

the Postal Supervisor

March 2020



**NAPS—
Be a Part
of It!**

*This Is the
Year of
Membership*

page 6



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Objective

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

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

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

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Rethinking EAS Pay and PFP

In my January 2020 *Postal Supervisor* column, I referenced there was no official FY20 PFP agreement between the USPS and NAPS. I would like to bring you up to date on this issue. Here's the scoop:

In early December, NAPS informed the Postal Service—as a sign of our good faith—that we would participate in a joint workgroup with the Postal Service to

explore and resolve supervisory pay issues for FY20, including pay-for-performance (PFP). NAPS made clear its participation in the workgroup process did not waive any of NAPS' rights and claims in its pending lawsuit against the Postal Service over the FY16-19 pay package and NAPS' representation of EAS employees.

NAPS also agreed in early December to specific modifications to the FY19 and FY20 pay packages, as proposed by the Postal Service, that would improve NPA corporate and unit composite weights and benefit NAPS members. In a letter dated Dec. 16, 2019, the Postal Service confirmed the adoption of those changes and the application of new NPA corporate and unit composite weights for FY20 for all career, nonbargaining personnel. I will explain these actions and their significance, as well as what's ahead for the joint workgroup.

As you are aware, the NPA corporate and unit composite weights are part of the formula used by the USPS to calculate final PFP payouts for EAS employees. The new NPA indicator weights that NAPS agreed to were modified to 50% corporate and 50% unit. They will be applied for FY20 to all eligible field nonbargaining employees.

Over the years, the USPS—and even NAPS members—casually have referred to the EAS pay system as PFP, as though the two were synony-

mous. They are not. As we embark on workgroup talks with the Postal Service over EAS pay, NAPS will work toward creating a pay system that is systemically fair and equitably rewards performance—specifically, individual performance. What role PFP serves in that system remains to be decided.

As I reported in my January column, the USPS has not proposed the elements of a FY20 pay package or any framework for improving PFP. To date, no FY20 PFP rules or any PFP cell matrix or pay percentages have been proposed by the USPS or agreed to by NAPS. That is because more fundamental issues about EAS pay and PFP remain subject to discussion between the USPS and NAPS.

Again, it is unknown at this time what will be in a final FY20 EAS pay system until the pay consultation process has concluded. That is why NAPS is participating in the joint workgroup with the Postal Service. NAPS is aware the Postal Service is not going to shy away from making PFP part of a FY20 pay system. We want to discuss how a future EAS pay system should be designed and whether and how that includes a PFP element.

To reach that outcome, NAPS believes the joint workgroup needs to address how the EAS pay system recognizes fiscal year organizational accomplishments, as well as individual performance, to assure fair and

reasonable compensation. As a starting point, NAPS will accept nothing less than an EAS pay system that adheres to the law—and the requirements of *Title 39*—regardless whether PFP is part of the pay structure.

If PFP remains a part of the EAS pay system, we want to correct the systemic PFP flaws correctly highlighted by the 2019 Federal Mediation and Conciliation Service's fact-finding panel in its report. Finding the right answers on an improved pay system begins with asking the right questions, which will require

Continued on page 6



Brian J. Wagner
President

The Postal Supervisor 2020 Production Schedule

Issue	Copy Deadline*	Mails
APR	FEB 25	MAR 19
MAY	MAR 23	APR 21
JUNE	APR 17	MAY 12
JULY	MAY 12	JUNE 9
AUG	JUNE 22	JULY 16
SEPT/OCT	AUG 24	SEPT 22
NOV	SEPT 28	OCT 22
DEC	OCT 23	NOV 17
JAN 21	NOV 23	DEC 22
FEB	JAN 4	JAN 28

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

SPAC 2019—A Year in Review

At the end of each year, it seems everybody does “A Year in Review.” It’s an opportunity to bring one last focus on what was—whether it’s events that happened, music that made it to the top of the hits list or great movies that were released. We give it one last focus before looking forward to bigger and brighter things.



Ivan D. Butts
Executive Vice President

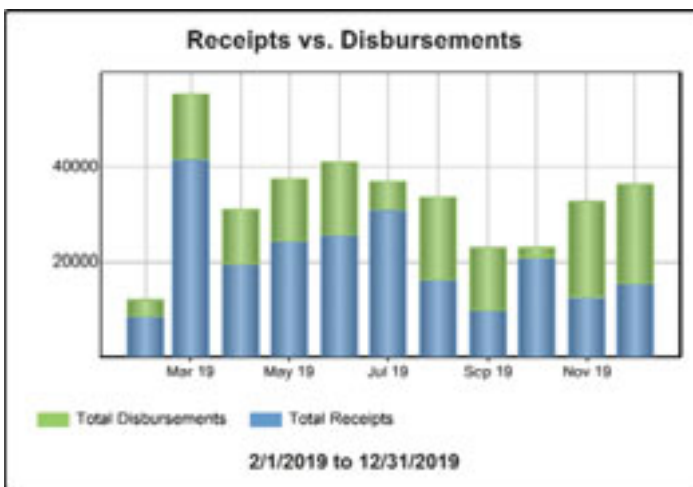
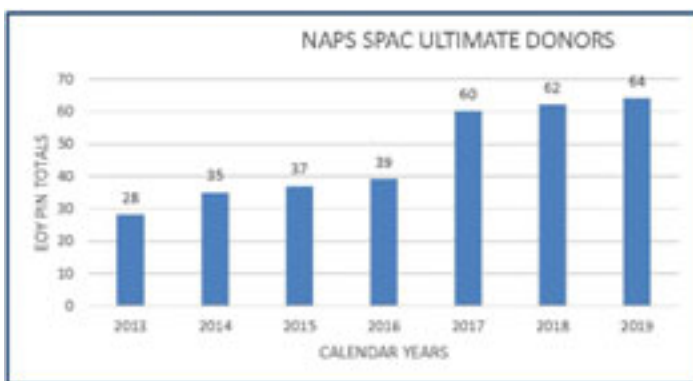
I want to do the same with NAPS SPAC in this column. As executive vice president, one of my duties is executing our association’s legislative portfolio or the creation and maintenance of a robust Supervisors’ Political Action Committee (SPAC).

We began CY19 after another excellent finish in CY18—another record-breaking year in SPAC contributions. Our CY18 effort was aided by your tremendous efforts at our national convention. I thank and appreciate all who gave to SPAC that year to make that new record possible.

The NAPS Legislative staff looked to CY19 SPAC with the hope of maintaining and building on what had been accomplished. Leading up to the 2019 LTS, we redesigned our SPAC pins to create new interest and energy. We continued our focus on growing “Drive for 5,” our program for continuous contributions that allows us to forecast our SPAC efforts for the year and helps us project a budget.

We had a tremendous SPAC effort at the 2019 LTS. Our aim was fueled with a challenge from Southern Maryland Branch 531 President C. Michele Randall and Maryland State President Steve Shawn to branches to contribute above and beyond for SPAC. This helped us maintain the high level of LTS giving that we have seen over the past several years (*see top right*).

The support you gave to NAPS SPAC at LTS and throughout the year will be instrumental in NAPS achieving another high percentage of wins for NAPS-supported candidates in the 2020 elections. The NAPS Headquarters Legislative staff also continues to receive increased support from the NAPS Legislative Team,



which is headed by Madam Chair Marilyn Walton, Western Region vice president.

The support of this team continues to help us move our NAPS SPAC to greater heights. The team helps bring new ideas and increased focus—not just on SPAC, but also on how we get our legislative voice heard locally at the grassroots level.

With your support over these past five years, SPAC has been able to engage legislative leaders in a way that gives life and full support to our legislative re-

quests and concerns. We are continually building a relationship with legislators to have a voice in shaping and molding legislation that impacts not just the lives of our NAPS brothers and sisters, but also America's Postal Service.

However, that all being said, we went through CY19 with the hopeful optimism that we would be able, despite being in a non-national convention year, to have another excellent effort in regard to SPAC. Although our SPAC total for CY19 failed to provide the continuous growth we have seen in prior years, your generosity shows that NAPS is making real its commitment to a vibrant SPAC; we all should be proud.

You stood firm and supported SPAC in a way that makes your NAPS Headquarters Legislative staff and Ex-

ecutive Board team proud to serve you. The charts on page 4 represent the SPAC Ultimate Contributor trend analysis, as well as the CY19 receipts vs. disbursements analysis.

Thank you to everyone listed in this issue of *The Postal Supervisor* for their CY19 SPAC contributions. Thank you to our "Drive for 5" members. I also want to thank everyone who gave to SPAC without providing a receipt to get credit (not recommended) and for those who contributed with a receipt, but their CY19 total did not reach the minimal donor level.

Many, many thanks to all. I appreciate every member of our NAPS family who made 2019 a solid SPAC year!

In solidarity ...

naps.ib@naps.org



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

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

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

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

NAPS Training Calendar

Central Gulf Area Training April 17-19, 2020

Conducted by: Central Gulf Area Vice President Cornel Rowel

Location: Doubletree Hotel, 120 Madison Ave., Montgomery, AL 36104; (334) 245-2320; use group code NRT

Hotel Rate: \$149/king or double; parking, \$7/day

Registration Fee: \$50

Training Topics: Adverse action, *ELM* 650, legislation and more

New York & Mideast Areas Training April 17-19, 2020

Conducted by: New York Area VP Jimmy Warden and Mideast Area VP Tony Dallojacono

Location: Villa Vosilla, 6302 Main St., Tannersville, NY 12485; (518) 589-5060

Hotel Rate: King, \$478.20; queen, \$451.20; double (king or two queens), \$327/person; double (one queen), \$310.80/person

Registration Fee: Generous donation to SPAC in lieu of registration fee

Training Topics: Advocacy, branch secretary/treasurer duties, SWCs, retirement (disability), violence in the workplace and filing mitigating factors

Instructors: NAPS Secretary/Treasurer Chuck Mulidore, Tony Dallojacono, Jimmy Warden and Bruce Nicholson (USPS Labor Relations Policy Administration); others TBA

NAPS Officers: Northeast Region VP Tommy Roma and Eastern Region VP Richard Green

MINK Area Training April 23-25, 2020

Conducted by: MINK Area Vice President Bart Green

Location: Renaissance Des Moines Savery Hotel, 401 Locust St., Des Moines, IA 50309; (515) 244-2151

Hotel Rate: TBD

Registration Fee: TBD

Training Topics: TBD

2020—The Year of Membership

Welcome to 2020—the year to increase NAPS membership across the country! While membership recruitment is an ongoing process for all of us, NAPS Headquarters recently launched a multipronged membership campaign that we hope—and believe—will dramatically increase our membership numbers.



Chuck Mulidore
Secretary/Treasurer

Hopefully, you have seen our “Call for Testimonials,” where we’ve asked members to tell us why they joined NAPS and what they believe the value of NAPS to be. Or have you seen our new membership materials recently sent to all nonmembers across the country? It’s a sleek, colorful message that explains the benefits of NAPS membership and gives all new members a \$50 Signature FCU gift card just for signing as NAPS members!

Perhaps you have seen the new, recently released NAPS video that explains in the words of the NAPS resident officers and members why NAPS is the best management organization to which all EAS employees can belong. You can find all this and more on our NAPS social media pages, our NAPS website, naps.org, or you can read a quick reminder below.

On Sept. 8 of this year, NAPS will turn 112; we never have looked better! The need for this organization to exist is as real now as it was in 1908 when 50 supervisors met in Louisville, KY, to chart the future of NAPS. Could those 50 men have imagined that, thanks to your efforts, membership has increased to over 27,000? As the number of NAPS members rises, so does the value of your membership.

Most impressively, over 95% of our members are actively working EAS employees: supervisors, managers, postmasters, SDOs, MDOs, MMOs, plant managers, HR personnel, OPS support and district, area and Headquarters personnel—over 500 EAS job titles! Unlike the other postal management organization where only 49% of its members are actively working EAS employees, we represent every EAS employee.

NAPS’ representation makes us the best, largest and most effective management organization representing EAS employees in the Postal Service. NAPS is strong, growing and financially stable. We are well prepared to meet the challenges of the future and meet them we will!

Your resident officers at NAPS Headquarters, your Executive Board members across the country and your local branch leaders are committed to maintaining the standard of effective representation that has been the hallmark of membership in NAPS. One of the greatest values NAPS offers is our Disciplinary Defense Fund (DDF), which represents any NAPS member in any type of adverse action. This is offered as a part of your membership in NAPS.

In other words, DDF representation does not cost you any additional money out of your pocket, unlike that other management organization that charges thousands of dollars upfront. Of course, our primary focus always has been to educate and train our members on how to stay out of trouble. But, if by some chance something adverse should happen to you as an EAS employee, we will be there with world-class representation.

