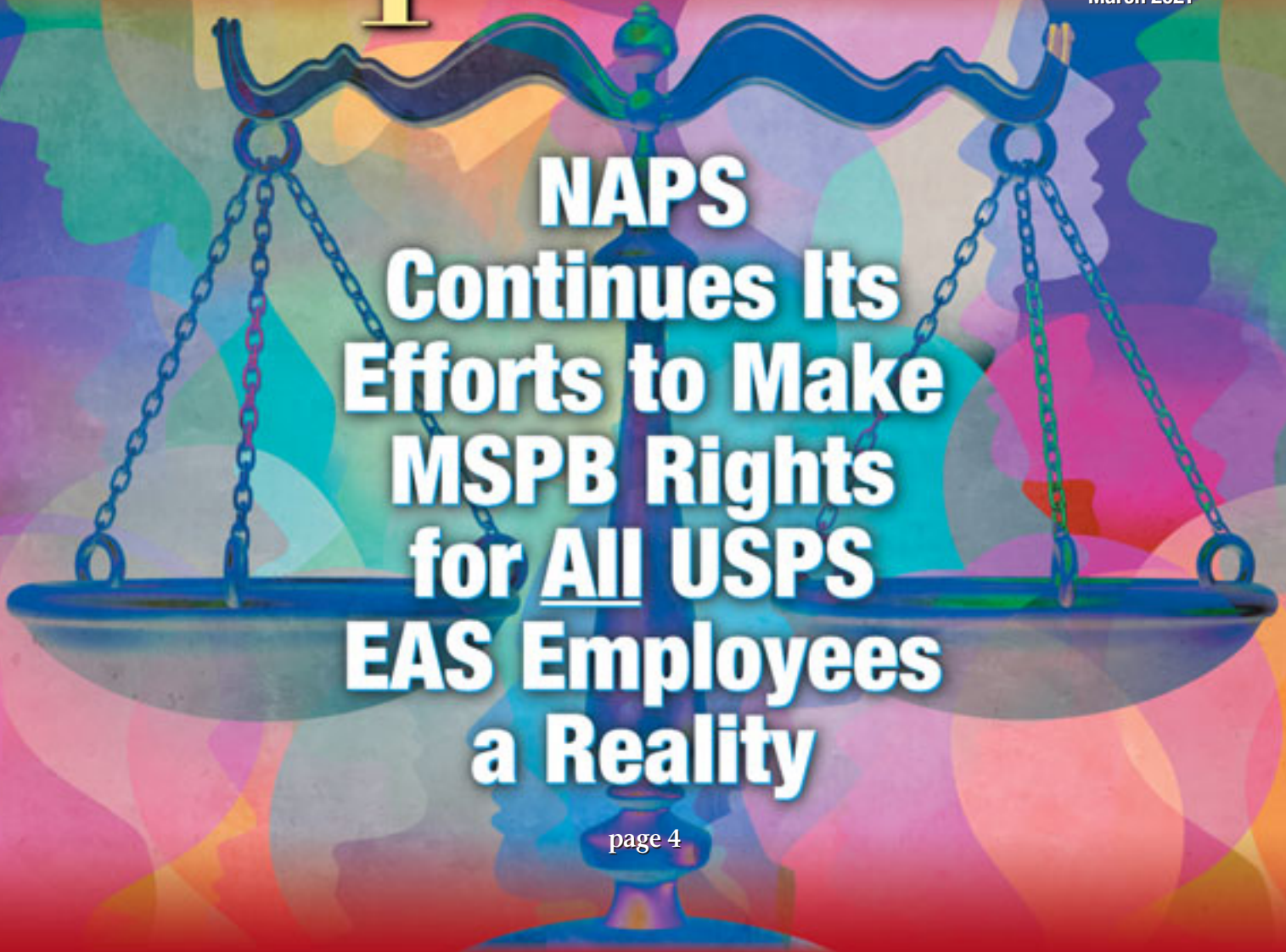


the Postal Supervisor

March 2021



**NAPS
Continues Its
Efforts to Make
MSPB Rights
for All USPS
EAS Employees
a Reality**

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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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Springing Forward to the National Convention

