

# the Postal Supervisor

January 2021

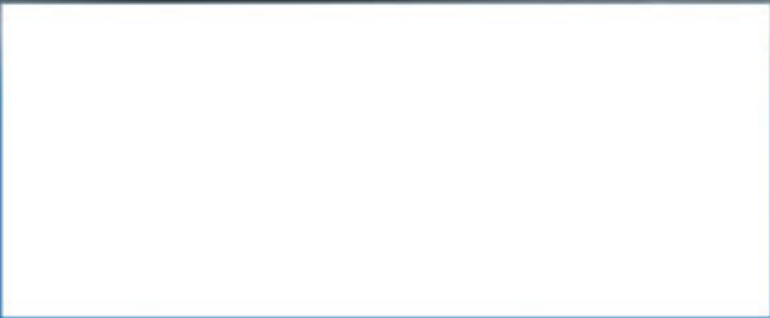


*USPS Employees  
Delivered*

**Democracy**

*for the 2020 Election*

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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).

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

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# May the USPS Election Mail Task Force Be With You!

**O**n Aug. 18, NAPS, along with the presidents of the postal unions and the other postal management association, was invited by Postmaster General Louis DeJoy to participate in an expanded USPS National Election Mail Task Force for the 2020 national election. On behalf of NAPS, I accepted the invitation.

I believed NAPS would be a valuable asset to help ensure America's mail-in ballots were delivered timely by the trusted USPS. How did the task force do? Here's the scoop!



**Brian J. Wagner**  
President

Due to COVID-19, there were unprecedented requests for absentee ballots for the 2020 general election. By all accounts, over 65 million mail-in ballots were cast. The weeks and days leading up to Election Day, all “eyes” were on the Postal Service as to how it would deliver this high demand

for mail-in ballots. In my opinion, the Postal Service and its employees delivered with flying red, white and blue colors.

The expanded USPS National Election Mail Task Force was designed to inform state and local election officials, voters, postal employees and the American public of the actions and extraordinary efforts the Postal Service was taking to get mail-in ballots processed and delivered in a timely manner. Task force representatives met weekly from late August until the final days of the 2020 election, including a post-election meeting.

We reviewed USPS progress, including the extraordinary efforts being put forth to ensure all mail-in ballots were processed and delivered effectively and timely. The USPS also set up an Election Mail Command Center to accept calls. The center answered questions and resolved issues to ensure mail-in ballots were handled, processed and delivered effectively and efficiently. As a national task force representative, the USPS

took these issues seriously and addressed them immediately.

Furthermore, the task force received briefings on the numerous USPS communications being shared with local and state boards of election offices and postal customers. Such messaging was done by direct mail, newspaper and television, focusing on USPS delivery standards, encouraging voters to return ballots early and the USPS' extraordinary efforts to ensure all election mail ballots were delivered timely.

Furthermore, there were weekly and daily internal communications to postal employees via the USPS Blue page and mandatory stand-up talks about properly identifying, handling and postmarking mail-in ballots. A great tool the USPS developed and distributed to the field was the Delivery, Retail & Customer Service Operations *Political/Election Mail Guidebook*, better known as the *Election Mail Playbook*.

The national task force received regular updates on the number of ballots being processed throughout postal facilities, how operations were being monitored by the Postal Inspection Service and the extraordinary efforts the USPS took to expedite the delivery of mail-in ballots the days before or the day of the election. It was a great idea for the USPS to have this expanded National Election Mail Task Force.

However, a grander idea that came from the task force was implementation of a Local Election Mail Task Force of postal employees in the field to be the “eyes” of the national task force. Our national task force representatives sought postal management association and union volunteers to be the “eyes of efficiency” in as many postal plants and other facilities as possible.

Our local volunteers were known as “ballot ambassadors.” It was noted that the national and local task forces were not “I gotcha,” but, rather, “if you see something-say something” task forces, ensuring election mail ballots were processed and delivered on time. I must say our ballot ambassadors delivered.

*Continued on page 14*

# Optimism for the New Year

**H**appy New Year! It is so good to have disastrous and deadly 2020 behind us. The worldwide COVID-19 pandemic has claimed the lives of over 280,000 Americans as of early December. We are bracing ourselves for what medical experts state will be the fallout from super-spreader events held around the country at Thanksgiving, with families coming together despite medical guidance to the contrary.



**Ivan D. Butts**  
Executive Vice President

We have so much to come together and be thankful for this year. I pray the medical experts are wrong about their fallout predictions. Laurie and I chose not to travel and be with family for Thanksgiving. It was a very tough decision to make, but necessary to, hopefully, move forward.

Five-time Grammy winner Dianne Reeves is the preeminent jazz vocalist in the world. As a result of her breathtaking virtuosity, improvisational prowess and unique jazz and R&B stylings, Reeves received a Grammy for Best Jazz Vocal Album three years in a row—a first in any Grammy vocal category. In her hit song, “Better

Days,” Reeves sings in the simply stated chorus, “You can’t get to no better days unless you make it through the night.”

How fitting that line is to what we currently face as a country with COVID-19. It seems long-awaited vaccines for this disease may be within a month of being rolled out. Some Americans could receive COVID-19 vaccinations before the end of 2020—most likely health care workers and residents of nursing homes and long-term care facilities, according to CDC guidelines. Two companies’ vaccines are in prime positions to be granted U.S. emergency use authorization next month: Pfizer and its German partner BioNTech and Moderna. If approval is granted, the first shots could be given as early as Dec. 21.

This news is promising. Regardless, we must continue taking all necessary precautions to ensure we continue delivering America’s mail, pharmaceuticals and essential services until we are finally clear of this pandemic and beyond to maintain the stability of America’s Postal Service.

During the pandemic, I have had the opportunity to participate in many Zoom conferences with our legislators. I am honored to raise the USPS banner and represent your commitment to leading our workforce

day in and day out. I also make it a point to let our legislative leaders know of your commitment to do whatever is necessary to get the job done of moving America’s mail.

Thank you, once again, for proving me right. We delivered 65.2 million election ballots this campaign season. In doing so, we confirmed that America’s Postal Service is secure and safe and should be the preferred delivery method for our nation’s elections.

Please continue to be cautious and smart; stay safe.

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

## A Message from the Post Office



Jeff Danziger editorial cartoon used with the permission of Jeff Danziger and the Cartoonist Group. All rights reserved.

# Welcome 2021, Finally!

**H**appy New Year—2021 finally is upon us! There is no need to recite here all the various disasters that befell our world in 2020, but, hopefully, your holiday season is safe and blessed. Now, we look forward to a better 2021, a brighter future for all.

We still face an unrelenting pandemic. While buoyed by the promise of vaccines, we still have a long winter ahead with a multitude of new challenges. Even though winter is in full force in some parts of the country, I know many of you are thankful that peak season soon will be over. I am certain you are giving all your effort, as you always do, for your customers on behalf of the U.S. Postal Service.



**Chuck Mulidore**  
Secretary/Treasurer

Hopefully, you received a warm thank-you from your boss or district leadership and maybe even USPS executive leadership recognizing your service and sacrifices to keep the Postal Service strong and viable during the challenges of a pandemic, election season and fall mailing and peak seasons. And while we all certainly appreciate some recognition, I follow the old adage that nothing says thank you like a pay raise each year. We are thankful NAPS was able to work with Postal Service leadership this year to accomplish something that has not been accomplished in quite some time: a pay raise for nearly all our members!

However, in this first *Postal Supervisor* column of 2021, I want to focus on membership. NAPS only can stay strong if we continue to promote membership. Stay strong to fight the still unfair EAS compensation system, continue representing members at all levels from arbitrary and capricious corrective actions and represent all EAS employees in legislative actions that will affect the future of the Postal Service.

The “Business Dictionary” terms membership as “the state of belonging to or being a part of a group or an organization, often a nonprofit or voluntary organization, whose members have a common cause for which they seek to influence public policy, without seeking control. Special privileges or benefits are entitled to members.” I think this defines NAPS perfectly—an organization that seeks to influence public policy both on Capitol Hill and at USPS Headquarters. An

organization that regards its members as family and joins them together in common cause.

I can report to you that, as of the October 2020 DCO, membership increased to over 27,500. Most impressively, over 95% of those are actively working EAS supervisors, managers, postmasters, SDOs, MDOs, MMOs, plant managers, HR personnel, OPS support and district, area and Headquarters personnel—too many to mention all. We represent them all, continuing to make us the best, largest and most effective management organization representing EAS employees in the Postal Service.

We do not inflate those numbers by signing craft employees whom we cannot represent. Because of the growth in membership, NAPS Headquarters is able to return nearly \$400,000 to our local branches each month in the form of electronic transfer of funds. This allows our branches to provide excellent service to our members in terms of education, training and local representation.

However, the most pressing reason to grow our membership may be because we have many new EAS employees who may not even realize they need to be part of NAPS. There are currently over 10,000 EAS employees who are not a part of NAPS. Why? Many only have been in the Postal Service for a short time. Thus, we need to mentor them in their EAS roles, as well as NAPS members. Explain the value of NAPS membership to them, invite them to branch meetings and fellowship with them. They need us and we need them to continue to grow the mission of this great organization.