You see, we represent *all* EAS employees and have been doing so for well over a century. We are, and will continue to be, working hard to grow membership. That is the hallmark of the legacy and responsibility that have been passed down to each of us over the past nearly 112 years, allowing NAPS to meet the challenges of today and, most importantly, the future.

We know that never-ending change is the one constant in the Postal Service. But there is one thing that will never change: As long as there is a Postal Service, there will be a National Association of Postal Supervisors. So, let’s get to work and sign those nonmembers in 2020—the year of NAPS membership!

naps.cm@naps.org

Rethinking EAS Pay and PFP

Continued from page 3

the USPS and NAPS to focus first on what a fair and equitable EAS pay system means and then, what role, if any, PFP should play. This is why discussions between the parties at this point remain in the conceptual stage, with a specific FY20 EAS pay system yet to be designed.

Until then, NAPS, in good faith, will continue to participate in the joint workgroup with the Postal Service to diligently resolve our EAS pay problems, including those related to pay-for-performance.

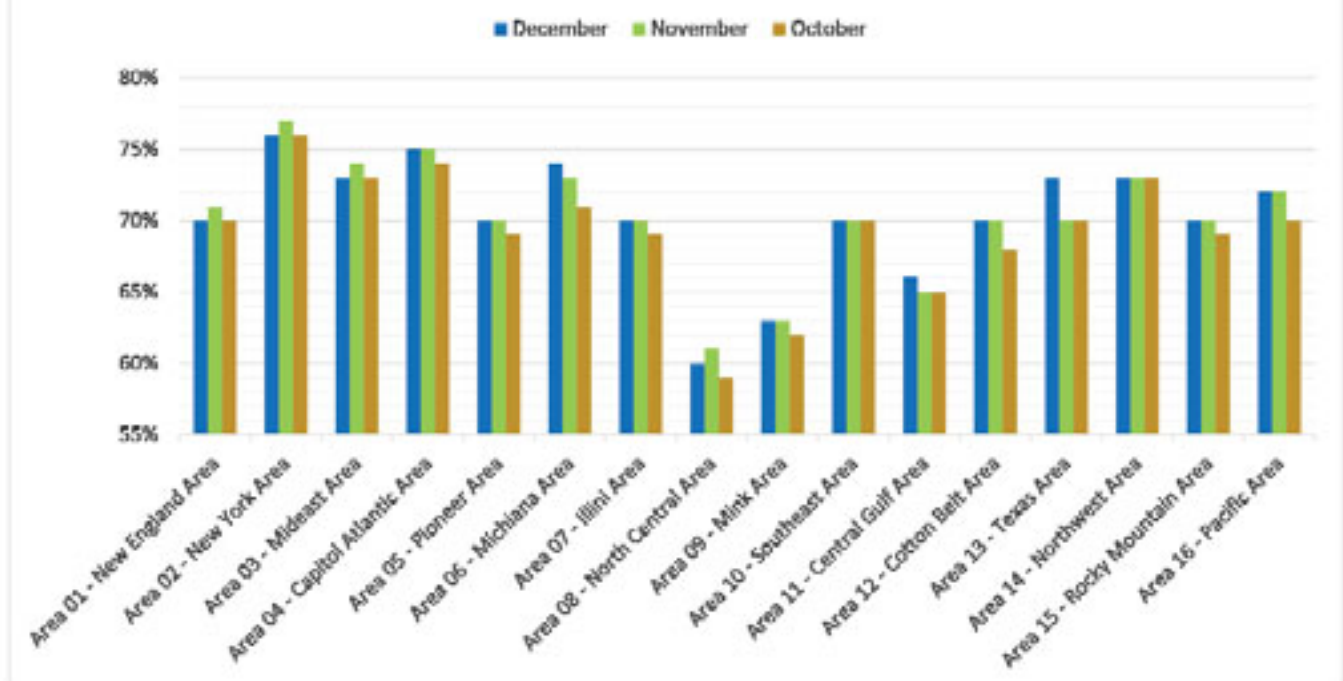
Just to let you know, I have worked diligently on selecting a flawless March 2020 ice-cream-of-the-month recommendation: spumoni.

naps.bw@naps.org

National Association of Postal Supervisors Membership Report

December 2019

3 Month Member Percentage by Area



Regular Member Totals By Area	December 2019	November 2019	October 2019
Area 01 - New England Area	70%	71%	70%
Area 02 - New York Area	76%	77%	76%
Area 03 - Mideast Area	73%	74%	73%
Area 04 - Capitol Atlantic Area	75%	75%	74%
Area 05 - Pioneer Area	70%	70%	69%
Area 06 - Michiana Area	74%	73%	71%
Area 07 - Illini Area	70%	70%	69%
Area 08 - North Central Area	60%	61%	59%
Area 09 - Mink Area	63%	63%	62%
Area 10 - Southeast Area	70%	70%	70%
Area 11 - Central Gulf Area	66%	65%	65%
Area 12 - Cotton Belt Area	70%	70%	68%
Area 13 - Texas Area	70%	70%	70%
Area 14 - Northwest Area	73%	73%	73%
Area 15 - Rocky Mountain Area	70%	70%	69%
Area 16 - Pacific Area	72%	72%	70%
Total Regular Member %	71%	71%	71%
Total Regular Members	26,130	26,456	26,075
NonMember Totals	December 2019	November 2019	October 2019
Total NonMembers	10,545	10,517	10,819
Total NonMember %	29%	29%	29%

National Association of Postal Supervisors

Vince Palladino Memorial Student Scholarships

Deadline: June 26, 2020

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 26, 2020. 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-2>.

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the September/October 2020 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 2020. Scholarships may be used to pay expenses in the student’s current or following semester.

Online applications only: <https://naps.org/Members-Scholarship-2>

In Memoriam

NAPS is saddened to report the death of Brian Michaelson, past president of New York State Branch 935 and Staten Island Branch 110, who died Jan. 17. He started his postal career as a 19-year-old clerk at the Brooklyn GPO before becoming a protégé of the late NAPS President Vince Palladino on Staten Island.



Brian was the Customer Relations coordinator at the Staten Island Post Office and went on to become a postal supervisor. He retired from the Postal Service after 35 years of service.

His wife Kristine Ann Pirello, former National Auxiliary president, preceded him in death. Brian was a great advocate for NAPS; he will be greatly missed.

Louis M. Atkins Scholarship Winners

NAPS Headquarters is pleased to announce the winners of the five 2019 Louis M. Atkins Presidential Scholarships sponsored by NAPS. One winner from each NAPS region was selected to receive a \$500 scholarship. The winners are as follows:

Northeast Region—Victoria Ferlauto, daughter of Katherine Ferlauto, Long Island Branch 202. She is studying nursing at Emory University, Atlanta.

Eastern Region—Mackenzie McCarthy, daughter of Scott McCarthy, Pittsburgh Branch 20. She is studying special education at

Penn State University.

Central Region—Emily Wilson, granddaughter of Linda Wilson, Heart of Illinois Branch 55. She is studying radiography at Heartland Community College, Normal, IL.

Southern Region—Malik Myers, son of Charlesetta Myers, Jacksonville, FL, Branch 93. He is studying criminal justice at Mississippi Valley State University.

Western Region—Jeffrey White III, grandson of Ben Clapp, Portland District Branch 66. He is studying pre-med at Clackamas Community College, Oregon City.



Newly elected officers for Omaha, NE, Branch 10 were installed at a holiday dinner. From left: MINK Area Vice President Bart Green, Branch 10 President Phyllis Pfeifer, CS Vice President Maureen Gadbois, Secretary Roger Humphries, Treasurer Cindy Bray-Geibert and NAPS Central Region Vice President Craig Johnson. Not pictured: Plant Vice President Michelle Hargiss.



Four NAPS members (with certificates) received recognition for their SPAC contributions at the Eastern Region Cabinet Meeting in Evansville, IL, in January. From left: Executive Vice President Ivan D. Butts, Mideast Area Vice President Tony Dallojacono, Eastern Region Vice President Richard Green, James E. Parks Jr. (Northern VA) District Branch 526 President Lloyd Cox, NAPS President Brian Wagner, Pittsburgh Branch 20 President Jeanine Adams, Pioneer Area Vice President Tim Needham, Virginia State Branch 951 Vice President Phil Butler, NAPS Secretary/Treasurer Chuck Muldore and Capitol-Atlantic Vice President Troy Griffin.

Mid-Hudson, NY, Sal LaGreco Branch 330 honored its recent retirees. The retirees received a certificate signed by the NAPS resident officers and a small token of appreciation from the branch. From left: Branch 330 President Frank Barton, retirees Michael Lettorese and Thomas Mannini, NAPS New York Area Vice President Jimmy Warden and Northeast Region Vice President Tommy Roma.



Southern Region Vice President Tim Ford (left) conducted advocacy training on Jan. 18 for New Orleans Branch 73.



Branch 73 President Tomica Duplessis thanked Ford with a Mardi-Gras-themed basket.



What's New With the Federal Long Term Care Insurance Program?

In fall 2019, the new Federal Long Term Care Insurance Program (FLTCIP) 3.0 plan was launched. This is the only FLTCIP plan available to new applicants on or after Oct. 21.

The U.S. Office of Personnel Management worked with the FLTCIP insurer, John Hancock Life & Health Insurance Company, and the program administrator, Long Term Care Partners (LTCP), LLC, to design a plan that offers comprehensive coverage with added premium stability.

FLTCIP 3.0 is a traditional long-term care insurance plan that includes a stay-at-home benefit, as well as formal and informal caregiving. It provides many of the same comprehensive benefits that have made the FLTCIP a meaningful way of addressing long-term care risks.

In addition to its core coverage, the new plan offers the recently in-

troduced premium stabilization feature—an innovative means of addressing the risk of large future premium increases, which is a concern many consumers have wanted addressed by the long-term care insurance industry. Under certain conditions, this amount may be used to offset an enrollee's future premium payments or provide a refund of premium death benefit.

FLTCIP 3.0 benefits also include:

- international coverage up to 100% of the maximum lifetime benefit
- 3% automatic compound inflation option or future purchase option
- two-, three- or five-year benefit period

The FLTCIP is available to eligible federal and U.S. Postal Service employees and annuitants, active and retired uniformed service members

and certain qualified relatives. Visit LTCFEDS.com/eligibility for the full eligibility listing.

The FLTCIP is a medically underwritten benefit. Certain medical conditions, or combinations of conditions, will prevent some people from being approved for coverage.

To learn more about FLTCIP 3.0, visit LTCFEDS.com, where you can sign up for a webinar, view full program details or view a video on the new premium stabilization feature. Or call 1-800-LTC-FEDS (1-800-582-3337), TTY 1-800-843-3557, to speak with a program consultant.

The Federal Long Term Care Insurance Program is sponsored by the U.S. Office of Personnel Management, insured by John Hancock Life & Health Insurance Company and administered by Long Term Care Partners, LLC.

Westchester, NY, Branch 336 held its annual holiday meeting that honored 2019 retirees. The branch gave each retiree a gift; many good memories were shared.



New York Area Vice President Jimmy Warden (left), with Northeast Region Vice President Tommy Roma and Branch 336 President Linda Morgan-Glover, presented Branch 336 retiree Felix Burton with a gift.

Brian Michaelson—A Man for All Seasons

By **Tommy Roma**

Northeast Region Vice President

I first met Brian in the early '70s. I was a letter carrier and recovering from a fall on ice while delivering my route. I broke my ankle and needed surgery. When I was well enough to come back to work in a light-duty status, I reported to injury compensation at the GPO Brooklyn Division. Brian was an injury compensation clerk assigned to my case.

We hit it off right away because we shared a lot in common. We both liked sports, rock 'n' roll, wrestling, boxing, collecting old baseball cards and signatures of sports idols, but mostly old-time movies. After returning to work, I would run into him occasionally.

I was promoted to supervisor of Mails, EAS-15, Tour 1, in 1976. I also was president of the Columbia Association in Brooklyn. As luck would

have it, Stanley Michaelson, Brian's father, was the timekeeper on Tour 1. Stanley told me straight out, "If you want to get paid properly, please take care of Brian."

When I transferred from Tour 1 to Customer Service rep, I made sure Brian got a detail and job in Customer Service. The rest was history. The Brooklyn Division led the country in sales, First-Class presort, Express Mail/custom design and, naturally, the



Benjamin Franklin Stamp Club. We both were natural salesmen.

In 1981, I decided to go back to my first love—the Stations in Brooklyn, serving the public. Brian eventually went to Staten Island in a support role in Retail Sales. He also was doing master of ceremony duties for the Staten Island postmaster—a job he loved.

