding 120-Day Rule and FLSA Exempt Additional Pay

Due to COVID-19, the USPS had temporarily modified the time limit on higher-level temporary assignments (details), *Handbook EL-312*, Section 743.15, until Jan. 19. The modification now is extended through March 22, 2021.

In order to support the continuation of operations as part of the agency's response to the pandemic, a temporary modification was established to provide an exception to individuals currently in higher-level temporary assignments (details) who had not yet met the 120-calendar-day limit.

Individuals who meet this criteria may remain in their current, higher-level, temporary assignments through March 22, 2021, and be eligible to become or remain a poten-

tial candidate for the vacant position during this period. This temporary modification does not apply to employees who already exceeded the 120-calendar-day limit before April 17, 2020.

Also, per NAPS' request, the USPS has extended the May 20, 2020, memorandum with NAPS regarding the temporarily modified pay provision for specific field FLSA-exempt managers to March 26, 2021.

Employees in these positions are eligible for EAS additional pay if authorized to work over 8.5 hours on a scheduled day or any hours on a nonscheduled day due to an increase in absences related to COVID-19 and the additional hours spent directly supervising bargaining-unit employees.

Members of Dallas NDC Branch 559 distributed complete Thanksgiving dinners to families in the west Dallas community. Thanks to Kimberly Ray, Nancy Sadler, Neander Howard and Alvin Cole for going the extra mile to help their community.



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





Los Angeles Branch 39 Vice President Sam Booth Jr. was chosen to help judge the district's Christmas tree contest in December. Los Angeles District Plant Manager Daniel Hirai organized a spirit week for Christmas, during which the various district offices decorated a tree. Also judging were Arai and his secretary and the district manager and his secretary.

Branch 39 President Marilyn Jones decorated the tree featuring the LA Lakers and Dodgers. Branch 39 Secretary Trinise Johnson helped decorate the district's HR Department's tree. The winners won an eBuy of their choice: 1st place went to the HR Department, 2nd place went to the Marketing Department and 3rd place went to Finance, which decorated their tree with masks, gloves and sanitizers.

## Zoom Meetings



Rep. Abigail Spanberger (D-VA), second row, left



Attending Charlotte, NC, Branch 183's Executive Board meeting were, top row, from left: Sergeant-at-Arms Lomax Brooks, President Michael Belger and Treasurer Kim Boggan. Bottom row: President Emeritus John Geter, Immediate Past President William Taylor and Vice President Jevonda Gilbert. Not shown: Eastern Region Vice President Richard Green, Branch 183 Secretary Brenda Edwards and Legislative Liaison Ron Cole.

USPS Greater Boston District Manager Mike Rakes, bottom right, shared information with NAPS leaders regarding the excessive volume of parcels in the system. He also discussed operational difficulties resulting from the large number of employees affected by COVID-19. Rakes said he was proud of the efforts of the Greater Boston District employees during this difficult time. NAPS looks forward to working with Rakes in 2021 and appreciates his leadership.





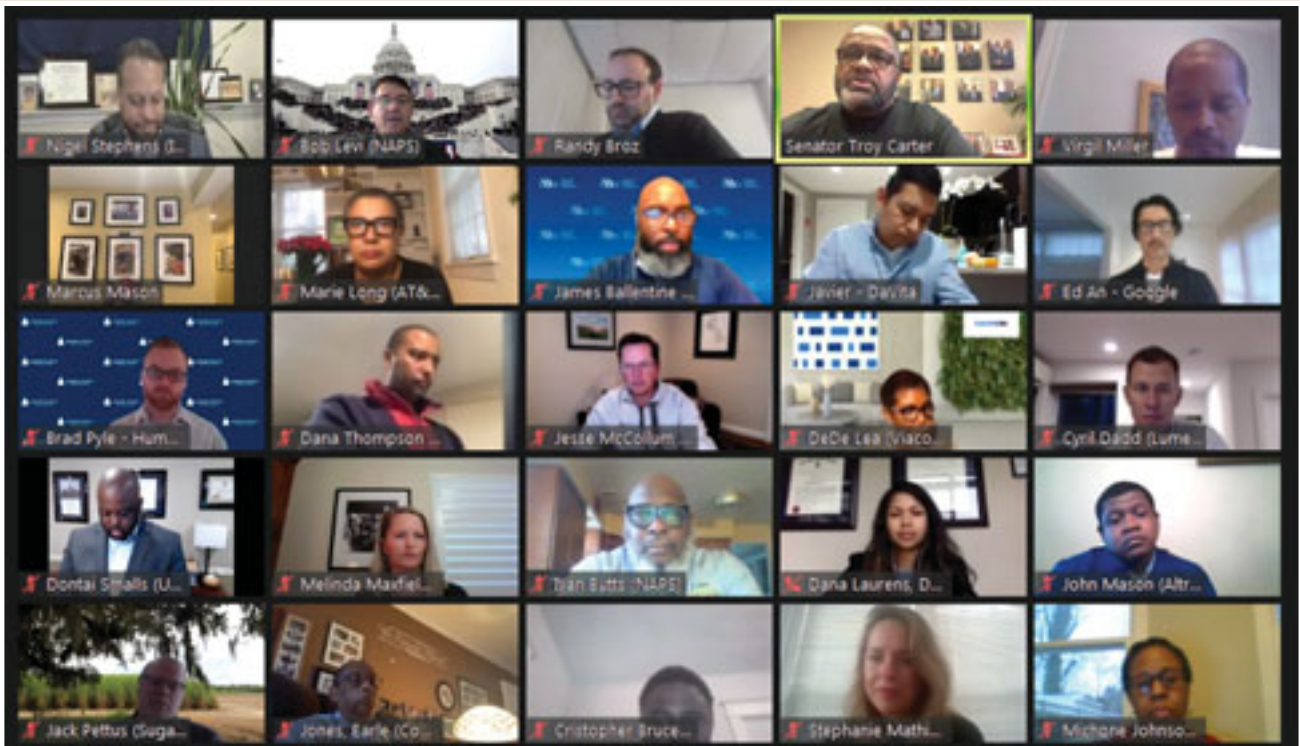


Sen. Chuck Shumer (D-NY), third row, second from left, hosted a meeting for one of Georgia's U.S. Senate candidates, Rev. Raphael Warnock, bottom row, second from left. Warnock won his runoff election in January.

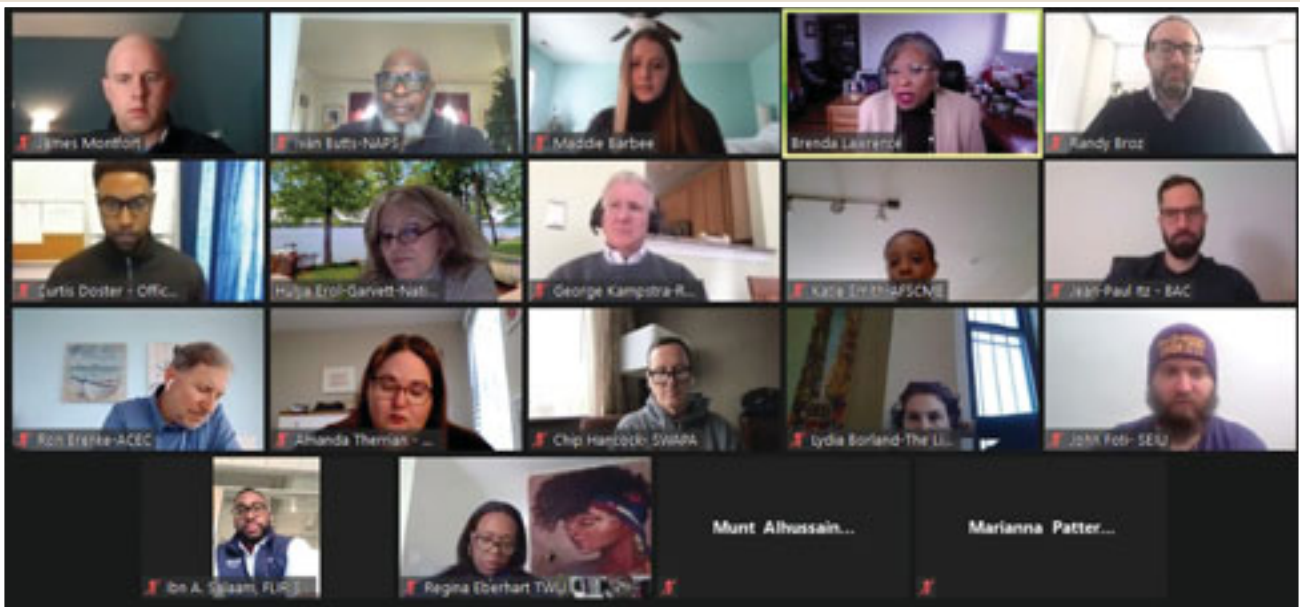


Sen. Chuck Shumer also hosted a meeting for Georgia's other U.S. Senate candidate, Jon Ossoff, top row, left. Ossoff won his runoff election in January.





Louisiana State Sen. Troy Carter (D), top row, second from right, is running for the seat vacated by Rep. Cedric Richmond who is joining President Biden’s administration as a senior adviser.



Rep. Brenda Lawrence (D-MI)—and NAPS member—top row, second from right



Portland, OR, Branch 66 meeting with NAPS Executive Vice President Ivan D. Butts, Secretary/Treasurer Chuck Mulidore and Northwest Area Vice President Cindy McCracken.

# What Will This Year Bring?

**Tony Dallojacono**

*Mideast Area Vice President*

**A**s 2020 came to an end, we have seen many changes—postal and nonpostal. When 2020 started, we thought it was going to be a typical year that included an election and a leap year—just normal things that happen. But then we had the tragic death of Kobe Bryant and his daughter Gianna, the stock market crash and, in March, the market’s largest, single-day point drop.