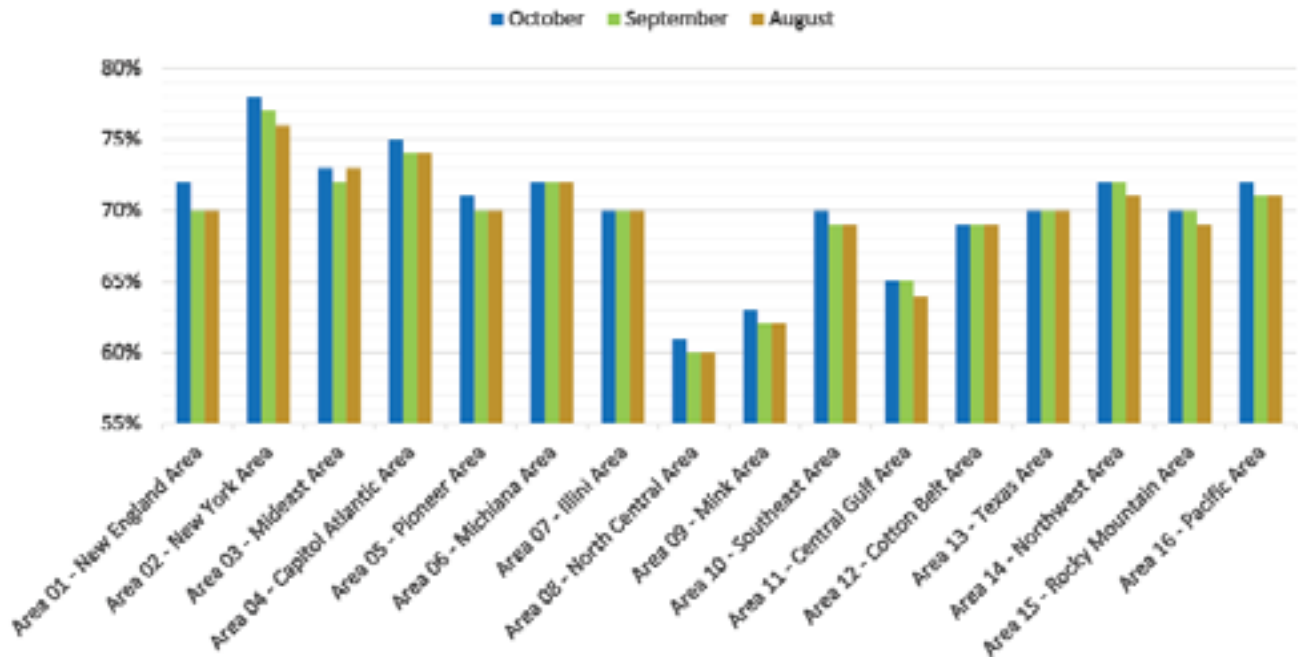
As winter slowly moves toward spring, please talk to the nonmembers in your branch. Sign them as members and receive a \$25 check from NAPS Headquarters for doing so! It is a duty and responsibility we have to the future of our grand association to keep NAPS strong, viable and growing for decades to come. Have a safe, happy and productive 2021!

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

# National Association of Postal Supervisors Membership Report

October 2020

## 3 Month Member Percentage by Area



Regular Member Totals By Area	October 2020	September 2020	August 2020
Area 01 - New England Area	72%	70%	70%
Area 02 - New York Area	78%	77%	76%
Area 03 - Mideast Area	73%	72%	73%
Area 04 - Capitol Atlantic Area	75%	74%	74%
Area 05 - Pioneer Area	71%	70%	70%
Area 06 - Michiana Area	72%	72%	72%
Area 07 - Illini Area	70%	70%	70%
Area 08 - North Central Area	61%	60%	60%
Area 09 - Mink Area	63%	62%	62%
Area 10 - Southeast Area	70%	69%	69%
Area 11 - Central Gulf Area	65%	65%	64%
Area 12 - Cotton Belt Area	69%	69%	69%
Area 13 - Texas Area	70%	70%	70%
Area 14 - Northwest Area	72%	72%	71%
Area 15 - Rocky Mountain Area	70%	70%	69%
Area 16 - Pacific Area	72%	71%	71%
<b>Total Regular Member %</b>	<b>71%</b>	<b>70%</b>	<b>70%</b>
<b>Total Regular Members</b>	<b>26,128</b>	<b>26,095</b>	<b>26,097</b>
NonMember Totals	October 2020	September 2020	August 2020
<b>Total NonMembers</b>	<b>10,463</b>	<b>10,718</b>	<b>10,788</b>
<b>Total NonMember %</b>	<b>29%</b>	<b>30%</b>	<b>30%</b>

## NAPS Disciplinary Defense Fund Representation Request Form

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

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

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

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

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

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

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

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

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

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

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

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

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

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

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

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

# Orlando, FL, Surface Transfer Center, Aug. 7 Nonbargaining Unit Hiring and Promotional Freeze Memo Among Items Discussed

**P**resident Brian Wagner, Executive Vice President Ivan D. Butts, Secretary/Treasurer Chuck Mulidore and Executive Board Chair Tim Ford attended the Sept. 30 consultative meeting via Zoom. Representing the Postal Service were Bruce Nicholson and James Timmons, Labor Relations Policy Administration.

## Agenda Item #1

NAPS requested a briefing on outsourcing work in the new Surface Transfer Center (STC) in the Orlando, FL, area. NAPS received notice of this on Aug. 31, 2020.

*James Lloyd, USPS Labor Relations specialist, APWU Contract Administra-*

*tion, provided a briefing on the new STC: Formerly known as HAPS, STCs are mail consolidation and redistribution facilities with the primary function of achieving increased vehicle cubic capacity and use. STCs receive mail containerized by product type or by ZIP code range for cross-dock transfer and dispatch to the appropriate destination.*

*The current Seminole STC is an operation in the Seminole P&DC. It is operated only on one tour and shares floor space with other operations on the off tours. This operation needs to be expanded beyond one tour and the floor space returned to the P&DC. There is no impact to staffing at the P&DC.*

*A new Central Florida STC facility is being established. The facility will be*

*staffed by five to seven nonbargaining employees and will include these positions:*

- *manager, STC (EAS-20)*
- *network specialist (EAS-17)*
- *coordinator, STC (EAS-17)*

## Agenda Item #2

NAPS has received several concerns about the ongoing extension of the 120-day rule. EAS employees are being held back from reporting to new positions by losing offices due to the inability of posting vacated EAS positions. NAPS would like to know:

- What is the EAS vacancy percentage in the USPS?
- As of Sept. 14, 2020, what is the total number of EAS vacant positions?

*The provision of Handbook EL-312 743.15, "120-Day-Calendar Limit on Higher-Level," was modified earlier this year in response to the pandemic and to minimize the transition of individuals from temporary assignments, but not at the detriment of those individuals interested in becoming potential candidates for those positions. The provision was modified again in September 2020 due to the continued pandemic, as well as due to the announced hiring freeze of nonbargaining jobs on Aug. 7.*

*The hiring freeze on nonbargaining positions is a useful tool during organizational change. The field EAS vacancy rate is 5.2%. There are about 2,300 vacancies; about 800 of those vacancies are EAS-20-and-above positions.*

## Thrift Savings Plan

Fund	G	F	C	S	I
<b>November 2020</b>	<b>0.07%</b>	<b>0.99%</b>	<b>10.95%</b>	<b>18.26%</b>	<b>15.54%</b>
<b>12-month</b>	<b>1.05%</b>	<b>7.27%</b>	<b>17.36%</b>	<b>25.59%</b>	<b>6.72%</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>November 2020</b>	<b>3.00%</b>	<b>6.56%</b>	<b>8.10%</b>	<b>8.92%</b>	<b>9.74%</b>
<b>12-month</b>	<b>4.81%</b>	<b>0.00%</b>	<b>10.22%</b>	<b>0.00%</b>	<b>11.86%</b>

Fund	L 2045	L 2050	L 2055	L 2060	L 2065
<b>November 2020</b>	<b>10.47%</b>	<b>11.19%</b>	<b>13.55%</b>	<b>13.55%</b>	<b>13.55%</b>
<b>12-month</b>	<b>0.00%</b>	<b>13.24%</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 [www.tsp.gov](http://www.tsp.gov)



**Agenda Item #3**

On Aug. 7, USPS Chief Human Resources Officer and Executive Vice President Isaac Cronkhite issued a nonbargaining-unit hiring and promotional freeze memo for EAS, attorney, pay band and PCES employees. NAPS believes this freeze on filling field EAS positions is making the successful completion of operations unsustainable without proper nonbargaining-unit staffing.

NAPS has been told that laterals and downgrades are being permitted, but many are holding on to those who had been promoted or who wish to move to different positions due to the inability to fill positions along with the upcoming fall and political mail season.

For the continuity of operations, NAPS requested Cronkhite's Aug. 7 hiring and promotional freeze memo be lifted until after this year's peak season or at such time when there are pending Postal Service-initiated actions.