We are well on our way toward the 67th NAPS National Convention at the beautiful Gaylord Texan Resort in Grapevine, TX, Aug. 30 to Sept. 3. With daylight saving time in March, we will spring forward an hour closer for those who have been waiting for this convention, especially national convention committee members. Fortunately, because of early planning, it has not been madness as



Brian J. Wagner
President

we march forward to August. However, you may be wondering how COVID-19 has impacted committee assignments. Here's the scoop!

National convention committee assignments were announced in April 2020. Although the date of our 67th National Convention was changed to the last week of August 2021, committee assignments did not change. Those selected in April 2020 will remain

on their respective committees unless they are unable to serve at this year's rescheduled convention. In such cases, an alternate from that committee's respective final 2020 list will be selected as a replacement.

Because it's been almost a year since national committee members were selected, I thought a committee recap would be a good idea.

First, prior to the start of the national convention on Aug. 30, a small number of delegates will arrive to serve on various national convention committees. In the October 2019 issue of *The Postal Supervisor*, NAPS published the duties and responsibilities of each national convention committee, including the number of committee members that will be required. This provided selected committee members insight on what to expect

when serving on a committee, including when certain committee members need to arrive at the Gaylord Texan Resort to be ready for their first committee meeting.

Second, those selected for a committee need to ensure they have registered for the national convention and have their delegate credential submitted. Double-check that you are registered. Don't assume your branch president or other branch officer took care of this very important registration business.

Be proactive and check yourself. Actually, this is a good idea for all NAPS delegates to ensure they are properly registered for the national convention, especially if they have been relying on someone else to handle their registration.

Third, selected committee members need to ensure they have confirmed their room reservations and travel arrangements, as well. Committee members must stay at the convention hotel, Gaylord Texan Resort, to re-

Continued on page 5

Thrift Savings Plan

Fund	G	F	C	S	I
January 2021	0.07%	(0.71%)	(1.01%)	2.85%	(1.09%)
12-month	0.87%	4.73%	17.16%	36.45%	9.99%
The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.					
Fund	L Income	L 2025	L 2030	L 2035	L 2040
January 2021	(0.10%)	(0.24%)	(0.32%)	(0.35%)	(0.37%)
12-month	5.04%	0.00%	11.41%	0.00%	13.41%
Fund	L 2045	L 2050	L 2055	L 2060	L 2065
January 2021	(0.39%)	(0.41%)	(0.44%)	(0.44%)	(0.44%)
12-month	0.00%	15.14%	0.00%	0.00%	0.00%
These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so that investors' shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010. The L 2020 Fund was retired June 2020.					
Visit the TSP website at www.tsp.gov					

Is This the Year for MSPB Rights for all EAS Employees?

As we continue formulating our NAPS legislative agenda for 2021, we prepare with new enthusiasm for a labor-leaning administration, House and Senate. Albeit slim in margins, now is the time for labor groups to move labor issues from pie-in-the-sky ideas to actual legislation.

NAPS has long championed our issue concerning MSPB rights for all EAS employees with the steadfast support of Rep. Gerry Connolly (D-

VA). He has consistently introduced this important legislation yearly via his role on the House Oversight and Reform Committee. The latest iteration was H.R. 597, the “Postal Employee

Appeal Rights Amendments Act.” The legislation was introduced during the 116th session of Congress with Rep. David B. McKinley (R-WV) as original co-sponsor.

NAPS is forever grateful for the hard work and dedication of late NAPS Branch 244 President Mary Burkhard who raised awareness about this vital issue that negatively affects USPS EAS employees. Mary brought needed light to the inequity of the ELM 650 hearing process. This is the system for adjudicating adverse actions for employees who are being impacted by not having access to the Merit Systems Protection Board (MSPB) courts.