We both were officers in our local NAPS branches in Brooklyn and Staten Island. We both eventually became presidents of Branch 68, Brooklyn, and Branch 110, Staten Island. We took our branches to new, all-time highs in membership and revenue; Brian's branch was at 100% membership.

Vince Palladino, a friend and mentor to both of us, asked me to run for NAPS New York Area vice president. Brian volunteered to be my campaign manager, along with another legend—Frank Spatola. I now am entering my 20th year as a national officer and keeping the

legacy of Vince Palladino alive.

Brian always reminded me the NAPS Headquarters building, which Vinny broke his back to buy, should be named in his honor. I am happy to report that on March 11, the ceremony renaming the building will take place.

Brian also served the state for many years as president of New York State Branch 935. He always was doing something to raise money to keep the state solvent; another job well done.

At his funeral service on Jan. 23 in Ephrata, PA, the real Brian Michaelson came to light. Those of us in New York always knew Brian would help anyone. He went out of his way to do good, such as volun-

teering for programs in Hospice, Feed the Children, Meals on Wheels, ASPA and fostering animals, among others.


There was a segment of the funeral called sharing; anyone who wanted to say something about Brian could go to the podium and



Brian Michaelson

share. It was astonishing to see and hear the local people from Brian's new church saying how helpful he was. Even when not asked, Brian would volunteer. I was so proud of him that day.

Rest easy, my friend; your work here is done. I am sure Stanley, Kris, Vinny, Ruby and Evelyn welcomed you home.

 **On the Move?**

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

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

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

Highlights from Honolulu, Denver and California Branches

By Marilyn Walton

Western Region Vice President

Honolulu Branch 214 Holds Post-Holiday Celebration

NAPS Secretary/Treasurer Chuck Mulidore and I traveled to Hawaii in early January to attend Honolulu Branch 214's post-holiday celebration. This was Chuck's first trip to the islands. On Aloha Friday (casual day, when you wear your Hawaiian shirt), we visited Honolulu's main postal facility. Greg Wolny, Honolulu District manager, met with Chuck, Branch 214 President Laurie Lum, NAPS Pacific Area vice president Chuck Lum and me.

Wolny reported the district had a challenging, but successful, peak season due to the hard work and dedication of the district's employees. There also was discussion on pro-



posed transportation changes; Chuck Lum had just returned from a transportation meeting in Oklahoma. He is manager of Transportation for the Honolulu District. Laurie Lum is a postmaster.

Amazon delivery to the islands began last year, so that was another topic discussed. It was clear NAPS and the USPS are engaging on the many challenges facing local supervisors and managers.

We also had an opportunity to visit Kenji Higaki, Honolulu postmaster. He welcomed us to Honolulu and wished us a great visit.

Because this was Mulidore's first visit to Honolulu, we allowed time so he and his daughter could visit the Pearl Harbor National Memorial. The memorial is a sober reminder of the lives lost just be-



NAPS honored Scott Luzon, former Hawaii State president, on his retirement from the Postal Service. From left: Marilyn Walton, Chuck Mulidore, Luzon and Chuck Lum.



From left: Honolulu Postmaster Kenji Higaki, NAPS Pacific Area Vice President Chuck Lum, Secretary/Treasurer Chuck Mulidore and Western Region Vice President Marilyn Walton.

fore the United States entered World War II.

We enjoyed a meet-and-greet with local branch officers. The weekend ended with the annual post-hol-



Meeting at the USPS Honolulu District Office were, from left: District Manager Greg Wolny, NAPS Western Region Vice President Marilyn Walton, NAPS Secretary/Treasurer Chuck Mulidore, Honolulu Branch 214 President Laurie Lum and Pacific Area Vice President Chuck Lum.



New Branch 214 members were welcomed. From left: Western Region Vice President Marilyn Walton, Secretary/Treasurer Chuck Mulidore, new members Angel Haedorn, Kelly Coballes and Anthony Carcho and Pacific Area Vice President Chuck Lum.

iday celebration at a local restaurant. In the *aloha* spirit, guests were given beautiful flower leis and a greeting kiss.

Members turned out for this event and appreciated the information from NAPS Headquarters. The attendees asked questions and provided feedback on their concerns. The branch officers committed to work on behalf of the members and continue to engage with postal leaders to solve issues in the workplace.

Laurie Lum reminded everyone that island employees are *ohana* (family). We will work together and help support each other and ensure we all are successful. We had a wonderful visit. It's always sad to say farewell to the *aloha* spirit. *Mahalo* (thank you) for the warm hospitality we received on our visit.

Denver Branch 65 Annual Retirement Brunch

Mile High Denver Branch 65 hosted its annual retiree recognition celebration brunch at the Hiro Japanese Buffet in Aurora. The branch recognized 22 retirees for 2019.

NAPS Secretary/Treasurer Chuck Mulidore and I were invited guests and took the opportunity to congratulate the retirees. Chuck brought greetings from the resident officers and the latest news from NAPS Headquarters.



Back row, from left: Nina Alfred, Branch 65 President Donna Flaherty, Western Region Vice President Marilyn Walton, husband of Carol Klingensmith, NAPS Secretary/Treasurer Chuck Mulidore and Branch 65 Legislative chair Dick Price. Seated: Branch 65 Secretary Julia Cordova, retiree Carol Klingensmith, Colorado/Wyoming Bi-State Legislative chair Gary Roll, Treasurer Valerie Love and retiree Bob Aldrich, who is the Colorado/Wyoming Bi-State president.

Two retirees were able to attend. Carol Klingensmith, Denver District support office, attended with her husband. Also, Bob Aldrich, the Colorado/Wyoming Bi-State president, who retired as postmaster of Greeley, CO.

Carol and Bob appreciated the special recognition and gifts from the branch. They said they would miss their co-workers, but looked forward to the next phases of their lives. I encouraged Carol to continue her membership with NAPS and stay informed on legislation that can impact working and retired NAPS members. The branch has sent associate member ap-

plications to the retirees unable to attend the celebration.

We enjoyed a grand buffet lunch and spent the remainder of the afternoon sharing postal memories and making new friends.

Long Beach, CA, Branch 698 and Orange County Branch 373 Joint Meeting

On a recent trip to the Los Angeles area, NAPS President Brian Wagner, Pacific Area Vice President Chuck Lum, past President Louis Atkins and I started the weekend by attending a joint meeting with the officers and members of Long Beach



Pacific Area Vice President Chuck Lum addressed members at the Branch 698 and 373 joint meeting.

ELECT - IVAN D. BUTTS

INTEGRITY – Firm adherence to a code of especially moral or artistic values; an unimpaired condition; the quality or state of being complete or undivided.

VISION – The act or power of imagination.

ACCOUNTABILITY – An obligation or willingness to accept responsibility or to account for one's actions.

INNOVATION – The introduction of something new: a new idea or method.



NATIONAL PRESIDENT

NAPS National Convention August 17-21, 2020
Gaylord Texan - Grapevine, TX

My goal as your NAPS National President will be to bring the same commitment and energy that I have shown you as your NAPS Executive Vice President. I pledge that I will never deviate from my foundational principles. My engagement Leadership model will continue fighting for our NAPS members who are running the day to day operations and achieving the mission of the Postal Service, which is service to the American public. I will continue to work inclusively with the other Resident Officers to accomplish this goal, using the same strengths that I've been developing for more than 31 years as an active NAPS advocate.

Branch 698 and Al Navarro (Orange County) Branch 373. The joint meeting was coordinated by Branch 698 President Lori Reed and Branch 373 President Jim Isom and Vice President Cathy Sutton.

An overflow crowd traveled from the Orange County and Long Beach areas to attend the dinner meeting at the El Torino restaurant in Westchester. Also attending was Todd Knapp, the USPS Santa Ana Human Resources manager, who represented district management. He said the district is laser-focused on safety and the well-being of all employees.

Wagner brought news from NAPS Headquarters and provided updated information on the ongoing NAPS lawsuit against the Postal Service. He asked that members continue to check naps.org for additional information.



NAPS President Brian Wagner addressed members at the joint Branch 698 and 373 meeting.



Santa Ana District HR Manager Todd Knapp and NAPS Pacific Area Vice President Chuck Lum


and retirees. This is an election year, so it's critical that everyone registers and votes!

Lum encouraged all members to reach out and invite a nonmember to join NAPS. This year's goal is to increase local branch membership to 80% or more.

I spoke about the importance of being legislatively smart and educating each other on the issues that impact postal and federal employees

Louis and Bonita Atkins also brought greetings. Members had time to ask questions and get updated NAPS and USPS information, as well as network and enjoy a great meal. A special thanks to both branches for the invitation and hospitality.

marilynwalton@comcast.net

<p>ORIGINAL: Present at Convention Mail copy to: NAPS HQ 1727 King St STE 400 Alexandria VA 22314</p>	<p>National Association of Postal Supervisors</p> <p>Delegate Credential</p>	
<p>..... <i>(Print or Type Delegate's Name)</i></p> <p>..... <i>(Delegate's Home Street Address)</i></p> <p>..... <i>(Delegate's Home City, State and Zip+1)</i></p>		
<p>Check Here if First-Time Delegate <input type="checkbox"/></p>		<p>USPS EIN #</p>
<p>is a certified member in good standing of</p> <p style="text-align: center;"><i>(Branch Number)</i> <i>(Date)</i></p> <p>and has been duly elected to represent that branch at the national convention of the National Association of Postal Supervisors.</p>		
<p>..... <i>Printed Name Branch President or Designee</i> <i>Branch #</i></p> <p>..... <i>Signature of Branch President or Designee</i></p>		

Confidential Information

Self-Nomination: National Convention Committee Request

Please print or type name. Use one form to self-nominate. Unless an exception is granted by the NAPS National President, a National Convention Committee may only have one (1) branch member appointed per committee. Committees may have up to 25% of selectees who have never before served on a National Convention Committee.

Deadline for Self-Nomination Request due at NAPS HQ by midnight, March 31, 2020.

Committee Choices: Select up to three (3) committees. Number your selection(s) in the boxes below with "1" representing your top choice, "2" next priority and "3" as 3rd choice, if so desired. Committee assignments and notifications of selected delegates will be announced on or before April 20, 2020. If requesting advance committee consideration, schedule transportation accordingly.

	Assistant Secretaries (4 positions)
	Audit (10 positions)
	Balloting and Election (18 positions)
	Constitution & Bylaws (16 positions)
	Credentials & Registration* (21 positions)

	Postmaster (12 Positions)
	Resolutions (14 positions)
	Rules (6 positions)
	Sergeant-at-Arms (18 Positions)

* NOTE: Except for *Credentials and Registration*, all committee members must arrive on Saturday, August 15, 2020 at the convention hotel and will meet with their respective committee on Sunday, August 16. *Credentials & Registration Committee* members must arrive on Friday, August 14, 2020 and will meet on August 15. Selected committee members must schedule their transportation accordingly to ensure arrival for first committee meeting.

I am self-nominating myself to serve on a NAPS National Convention Committee indicated above.

Member Name _____

Mailing Address _____

City, State, ZIP+4 _____

EIN or last 4 SS # _____ Contact Phone # _____

Member of Branch # _____ Non-postal email: _____

(Branch # listed on delegate credential)

Are you a **First-Time** National Convention delegate? Yes No

Have you ever served on any National Convention Committee before? Yes* No

* If Yes, previous committee(s) served? _____

Individual's Credential Enclosed Previously Submitted

NOTE: For National Convention Committee assignment consideration, NAPS Headquarters **must receive** member's self-nomination request via mail or online on or before **March 31, 2020**. No branch officer approval is required. NAPS HQ will confirm delegate's request has been received. If confirmation is not received by April 10, contact NAPS President immediately. Final committee selections will made on or before April 20, 2020 and requesters notified accordingly.

NAPS HEADQUARTERS USE ONLY

Date Self-Nomination Received _____

Must be **received** by mid-night March 31, 2020.

Register online at www.naps.org.
Do Not FAX or email request.

Mail Request to:
2020 National Convention Committee Request
c/o NAPS National President
1727 King Street, STE 400
Alexandria, VA 22314

2020 NAPS National Convention
Gaylord Texan, Grapevine, TX - August 17-21, 2020



2020

NAPS Golf Tournament

If you want a great golf experience, join us at Cowboys Golf Club this August at the 2020 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 2020 NAPS Golf Tournament, in conjunction with the National Convention at the Gaylord Texan Resort, will tee off at 9 a.m. Sunday, Aug. 16 at the beautiful Cowboys Golf Club. The tournament golf fee is \$95 until July 15,

and includes breakfast, lunch and food while playing. From July 16 until Aug. 1, 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. 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.

