

the Postal Supervisor

June 2021

**Experience Everything
the Stunning
Gaylord Texan Resort
Has to Offer**

page 39

**Register for
the NAPS
67th National
Convention,
Aug. 29-Sept. 3**

page 51



The Postal Supervisor (ISSN 0032-5384) is printed monthly, with a combined September/October issue, by the National Association of Postal Supervisors (NAPS), 1727 King St., Suite 400, Alexandria, VA 22314-2753; 703-836-9660; fax, 703-836-9665; website, www.naps.org; general e-mail, napshq@naps.org. ©2021

Periodicals postage paid at Alexandria, VA, and additional mailing offices.

NAPS members receive *The Postal Supervisor* as part of their membership dues. Members not receiving the publication on a regular basis should notify their branch secretaries. Non-member subscription price: \$25 per year.



Objective

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

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

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

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

Advertising—Advertising inquiries should be directed to Karen Young; phone/fax, 540-636-2569; kbalentyoung@gmail.com.

The publication of any advertising herein does not necessarily constitute NAPS endorsement of the products or services offered.

Postmaster—Please send address labels, clipped from undeliverable copies, along with USPS Form 3579, to *The Postal Supervisor*, 1727 King St., Suite 400, Alexandria, VA 22314-2753.

In This Issue

June 2021

FEATURES

- 8** USPS Announces Operational Mail Moves in 18 Facilities
- 10** March Consultative *Fast Track Hiring, losing and gaining facility protocols and VER process among items discussed.*
- 11** Resident Officer Candidates Announced
- 22** Allies Helping Ensure a Sustainable and Vibrant Postal Service *Highlights from speakers at April 18 LTS*
- 30** 2020 SPAC Results
- 39** NAPS 67th National Convention—Western Style
- 46** Preliminary National Convention Agenda

RESIDENT OFFICERS

- 3** An Oath of Office *Brian J. Wagner*
- 4** USPS Flats Sequencing System: The End of an Era? *Ivan D. Butts*
- 5** To Pay or Not to Pay *Chuck Mulidore*

COLUMNS

- 21** Legislative Update *Bob Levi*
- 53** The NAPS Postmaster *Joe Bodary*

DEPARTMENTS

- 14** NAPS of Note
- 19** Vince Palladino Memorial Student Scholarships
- 48** Ace Mobility Reservation Form *NAPS members are responsible for making their own reservations to rent mobility assistance equipment for the 67th National Convention.*
- 50** Best Website and Newsletter Contests *Deadline for entries is June 30*
- 51** 67th National Convention Registration Information *Registration closes July 24; hotel room block expires Aug. 4*
- 52** 2021 NAPS Golf Tournament *Registration closes Aug. 1*
- 53** Thoughts from the NAPS Branches *Dionis D. Perez*
- 54** Notes from the National Auxiliary *Skip Corley and Bonita Atkins*
- 54** 2021 National Auxiliary Luncheon Registration *Deadline is Aug. 15 for receipt of reservations*
- 55** Thrift Savings Plan *April 2021*

An Oath of Office

As a national officer of NAPS, the largest and best postal management association in the United States, I have had the opportunity—more importantly, the honor—to install local and state NAPS branch officers. It truly is an honor to give our organization’s oath of office to individuals who volunteer their valuable time to serve their respective branch members and support NAPS Headquarters. Taking an oath of office is more than just repeating the installing officer’s words. Here’s the scoop.



Brian J. Wagner
President

When I was the Customer Relations coordinator at the Peoria, IL, Post Office, I had the honor and privilege to give the oath of office to newly hired career postal employees. After giving them the oath, I let them know that, as a postal employee, their job entailed more than deliv-

ering America’s mail— it was delivering the livelihoods of the American public.

Whether you are the duly elected or appointed president of the United States, a member of Congress or the armed forces, a public servant of a local, state or federal agency, including the U.S. Postal Service, or an officer of an association, such as NAPS, what does it mean when you or someone you know takes an oath of office?

Does it mean having a selfless attitude to serve others? Does it require you to take action, resolve problems, generate ideas, build partnerships and relationships and, most of all, put the interests and livelihoods of others above your own?

Generally, an oath of office is taken in front of witnesses, friends,

family and colleagues. As such, a person is professing publicly they will fulfill the duties and responsibilities of the office to which they have been elected or appointed and serve to the best of their ability. Taking an oath also is about accepting a commitment to perform the duties and responsibilities of a position to which a person swore to uphold. It is not just about accepting a title and taking a back seat to leadership. Taking an oath is all about leadership.

Some leaders are not elected or appointed, but are volunteers of their own volition. They volunteer for association committees, lead church Bible studies, chair nonprofit fundraisers, deliver “meals on wheels,” help with disaster relief, read to seniors or tutor children, to name just a few. Volunteers may not require an official oath of office, but when you see them in action, you know they have taken a personal oath to fulfill the duties and responsibilities of a leader—voluntarily.

Oath or no oath, when you hold yourself account-

Continued on page 4

A blue rounded rectangular graphic containing the text "We're Social" in a large, bold, blue font at the top, and "Connect With Us!" in a similar font at the bottom. Between the text are several circular icons with white thumbs-up symbols, representing social media likes or shares.

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

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

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

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

USPS Flats Sequencing System: The End of an Era?

In February 2007, the USPS contracted to purchase the next generation of automatic delivery point sequencing equipment designed to reduce processing costs of flat mail. “Flats,” as they are called, include large envelopes, magazines and other types of widely distributed mail.

The Flats Sequencing System (FSS) is a massive system approximately the length of and one-half the

width of a football field. It consists of several vital subsystems and required extensive preparation of USPS mail processing plants before its deployment to the field. The FSS was part of the USPS’ then five-year transformation plan.

This project had a pre-production price tag of \$1.3 billion from the manufacturer. The USPS worked to reduce the system’s scope and price. Ultimately, a

firm, fixed price of \$874 million was agreed on for the production and deployment of 100 FSS units at 32 sites around the country and an additional two FSS units at the Postal Service’s training facility in Norman, OK.

In addition to the hefty price tag, the life of this USPS initiative was filled with challenges. The USPS OIG’s White Paper, Report Number SM-WP-15-001, reads, in part:

- FSS challenges: FSS deployment faced numerous challenges, such as failure to pass pre-production and production testing.

- Also, the limited number of machines deployed

prevented the Postal Service from fully automating flats and Periodicals processing.

- The declining mail volume between fiscal years 2008 and 2013 had a significant impact on Standard Mail Flats cost coverage. Standard Mail Flats volume declined from about 10 billion pieces in FY08 to about 5.6 billion pieces in FY13.

The declining mail volume was of such a significant level that it questioned the appropriateness of this over \$1 billion investment. The production machine did not meet the original statement of work requirements and failed to achieve nearly all the initial first article testing (FAT).

Typically, when there is a FAT failure, Postal Service acquisition guidelines call for retests before beginning deployment. However, in this case, the Postal Service deployed FSS machines despite significant performance shortfalls in order to capture savings earlier. Delays in critical contract deliverables for hardware and software packages raised questions about the machines’ maintainability and performance.

Despite all the warning signs that indicated, at a minimum, “slow down,” if not flat out, “STOP,” the agency moved forward with this initiative. On April 19, 2021, NAPS Headquarters received correspondence that, on April 17, 2021, 18 of these FSS machines would be discontinued.

With a price tag of over \$1 billion and counting (yes, there is a pending lawsuit that could add liabilities in the hundreds of millions of dollars range), are we seeing the end of an era, or ERROR, with this USPS initiative?

In solidarity ...

naps.ib@naps.org



Ivan D. Butts
Executive Vice President

An Oath of Office

Continued from page 3

able to fulfill duties and responsibilities to the best of your ability of any position to which you have been elected, appointed or voluntarily accepted, you personally test your character and integrity to follow through on what is expected of you.

In 2021, there will be elections of NAPS branch officers. At our 67th National Convention this August, a

new Executive Board will be elected. If you are given the opportunity, but, more importantly, the honor, to take an oath of office as an elected or appointed NAPS officer, I encourage you to embrace the opportunity and experience of NAPS leadership.

I have taken a personal oath to provide you with my June ice-cream-flavor-of-the-month recommendation: caramel apple pie!

naps.bw@naps.org

To Pay or Not to Pay

In deference to playwright William Shakespeare, I quote: “To be or not to be, that is the question ...” In no way equivalent to the majesty of his words, but of no less importance to the members of NAPS, I dare to revise the words of the great bard to the moment of our times: “To pay or not to pay, that is the question”—for the USPS.



Chuck Mulidore
Secretary/Treasurer

To pay its EAS employees in a fair and just manner or to continue to perpetuate a pay system that provides neither pay nor performance. A pay system that has become so complicated, even to its developers and enablers, the goals of the NPA process that undergird the PFP system could not be delivered to you a full seven months after the fiscal year had started. A pay system that essentially has negated itself—cancelled itself—

under the weight of its own lack of relevance and purpose.

So, why am I quoting Shakespeare and talking about EAS pay in the same few sentences? Well, under *Title 39* of the U.S. Code, Section 1004, subsection (e)(1), the Postal Service must present a compensation proposal to NAPS within 45 days of the ratification of a collective bargaining agreement between the Postal Service and its largest union, currently the NALC, which was finalized on March 8. NAPS received its proposal from the USPS on April 23. Thus, the process begins again.

As you may recall, the previous pay consultation process with the Postal Service ended with NAPS filing a lawsuit after the completion of a fact-finding report by the nonpartisan Federal Mediation and Conciliation Service (FMCS). The panel significantly found that the Postal Service’s EAS pay system had “serious flaws” and did not meet the requirements of *Title 39* to provide a compensation system that attracts and retains qualified career managers and supervisors, provides a reasonable differential in pay between supervisors and the employees they manage and

reflects a well-motivated workforce to improve the effectiveness of postal operations.

The fact-finding panel essentially agreed with NAPS’ long standing criticism of the pay system for EAS employees. However, using *Title 39*, U.S. Code, Section 1004, subsection (3)(5), “...the Postal Service shall provide the supervisors’ organization its final decision on the matters covered by fact-finding under this subsection. The Postal Service shall give full and fair consideration to the panel’s recommendation and shall explain in writing any differences between its final decision and the panel’s recommendation.”

Thus, the Postal Service used this authority under the law to reject the recommendations of the fact-finding panel and implement a bad pay decision on all EAS employees. Shortly thereafter, NAPS ended up in federal district court, filing a lawsuit against this unfair pay decision. That lawsuit remains in the court system pending resolution as the new pay consultation process unfolds.

NAPS also took to the legislative front to correct flaws in *Title 39*, leading to the bipartisan introduction of H.R. 1623, which would require that pay consultations start no more than 60 days from the expiration of the previous pay package and, most importantly, require the Postal Service to accept the findings of a FMCS fact-finding panel. These are game-changing solutions that would promote a fairer pay consultation process and yield better pay and benefits for all EAS employees.

At the end of the day, that is what NAPS wants above all else: a just pay consultation process that will yield a fair pay result for all EAS employees. That is our

responsibility to the membership. Whether it is in the courts or in the halls of Congress, we never will give up that fight until we have secured an equitable pay system for all EAS employees; we know the current system is not.

So, USPS, the question now is posed.

naps.cm@naps.org

The Postal Supervisor 2021 Production Schedule

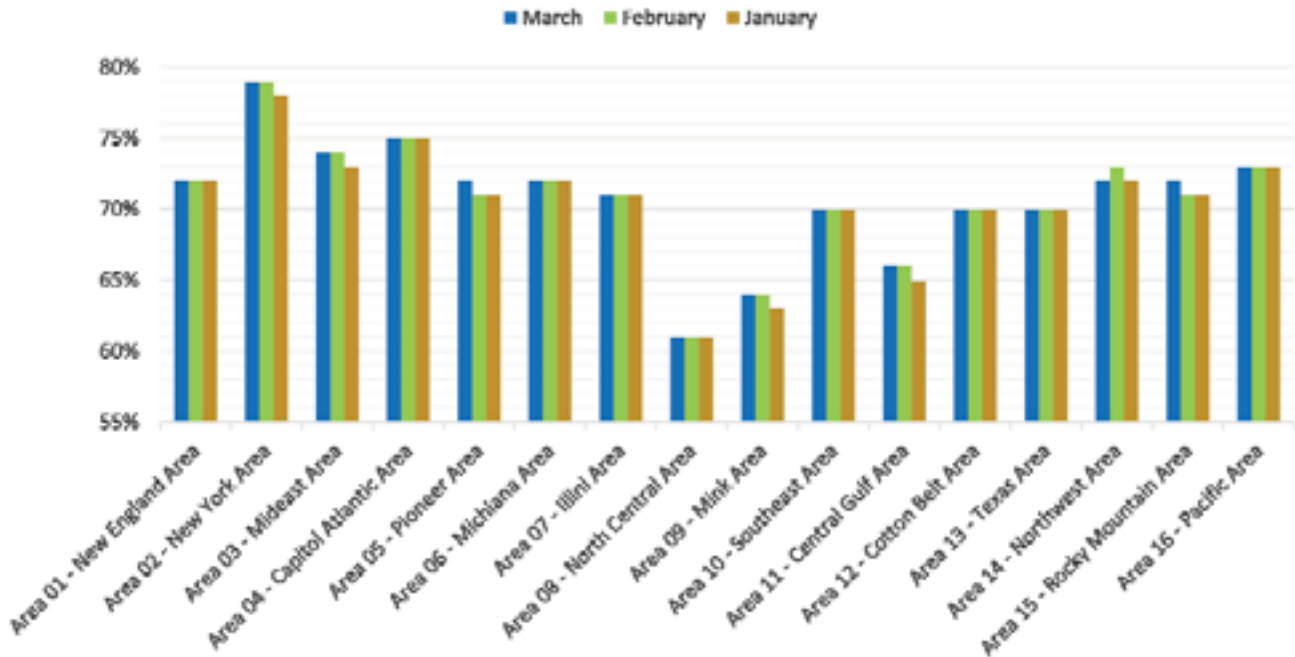
Issue	Copy Deadline*	Mails
JULY	MAY 20	JUNE 15
AUG	JUNE 22	JULY 15
SEPT/OCT	SEPT 14	OCT 12
NOV	OCT 5	OCT 28
DEC	OCT 28	NOV 23
JAN 22	NOV 30	DEC 23
FEB	JAN 4	FEB 1

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

National Association of Postal Supervisors Membership Report

March 2021

3 Month Member Percentage by Area



Regular Member Totals By Area	March 2021	February 2021	January 2021
Area 01 - New England Area	72%	72%	72%
Area 02 - New York Area	79%	79%	78%
Area 03 - Midwest Area	74%	74%	73%
Area 04 - Capitol Atlantic Area	75%	75%	75%
Area 05 - Pioneer Area	72%	71%	71%
Area 06 - Michiana Area	72%	72%	72%
Area 07 - Illini Area	71%	71%	71%
Area 08 - North Central Area	61%	61%	61%
Area 09 - Mink Area	64%	64%	63%
Area 10 - Southeast Area	70%	70%	70%
Area 11 - Central Gulf Area	66%	66%	65%
Area 12 - Cotton Belt Area	70%	70%	70%
Area 13 - Texas Area	70%	70%	70%
Area 14 - Northwest Area	72%	73%	72%
Area 15 - Rocky Mountain Area	72%	71%	71%
Area 16 - Pacific Area	73%	73%	73%
Total Regular Member %	72%	72%	71%
Total Regular Members	25,643	25,821	25,830
NonMember Totals	March 2021	February 2021	January 2021
Total NonMembers	9,853	9,979	10,133
Total NonMember %	28%	28%	29%



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



The Federal Long Term Care Insurance Program[®]

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.



April 27, 2021

Mr. Brian J. Wagner
President
National Association of Postal Supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753

Certified Mail Tracking Number:
7019 2280 0001 6260 4493

Dear Brian:

As a matter of general interest and consistent with our discussions on our optimization efforts, the Postal Service will implement operational mail moves in 18 facilities nationwide that were previously the subject for Area Mail Processing (AMP) considerations.

As you are aware, the Postal Service previously paused 62 Area Mail Processing (AMP) consolidations in 2015. In 24 of those facilities, a major portion of the corresponding mail moves were completed; however, the remaining limited operations in those facilities continued in place.

As part of its 10-year plan to achieve financial sustainability and service excellence, the Postal Service will implement the remaining additional operational mail moves in 18 of the 24 facilities previously paused. Of the remaining 6 facilities, 2 facilities will be reevaluated for further possible action and 4 facilities will have no action taken at this time.

It is anticipated that the mail moves will commence in early August and are expected to be completed in all facilities by November 2021.

Employee impacts resulting from these operational changes will be handled in accordance with our negotiated contract provisions. These employee impacts will not result in layoffs.

Enclosed is a list of the 24 facilities and the corresponding action that will be taken, if any.