There were Black Lives Matter protests to end police brutality and racial injustice. Also, the invasion of the Asian giant hornets and wildfires on the West Coast that displaced hundreds of thousands from their homes and burned millions of acres. President Trump faced an impeachment trial and was acquitted. Ruth Bader Ginsburg died, as well as other famous people, too many to mention.

Joe Biden was elected the 46th president; Kamala Harris was the first Black and Asian woman to be elected vice president. This year saw the first nationwide vote-by-mail election. Postmaster General Megan Brennan retired and Deputy Postmaster General Ron Stroman resigned. New Postmaster General Louis DeJoy was sworn in and made major changes that impacted service and, as a result, faced Congress a number of times.

Of course, you are wondering about the one event that affected everyone’s lives. I did not forget about COVID-19—the worldwide pandemic that has changed the way we live. We still wear masks every day. If we come in close contact with someone who has tested positive, we must quarantine according to CDC guidelines.

Many have lost loved ones to this virus; many have gotten extremely ill. Postal Service employees are considered essential workers, meaning we must go to work as scheduled to perform our duties. We neither can stay at home and wait for our mail to come to us nor wait at home for our packages to come to us.

This is the career path we have chosen, whether we agree with it or not. We saw a rise in parcels in 2020 never before seen. The Postal Service managed to show the public we are there for them. During earthquakes, hurricanes, snowstorms, tornadoes and every other catastrophe that has occurred throughout the years, when the public sees their letter carrier delivering the mail, they feel

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

<b>Issue</b>	<b>Copy Deadline*</b>	<b>Mails</b>
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.

they will get back to normalcy—maybe not immediately, but it will happen.

We have had many changes in our NAPS organization, as well. We did not have state conventions; the 2020 National Convention was postponed due to the pandemic. There have not been many in-person meetings unless there was social distancing and everyone wore a mask.

Everyone still is learning how to use Zoom or other online meeting applications. The NAPS Executive Board held its fall meeting via Zoom. Is this the future or the temporary norm? No one can say for sure what our future holds.

Some have lost loved ones throughout the year due to COVID and other issues. Some were NAPS members; others were friends and family. We do not know what lies ahead for 2021 or the years to come, but we will remain strong and hope and pray things get better.

**mideastareavp@gmail.com**

### **On the Move?**

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

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

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



## The FLTCIP Delivers Value

No matter where you are in your career, consider including the **Federal Long Term Care Insurance Program (FLTCIP)** as part of your financial plan.

Designed specifically for the federal family, the FLTCIP may be a smart way to help protect your savings and assets and remain financially independent should you ever need long term care. Certain family members, or qualified relatives, are also eligible to apply even if you don't.

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[LTCFEDS.com](http://LTCFEDS.com)



The Federal Long Term Care Insurance Program<sup>®</sup>

The Federal Long Term Care Insurance Program is sponsored by the U.S. Office of Personnel Management, insured by John Hancock Life & Health Insurance Company, under a group long term care insurance policy, and administered by Long Term Care Partners, LLC.



# NAPS Executive Board Directory

## Resident Officers

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



**Brian J. Wagner**  
President  
naps.bw@naps.org



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



**Chuck Mulidore**  
Secretary/Treasurer  
naps.cm@naps.org

## Regional Vice Presidents

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



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Western Region (Areas 14, 15 and 16)



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## Area Vice Presidents

3—Midwest Area (DE/NJ/PA)



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2—New York Area (NY/PR/VI)



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7—Illini Area (IL)



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14—Northwest Area (AK/ID/MT/OR/WA)



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



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lump013@hawaii.rr.com



## Bob Levi

Director of Legislative & Political Affairs



Rev. Raphael Warnock and Jon Ossoff. The election yielded the Senate breakdown of 50 Republicans, 48 Democrats and 2 Independents. The 2 Independent members caucus with Democrats, providing a 50-50 tie.

On Jan. 20, Democrats assumed majority status in the Senate when

legislation. NAPS' legislative team already has engaged with the committees on these activities.

Second, postal governance will be influenced by the new Senate majority. President Biden has the authority to nominate individuals to assume positions subject to Senate confirmation, such as members to the USPS Postal Board of Governors and the Postal Regulatory Commission. However, a Republican majority could have inhibited confirmation of Biden-preferred candidates.

Inasmuch as the Senate now is controlled by Democrats, it should be anticipated that the current three vacancies on the Board of Governors will reflect more keenly the postal perspectives of President Biden. Obviously, these views are quite different than those of his predecessor.

Therefore, it is conceivable that, because Republicans presently hold a 4-2 majority on the Board of Governors, the three vacancies subject to Senate confirmation could be filled by Democrats. This would result in a 5-4 Democratic majority. The composition of the board has implications for PMG Louis DeJoy. Former President Trump recognized that fact.

In mid-December, Trump nominated another Republican to the Board of Governors, potentially solidifying Republican control of the Postal Service for at least the next two years. However, the 116th Congress adjourned on Jan. 2 without considering the nomination.

Third, over the past few years, House-passed, pro-postal legislation died on the doorstep of the Senate. Now, it is hopeful that such legislation will receive a more favorable reception. During the past years, there have been a number of Republicans in the Senate who promoted postal is-

The first time I visited the U.S. Capitol was as a high school senior in 1975. I was enthralled by the building's majesty and envied those who had the privilege to work within

## Democratic-Controlled Senate Offers New Opportunities

its confines. Eight years later, my wish came true when I was hired as a young congressional staff member for a freshman member of Congress.

Over the past 38 years, I have trekked the hallways of our nation's temple to democracy countless times as a congressional staff member, a representative of different postal employee associations, a tourist and, most importantly, a citizen of the greatest country in the world. The sorrow, outrage and violation I experienced on Jan. 6, as incited insurrectionists desecrated one of this nation's most sacred institutions, cannot be fathomed.

My prayers go out to law enforcement and National Guard units who secured our democracy, to the members of Congress who did not permit a failed act of sedition to stop them from performing their constitutionally prescribed duty and to the anonymous congressional staff members who persevered and served those members of Congress under the threat of imminent harm. God bless America and God bless those who sustain it.

On the day before the nauseating events of Jan. 6, voters in Georgia elected two new Democratic senators:

Kamala Harris was sworn in as vice president. The vice president serves as the presiding officer of the Senate and is able to break tie votes. The new Senate majority has important legislative and governance consequences for the Postal Service and its employees.

First, Sen. Gary Peters (D-MI) has assumed chairmanship of the Senate Homeland Security and Governmental Affairs Committee, succeeding Sen. Ron Johnson (R-WI). Peters has been extremely critical of the USPS' operational actions that have compromised national mail service, especially mail delays to his Michigan constituents. He believes the USPS withheld information from him during a late-summer investigatory hearing.

The combination of Peters leading the Senate panel with jurisdiction over the Postal Service and Rep. Carolyn Maloney (D-NY), who also has been extremely critical of recent USPS leadership, retaining the gavel of the House Oversight and Reform Committee will be consequential for the Postal Service. It can be anticipated that Peters' and Maloney's critiques of the summertime USPS operational directives will guide their approach to committee oversight, as well as potential

sues, but they were not nearly enough to bring the legislation to the Senate floor. As always, NAPS will work in nonpartisan fashion to promote legislation that benefits NAPS members.

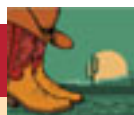
In this light, our reimagined Legislative Training Seminar (LTS), which will be outlined in the days to come, will provide a unique and important opportunity to advance legislation to provide fairness to all EAS-level postal employees, safeguard the operational integrity of the Postal Service and equip the agency with the tools, products and flexibility to remain viable for years to come. Honoring the health and safety of our NAPS members, the lingering pandemic precludes an in-person conference and in-person, face-to-face meetings with our elected representatives and their staff members.

Finally, I must pay tribute to a revered NAPS leader and fearless legislative advocate who died last month, Stanley Gold. In the mid-1980s, while I was staffing on the now-extinct House Post Office and Civil Service Committee, former NAPS Legislative Counsel Bob McLean introduced me to Stanley. I recall his integrity, postal knowledge and unwavering advocacy on behalf of postal supervisors.

Stanley played both sides of the political aisle effectively. In recognition of his labor on behalf of NAPS members, the “Stanley Gold Award for Legislative Excellence” is presented annually to a NAPS member who best exemplifies Stanley’s dedication to legislative advocacy. It is noteworthy that, in 2010, Rep. Kendrick Meek (D-FL) paid tribute to Stanley on the floor of the House of Representatives.

At his January funeral, a letter of condolence from retired Rep. Ileana Ros-Lehtinen (R-FL) was read. She mourned with Stanley’s family, via Zoom, the day after the funeral. Indeed, we are midjets who rest on the shoulders of giants.

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



## 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.

<b>ORIGINAL:</b> Present at Convention <b>Mail copy to:</b> NAPS HQ 1727 King St STE 400 Alexandria VA 22314	<b>National Association of Postal Supervisors</b> <b>Delegate Credential</b> 
..... <i>(Print or Type Delegate's Name)</i> .....	
..... <i>(Delegate's Home Street Address)</i> .....	
..... <i>(Delegate's Home City, State and Zip+4)</i> .....	
<b>Check Here if First-Time Delegate</b> <input type="checkbox"/>	<b>USPS EIN #</b> .....
is a certified member in good standing of .....	
<i>(Branch Number)</i> .....	
<i>(Date)</i> .....	
and has been duly elected to represent that branch at the national convention of the National Association of Postal Supervisors.	
..... <i>Printed Name Branch President or Designee</i> <i>Branch #</i> .....	
..... <i>Signature of Branch President or Designee</i> .....	