2020 NAPS Golf Tournament Registration

Registration closes after Aug. 1, 2020

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 2020 NAPS Golf Tournament, contact Bob Bradford, National Convention Host Committee chair, at (972) 264-3717 or email at texasbob49@gmail.com.

NAPS 2020 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



NAPS Urges the PRC to Implement a New Rate-Setting System

Before the Postal Regulatory Commission, Washington, DC

Statutory Review of the System
for Regulating Rates and Classes for Market-Dominant Products Docket No. RM2017-3

Comments of the National Association of Postal Supervisors

Pursuant to the commission's Dec. 5, 2019, order number 5337, "Revised Notice of Proposed Rulemaking," NAPS hereby submits these comments regarding the commission's proposed revised changes to the current market-dominant rate regulation system.

NAPS represents the interests of Executive Administrative Schedule-level employees of the United States Postal Service. These individuals include postal supervisors, managers and postmasters who ensure that the full array of quality postal services is accessible to all Americans. Fundamental to their extensive postal responsibilities, NAPS members supervise and manage the approximately 633,000 members of the postal workforce and maintain an extensive postal infrastructure.

Consequently, NAPS members recognize the importance of a financially sustainable Postal Service and the necessity for the government agency to provide vital mail services and products to all Americans, no matter where they reside or where they conduct business. NAPS believes that universal service is essential to postal-dependent communities, such as those located in rural and urban areas. Hence, the Postal Service's universal service obligation cannot be undermined by the financial pressures burdening the institution that are the product of a smothering rate-setting system.

Section 3622(d)(3) of the Postal Accountability and Enhancement Act, or 2006 PAEA, obligates the commission to review the system for regulating rates and classes

of market-dominant products established under the act "to determine if the system is achieving the objectives" created in the statute. This review, required 10 years after enactment of the act, is the basis of this docket. The PRC correctly concluded in December 2018 that the current rate system "has not achieved the objectives enumerated in 39 U.S. 3622(c)."¹ The system fails to support a universally accessible, high-quality and sustainable Postal Service. The present rate-setting regime demands substantive change.

NAPS' comments focus on the index factor on which rate adjustments for market-dominant products are based. NAPS maintains that the present CPI-U price-cap system fails the Postal Service and provides insufficient revenue to improve postal performance and invest in postal capital. The commission's proposal to build into future rate adjustments funds to offset the Postal Service's retiree health and annuity amortization payments and providing an adjustment to account for the increased cost-per-delivery unit due to falling mail volume is a positive step. However, NAPS believes these steps are insufficient to fully address the identified issues.

NAPS commends the commission for proposing "postage-for-performance" as an incentive to enhance mail-delivery standards and postal operations. Of course, NAPS considers comprehensive legislative remediation the most effective strategy for long-term postal relief; a

¹ PRC Order 4258, Dec. 1, 2017, at 2

piecemeal approach only offers temporary answers to the chronic problems plaguing America's postal system.

In December 2017, the commission suggested a revised rate system that would grant the Postal Service enhanced rate flexibility within a CPI-U based structure. Generally, the commission would have permitted the Postal Service 2% more rate authority above the CPI-U for a five-year period. Moreover, the commission would have conferred the agency with an additional 1% authority if specified performance standards were to be achieved.

If immediately implemented, this blended rate system could have helped alleviate the extraordinary fiscal pressure that the 13-year-old, rigid CPI-U-based adjustments placed on the Postal Service. NAPS believes that if the commission continued to put trust in a CPI-based annual adjustment, it would be more appropriate to use a price index that more precisely reflects the market in which the Postal Service actually operates. We discuss a new CPI calculation below.

In the instant docket, NAPS believes that the preservation of the CPI-U index as the basis for calculating postage adjustments, even with the contemplated modifications in the PRC's "Revised Notice of Proposed Rulemaking" (i.e., including USPS health and retirement amortization payments, providing a mail density factor and including a performance-based adjustment)², falls short. However, the mail density factor would help cushion the blow of a projected 4% decrease in revenue per delivery point over the next five years.³

As referenced above, the proposed rate system is an improvement over the current rate regime; nevertheless, the modifications still would be unable to restore and maintain the enduring fiscal integrity of our postal system. The planned rate system still would be unable to provide the necessary resources to fulfill the postal mission to "bind the Nation together" through correspondence of the people and to "provide prompt, reliable and efficient services to patrons in all areas and shall render postal services to all communities."⁴ Failure to generate the vital revenue to support the Postal Service's core mission is an existential threat to universal postal service and the agency itself.

Fundamental to the establishment of any postage index is using the proper basis for price adjustments.

The present CPI-U index, as well as the index contemplated by the PRC in its "Revised Notice for Rule-Making," is the Consumer Price Index for All Urban Consumers (CPI-U). This index measures changes in an expansive "basket" of goods and services purchased by all urban consumers. This index considers the spending habits of 80% of American households, excluding price changes and the spending preferences of rural consumers.

Moreover, the buying preferences and price fluctuations experienced by urban households are not representative of the price fluctuations of the goods and services unique to the postal and delivery service industry. In fact, the Bureau of Labor Statistics establishes distinct indices for goods and services in the postal and delivery market—the CPI-Postage, CPI-Delivery Services and the CPI-Postage and Delivery.

The CPI-U basket includes such products and services as food and beverages, housing, bedroom furniture, apparel, transportation, medical care, recreation, education and entertainment.⁵ These products are consumed by American households, but not necessarily by the delivery services industry. In contrast, the basket for the CPI-Postage and Delivery Services focuses on price inputs unique to the Postal Service and its direct competitors.⁶ As such, the CPI-Postage and Delivery Services consider the products and weigh price variations among goods and services consumed by the postal and delivery market.

These preferences and price changes influence the prices charged by delivery service entities to its consumers. As a result, NAPS ardently believes the commission should replace the CPI-U with the CPI-Delivery Services as the basis of rate-setting for market-dominant postal products and services. NAPS would not favor using the broader CPI-Postage and Delivery Services because the Postal Service's considerable input in that broader index would have an artificial deflationary effect.

The December 2019 Bureau of Labor Statistics data evidences the cavernous disparity existing between the price increases experienced by all urban consumers, as compared to price increases levied by the delivery services sector of the economy (i.e., excluding the U.S. Postal Service).

² Revised Notice of Proposed Rulemaking, Dec. 5, 2019

³ The U.S. Postal Service Five-Year Strategic Plan FY2020-FY2024, p. 15

⁴ 39 U.S.C. §101(a)

⁵ Consumer Expenditures – 2018, News Release, Bureau of Labor Statistics, Sept. 10, 2019

⁶ Crawford, M., Economist, Bureau of Labor Statistics (Jan. 15, 2020). Telephone interview

CPI for All Urban Consumers (CPI-U)

Not Seasonally Adjusted

Series Title:	U.S. city average	
Area:	CPI-U vs. CPI-Delivery Services	
Item:	December 1997=100	
Base Period:	2006 to 2019	
Years:	December 1997=100	
Year	CPI-U	CPI-Delivery
2006	201.8	171.5
2007	210.036	189.551
2008	210.228	199.456
2009	215.949	202.732
2010	219.179	228.422
2011	225.672	254.464
2012	229.601	267.265
2013	233.049	275.890
2014	234.812	279.056
2015	236.525	281.351
2016	241.432	275.589
2017	246.524	294.484
2018	251.233	306.095
2019	256.974	319.707
Annualized inflation	3.900	11.400

7

The above chart measures the prices in the CPI-U versus the CPI-Delivery Services since enactment of the PAEA. Inasmuch as current postage rate-setting is calibrated to the CPI-U, the U.S. Postal Service market-dominant pricing lags behind its competitors' pricing by an average annualized 7.5%. The average annualized CPI-U adjusted postage, excluding the 2013 exigent rate increase, is 3.9%; in contrast, postal competitors have found it necessary to raise their rates by an average annualized 11.4%.

With more than a decade of hindsight, the commission must concede that the establishment of a CPI-U-based price cap, in tandem with an overly burdensome and unfair requirement to prefund future retiree health benefits at the outset of a deep and wide recession from which the Postal Service still is attempting to emerge, was ill-advised. The commission is now fortunate to have the opportunity and the authority to alleviate, if not correct, the situation.

In summary, under the current rate system, the CPI-U index fails to reflect the costs and input-prices unique to the Postal Service and its competitors. The CPI-U measures the changes in the price of a market basket of goods and services purchased by the broad universe of urban consumers. The CPI-U contains general inflation

trends of a wide variety of products that all urban Americans purchase. Obviously, this is not the same basket of products and services purchased by the Postal Service or other participants in the delivery services industry.

The Postal Service is primarily a delivery operation and captures expenses related to mail acceptance, processing, transportation and delivery. It would be fair and appropriate for the commission to use a price index that more accurately accounts for the price changes of entities whose function is similar to the Postal Service, such as private-sector delivery companies that include United Parcel Service and Federal Express. If the CPI-Delivery Services index was used as the basis for market-dominant postage adjustments, the Postal Service would have enjoyed greater pricing flexibility and enhanced revenue. The agency would have been in a better fiscal position than it presently finds itself.

The PAEA provides the commission with the authority to abandon the flawed price-cap regime altogether, but NAPS recognizes the political consequences of cap abandonment. Recent history has demonstrated how the wrong index has compelled the Postal Service to perpetually cut costs and services. Consequently, the commission should replace current price caps with a more rational and equitable rate system that focuses on incenting and sustaining high-quality, universally accessible postal operations.

NAPS urges the commission to seriously consider creating an entirely new rate system that reflects the core values of a universal postal system. NAPS would support a reasonable phase-in of implementing a CPI-Delivery Services index as the basis of market-dominant postage adjustments.

In conclusion, NAPS urges the commission to abandon the 13-year-old rate-setting system established by the PAEA because it fails to sustain a financially stable and viable Postal Service. This failure has resulted in the reduction of postal services to the American public. NAPS urges the commission to adopt a new rate system that will yield a vibrant, responsive and universal Postal Service.

Respectfully submitted,

/s/ Brian J. Wagner
President

/s/ Ivan D. Butts
Executive Vice President

/s/ Chuck Mulidore
Secretary/Treasurer

⁷ Bureau of Labors Statistics, computer-generated data, Jan. 15, 2020

NAPS Executive Board Directory

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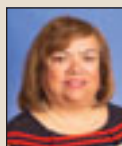
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Bob Levi

Director of Legislative & Political Affairs



Last month in Gobbler's Knob, Punxsutawney Phil awoke from winter hibernation and did not see his shadow. As a result, he did not retreat to his burrow; spring will

with a number of crucial decisions.

First, NAPS will promote EAS employee equity. It will prioritize NAPS' desire to clarify and put real teeth into the decades-old and dysfunctional consultative pay process for EAS-level postal employees.

It is unjustifiable that EAS pay talks are held hostage to the conclusion of negotiations between the USPS and its largest union. It also is inexcusable that the USPS can choose to ignore the conclusions of an independent Federal Mediation and Conciliation Service fact-finding panel. Legislation to implement consultative equity is on the horizon.

To cultivate support, we intend to educate members of Congress on the problems prevalent in the way pay consultations are conducted. In addition, we will renew our efforts to expand support for H.R. 597, legisla-

tion to provide Merit Systems Protection Board appeal rights to those EAS employees currently denied such redress.

Moreover, we will seek to secure for USPS employees the same statutory rights for paid family and medical leave as was recently provided to other federal employees, including those federal employees who occupy managerial positions.

Second, NAPS will encourage members of Congress to provide the USPS with the necessary tools to be successful in its core mission of providing accessible, universal and affordable postal services to our country. Foremost, NAPS will fight attempts to privatize the U.S. Postal Service.

Regrettably, the White House, through an explicit privatization shoutout in the June 2018 Office of Management and Budget report on government reorganization and a privatization allusion in the December 2018 President's Task Force on the Postal System report, still has privatization on the table. Redefining

the historic "universal service obligation" and carving out postal functions for the private sector are part of the long-term goal to make a government-run postal system go away.

The revenue needs of the Postal Service cannot be overstated. As part of our effort to enhance USPS revenue, NAPS last month filed comments with the Postal Regulatory Commission (PRC) recommending that the current formula for calculating postage adjustments be replaced with a new, more appropriate in-

Consultative Equity Is A Legislative Priority

be early. Only four days later, his distant cousin, Postal Pete, emerged through the rooftop doors of L'Enfant Plaza, gazed at the U.S. Capitol and skipped for joy. Small miracles happen.