Please contact Mike Faber at 215-432-0613 if you have any questions concerning this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read "Shannon R. Richardson".

Shannon R. Richardson
A/Manager
Contract Administration (APWU)

Enclosure

MAIL PROCESSING OPERATIONS - APRIL 2021

As part of its 10-year plan to achieve financial sustainability and service excellence, the Postal Service is implementing key infrastructure initiatives and investments to meet the evolving mailing and shipping needs of American public and business customers.

Moving, removing, and repurposing mail processing equipment and operations or “operational mail moves” is an ongoing Postal Service strategy dating back decades that allows for more efficient, timely delivery of mail and packages. Due to the decline in mail volume, USPS will relocate or remove unnecessary letter and flat sorting equipment as appropriate to make space for much needed package processing.

Consistent with optimization and efficiency efforts paused in 2015, USPS will complete the movement of mail processing operations at 18 facilities to be completed by November 2021.

MOVING FROM	MOVED TO
Bend CSMPC	Portland P&DC
Cape Girardeau P&DF	Saint Louis P&DC
Erie P&DF	Pittsburgh P&DC
Gainesville P&DC	Jacksonville P&DC
Grand Island P&DF	Omaha P&DC
Grenada CSMPC	Jackson P&DC
Hattiesburg CSMPC	Mobile P&DC
Huntsville P&DF	Birmingham P&DC
Mid-Hudson P&DC	Albany P&DC
Minot CSMPC	Bismarck P&DF
Norfolk NE P&DF	Omaha P&DC
North Bay P&DC	Oakland P&DC & San Francisco P&DC
Paducah P&DF	Evansville P&DF
Pocatello CSMPC	Salt Lake City P&DC
Rock Springs CSMPC	Salt Lake City P&DC
Seattle WA East DDC	Seattle P&DC
Southern CT P&DC	Hartford P&DC
Wausau P&DF	Green Bay P&DC

Mail Move Operations previously paused at these four locations will not be resumed at this time and operations will remain as is due to processing capability and space constraints at the proposed relocation site:

- Fayetteville NC Annex
- Fox Valley P&DC
- Jet Cove Annex
- Scranton P&DF

Mail Move Operations previously paused at these two locations will remain under evaluation with no immediate action being taken:

- Toledo P&DF
- Youngstown P&DF

Fast Track Hiring, Losing and Gaining Facility Protocols, VER Process Among Items Discussed

The March 24 consultative meeting via Zoom was in conjunction with the spring 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 asked the USPS to adjust the hiring process for craft employees. NAPS contends changes are needed to address the shortages created by an imperfect hiring process, leading to excess overtime, grievances, employee retention issues and negative impact to TOE (total operating expense). Results also include EAS staffing imbalances based on SWCs and increased stress and dissatisfaction among EAS employees.

Fast Track Hiring was implemented in 2019 to increase the efficiency of the hiring process, which was reduced by over 18 days. It also corrected issues related to background screening that were being routinely skipped at the local level, ensuring safety and security for all employees. Over 260,000 new hires were completed last year through the Fast Track Hiring process to address all emergency hiring needs.

This process is continually reviewed by Human Resources to identify opportunities to make any improvements that could reduce the overall time to hire. A pilot began in 2020 specific to RCA hiring in several districts. It was intended to reduce the time to hire by eliminating applicants from consideration that either did not entirely understand the requirements of the position or no longer were

interested in the position.

The pilot did not yield intended results and was stopped to be reevaluated. Local Services can assist managers in the hiring process by modifying and designing job application templates to communicate individual needs of an office and providing lists of applicants for each requisition.

COVID-19 has contributed to delays at local courthouses and other municipalities when the SF-85, "Background Check," is flagged and additional action is required. The SF-85 cannot be bypassed.

Multiple initiatives are being conducted at USPS Headquarters and dedicated to retention of non-career employees, specific to non-careers in each craft, and includes training, first 60/90 days' experience and further strategies to improve and expedite the hiring process. NAPS' resident officers will be contacted once these initiatives are further developed for feedback and to solicit participation.

The Postal Service welcomes NAPS' participation in developing and improving the hiring process. The analysis provided by NAPS is helpful and will be discussed in those forums. Improving retention of recent hires will require fewer hiring activities and provide supervisors and managers with a consistent workforce to develop.

Agenda Item #2

NAPS requested procedural guidance from USPS Headquarters on addressing Hostile Work Environment, district reasonable accommodation (DRAC), Human Resources manager (HRM) and Labor Relations issues. What position title is the USPS point of contact at the district and area levels?

The process for addressing Hostile Work Environment, DRAC, HRM and Labor Relations issues has not changed. Any employee who has concerns related to any of these issues should continue to report them through their current chain of command; each will be addressed on a case-by-case basis.

The point of contact at the district and area levels is unchanged. The 67 departments of district Labor Relations and district Human Resources managers still exist and are providing support to the former 67 districts, with former geographic boundaries, and to Mail Processing, Logistics, etc. The recent announcement on the 50 districts only is for the Delivery and Retail component.

As outlined in Chief Human Resources Officer Isaac Cronkhite's Aug. 18, 2020, memo, district HR managers will report to the area HR manager/director under the vice president, Employee Resource Management. District Labor Relations managers will report to area Labor Relations under the vice president, Labor Relations.

Agenda Item #3

NAPS has been made aware that paperwork provided at ELM 650 mediations when no agreement is reached and what is stipulated in the ELM are conflicting. In the provided agreement to mediate, NAPS notes that *Form K* says employees can appeal by the traditional appeal, which is in writing/ and or in-person. In comparison, *Form L* reads the appeal only can be in writing, which follows the *ELM*.

NAPS requested that the language in both *forms L* and *K* reflect the employee's opportunity to appeal both in

writing and/or in-person if no resolution is reached in an ELM 650 mediation. NAPS further requested that this opportunity be reflected in changes to ELM sections 652.53 and 652.54.

ELM 652.53

Change from: If no resolution is reached between the employee and the proposing official as a result of the mediation, the employee may submit written responses to the proposed letter of warning in lieu of a time-off suspension within 10 calendar days of the mediation to the deciding official.

Change to: If no resolution is reached between the employee and the proposing official as a result of the mediation, the employee may submit in the traditional written and/or verbal response to the proposed letter of warning in lieu of a time-off suspension within 10 calendar days of the mediation to the deciding official.

ELM 652.54

Change from: If no resolution is reached between the employee and the proposing official as a result of the mediation, the employee may submit written responses to the proposed adverse action within 10 calendar days of the mediation to the deciding official.

Change to: If no resolution is reached between the employee and the proposing official as a result of the mediation, the employee may submit in the traditional written and/or verbal response to the proposed adverse action within 10 calendar days of the mediation to the deciding official.

NAPS contends these changes afford the member the opportunity to personally demonstrate their value as a member of their management team by allowing them to meet with the deciding official.

The mediation process is an alternative to the traditional appeal process. An

employee has an opportunity to appeal verbally, with a mediator, to the proposing official. If unresolved in mediation, the employee still is given an opportunity to submit a written appeal to the deciding official.

Form K has been revised, based on NAPS' input, to provide more clarity to the employee regarding options if no agreement is reached in mediation and to be consistent with the language in Form L and ELM 652.53 and 652.54.

Agenda Item #4

NAPS asked for clarification on how the USPS plans to apply any losing and gaining facility protocols under the recently announced district realignment.

Example: Mid-America and Gateway districts have been eliminated. They now are called Kansas and Missouri. As in this scenario, NAPS would like to know who will be the incumbent employees to these two new districts. Someone could go on a technicality and say, "Well, they don't have a Gateway either, so what employees should be gone?" For instance, having two HR managers now, someone has to go.

NAPS would like to know and better understand who the incumbent employees are in the district realignment for all districts.

A reduction-in-force (RIF) isn't implemented solely based on one facility remaining in place and one going away. Also, there were multiple changes in reporting relationships as a result of the Aug. 7 announcement. When work is moved from one organization to another, we assess whether there is a transfer of function.

A transfer of function takes place when a function ceases in one competitive area and moves to one or more other competitive areas that do not perform the function at the time of transfer. Positions are under review, as well as incumbents, in all district positions and will be com-

Resident Officer Candidates Announced

At the 2010 NAPS National Convention, Resolution #57 was passed:

"WHEREAS, *The Postal Supervisor* is a monthly publication paid for by members' dues, and

"WHEREAS, For the first time in the history of NAPS, officially announced resident officer candidates are allowed to place election advertisements in *The Postal Supervisor*, and

"WHEREAS, The officially announced resident officer candidates are being required to purchase these advertisements, therefore be it

"RESOLVED, That, for the good of the membership, NAPS puts in print in *The Postal Supervisor* the currently announced candidates for the three national officers in three issues before the convention."

These NAPS members have announced their candidacies for the three resident officer positions, listed in alphabetical order for each office:

- President**—Ivan D. Butts
Executive Vice President
- Ken Bunch
 - Chuck Mulidore
- Secretary/Treasurer**
- Toni Coleman-Scruggs
 - Cindy McCracken
 - James Warden

pleted prior to any announcement of a RIF. Once that information is known, a briefing will be provided to NAPS.

Agenda Item #5

NAPS contends the hiring process is failing; something has to be done. In the field, before hiring, we no longer have initial contact with a candidate to question them and explain in detail what the job entails. We need to get back to an interview process and more fully describe the

job so people understand they are not initially career. Retention starts with hiring, for the most part.

The initial interview and meeting the applicant were the most important aspects for most managers in the field. Most applicants see a job with the Postal Service and think it is the easiest because they lack knowledge of the job's essential aspects because the job videos are not the best.

Methods of communicating information to potential applicants regarding the work associated with a posted job is under development. Presently, realistic job preview videos are provided to applicants. Also, the virtual entry assessment discusses real-life scenarios related to the work a new hire would be performing; candidates are provided written descriptions of the type of work for which they are applying before fingerprinting.

This allows an opportunity to review

and ask additional questions, if necessary, at the actual appointment by the applicant or the manager. Material to include job postings can be customized by Local Services based on an office's specific or unique needs; i.e., approximate hours expected. Keep in mind that adding an interview with a local manager adds, on average, 10 more days to the hiring process.

Agenda Item #6

NAPS requested the date the Office of Personal Management (OPM) approved the voluntary early retirement (VER) process for the USPS.

OPM approved USPS VER authority for its non-bargaining population on Sept. 16, 2020, for the period Oct. 1, 2020, to Sept. 30, 2021.

Agenda Item #7

NAPS indicated it would like to

better understand why the Postal Service set the dates in a short time-frame turnaround for employees to make a life decision that affects them and their entire family. NAPS requested the VER be set after the RIF is announced.

A second VER offering was announced and was specific to NAPS' concerns. The second VER for eligible employees will have an option to retire effective July 31. This second offering provides employees an opportunity to see jobs available and learn of any new assignments after organizational changes are implemented in May. The first VER will allow additional opportunities to place impacted employees in vacated assignments.

Agenda Item #8

NAPS requested a briefing to know and better understand the USPS

Continued on page 16

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.

Three Generous Donations Recently Made to PERF



Brad Bowler/The Acadiana Advocate

Linemen work to restore power after a devastating tornado hit Palmetto, LA, on April 10, 2021.

Stamps.com has donated \$475,000 to the Postal Employees Relief Fund (PERF) as part of its special promotion that late-night comedian and host John Oliver launched last year on his show, “Last Week Tonight with John Oliver,” to promote and support the Postal Service.

Oliver’s show staff worked with Stamps.com to launch a line of “Last Week Tonight” branded stamps that were available last June. This benevolent donation will allow PERF to help about 235 USPS families in times of need.

PERF also received a \$70,000 donation from Oh Boy Records in Nashville. The company was launched in 1981 by John Prine, an American country folk singer and songwriter who used to be a letter carrier in Chicago in the late ’60s. Prine died April 7, 2020, from complications of COVID-19.

According to *RollingStone*, his mail route provided the time and space for Prine to reflect on the extraordinary characters and emotions that defined his music. “He often discussed the way that working as a postal carrier gave him the freedom and security to hone his craft as a songwriter. He was just one of countless hard-working Americans who have found a steady job with the USPS, serving a crucial function

in our democracy and building a life of dignity for themselves.”

The singer and songwriter was inducted into the Songwriters Hall of Fame in 2019. In 2020, he won a Grammy for Lifetime Achievement. And this year, he won a Grammy for Best American Song and Performance for “I Remember Everything.”

Prine never forgot the Postal Service and made sure PERF was a beneficiary of his good fortune. Oh Boy Records Director of Marketing Eileen Tilson and Director of Operations Jody Whelan, Prine’s son, joined a March 12 Zoom meeting where PERF presented them with a plaque and thanked them for the donation.

PERF was the recipient of another recent contribution. Postmaster General Louis DeJoy showed his support of the relief fund with a generous donation.

You can help your fellow postal employees—active and retired—whose homes have been destroyed or left uninhabitable by natural disasters with a donation to PERF. Also, consider working with businesses in your community to educate them about PERF and ask for their support of this worthy effort.

The easiest and fastest way to make a donation is to send your check to PERF, PO Box 41220, Fredericksburg, VA 22404-1220.

Buffalo, NY, Sal Pace Branch 27 held elections during its recent branch meeting. New York Area Vice President Jimmy Warden swore in the new officers. Congratulations, branch officers! From left: Warden, Branch 27 Sergeant-at-Arms Teriko Joiner, Secretary Shaunna Chyreck, President Dennis Gawron, Executive Vice President Chris Schirching, Treasurer Norbert Rzeszutek and Convention Delegate Steven Gawron.



New York City Branch 100 hosts an annual dinner and dance the last Saturday in February. The main purpose of the event is to present a scholarship to a branch member's son or daughter graduating from high school. Due to COVID-19, the branch was unable to have the event in 2020 or this year.

Branch 100 President Tom Hughes did not want this worthy tradition halted, so instead, a meeting was held at the fabulous Marina DelRey. New York COVID protocol was

followed; all attendees had to show they had been fully vaccinated or present a negative COVID test result within the previous 72 hours.

Megan Trapanese, daughter of Richard Trapanese, Branch 100, supervisor, Vehicle Maintenance, and Alice Trapanese, Staten Island Branch 110, supervisor, Customer Service, was the recipient of the 2021 scholarship, sponsored by John Pescitelli and M3 Technologies. Branch 100 congratulates Megan and wishes her the best of luck in her endeavors!



From left: Jimmy Warden, NAPS New York Area vice president; Jeff Wilensky, director of Communications; Jim Puccio, vice president of Stations; Dave Conover, branch advocate; Juan Pastor, vice president, Plant; John Pescitelli, CEO, M3 Technologies; Megan Trapanese; Alice Trapanese; Richard Trapanese; Robert Pescitelli, M3 Technologies; Ken Stanley, Legislative chair; Vinny Hall, sergeant-at-arms; Tu Tu, secretary/treasurer; Lijia Dyer, branch advocate; and Tom Hughes, president.



Counterclockwise, from left: Los Angeles Branch 39 Trustee Shirley Lee, President Marilyn Jones, Vice President Sam Booth Jr., Trustee Carol Randle-Smith and Legislative Chair Felicia Pennington attended the virtual LTS.



Gary Rutter, South Jersey Branch 74, was well-prepared to attend NAPS' virtual LTS on April 18.

Zoom Meetings

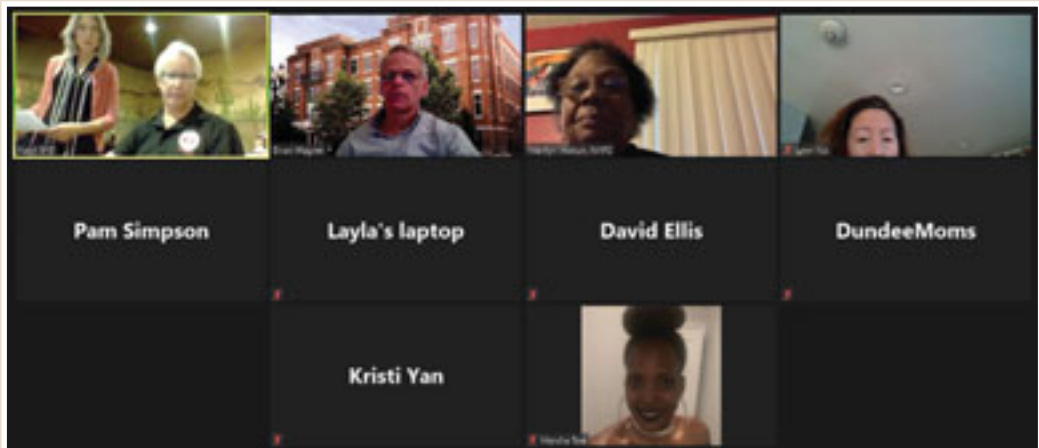


Executive Vice President Ivan D. Butts and Director of Legislative & Political Affairs Bob Levi met with Rep. Marie Newman (D-IL), bottom left. They discussed USPS service, the agency's 10-year plan, Board of Governors vacancies and reduction of automation machines.