# 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](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



*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+)		
Salmon, James	AZ	Branch 246
Campbell, Stephnia	CA	Branch 159
Meana, Frances	CA	Branch 159
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Douglas, Lisa	CT	Branch 5
Moss, Donalda	DC	Branch 135
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
Ruckart, Kenneth	FL	Branch 386
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
Moreno, Luz	IL	Branch 489
Wagner, Brian	IL	Branch 255
Winters, Michael	IL	Branch 255
Murphy, Gregory	MA	Branch 102
Amergian, Raymond	ME	Branch 96
Hafford, Darrell	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923

## 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.*

# SPAC Scoreboard

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

## National Aggregate:

\$172,208.98

## National Per Capita:

\$6.31

## Region Aggregate:

1. Southern .....	\$47,815.50
2. Eastern .....	\$36,454.00
3. Western .....	\$32,035.25
4. Central .....	\$28,174.50
5. Northeast .....	\$27,729.73

## Region Per Capita:

1. Southern.....	\$8.10
2. Eastern.....	\$6.13
3. Central.....	\$6.04
4. Northeast.....	\$5.59
5. Western .....	\$5.51

## Area Aggregate:

1. Southeast .....	\$28,561.50
2. Capitol-Atlantic.....	\$23,352.30
3. Pacific .....	\$17,718.50
4. New York .....	\$13,193.73
5. Mideast .....	\$12,426.00
6. New England .....	\$10,366.00
7. Texas .....	\$10,354.00
8. Illini .....	\$ 8,096.00
9. Michiana .....	\$ 8,031.50
10. Northwest.....	\$ 7,456.75
11. Rocky Mountain..	\$ 6,860.00
12. North Central.....	\$ 6,840.00
13. MINK .....	\$ 5,207.00
14. Cotton Belt .....	\$ 4,936.00
15. Pioneer.....	\$ 4,845.70
16. Central Gulf .....	\$ 3,964.00

## Area Per Capita:

1. Southeast .....	12.50
2. Capitol-Atlantic.....	\$7.89
3. North Central .....	\$7.28
4. Michiana .....	\$6.88
5. Northwest.....	\$6.55
6. New England .....	\$6.30
7. Illini .....	\$6.00
8. Texas.....	\$5.66
9. Pacific .....	\$5.62
10. New York .....	\$5.41
11. Mideast .....	\$5.22
12. Cotton Belt.....	\$5.02
13. Central Gulf .....	\$4.93
14. Rocky Mountain.....	\$4.50
15. MINK .....	\$4.30
16. Pioneer.....	\$3.27

## State Aggregate:

1. Florida .....	\$26,636.00
2. California.....	\$15,058.50
3. New York .....	\$12,843.73
4. Texas.....	\$10,354.00
5. Maryland .....	\$ 8,709.00

## State Per Capita:

1. Maine .....	\$29.76
2. North Dakota .....	\$21.40
3. Hawaii .....	\$17.16
4. Florida .....	\$15.49
5. Maryland .....	\$13.82

## Drive for 5

### Members by Region:

1. Central.....	53
2. Southern.....	49
3. Eastern.....	49
4. Western .....	41
5. Northeast.....	34

### Aggregate by Region:

1. Eastern.....	\$18,060.00
2. Western .....	\$17,757.00
3. Central .....	\$17,639.00
4. Southern .....	\$16,497.00
5. Northeast .....	\$11,656.88

### 2020 Winners of Drive for 5 Raffle

1st quarter: Greg Murphy, Branch 102

2nd quarter: Arnold Rosario, Branch 96

3rd quarter: Karen Cooper, Branch 124

4th quarter: Bjoern Gruetzmacher, Branch 61

Johnson, Craig	MO	Branch 36
Mooney, Dan	MN	Branch 16
Geter, John	NC	Branch 183
McKiernan, Michael	NJ	Branch 74
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202
Baselice, Fransisco	NY	Branch 202
Evans, Darius	NY	Branch 85
Gawron, Dennis	NY	Branch 27
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Yut, Rachelle	OR	Branch 66
Butts, Ivan	PA	Branch 355
Mulidore, Chuck	SC	Branch 225
Green, Shri	TN	Branch 41
Foster, Debra	TX	Branch 9
Allen, Rose	VA	Branch 526
Cox, Lloyd	VA	Branch 526
Green Jr., Richard	VA	Branch 98

## December Contributors

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

Walton, Marilyn	CA	Branch 77
Douglas, Lisa	CT	Branch 5
Ruckart, Kenneth	FL	Branch 386
Winters, Michael	IL	Branch 255
Moreno, Luz	IL	Branch 489
Amergian, Raymond	ME	Branch 96
Hafford, Darrell	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Dan Mooney	MN	Branch 16
Geter, John	NC	Branch 183
Evans, Darius	NY	Branch 85
Baselice, Francisco	NY	Branch 202
Yut, Rachelle	OR	Branch 66
Darnel Crosswell	SC	Branch 225
Mulidore, Chuck	SC	Branch 225
Green, Shri	TN	Branch 41
Cox, Lloyd	VA	Branch 526

### VP Elite (\$750)

Moore, Kevin	GA	Branch 281
Rowel, Cornel	LA	Branch 73
Griffin, Troy	MD	Branch 42
Bunch, Kenneth	MI	Branch 23
Krzycki Jr., Kenneth	MI	Branch 508
Trayer, Kevin	MI	Branch 142
Dallojacono, Anthony	NJ	Branch 568
Englerth, Scott	NY	Branch 11
Elizondo Jr., Jaime	TX	Branch 122



Trevino, Manuel	TX	Branch 124
Mott III, George	VA	Branch 132

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

Derden, Margaret	CA	Branch 39
Franco, Cheryl Ann	FL	Branch 296
Roundtree, Edith	FL	Branch 154
Hilliard, Ricky	IL	Branch 489
Krempa, Keith	IN	Branch 169
Norton, Paul	IN	Branch 8
Mason Jr., Garland	MD	Branch 592
Carmody, Russell	NJ	Branch 74
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
Benford, Debra	PA	Branch 50
Weber, Camron	SD	Branch 946
Clark Jr., Bobby	TX	Branch 124
Cooper, Karen	TX	Branch 124
Davis, Pamela	TX	Branch 122
Garrett, Donald	VA	Branch 98
Jacobs, Charles	VA	Branch 132

Johnson, Stanley	WA	Branch 60
McComas, Christina	WV	Branch 212

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

Carson, John	AL	Branch 901
Studdard, Dwight	AL	Branch 45
Cruz, Cheryl	CA	Branch 497
Danzy, Marsha	CA	Branch 197
Gavin-Mitchell, Angela	CA	Branch 159
Jones, Marilyn	CA	Branch 39
Odell, Heather	CA	Branch 159
Annon, Cynthia	CO	Branch 141
Love, Valerie	CO	Branch 65
Dittmann, David	IL	Branch 489
Bradley, Anthony	MI	Branch 142
Hardin, Donald	MI	Branch 130
Moore, Olin	MN	Branch 16
Moudy, John	MN	Branch 16
Newcomb-Evans, Theresa	MN	Branch 926
Brown, Latasha	MO	Branch 131
Shumate, Melisande	MO	Branch 131
Jackson, Abner	NC	Branch 299
Dennis Jr., Edward	NJ	Branch 53

Continued on page 42



# The Retirement Advantage

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[www.TheRetirementAdvantage.Net](http://www.TheRetirementAdvantage.Net)

Toll Free: 877-294-1936

*Make Contributing to SPAC a Habit:*

# OPM Contributions to SPAC (for Retired EAS Employees)

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

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

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

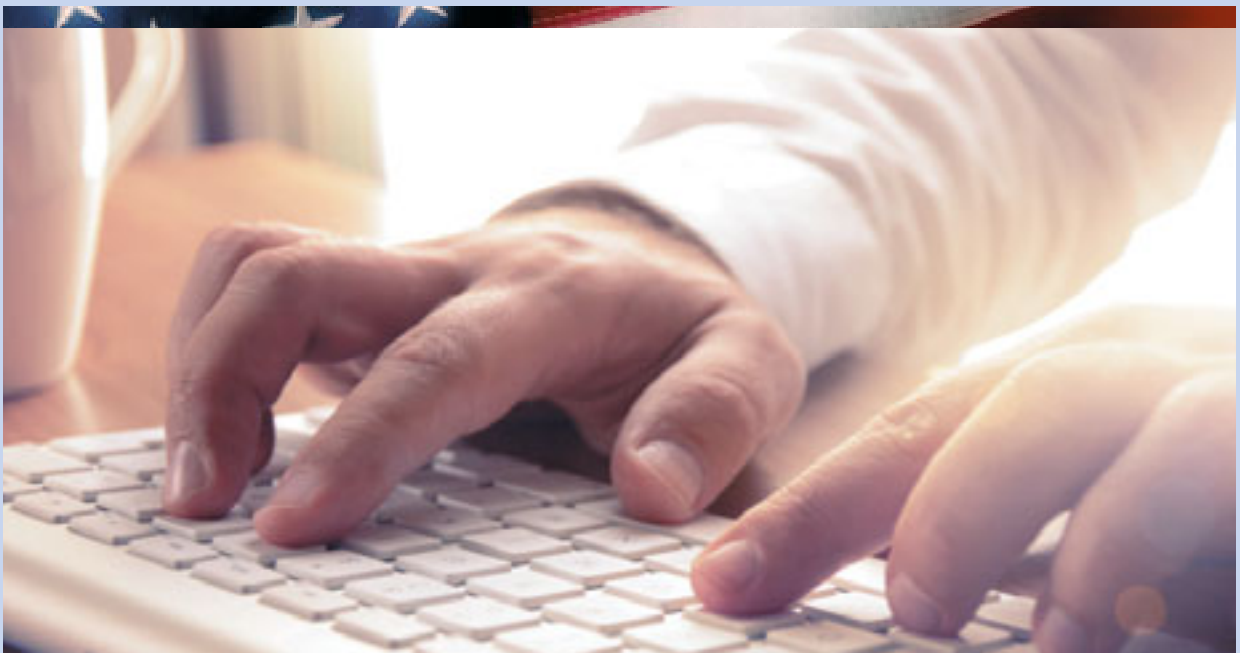
## **By internet:**

To sign up online, go to the OPM website at [www.servicesonline.opm.gov](http://www.servicesonline.opm.gov), then:

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

## **By telephone:**

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



# Here Are the 2021 SPAC Pins

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



## President's Ultimate SPAC

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



## VP Elite

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



## Secretary's Roundtable

*\$500 level includes LTS SPAC reception for donor plus one guest*



## Chairman's Club

*\$250 level*



## Supporter

*\$100 level*

## Drive for 5

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





**National Association of Postal Supervisors**

# Vince Palladino Memorial Student Scholarships

**Deadline: June 25, 2021**

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

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

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



Applications must be received no later than June 25, 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 **Vince Palladino Memorial Student Scholarship**, or go to <https://naps.org/Members-Scholarship>.