*NAPS' request to suspend the hiring freeze cannot be accommodated. The Aug. 7 announcement of a hiring freeze on nonbargaining positions allows the Postal Service to reposition employees without any further organizational changes. Exceptions to post field nonbargaining positions in eCareer during the hiring freeze are evaluated on a case-by-case basis.*

*The documentation and factors reviewed depend on the position being considered. Consideration is given to positions that cannot be filled with an internal detail assignment, require specific licenses or professional certification and the vacancy causes a significant impact on operations or the ability of the organization to effectively execute its mission.*

*The hiring freeze will continue until any field organizational changes and future staffing are determined; we will discuss any changes with NAPS. Sus-*

*Continued on page 10*

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)**—May 31, 2020**Assets:**

Cash and Investments	\$12,116,745.99
Dues Withholding Receivable	433,104.87
Prepaid Expenses and Other Assets	713,287.93
Total Current Assets	13,263,138.79
Building and Equipment, Net of Accumulated Depreciation	2,757,954.13
Total Assets	\$16,021,092.92

**Liabilities and Net Assets:**

Accounts Payable	\$ 253,238.62
Accrued Expenses	400,534.64
Deferred Revenues	29,994.06
Dues to be Remitted to Branches	682,766.65
Total Liabilities	1,366,533.97
Unrestricted and Designated Net Assets	14,654,558.95
Total Liabilities and Net Assets	\$16,021,092.92

**Statement of Activities (Revenues and Expenses)**

(For the period March 1, 2020, through May 31, 2020)

**Revenues:**

Dues and Assessments	\$ 1,876,605.29
Less: Dues Remitted to Branches	1,265,062.43
Net Dues and Assessment Revenue	611,542.86
NAPS Property, Inc. (Net Loss) Before Depreciation	\$ (52,775.52)
Less Depreciation	(57,866.43)
NAPS Property, Inc. (Net Loss)	(110,641.95)
Advertising Income From <i>The Postal Supervisor</i>	9,140.00
Legislative Conference Registrations	143,080.00
Royalties	1,379.41
Training Fees	(2,407.44)
Other	7,522.00
Revenues Before Investment Income	659,614.88
Investment Income	106,756.42
Total Revenues For the Period	766,371.30

**Expenses:**

National Headquarters	389,050.05
Executive Board	169,644.28
<i>The Postal Supervisor</i>	115,977.52
Legal/Fact Finding/Pay Consultation	30,696.20
National Conference Expenses	110,000.00
Legislative Training Seminar	46,299.73
Legislative Counsel	5,936.55
Legislative Expenses	18,945.65
Membership	14,337.00
Education and Training	362,232.00
Disciplinary Defense	78,383.34
Total Expenses	1,341,502.32

**Revenues in Excess of Expenses (Change in Net Assets)** \$ (575,131.02)

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.

# HERO Performance Pilot Discussed

**T**he Oct. 20 consultative meeting held via Zoom was in conjunction with the fall NAPS Executive Board Meeting; all board members were present. Representing the Postal Service were Bruce Nicholson and James Timmons, Labor Relations Policy Administration.

## Agenda Item #1

NAPS requested a briefing on the FY21 NPA process rolled out for USPS Headquarters EAS employees. This includes the SMART goals for HERO training.

*The intent of the HERO Performance*

*Pilot is to increase communication with an interactive process and test the functionality of a new system. It is not intended to replace the current PFP program as designed. This pilot only will be conducted with HR employees at USPS Headquarters. It follows the same framework as PES with goals/objectives, discussions, reviews and a rating at the end of the year.*

*The pilot requires a discussion at the beginning of the year, a quarterly review and discussion and a rating. Goals can be added if one is completed or modified—if agreed to by the employee and evaluator.*

*Goals will be set using SMART goals:*

**Specific**—What will be accomplished? What actions will you take?

**Measurable**—What data will measure the goal? (How much? How many? How well?)

**Achievable**—Is the goal doable? Do you have the necessary skills and resources?

**Relevant**—How does the goal align with Unit/Organization goals? Why is the result important?

**Time-Based**—What is the time-frame for accomplishing the goal?

Employees participating in the HERO Performance Pilot still will be eligible for PFP under the existing PFP/NPA program.

## Sept. 30 consultative

*Continued from page 9*

*pending the hiring freeze could cause an individual to be promoted to a position, but then soon learn the position has been eliminated and the individual is impacted by a reduction-in-force.*

*If an individual has been accepted for a position due to a lateral or downgrade request, the selecting official should coordinate a release date with the employee's manager. If the employee's manager is unreasonable in providing a release date, then the selecting official should escalate the matter to district Human Resources.*

## Agenda Item #4

NAPS has received concerns regarding the SWCs All Report generated monthly from USPS Headquarters. This report is identifying supervisor workload credits (SWCs) reductions eligible for implementation based on positions failing to be within the parameters of the zone

of tolerance (ZOT).

NAPS requested that all SWCs reductions identified by this USPS Headquarters reporting be placed on hold for the continuity of operations during the continued pandemic and fall and holiday mailing seasons.

*NAPS' request to suspend the monthly review of authorized positions in the SWCs system cannot be accommodated. Human Resources conducts a review of SWCs complement monthly. Workforce Analytics updates the staffing model data based on prior-month status. Field staffing conducts a review of supervisor, Customer Service (SCS) authorizations that are encumbered and have either been in the ZOT for 12 consecutive months or have dropped below the established ZOT.*

*A report is sent directly to district HR (with a copy to area HR for awareness) listing the potential sites in jeopardy of losing a SCS authorization as a result of being in the ZOT for a year or falling below the ZOT. Districts are instructed to review the data and advise if*

*there is any local knowledge that may change the outcome.*

*Field staffing reviews those responses, makes adjustments as needed and identifies which offices are impacted. A list is provided to district HR to complete its action to reduce the authorization. Field staffing follows up until all responses and actions are completed.*

*ZOT is only applicable for encumbered positions (i.e., if there is an impacted SCS due to a decrease in authorized staffing). Any vacant SCS authorizations that no longer are earned result in the "Immediate Action" flag for the authorization to be removed. This information is also available on the SWCs All Report under the column AM 'Possible Vacancy/OVC.' Zone of tolerance is a tool used to monitor the length of time an encumbered position is no longer earned. It is a method to notify the losing office of the situation in advance and allow the office an opportunity to adjust craft complement and/or acclimate to reduced supervisor staffing.*

# 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  
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**Chuck Mulidore**  
Secretary/Treasurer  
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## Regional Vice Presidents

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



**Craig O. Johnson**  
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Northeast Region (Areas 1 and 2, including all NJ, except Branch 74)



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



**Richard L. Green Jr.**  
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Southern Region (Areas 10, 11, 12 and 13)



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



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2—New York Area (NY/PR/VI)



**James "Jimmy" Warden**  
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6—Michiana Area (IN/MI)



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



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



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9—MINK Area (IA/KS/MO/NE)



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7—Illini Area (IL)



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8—North Central Area (MN/ND/SD/WI)



**Dan Mooney**  
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12—Cotton Belt Area (AR/OK/TN)



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10—Southeast Area (FL/GA)



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(318) 525-0397 (H)  
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15—Rocky Mountain Area (AZ/CO/NV/NM/UT/WY)



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13—Texas Area (TX)



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14—Northwest Area (AK/ID/MT/OR/WA)



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98004-7532  
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nwareavp@icloud.com

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



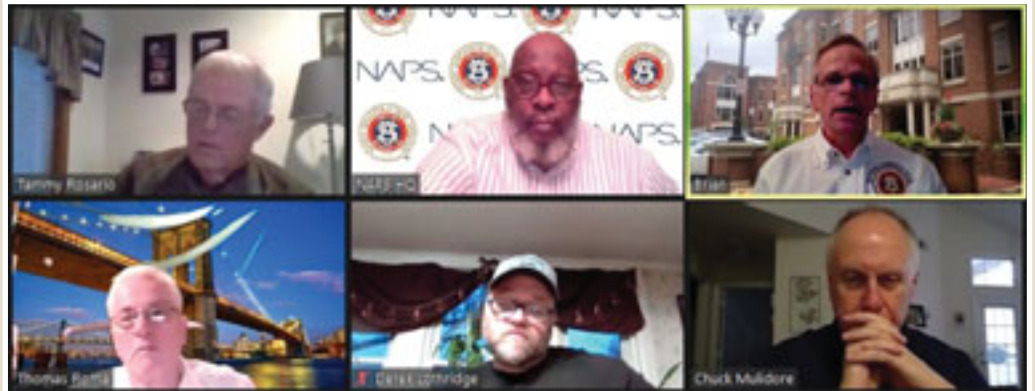
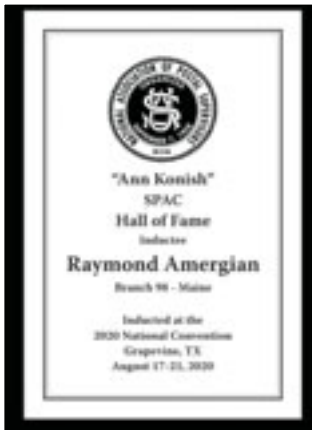
**Chuck Lum**  
95-12222 Moea St., Mililani, HI 96789-  
5965  
(808) 227-5764 (C)  
lump013@hawaii.rr.com

Boston Branch 43 held its fall meeting at Castle Island in South Boston. Ten \$500 scholarships were awarded to children of branch members. Also, a SPAC raffle was held. From left: Russell Christopher, Damion Sampath, Al Ciccone, Vincent Inguto (president), Jim Servidio, Jay Killackey, John Russell and Ed Raleigh.