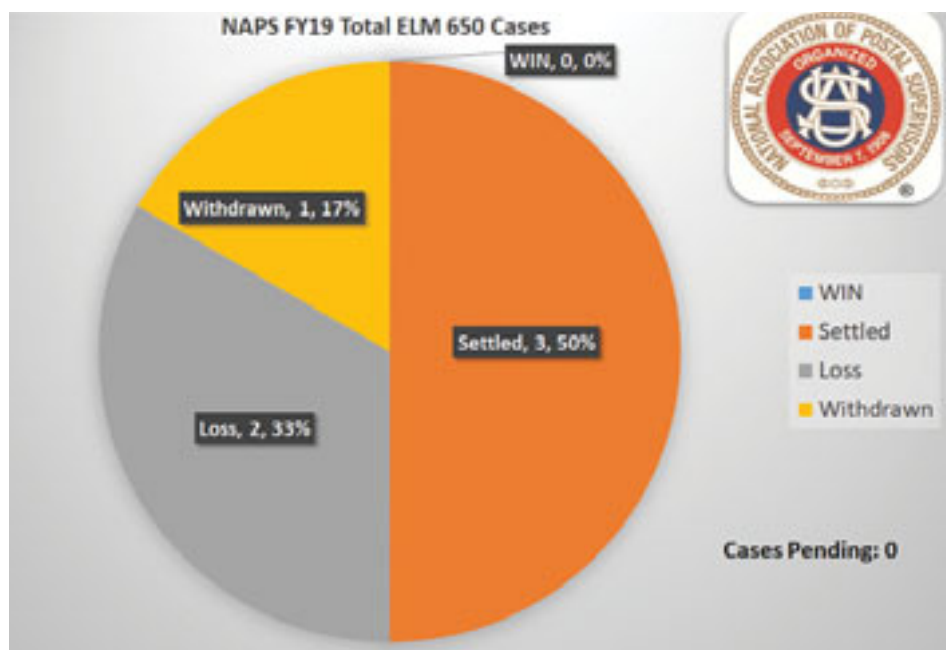
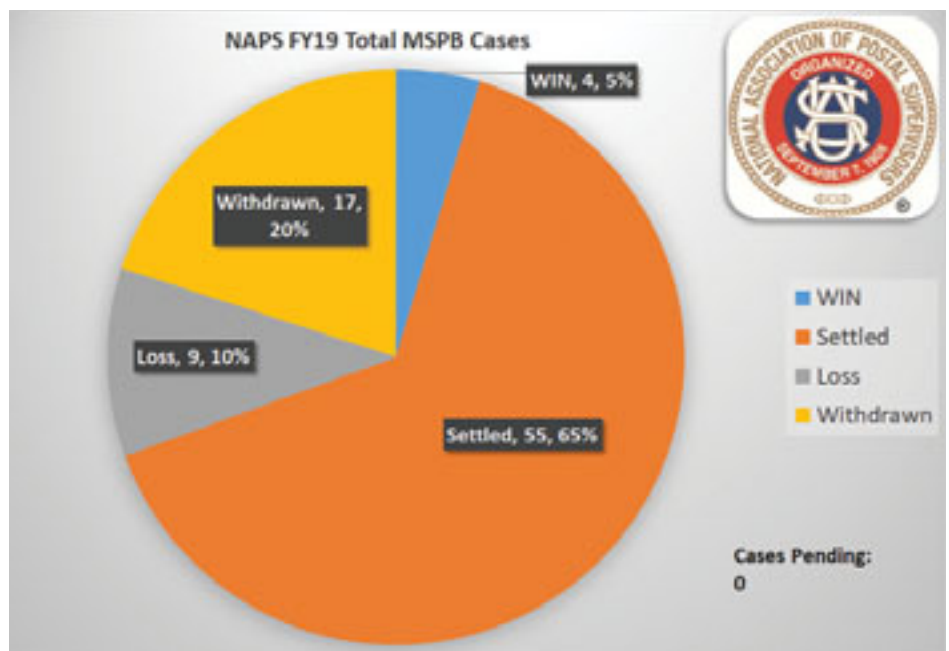
Congress must clarify current law to ensure that all Postal Service employees in the Executive and Administrative Schedule

may appeal adverse personnel actions to the MSPB. Currently, 7,500 nonsupervisory management personnel are locked out of MSPB appeal rights.