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the September/October 2021 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a Vince Palladino Memorial Student Scholarship will receive a check, payable to the college or university listed in the application, in October 2021. Scholarships may be used to pay expenses in the student’s current or following semester.

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

# PMG Louis DeJoy Addresses NAPS Executive Board at Its Fall Meeting

**Submitted by Chuck Mulidore**  
*Secretary/Treasurer*

The fall 2020 Executive Board meeting via Zoom was called to order at 2 p.m. on Oct. 18 by Executive Board Chair Tim Ford. Midwest Area Vice President Tony Dallojacono gave the invocation. Western Region Vice President Marilyn Walton led the Pledge of Allegiance. Secretary/Treasurer Chuck Mulidore conducted the roll call of officers; all board members were present.

President Brian Wagner said he hoped everyone had safe travels to their computers for the fall board meeting. He welcomed the board members and thanked them for their commitment and dedication to represent NAPS not just at board meetings, but throughout their terms.

Wagner thanked former Central Gulf Area Vice President Cornel Rowel for his commitment and welcomed Roy Beaudoin back as interim Central Gulf Area vice president. He noted having the fall board meeting held via Zoom was a first for NAPS.

As noted in past board meetings, Wagner said the goal of the Executive Board is to promote the welfare of NAPS and its members by being productive and respectful of others' opinions and final decisions made during the board meeting. Despite being a Zoom meeting, Wagner asked board members to stay focused on the agenda and continue to im-

prove NAPS with positive actions that will make its members' future even better.

He welcomed Dr. Bruce Bishop, NAPS parliamentarian, to help guide the board through the meeting. Wagner also noted it is always appreciated to have NAPS' Legal Counsel Bruce Moyer and DDF Provider Al Lum be part of the meetings, as well as Rebekah Leo, his assistant at NAPS Headquarters.

Wagner informed board members they would hear from Postmaster General Louis DeJoy on Tuesday. He said he looked forward to hearing about DeJoy's initiatives and the direction in which he wants to take the USPS. He thanked the NAPS board for all they do for NAPS and its members.

Executive Vice President Ivan D. Butts welcomed members to the board meeting, as well as Beaudoin back to the board. He thanked everyone for their activities in their home districts on behalf of NAPS' legislative agenda. He also thanked everyone for participating in so many Zoom calls with legislators and their staffs. Butts said he would provide an update on SPAC, legislation and the DDF during the board meeting.

Secretary/Treasurer Chuck Mulidore welcomed everyone to the NAPS Executive Board meeting during a pandemic. He welcomed Beaudoin back, saying he will be an excellent addition to the board. He offered best wishes to Rowel and thanked him for his service.

Mulidore acknowledged the pandemic has impacted NAPS' members in a host of ways—not only in their jobs, but in their personal lives, as well. These and many other matters will be on the board's agenda this week, he said, leading up to their conversation with Postmaster General Louis DeJoy.

Executive Board Chair Tim Ford welcomed Board members and guests, as well as Beaudoin. Since the spring 2020 meeting, Ford said they have faced personal and professional challenges and changes that NAPS never has experienced. He pointed out changes in USPS leadership and structure are not new, but the depth and speed of the current changes clearly have impacted business.

Ford said that, given the progression of the pandemic, NAPS members are challenged every day to make sure USPS products are processed and delivered, in spite of the absence of many employees due to COVID-19.

Regardless, Ford intoned, NAPS board members continue to deal with the day-to-day issues facing members, among them pay issues, involuntary reassignments, discipline, vacancies and excessive workloads. Board members are familiar with all these problems and continue to work toward solutions.

Ford stressed the challenge is to have open and honest communication with the Postal Service, address the issues and arrive at mutually satisfactory solutions. This is in the best

interests of NAPS, the Postal Service and every customer we have, he said.

Since the spring board meeting, Ford said he has attended and participated in all monthly consultative meetings with the Postal Service, actively engaging in communications with NAPS and Postal Headquarters regarding member issues. He has been available to fellow board members for any questions or concerns they may have, as well as with members from across the country.

Also, Ford said he forwarded two ethics complaints to Wagner. Both were investigated and responses prepared; one was referred to the Ethics Committee.

Ford thanked board members for the support and confidence they have given him and one another in their efforts to represent the rights of NAPS members. He gave a special thank you to the three resident officers for their support and assistance. He said he is proud to be a part of the team and looks forward to future success.

NAPS Parliamentarian Dr. Bruce Bishop said he was honored to be part of the meeting to offer parliamentary advice as the board deals with emerging technology regarding in-person meetings. He said the Zoom meeting will be a bit challenging, but added the board will work through it. Bishop said he was there to help work through any issues.

A motion was made and adopted to suspend the reading of the spring 2020 board minutes as previously distributed. Central Region Vice President Craig Johnson made a motion, seconded by MINK Area Vice President Bart Green, to accept the corrected minutes of the spring 2020

meeting as previously submitted to the Board. The motion was adopted.

Mulidore presented the financial report. As of Sept. 30, 2020, NAPS investments totaled \$12,035,827. On June 1, 2020, NAPS investments totaled \$11,733,178. This is a 2021 fiscal year-to-date increase of \$302,649, or 2.58%.

As of Oct. 1, 2020, the NAPS General Fund Signature FCU Checking Account balance was \$206,566.62; the Signature FCU Money Market Account was \$1,021.51, for a total of \$207,588.13.

As of Oct. 1, 2020, the NAPS Headquarters building was 91% leased by number of units (10 of 11) and 80% leased by square footage. On March 31, 2018, AACP vacated the second floor, which remains vacant. Tower Strategy notified NAPS Property, Inc. (NPI) it will not be renewing its lease, which expires at the end of November 2020.

Jim Stokes, STOLADI Property Group, indicated there has been some new interest in the second floor, but nothing will happen until January 2021 if the lead moves forward. NAPS did not receive regular owner distributions in FY18, FY19 and FY20. That process will continue through FY21 due to projected maintenance, tenant improvements, commissions and potential lost revenue through unrenewed leases.

NPI currently has \$208,293 set aside to cover costs; \$112,808 supports outstanding liabilities (security deposits, prepaid rents and accrued expenses), meaning available cash of \$95,485. Assuming the second floor can be leased and, with the soon-to-be vacant Tower Space, as well as Strategic Partnerships renewing, it is projected NPI will need \$625,000 be-

tween Jan. 1 and March 31, 2021, to cover the shortfall due to tenant improvements (\$547,000) and commissions (\$144,000) related to the leasing activity.

To the extent the leasing activity does not happen, the contributions will go down equivalently. That said, there is enough cash flow with LRB paying its rent per terms of its settlement agreement and Strategic Partnerships' lease, which is in place at least through Feb. 28, 2021.

As of Oct. 1, 2020, NAPS Headquarters web and social media results were as follows:

- Facebook had 2,911 followers (up from 2,517 in October 2019, a 16% increase). Since NAPS launched its social media campaign in February 2018, Facebook followers have increased approximately 50%. Equally important, however, NAPS has seen an exponential increase in views, comments and sharing. For example, each post on the NAPS Facebook page garners approximately 500-1,000 views; some of the more engaging posts can generate 1,000-2,000 views.

- Twitter followers as of Oct. 1, 2020, were 618 (up from 545 in October 2019, a 14% increase). Twitter impressions are averaging about 5,000 to 35,000, per month, depending on the topic shared.

- An Instagram account was established in April 2018. That NAPS account now has 250 followers, up from 111 in October, 2019, a 125% increase.

- *The Postal Supervisor* (blog/articles). We have been posting articles from the magazine on the NAPS website. The purpose is to share this information with a broader audience by putting it online, sharing links



through social media and including links to some of the articles through a monthly email, now known as *NAPS News*. The *NAPS News* email goes out biweekly to approximately 15,000 NAPS members.

- Traffic to the NAPS webpage has increased slightly compared to October 2019. This may be due to a couple of things: COVID-19 and the news cycle were very heavily drawing attention from March to May. Those months could have been higher if we were not in a pandemic (people were online, glued to the news). Also, we have not made any dramatic changes to our outreach. The email campaigns continue to draw traffic to the website and individual articles that now are being published as posts on the website every week.

As of the August 2020 DCO (reflecting DCO membership through PPs 16 and 17), NAPS had 27,473 members (26,118 active and 1,355 associates, 95% and 5%, respectively). Total membership from a year ago (PPs 16 and 17, 2019) was 27,466 (26,117 active and 1,349 associate); an overall total SPLY increase of 7 members or (.025%).