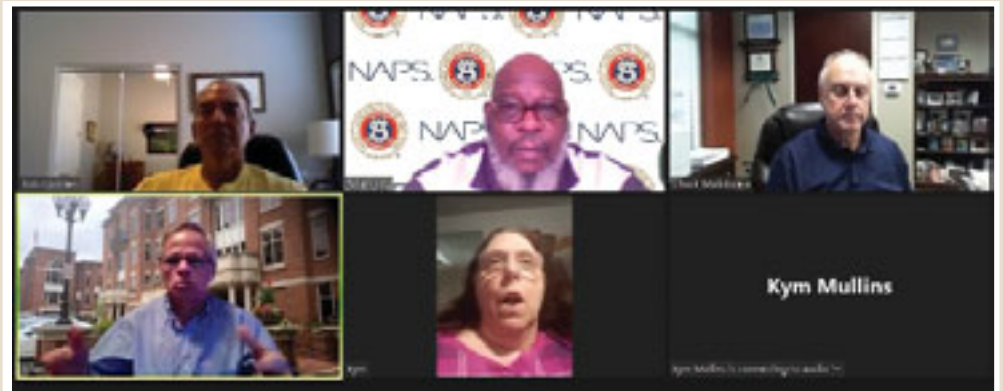


Zoom presentations were made to recognize three of the NAPS 2020 Ann Konish Hall of Fame inductees. One recipient is chosen from each region who has achieved the President's Ultimate SPAC level (\$1,000+) two years in a row.

Raymond Amergian, Maine Branch 98



Kym Mullins, Tampa, FL, Branch 81



Sherry Maxwell, Heart of Illinois Branch 255



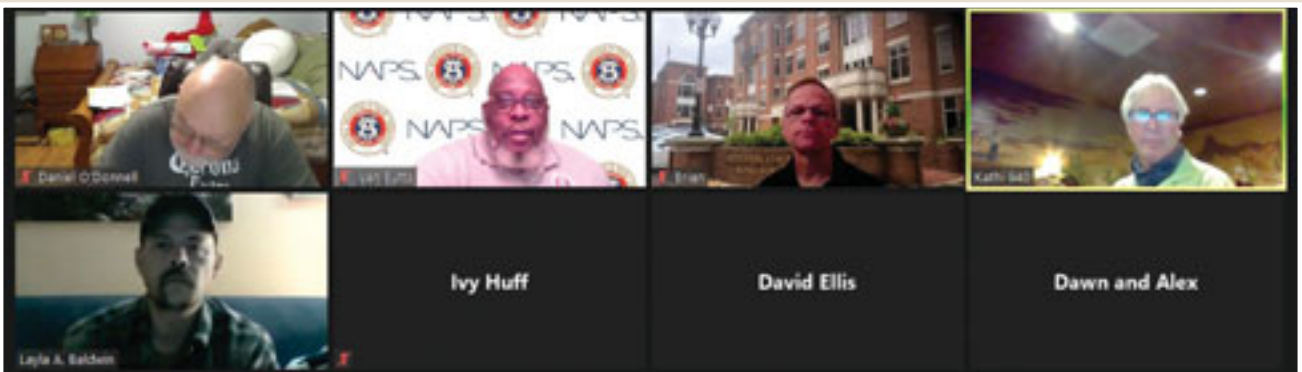
# Zoom Meetings



Rep. Stephen Lynch (D-MA), third row, right



NAPS New Jersey State Board



Portland, OR, District Branch 66



Rep. Gerry Connolly  
(D-VA), bottom right

## In Memoriam

It is with great sadness that NAPS learned of Luther Manuel's death on Dec. 4. A member of

Dominick V. Daniels Facility, New Jersey, Branch 548, Luther was a great NAPS advocate, officer and parliamentarian. Anyone

who ever has been to a national or New Jersey NAPS convention knows Luther.

He was outspoken and knowledgeable. Mideast Area Vice President Tony Dallojacono said that, during his years as New Jersey State president, Luther was there to help—especially running meetings and conventions. "Luther knew 'Robert's Rules of Order' and would argue with anyone regarding parliamentary procedure," Dallojacono said. "He will be missed." Cards may be sent to the family at 49 Norwood Ave., Irvington, NJ 07111-4010.



## May the USPS Election Mail Task Force Be With You!

*Continued from page 3*

NAPS is proud and thankful for the approximately 60 members who volunteered to be our NAPS ballot ambassadors. They represented our association and the USPS so proudly as members of this 2020 USPS Local Election Mail Task Force. Special thanks go out to all field ballot ambassadors from all the unions and associations for being the "eyes and ears" of ballot efficiency of the national task force. Their efforts and willingness to provide input to postal leadership to improve the election mail processes and immediately address mail-in ballot issues were much appreciated.

What is important to note is that the collection, postmarking, processing and delivery of election mail-in ballots is nothing new for postal employees. They have delivered outstanding service every election year. But in 2020 during the pandemic, their efforts were herculean and heroic!

As we know, every vote counts. You can't put a price on the value of voting; it is a priceless act of citizenship. The willingness and actions of

the ballot ambassadors this election year were priceless, too. These ambassadors performed their local task force duties in addition to their regular USPS duties to ensure mail-in ballots made it home timely. At the end of 2020 Election Day, all postal employees delivered democracy by way of mail-in ballots.

This was evidenced by the many news stories and internet YouTube videos of USPS employees being cheered in the streets by the American public. NAPS cheers postal leadership for expanding its Election Mail Task Force to include NAPS, the postal unions, management associations and local employees to be active participants.

As we start the New Year with a new administration, let's keep our "eye on the prize" to continue these expanded USPS election mail task forces for all future national elections. Wishing you and your family all the best for a healthy, happy and prosperous New Year.

I hope you have an eye on my New Year ice-cream-flavor-of-the-month recommendation: Red, White & Blue Bell!

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

# The FLTCIP Is Committed to Your Preference for Home Care

**T**oday, many people prefer to receive long-term care at home rather than in a facility, such as an assisted-living facility or nursing home. If home care is your preference, you'll be pleased to know the Federal Long Term Care Insurance Program (FLTCIP) offers generous home care coverage. The coverage includes numerous features that support care in your home, helping you maintain quality of life in familiar surroundings.

In addition to covering care provided in your home by certified home health care agencies and providers, the FLTCIP has a provision that allows claimants to receive informal care provided by friends, family members and other authorized caregivers. An informal caregiver cannot be your spouse or domestic partner and cannot live with you at the time you became eligible for benefits.

The FLTCIP's informal caregiver benefit can help bring peace of mind by giving you the ability to have a familiar, trusted face there to assist you, avoiding the need for unfamiliar persons to enter your home. The FLTCIP will reimburse caregivers for the verified time they spend doing so, up to 100% of your daily benefit amount.

The preference for home care is reflected in the number of enrollees who take advantage of this popular feature. Currently, more than half of all FLTCIP enrollees receiving covered services choose to receive care services at home in order to delay (or avoid entirely) entering an assisted-living facility or nursing home. And many elect to receive care services from someone they know personally because the FLTCIP can reimburse family caregivers for their services. When informal care is provided by family members, it's covered for up to 500 days in your lifetime.

## Special benefits improve safety and well-being at home

Once you're determined to be benefit eligible, the FLTCIP stay-at-home benefit can help you remain at home safely and maintain your quality of life. Claimants and family members can work with a care coordinator to request approval of expenses for valuable stay-at-home services, which may include:

- **home modifications** that can help you better manage care in a home setting, such as adding hand grips in a bathtub and installing wheelchair ramps
- **a personal emergency response system** that can help enrollees who want to remain in their own home, but who don't have round-the-clock supervision
- **caregiver training** so a family member or other in-

formal caregiver can learn safe practices on how to provide care, such as helping move you safely in and out of a tub or shower

Any such expenses approved by the FLTCIP's care coordinators are not deducted from enrollees' maximum lifetime benefit.

## Hospice care at home

Family members and caregivers may feel uncomfortable talking about end-of-life care options, but it's important to have these conversations. The FLTCIP will reimburse hospice care while receiving benefits under the stay-at-home benefit. The stay-at-home benefit amount is equal to 30 times your daily benefit amount in your lifetime. Hospice care can take place in your own home, where you may be surrounded by familiar objects and loved ones. The waiting period does not apply to hospice care at home. Your premium also is waived.

## Unlimited care coordination services

Enrollees have unlimited access to the FLTCIP's care coordinators who are registered nurses experienced in long-term care. Our care coordinators can help you find care providers in your area, monitor the care you're receiving and assist with changing your plan of care as your needs change. Certain care coordination services also are available to your qualified relatives at no cost, even if they are not enrolled in the FLTCIP. This can be invaluable in helping reduce the stress that may develop if a relative needs long-term care.

Since its launch in 2002, the FLTCIP has helped active and retired members of the uniformed services and members of the federal family take control of their future long-term care needs. Designed to provide solutions for a range of financial situations, this employer-sponsored program offers comprehensive long-term care insurance coverage for more than 267,000 enrollees.

To learn more about the FLTCIP, visit [LTCFEDS.com](http://LTCFEDS.com). Or, call **1-800-LTC-FEDS** (1-800-582-3337) TTY 1-800-843-3557 to speak with a program consultant.