The House of Representatives passed H.R. 2382, legislation to repeal the onerous requirement that the Postal Service prefund future retiree health benefits. However, Pete's celebration was restrained. He knew the Senate still had to pass its version of the bill, S. 2965, and the legislation, even if signed into law by President Trump, still leaves the Postal Service in desperate need of major legislative reform.

So, about a month after the two groundhogs awoke from their winter slumber projecting muted optimism, NAPS Legislative Training Seminar (LTS) delegates and their compatriots who could not make the journey will unsheathe and put into action NAPS' legislative advocacy agenda for 2020. The prep work for the 2020 legislative crusade began months ago

House Passes Bill to Repeal Prefunding Requirement

Early evening on Feb. 5, the House of Representatives passed H.R. 2382, the "USPS Fairness Act," with a 309-106 majority. The legislation would repeal the onerous requirement that the USPS prefund future retiree health benefits.

On Feb. 5, NAPS sent a letter to all House members, asking for a "yes" vote on the bill. H.R. 2382 was introduced by Rep. Peter DeFazio (D-OR) and attracted 301 co-sponsors.

Sen. Steve Daines (R-MT) introduced S. 2965, the Senate's version of the House bill. S. 2965 has yet to be scheduled for any action in the Senate. NAPS members should contact their senators to urge them to co-sponsor the bill.

flation index—one that reflects actual price changes in the delivery services industry. (NAPS' comments are on page 19.)

This submission was in response to the PRC's proposal to provide the USPS with a bit more rate flexibility in market-dominant products. At the time this column went to press, our congressional allies were reviewing a draft version of a bill that makes a number of changes to previously introduced bills, including changes that could make Medicare coverage for current Medicare-eligible retirees voluntary and without a late-enrollment penalty.

Third, NAPS will battle any attempt to use the FY21 budget as a fiscal chisel to chip away at earned health and retirement benefits. The past three White House budgets have proposed outrageous cuts to retiree pensions. Last year, the President's budget targeted postal and federal employees and retirees for a \$5 billion budget hit.

Those cuts included reductions to cost-of-living adjustments for CSRS retirees and their elimination for FERS retirees, increased employee contributions to retirement for FERS employees, changing the formula for calculating federal annuities, the elimination of supplemental retirement for FERS retirees too young for Social Security and substantial decreases to the interest rate on the Thrift Savings Plan's G Fund.

Election-year battles to promote the NAPS agenda will be linked to SPAC support for incumbent members of Congress or, if warranted, their challengers. So, please engage in this year's mission to advocate on behalf of your colleagues, fellow active and retired EAS employees.

Please awaken from the winter respite and advance those issues important to you and NAPS.

naps.rl@naps.org



The 2020 LTS will focus on advancing a NAPS agenda designed to strengthen EAS employee rights and the Postal Service, enhance our presence on Capitol Hill and cultivate loyal legislative champions. As LTS delegates, whether first-timers or veteran advocates, we will prepare to promote our issues to elected policymakers with intensive orientation on the status of postal issues that impact NAPS and the USPS.

We also will sharpen our skills essential to conducting successful meetings with members of Congress and their staffs. These LTS activities will culminate in us heading to Capitol Hill to educate Congress about the dynamic role the Postal Service continues to play in our nation's economy and legislative proposals that will improve the Postal Service. We also will caution legislators about proposals that would harm the agency and erode our earned benefits.

This is a reference for the order of events; all times are tentative.

Sunday, March 8

9 a.m. – 6 p.m.
Registration

9 – 10:15 a.m.
Non-Denominational
Worship Service

9 a.m. – 11 a.m.
Secretary/Treasurers
Training

12:15 p.m.*
Wreath-laying ceremony
at Arlington National
Cemetery

2:30 – 3:30 p.m.
First-Timers' Orientation

4 – 5:30 p.m.
Town Hall with the
Executive Board

6:30 – 8:30 p.m.
State Legislative Chairs
Dinner

Monday, March 9

6:30 a.m.
Continental Breakfast

6:30 – 7:50 a.m.
Registration continues

8 a.m. – 5:30 p.m.
SPAC Café

7:45 a.m.
Opening Session and
Legislative Training

noon
Luncheon

1:30 p.m.
Legislative Training
continues

4:45 p.m.
State Caucus Meetings

4:45 – 5:15 p.m.
SPAC Photos

6:30 – 8:30 p.m.
SPAC Reception

Tuesday, March 10

6:30 – 8:30 a.m.
Continental Breakfast

morning/afternoon
Delegate meetings on
Capitol Hill

2 – 5 p.m.
Capitol Hill Debriefings
with NAPS Legislative
Team

Wednesday, March 11

8 a.m. – 4 p.m.
Debriefings with NAPS
legislative team continue

*Arlington National Cemetery has updated security measures. In addition to random identification checks and other measures already in place, all visitors must go through additional physical screening. The cemetery recommends bringing minimal to no bags to expedite the screening process; personnel strive to keep wait times to under 20 minutes. Please allow additional time in order to attend the NAPS wreath-laying ceremony.

Persons with handicap placards can get cemetery shuttle bus tickets at no cost to the right of the entrance.



2020 Legislative Training Seminar Registration Information

Hotel room block expires on Feb. 13, 2020 • LTS registration closes on Feb. 28, 2020

Register for LTS online only at www.naps.org

LTS Registration Fee—\$225

The 2020 LTS online registration fee is \$225 if registration is submitted on or before Feb. 14. After Feb. 14, the fee is \$300. **No LTS registrations or payments will be accepted after Feb. 28.**

No on-site registrations will be accepted.

Each official LTS registrant will receive an LTS confirmation receipt from NAPS Headquarters via email immediately after completing registration. If you registered for LTS and did not receive your confirmation, contact NAPS Headquarters immediately.

Refund Requests

All refund requests must be submitted in writing and received at NAPS Headquarters on or before March 1. All approved refunds will be paid on approval.

Substitutions

If you need to make a substitution of an LTS registrant, call NAPS Headquarters at 703-836-9660. All requests for LTS delegate substitutions must be received no later than March 1. No substitutions will be honored after March 1. On-site LTS substitutions will not be allowed.



Marriott Crystal Gateway
1700 Jefferson Davis Hwy
Arlington, VA 22208

Hotel Rates and Reservations

Delegates and guests attending the 2020 LTS are responsible for making their own lodging reservations directly with the Marriott Crystal Gateway Hotel.

To make a reservation, please call the Marriott at 703-920-3230 or toll-free at 877-212-5752. Reference the group's name: **National Association of Postal Supervisors**. To reserve a room online, go to www.naps.org.

The LTS single/double room rate is \$275, plus applicable state and local taxes. Check-in time is 3 p.m.; check-out, noon.

The room block expires on Feb. 13, 2020. Reservations made after that date may be at a higher room rate, if available at all.

To guarantee reservations, the hotel must receive a deposit of one night's room rate and tax by 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.

2019 SPAC Contributors



President's Ultimate SPAC (\$1,000 - \$5,000)

Bruffett, Shawn	AZ	Branch 376
Salmon, James	AZ	Branch 246
Boisvert, Michael	CA	Branch 159
Campbell, Stephnia	CA	Branch 159
Meana, Frances	CA	Branch 159
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Douglas, Lisa	CT	Branch 5
Bock Jr., Robert	FL	Branch 406
Franz, Kenneth	FL	Branch 146
Gilbert, Belinda	FL	Branch 425
LeCounte, Michael	FL	Branch 146
Lynn, Patti	FL	Branch 296
McHugh, James	FL	Branch 386
Mullins, Kym	FL	Branch 81
Quinlan, Robert	FL	Branch 154
Sebastian, Gerald	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Williams, Carolyn	FL	Branch 146
Lum, Chuck	HI	Branch 214
Maxwell, Sherry	IL	Branch 255
Moreno, Luz	IL	Branch 489
Wagner, Brian	IL	Branch 255
Winters, Michael	IL	Branch 255
Rowel, Cornel	LA	Branch 73
Foley, Paul	MA	Branch 120
Murphy, Gregory	MA	Branch 102
Griffin, Troy	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Amergian, Raymond	ME	Branch 96
Hafford, Darrell	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Trayer, Kevin	MI	Branch 142
Mooney, Dan	MN	Branch 16
Johnson, Craig	MO	Branch 36
Geter, John	NC	Branch 183
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202
Gawron, Dennis	NY	Branch 27
Gawron, Steven	NY	Branch 27
Roma, Thomas	NY	Branch 68

Warden, James	NY	Branch 100
Needham, Timothy	OH	Branch 133
Yut, Rachelle	OR	Branch 66
Adams, Jeanine	PA	Branch 20
Butts, Ivan	PA	Branch 355
Croswell, Darnel	SC	Branch 225
Mulidore, Chuck	SC	Branch 225
Tolman, Robert	SD	Branch 946
Aaron, Donna	TN	Branch 947
Green, Shri	TN	Branch 41
Austin, Jessie	TX	Branch 122
Cooper, Karen	TX	Branch 124
Elizondo Jr., Jaime	TX	Branch 122
Foster, Debra	TX	Branch 9
Butler, Phillip	VA	Branch 98
Cox, Lloyd	VA	Branch 526
Green Jr., Richard	VA	Branch 98
Jacobs, Charles	VA	Branch 132
Mott III, George	VA	Branch 132
Johnson, Stanley	WA	Branch 60

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Evans, Bridget	CA	Branch 159
Grayson, Yolanda	CA	Branch 39
Rominger, Jackie	CA	Branch 77
Sutton, Catherine	CA	Branch 373
Swygert, Vontina	CA	Branch 127
Goldstein, Diane	FL	Branch 156
Herzog, Rosemarie	FL	Branch 154
Hoerner, Thomas	FL	Branch 420
Murray, Donald	FL	Branch 93
Ruckart, Kenneth	FL	Branch 386
Moore, Kevin	GA	Branch 281
Moreno, Richard	MA	Branch 498
Anderson, Shareen	MI	Branch 23
Bunch, Kenneth	MI	Branch 23
Krzycki Jr., Kenneth	MI	Branch 508
Bollinger, Kathreen	MO	Branch 36
Carmody, Russell	NJ	Branch 74
Dallojacono, Anthony	NJ	Branch 568
Kofsky, Jonathan	NJ	Branch 568
McKiernan, Michael	NJ	Branch 74
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85
Cabrera, Antonio	PR	Branch 216

Holt, Brian	RI	Branch 105
Mitchell, Annie	TX	Branch 124
Trevino, Barbara	TX	Branch 124

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Melchert, Pamela	AK	Branch 435
Kiszcza, Sharon	AZ	Branch 246
Blythe, Stephanie	CA	Branch 127
Cherry, Hayes	CA	Branch 466
Grayson, Yolanda	CA	Branch 39
Jones, Marilyn	CA	Branch 39
Trevena, April	CA	Branch 94
Kerns, John	CO	Branch 141
Pashinski, Myrna	CO	Branch 65
Wright, Marcellus	DC	Branch 135
Garland, Angela	DE	Branch 909
Ford, Timothy	FL	Branch 353
Vorreyer, Leslie	FL	Branch 353
Wommack, April	FL	Branch 386
Wooley, Josephine	GA	Branch 82
Lum, Laurie	HI	Branch 214
Hilliard, Ricky	IL	Branch 489
Pierce, Annette	IL	Branch 255
Randle, Kay	IL	Branch 369
Krempa, Keith	IN	Branch 169
Norton, Paul	IN	Branch 8
Harmon, Rosemary	KY	Branch 920
Mason Jr., Garland	MD	Branch 592
Bodary, Joseph	MI	Branch 268
Hommerson Jr., David	MI	Branch 130
Marriott, Beverly	NC	Branch 177
Phillips, Austin	NJ	Branch 224
Santiago, Jose	NJ	Branch 538
Timothy, Pat	NJ	Branch 548
Walton, Irma	NJ	Branch 75
Arroyo, Victor	NY	Branch 85
Burke, Terriann	NY	Branch 11
Jessmer, Spencer	NY	Branch 11
Burgasser, Ted	OH	Branch 29
Mayes, Sean	OH	Branch 29
Paige, Lillie	OH	Branch 46
Simpson, Pamela	OR	Branch 66
Bartko, Susan	PA	Branch 20
Benford, Debra	PA	Branch 50
Kolecki, Michele	PA	Branch 941
Erickson, David	SD	Branch 946
Weber, Camron	SD	Branch 946
Bowen, Randy	TN	Branch 97
Brooks, Lamarcus	TN	Branch 41
Clark Jr., Bobby	TX	Branch 124
Davis, Pamela	TX	Branch 122