As of the August 2020 DCO, the total number of active EAS nonmembers was 10,788. This number is based on USPS payroll files of nonmember EAS employees who are coded nonpostmasters. Based on current membership totals, there are approximately 29.2% nonmembers. NAPS continues to encourage membership growth by providing sponsors of each new member a \$25 NAPS check.

Local and state branches continue to receive their NAPS Nonmember and Change Summary reports,

along with their DCO and Mail reports, on a monthly basis.

Per a board motion, there are no contracts expiring before the spring 2021 Executive Board meeting.

The board was provided updates on the 2020 and 2021 budgets. Also presented were the results of the 2020 annual audit conducted by CohnReznick. There were no substantial issues cited as part of the audit. NAPS members can have great faith their dues are being spent properly and correctly.

Disciplinary Defense Fund Provider Al Lum, Labor Relations Admin Group (LRAG), and Butts gave a report. Updates on wins, losses, settlements and a review of current cases were covered. For NAPS FY20, DDF cases totaled 95, of which 79 were MSPB cases, 12 were Debt Collection Act (DCA) cases and four were *ELM* 650 hearings; 12 cases remain pending.

The most prevalent case types for FY20 were performance (46%), finance (20%), attendance (20%), violence (12%), sexual misconduct (6%), falsification (6%) and theft (4%). For NAPS FY21, which began June 1, 2020, there have been 27 DDF cases, 21 of which are MSPB cases. There are 18 DDF cases still pending. In all of FY19, there were 114 total DDF cases: 85 were MSPB cases, 23 were DCA cases and six were *ELM* 650 hearings.

Butts and Director of Legislative and Political Affairs Bob Levi provided the board with a review of legislative, regulatory and political activities over the past six months that impacted NAPS members. The report, supported by a PowerPoint presentation, addressed congressional activities relating to postal fi-

nances and operations in the midst of the COVID-19 pandemic.

In addition, the report briefed the board on congressional reaction to the hiring of the new postmaster general. Levi reviewed House-passed bills intended to help the Postal Service manage the financial and operational impact of the COVID-19 pandemic, including H.R. 748, the "CARES Act;" H.R. 6800, the "HEROES Act;" and H.R. 8015, "Delivering for America Act."

Also discussed was House-passed H.R. 2382, the "USPS Fairness Act," legislation to repeal the requirement that the Postal Service prefund retiree health benefits. Only H.R. 748 was signed into law.

In addition, the report discussed House and Senate hearings regarding the operational changes initiated by the new postmaster general and his leadership team, as well as the temporary suspension of a number of those changes.

The report sought to anticipate legislative and regulatory actions that may take place early next year. Such actions include nominations to the Postal Service Board of Governors and the Postal Regulatory Commission, legislation to sustain the Postal Service and how NAPS' legislative priorities may dovetail with such actions.

Finally, the report outlined NAPS' interest in the 2020 general election and political action supporting those electoral interests. The report examined the presidential campaign, as well as key House and Senate races and how the outcome of the election could impact NAPS' legislative priorities. Discussion was also conducted on the Supervisors' Political Action Committee (SPAC),

including receipts and disbursements.

NAPS attorney Bruce Moyer provided the board with a confidential update on legal issues facing the organization.

There was no old or new business. The Oct. 20 consultative meeting with the Postal Service was held; minutes were printed in the January 2021 issue.

The Executive Board Committees provided updates:

**Ethics**—Chair Craig Johnson, Central Region vice president, and committee members Marilyn Walton, Tommy Roma, Shri Green and Richard Green met to discuss one ethics complaint received from Board Chair Tim Ford and President Brian Wagner since the 2020 spring board meeting. The committee is in the process of sending a final report regarding the complaint.

**Recommended actions:** The Ethics Committee believes notification should be sent to local branches to develop their own code of conduct and ethics guidelines to handle cases not related to the Executive Board. No other changes were recommended at this time.

**SWCs**—Chair Jimmy Warden, New York Area vice president, and committee members Tommy Roma, Troy Griffin and Tony Dallojacono reported the SWCs process still is under the guidelines agreed on through the consultative process in 2012. The agreement (instructions) can be found on the NAPS website and the USPS Blue page.

Over the past several months, many offices/stations have had concerns regarding their supervisory complement. It is strongly recommended every office/station review

their SWCs calculations on a monthly basis. The Postal Service runs the automated SWCs for every office/station on a monthly basis. The results usually are posted on the Blue page between the first to the third day of each month.

Every office/station should review the data. If it does not coincide with the actual staffing they have or if they are in or close to being in jeopardy of losing a supervisor, they should perform a manual SWCs. To locate the automated SWCs data on the USPS Blue page, perform the following steps:

- Under “Human Resources,” click on “Complement Management.”
- At the top, click on “Staffing Tools.”
- In the dropdown box, click on “Supervisor Workload Credits (SWCs).”
- At the bottom, click on “SWC ALL September 2020” (the date will reflect the most recent report). You also will find the SWCs instructions link on this page.

When the report opens, drill down to your specific district; the offices/stations can be viewed. As stated, if the staffing indicated is different from the actual staffing, an office/station may be in jeopardy of losing a supervisor; a manual SWCs needs to be conducted, adding the additional staffing.

This should be submitted to the respective district Human Resources manager, along with all documentation. The committee also recommends the local NAPS branch president and respective NAPS area vice president be notified. NAPS has been successful in some cases with performing a manual SWCs and being

able to keep the supervisor.

The zone of tolerance (ZOT) has been a significant issue recently. The business rule before November 2012 was when an office/station falls below the range to qualify for the supervisor, the junior supervisor immediately would become reassigned. This business rule still stands, but with the addition of the ZOT. The business rule pertaining to the ZOT can be found in the agreement (instructions) in Section VII, pages 6 and 7. The SWCs agreement (instructions) can be found on the USPS Blue page and the NAPS website.

Inquiries have been received regarding the SWCs work study that has been conducted and the new program submitted to Postal Headquarters. NAPS was informed it would be taken under consideration once the new PMG had taken office. There has not been a recent update. With the new restructuring and current changes taking place, we are anticipating the new SWCs calculation method will be considered.

**Duties and Responsibilities Committee**—no committee report was presented.

**Legislative Committee**—Chair Marilyn Walton, Western Region vice president, said legislation is a responsibility of all NAPS board members. However, the committee works to promote ideas and activities others can replicate and expand in order to help educate and involve our entire membership in becoming legislatively smart and increasing our SPAC funds to support NAPS’ friends in Congress. Individual committee member reports follow:

Southeast Area Vice President Bob Quinlan said his team in South

Florida has stayed as busy as possible while dealing with COVID-19 restrictions. Members managed to get nearly all Florida representatives to support H.R. 6085. Central Florida could not convince Rep. Daniel Webster (R) to support the bill. Quinlan still has not gotten an answer from Webster's office as to why he did not support the bill. North Florida did well with support.

COVID-19 presented challenges in collecting SPAC funds, but Florida came through again with a SPAC raffle that raised \$17,500. It was an outstanding job under the circumstances. Florida and Georgia are doing their best to stay connected with their legislative reps.

New York Area Vice President Jimmy Warden reported that members of the Northeast Region have been quite busy legislatively over recent months. They were asked numerous times to contact their respective representatives and senators to seek support for legislation that will help the Postal Service achieve economic sustainability.

Warden, Northeast Region Vice President Tommy Roma, Mideast Area Vice President Tony Dallojano and New England Area Vice President Lisa Douglas, with the members from the local branches, have attended many Zoom meetings, seeking support for postal legislation with their respective representatives.

Warden gave special thanks to New York Reps. Nita Lowey (D) and Carolyn Maloney (D). Lowey introduced H.R. 6800, the "HEROES Act," which passed by a vote of 208-199. The representatives whose districts are in the Northeast Region voted 51 yea and seven nay; there is one va-

cant seat (Buffalo). Six of the seven nay votes were Republicans.

Maloney is chair of the Oversight and Reform Committee. She sponsored and introduced H.R. 7015 and H.R. 8015. Although H.R. 7015 did not make it to the floor for a vote, 16 of the 36 co-sponsors were from the Northeast Region.

H.R. 8015 passed with 257 yea votes, 150 nay votes and 24 not voting. Representatives whose districts are in the Northeast Area voted 58 yea and two nay. Six of the eight Republicans voted in favor of the bill.

Passage was achieved by writing letters and making phone calls to local offices, as well as reaching out to our Democratic "champions," asking them to speak to their respective Republican peers, specifically those in New York.

Both Republican representatives in New Jersey voted in favor—one of whom is Warden's representative, Chris Smith, who also co-signed a May 5, 2020, letter addressed to Senate Majority Leader Mitch McConnell, House Minority Leader Kevin McCarthy and Treasury Secretary Steven Mnuchin, with 25 other Republican representatives, requesting full consideration to addressing the needs of the Postal Service through proper legislation.

NAPS Long Island Branch 202 President Tom Barone invited Democratic candidate Jackie Gordon—candidate for New York District 2, the seat being vacated by Republican Peter King, who always was a friend of NAPS—to speak at their membership meeting. Warden and Butts attended the meeting.

In September, Roma and Warden held a New York Area Branch Presidents' Meeting. A SPAC raffle was

held; \$2,170 was raised. All branch presidents were encouraged to hold SPAC raffles at their meetings. At Branch 100's membership meeting, a SPAC 50/50 was won by Tu Tu, who, knowing the need and importance of SPAC, donated her winnings back to SPAC. Long Island Branch 202 held a 50/50 at their membership meeting, as well as a cigar bar following the meeting; all proceeds went to SPAC.

Maloney was in a tight Democratic primary race in Congressional District 12, but came out the victor. NAPS was invited to attend her Zoom victory celebration, which Warden was honored to attend. Maloney praised postal workers and promised to always fight for the Postal Service.