*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.*

FLTCIP20414

# Where Do We Go From Here?

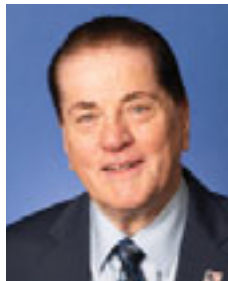
**By Tommy Roma**

*Northeast Region Vice President*

**W**ith the 2020 presidential election over and President-Elect Joe Biden preparing to become our 46th president, the question remains, “Where do we go from here?” Biden has been a moderate senator his entire life; he is the perfect choice to bring politicians from both parties together for the good of the nation. I hope he gets the chance.

As for the Postal Service, we did it again! Our employees were regarded as heroes in New York and across the nation. I would like to give credit to Postmaster General Louis DeJoy and his leadership team, along with our employees, for raising the bar to make sure we delivered ballots in a timely manner. Remember my motto: When the going gets tough, the tough get going.

The future of the Postal Service would be bright if we got a little help from Congress. We can’t continue to operate under current conditions. It



would be a great help if Congress relieved us of the \$5.3 billion albatross of prefunding future retirees’ health benefits.

DeJoy has said we now are players in the parcel business and we need to upgrade our truck fleet. Let’s not talk about it; let’s do it! What we

really need is to be left alone to do our jobs, not be micromanaged and have the respect of the USPS.

The great President Vince Palladino said to me, “We must show the USPS we are not the

enemy and we only want what is best for NAPS and the USPS.” A lawsuit and appeal of the lawsuit’s decision certainly does not bode well with the USPS. History will show that NAPS should be going to Congress to modify *Title 39*, which, in my opinion, favors the USPS over the management associations.

We have gone down this road before, but never have been successful. In the eyes of the Postal Service and *Title 39*, we are a supervisor association that represents EAS super-

visors and managers; we are not entitled to represent postmasters. Yet, when faced with the same problem years ago, Palladino told the USPS, “Anybody can represent anybody.” That’s how he got around the problem.

We represent about 3,500 NAPS postmasters. The only way to represent them officially is to change the wording of *Title 39*. This is why we should be going to Congress rather than suing the USPS. Earlier this year, working with Reps. Gerry Conolly (D-VA) and Mike Bost (R-IL), the “Postal Supervisors and Managers Fairness Act of 2020” was introduced to amend *Title 39*.

In closing, it is my opinion that, with this year’s election now history, we all should rally around our new PMG and give him the full cooperation he needs to provide a new working model that will give us a bigger and better Postal Service—ready to take on all challenges—that will last for years. I am putting my trust in the PMG. How can I not trust a guy raised in Brooklyn to do the right thing?

[troma927@cs.com](mailto:troma927@cs.com)

# Supervisor Workload Credits— Understanding the Process

**By Jimmy Warden**

*New York Area Vice President*

**O**ver the past several months, the Postal Service has placed greater emphasis on supervisor workload credits (SWCs). The SWCs formula solely determines the super-

visor Customer Service staffing for post offices, stations and branches. All postmasters and managers, including NAPS branch presidents, should be fully aware of how the SWCs process works. This includes understanding the rules, zone of tolerance (ZOT) and how to calculate

the exact EAS supervisor staffing based on the current SWCs formula.

On a monthly basis, Postal Headquarters updates SWCs for all post offices, stations and branches in the country. The update usually is posted on the postal Blue page within the first three days of each month.



This report, the “Automated SWCs,” pulls the data from USPS WebCOINS.

All postmasters and managers must ensure the data in WebCOINS is accurate; don’t assume it is. NAPS has discovered many discrepancies between the actual staffing in an office versus the data in WebCOINS. For example, a craft employee works at one post office, but their official USPS Form 50 has them assigned to another post office. The post office where the craft employee physically works will not receive credit on the SWCs worksheet for this employee.

Therefore, a request must be made to the respective district Human Resources manager to place the employee in the correct USPS finance number in which the employee works. This will ensure the correct office will receive the supervisor workload credit. It’s best to first contact the respective district complement coordinator to have any irregularities in craft complement corrected.

Again, every postmaster, manager and NAPS branch president should familiarize themselves with the SWCs instructions, as well as review their respective SWCs on a monthly basis. It takes only 45 to 60 seconds to open the “Automated SWCs” and review your post office, station or branch.

This report will show you the “on rolls” staffing, as well as staffing at a Finance Station or remotely managed post office (RMPO). Upon reviewing, if your office is annotated to lose a supervisor position or fall in the ZOT, the postmaster or manager should perform a manual SWCs worksheet.

When performing a manual worksheet, review the nine-page

SWCs instructions and print a blank manual SWCs worksheet from the NAPS website at [www.naps.org](http://www.naps.org) or use the manual SWCs worksheet in



this issue (*page 18*). From the website, click the “Members” tab to view the drop-down box, then click on “Forms & Documents.” Scroll down the webpage to find the SWCs section, instructions and manual work-

sheet. The purpose of performing a manual SWCs worksheet is to ensure all the craft staffing assigned to your office is counted.

The manual worksheet has a green section. Ensure that, if your office has a detached USPS finance station or RMPO, employees are being counted in this section. Directly under the green section is a blue section. In this section, ensure you count authorized vacancies. The job number correlating to the vacancy also must be included. An authorized vacancy is counted on the SWCs worksheet. Should a CCA, PSE or MHA be hired specifically to temporarily cover a vacancy, they are not counted on the SWCs worksheet because it would be double-counting. For further clarification, refer to the SWCs instructions relating to authorized vacancies and also the ZOT.

When completing a manual SWCs worksheet, local knowledge (postmaster/manager) is needed. A manual SWCs worksheet only can be completed properly with local knowledge of the operation pertaining to craft staffing. Many times, a NAPS Executive Board SWCs Committee member is asked to assist a post office with their SWCs worksheet. However, when you ask someone to help, they only can analyze the data based on the information given.

They may not be aware of au-

thorized vacancies or finance stations/RMPOs that should be mapped to the lead office/station because they do not have that local knowledge. However, the person helping may ask questions that will enable the manual SWCs worksheet to be accurate.

Another aspect of SWCs addressed in the nine-page instructions is how an extra supervisor, Customer Service (SCS) position can be earned. The SWCs “Business Rule” is based on earned SCS position totals at the Lead Installation level. Therefore, for every 35 earned SCSs, the Lead Finance office is authorized one additional SCS. The calculation rule is to “round down.”

These additional SCS positions are used at the discretion of the installation head, but it is expected that leave replacement will be primary. An exception credit formula is applied to multi-station cities to provide additional SCS staffing based on the number of earned SCS positions in the installation.

NAPS has SWCs subject-matter experts whom you may contact if you need help or have any questions. NAPS’ Executive Board SWCs Committee members:

- Jimmy Warden, chair, New York Area vice president, [nyareavp@aol.com](mailto:nyareavp@aol.com), 917-226-8768.
- Tommy Roma, Northeast Region vice president, [troma927@cs.com](mailto:troma927@cs.com), 917-685-8282.
- Tony Dallojacono, Mideast Area vice president, [mideastareavp@gmail.com](mailto:mideastareavp@gmail.com), 973-986-6402.
- Troy Griffin, Capitol-Atlantic Area vice president, [troyg1970@live.com](mailto:troyg1970@live.com), 443-506-6999.
- John Aceves, former national secretary/treasurer, [napsstheace@msn.com](mailto:napsstheace@msn.com), 520-909-0301.

As a point of information, if you have access to the USPS Blue page, you can access through the Comple-

# USPS Blue Page Steps to Access EAS Staffing Tools

ment Management link the SWCs Auto Worksheet, as well as other EAS staffing tools that include postmaster level (PS 150), SDO/MDO staffing and station manager level (WSC).

The SWCs study performed by the NAPS Executive Board SWCs Committee and the Postal Service is pending consideration. Stay safe!

- Visit Blue.usps.gov
- Click on “Human Resources” link
- Click on “Complement Management” link
- Click on STAFFING TOOLS to show dropdown box for:
  - Postmaster Level Tool (PS 150)
  - SDO/MDO Staffing Tool
  - Station Manager Level Tool (WCS)
  - Supervisor Workload Credits (SWCs) link
- Click on “Supervisor Workload Credits (SWCs)” link
  - Click on respective district. All the offices/stations in respective districts will appear.
  - Click on “SWCs Auto Worksheet” link to pull up the automated worksheet for one specific office/station.
  - Click on “Worksheet Instructions” to pull up the nine-page instructions regarding the SWCs calculations and more.