Lomba, John	TX	Branch 103
Longoria, Richard	TX	Branch 229
Trevino, Manuel	TX	Branch 124
Garrett, Donald	VA	Branch 98
Hubbard, Jim	VA	Branch 22
Navarre, Arnold	VA	Branch 98
Edwards, Calvin	WA	Branch 31
Gruetzmacher, Bjoern	WA	Branch 61
McCracken, Cindy	WA	Branch 61
Taylor, Georgia	WA	Branch 31
Joers, Julie	WI	Branch 72
Simmons, Brandi	WI	Branch 213
McComas, Christina	WV	Branch 212

Chairman's Club (\$250 - 499.99)

Carson, John	AL	Branch 901
Mannings, Judy	AL	Branch 45
Norton, Charles	AL	Branch 208
Studdard, Dwight	AL	Branch 45
Hernandez, George	AZ	Branch 246
Luna, Juan	AZ	Branch 246
Booth, Samuel	CA	Branch 39
Brown, Carl	CA	Branch 94
Cruz, Cheryl	CA	Branch 497
Danzy, Marsha	CA	Branch 197
Dominguez, Jesse	CA	Branch 373
Florentin, Diana	CA	Branch 244
Gavin, Angela	CA	Branch 159
Jackson-Kelley, Patricia	CA	Branch 39
Murillo, Mariel	CA	Branch 466
Prevulsky, Stephen	CA	Branch 244
Randle, Carol	CA	Branch 39
Stiles, Sarah	CA	Branch 244
Thomas, Linda	CA	Branch 88
Thompson, Carolyn	CA	Branch 88
Annon, Cynthia	CO	Branch 141
Love, Valerie	CO	Branch 65
Roll, Gary	CO	Branch 65
Collen, Helen	CT	Branch 3
Donegan, Margie	CT	Branch 5
Moss, Donald	DC	Branch 135
Brady, Catherine	FL	Branch 420
Cox, Jacqueline	FL	Branch 93
Franco, Cheryl Ann	FL	Branch 296
Greene, Lisa	FL	Branch 406
Gucmeris, Algimantas	FL	Branch 420
Jones, Sammie	FL	Branch 405
Long, Pamela	FL	Branch 577
Lopez, Ellen	FL	Branch 146
McPhee-Johnson, Tayloria	FL	Branch 146
Moorgen, Michael	FL	Branch 406

Suarez, Eduardo	FL	Branch 146
Tucker, Johanna	FL	Branch 425
Wittic, Eileen	FL	Branch 231
Finley, Roger	GA	Branch 595
Sims, Reginald	GA	Branch 82
Alos, Kanani	HI	Branch 214
Parker, Laroma	HI	Branch 214
Cook, Carol	IL	Branch 14
Crowe, Brian	IL	Branch 14
Dittmann, David	IL	Branch 489
Harris, Gregory	IL	Branch 369
Perteet, Cynthia	IL	Branch 541
Pitts, La Neda	IL	Branch 14
Wesley, Nancy	IL	Branch 493
Malone, Tammy	IN	Branch 8
Webb, Marcel	IN	Branch 8
Macias, Juan	KS	Branch 205
Neece, Dawn	KS	Branch 205
Carter, Tonious	LA	Branch 421
Ignoto, Vincent	MA	Branch 43
Berger, Ricky	MD	Branch 531
Brownfield, Patricia	MD	Branch 531
Gramblin, Reginald	MD	Branch 531
Jones, Marcia	MD	Branch 42
Bartlett, Bruce	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Bradley, Anthony	MI	Branch 142
Burcar, Robert	MI	Branch 508
Byrum, Jimmy	MI	Branch 508
Hardin, Donald	MI	Branch 142
Hurless-Byrum, Ruth	MI	Branch 508
Perkins, Ethel	MI	Branch 140
Schneider, Irene	MI	Branch 508
Baker, Neil	MN	Branch 104
Kuiper, Bruce	MN	Branch 16
Moore, Olin	MN	Branch 16
Moore, Robert	MN	Branch 104
Moudy, John	MN	Branch 16
Newcomb-Evans, Theresa	MN	Branch 926
O'Donnell, Curt	MN	Branch 16
Vail-Rimer, Tamera	MN	Branch 16
Davis, Lisa	MO	Branch 131
Edwards, Marilyn	MO	Branch 928
Green, Bart	MO	Branch 36
Price-Booker, Virginia	MO	Branch 131
Shumate, Melisande	MO	Branch 131
Kindsvatter, Leo	MT	Branch 929
Perman, Kally	MT	Branch 929
Weiland, Heather	MT	Branch 929
Belger, Michael	NC	Branch 183
Jackson, Abner	NC	Branch 299

McLaughlin, Deborah	NC	Branch 183
Robinson, Theresa	NC	Branch 299
Winters, Joseph	NC	Branch 177
Olson, Chad	ND	Branch 946
Michaud, Russell	NH	Branch 932
Dennis Jr., Edward	NJ	Branch 53
D'Martino, Pasquale	NJ	Branch 548
Pixley, George	NV	Branch 249
Blakney, Robert	NY	Branch 336
Hughes, Thomas	NY	Branch 100
Morrissey, Phyllis	NY	Branch 164
Muhammad, Jamaal	NY	Branch 68
Wiggins, Derrick	NY	Branch 85
Kopcash, Timothy	OH	Branch 133
Laster, Edward	OH	Branch 46
Lewis, Gillian	OH	Branch 2
Paige, William	OH	Branch 46
Smith, Ronald	OH	Branch 46
Lahmann, Joseph	OR	Branch 276
Skjelstad, Aric	OR	Branch 276
Keefe, Laura	PA	Branch 112
Lehman, Jason	PA	Branch 554
Rodriguez, Jose	PR	Branch 216
Dumas, Cyril	RI	Branch 105
Nation, Linda	SD	Branch 946
Barbee, Johnny	TN	Branch 41
Bell, Andrew	TN	Branch 32
Blakely, Kathy	TN	Branch 41
Mitchell, Denise	TN	Branch 41
Proctor, Kevin	TN	Branch 32
Shelburne, Sarah	TN	Branch 32
Austin, Beverly	TX	Branch 122
Garcia, Mario	TX	Branch 288
Hill, Earnest	TX	Branch 122
Lyons, Lisa	TX	Branch 428
Nettles, Mark	TX	Branch 9
Tresner, Kristen	UT	Branch 139
Brown, Lorraine	VA	Branch 98
Johnson, Sarah	VA	Branch 98
Howe, Steven	WA	Branch 61
Krogh, Charlie	WA	Branch 31
Ware, Michael	WA	Branch 61
Williams, Arthur	WA	Branch 61
Sederholm Marti, Susan	WI	Branch 72
Baldwin, Craig	WV	Branch 212

Supporter (\$100 - 249.99)

Sisco, Bret	AK	Branch 435
Ashanti, Regina	AL	Branch 399
Frazier, Rickey	AL	Branch 399
Nash, Leon	AL	Branch 45

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 "77225555" and ends with your eight-digit employee ID number):

7 7 2 2 5 5 5 5 5 _____

(Example: 7722555512345678).

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



Aceves, John	AZ	Branch 376
Rosenberry, Dawn	AZ	Branch 376
Allis, Harold	CA	Branch 373
Amador, Leonard	CA	Branch 197
Bognot, Clarissa	CA	Branch 244
Bradley, Roxanne	CA	Branch 127
Donnelly, Linda	CA	Branch 497
Francisco, Daryel	CA	Branch 159
Gibson, Lelton	CA	Branch 88
Gishi, Sharon	CA	Branch 94
Graham, Mardina	CA	Branch 88
Gray, Edna	CA	Branch 127
Gray, Glenn	CA	Branch 127
Hodges, Leticeia	CA	Branch 39
Ingalls, Dianne	CA	Branch 77
Johnson, Deborah	CA	Branch 88
Knox, Jacqueline	CA	Branch 127
Martin, Mary	CA	Branch 159
McClinton, Velma	CA	Branch 39
McCombs, James	CA	Branch 466
Merrill, Robin	CA	Branch 497
Moore Tucker, Carolyn	CA	Branch 301
Moore, Edward	CA	Branch 244
Odell, Heather	CA	Branch 159
Patterson, Charles	CA	Branch 497
Petty, Ralph	CA	Branch 77
Profit, Youvet	CA	Branch 39
Rahming, Karyn	CA	Branch 77
Rascati, Wayne	CA	Branch 244
Robinson, Jackie	CA	Branch 39
Simpao, Sally	CA	Branch 88
Walker, Robin	CA	Branch 39
Warren, Cherie	CA	Branch 466
Williams, Alma	CA	Branch 266
Rudolph, Lorraine	CO	Branch 65
Summerfield, John	CO	Branch 65
McKeon, William	CT	Branch 3
Viola, Joseph	CT	Branch 47
Batastini, Kenneth	FL	Branch 478
Best, Jeffrey	FL	Branch 146
Calhoun, Clothelia	FL	Branch 354
Caruso, Karen	FL	Branch 154
Chiocchi, Lynne	FL	Branch 420
Foreman, Charles	FL	Branch 146
Fulcher, Sandra	FL	Branch 146
Gonzalez-Marino, Ilia	FL	Branch 146
Guyton, Patricia	FL	Branch 146
Hill, Otis	FL	Branch 146
James, Suzette	FL	Branch 154
Jimenez, Edilia	FL	Branch 146
Johnson, Debra	FL	Branch 354

King, David	FL	Branch 420
Lalone, Teri	FL	Branch 156
Lawrence, Karen	FL	Branch 146
Lopez, Victor	FL	Branch 146
Lowrey, Robert	FL	Branch 154
Meadors, Joan	FL	Branch 146
Metcalfe, Thomas	FL	Branch 146
Morrison, Marcella	FL	Branch 577
Munoz, Barbar	FL	Branch 146
Rose, Nancy	FL	Branch 420
Roundtree, Edith	FL	Branch 154
Scherle, Sonya	FL	Branch 154
Scott, Linda	FL	Branch 146
Scriven, Bernice	FL	Branch 146
Springer, Theresa	FL	Branch 146
Strasser, Brian	FL	Branch 386
Kindle, Delloria	GA	Branch 82
Smyly, Jose	GA	Branch 82
Iyoki, Wendy	HI	Branch 214
Barkley, Bradley	IA	Branch 172
Coy, Daniel	IA	Branch 172
Eue, Loretta	IA	Branch 172
Beal, Anita	IL	Branch 255
Behrens, Elizabeth	IL	Branch 270
Billups, Juanita	IL	Branch 17
Brady, Derrick	IL	Branch 17
Levernier, Catherine	IL	Branch 270
Matuszak, Kevin	IL	Branch 489
Rendleman, Daniel	IL	Branch 255
Small, Felicia	IL	Branch 14
Sneed, Rheda	IL	Branch 493
Toles, Francee	IL	Branch 14
Walsh, John	IL	Branch 289
Warren, Susan	IL	Branch 255
Coleman-Scruggs, Toni	IN	Branch 171
Derby, Karen	IN	Branch 169
Helfrich, Robert	IN	Branch 8
Mosley, Monique	IN	Branch 8
McCartney, Kelly	KS	Branch 919
Rogers, Katherine	KS	Branch 205
Waddell, Corey	KS	Branch 52
Smiley, David	KY	Branch 390
Chambliss, Brenda	LA	Branch 170
Clarke, Shirley	LA	Branch 73
Hamilton, Larry	LA	Branch 209
Hampton, Annette	LA	Branch 73
Lastrapes, Ebony	LA	Branch 209
Laurendine, Kyle	LA	Branch 73
Minor, Saundra	LA	Branch 209
Sevalia, Rosalind	LA	Branch 73
Anderson, Paul	MA	Branch 498