Executive Vice President Ivan D. Butts, Secretary/Treasurer Chuck Mulidore, Eastern Region Vice President Richard Green, Mideast Area Vice President Tony Dallojacono and New Jersey State President Jon Kofsky met with South Jersey Branch 74. Issues included the virtual 2021 LTS, plans for the 67th National Convention and pending NAPS litigation. Branch 74 President George Barrett expressed thanks to NAPS President Brian Wagner for his help in addressing a USPS discrepancy that impacted Barrett's benefits.

President Brian Wagner and Western Region Vice President Marilyn Walton attended Portland, OR, Branch 66's meeting. The officers talked about the pending VER, USPS reorganization, FY21 NPA goals, NAPS' pending lawsuit, the virtual 2021 LTS and plans for the 67th National Convention. Wagner and Walton also answered questions from meeting attendees.





Pittsburgh Branch 20 had a meeting with Carly Krystyniak, Liz Barton and Robert Joyce, aides to Rep. Conor Lamb (D-PA). Branch 20 members (from top) Frank Dittig, Marty Muir, Joe O'Donnell, Sue Bartko and Kathy Goettler.

March 24 Consultative

Continued from page 12

RIF-avoidance process plans timelines in order to be aware of any other short periods in the process.

NAPS' concern is that employees were allowed to request and approved to go on details to learn job responsibilities in the past. NAPS presumes the target group of this pending RIF is for administrative personnel.

NAPS also contends that, for the most part, vacancies are in Customer Service operations. If an employee never has worked in that environment, a detail will be beneficial to an impacted EAS employee.

NAPS wants to know how the USPS plans to ensure these impacted EAS employees have the opportunities needed to gain knowledge, skills and abilities in a functional area in which some may never have worked to become minimally qualified, while continuing necessary support functions to the district.

A RIF timeline has not been devel-

oped and will be put together once the consultation process has concluded with NAPS on the organizational changes. The RIF timeline will be provided and discussed with NAPS in advance of the restructure announcement in May.

The RIF timeline will allow time for various repositioning tactics, including voluntary early retirement, limited area of consideration job postings, lateral requests, downgrade requests and more. The Postal Service will work closely with NAPS officials in identifying impacted employees and help those employees secure landing spots.

Employees already are eligible to request detail assignments to positions in which they are interested to gain new experiences and help facilitate placement.

Agenda Item #9

NAPS has received questions from the field based on comments by managers in town hall meetings where it was stated that, if an employee has received a PFP non-contributor at any time within the past three years, that

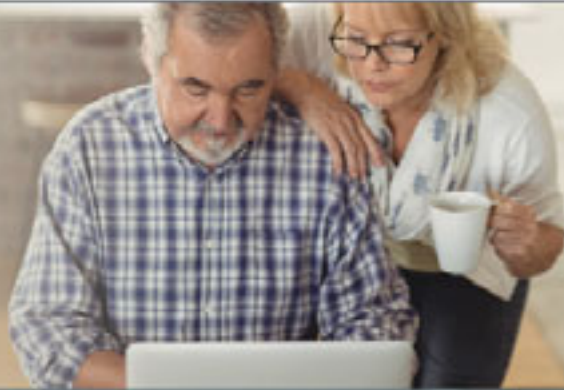
employee will be RIFed. NAPS requested a briefing on the USPS RIF process, step by step.

This statement is inaccurate. Reassigning employees and reduction-in-force policies can be found in ELM 354. The regulatory requirements governing reduction in force are contained in Title 5, "Code of Federal Regulations," Part 351. Federal agencies must follow the procedures contained in the Code of Federal Regulations when conducting a RIF.

The law provides that OPM's RIF regulations must give effect to four factors in releasing employees: tenure of employment (e.g., type of appointment), veterans' preference, length of service and performance ratings. When an agency must abolish positions, the RIF regulations determine whether an employee keeps their present position or they have the right to a different position.

NAPS and its Executive Board will be provided a briefing on these procedures before finalizing the recently announced organizational changes and before the announcement of a RIF.

Join us.



Federal Benefits and Advance-Planning Webinars

Learn more about the **Federal Long Term Care Insurance Program (FLTCIP)** and other federal benefits, plus explore related long term care issues such as making the most of your benefits, financing long term care, and the advantages of planning for retirement. Sign up for a free webinar today at LTCFEDS.com/webinar. All events are available on-demand.

The Diet Review

March 23, 2021

The FLTCIP (Part 1 of 2) Planning for Long Term Care

March 30, 2021

The FLTCIP (Part 2 of 2) Protecting Your Retirement with the Federal Long Term Care Insurance Program

March 31, 2021

Merging Military Service with Your Federal Retirement

April 20, 2021

Women's Health Month: Your Time to Shine

May 6, 2021

The First 60 Days: Benefits Information for New Federal Employees

May 11, 2021

Federal Financial Planning: Dos and Don'ts

May 18, 2021

TSP and Your Retirement

June 3, 2021

Safety at Home: How the FLTCIP Supports Aging in Place

June 17, 2021

The FLTCIP (Part 1 of 2) Planning for Long Term Care

June 29, 2021

The FLTCIP (Part 2 of 2) Protecting Your Retirement with the Federal Long Term Care Insurance Program

June 30, 2021

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



The Federal Long Term Care Insurance Program™

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



NAPS Executive Board Directory

Resident Officers

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



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



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



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

Regional Vice Presidents

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



Craig O. Johnson
9305 N. Highland Ct., Kansas City,
MO 64155-3738; (816) 914-6061 (C)
craigj23@sbcglobal.net

Northeast Region (Areas 1 and 2, including all NJ, except Branch 74)



Thomas Roma
385 Colon Ave., Staten Island, NY
10308-1417; (718) 605-0357 (H)
(917) 685-8282 (C)
troma927@cs.com

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



Richard L. Green Jr.
7734 Leyland Cypress Lane,
Quinton, VA 23141-1377
(804) 928-8261 (C)
rgreen151929@aol.com

Southern Region (Areas 10, 11, 12 and 13)



Tim Ford
6214 Klondike Dr., Port Orange, FL
32127-6783; (386) 767-FORD (H)
(386) 679-3774 (C)
seareavp@aol.com

Western Region (Areas 14, 15 and 16)



Marilyn Walton
PO Box 103, Vacaville, CA 95696-0103
(707) 449-8223 (H)
marilynwalton@comcast.net

Area Vice Presidents

3—Midwest Area (DE/NJ/PA)



Tony Dallojacono
PO Box 750, Jackson, NJ 08527-0750
(973) 986-6402 (C); (732) 363-1273 (O)
midwestareavp@gmail.com

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



Lisa Douglas
60 Rockwood Rd., Hamden, CT 06514
(475) 355-0575 (C)
lisadouglas12@yahoo.com

2—New York Area (NY/PR/VI)



James "Jimmy" Warden
137 Evergreen Court, Freehold, NJ
07728-4122
(917) 226-8768 (C)
nyareavp@aol.com

6—Michiana Area (IN/MI)



Kevin Trayer
8943 E. DE Ave., Richland, MI
49083-9639
(269) 366-9810 (C)
kevintrayer@att.net

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



Troy Griffin
1122 Rosanda Ct., Middle River, MD
21220-3025
(443) 506-6999 (C)
(410) 892-6491 (H)
troy1970@live.com

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



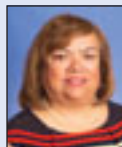
Timothy Needham
PO Box 21, Niles, OH 44446-0021
(330) 550-9960 (C)
napspioavp@gmail.com

9—MINK Area (IA/KS/MO/NE)



Richard "Bart" Green
3530 Prescott Dr., Columbia, MO 65201
(913) 205-8912 (C)
(816) 763-2579 (O)
minkareavp@yahoo.com

7—Illini Area (IL)



Luz Moreno
625 Alhambra Ln., Hoffman Estates,
IL 60169-1907; (847) 884-7875 (H)
(773) 726-4357 (C)
luznaps@yahoo.com

8—North Central Area (MN/ND/SD/WI)



Dan Mooney
10105 47th Ave. N, Plymouth, MN
55442-2536
(612) 242-3133 (C)
dan_9999@msn.com

12—Cotton Belt Area (AR/OK/TN)



Shri L. Green
4072 Royalcrest Dr.,
Memphis, TN 38115-6438
(901) 362-5436 (H)
(901) 482-1216 (C)
slbg@comcast.net

10—Southeast Area (FL/GA)



Bob Quinlan
PO Box 490363, Leesburg, FL 34749-
0363; (352) 217-7473 (C)
(352) 728-5992 (fax)
bjqj@aol.com

11—Central Gulf Area (AL/LA/MS)



Roy Beaudoin
3332 Pines Rd., Shreveport, LA,
71119-3510;
(318) 208-9421 (C)
(318) 525-0397 (H)
rwbeaudo@aol.com

15—Rocky Mountain Area (AZ/CO/NV/NM/UT/WY)



Myrna Pashinski
21593 E. Layton Dr., Aurora, CO
80015-6781
(303) 931-1748 (C)
vprma6state@aol.com

13—Texas Area (TX)



Jaime Elizondo Jr.
PO Box 1357, Houston, TX 77251-1357
(832) 722-3737 (C)
jaimenapstx@aol.com

14—Northwest Area (AK/ID/MT/OR/WA)



Cindy McCracken
3247 109th Ave. S.E. #A, Bellevue, WA
98004-7532
(206) 465-8689 (C)
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

National Association of Postal Supervisors

Vince Palladino Memorial Student Scholarships

Deadline: June 25, 2021

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

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

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



Applications must be received no later than June 25, 2021. Online applications only will be accepted using the NAPS website. Please go to www.naps.org under the “Members” tab to apply for the **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>

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): _____.



Bob Levi

Director of Legislative & Political Affairs



Elmer T. Klassen, the first postmaster general of the U.S. Postal Service, mused upon his departure in 1975—after three years in the post and considerable congressional criticism—that, under his leadership,

elected federal policymakers. Moreover, the success of our virtual LTS was accompanied by record-breaking contributions associated with LTS to the Supervisors' Political Action Committee (SPAC) that totaled over \$41,000.

Three highlights of the event were presentations from Senate Homeland Security and Governmental Affairs

Chairman Gary Peters, House Oversight and Reform Subcommittee on Government Operations Chairman Gerry Connolly and Postal Regulatory Commission Chairman Michael Kubayanda. You can read their views regarding the importance of quality mail service and the future of the Postal Service and legislation starting on page 22.

A few pivotal events have occurred since the LTS adjourned. First, the three vacant seats on the Postal Service Board of Governors likely will have been filled by the time you read this issue. On April 28, the Senate Homeland Security and Governmental Affairs Committee favorably reported the nominations of former Postmaster General Ron Stroman, former American Postal Workers Union General Counsel Anton Hajjar and Vote at Home Institute Chief Executive Officer Amber McReynolds to the Senate floor.

The committee tally was 8-4 for everyone. However, there were two different votes for Ron Stroman: one vote to complete an unfinished term that expires in December and a second vote on a full term, which garnered a 9-3 majority. Once confirmed by the Senate, the Board of Governors will have its full complement of nine presidentially nominated members.

Members of Congress and postal stakeholders had urged President Biden to nominate and the Senate to promptly confirm nominees to the vacant board positions. There has been deep concern that Postmaster General Louis DeJoy and an incomplete board were rendering consequential and far-reaching postal decisions relating to operations and the future of the agency.

NAPS was among those urging postal leadership to pause until the new governors could review those decisions and provide constructive input. In addition, it would be prudent to permit them to contribute their views to the prematurely unveiled 10-year strategic plan.

Another event that took place in late April was the Postal Service's untimely resurrection of 18 plant consolidations, originally proposed about seven years ago (*see page 8*). Many in Congress already have expressed disapproval of the Postal Service's announcement.

Combined with the agency's intent to slow down delivery of a significant portion of the mail—as part of the 10-year business plan—the consolidations may very well exacerbate the problem of not providing prompt mail delivery, particularly to rural areas. As a matter of historical accuracy, these proposed consolidations were suspended in 2015 due to the negative impact that such consolidations would have had on postal performance.

On the other hand, the agency proposed acquiring package-sorting machinery and 45 new facilities to enhance package capacity. There

Continued on page 38

Senate Committee Confirms Biden's Three Nominees for the USPS Board of Governors

the agency “perhaps lost track of service.”

In the much more competitive postal environment that exists today, the agency teeters on a perilous trajectory where it can ill afford to de-emphasize the essential services it provides the American public. Congressional outrage, White House alarm, stakeholder complaints and media attention should provide adequate incentive to double-down on service.

The virtual 2021 NAPS Legislative Training Seminar (LTS), conducted on April 18, enabled approximately 400 NAPS legislative activists to familiarize themselves with information essential to advocate for a viable, sustainable, reliable and responsive national postal system. In addition, the conference equipped participants with the novel tools vital to our legislative success as the nation begins to emerge from the lingering COVID-19 pandemic.

At this year's LTS, NAPS members could not network with their NAPS colleagues or meet in person with their members of Congress. Nevertheless, the Zoom platform enabled us to connect with each other and with our

Chairman Gary Peters, House Oversight and Reform Subcommittee on Government Operations Chairman Gerry Connolly and Postal Regulatory Commission Chairman Michael Kubayanda. You can read their views regarding the importance of quality mail service and the future of the Postal Service and legislation starting on page 22.

A few pivotal events have occurred since the LTS adjourned. First, the three vacant seats on the Postal Service Board of Governors likely will have been filled by the time you read this issue. On April 28, the Senate Homeland Security and Governmental Affairs Committee favorably reported the nominations of former Postmaster General Ron Stroman, former American Postal Workers Union General Counsel Anton Hajjar and Vote at Home Institute Chief Executive Officer Amber McReynolds to the Senate floor.

The committee tally was 8-4 for everyone. However, there were two different votes for Ron Stroman: one vote to complete an unfinished term that expires in December and a sec-

Allies Helping Ensure a and Vibrant Postal

Following are highlights from the speakers at NAPS' April 18 virtual LTS:

Sen. Gary Peters

Chairman of the Senate Homeland Security and Governmental Affairs Committee

Executive Vice President Ivan D. Butts introduced Sen. Gary Peters, describing him as a strong advocate for working men and women who has emerged as an outspoken proponent for Postal Service operation transparency. Butts noted the employees of the Postal Service are fortunate Peters is at the helm of the Senate Homeland Security and Governmental Affairs Committee, which has jurisdiction over the Postal Service.

Peters thanked NAPS members for their hard work, noting they have gone above and beyond to serve the American people during this difficult year. He said it's an honor to continue fighting for the Postal Service as chairman of the Senate committee.

As chairman, Peters said he will work to pass postal reform legislation that strengthens the agency and ensures it can continue serving Americans for generations to come. "I'm also working to ensure the Postal Service has qualified and bipartisan leadership," he vowed. "I look forward in my committee considering three nominees for the Postal Service Board of Governors." [Peters' committee approved the nominees on April 28.]

Peters stressed the need to continue holding USPS leadership accountable and ensuring transparency.



Gary Peters

"You deserve to know exactly how changes will impact your ability to continue serving your communities," he said. "Thank you again for all that you do in Michigan and all across our country."

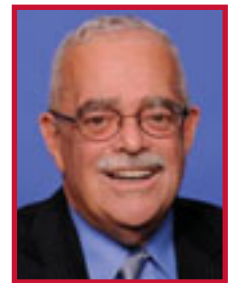
Rep. Gerry Connolly

Chairman of the House Oversight and Reform Subcommittee on Government Operations

Butts next introduced Rep. Gerry Connolly, calling him one of NAPS' closest allies in Congress. Connolly is a senior member of the House Oversight and Reform Committee and chairman of the Subcommittee on Government Operations, with jurisdiction over the Postal Service. Of particular note, he has introduced H.R. 1623, the "Postal Supervisors and Managers Fairness Act," and H.R. 1624, the "Postal Employee Appeal Rights Amendment Act."

During an informal, online conversation with Butts, Connolly referred to the Postal Service's universal mandate to serve every household and business in America, every day. "That makes it unique and critical, especially during a pandemic," he offered.

The congressman referenced the agency's recently released 10-year plan, pointing out he does not share that vision, specifically increasing postal rates and downgrading service standards. "I am working with Chairwoman Carolyn Maloney and others in Congress



Gerry Connolly

“Get in good trouble, necessary trouble.”
- John Lewis

Sustainable Service

to offer real solutions to put the Postal Service on solid financial ground and transform it so it can continue serving this nation admirably, as it has done during the pandemic,” he asserted.

Butts asked, “How do we move forward with this plan in place; what are our next steps, legislatively?”