H.R. 597 would correct the situation and assure MSPB access to all Postal Service nonbargaining employees, regardless whether or not they supervise USPS operations. The legislation also would extend MSPB appeal rights to USPS Office of Inspector General employees.



Ivan D. Butts
Executive Vice President



NAPS will move this legislative agenda item forward this year with additional data I have been able to gather and maintain with the assistance of our DDF provider, Labor Relations Admin Group, LLC. The data validates that MSPB rights for all issues are at de minimis cost in the scoring process for legislation due to the volume of cases per year that currently must be heard in the *ELM 650* hearing process.

Our data also shows a total disparity in adjudicating cases in the MSPB courts and the lesser *ELM 650*

hearing process. The graphs show this inequity in a bold and defined manner, noting that, in the past two years, NAPS has not prevailed with a victory in any *ELM 650* hearing.

It would be an excellent accomplishment for NAPS and equally great testimony to the tireless work of Mary Burkhard if NAPS, with the help of our legislative champions, can make MSPB rights for all EAS employees a reality in the 117th Congress.

In solidarity ...
naps.ib@naps.org

Springing Forward to the National Convention

Continued from page 3

ceive reimbursement for their room expenses and committee per-diem.

Fourth, committee delegates will be required to arrive on the Friday or Saturday, Aug. 27 or 28, before the start of national convention for their scheduled committee meetings on either Aug. 28 or 29. By July 31, selected committee members will receive additional information regarding committee meeting times and room assignments at the Gaylord Texan Resort.