Ciccione, Alexander	MA	Branch 43
Dematteo, Michael	MA	Branch 43
Duffy, John	MA	Branch 43
Lewin, Kim	MA	Branch 118
Misserville, James	MA	Branch 498
Paz, John	MA	Branch 43
Russell, John	MA	Branch 43
Saccoccio, Michaela	MA	Branch 6
Campbell, Maxine	MD	Branch 42
Jones, Anthony	MD	Branch 531
Sadler, Amanda	ME	Branch 96
Sequeira, Jean	ME	Branch 96
Balch, Karen	MI	Branch 142
Cogar, Laurie	MI	Branch 268
Glenn, Sandra	MI	Branch 140
Hughes, Carmen	MI	Branch 925
Hunsanger, Laurianne	MI	Branch 508
Ice, Marilyn	MI	Branch 23
McCarthy, Bernard	MI	Branch 23
Orloski, Rose	MI	Branch 508
Roundtree, Wanda	MI	Branch 140
Secord, Denise	MI	Branch 152
Smith, Theresa	MI	Branch 130
Spurlin, William	MI	Branch 268
Yancy, Frederick	MI	Branch 508
Junek, John	MN	Branch 104
Lincoln, Lonnie	MN	Branch 16
Nelson, Matthew	MN	Branch 104
Soukey, Louis	MN	Branch 104
Tate, Gregory	MN	Branch 104
Brown, Latasha	MO	Branch 131
Bye, Angie	MO	Branch 119
Bye, Kevin	MO	Branch 119
Marley, Carol	MO	Branch 131
Petersen, Lisa	MO	Branch 36
Warren, Anitra	MO	Branch 36
Washington, Robert	MO	Branch 131
Charles, Rodney	NC	Branch 157
Douglas, Karen	NC	Branch 183
Edwards, Brenda	NC	Branch 183
Gilbert, Jevonda	NC	Branch 183
Pennix, Melinda	NC	Branch 157
Holland, Dana	ND	Branch 937
Leingang, Michael	ND	Branch 937
Lichtsinn, Cynthia	ND	Branch 937
Caruso, Richard	NE	Branch 10
Fuller, Tamyra	NE	Branch 64
Gorans, Carrie	NE	Branch 10
Newman, Edward	NE	Branch 10
Ruggiero, Joseph	NH	Branch 932
Sarnie, Deborah	NH	Branch 932

Barrett, George	NJ	Branch 74
Busciglio, Michael	NJ	Branch 287
Henkel, Tammy	NJ	Branch 287
Walker, Veronica	NJ	Branch 237
Schnepple, Kathleen	NM	Branch 295
Wadsworth, Joel	NM	Branch 295
Andersen, Karen	NV	Branch 463
James, David	NV	Branch 463
Patterson, Sherry	NV	Branch 463
Cusyk, Kathleen	NY	Branch 7
Parson, Corina	NY	Branch 164
Russell, Donna	NY	Branch 68
Schirching, Christy	NY	Branch 27
Solomon, David	NY	Branch 100
Tu, Tu	NY	Branch 100
Vincenzi, John	NY	Branch 459
Wilensky, Jeffrey	NY	Branch 100
Yuen, John	NY	Branch 100
Bennett, Kelley	OH	Branch 33
Fleck, Darren	OH	Branch 33
Laster, Jacshica	OH	Branch 46
Saunders, Leslie	OH	Branch 33
Sudberry, Norris	OH	Branch 46
Baldwin, Terry	OR	Branch 66
Ellis, David	OR	Branch 66
McNulty, Linda	OR	Branch 66
McVicker, Nancy	OR	Branch 66
Bednar, Margaret	PA	Branch 20
Keen, Kevin	PA	Branch 35
O'Donnell, Joseph	PA	Branch 20
Robinson, Andrea	PA	Branch 35
Smith, Diane	PA	Branch 20
Uber, Casei	PA	Branch 554
Giorgio, Victor	RI	Branch 105
Kendrick, Beverly	SC	Branch 215
Quinton, William	SC	Branch 228
Blanck Lovelace, Deborah	SD	Branch 946
Butterfield, Linda	SD	Branch 946
Magnuson, Sonny	SD	Branch 946
Cattron, Patricia	TN	Branch 555
McMurry, Robert	TN	Branch 165
Barnes, Marilyn	TX	Branch 86
Conley, Robert	TX	Branch 9
Flaherty, Daniel	TX	Branch 9
Hammock, Alessandra	TX	Branch 86
Hensley, Sheila	TX	Branch 124
High, Gwendolyn	TX	Branch 86
Howard, Marsha	TX	Branch 9
McPherson, Scott	TX	Branch 124
Quintero, A. Reggie	TX	Branch 103

Continued on page 33

2020 SPAC Contributors



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

Wileman, Dotty	MD	Branch 923
Barone, Thomas	NY	Branch 202
Butts, Ivan	PA	Branch 355

Chairman's Club (\$250)

Rowel, Cornel	LA	Branch 73
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403

Supporter (\$100)

Bruffett, Shawn	AZ	Branch 376
Salmon, James	AZ	Branch 246
Wong, John	CA	Branch 497
Moss, Donalda	DC	Branch 135
Watabu, Iris	HI	Branch 214
Maxwell, Sherry	IL	Branch 255
Moreno, Luz	IL	Branch 489

Wagner, Brian	IL	Branch 255
Walsh, John	IL	Branch 289
Winters, Michael	IL	Branch 255
Duffy, John	MA	Branch 43
Murphy, Gregory	MA	Branch 102
Mooney, Dan	MN	Branch 16
Butler, Prescott	NJ	Branch 327
Needham, Timothy	OH	Branch 133
Paige, Lillie	OH	Branch 46
Saunders, Leslie	OH	Branch 33
Adams, Jeanine	PA	Branch 20
Kendrick, Beverly	SC	Branch 215
Aaron, Donna	TN	Branch 947
Benjamin, Laquita	TN	Branch 41
Cooper, Karen	TX	Branch 124
Butler, Phillip	VA	Branch 98
Johnson, Stanley	WA	Branch 60

SPAC Contribution Form

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

\$1,000—President's Ultimate SPAC

\$750—VP Elite

\$500—Secretary's Roundtable

\$250—Chairman's Club

\$100—Supporter

Current as of February 2019

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

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____

Name _____

Home Address/PO Box _____

City _____ State _____

ZIP+4 _____ Date _____

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



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

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

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

Card number _____

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

Card expiration date: ____ / ____

Signature (required for credit card charges) _____

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

Describe gift _____ Value _____

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

SPAC Scoreboard

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

National Aggregate:

\$16,451

National Per Capita:

\$0.60

Region Aggregate:

1. Eastern	\$6,600.50
2. Southern	\$2,652.00
3. Northeast	\$2,584.00
4. Western	\$2,359.00
6. Central	\$2,255.50

Region Per Capita:

1. Eastern	\$1.11
2. Northeast	\$0.52
3. Central	\$0.48
4. Southern	\$0.45
5. Western	\$0.41

Area Aggregate:

1. Capitol-Atlantic	\$3,559.10
2. Mideast	\$2,770.00
3. New York	\$1,262.00
4. Pacific	\$1,239.50
5. Texas	\$1,006.00
6. Illini	\$896.00
7. New England	\$851.00
8. Pioneer	\$742.40
9. Northwest	\$649.50
10. Southeast	\$579.00
11. Central Gulf	\$567.00
12. Michiana	\$565.50
13. Cotton Belt	\$500.00
14. North Central	\$490.00
15. Rocky Mountain	\$470.00
16. MINK	\$304.00

Area Per Capita:

1. Capitol-Atlantic	\$1.20
2. Mideast	\$1.16
3. Central Gulf	\$0.71
4. Illini	\$0.66
5. Northwest	\$0.57
6. Texas	\$0.55
7. New England	\$0.52
8. New York	\$0.52
9. North Central	\$0.52
10. Cotton Belt	\$0.51
11. Pioneer	\$0.50
12. Michiana	\$0.48
13. Pacific	\$0.39
14. Rocky Mountain	\$0.31
15. MINK	\$0.25
16. Southeast	\$0.25

State Aggregate:

1. Maryland	\$2,079.00
2. Pennsylvania	\$2,059.00
3. New York	\$1,252.00
4. California	\$1,094.50
5. Texas	\$1,006.00

State Per Capita:

1. Maryland	\$ 3.30
2. Maine	\$2.01
3. Pennsylvania	\$1.69
4. Louisiana	\$1.26
5. South Carolina	\$1.14

Drive for 5

Members by Region:

1. Central	61
2. Eastern	51
3. Southern	51
4. Western	48
5. Northeast	35

Aggregate by Region:

1. Western	\$5,516.00
2. Eastern	\$1,475.00
3. Southern	\$1,440.75
4. Central	\$1,421.00
5. Northeast	\$927.00



2019 SPAC Contributors

Continued from page 31

Richardson, Elizabeth	TX	Branch 86
Scott, Michael	TX	Branch 589
Slaughter, Donna	TX	Branch 229
Strickland, Dennis	TX	Branch 124
Walker, Regina	TX	Branch 122
Washington, A.J.	TX	Branch 589
Fratto, Jeff	UT	Branch 139
Gerber, Stevan	UT	Branch 139
Jensen, Jill	UT	Branch 139
Archer, Eddie	VA	Branch 98
Archer, Sylvia	VA	Branch 98
Brandt, Junemarie	VA	Branch 526
Farmer, Joanne	VA	Branch 526
Hartsel Jr., Robert	VA	Branch 22
Holley, Deborah	VA	Branch 526
Ramsdall, Robert	VA	Branch 526
Wade, Harold	VA	Branch 526
White Jr., William	VA	Branch 526
Zamudio, Juan	VA	Branch 526
Haslett, James	WA	Branch 31
Patterson, La Tanya	WA	Branch 61
Reedy, James	WA	Branch 61
Roberts, Charles	WA	Branch 31
Abrams, Darlene	WI	Branch 72
Burdick, James	WI	Branch 213
Canada, Pamela	WI	Branch 72
Helleckson, Randy	WI	Branch 213
Knepfel, Kim	WI	Branch 549
Maggioncalda, Sharon	WI	Branch 213
Serdynski, Joanne	WI	Branch 72
Sprewer, Victoria	WI	Branch 72
Strobl, Roy	WI	Branch 442

Make Contributing to SPAC a Habit:

OPM Contributions to SPAC (for Retired Postal Supervisors)

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 online "Services Online" portal.

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

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

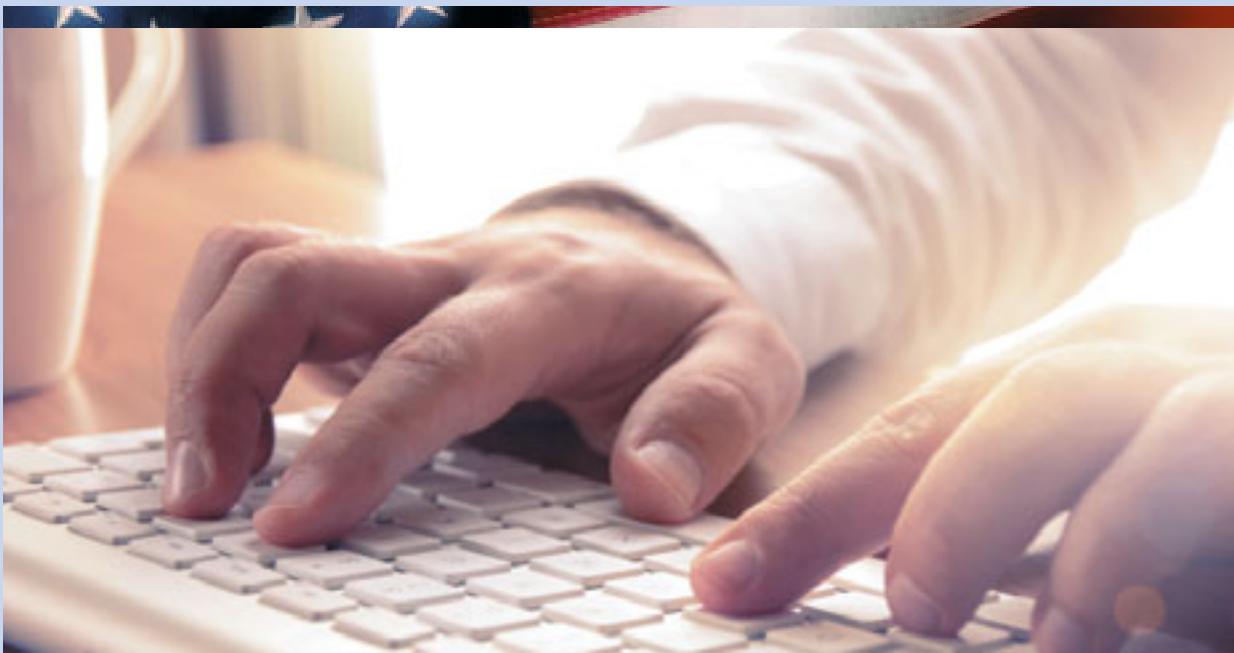
By internet:

To sign up online, go to the OPM website at www.serviceline.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.



To Delegate or Not

By Rick Kindsvatter

Have you heard the comment “If I want it done right, I do it myself?” That is one of the responses I would receive when replying to postmasters concerning the plethora of tasks that have to be completed on a daily—even hourly—basis. Delegating tasks allows you to make the best use of your time, skills and abilities.