Connolly responded, “Let me start with the premise that it’s a novel business model to reduce your service standards and delivery time and raise prices at the same time. Call me a skeptic, but I don’t think it’s going to work. In fact, I think it’s going to continue to contribute to the deterioration of the postal system.”

He highlighted some of the financial reforms in the 10-year plan that came from Congress—including getting rid of the prefunding mandate and integrating retiree health benefits with Medicare—that could help stabilize the agency. “But, when you get to service standards, what they’re doing is codifying the deterioration they have managed,” he pointed out.

As far as trust in the agency, Connolly asked, “Who would have thought the Postal Service would be in headlines in newspapers and cable and network news for months? Because of the deterioration in service caused by changes Postmaster General Louis DeJoy made last summer, public confidence was eroded in the mail system as a reliable way to return election ballots to be counted. Why would I trust that same individual to have the best interests of the Postal Service at heart with this 10-year plan?”

Butts asked how he thought the 10-year plan could impact the trajectory of any postal reform legislation.

Connolly affirmed the 10-year plan will be part of the debate. Regarding the financial elements, there is broad agreement—certainly on the Democratic side—these initiatives need to be done to help return the agency to solvency or at least put it on the path. Congress created the problem of the prefunding mandate,

which creates a \$5 or \$6 billion debit overhang each year; Congress needs to fix it. Medicare integration for retirees also would have a positive financial impact on the Postal Service’s solvency.

The fight will come, though, with standards of delivery, modes of transporting mail volume and new service rates, Connolly said. “I believe it’s a model designed to fail and that will hurt the Postal Service and cost us customers. When the lack of reliability becomes permanent in terms of how many days it takes for delivery, I think you’re going to see customers use alternative means of delivery, which means revenue goes down.”

Butts reiterated the importance of service restoration and confirmed Connolly’s sustainable steps for moving forward. He asked Connolly if he thought House leadership was prioritizing postal legislation.

Connolly said he’s been frustrated during the pandemic: Over \$5 trillion in economic relief has been pumped into the economy, but there were zero dollars for the Postal Service—just a \$10 billion line of credit. Ultimately, Congress made that line of credit a grant. But, he pointed out, the airline industry twice has been the recipient of billions of dollars in order to keep people working and making sure airlines are still there after the pandemic.

“The Postal Service has been functioning every day during the pandemic,” Connolly declared. “In fact, it is the one constant in our lives. We can’t go to work, can’t go to school, can’t go to restaurants, can’t meet. Our lives are upended. But the one constant is our mail gets delivered at the same time, every day, by our letter carriers.

“I expect that, somehow, in a pandemic, that part of our lives should not be disrupted. I think that says something enormously positive about the men and women who work for the Postal Service, but we can’t take that exemplary service for granted.

“The public was alarmed when the PMG made the changes that were disruptive and caused delays. The agency is a beloved institution and the public understands its criticality, especially in a pandemic.

“So, I’ve been disappointed that, despite the rhetoric supporting the Postal Service, no action has been taken. Why did the Postal Service drop out as a priority? We still have to wrestle with postal issues. I hope, as we are emerging from the pandemic, we look to the future. The good news is solutions are at hand.

“Congress needs to pull together the political will to ensure we have a 21st century business model that keeps the Postal Service serving the American people every day.”

Butts asked the congressman what his priorities would be if he were postmaster general.

Connolly said he first would ensure the safety and health of the workforce. During the pandemic, thousands of postal employees have contracted COVID-19, been exposed to it and been quarantined, not to mention the deaths of some employees. So, safety would be the first priority.

Next, listening to the men and women of the Postal Service would be critical to understanding how to effect change. And listening to customers regarding what they need and expect—how best to meet the demands of the customers the USPS serves. Then, expanding business opportunities for the agency.

Connolly affirmed First-Class Mail no longer can be relied on as the primary revenue, but there are big opportunities with the expanding package business. “Let’s explore,” he proclaimed, “and let’s liberate the Postal Service to make changes.”

Butts asked Connolly if a bipartisan postal reform bill could be enacted; if so, how broad or narrow should it be?

Connolly referred to the unanimous, bipartisan reform bill that came out of committee a few years ago, but, at the time, Republican leadership did not bring the bill to the floor for a vote. “What a missed opportunity!” he professed. Since that time, the dynamics in Congress have changed and there continues to be much less consensus between the parties.

Connolly indicated he is less hopeful for achieving bipartisan consensus, but that doesn’t mean you stop trying. “I believe there’s an opportunity,” he affirmed,

“and NAPS members can play a key role in trying to educate Republican members, especially those from rural areas, how, if anything really bad were to affect postal delivery service, the first areas most vulnerable would be rural America. I think many of them understand the threat and challenge and are poised to be supportive. There are opportunities, but it’s not the same political climate we had just a few years ago, unfortunately.”

Butts asked Connolly what role he thinks President Joe Biden should play in revitalizing the Postal Service.

The congressman responded he would revisit the entire Board of Governors and start with a clean slate. The leadership has to be competent and committed to the Postal Service. Connolly said the president has shown in past statements that he is committed to making sure the agency is put back on the road to solvency.

Almost immediately after President Biden took office, he nominated three persons to fill vacancies on the board. “I think that was a clear signal of his commitment,” Connolly asserted. “I look forward to working with him on reforms that can enhance delivery standards for the American people and restore solvency.

“I think we’ve all done—all of us who are advocates, including, of course, NAPS—a good job in elevating postal issues in terms of what the priority should be for a new administration. We’ve been pretty successful in doing that.”

Butts asked what role NAPS members can plan in advancing responsible postal reform legislation.

Connolly opined that most members of Congress are neither really conversant with the intricate issues the agency is facing; nor are they familiar with its legislative history. As a result, members are not particularly aware of the challenges confronting the Postal Service.

“We no longer write a letter to mom,” he pointed out. “We email her and that’s had a huge impact on mail volume and revenue. That’s a challenge, but it’s also an opportunity to educate.

“The more we have NAPS members knocking on doors—or virtually knocking on doors—to talk to their member and staff about postal reform and the importance of the Postal Service, it’s an opportunity to get

more congressional adherence to the cause. I strongly urge every NAPS member to take that opportunity any time they can.”

Butts affirmed it’s a new environment, but it’s so important to reach out and educate legislators. He asked Connolly to talk about his reasons for introducing H.R. 1623 and 1624.

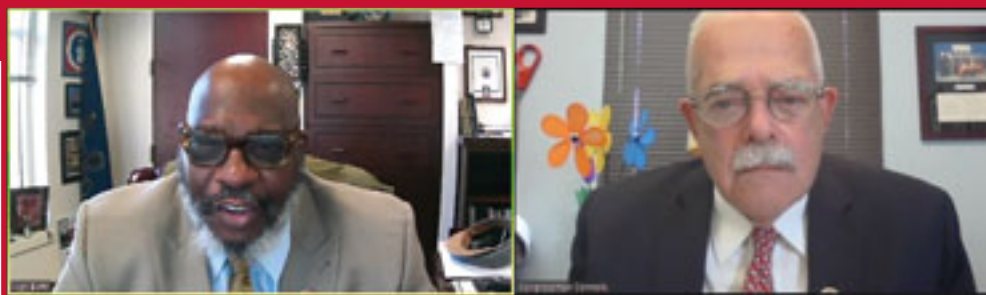
Regarding 1623, the “Postal Supervisors and Managers Fairness Act,” Connolly referred to the current statutory timeline for consultation that can delay obtaining a new pay package for two years. Once an agreement is ratified, there’s no redress for lost income during those two years. “I think that’s an injustice and clearly has to be addressed,” he said. The bill also requires the Postal Service to adhere to findings issued by a Federal Mediation and Conciliation Service fact-finding panel should pay consultations reach an impasse.

H.R. 1624 would ensure all Postal Service EAS employees have appeal rights to the Merit Systems Protection Board (MSPB). “Every federal employee should have access to the agency that Congress designed to ensure the protection of invaluable merit system principles that value expertise—not political loyalty,” he explained.

Connolly also has introduced a separate bill to reauthorize the MSPB. During the previous administration, the board had no quorum, which is required, under law, in order to do any business. As a result, there is a tremendous backlog of cases. Connolly and Rep. Jody Hice (R-GA), the ranking member of Connolly’s subcommittee, sent a letter to President Biden, urging him to swiftly nominate a board. Butts confirmed NAPS has cases tied up as a result of the MSPB’s lack of a quorum.

Butts asked Connolly to talk about postal services in Northern Virginia, where Connolly lives.

Connolly said he received anecdotal stories, such as a Christmas card that was mailed mid-December, but didn’t get delivered until Jan. 20. But when empirical evidence was examined, on-time deliveries of two-day mail decreased more than 7%; on-time deliveries of three- to five-day mail decreased more than



Executive Vice President Ivan D. Butts had an online conversation with Rep. Gerry Connolly during the virtual LTS.

16%. “That’s affecting everybody right now,” he stressed. “That’s affecting getting your medications on time and business and commercial transactions. The level of concern and complaints has risen. It’s not at panic level, but we’ve clearly seen the deterioration in service.

“Everyone understands the circumstances of a pandemic are unique and, hopefully, are going to go away soon. But they make everything more difficult. Having a consistent pattern of decline is a real concern and highlights why I think it is so dangerous to take those numbers, decide to quantify them and then make that the new service standard, while raising rates. In districts such as mine and others across the country, that’s a no-go.”

Butts thanked Connolly for taking time to speak to NAPS members. “You are a tremendous resource,” Butts offered.

“My hat is off to NAPS and your membership, Ivan, about the election. Lots of doubt was planted about how the mail could not be relied on. But, in my district and districts all across America, a number of postal managers and supervisors quietly talked to their local election boards to make the delivery of ballots a priority.

“In some cases, there were extraordinary measures taken to deliver ballots by postal employees to ensure they were counted and treated like absolute First-Class Mail. We had one of the largest voter turnouts in 100 years and a big part of that was because balloting by mail succeeded.

“We had one of the most problem-free national elections with the largest turnout in memory. A lot of that credit goes to the men and women you represent and I want to thank them on behalf of the country. They did it with integrity, under difficult circumstances and it worked. The American people are truly grateful.”

“Speaking for our over 27,000 members,” Butts

added, “we thank you for your kind words. That is why we are; we are here to serve America. And with champions like you working for us on Capitol Hill, we will make sure we have a sustainable Postal Service as we move forward.”

Michael Kubayanda

Postal Regulatory Commission Chairman

Butts next introduced Michael Kubayanda, chairman of the Postal Regulatory Commission. Kubayanda was confirmed by the Senate in 2019 as a PRC commissioner, then designated chairman by President Biden in January and confirmed by the Senate. He is a longtime friend of NAPS, having worked with the association when he was on the staff of the House Oversight and Government Reform Committee and in the office of the Postal Service Inspector General.



Michael Kubayanda

Kubayanda thanked NAPS members for the great work they have done in keeping the Postal Service running over the past year since the pandemic. “We really appreciate it,” he declared. “Your service should never be forgotten.”

He explained to NAPS members that the PRC was created in 1970 as part of the Postal Reorganization Act. The Postal Service Board of Governors oversees operations, while the PRC oversees the regulation of prices and services, similar to how a public utility commission would oversee a local utility.

The PRC’s five commissioners are nominated by the president and confirmed by the Senate. No more than three commissioners may come from one political party, which encourages the commissioners to work in a bipartisan manner.

“I think we’re good at that,” Kubayanda affirmed. “On most issues, there is widespread agreement. Where we disagree, we do a good job of coming together, hashing out our disagreements and coming up with reasonable solutions. There’s a tradition of bipar-

tisanship and collegiality that started under my predecessors and it’s something that, as a new chairman, I hope to continue.”

Since the summer of 2019, the PRC has had a full slate of five commissioners. Kubayanda said they all are well-qualified and work well together. He explained a lot of their work is highly technical; there are a variety of economic, accounting, financial and statistical issues and a lot of complicated legal issues.

The commission has to be guided by its substantive analysis of those matters. “There’s a lot of opinions floating around on postal issues right now,” he pointed out, “but we want to be guided by our substantive analysis and provide insights so people can have well-informed opinions.”

The agency has fewer than 80 employees. “Given the scope of postal issues and how large the Postal Service is and how it touches every American, I think we’re highly productive, given our size,” Kubayanda stressed.

He talked a little about his background, which includes having worked for a short time at L’Enfant Plaza, as well on Capitol Hill. He also spent time working for the Postal Service Office of Inspector General.

Kubayanda said the most influential part of his background is probably the time he spent at the OIG. “It is a well-respected oversight organization that oversees the Postal Service,” he explained. “I worked under great leadership there, took a lot of careful notes and learned a lot.

“The number-one thing I learned is you need great people. When you’re working on these really difficult issues, you want the best group of people around you and put them in a position to succeed; that’s my primary focus as chairman.”

Kubayanda indicated he wants to include perspectives from the stakeholder community regarding decisions the commission makes, while also focusing on the needs of customers. His two main focuses are substantive, rigorous analysis and customer experience.

Over the past year, the Postal Service saw a decrease in market-dominant volume, but a significant increase in package volume driven by e-commerce. “We’ve known for some time that the potential USPS market for e-commerce is in the trillions of dollars,” Kubayanda indicated. “The growth we were expecting

“Get in good trouble, necessary trouble.” - John Lewis

over the next decade has occurred in a matter of months just over the past year. It appears the volume will remain, which presents opportunities in terms of revenue, but also challenges in terms of operations.”

He said the Postal Service has played an invaluable role helping to bind the nation together during the pandemic. “We saw businesses close their physical locations; the only way they could continue operating and reach their customers was through remote means,” he said. “The Postal Service stepped up to meet that need for Americans who could not safely obtain items in person.”

Kubayanda predicted that, as the country comes out of the pandemic, businesses still will see the need for the USPS in terms of delivering packages, but, also, marketing mail to reach their customers and let them know they’re back. The Postal Service clearly has a role in that.

He also referenced the critical role the agency played in the fall elections that were safely conducted, largely due to the Postal Service. “We need to congratulate and thank supervisors, management and craft employees—everyone involved—for the amazing role the Postal Service played over the past year,” he declared.

Despite the pandemic, the PRC continued its work without interruption, working remotely. The downside is the commission has not been able to meet in person with each other or with stakeholders. Regardless, the PRC had a productive year. For example, it approved hundreds of new, negotiated service agreements, as well as extended agreements.

Kubayanda said he was very proud the PRC issued its 10-year review of price regulations as required by the 2006 Postal Accountability and Enhancement Act (PAEA). Completed on time was last year’s annual compliance process, which is the commission’s core compliance product. The commission currently is in the middle of that process; another annual compliance determination was recently published for 2020.

“The events of last year clearly affected service,” he observed. “Of the 22 market-dominant products, only five met their applicable service standards last year. So that’s something we’re going to keep an eye on going forward and, working with the Postal Service, make sure those products are brought back into compliance.”

Also last year there was an acceleration in the decline in density in the postal network—the number of mail pieces going to each delivery point. When the PAEA was passed in 2006, there were about 1,400 pieces of mail going to each delivery point per year, on average. Last year, that dropped to about 800.

“That’s a huge difference,” Kubayanda affirmed. “Obviously, it has a huge impact on the economics with the postal network. That’s something we watch closely and took into account in the 10-year review I mentioned.”

Looking toward the rest of this year, Kubayanda said he hopes to resume normal in-person operations. Another key priority for him is funding for the commission. “We are a \$17 million organization overseeing an \$80 billion Postal Service,” he stressed. “The effects of that gap come to light at times like this when there are so many huge issues in front of us. If we’re going to be able to adequately deal with these challenges, sufficient funding for the PRC is a top priority.”

There will be some high-profile issues over the coming months and next year. Kubayanda said the highest profile likely will be the advisory opinion process. Anytime the Postal Service wants to make a change in service that will have a nationwide impact, the agency has to seek an advisory opinion from the PRC. The 10-year plan just announced by the PMG and the Board of Governors includes some measures that will require advisory opinions from the PRC.

“Once we get a request for an advisory opinion,” he explained, “we have 90 days to complete the process. The key term here is ‘advisory.’ The law gives us the mandate to provide advice, but it’s advisory only; we don’t have veto power. But the advisory opinion is important and the Postal Service has to take it into account. So, we stand ready to work on that. We are expecting to be very busy with that this year.”

Also in the coming months, the PRC will deal with the issue of allocating institutional costs—those costs not attributable to one particular product, but are common to providing postal service in general. The commission has to figure out the rules for how to allocate that between the market-dominant side and the competitive side. It’s important because the competitive side sets the price for the package market.

The PRC issued a rule on that before Kubayanda

joined the commission. It was appealed to federal court and remanded to the PRC last year. That will have to be revisited in due time.