SUPERVISOR WORKLOAD CREDIT WORKSHEET						
DISTRICT: _____			PFC Code: _____			
POST OFFICE: _____			LEAD FINANCE No. _____			
STATION: _____			FINANCL. NO. _____			
DATE: _____						
<b>1. EMPLOYEE CREDITS</b>						
		EMPLOYEES	WEIGHTED EMPLOYEES	SWCS		
DELIVERY	a) City Carrier	<input type="text"/>	x 1.40	_____		
	b) Rural carrier	<input type="text"/>	x 1.25	_____		
	c) VOMA	<input type="text"/>	x 1	_____		
	<b>TOTAL DELIVERY SWCs</b>				= <input style="background-color: #d9ead3;" type="text"/>	(1)
WINDOW SVCS	d) Window Clerk (d) this Office/Station only	<input type="text"/>	x 1.10	_____		
	e) Window Clerk (e) domiciled in finance stations without resident supervisor each station must be listed in green shaded block to right	<input type="text"/>	x 1.10	_____		
	<b>TOTAL WINDOW SERVICES SWCs</b>				= <input style="background-color: #d9ead3;" type="text"/>	(2)
DISTRIBUTION	f) Distribution Clerk	<input type="text"/>	x 1	_____		
	g) Mail Handler	<input type="text"/>	x 1	_____		
<b>TOTAL DISTRIBUTION SWCs</b>				= <input style="background-color: #d9ead3;" type="text"/>	(3)	
CUSTODIAL / MAINTENANCE*	h) Custodial	<input type="text"/>	x 3/4	_____		
	i) Maintenance	<input type="text"/>	x 1	_____		
<b>TOTAL CUSTODIAL/MAINT SWCs</b>				= <input style="background-color: #d9ead3;" type="text"/>	(4)	
ADMIN *	j) Accounting, time & attendance, bulk mail, and secretarial	<input type="text"/>	x 1	_____		
<b>TOTAL ADMIN SWCs</b>				= <input style="background-color: #d9ead3;" type="text"/>	(5)	
* DO NOT include employees on District or plant rolls domiciled in Post Offices or Stations.						
<b>2. NON-EMPLOYEE CREDITS</b>						
Number of administrative highway contract routes		<input type="text"/>	= Total HCR routes			
k) with 100-299 box deliveries	l) with 300-599 box deliveries	<input type="text"/>	x 1/3	_____		
	m) with 600 or more deliveries	<input type="text"/>	x 2/3	_____		
	n) Number of contract stations and community post offices	<input type="text"/>	x 1	_____		
o) Contract custodians (post offices only) If yes, enter 1; if no, 0		<input type="text"/>	x 1/2	_____		
<b>TOTAL NON-EMPLOYEE SWCs</b>				= <input style="background-color: #d9ead3;" type="text"/>	(6)	
<b>TOTAL SWCs (add 1 through 6)</b>				= <input style="background-color: #d9ead3;" type="text"/>		
Number of Supervisors Earned based on SWC				= <input style="background-color: #d9ead3;" type="text"/>		
SWC calculations include Casuals, CCA's, and PSE's on rolls, assuming they are occupying positions authorized to be filled. Vacant positions authorized to be filled and not covered by non career employees should be included in the SWC calculation.						
Prepared by: <span style="background-color: yellow; display: inline-block; width: 150px; height: 1em;"></span>						

FINANCE STATIONS WITH NO RESIDING SUPERVISOR				
Finance Station w/Finance Number	Retail-FB PSE	City Carriers	Rural Carriers	Other Clks
Subtotal ->				

Withheld/Vacant authorized	
Craft	Job Number

# SUPVS	POST OFFICE and STATION RANGE
0	0 - 18.49
1	18.50 - 30.49
2	30.50 - 45.49
3	45.50 - 63.49
4	63.50 - 84.49
5	84.50 - 109.49
6	109.50 - 143.49
7	143.50 - 187.49
8	187.50 - 241.49
1 Additional	for each add'l 40 SWCs



## 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.

### Plan Ahead Today

1-800-LTC-FEDS (1-800-582-3337) TTY 1-800-843-3557

[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.

**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>**

## Bob Levi

Director of Legislative & Political Affairs



The incoming Biden-Harris administration inherits a U.S. Postal Service with expansive capabilities and resilient public trust. These are well-earned attributes, de-

In late November, NAPS was invited to meet with the Biden-Harris transition team. Shortly thereafter, via a video conference, NAPS shared its perspectives on the short- and long-term needs of the Postal Service and EAS-level postal employees. The four-member transition team is led

guest on the *NAPS Chat*, at which time she spoke about her oversight plans, views of postal governance and legislative plans for 2021. That episode is available at [www.naps.org/NAPS-Chat](http://www.naps.org/NAPS-Chat). Maloney expressed strong support for NAPS' legislative priorities; we intend to work with her committee in advancing our priorities.

As this issue went to press, the Senate majority hinged on two Jan. 5 Georgia run-off elections. Both Senate seats were contested in November, but no candidate won over

50% of the vote, the winning threshold required under Georgia law. Should either or both Republican incumbents win the runoff, Republicans would retain the majority. Consequently, Sen. Robert Portman (R-OH) would succeed Sen. Ron Johnson (R-WI) as chairman of the Senate Committee on Homeland Security and Governmental Affairs.

However, should the Democratic candidates win both contests, a 50-50 tie in the Senate would yield the majority to the Democrats on Jan. 20 when Kamala Harris is sworn in as vice president and her California Senate replacement is seated. The vice president presides in the Senate and, consequently, breaks a tie.

Under this circumstance, Sen. Gary Peters (D-MI) would become chairman of the committee. The Senate is crucial to postal governance as it is empowered to confirm presidential nominees to the USPS Board of Governors. In a more general sense, the thinner majorities in both the House and the Senate make bipartisan and legislative coalition-building essential to promoting postal legislation.

Nevertheless, some of the most

## NAPS Shares Its Priorities With Biden-Harris Transition Team

spite that, over the past year, the institution was dragged into political warfare, challenged by a relentless pandemic and battered by a continued decline in mail volume.

Postal Service employees, notwithstanding the well-documented and judicially confirmed operational complications, effectively and securely "delivered democracy" for America. Moreover, the 2020 holiday mailing season, once again, demonstrated the USPS effectively provides merchants a reliable acceptance, processing and delivery network. At the same time, many postal competitors were hamstrung, unable to calibrate capacity to volume.

On Jan. 20, President-Elect Joe Biden will invoke the solemn presidential oath to "preserve, protect and defend the Constitution of the United States." As NAPS members know, America's postal system is embedded in our nation's founding document. Hence, the preservation, protection and defense of our postal operation is a presidential imperative. As you may recall, in the October 2020 issue of *The Postal Supervisor*, candidate Biden articulated the need for a viable Postal Service.

by former Deputy Postmaster General Ron Stroman.

During the meeting, NAPS underscored the importance of promptly filling the three vacancies on the USPS Board of Governors with individuals who share Biden's views regarding the importance of the agency and its universal service obligation, commitment to work with the administration to secure financial relief for the agency and pledge to implement innovative, profitable products and services. In addition, NAPS highlighted the importance of legislation to provide EAS-level postal employees with a more equitable process for negotiating compensation and afford all EAS-level employees a right to appeal disciplinary actions to the Merit Systems Protection Board.

However, no matter how postal-friendly a White House is, postal oversight and legislative repair rest with the U.S. Congress. As a result of the November elections, the House will retain its Democratic majority, albeit much slimmer.

Rep. Carolyn Maloney (D-NY) remains chairwoman of the House Committee on Oversight and Reform. On Nov. 26, Maloney was my

consequential decisions can be generated beyond the glare of the spotlight. On the last day of November, after four years, the Postal Regulatory Commission (PRC) finally adopted rules to modify the system for calculating postage rates. During the four-year deliberative process, the PRC determined the existing rate system failed to sustain the financial viability of the Postal Service and that service standards were not maintained.

The November PRC ruling provides the Postal Service with enhanced rate-adjustment authority to account for the decline in mail density (i.e., increased delivery points and decreased mail volume). Also, the PRC decision allows the Postal Service to adjust rates to account for its mandated retirement amortization payments.

The PRC ruling grants the agency more rate authority for postal products that fail to meet their costs. And finally, the PRC decision requires the USPS to report, as part of its Annual Compliance Report, detailed data relating to service standards, changes to those standards and detailed information regarding planned and ongoing significant cost-reduction initiatives.

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

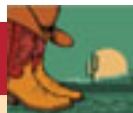


## On the Move?

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.



## 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



# 2020 SPAC Contributors



President's Ultimate SPAC (\$1,000+)		
Salmon, James	AZ	Branch 246
Campbell, Stephnia	CA	Branch 159
Meana, Frances	CA	Branch 159
Wong, John	CA	Branch 497
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
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
Wagner, Brian	IL	Branch 255
Murphy, Gregory	MA	Branch 102
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Johnson, Craig	MO	Branch 36
McKiernan, Michael	NJ	Branch 74
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202
Gawron, Dennis	NY	Branch 27
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100

Continued on page 28

## 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.*

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



# SPAC Scoreboard

Statistics reflect monies collected Jan. 1 to Nov. 30, 2020

## National Aggregate:

\$161,296.04

## National Per Capita:

\$5.91

## Region Aggregate:

1. Southern Region...\$46,274.00
2. Eastern Region .....\$32,453.00
3. Western Region ....\$30,246.75
4. Central Region.....\$26,411.50
5. Northeast Region ..\$26,010.79