Thanks to Butts and Levi for arranging all the Zoom meetings with our elected representatives.

Walton reported that, since the NAPS spring board meeting, COVID-19 has had a significant impact on all postal employees. Along with the unions and management associations, she logged daily into Zoom meetings to track the progress of the pandemic. Concerns from the field indicated proper PPE and hand sanitizers were a big issue. Daily and weekly reports were provided on employees reporting positive COVID testing. The tracking continues to be an ongoing reporting system.

Walton participated in NAPS legislative chairs' Zoom meetings that focused on pursuing emergency postal funding assistance. The legislative chairs and members were encouraged to contact their representatives to support H.R. 7015 and H.R. 6800. As other proposed legislation was added, requests were sent to



NAPS members to make legislative contacts.

Walton did a lot of outreach through the California Postal Legislative Coalition to provide legislative updates to many retirees. She worked locally on the Get Out to Vote campaign and helped instruct many people on how to vote by mail.

Walton participated in many branch Zoom meetings, using the opportunity to share any legislative updates and encourage members to contact their lawmakers to request support for postal legislation.

Walton represented NAPS and the Postal Service on a Zoom meeting with Rep. Ted Lieu (D) that also included representatives from the entertainment and movie industry, health care and tech. This was when there was high media interest regarding postal changes initiated by the new PMG. Walton stressed the Postal Service has delivered absentee ballots for many years and would be able to accomplish the task this year with confidence and integrity.

Everyone shared concerns about their respective companies. Walton has been working with the West PAC Election Task Force ambassadors to ensure they are receiving updated information. She has logged on to the daily Zoom meetings to ensure election mail concerns and issues are being addressed and shared with the field. Also, she checked to ensure all policy instructions, stand-up talks and training regarding political/election mail were being conducted.

Walton continues to promote SPAC in her monthly blog and encourage NAPS members to contribute by payroll deduction or direct payment. She also has

encouraged everyone to get out the vote.

Texas Area Vice President Jaime Elizondo Jr. reported that, as with everyone, his activities were limited to attending several branch meetings via Zoom. He joined various groups and encouraged them to become politically involved. Elizondo, Butts and Levi have been working with candidates to gain Democratic seats in the House to turn Texas blue:

- Lizzie Fletcher (D), incumbent. Republicans working to regain this seat in an affluent part of Houston.

- Sri Kulkarni, Democratic candidate for a county in the Houston area.

- Candance Valenzuela, Democratic candidate in the Dallas/Fort Worth area to try and win a seat held by a retiring Republican.

- Sylvia Garcia, Democratic incumbent with a strong foothold. Supporting to keep it that way.

- Joaquin Castro, Democratic incumbent since 2013 and an up-and-coming leader. He is politically savvy and helpful to NAPS and supports our bills.

- Gina Ortiz Jones, Democratic candidate striving to win a seat held by a retiring Republican. This is a large district spanning the west side of San Antonio to El Paso.

- Colin Allred, Democratic incumbent with whom Elizondo was involved last election. He fully supports NAPS and visited the plant again recently.

Elizondo covered current bills with all candidates and pointedly asked for their support. He shared USPS financial impact information in their districts, along with the current numbers of facilities and employees.

He spoke of the impact of the coronavirus on the USPS budget and the monetary support the agency needs. Elizondo checked voting records before each meeting to thank them for their support if they are co-sponsors or firmly ask for it if they are not. He continues to donate to SPAC and encourage Texas members to do the same.

Michiana Area Vice President Kevin Trayer reported he keeps pushing SPAC and contributing by payroll deductions. He's attended or hosted several Zoom meetings to tell NAPS officers to thank those in Congress who support us and reach out to those who haven't and let them know the facts. It's helpful to stress the importance of the USPS to the American public.

Trayer said he had the privilege to be called on by Rep. Fred Upton (R) to tour a southwest Michigan post office two days before the House vote on H.R. 8051. Trayer said he was pleased that Upton was one of the 26 Republicans who crossed party lines on the vote.

Trayer made it known to postal leadership their relationship goes back over 20 years. Upton also is part of a 50-member bipartisan group called "The Problem Solvers." He and Rep. Debbie Dingle of Michigan support whistle-blower protection for EAS employees.

Trayer said it's important to reach out to those in that group to help move our agenda items to improve working conditions and pay for all EAS employees.

**PFP Advisory Committee**—Chair Dan Mooney, North Central Area vice president, shared a file he put together and a slide. The file showed EAS NPA results from Janu-

ary to August (EOY was not available at this time). It showed by month, area and district how many EAS employees were in blocks 1-15 (really only blocks 2-10).

Mooney also shared some analysis showing February was the best month for EAS payouts, relative to the highest number of EAS employees in payable NPA blocks. It was clear that February, pre-COVID-19, was the best NPA performance month for EAS employees. Things went downhill from there.

The file also shared the same EAS EOY results by block from FY17, FY18 and FY19 for comparison purposes. There was robust conversation about this year's NPA results and what options are on the table. The committee also presented a slide that showed the preliminary area/district composite scores and rankings. Again, there was some discussion.

Resident officers have reached out to USPS Headquarters to ask for and make suggestions about COVID-19 mitigation. NAPS is awaiting a response. EOY NPA results are released the same as the quarterly NPA results—after the quarterly/EOY financial data is vetted and released by the USPS. This means it will be around Nov. 13 before the numbers are released.

That said, the EOY NPA mitigation period will be fast approaching and members need to be prepared to file with their supporting documentation. The timeline to file mitigation is only a few days. This also is a reminder it's not too early to start a file for FY21 mitigation documentation.

Mooney thanked his committee: Jimmy Warden, Jaime Elizondo,

Cindy McCracken and Richard Green.

**Postmaster Committee**—Chair Kevin Trayer reported on the committee's efforts to increase postmaster membership in NAPS. There is not a lot to report because the USPS has opposed in court NAPS' request to represent postmasters. NAPS continues to seek representation through the court system. Regardless, NAPS should continue highlighting concerns on behalf of postmasters and the area, state and local levels when speaking to members of Congress.

**Training and Advocacy**—Chair Myrna Pashinski, Rocky Mountain Area vice president, said that, since the spring board meeting, the committee has met twice and had email communications discussing the tasks assigned in March.

She said PowerPoint presentations are coming together. Officer training by titles and 650 training needs review. "Leadership Essentials" also is in final review. "How to Stay Out of Trouble" is a work in progress. Still pending is an article regarding a request for subject matter experts for *The Postal Supervisor*.

Pending topics on which to develop training include:

- What does the OIG look for when doing audits?
- Dealing with generational differences in the workplace.
- The importance of maintaining and updating local NAPS branches' constitutions and bylaws.
- Staying on top of membership recruitment (use of change report).

Pashinski provided the board minutes from her committee's Oct. 1 and 15 Zoom meetings.

Wagner welcomed Postmaster

General Louis DeJoy to the Executive Board meeting; he attended via Zoom. Ford introduced the board members to DeJoy.

DeJoy thanked NAPS for the invitation, recognizing that working together and soliciting NAPS' help is important to the Postal Service. He said he's the type of leader who prefers working through problems and enjoys direct conversations to identify what's important and matters that need to be addressed.

DeJoy said he works with his direct reports and two levels below so he can hear ideas that can help align the mission of the organization. He emphasized that front-line supervisors are the backbone of the organization.

He shared his views on his first four months as PMG, reflecting on his unique experiences with the media and testimony before Congress. Upon accepting the job, DeJoy said he assumed he largely would be dealing with organizational problems and the agency's \$22 billion loss.

The PMG shared some of his vision that will be dedicated to improving the Postal Service to better serve the public, including:

- addressing financial issues
- the business model
- operational efficiency
- investing in people
- generating new business streams

He has conducted much review and research since June, including reviewing hundreds of reports issued by the USPS Office of Inspector General. A portfolio of initiatives has been established by a strong team that he and his direct reports are evaluating. If adopted, he and his

leadership team will engage and deploy resources to reach the expected outcomes.

DeJoy said he has had the opportunity to meet many people in the organization and has visited Lake Charles, LA; Houston; Richmond, VA; and Philadelphia and heard of different issues from employees and witnessed and learned of what the USPS does very well in serving America.

He agrees the Postal Service's mission is unbelievable in that it delivers 45 to 50 million pieces of mail to 161 million addresses each day across the nation, to every community, including during disasters. The Postal Service is a conduit for commerce as well as providing a career path.

DeJoy affirmed there is a base on which to build, with a huge amount of public support that wants the agency to be successful. He said he's an optimist and sees the USPS has a very talented workforce. There always are financial issues, volume declines and restrictions around any change. He feels the organization needs to better align with the mission and wants to move the organization forward with success.

DeJoy is delighted and proud of how the entire organization responded to aligning and protecting its employees around the pandemic; the organization and its employees should be applauded. Having this kind of focus, he stressed, is something he wants to apply toward the USPS' daily mission to improve service and reduce costs.

He pointed out there is a gap between service standards and performance and wants to align the mission with parameters of the law.

Precision is lacking across core operations; this will be a major focus going forward. He said supervisors are important to transactional success; it needs NAPS' support.

DeJoy reflected on his days growing up in Brooklyn, NY. As a young man freshly out of college, he took over the family trucking business. The company operated out of a trailer, with little use of technology. He pioneered the use of technology to arrive at some of the most complex logistics in the world.

The PMG said he has experience working with the Postal Service under the authority of multiple PMGs. His company grew to 100,000 employees; the company merged in 2014 and DeJoy retired.

He talked about receiving a call regarding whether he would be interested in serving as the postmaster general. At first, DeJoy said, he offered to lend advice and share ideas, but admitted he always has been fascinated with the Postal Service and its rich history. DeJoy said he became excited at the opportunity to lead a very important and prestigious organization, its public mission and the opportunities to lead the Postal Service toward success.