Another important issue is performance-based regulation—how to, or whether to, address efficiency, service standards and service performance within price regulations. This issue was originally addressed as part of the PRC's 10-year review of price regulations. Due to stakeholder comments, that issue was pulled out and

dealt with as a separate rulemaking on performance-based regulation.

"Obviously, the events of the past year and the service disruptions really highlight this issue's importance," he affirmed. "So, we will be revisiting that; for us, it's a top priority."

Kubayanda said he looks forward to NAPS' participation. "Your insights are absolutely critical to us as we deal with all the problems facing the postal system."

2021 LTS SPAC Raffle Winners

- \$225 Amazon gift card: Theresa Robinson, Fayetteville, NC, Branch 299
- Amazon Fire Tablet HD 10: Jaime Elizondo Jr., Houston Branch 122
- Executive Board \$1,000 gift card: Robert Quinlan, Central Florida Branch 406
- Executive Board \$750 gift card: Frances Meana, San Diego Mo Twomey Branch 159
- Executive Board \$500 gift card: Brian Wagner, Heart of Illinois Branch 255
- Executive Board \$250 gift card: Regina McCloud, Delaware State Branch 909
- \$65 Home Depot card: Juan Luna Jr., Arizona Jerome V. Blanton Branch 246
- \$50 T.J. Maxx and Marshalls gift cards: Ovetta Miller, Austin, TX, Branch 9
- \$50 Target and PacSun gift card bundle: Ovetta Miller, Austin, TX, Branch 9
- \$200 Target gift card: Valerie Loera, Margarete A. Grant (CA) Branch, 127
- \$100 cash card: Thomas Roma, Thomas Roma Brooklyn (NY) Branch 68
- Go Pro Hero 7: William Krogh, Tacoma (WA) Branch 31
- Apple AirPods Pro: Stephnia Campbell, San Diego Mo Twomey Branch 159
- Bose QuietComfort earbuds: William McKeon, New Haven (CT) Branch 3
- Google Home Mini: Cindy McCracken, Seattle Branch 61
- Ninja Foodi Smart/XL Grill: Chuck Mulidore, Youngstown (OH) Branch 133
- 1/4 ct. diamond pendant: Jaime Elizondo Jr., Houston Branch 122
- Kobe Bryant memorial basket: Valerie Loera, Margarete A. Grant (CA) Branch 127
- Michael Kors women's runway baguette gold watch: James Warden, New York City Branch 100
- Zales aquamarine ring: C. Michele Randall, Southern Maryland GMF NDC Branch 531
- Chili's and Starbucks gift card bundle: Michael Connors, Postal Police Supervisors (NY) Branch 51
- Disney gift basket: Timothy Needham, Canton (OH) Branch 186
- Stürling Anatol men's watch: David Dittman, Fox Valley IMPC (IL) Branch 17
- Coleman collapsible cooler & picnic bundle: Irene Schneider, Royal Oak (MI) Branch 508
- Logitech C920 Pro HD webcam: Algimantas Gucmeris, Southwest Florida Branch 420
- Pendleton tote bag: Kathleen Clapp, Portland District (OR) Branch 66
- Patriot's Super Bowl ring & cufflinks: Jackie Clayton, Las Vegas District Branch 463

Here Are the 2021 SPAC Pins

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



President's Ultimate SPAC

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



VP Elite

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



Secretary's Roundtable

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



Chairman's Club

\$250 level



Supporter

\$100 level

Drive for 5

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





THANK YOU FOR YOUR COMMITTED INVOLVEMENT IN 2020 TAKING CARE OF NAPS BUSINESS

“Get in good trouble,
necessary trouble.”
- John Lewis”

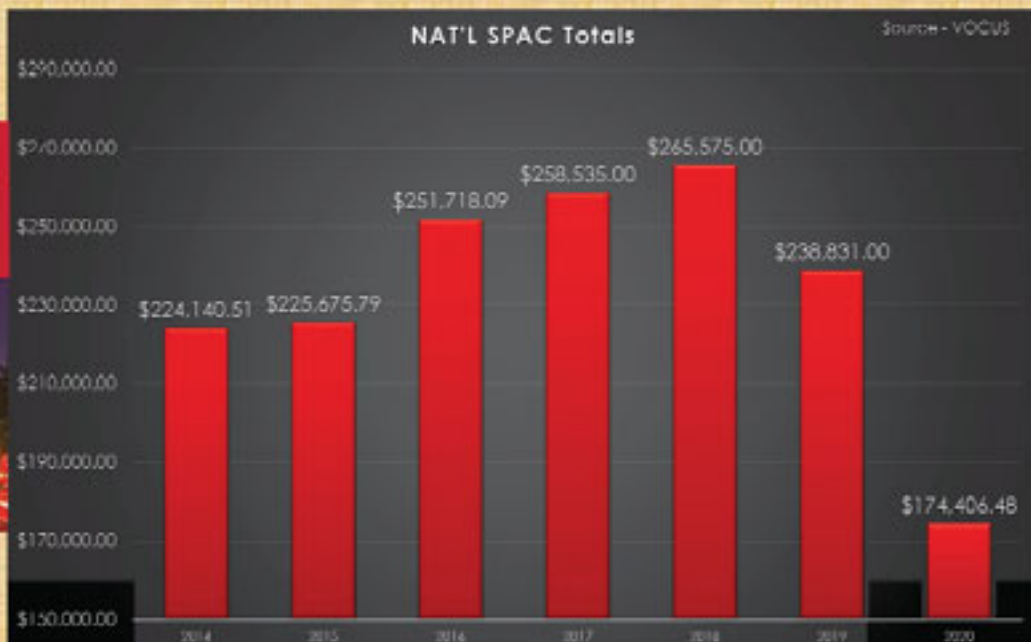


SPAC NAT'L 2020



NAT'L SPAC Totals

Source - VOICUS



“Get in good trouble,
necessary trouble.”
- John Lewis”

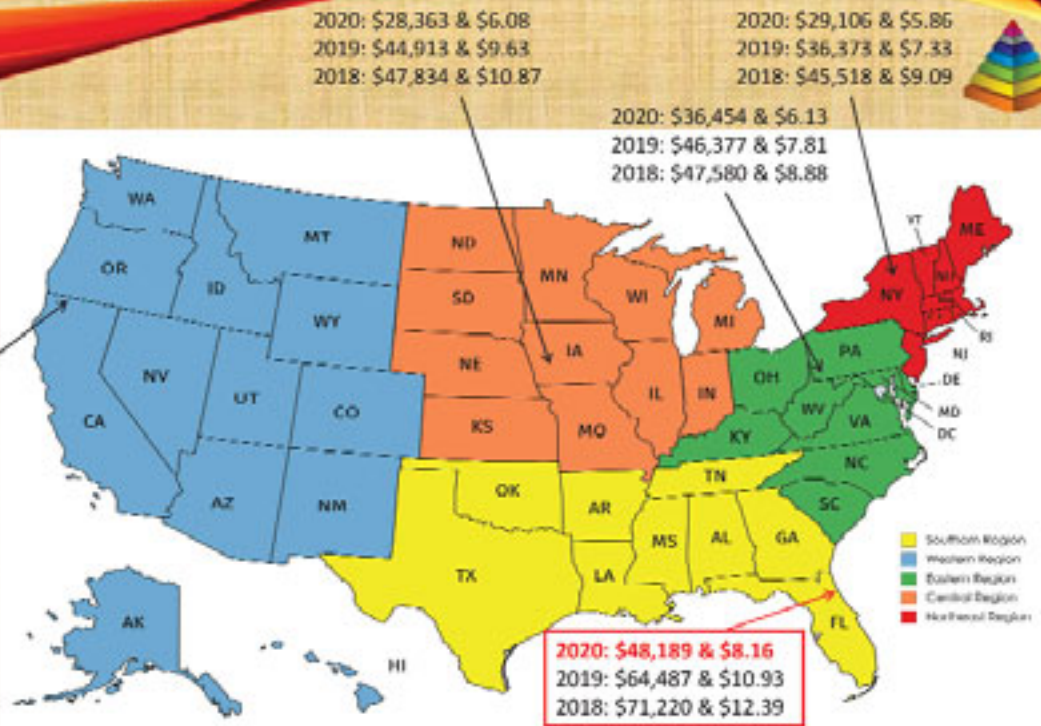




“Get in good trouble,
necessary trouble.”
- John Lewis

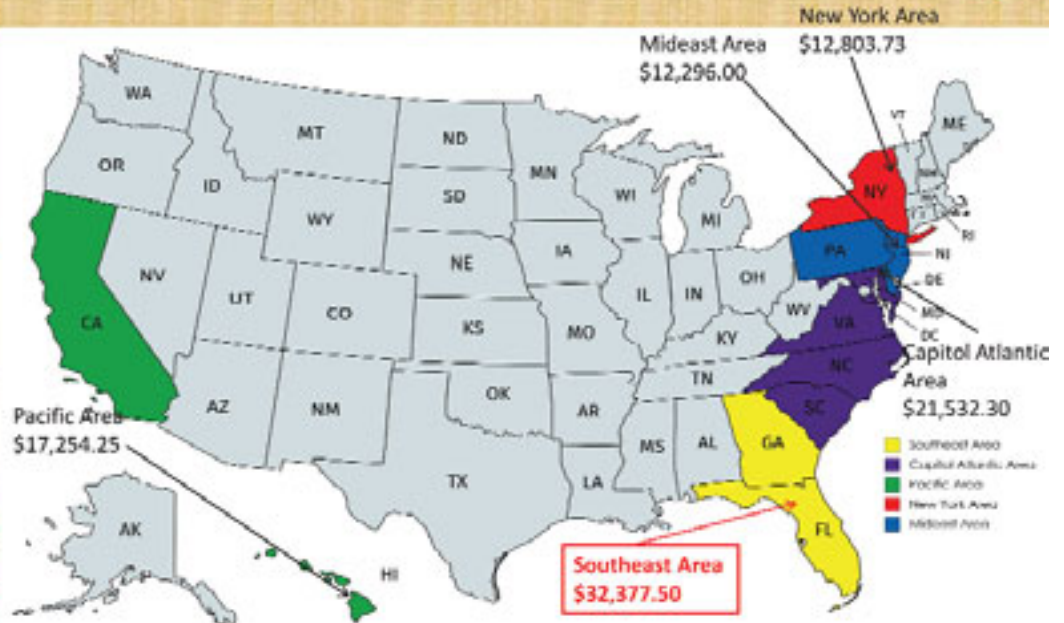
2020: \$32,295 & \$5.55
2019: \$46,681 & \$8.02
2018: \$53,423 & \$9.87

National
2020: \$178,406 & \$6.39
2019: \$238,831 & \$8.75
2018: \$265,575 & \$10.25



2020 Top Five SPAC Areas

“Get in good trouble,
necessary trouble.”
- John Lewis

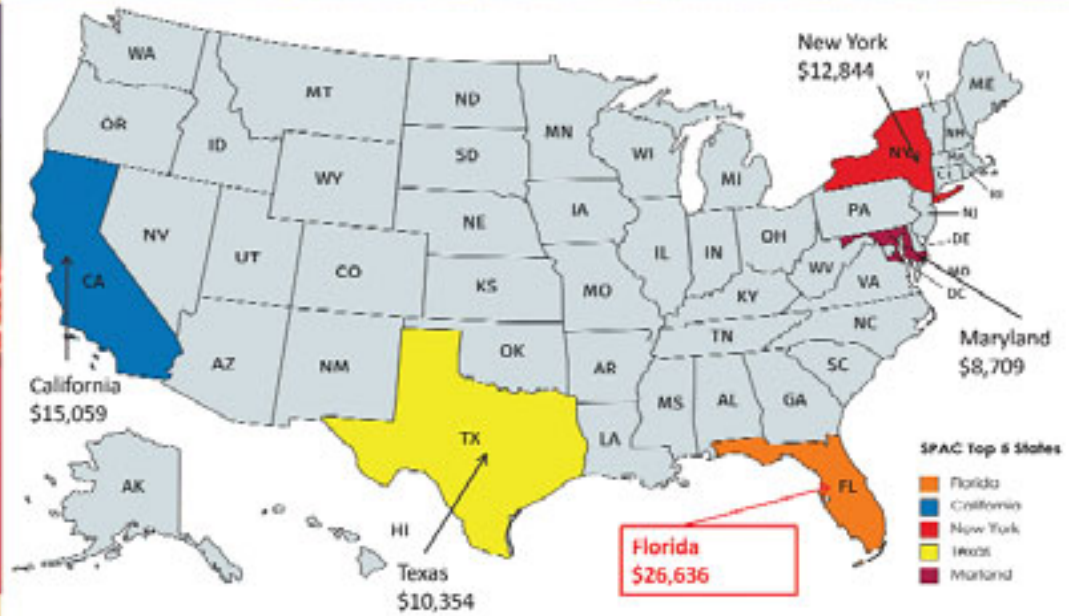




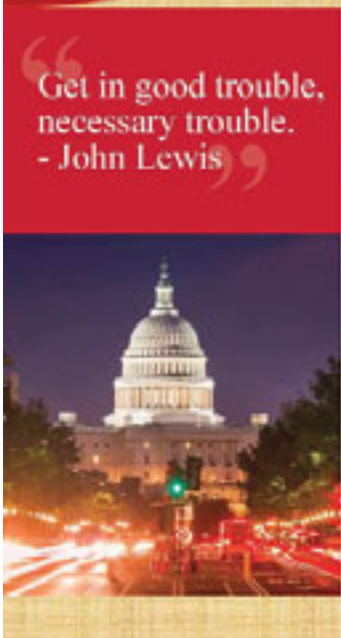
2020 Top Five SPAC States



“Get in good trouble,
necessary trouble.”
- John Lewis



2020 Top Five SPAC States Per Capita



“Get in good trouble,
necessary trouble.”
- John Lewis





2020 Top Five SPAC Area's Per Capita



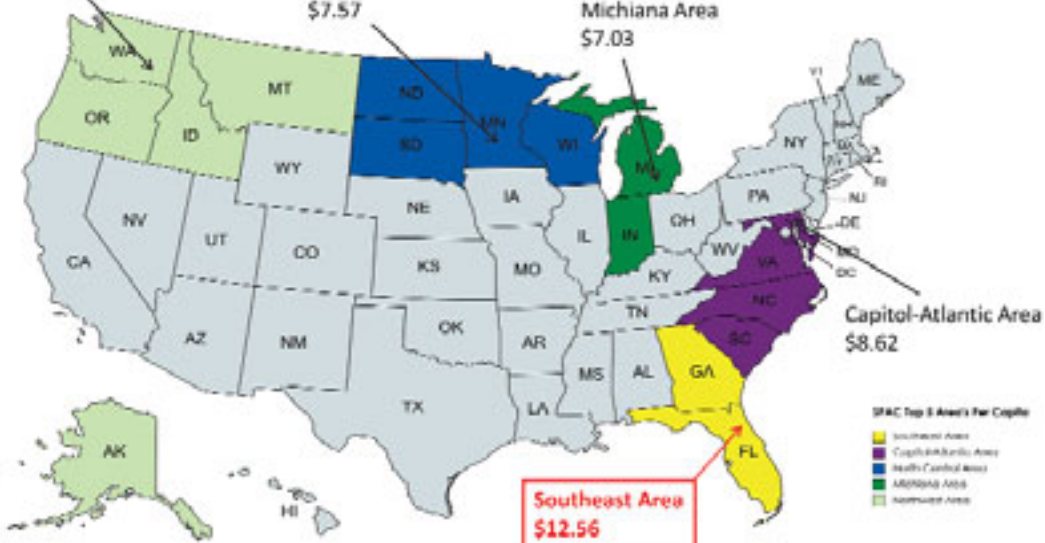
“Get in good trouble,
necessary trouble.”
- John Lewis



Northwest Area
\$6.73

North Central Area
\$7.57

Michiana Area
\$7.03



ULTIMATE CONTRIBUTORS GROWTH



NAPS SPAC ULTIMATE DONORS



“Get in good trouble,
necessary trouble.”
- John Lewis





SPAC 2020 TOP 5 CONTRIBUTORS



1-C. Michele Randall – MD Branch 531

2-Ivan Butts – PA Branch 355

3-Belinda Gilbert – FL Branch 425



4-Steven Shawn – MD Branch 403

5-Joseph Amash – NY Branch 083

THANK YOU FOR YOUR SUPPORT!!!



DRIVE FOR FIVE 2020

“Get in good trouble,
necessary trouble.”
- John Lewis

DF5 Members - 226

DF5 2020 Contributions – \$75,209





Payroll/OPM Deduction 2020 Quarterly Drawing Winners

“Get in good trouble,
necessary trouble.”
- John Lewis”



QTR 1 – Greg Murphy - Branch 102

QTR 2 – Arnold Rosario - Branch 96

QTR 3 – Karen Cooper - Branch 124

QTR 4 – Bjoern Gruetzmacher - Branch 61

THANK YOU ALL
FOR YOUR SUPPORT!!!