## Region Per Capita:

1. Southern.....\$7.84
2. Central.....\$5.66
3. Eastern.....\$5.46
4. Northeast.....\$5.24
5. Western.....\$5.19

## Area Aggregate:

1. Southeast.....\$28,059.50
2. Capitol-Atlantic.....\$19,895.20
3. Pacific.....\$16,799.50
4. New York.....\$12,344.79
5. Mideast.....\$11,858.00
6. New England.....\$ 9,778.00
7. Texas.....\$ 9,748.50
8. Michiana.....\$ 7,656.50
9. Illini.....\$ 7,292.00
10. Northwest.....\$ 6,907.25
11. Rocky Mountain..\$ 6,540.00
12. North Central.....\$ 6,490.00
13. MINK.....\$ 4,973.00
14. Cotton Belt.....\$ 4,672.00
15. Pioneer.....\$ 4,587.80
16. Central Gulf.....\$ 3,794.00

## Area Per Capita:

1. Southeast.....\$12.28
2. North Central.....\$ 6.91
3. Capitol-Atlantic.....\$ 6.72
4. Michiana.....\$ 6.56
5. Northwest.....\$ 6.07
6. New England.....\$ 5.94
7. Illini.....\$ 5.41
8. Texas.....\$ 5.33
9. Pacific.....\$ 5.30
10. New York.....\$ 5.06
11. Mideast.....\$ 4.98
12. Cotton Belt.....\$ 4.75
13. Central Gulf.....\$ 4.72
14. Rocky Mountain.....\$ 4.29
15. MINK.....\$ 4.11
16. Pioneer.....\$ 3.10

## State Aggregate:

1. Florida.....\$26,222.00
2. California.....\$14,229.50
3. New York.....\$12,004.79
4. Texas.....\$ 9,748.50
5. Maryland.....\$ 8,224.00

## State Per Capita:

1. Maine.....\$27.24
2. North Dakota.....\$20.40
3. Hawaii.....\$16.58
4. Florida.....\$15.25
5. Maryland.....\$13.05

## Drive for 5

### Members by Region:

1. Central.....52
2. Southern.....50
3. Eastern.....49
4. Western.....41
5. Northeast.....34

### Aggregate by Region:

1. Eastern.....\$16,680.00
2. Western.....\$16,451.00
3. Central.....\$16,192.00
4. Southern.....\$15,205.50
5. Northeast.....\$10,677.94

## 2020 SPAC Contributors

Continued from page 25

Butts, Ivan	PA	Branch 355
Foster, Debra	TX	Branch 9
Allen, Rose	VA	Branch 526
Green Jr., Richard	VA	Branch 98

## November Contributors

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

Campbell, Stephnia	CA	Branch 159
Meana, Frances	CA	Branch 159
Moss, Donald	DC	Branch 135
Wagner, Brian	IL	Branch 255
Johnson, Craig	MO	Branch 36
Foster, Debra	TX	Branch 9

### VP Elite (\$750)

Sutton, Catherine	CA	Branch 373
Garland, Angela	DE	Branch 909
Moreno, Richard	MA	Branch 498
Bollinger, Kathreen	MO	Branch 36
Jessmer, Spencer	NY	Branch 11
Croswell, Darnel	SC	Branch 225

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

Swygert, Vontina	CA	Branch 127
Alos, Kanani	HI	Branch 214
Valuet, John	ID	Branch 915
Pierce, Annette	IL	Branch 255
Skjelstad, Aric	OR	Branch 66
Lomba, John	TX	Branch 103
Hubbard, Jim	VA	Branch 22

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

Berger, Ricky	MD	Branch 531
Saunders, Leslie	OH	Branch 33
Bell, Andrew	TN	Branch 32
Garcia, Mario	TX	Branch 288
Baldwin, Craig	WV	Branch 212

### Supporter (\$100)

White, Martha	CA	Branch 127
Guevara, Richard	FL	Branch 154
Kindle, Delloria	GA	Branch 82
Ciccione, Alexander	MA	Branch 43
Bednar, Margaret	PA	Branch 20
Rodriguez, Jose	PR	Branch 216
Hibbler, Marilyn Hinton	TN	Branch 41
Hensley, Sheila	TX	Branch 124
Richardson, Elizabeth	TX	Branch 86

*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 on-line "Services Online" portal.

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

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

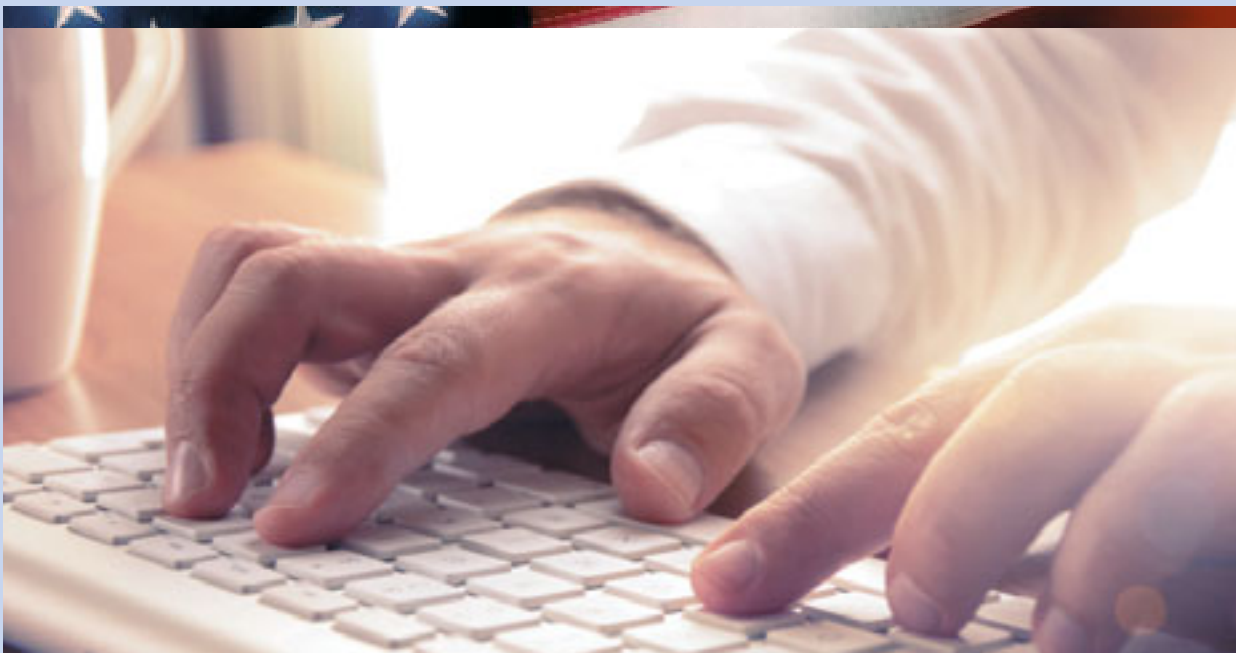
## **By internet:**

To sign up online, go to the OPM website at [www.servicesonline.opm.gov](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.



# 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.

# We Did Good!

By Steve Shawver

**A**s I write this in November, we know how the election turned out. We did good. The former Department of Homeland Security's Cybersecurity director claimed this was the most secure election ever. And there was record voter turnout.

Mail-in ballots were an integral part of the election. Of the five states that have all mail-in ballots, we didn't hear anything about irregularities. Of the states that allowed absentee ballots, very little was heard regarding irregularities. Most of the noise we heard about mail-in ballots was political in nature.

Regardless, the U.S. Postal Service did its job in servicing outgoing



and incoming election materials. We, the postal family, dropped our political ideologies because we have a more important role: We preserved the sanctity of the mail. We heard of a couple incidences that were dealt with by the appropriate persons and measures.

We should be proud of the job we did with the intense focus on the Postal Service this election season. The job was challenging and, each day, we were scrutinized for how we handled the mail. And we prevailed when cases of

COVID-19 were dramatically increasing.

The pandemic is getting worse day by day. Hopefully, your employees won't be sick. Whatever the circumstances, our postal family will step up and do a heroic job. I know it is difficult to work understaffed during the pandemic. Be sure to tell your employees what a good job they are doing and have done over the past year. I'm proud of them!

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

*Steve Shawver is an associate member of Houston Branch 122 and the retired postmaster of Lake Jackson, TX.*

## The Postal Supervisor 2021 Production Schedule

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

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

# We're Social



## Connect With Us!

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

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

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

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



# Your Self-Care Resolution

Submitted by the USPS Employee Assistance Program

**W**hen your world has been going through changes and it seems stress is around every corner, consider a New Year's resolution that invests in self-care and your emotional well-being. This can help you continue to perform at a high level while minimizing the impact of stress in your life.

Good habits help you improve your ability to think through situations, as well as find peaceful moments in your daily life. There are times when shifting your focus from others and putting it on yourself is essential to being able to lead.

Imagine you and your employees are on an airplane and there's turbulence. The calmer and more focused everyone remains, the more you all can work together. If you begin by putting on your own oxygen mask first, you then can assist your team in focusing on their goals. Practicing self-care is a way to ensure you truly are present in your own life and the lives of people around you.

Consider following these self-care resolutions for 2021:

**Get enough sleep** at the right times for your body. Do you stay up late at night on social media or streaming TV shows? Do you



wake up in the night to check your email or look at the news on your cell phone? These things distract and stimulate your brain, which will take away from your ability to have a restful night's sleep.