DeJoy shared that, despite all the talents of postal employees, the organization is not where it should be. The Postal Service should be playing a larger role in e-commerce shipping and a more interactive role in the communities we serve, he professed. The Postal Service should be operating at a higher level and must become financially self-sustaining. He explained the Postal Service's obligation of a six-days-a-week-delivery standard helps sustain its mission.

DeJoy indicated he wants to

make change that's better for the organization by greater use of its delivery services, making them more interactive and, thus, the preferred delivery service for the American people.

The economy has changed, he pointed out, and the USPS has been slow to evolve with those changes. The agency needs to become a public service that carries its own weight. He explained that part of his legacy will be providing good visibility and the ability to address changes that await the organization, such as destination storefronts, including connecting carriers and communities with service into one integrated unit. Delivery services in the marketplace require a winning culture, he said.

DeJoy stressed he is an advocate for employee advancement and wants to share this vision with employees so they understand how and why they're rowing in a new direction. He acknowledged it's a big commitment; everyone will need more definition about what they're leaning into.

He's focusing on the noncareer workforce and feels it's beneficial to have a stabilized routine that relies on supervisors, one that is vibrant with inclusion. Working for the same objectives will lead to better precision in our practices, higher service and will get a portion of growth in our economy, he said. That will give the USPS greater revenue, growth and financial stability.

He noted two important areas where progress has been made:

First, he required trucks to adhere to a schedule during the summer. That's important because the network is vital to what we do.



When trucks leave on time, they stay on time, he said. Domino's does this. Networks must operate on a schedule: It provides reliability, predictability and stability.

DeJoy said he was surprised by the operational weakness of requiring adherence to schedules. People need performance goals; ours is a transactional business.

Second, a new organizational structure was announced in August, designed to align performance and outcomes. He said he is confident the restructuring will be looked back on as the key change in finding new levels of competition that drive performance improvement.

He confirmed that he and the Postal Service will work with NAPS as the agency structure is aligned. He defines the workplace as reassessing processes and aligning them with Postal Service goals. To help, supervisors can enhance performance. Otherwise, it's more chaos that's not helping the organization move forward.

The PMG affirmed he is committed to this; it will be a positive step forward. He recognizes we need to attract top talent. He's proud to be the agency's leader, including in what we do each day. Every day, supervisors set the tone for our culture, he said. Initiatives are announced and implemented and the supervisors are the ones who translate Postal Service goals into actions.

DeJoy will rely on supervisors to operate at a high level to assure we handle election mail, holiday volumes and future challenges. In the coming months, the portfolio of initiatives will be refined and shared with NAPS. He said he would appreciate feedback and sharing views on

broader business strategies. This alignment is necessary.

DeJoy stated he has a mandate of change to better serve the public. He thanked NAPS for the opportunity to address its Executive Board.

Butts thanked DeJoy for taking time to address the board as he moves forward. Butts told the PMG he previously served on the PERF Board and thanked DeJoy for his support.

Mulidore said it was great to meet DeJoy and that he came in at a time of high drama; hopefully, things will settle down shortly. Mulidore pointed out the one thing lacking this summer was communication. Change happens slowly within the USPS. As you strive to make changes, Mulidore counseled, consider communication an ally.

DeJoy responded if he had to do it over again, first would have been to reorganize, then go for precision. Not everyone is judged the same on transactional initiatives, he said. He thanked Mulidore for mentioning communication. You can have no management and 60% of the work would happen every day, he offered. Management helps make it better. But if you're not communicating, you're not helping the situation.

There's a lot of tribal knowledge in how things get done. DeJoy added, sometimes I think there's too much judgment going on, but we need to improve; we're not there yet.

Following is the Q&A with board members:

**Q:** Any plans for early retirements?

**A:** There's no plan for an early-out and, right now, we will use attrition. We're light on supervisors. I haven't taken a look at the supervisor ratio and models yet. I'm more interested

in how we engage supervisors and make them feel better.

**Q:** Any plans for plant closures or consolidations?

**A:** We need to get the utilization flow. I see some change in that, but not consolidation. Our plants are part of a network that's the best in the world. Plenty of capacity on trucks and carriers. We need to run the network efficiently.

**Q:** What is your plan for changing the culture of supervisors?

**A:** I've had discussion with the Executive Leadership Team on this and how to connect better to the American people. How do we engage them? I expect to come up with ideas to do this.

Without giving a lot of details, we're working on an initiative to better engage with the public, using supervisors and management throughout the entity. We can't win the battle without doing that. A holistic approach, align, communicate, deploy resources and engage in a fulfilling way.

**Q:** Our fleet is 30 years old. What are your replacement plans?

**A:** That's a very valid question. We need trucks. We had this \$10 billion loan that had remained unfilled. I've been talking with Treasury and the Senate. When we take on obligations, it can result in losses. In my opinion, we should be able to keep the loan and use it for capital. If I need to get low-interest financing, I can do that.

We're in the initial procurement phase for vehicles; we need to move ahead. We're behind on so many investment needs, but it's understand-

able. We need to make those necessary moves to grow business, get costs out and get legislation. Vehicles are very important. I'm on it!

**Q:** What value do you see NAPS providing and how do we partner?

**A:** The biggest thing is who you represent. I need to lay out my vision in more tangible terms and what my expectations are in terms of contributions from supervisors and management. Then you need to tell me how to align.

The goal is to get your members to align to make the changes we need, with an open mind. That is the most important thing. It's all about people. You're the most important group in our organization.

Wagner thanked DeJoy for talking with the Executive Board during its Zoom meeting. He said NAPS wants the USPS to use NAPS as a resource to make it successful.

DeJoy thanked Wagner for his service on the Vote by Mail Task Force. Despite the bad press and trip-ups, he said, we've communicated the message to mail early. We know where the USPS is right now; we can't stay at the same place, he stressed.

DeJoy said there are a lot of smart people who have helped build the place. You are an important component to the success of our plan; I look forward to future exchanges.

Sheri Davies, ConferenceDirect, provided the board with an update on continued planning for the 2021 NAPS National Convention in Grapevine, TX. She also discussed options for holding the 2021 Legislative Training Seminar virtually, rather than in-person, due to the on-

going pandemic.

Stacey Herndon, PNC Investments, gave the board an update on NAPS investments. There has been volatility in the market, she indicated, but NAPS has a good investment strategy that is conservative and balanced in nature. Thus, it is recommended that NAPS stay the course, Herndon said. It's not a good idea to pull out of the market at the bottom and attempt to buy in when the market rises. She said 40% of the NAPS portfolio has no exposure to risk.

Jim Stokes and his STOLADI team gave the board an update on leasing the vacant office space in the Vincent A. Palladino NAPS Headquarters building. He also gave an overview of various issues that arise in the normal, day-to-day operations of the onsite STOLADI building management team at the NAPS Headquarters building.

The following motions were acted on:

Motion #1—Bart Green, seconded by Richard Green, that:

"The NAPS Executive Board reappoint Tim Ford chair of the board until the next Executive Board meeting that follows the next NAPS national convention."

The motion passed unanimously; Ford abstained.

Motion #2—NAPS Executive Board Training Committee, that:

"NAPS Headquarters purchases a master Zoom business account (or its equivalent) with a minimum of 22 entities (users). The initial annual expense is estimated to be \$4,399/year, not to exceed \$5,000, versus an estimated cost of individual purchases at a total of \$5,399—an estimated savings of \$900. The

single national account would include the following: host up to 300 participants, single sign on, cloud recording transcripts, managed domains and company branding."

Voting "yes" were Wagner, Mulidore, Roma, Johnson, Walton, Douglas, Warden, Trayer, Moreno, Mooney, Quinlan, Beaudoin, S. Green, Elizondo, Pashinski, McCracken and Lum. Voting "no" were Butts, R. Green, Dallojacono, Griffin, Needham and B. Green. As board chair, Ford does not vote. The motion passed.

The 2021 LTS is scheduled for March 28-31; the spring Executive Board meeting is scheduled March 31-April 3. (Since the fall board meeting, the 2021 LTS was canceled. New dates for the spring Zoom board meeting are March 21-24).

Wagner thanked board members, guests and vendors for participating in the first Zoom board meeting. He wished blessings and good health to all NAPS members across the country during this difficult time.

The closing prayer was given by Bart Green. Craig Johnson, seconded by Kevin Trayer, moved to adjourn. The motion was adopted.

# PERF Offers a Helping Hand



**F**rom 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 41220, Fredericksburg, VA 22404-1220.



# Stanley Gold

## *Remembering a NAPS Legislative Giant*

By Ann Strickland, Florida State Legislative Chair

**O**n behalf of the state of Florida, NAPS brothers and sisters, our sincere condolences go to the family of Stanley Gold who died Jan. 1 from COVID-19-related issues in Atlanta. Stanley was an honorary member of NAPS Miami Branch 146; we will cherish him for years to come.

I first met Stanley around 1988 when I worked in Labor Relations and he worked in EEO as a counselor/investigator. He always did his due diligence in obtaining all pertinent information on his cases. He was fair and objective; however, he confessed he usually was for the “underdog.”

How well did you know Stanley? Did you know him as a NAPS member who always asked for contributions for the Florida SPAC Walkathon? Or did you know Stanley who earned the first Gold Standard Award? There is so much he accomplished in his 90 years. Let me try to fill you in on “the rest of the story.”

Stanley (Melvin) was born in Brocton, MA, and married his teenage sweetheart Carol in 1954. They had two daughters. His family was of utmost importance to him. He shared many stories of their accomplishments and of the extended family.

Stanley served proudly in the Navy during the Korean War. His favorite hat he wore everywhere, even in the halls of Congress, displayed he was a Korean Veteran and served on the *USS Braine*. It's still with him; he was buried with his memorable hat.