THANK YOU NAPS!!!



“Get in good trouble, necessary trouble.”
- John Lewis”



National Association of Postal Supervisors
2021 Legislative Training Seminar

Make Contributing to SPAC a Habit:

OPM Contributions to SPAC (for Retired EAS Employees)

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

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

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

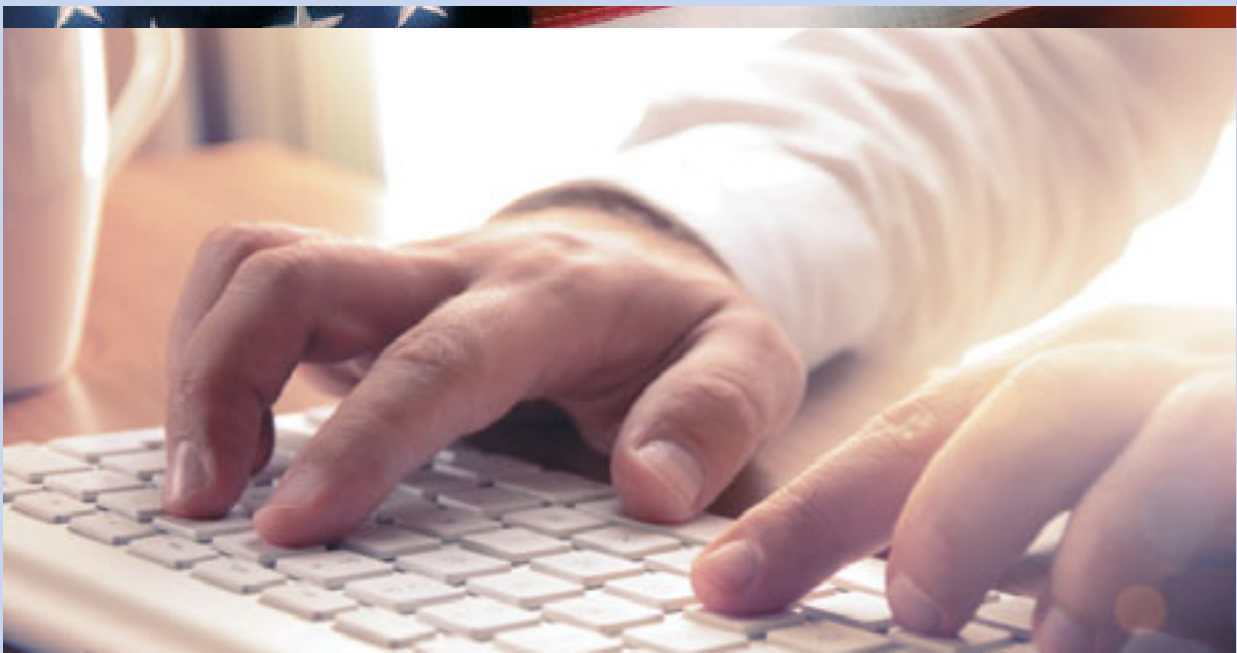
By internet:

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

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

By telephone:

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





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

Gaylord Texan Resort & Convention Center
Grapevine, Texas

Howdy, Y'all!

By Bob Bradford, Convention Chair

We hope you are planning to come on down to Texas this August. We had an extra year to work on making this an exciting convention. For those coming really early, the Texas State Convention is Thursday, Aug. 26, through Saturday, Aug. 28.

A bowling tournament is scheduled for noon on Aug. 28 and is open to all the early birds. It costs \$30, which includes a meal; contact me if you want to join in the fun. We also will have a Texas hospitality suite somewhere in the hotel—you just have to find it. Hint: A SPAC donation will get you the directions.

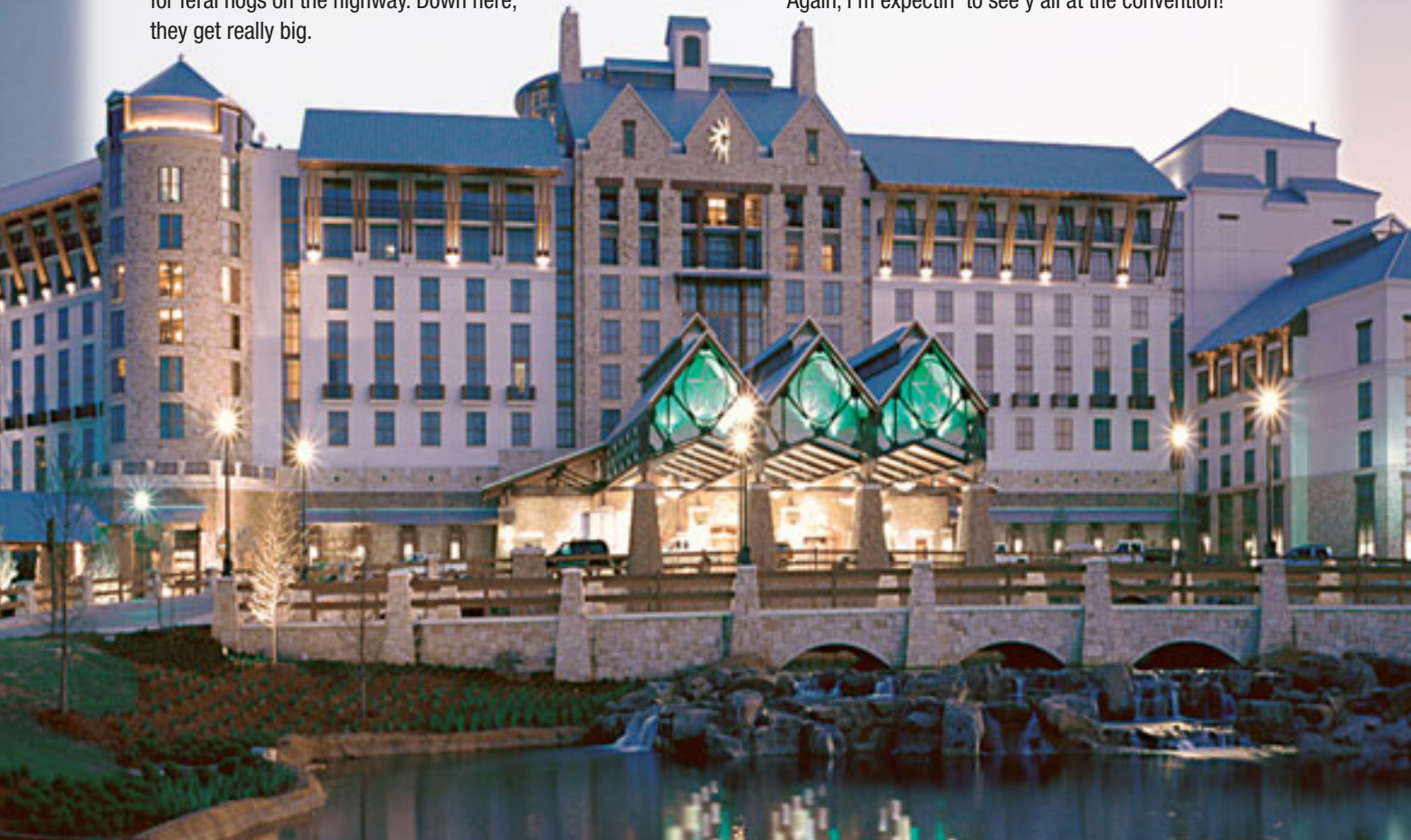
A warning if you are driving to the convention. If you are going the speed limit or a little over, stay out of the left lane. The left lane is for those who think they are better than everyone else or just in a hurry. If traveling at night, watch out for feral hogs on the highway. Down here, they get really big.

We have two airports: DFW and Love Field. The best is DFW; there is a shuttle to/from the hotel. If you are flying into Love Field, let me know your flight and arrival time. If there are not too many, we will try and get a shuttle van or a company to offer us a discount. My email is texasbob49@gmail.com.

We are so ready to get things started! It has been five years since we were awarded the convention. If you have questions about the Gaylord's COVID-19 procedures, go to <https://gaylordhotelsclean.marriott.com/>. The hotel also has an app you can bring up on your devices that shows where you are located in the hotel.

You even can order a meal at any restaurant in the hotel and have it ready during the convention breaks by using the app. Check out the app at https://mobile-app.marriott.com/en-us?_branch_match_id=778364201240727261.

Again, I'm expectin' to see y'all at the convention!



Legislative Update

Continued from page 21

ought not be a tradeoff between prompt mail delivery and increasing package capacity; the agency should be able to integrate both effectively and successfully.

The third event that recently took place was NAPS' receipt of the new pay package, consistent with section 1004 of *Title 39*, U.S. Code. The 40-year-old consultative process, under which the previous pay package was imposed, cries out for reform and fairness.

For this reason, NAPS prioritized seeking congressional support of H.R. 1623, the "Postal Supervisors and Managers Fairness Act," at the LTS. During Zoom meetings with their members of Congress, LTS participants promoted this bill that would provide some teeth to the consultative process by precluding postal leadership from ignoring the recommendations and findings of a Federal Mediation and Conciliation Service-appointed fact-finding panel.

NAPS members who have not participated in such Zoom meetings should visit the NAPS Legislative Action Center, under the "Legislative Center" tab, on our website to communicate with their member of Congress and urge their support of this ground-changing measure.

naps.rl@naps.org

Update to 2020 SPAC Contributors

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

Bock, Robert FL Branch 406

Supporter (\$100)

Hughes, Thomas NY Branch 100

Please note: The list of April 2021 SPAC contributors will be listed in the July issue of *The Postal Supervisor*.



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

In 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 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

NAPS 67th National Convention

Western Style!

By Sheri Davies, vice president, ConferenceDirect

Howdy, NAPS members! I hope this article finds you well and excited to finally have the opportunity to meet at the national convention in August at the Gaylord Texan in Grapevine, TX. COVID-19 has been difficult for all of us; it will be so nice to see each other again at the convention.

This year's event will be packed with amazing entertainment, great amenities and a beautiful resort in which to meet and share information. Following are important housekeeping items and important information for your review to help you prepare to travel to Texas.

The Gaylord Texan Resort is committed to ensuring your visit is safe. Please see page 49 for the resort's COVID-19 protocol.

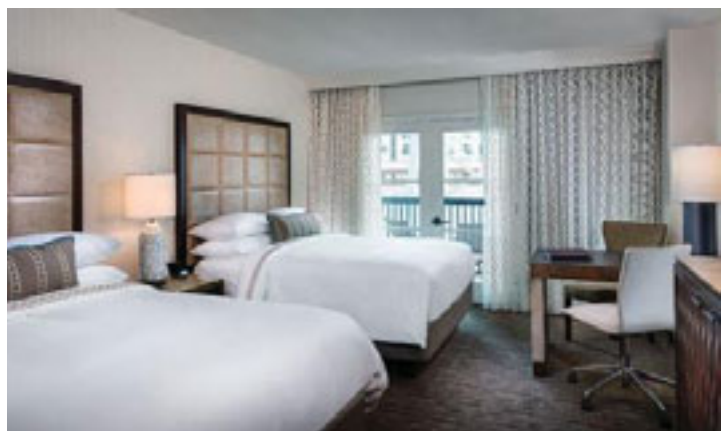
Convention dates: Aug. 29 to Sept. 3

Sleeping room rate: \$189 for single and double rooms; includes resort fee—usually \$20/night, but waived for NAPS members.

Resort amenities for all



Standard



Queen



guests include high-speed internet access, a fitness center, access to all resort pools and Paradise Springs Waterpark, domestic long-distance phone calls, local (817) phone calls, complimentary access to Glass Cactus Nightclub for two (open Friday and Saturday nights), discounted individual transportation service, City of Grapevine shuttle and two bottles of water a day.

Please be sure to secure your sleeping room on or before the cut-off date of Aug. 4.

Self-parking will be complimentary only for those staying at the Gaylord Texan. Discounted scooter/wheelchair rentals are available for NAPS members. See page 48 for information to make your reservation with Ace Mobility.

The Gaylord Texan is an amazing property that offers multiple restaurants, two luxurious health spas, a fitness facility and two swimming pools for your pleasure. See pages 42 and 43 for a map of the resort.



Glass Cactus



Resort Pools

Immerse yourself in the Gaylord's sparkling-blue outdoor pool with refreshing overhead cascades. Reflecting the region's traditional Southwestern décor, this Grapevine pool is the place to swim, sip a cool drink and bask in the Texas sun.

The indoor, heated, 20-meter lap pool is perfect for a focused workout in a serene environment. The indoor pool is open Monday through Sunday, 6 a.m. to 8 p.m. Towels are provided.

Make a splash at the 10-acre Paradise Springs Waterpark that features a \$5 million Texas-themed, multi-level water play structure, including interactive water features, three winding waterslides, private cabanas, lounge chairs, toddler pool and more.

The full-service Pool Bar and Grill at Paradise Springs satisfies Texas-sized appetites with such fare as the Paradise Burger and Jerk Shrimp Mango wrap, as well as



Paradise Springs

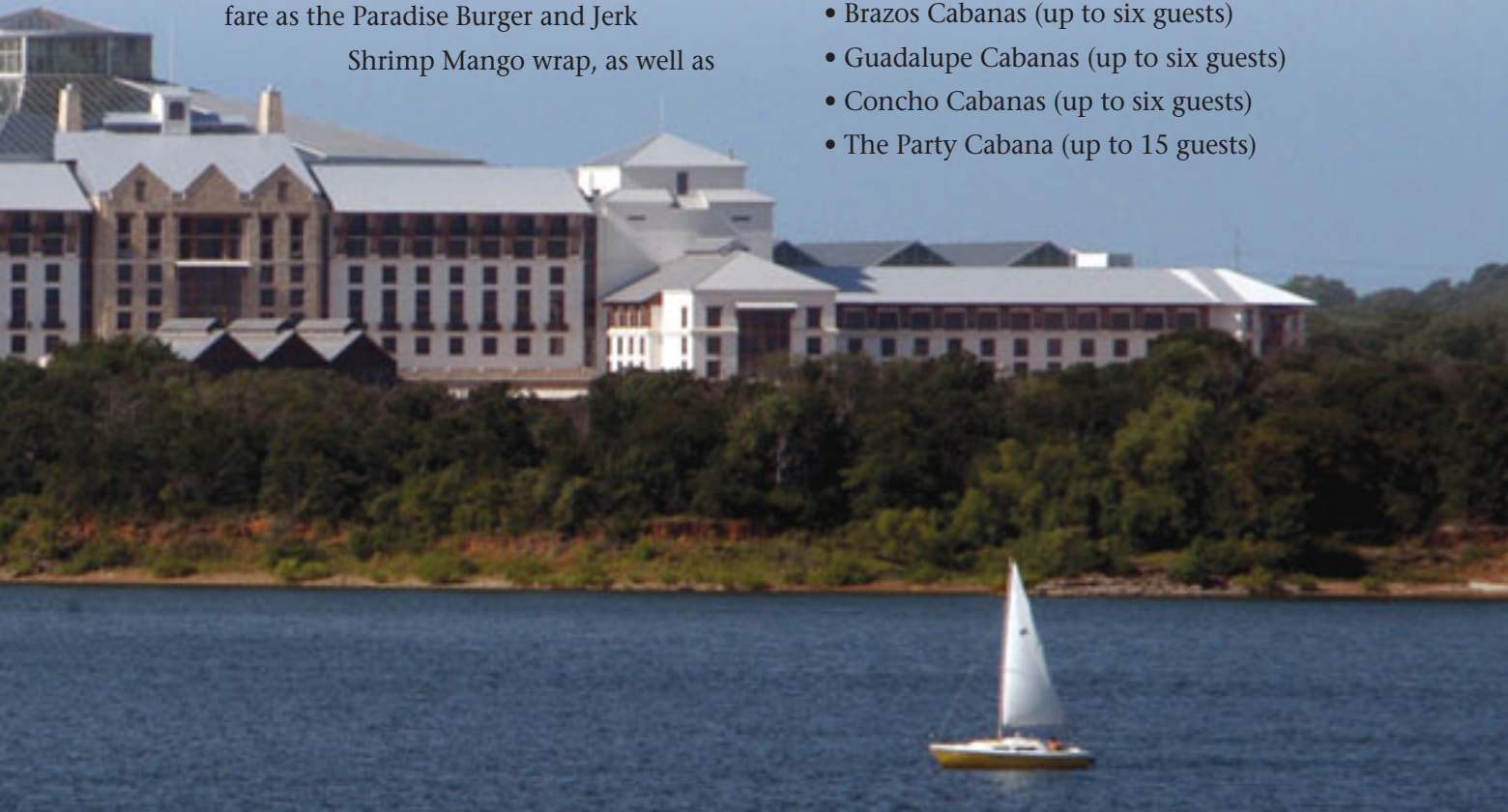


Private Cabanas

specialty drinks, including the Paloma Fresca and Lava Colada.