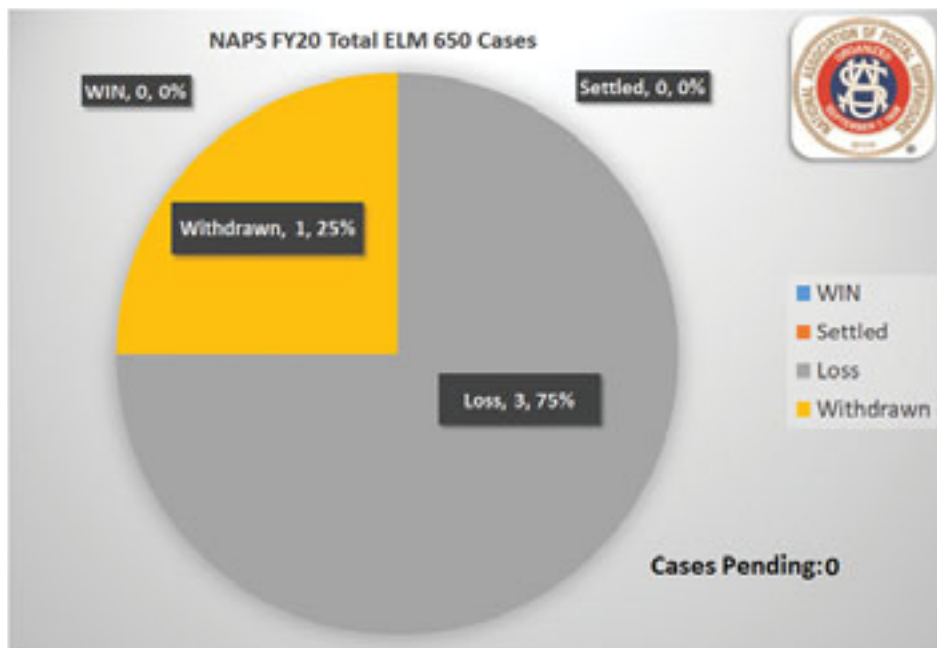
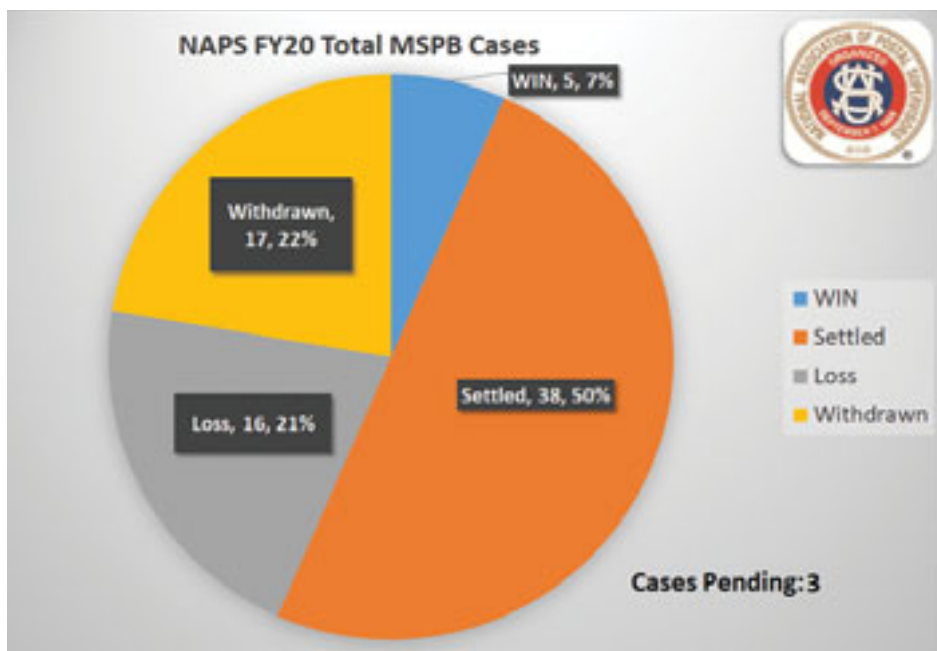
As a reminder, NAPS is all about building our committee bench by expanding the opportunity to serve. This makes our association stronger and members more actively engaged and efficient for years to come.

Therefore, just as at our 2018 national convention, approximately 20% or more of national convention committee members will be serving for the first time. To clarify, this means that delegates who have attended a national convention before or for the first time and never served on a national committee will have a greater chance to serve.

Fortunately, the demand to serve on a national committee was wonderful. Unfortunately, the demand exceeded the supply of available committee assignments. I understand some members have served on the same national committee for years. For those who have previously served, but were not selected this time, I truly appreciate and respect the time you have given to serve NAPS. Thank you for understanding as NAPS continues to build our national committee bench to make NAPS an even stronger association for the years to come.

Now, it is time to spring to my nutting March Madness ice-cream-flavor-of-the-month recommendation: PB&J swirl!

naps.bw@naps.org



2021—A Year for NAPS Membership

I'm sure many of you made New Year's resolutions as we welcomed 2021 from a very tough 2020. If you are like me, you probably already have broken most of those resolutions. But I am going to go ahead and make this one for all of us; let's not break this one!

Let us commit to making 2021 a year of increasing NAPS membership across the country. While membership recruitment must be an ongoing process for all of us, with so many potential changes on the horizon for the Postal Service, now is the time for all EAS employees to join NAPS.

On Sept. 7, 2020, NAPS turned 112 years old. The need for our 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 in large measure to your efforts, membership has increased to over 27,000 EAS employees?

Most impressively, over 95% of our members are actively working EAS employees. They include 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 currently are working EAS employees, our members are actively doing the work daily—making NAPS the best, largest and most effective management organization representing EAS employees in the Postal Service.

As EAS pay talks with the Postal Service roll out this spring, remember: NAPS consults for pay for all those 500-plus job titles but one. The other postal management organization conducts pay consultations for only one of all of those myriad job titles. NAPS is strong, growing and financially stable. We are well prepared to meet the challenges of the future, and meet them we will!