Stanley started in the Post Office, as it was called in 1958. He would tell us stories from the time he was president of Miami's American Postal Workers Union and negotiated for all the members. He remembered when the Miami Post Office was segregated. There was one lunch area for Blacks and another for Whites at the Miami Plant (Biscayne Annex) at that time.

A touching story he told was about when he left the Whites' area and went to have lunch at the designated area for the Blacks. He crossed barriers and stood by—doing the right thing, not the popular thing.

He served on the Miami Postal Service Credit Union's Board of Directors for many years and attended legislative conferences in Washington, DC. He did grassroots lobbying on credit union issues and served as the board's secretary. Stanley introduced me to the credit union movement.

He was a charter member,

founder and commander of the American Legion's Post Office Post 311. Stanley would sign as members everyone to whom he spoke who were veterans. He even signed my husband and many other postal employee spouses.

For years, Stanley volunteered at the Miami Veterans Hospital and did a great job calling the bingo games. If anyone needed information about veterans' benefits, you knew you could call Stanley for the best advice.

He served as commander of the Jewish War Veterans of the USA's Post 223 in Miami. As a member of the American Legion, he organized luncheons for Florida congressmen in the Legion's Gold Room. So fitting to be assigned that room for his luncheons! He would laugh proudly whenever passing the room, saying, “That's my room.”

He loved many restaurants in DC and shared information about his favorites, including Filomena's, Phillips Seafood (he would compete with whoever was there to eat more clams and mussels than he could), Ruth's Chris and Blackie's House of Beef (he always asked for the end cut of the prime rib). Some of these restaurants don't exist anymore. He loved lobster and you had better have gotten to the shrimp platters before Stanley at events!

He had so many friends. One belonged to the National Press Club. Stanley would have his friend arrange for us to have lunch at the Press Club. He invited many to have lunch. At one point, the group was

so large, we had our own private area for lunch. Guests would walk up the stairs and look over at us at the huge table; we felt like diplomats! Stanley made sure we had enough time between legislative appointments to make it to the Press Club and back.

He volunteered at Friends for Israel. He told me how he would stay in Israel for a month at a time and fold blankets, make up medical supply kits, paint tire wheels and more. I asked him, "Stanley, aren't you afraid to stay on the kibbutz?" He replied, "Ann, when your number is up, your number is up."

Stanley was proud of his legislative contacts in DC. If I had a problem making any appointments, I just called Stanley and he would take care of it. He worked across party lines. He was a staunch Democrat and donated to many Democratic affiliations.

Former Republican Congresswoman Ileana Ros-Lehtinen gave accolades after the Shiva prayers, commending the life and work of Stanley. She said he was well-respected by everyone. When he asked her for support on issues with which she didn't quite agree, he would say, "That's okay. Think about it and perhaps you can help us out." She said he never put the squeeze on you—always a gentleman.

Former Congresswoman Carrie Meek from South Florida asked Stanley to help her when, after many tropical depressions and hurricanes in South Florida, she was bombarded by phone calls from postal employees who were in harm's way during the events, but were told to continue delivering and processing the mail. He worked with her and other legislators for years until a bill was passed that granted employees administrative leave during severe weather—protecting not just postal employees,

but all federal employees.

Stanley was a walker and a swimmer. He swam every day it was possible to do so. He participated in every SPAC walkathon and won 1st place for the most money collected for SPAC at these events. He spoke at the first-timers' events at the annual Legislative Training seminars. One year, Stanley laid a wreath at the Tomb of the Unknown Soldier and never felt ashamed shedding a tear or two while walking around Arlington National Cemetery.

He walked the halls of Capitol Hill and was a friend to many. Even when Stanley was blinded by glaucoma, he made his final trip to DC with us. He rode the Metro and went up the escalators with his walker (thanks, Michael). He kept up with our group, walking from office to office. He made us laugh when we

asked him if he was okay. He responded, "I'm just following that blond head." He was a very optimistic man and always did his best at anything he tackled.

Every Tuesday, Stanley played poker with his friends in Miami. He took Uber to Miami from Pembroke Pines, a distance of about 20 miles. Even with failing eyesight, his buddies would help him win a few hands. He said they always played for pennies! He played until October, then left for Atlanta in November. His favorite television stations were CSPAN and CNN.

Now you know a little more about Stanley—a special person who meant so much to his NAPS family. There are so many more good, fond memories—a lifetime of events that left us with a smile!



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!

# Are You Taking Good Care?

By Beverly Torain

**W**hew—2020! What a year to remember or, shall I say, forget. We lost so much last year. It started to be surreal with the loss of Kobe and Gianna Bryant. Where were you when you heard the news?

From that loss, it seemed the year just started spinning out of control: a global pandemic that continues to this day, a presidential impeachment, social unrest, wildfires, hurricanes and an historic presidential election. Then there is the continuing loss.

We have lost the ability to live life as we know it. There is no traveling, visiting, school or hugs. Most sad are the hundreds of thousands of lives lost. Finally, but most importantly, not being able to say goodbye.

Of all the lives lost, the one that stands out the most for me is the loss of our NAPS brother Luther Manuel. Why Luther of all those lost? Well, Luther was like no other. He was the NAPS member who



hailed from the great state of New Jersey, who always challenged the Executive Board—specifically, Louie and Brian—to do the right thing at conventions.

Luther made sure all the convention first-timers were taken care of and knew what would transpire. He knew parliamentary procedure and wanted to ensure that conventions were conducted according to “Robert’s Rules of Order.”

When I learned of his death, I wondered if we are taking good care of each other. As branch president, was I taking good care of my members? Although I am retired, does that relieve me of my responsibility to take good care of those still working? No!

We lost so much in 2020: no in-person meetings or conventions, training or socializing. The pandemic has changed our lives and the way we currently do business. Instead of gathering for meetings, we now have to social distance and use Zoom or other platforms to conduct business. We have to think outside the box to engage with our members and

show them we care.

We send each of our members tokens of appreciation to let them know we are still here and that we care about their well-being. These include masks and filters with the NAPS logo and branch name and gift cards to buy lunch or gas. Also, mask cases to protect the masks we all must wear to keep ourselves and others safe.

During the holidays, we sent gifts, such as fruit baskets, popcorn or similar, to help compensate for no parties or dinners. We even have training now, such as advocacy, via Zoom to help members keep their skills sharp. We do all this to take good care of our members and ourselves so that, one day, we can be as knowledgeable and caring as Luther was.

This past year was one unlike any of us had ever seen in our lifetime; we are glad to see it go. Thank you, 2020, for the lessons we learned: how to listen a little better, love a little harder and be a little kinder to one another. Let’s hope for a brighter future and make sure to take good care of each other.

**pmbev071302@frontier.com**

*Beverly Torain is Raleigh, NC, Branch 177 president and the retired postmaster of Apex, NC.*

## 2020 SPAC Contributors

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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
Hibbler, Marilyn Hinton	TN	Branch 41
Mitchell, Denise	TN	Branch 41
Proctor, Kevin	TN	Branch 32
Hill, Earnest	TX	Branch 122

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
Sederholm Marti, Susan	WI	Branch 72

### Supporter (\$100)

Barnes, Marilyn	TX	Branch 86
Hartsel Jr., Robert	VA	Branch 22



## A Tribute to a Special Woman Rebecca Moore Turner



By **Bonita Atkins**  
*Secretary/Treasurer*

The National Auxiliary Executive Board lost one of its own on Dec. 15. Rebecca actively served as the National Auxiliary's Pacific Area vice president. Indeed, she was the heart and soul of the Pacific Area.

During the first week of January, National Auxiliary President Patricia Jackson-Kelley expressed these thoughts: "It has been less than one month that I have tried to wrap my mind

around the fact that Rebecca Turner no longer is physically with us. There have been many things that have triggered tears and remembering incidents that prompted laughter and her stabilizing voice whispering, 'Let it go.' We have lost a dedicated, enthusiastic member who loved NAPS dearly."

Her obituary described her as a genuinely caring individual: "Re-

becca was a tough, no-nonsense person who loved God, her family, extended family, people and her church. The Turner house was the community house where everyone was accepted, fed, supported, nurtured and loved. She dedicated everything she had to being a good wife, mother, grandmother; her heart was always filled with love.

"She always was willing to give whatever she had to the betterment of all. She is remembered for her kindness, her candid advice and conversations and how she always put others first."

Rebecca leaves behind her family to cherish her memory: her husband of 50 years, George Turner, who also is a dedicated NAPS member; three sons; three daughters; 11 grandchildren; two sisters; her mother; and other relatives and friends.

Rebecca, you will be truly missed by all who knew you and those whose lives you touched in so many ways. Rest in heavenly peace, my friend.

latkins326@aol.com

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*Region vacant: Northeast*  
*Areas vacant: New England, New York, Pioneer, Michiana, North Central, Cotton Belt, Northwest, Pacific, Rocky Mountain.*



## Make 2021 your Best Year Yet.

So, 2020 wasn't everything we hoped for. We put life on hold, pressing pause on our long-awaited plans, and tried to keep ourselves occupied at home.

But now, the new year is here, and it's time we move full-throttle towards our goals. SFCU is here to make 2021 your best year yet! Our **Best Year Yet** loan can consolidate debt, renovate your home, install a pool or spa, and even fund your "bucket list" vacation.

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\*APR - Annual Percentage Rate. Your actual APR will be determined at the time of application and will be based on your application and credit information. Not all applicants qualify for the lowest rate. Rate quoted assumes excellent borrower credit history. Rates are set by the Board of Directors and may change without notice. Estimated payment is \$14.98 per \$1,000 financed and is based on the lowest rate and longest term available. Payments will vary based on the rate you qualify for.

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