You can upgrade your pool experience and relax in one of the private cabanas providing extra shade, comfortable lounge areas, refrigerators and more. Call (817) 778-1000 for reservations.

- Frio Cabanas (up to two guests)
- Brazos Cabanas (up to six guests)
- Guadalupe Cabanas (up to six guests)
- Concho Cabanas (up to six guests)
- The Party Cabana (up to 15 guests)





GAYLORD TEXAN RESORT OVERVIEW

DINING & DRINKS

- Riverwalk Cantina to-Go
- Texas Station Sips Bar & Grill
- Mission Plaza Marketplace
- Old Hickory Steakhouse
- Old Hickory Wine Bar
- Pool Bar & Grill
- Zippin Coastal Italian
- Silver Bar
- The Cocoa Bean Espresso
- Paradise Springs Bar & Grill
- Glass Cactus Nightclub

SHOPPING

- Redlike Boutique
- America's Women's Wear
- Carolyn Pollock Jewelry
- Willow Creek Westerns Wear
- Lone Star Sundry
- Taste of Texas
- Kish Kennel

AMENITIES

- Redlike Spa & Salon (over view)
- Redlike Fitness Center (over view)
- Redlike Indoor Pool (over view)
- Arcade
- Outdoor Resort Pool
- Glass Cactus Nightclub Shuttle
- Paradise Springs Shuttle

MEETING SPACE

- Mission Plaza (over view)
- Dell Rio Meeting Rooms (over 1)
- Mystique Meeting Rooms (over 2)
- Palomino Meeting Rooms (over 3)
- Boardroom & Private Boardrooms (over 4)
- Pecos Meeting Rooms (over 5)
- Appaloosa Meeting Rooms (over 6)
- Yellow Rose Ballroom (over 7)
- Vineyard Boardroom (over 8)
- Vineyard Tower Meeting Rooms (over 1)
- Tall Ballroom (over 2)
- Convention Center

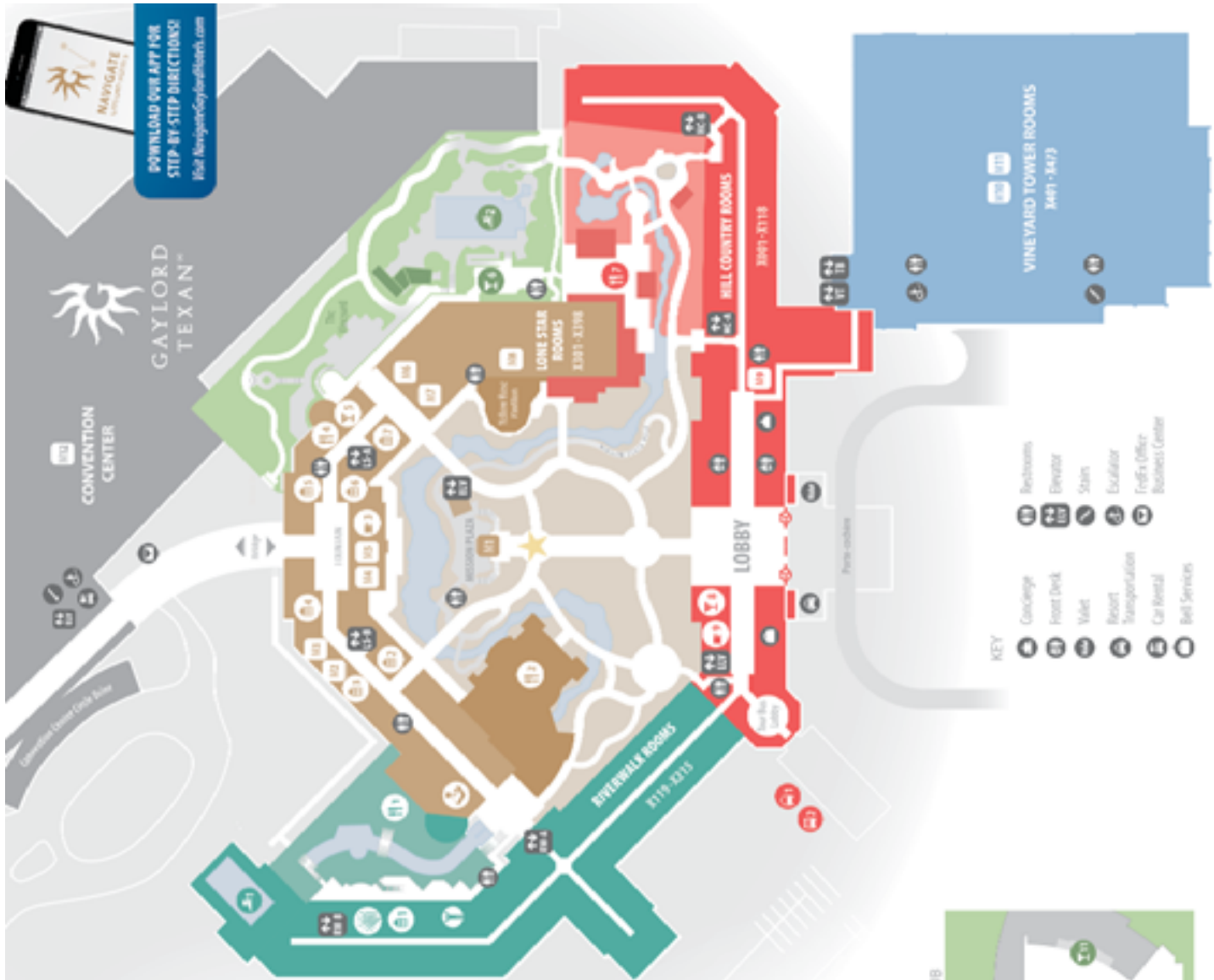
COLOR LEGEND

- Lone Star Tower
- Hill Country Rooms
- Riverwalk Atrium
- Vineyard Tower
- Convention Center
- Property Grounds

PARADISE SPRINGS WATERPARK



GLASS CACTUS NIGHTCLUB

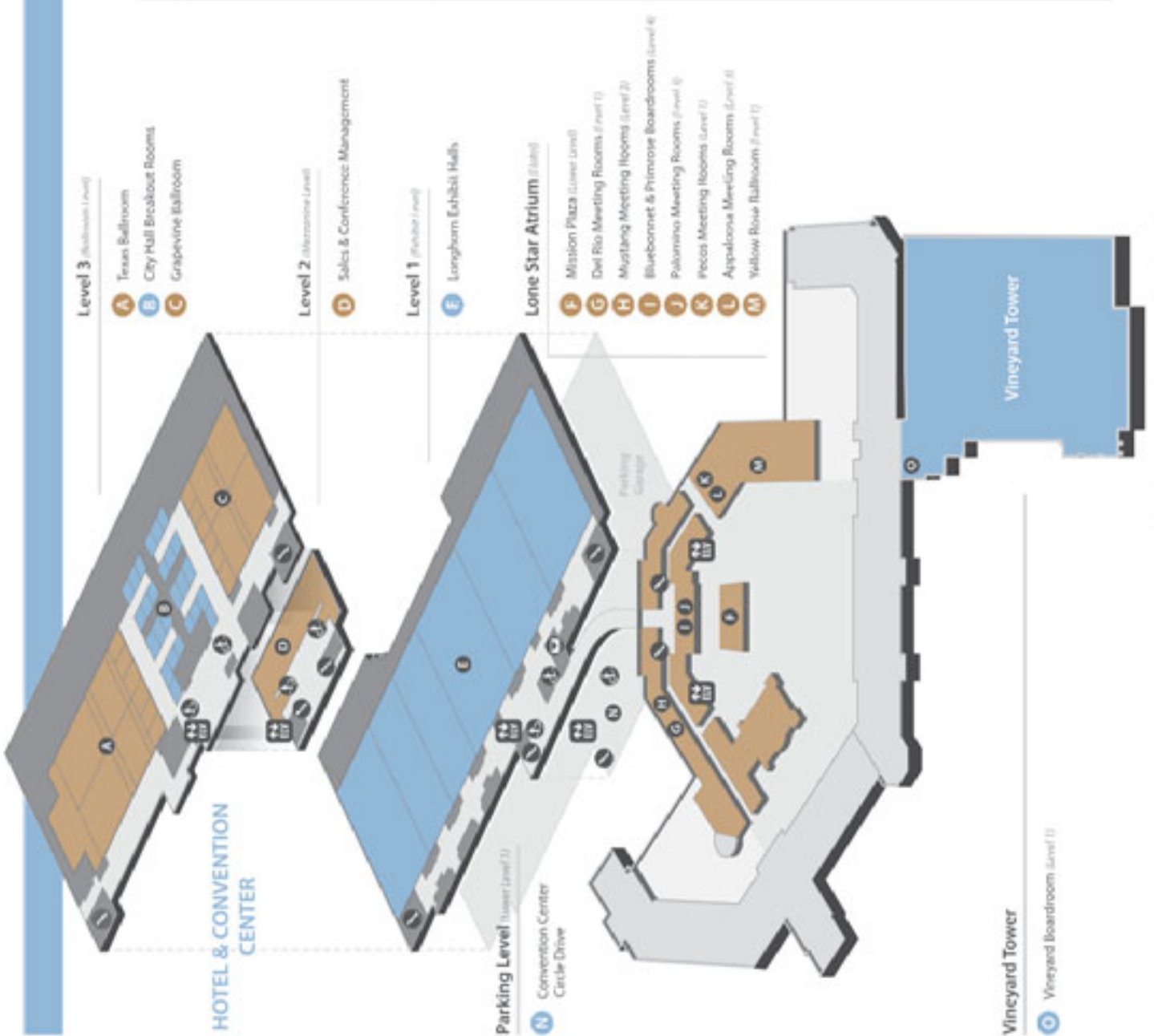


DOWNLOAD OUR APP FOR STEP-BY-STEP DIRECTIONS!
Visit Navigation.GaylordTexan.com

GAYLORD TEXAN™

CONVENTION CENTER

MEETING SPACE MAP



Level 3 (Ballroom Level)

- A** Texas Ballroom
- B** City Hall Breakout Rooms
- C** Grapevine Ballroom

Level 2 (Microzone Level)

- D** Salts & Conference Management

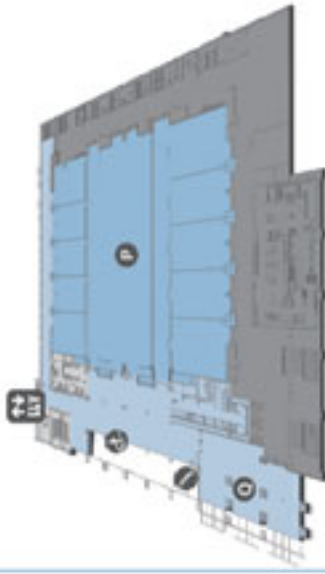
Level 1 (Exhibit Level)

- E** Longhorn Exhibit Halls

Lone Star Atrium (Lobby)

- F** Mission Plaza (Lower Level)
- G** Del Rio Meeting Rooms (Level 1)
- H** Mustang Meeting Rooms (Level 2)
- I** Bluebonnet & Pismo Boardrooms (Level 4)
- J** Palomino Meeting Rooms (Level 3)
- K** Pecos Meeting Rooms (Level 2)
- L** Appaloosa Meeting Rooms (Level 1)
- M** Yellow Rose Ballroom (Level 1)

VINEYARD TOWER



Level 2 (Ballroom)

- P** Taste Ballrooms
- Q** Grapevine Terrace



Level 1 (Breakout Rooms)

- R** Davits
- S** High Plains
- T** Mesilla
- U** San Saba
- V** Texoma
- W** Escudido
- X** Vineyard Terrace





Restaurants

Texan Station Sports Bar & Grill: The 52-foot, flat-panel TV makes this restaurant a popular Grapevine gathering spot for sports fans. Savor a wide selection of draft beers, wine and cocktails, with scrumptious bar food.

Zeppole: Guests can enjoy Italian-American cuisine, including freshly made pasta, brick-oven pizzas and homemade charcuterie in a villa-style courtyard setting at the newly renovated Zeppole restaurant.

Mission Plaza Marketplace: Perfect for on-the-go guests, the marketplace serves an array of coffee, pastries, salads, sandwiches and more. In the evening, enjoy beer and wine at the bar.



Zeppole

Old Hickory Steakhouse: Upmarket steakhouse furnishes premium meats, fancy sides and fine wines. Reservations required, (817) 778-2215; business attire.



Texas Station Sports Bar & Grill



Mission Plaza Marketplace



Old Hickory Steakhouse

Riverwalk Cantina: Nestled in the Gaylord Texan’s festive Riverwalk Market District, old world Mexico meets modern Tex-Mex for a delicious dining experience. Riverwalk Cantina captures the charm of the San Antonio River walk in an open-air café setting, featuring a delightful Koi-stocked waterway, festive architecture and colorful vegetation.

Transportation

Transportation from Dallas/Fort Worth International (DFW) Airport: Depending on availability, the Gaylord Texan Resort will provide shared transportation services to and from DFW Airport every 30 minutes (at every hour and half hour), daily, between 5 a.m. and 8 p.m. The fee is \$17 per person. Guests arriving at DFW Airport should call (817) 778-2400 to book their transportation to the hotel.



Riverwalk Cantina

If you want to rent a vehicle, Hertz is conveniently located at the Gaylord Texan Resort: 1501 Gaylord Trail, Grapevine, TX 76051; (817) 778-1490. Hours of operation: Monday through Friday, 8 a.m. - 4 p.m.; closed Saturday and Sunday.

Please note: Debit cards may be used at the start of a rental. To qualify for a rental using a debit card, you will be required to make your reservation at least 24 hours in advance of your rental pick-up date; must be at least 25 years old; have a Corporate Discount Plan (CDP) number listed in the reservation or proof of return trip travel ticket to coincide with the rental dates (airline or cruise); and present two valid forms of identification, unless using a debit card in your Gold Plus Rewards profile or the rental is an Insurance Replacement rental. Debit cards are accepted for payment at the end of your rental. Please refer to Form of Payment in the Rental Qualifications & Requirements for complete information.

An exciting, action-filled convention is being planned for NAPS delegates this August. Look for the complete convention agenda in the July issue.



NAPS 67th National Convention

Preliminary Agenda

Points of Reference

(Final agenda to be published in the July *Postal Supervisor*)

Sunday, Aug. 29

6 a.m. - 6 p.m.

Registration—Texas Ballroom Pre Function Area
Delegates must bring the white copy of their credential form, signed by their branch president/designee, and their registration receipt to register

Glass Cactus



8 - 10 p.m.

Welcome Reception, Host Branch Committee—
Grapevine Ballroom C & D
Baseball theme—wear your favorite team's apparel

Monday, Aug. 30

6:30 - 8:30 a.m.

Breakfast—Grapevine Ballroom
Opening Ceremony hosted by the state local branch

9 - 11:45 a.m.

NAPS Convention—Texas Ballroom

noon

Grab & Go lunch provided for paid NAPS convention attendees—Grapevine Ballroom

1:30 - 5 p.m.

NAPS Convention—Texas Ballroom

6:30 - 10 p.m.

NAPS Welcome Party—Glass Cactus
Transportation will be provided; delegates also may walk. A Country Feast will be served; cash bar. Wear your dancing shoes! A 10-piece rockin' band will provide entertainment.



Tuesday, Aug. 31

6:30 - 8:30 a.m.

Breakfast—Grapevine Ballroom

8:30 a.m. - 5 p.m.

NAPS Business Session—Texas Ballroom

6 - 9 p.m.

SPAC Dinner/Dance—Grapevine C Ballroom

For those 2020 contributors who achieved the President's Ultimate SPAC and VP Elite levels. Motown-themed sit-down dinner and 10-piece Motown band.



Wednesday, Sept. 1

Free day for all to enjoy!

Thursday, Sept. 2

6:30 a.m.

SPAC Walkathon—Meet at 6:15 a.m. at entrance of hotel in the front lobby

6:30 - 8:30 a.m.

Breakfast—Grapevine Ballroom

Need a Scooter at the Convention?

NAPS members attending the 67th National Convention this August at the Gaylord Texan, Grapevine, TX, can rent mobility assistance equipment from Ace Mobility. NAPS members are responsible for making their own reservations; the deadline is Aug. 20.

Fill out the form on the next page and email—rusty@acemobilitytx.com—or fax—(972) 783-8895—to Rusty at Ace Mobility. If you have any questions, you can call him at (214) 215-3841. All equipment will be delivered to the Gaylord. Payment will be made when you take delivery of your scooter or wheelchair.

8:30 a.m. - 5:00 p.m.

NAPS Business Session—Texas Ballroom

evening

Candidate/City Receptions (Hosted by Executive Board candidates and cities vying to host the 2024 NAPS 69th National Convention; all delegates, family members and guests are welcome. Refer to the *Daily Newsletter* for specific locations and times).