Be careful of using unhealthy tactics trying to improve sleep, such as alcohol consumption, watching movies or playing video games that increase your adrenaline or sleep aids. Instead, make changes to your before-bed routine a priority in 2021 and commit yourself to getting seven to eight hours of sleep each night. If you don't do so already, make time in your schedule to prepare your mind and body for a restful sleep:

- Take a warm bath or shower to unwind.
- Remove distracting items from your bedroom.
- Read, listen to music or use mindfulness meditation techniques to relax.

**Stop excessive drinking.** Be aware of harmful alcohol-related behaviors. Unhealthy amounts of alcohol intake for men's psychological and physical well-being is the equivalent to more than two drinks a day or more than a total of 14 drinks in a week. For women, unhealthy amounts of drinking equals seven or more drinks per week.

Do you find you are drinking greater amounts of alcohol in order to feel a way you want or escape negative emotions? Do you continue to drink even though you realize it has a negative effect on your health and mood? Is alcohol use causing a strain on your relationships? If so, a commitment to stop or cut back on your drinking most likely is in order.

The healthiest habit to adopt regarding alcohol is to reduce consumption as much as possible or stop altogether. Start using stress- and anger-reducing methods such as

deep breathing, mindfulness techniques, meditation and exercise. This will help you avoid leaning on alcohol to deal with your stress.

**Stop overeating or stress-eating.** Perhaps you turn to food when you are upset or eat less healthy under stress. Focus on including whole foods, fruits and vegetables in your diet, especially when snacking. Eating lean meats such as fish and poultry, as well as whole grains, will balance your energy levels and help you have a stable and calm mood.

You don't have to deprive yourself completely of sweets, but eat them in moderation. Start paying attention to whether you are tired when you want sweets. Instead, focus on resting and relaxing more. What other things do you enjoy that help you manage strong feelings?

If your tendency is to reach for sweets when your mood is low or you lack energy, you can explore using the idea of applying a temperature extreme to help you feel calm or soothed. See if a cool feeling such as drinking ice water or a fruit smoothie has a calming effect. Their counterparts of hot teas or soups also may be used for soothing effects. Other nonfood options of temperature-soothing include holding or putting ice packs on your neck or taking a cold shower or warm bath.

**Start an exercise routine.** Focus on taking good care of your body in order to increase your ability to manage stress. An aerobic exercise routine is a good way to improve your mood by releasing endorphin chemicals produced in your brain. These chemicals help you feel good and increase pleasure.

Find an online exercise class to which you can commit for the new year. If you live in a warm climate, get outside. Go for walks or ride your

bike or dance to music, especially if you need something to do with pent-up children. Find simple ways to get aerobic exercise into your daily routine.

Start with what you can do without judging yourself and build toward increasing the time and regularity. Exercising for 20 to 30 minutes, three to five times a week is recommended for optimal health.

**Stop smoking.** Smokers will benefit from finding a smoking-cessation program that feels right. Quitting has the financial benefit of you stressing less about the money you spend on cigarettes. More important is the peace of mind you get when your lungs and cardiovascular system start to heal.

Make your New Year's commitment by setting a quit date within the first two weeks of January and share it with your family, friends and co-workers. Let them know you would appreciate their support and encouragement. If you work with other smokers, ask them not to offer you cigarettes and not smoke around you. Make sure you plan for obstacles in the first months and imagine yourself breathing fresh air in the spring.

Think of what type of support you need and other ways you may manage triggers. Make plans for weak moments and withdrawals during winter months. Do yourself a favor now by going through your home, car and work area to clean out cigarette and other tobacco/nicotine-delivery products.

**Start a mindfulness practice.** Starting a mindfulness practice is a wonderful foundation for a New Year's resolution or to support other health changes you may want to make. Mindfulness can help you feel more in control of your mind and your responses to situations.

These practices stem anywhere

*Continued on page 34*

# The Promise of a New Year During a Pandemic

By **Dioenis D. Perez**

I want to wish everyone a prosperous and happy New Year. May 2021 bring us all back to the normalcy of lives lived and celebrated before COVID-19.

I'm not a pessimist by nature, but what we all went through this past year was an exasperating experience that continues into 2021. How much longer will it continue? Are we seeing the light at the end of the proverbial tunnel yet?

On New Year's eve, I like to reflect on the past year and look forward to the new year. I reflect mostly about my personal and work life. I can't exclude one without the other because they are very much intertwined; work takes up a major part of our lives. Every year, I think about fixing mistakes I made in the previous year concerning both scenarios.

This year, I'll be thinking about the COVID-19 vaccine and the pre-pandemic life I enjoyed. I'm looking forward to jetting off on a plane again. Regardless of how one feels about the Postal Service, the agency provides us with the life we all choose to live; never forget this. We should give thanks for the good things the USPS provides. To be fair, though, the Postal Service needs to fix the bad things.

Good things:

- Being allowed to roll over an additional 80 hours' annual leave into 2021.
- USPS Headquarters acknowledg-

ing and adjusting NPA for COVID-19, providing well-deserved raises.

- Providing us with the proper PPE to be safe and social distancing to begin tours.
- Providing CDC COVID-19 service talks and information.
- Providing proper leave options during the pandemic.
- Allowing Zoom meetings—a good way to communicate with district leadership.
- Providing new scanners.



USPS Headquarters providing work to occupy our lives as opposed to staying home and being idle.

- USPS Headquarters providing us with salaries.
- Bad things:
- SWCs leading to EAS reductions during a pandemic.
  - Becoming politicized.
  - Being the talk of the nation during congressional hearings.
  - Some USPS Headquarters lead-

ers claiming delayed mail was local management's fault.

- Mandatory USPS Headquarters Zoom meetings with the field that showed leadership really doesn't understand our everyday challenges.
- Being back to normal with everyday business, when it is not.
- Performing mandatory 3999s in the fall during excessive parcels volume.
- Getting a new organization managerial flow chart reverting back to the early '90s; it didn't work then.
- Taking away nearly all district managers' previous responsibilities.
- The C-360 process has given the administrative offices an overwhelming amount of enormous issues to deal with, every day, which is unrealistic.

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

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

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## Your Self-Care Resolution

*Continued from page 33*

from learning a meditation technique to deciding to practice a mindful attitude. Eliminating distractions and maintaining your full attention on a specific activity such as mindful eating or focusing on paying more attention to what you are doing as you go through your day will help you feel calmer. You can learn simple meditation and

breathing techniques that are easy to enlist in stressful moments and situations at work.

Remember that your Employee Assistance Program is here to support you in the changes you would like to make for the new year. Counseling and life coaching are just a phone call away. For more information, visit [EAP4YOU.com](http://EAP4YOU.com) or contact your EAP at 800-327-4968 (800-EAP-4YOU); TTY: 877-493-7341.

# Notes

from the National Auxiliary

## May the New Year Inspire You

By **Patricia Jackson-Kelley**  
President

As I write this column, my heart is filled with sadness, but also hope, reflecting on COVID-19's impact in each of our communities. As we transition to a new year, it is my sincere hope 2021 will bring us a renewed sense of a normal life filled with health, peace, love and prosperity.

Our nation has confronted the challenge of surviving a pandemic; 2020 will go down in the history books as a year to remember. Many of us have been forced to adapt to a new normal as we struggle to navigate a global pandemic, racial discord and political turmoil. We have made necessary adjustments in our personal lives, workplaces and schools.

As we continue to make these sacrifices, we must remain positive in the face of these struggles and recognize this is a temporary situation. I recently read an article in the *Science of Minds* magazine titled, "Toxic Positivity: Big Enough to Live in the Mystery," by Rebecca Hiraoka. She quoted clinical psychologist Konstantin Lukin who said: "The phrase 'toxic positivity' refers to the concept that keeping positive and keeping positive only is the right way to live your life. It means only focusing on positive things and rejecting anything that triggers negative emotions."

Experience teaches us that when we deny or avoid unpleasant emotions, we make them larger. Evolutionary theories remind us, as hu-

mans, we cannot program ourselves to only feel happy. Therefore, we must develop coping mechanisms to handle situations. Here are some examples we can incorporate into our daily lives:

- Build a foundation of taking one step at a time. It requires going within and using your breathing techniques to slow yourself down and know that God is in charge.
- Release is a technique many of us find most challenging—release



it and let it go. Although we tout the idea, we often tend to try and fix our problems.

- Connect with your source of spiritual resource. Encourage yourself to acknowledge the whole picture of the situation.

Once you decide to let it go, your spiritual guidance will fall into place. Also, be sure to practice forgiveness; it is not always easy to let go of blame. You don't necessarily have to establish connection with the person who enraged you to forgive them.

I pray that each of you will find strength in prayer and surround yourselves with family and loved ones while taking the necessary precautions to stay safe during the holiday season. May every day of the new year inspire you to grow as you reflect on 2020 and the lessons learned about what is truly important in life.

I wish you and your family the best of health, wealth, peace and happiness in this new year.

geekell@aol.com

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Region vacant: Northeast

Areas vacant: New England, New York, Pioneer, Michiana, North Central, Cotton Belt, Northwest, 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.

### Our Best Year Yet Loan Features:

Standard rate as low as  
**6.75% APR\***

Borrow up to  
**\$50,000**

Terms up to  
**84 months**

\*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.

### Are you ready to get started?

Visit [SignatureFCU.org/BestYearYet](https://SignatureFCU.org/BestYearYet) to get rates and apply or contact our Financial Services Department at (800) 336.0284 ext. 697 to get started today.

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