As postmasters, we should be mentoring and developing our subordinates to learn and grow in the intricate working environment of the USPS. Delegating tasks, if done properly, has a long and lasting positive impact on our customers, employees and the USPS. When delegating work to others, remember to:

- Clearly define the task and what outcome you expect.
- Establish controls and timelines.
- Not assume the employee knows exactly what has to be done. Ask them if they have any questions and if they understand what has to be completed.
- Provide the necessary resources to the employee for a favorable outcome.
- Be willing to accept mistakes that might be made as the employee is learning.
- Be supportive along the way.
- Keep in mind how the employee arrives at the final product does not have to be done the same way you would have done it.
- Follow up with the employee on the results.
- Focus on results instead of pro-



cedures.

- Give recognition when it is deserved.

Delegating is not a short-term vision—the employee probably is developing new skills and abilities—but it is the right thing to do in

order for others to reach their full potential in the Postal Service. Delegating tasks is not ceding control of your operation; rather, it’s expanding the amount of your own work on which you can deliver. Most subordinates want to add value and be a bigger contributor to their organization.

I cannot emphasize how important it is for a person to clearly define the task that needs to be completed. In the 1990s, there was an article about a manager who wanted mail in a specific collection box to be collected. So, the manager asked a fairly new employee to “pick up the collection box” at a specific location.

When the employee returned from the street, they contacted the manager and asked what they should do with the collection box.

The manager was puzzled by the comment and asked the employee to show him what they were talking about. The employee took the manager out to a truck and pointed to a collection box in the cargo area. When the manager asked why they brought back the actual collection box, the employee responded, “You told me to pick up the collection box, so I did.” Defining tasks with clear and explicable terms can eliminate unexpected results.

When you arrange the workload so you are working on tasks that have the highest priority while others are working on meaningful and challenging assignments, you are on the road to success.

mtnaps929@outlook.com

Rick Kindsvatter, president of Montana State Branch 929, retired as manager of Post Office Operations for the former Big Sky Customer Service District.

Thrift Savings Plan					
Fund	G	F	C	S	I
January 2020	0.17%	1.91%	(0.04%)	(0.62%)	(2.73%)
12-month	2.17%	9.59%	21.65%	13.92%	11.76%
<small>The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.</small>					
Fund	L Income	L 2020	L 2030	L 2040	L 2050
January 2020	0.01%	(0.02%)	(0.45%)	(0.59%)	(0.71%)
12-month	5.67%	6.66%	11.58%	13.34%	14.79%
<small>These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so that investors' shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010.</small>					
Visit the TSP website at www.tsp.gov					



Being Resilient in the Face of Adversity

Submitted by the USPS Employee Assistance Program

Extrême or traumatic events occur in a variety of ways and affect many communities and businesses. Man-made or natural disasters or personal tragedies, such as the ones listed below, are realities we see too often in the news media. Having resilience helps strengthen us as we go through life and meet the challenges we face.

- Natural disasters
- Accidents/injuries
- Illness
- Terrorism
- Workplace violence
- Loss
- Death of a loved one
- Mass violence
- Threats or harm to self
- War
- Threats or harm to others
- Witness to trauma

These events, whether local or global, can affect employees' and organizations' ability to function. How do employees and organizations

continue to function during and following such events? One way is to use resilience.

Resilience is defined by the American Psychological Association as the process of adapting well in the face of adversity, trauma, tragedy, threats or significant sources of stress. Others have defined resilience as a stable trajectory of healthy functioning after a highly adverse event, a process to harness resources to sustain well-being and the ability to bend—but not break—bounce back or even grow in the face of adverse life experiences.

Most researchers agree that resilience is a common and natural phenomenon. Resilience does not imply that problems go away; rather, it's a matter of individuals having the ability to see past problems to a positive, future outcome. Resilience in the workplace can lead to increased leadership ability, welcoming challenges, increased effort, a belief

in being successful and an increase in performance improvement.

Factors that determine resilience

Why do some individuals cope better, move forward more readily or even thrive after adverse events? Individuals can possess some or all of the factors to varying degrees, at different times in their lives and in various settings. Multiple factors determine resilience:

- Positive social supports
- Optimism
- Hope
- Inherent potential
- Positive view of self
- Problem-solving skills
- Ability to regulate emotions
- Communication skills
- Impulse control
- Flexibility
- Attention to physical health
- Altruism
- Commitment to purpose
- Making sense of situations

- Realistic planning
- Learning from past experiences
- Positivity

Positive, supportive relationships, hope and optimism are the most frequently noted factors determining resilience. Repeated exposure to stress that can be managed fosters better modulated behavior and emotional response to future stressors. Many of these factors can be developed, enhanced and fostered in individuals, as well as in organizations.

Developing resilience

Individuals react differently to different traumatic events and adversity. How you have responded to adverse events in the past can be an indicator of how you will respond in the future. Start with identifying types of events that trigger a strong emotional response and feelings of uncertainty. What has been your usual response to these triggers?

Do you stay paralyzed in negative emotions or allow them to move through you and let positivity and hope emerge? Do you immediately look for ways to fix the situation, with or without acknowledging the emotional impact of the situation? Can you recognize when you are able to handle feelings and behaviors on your own and when you need to ask for assistance and support from others?

Do you know about resources and support available to you? The more you understand your usual reactions to adverse events, the better you can be at changing or minimizing negative, unhelpful responses and replace them with thoughts and behaviors that increase your resilience.

Building resilience involves taking steps and preparing for adverse events—practically and emotionally—before adversity occurs. Having sufficient and varied skills or tools

available can help you function better during and through challenges. Try adding some of these to your resilience repertoire:

- Develop and maintain positive relationships. This includes family, friends and co-workers. Surrounding yourself with people who build you up, as well as letting go of negative influences, will serve you well in times of adversity.
- Practice optimism; look for and speak of the positive.
- Instill hope; take a deep breath and move forward.
- Reframe your thoughts and words regarding adversity. Big arguments change to loud discussions.
- Practice altruism. The best way to get out of your head is to help others.
- Increase flexibility; try to do things a different way.
- Focus on self-care; get an annual physical, improve diet and exercise.
- Learn the resources in your area for help during and after traumatic events

Building a culture of resilience

All levels of leadership have a responsibility to develop, enhance and support resilience in the workplace. Supervisors are pivotal to the workplace culture due to their position between front-line employees and upper-management. They provide practical, tangible information regarding available resources, decision-making and action-planning that supports resilience.

Competent supervisors understand and use social capital—knowing who to call and where to go to get needed resources. Supervisors also have the opportunity to build psychological resources, which may be even more critical during and after extreme stress or traumatic events when tangible resources may

not be plentiful.

Supervisors are positive communicators who can increase cooperation and problem-solving, while decreasing conflict. Having an optimistic style helps employees see setbacks as external and temporary, while successes are seen as internal and long term. Supervisors are leaders who frame challenges as opportunities for personal and professional growth, empower positive thinking and provide emotional support to foster coping skills.

Role modeling can instill hope, positivity, optimism and emotional regulation. Demonstrating concern and consideration toward employees encourages reciprocal behavior and increased commitment to organizational welfare. Supervisors are teachers who allow employees to master tasks and then build new skills, thereby increasing self-efficacy and confidence that can be used in times of adversity.

Re-traumatization

Everyone should be aware that individuals can be re-traumatized and experience strong emotions and feelings of uncertainty related to a prior trauma. These emotions and reactions can be as intense as when the initial trauma occurred.

Anniversaries, similar events, the threat of events, media reports, witnessing others' or hearing about traumatic events can be triggers. Supporting resilience is crucial to limiting the effects of re-traumatization.

The new normal

The USPS and other organizations often have to resume operations directly after an adverse or traumatic event or even while the event still is occurring. There are principles that can help guide supervisors when having to manage oper-

Continued on page 38

Taco Bell Manager Wages Versus EAS Employee Wages

By **Dioenis D. Perez**

Taco Bell finally has realized paying their managers a worthwhile wage is in the best interest of the company's success—see <https://www.dailymail.co.uk/news/article-7869927/Taco-Bell-offers-six-figure-salary-managers-recruit-talent-record-low-unemployment.html>. Perhaps someday the USPS will think the same way.

Taco Bell is the fourth-most-successful fast-food company in the nation. The USPS is number 1 in what we do. However, we really don't have any competition because we are a service, despite what USPS Headquarters wants us to believe. We can charge only so much for our stamps, packages, Express Service, Priority 2-3-day service and we can't compete with our competitors for volume discounts for companies that seek our business.

Taco Bell decided to raise management salaries to six figures because the U.S. is experiencing a 50-year-low unemployment rate. This is putting pressure on employers to offer higher wages. The median salary for general and operations managers in the restaurant industry was \$59,670 in 2018, according to the Bureau of Labor Statistics figures; \$50,000 to \$80,000 at Taco Bell. A recent Bankrate survey found that about half of Americans (49%) said they got a pay raise in 2019—an 11% increase over the previous year.

It can take an EAS employee five

years, on average, to receive an 11% increase through NPA. EAS top-level pay ceilings in the field and districts are much higher in comparison, but what good is top level when it's nearly impossible to reach? In truth, EAS employees cannot be compared to private-sector managers based on the amount of their responsibilities. USPS Headquarters knows our challenges are far greater than those in private industry.



Therefore, the private industry management workforce is looking at better opportunities elsewhere, hence the increase in pay. The private-sector nonmanagement workforce earns between \$12 and \$17 an hour not sorting or delivering mail.

Does the private-sector nonmanagement pay scale look familiar to you concerning our workforce? It's a comparable pay-scale issue when hiring CCAs, PSEs, mail handlers and RCAs to fill our staffing levels. Our temporary workforce is underpaid in high-cost-of-living areas, which helps explain the higher USPS attrition rate.

We have offices so desperate for help, they may keep an underachieving new employee because it's a body they need desperately. Is this the right thing to do? Walk a mile in their prime-time, vacation-period shoes and tell me what you would do.

I personally wouldn't keep such an employee on the rolls—even though I'd be paying out a higher

percentage of overtime while affecting my salary and benefits scorecard, which adversely affects my TOE and reduces my NPA. I still say no because I'd possibly be hiring a 30-year problem that would affect my NPA for 30 years. I'd rather take the hit this one time.

With dignity and respect, always!
elcubano59@aol.com

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

Being Resilient in the Face of Adversity

Continued from page 37

ations under such conditions. They include promoting a sense of safety, being calm, having a sense of self and being mindful of tangible and psychological resources.

Supervisors and employees should understand that re-traumatization is possible when new adversities arise. Resilience—inherent, acquired and supported—is crucial for organizations to complete their missions during and after adverse or traumatic events.

If you would like to learn more about increasing your resilience or that of your team or work unit, the USPS Employee Assistance Program has counselors and coaching services available. For more information, please contact your EAP at 1-800-EAP4YOU (1-800-327-4968) 877-492-7341 (TTY).

Notes

from the National Auxiliary

A Tribute to the U.S. Postal Service

By Rick Hall

Eastern Region Vice President

As members of the National Auxiliary, we have pledged our allegiance and support to NAPS. In doing so, we acknowledge a world-class group of men and women who are responsible for managing one of the largest communications conglomerates in the world: the U.S. Postal Service.

The agency has been in existence for nearly 250 years. It was established in 1775 and explicitly authorized by the U.S. Constitution. In 1792, the Department of the Post Office was created. Benjamin Franklin, one of the nation's Founding Fathers, was appointed the first postmaster general.

The U.S. Mail has become a part of the fundamental infrastructure of America and aided in our country's continued growth. Mail delivery has evolved into a sophisticated system with strategies that have proven to



be successful globally.

Since the days of the famous "Pony Express," the Postal Service today provides mail service to more than 250 million Americans daily and establishes basic connections between people and their institutions. Over 47% of the world's mail is handled by the Postal Service. If it were a private-sector company, the USPS would rank 40th in the 2018 Fortune 500. The organization generates over \$60 billion in revenue annually—all without receiving or relying on any federal tax dollars.

The agency is the second largest civilian employer in America and one of the largest employers of military veterans. The USPS' no-layoff policy has ensured job security for its vast workforce. And its dedication to duty and mission has earned the trust of American citizens.

Providing secure, reliable and affordable delivery of mail and packages has been a prime goal and guiding principle. With a proven track record for more than two centuries, the Postal Service still is a major competitor of any communications organization.

We salute the U.S. Postal Service—a monumental and historical beacon of light. Thank you for your service!

rhall43247@ad.com

Submit Auxiliary Dues

National Auxiliary dues will be delinquent as of July 31, 2020. Because this is a national convention year, dues must be current for 2019 and 2020. 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

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National Officers

Patricia Jackson-Kelley

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

Laurie D. Butts

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

Bonita R. Atkins

Secretary/Treasurer
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Rebecca Turner

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Region vacant: Northeast

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



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