Friday, Sept. 3

6:30 - 8:30 a.m.

Breakfast—Grapevine Ballroom

8:30 a.m. - 5:00 p.m.

NAPS Business Session—Texas Ballroom

5:30 - 6:30 p.m.

Pre-Banquet Cocktail Hour (cash bar); location TBD

6:30 p.m.

Grand Banquet—Grapevine Ballroom A, B, C & D
(ticket required)

Music/dancing at 8:30 p.m.

ACE MOBILITY
8243 Forney Rd. Ste. 101
Dallas, TX 75229
 (214)215-3841 / (214)893-7470 / (972)783-8895 fax Num _____

Concierge Agent: _____ Date Requested: _____

Guest Name: _____ Room # _____

Street Address: _____ Phone: _____

City: _____ State: _____ Zip _____ DL # _____

Delivery Date/Time: _____ **Return Date/Time:** _____

Size of Equipment: Small Medium Large N/A User's Height: _____ Weight: _____

Type of Equipment: _____

Rental Information: **(circle type and length of use)**

Type of Equipment	Power Wheelchair	Scooter	Manual Wheelchair
1 – 3 hours	\$35.00	\$30.00	*Comp – one time per day *(for dining only)
Daily	\$60.00	\$55.00	\$30.00
3 – 5 days	\$120.00	\$115.00	\$55.00
5 – 7 days	\$160.00	\$150.00	\$115.00
	(NAPS PRICE: \$120.00)	(NAPS PRICE: \$115)	(NAPS PRICE: \$55)

Texas sales tax will be added to the above rates at **8.25%**

Charge Card: MasterCard VISA AMEX **Expiration:** _____ **CVV:** _____

Name on Card : _____ **CC #:** _____

Amount before Tax: _____ **NO ROOM CHARGE– CREDIT CARDS ONLY**

Credit Card & ID Card must be presented/checked at time of pickup

I accept responsibility for the operation of the equipment outlined above. I understand how the equipment operates and I will not hold ACE Mobility or the Gaylord Texan Resort & Convention Center responsible or liable for any damage or injury incurred for any reason. I further understand that I am financially responsible for any damage or loss to the equipment while it has been rented and is checked out to me. Authorized guest with a Credit Card will need to match name on Credit Card and signature on this agreement. (Equipment will not be rented to guests under 18 years of age without parental agreement) A guest with a valid credit card and signature must be present at the time of rental.

Guest Signatures: _____ Pick-Up _____ Date _____
 Returned _____ Date _____



The Gaylord Texan Resort Is Committed to Your Safety

Face Mask Policy

Face masks are required for all guests, ages two and older, in indoor/outdoor public spaces.

Deeper, More Frequent Cleaning

We have implemented extra-stringent daily cleaning procedures that are focused heavily on high touchpoint areas. In public spaces, the hotel has added to its already rigorous cleaning protocols, the requirement that surfaces are treated with hospital-grade disinfectants and this cleaning is done with increased frequency.

Public spaces, including, but not limited to, the lobby, aquatic areas, fitness centers and meetings and convention spaces, have dedicated staff to sanitize frequently throughout the day. In guest rooms, we have added detailed cleaning practices, requiring all surfaces to be thoroughly cleaned with hospital-grade disinfectants. We also are placing disinfecting wipes in each guest room for guests' personal use.

Social Distancing

We are using signage throughout our hotel to remind guests to maintain social-distancing protocols and have removed or re-arranged furniture to allow more space for distancing. In compliance with local and state mandates, occupancy limits and seating capacities have been reduced to allow for appropriate social distancing.

We have added partitions at front desks, concierge stands and food and beverage service lines to provide an extra level of precaution for our guests. Also, we have imple-

mented line management initiatives to reinforce proper social distancing.

For the protection of our guests and STARS (Gaylord staff), we have implemented "upon request only" housekeeping service. No STARS are permitted into guest rooms while a guest is present unless for emergency reasons. Masks and gloves are available to all STARS.

Contactless Service

Guests can choose to use their phones to check in, access their rooms, make special requests and order room service that is specially packaged and delivered right to the door without contact. These "touchless" services can all be done quickly via the Marriott Bonvoy mobile app.

Food Safety Protocols

Food handlers and supervisors are trained on safe food preparation and service practices. The company's food and beverage operations are required to conduct self-inspections using its food safety standards as guidelines; compliance is validated by independent audits.

We also have enhanced sanitation guidelines and training videos for STARS that include hygiene and sanitizing practices. In addition, the company has modified operational practices for in-room dining and has designed new approaches to buffets.

Gaylord Staff (STARS)

All STARS are required to have their temperature taken prior to entering their work area. Anyone with a temperature at or above 100.4°F or exhibiting any known symptoms of COVID-19 (following the definition

of a reportable illness per the CDC) are not allowed to work.

STARS are trained on how to respond swiftly and report all presumed on-property cases of COVID-19 to the local health department. If the property is alerted to a presumptive case of COVID-19 at the resort, the property will work with the local health department to follow the appropriate recommended actions.

Meetings

A comprehensive protocol for cleaning, sanitizing and maintaining physical distancing has been designed to keep attendees safe. Where appropriate, these protocols can be adjusted in partnership with our meeting planners.

For example, seating capacities and floor plans may be reviewed on an event-by-event basis to ensure adequate physical distancing that follows local fire department, as well as state and local health authority, guidelines. This may include density reduction in meeting rooms and exhibit hall spaces.

Convention public space attendants are dedicated to regular cycles of high-touch-point sanitization areas. Electrostatic sprayers are being used in meeting, conference and tradeshow spaces. In addition, our industry-leading team of sales and event experts are in place to support meeting planners and attendees in navigating the current meetings landscape.

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 by **June 30, 2021**, for forwarding to the competition judge.

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

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

NAPS Newsletter Contest

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

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

The entry instructions include:


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

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

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

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

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

ORIGINAL: Present at Convention Mail copy to: NAPS HQ 1727 King St STE 400 Alexandria VA 22314	National Association of Postal Supervisors Delegate Credential 
..... <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>	
Check Here if First-Time Delegate <input type="checkbox"/>	USPS EIN #
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 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

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 or call 703-836-9660.

Refund Requests

All refund requests must be submitted in writing via email to 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 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; 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.



NAPS National Convention Golf Tournament

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

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



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

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

NAPS National Convention Golf Tournament Registration

Registration closes after Aug. 1, 2021

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

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

Name _____ Phone # (include area code) _____

Mailing Address _____

City _____ State _____ ZIP _____

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

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

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

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

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

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

NAPS Golf
PO Box 456
Hewitt, TX 76643-0456



Tips for Handling Change

By Joe Bodary

Changes, changes and more changes! A lot of people have problems adjusting to changes, let alone a whole lot of changes all at once. This is when they are most stressed

We get into the habit or rhythm of our jobs; when they change, it upsets us. There also is fear of what's coming—what if I don't like the job I get? What if I can't handle it? What if it's far away? All these questions keep playing through your head, increasing your stress. Fear of the unknown!

Throughout my career, I went through several RIFs. I pulled out of all of them just fine. Here is what we know: The Postal Service has never laid anyone off; you will have a job! That's the most stressful thing to me, worrying about not having any income.

In the private sector, there are no RIF procedures! If your job is eliminated, you are let go. Simple! I know from firsthand experience as my better half went through that experience after working 20 years for the same company. Then, her job was contracted out—bye-bye!

So, lose that worry. Here is what you need to know. You are a leader. Your employees look to you for instruction, guidance and leadership; they will be watching you very closely. You need to keep control and calm; your employees will follow your lead.

They may be worried, too, and

ask them to speak to you about it. Let them have your ear, be understanding and refer them to the Employee Assistance Program (EAP). A lot of the time, they feel better just by having you listen. You, in turn, also can share your concerns with your manager and, by all means, make use of the EAP.



Next, whatever job with which you end up, take a deep breath and jump in. Have a

positive attitude and give it your all to learn and succeed at your new job. I have been there, dreaded going where I was going, but did my best to learn the job, then excel at it.

I made some good connections and expanded my knowledge and experience in different areas. That helped make me very marketable, succeed and get to where I wanted to be! Also remember you can bid on other jobs as they become available. So if you do not like the job in which you landed, know that you are not stuck for life.

Hopefully, these few things I am sharing will make the changes you may be going through a little easier to endure. The most important thing is to keep a positive attitude in everything you do, which will help you tremendously.

Stay safe and best of luck in everything you do!

jbod@aol.com

Joe Bodary is Michigan State Branch 925 corresponding secretary.

Is COVID-19 the Only Enemy?

By Dioenis D. Perez

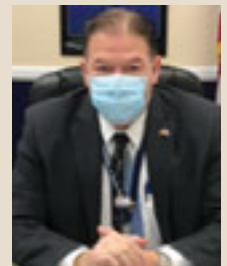
Only six months into the New Year, we're still receiving multiple reports across the country of COVID-19 infecting our employees and EAS members. At what point does everyone start preaching to their families at home the same, strict COVID-19 safety procedures they are taught at work?

The CDC information I've read indicates children are passing the virus to their parents. The same thing happens in the USPS; we are no different. I understand many of us regard this topic differently. Some don't want the government telling them how to live. I'm not about to be the one to tell you, either.

However, after the better part of 16 months, one has to understand life is different for obvious reasons. There need to be procedures uniformly applied in order to eliminate this horrible disease. We all have to put our personal beliefs aside and pull 100% in the same direction to eliminate the pandemic. We need to be leaders not just at work, but at home with our families, as well.

"Why?" you ask. In two months, we will be dealing with prime vacation time; there will be open assignments in every office. You will be pivoting at least 20% of your routes at some point during the summer—a nightmare for customer service. The delivery window of 7 and 8 p.m. will be scrutinized daily. There will be no pre-tour OT allowed.

Now, more than ever, we need attendance to be 100% because it is estimated by the CDC that 30% of the population will not want the vaccine. Even with the vaccine, you



Continued on page 55

Notes

from the National Auxiliary

What I Know For Sure

Skip Corley

Capitol-Atlantic Vice President

Spring is my favorite season of the year. I am really good at working, staying loyal and being diligent. In 2020, COVID-19 came along and threw a monkey wrench into my plans for the entire year.

I usually start putting together my yearly activities in January. But, last year, COVID-19 halted everything. After a while, I started asking myself, "Am I having a good time? Am I doing what I really want? What does fun look like?"

Things over which I had no con-

trol began to affect everyday life and plans. Social distancing, self-isolation and travel restrictions led to a reduced workforce across all economic sectors. Some jobs were lost for good. Schools closed down, which affected families.



The need for commodities and manufactured products decreased, with the exception of some personal items. Who ever thought you would have to stand in line to buy a roll of toilet paper or a can of Lysol disinfectant would cost \$10—if you could find one? Or going online at Amazon.com would be a shopping destination.

Submit Auxiliary Dues

National Auxiliary dues will be delinquent as of July 31, 2021. Because this is a national convention year, dues must be current for 2020 and 2021. Please submit your dues as soon as possible.

Make checks or money orders payable to "National Auxiliary to NAPS" and mail to:

Bonita R. Atkins
National Auxiliary Secretary/Treasurer
PO Box 80181
Baton Rouge, LA 70898-0181

Finally, there is a flicker of light—something to which we can at last look forward. I don't know about you, but I am looking forward to the upcoming NAPS National Convention in Texas this August. I will have the chance to get away from the everyday, boring routine through which this pandemic has put me. I will be able to safely gather with my friends and associates from across the U.S. whom I've not seen since 2018.



Auxiliary Luncheon Registration Form

Noon, Friday, Sept. 3, Grapevine Ballroom

Name (Please PRINT) _____

Auxiliary #/Branch # _____

Street Address/PO Box _____

City _____

State _____

ZIP _____

Check one:

Auxiliary Member Auxiliary State President

NAPS Member Visitor

I'd like to purchase _____ advance-order tickets at \$45 each.

The total is \$ _____

Advance ticket orders MUST be received on or before Aug. 15, 2021.

Group name: _____

Last Name/Auxiliary Name/Branch Name

Pick up by: _____

The above-named person *must* pick up the tickets at the Auxiliary registration table.

There will be no ticket sales at the convention. Advance tickets will be available for pickup Sunday, Aug. 29, through Tuesday, Aug 31.

Advance Sales:

Please mail this form, with a check or money order payable to National Auxiliary to NAPS, to **Bonita Atkins, National Auxiliary Secretary, PO Box 80181, Baton Rouge, LA 70898.**

Thank you.

Let's hope we continue to follow CDC guidelines—wearing masks, washing hands and social distancing. Also, with the availability of the vaccines, I hope the virus is on the

downturn. Let's all do our part so we can have a safe, successful convention in Texas this August.

I miss y'all!
skicor@ymail.com

Auxiliary Luncheon Update

By Bonita Atkins
Secretary/Treasurer

Planning for the National Convention in Grapevine, TX, is going "full steam ahead." The venue is beautiful and the Gaylord staff will have your continued health and safety as their top priority.

The Auxiliary Luncheon will be on Friday, Sept. 3, in the Grapevine Ballroom. We will practice safe distancing; everyone will be seated accordingly.

Tickets are \$45 per person, in advance. Tickets will be on sale until Aug. 15. Because of hotel protocol in spacing for the luncheon, there will be *no ticket sales at the convention*. The hotel needs to know the exact number of seats before our arrival in order to effectively have safe distancing.

I urge all branches and members to please send in your luncheon registration form and payment as soon as possible. As you know, mail has been seriously delayed. Do not wait until the last day to send your form as I may not receive it in time before I leave for the convention.

There will be no refunds; all sales are final. Each person must have their own ticket before entering the ballroom for the luncheon.

State Auxiliary president tickets will be complimentary, but the presidents must submit a registration form (without payment) to indicate if they will attend. Please complete the form (make copies as necessary) and return

it with your check or money order, payable to National Auxiliary to NAPS, before Aug. 15, to Bonita Atkins, Secretary/Treasurer, PO Box 80181, Baton Rouge, LA 70898.

Please note: The person listed on the "Pick up by" line on the registration form is the *only* person authorized to pick up the tickets. Tickets will be available for pickup on Sunday, Aug. 29, through Tuesday, Aug. 31.

The Auxiliary looks forward to having you with us at the luncheon.

Again, I urge you, please submit your form and payment as soon as possible.

latkins326@aol.com



Thoughts from the NAPS Branches

Continued from page 53

still may catch COVID-19, but the virus' severity should be lessened.

Add to the mix the USPS' new, liberal thinking concerning CCAs and how to mentor them. Someone had the idea to work them only 40 hours, then give them a day or two of rest in hopes they will stay. This would create a new employee who doesn't want to work extra hours or six days when needed and animosity among the regulars who are ordered to work while new CCAs are given a day of rest.

I'm already visualizing the stress EAS employees will be under this summer. Is it because of the orders with which we are given to work? Or is the real enemy COVID-19 isn't taken as seriously as it should be by our family members?

elcubano59@aol.com

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

Thrift Savings Plan

Fund	G	F	C	S	I
April 2021	0.13%	0.82%	5.33%	4.23%	3.09%
12-month	0.89%	(0.17%)	45.96%	78.00%	40.34%
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
April 2021	1.14%	2.15%	2.74%	2.99%	3.24%
12-month	10.04%	0.00%	27.55%	0.00%	33.47%
Fund	L 2045	L 2050	L 2055	L 2060	L 2065
April 2021	3.45%	3.66%	4.35%	4.35%	4.35%
12-month	0.00%	38.84%	0.00%	0.00%	0.00%
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					



Mortgages with up to 97% financing.

Signature FCU offers fixed-rate and adjustable rate mortgages (ARM) with a variety of terms.

- ✓ **Up to 97% LTV*** on single-family dwellings for qualified borrowers
- ✓ **Up to 90% LTV** on all condos
- ✓ **Up to 75% LTV** on 1-4 until dwellings when you are occupying one of the units
- ✓ **Up to 85% LTV** on investment property purchases

*LTV = Loan to Value. Mortgages are available for properties nationwide, except in Alaska, Hawaii, and Puerto Rico. All loans are subject to credit approval and additional pricing may apply.

Are you ready to get started?

Visit SignatureFCU.org/Mortgage to apply online or contact our Mortgage Department at (800) 336.0284 ext. 696 to get started today.

Not a member of SFCU?

Open your account today at <https://bit.ly/SignatureFCU-apply-now>

Scan this QR code with your smart phone camera to learn more.



Signature Federal Credit Union
(800) 336.0284
mortgage@signaturefcu.org
SignatureFCU.org

FOLLOW US
[Twitter](#) [Facebook](#) [Instagram](#) /SignatureFCU



Federally Insured
by NCUA

Membership eligibility required.
NMLS 401612

Signature
FEDERAL CREDIT UNION
Everywhere You Are