Thus, as the number of NAPS members rises, so does the value of your membership. Our voice at L'En-

fant Plaza is greater, our voice on Capitol Hill is louder and our message to the American people is clearer.

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

This benefit is offered as part of your membership in NAPS. In other words, DDF representation *will not* cost you any additional money out of your pocket, unlike the other management organization that literally charges thousands of dollars upfront. Imagine being an EAS employee facing an adverse action and having to pay the organization several thousand dollars in order to get adverse action representation!

That does not happen to members of NAPS. 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 from our DDF cadre of attorneys, former USPS labor managers and retired MSPB judges.

You see, we represent *all* EAS employees and have been doing so for a long time. We are, and will continue to be, working hard to grow membership. That is a legacy and responsibility that has been passed down to each of us over the past 112-plus 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. Oh, and by the way, for each new member you sign, NAPS Headquarters will send you a \$25 check.

So, let's get to work and sign those nonmembers in 2021—the year of NAPS membership!

naps.cm@naps.org

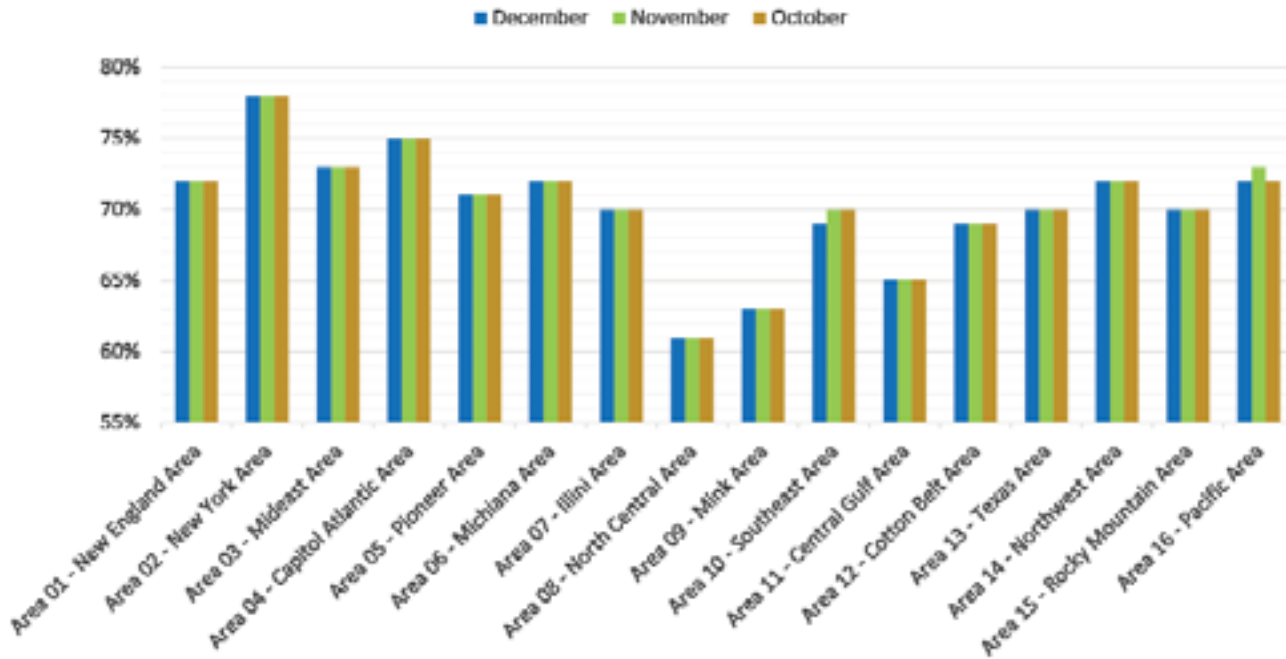


Chuck Mulidore
Secretary/Treasurer

National Association of Postal Supervisors Membership Report

December 2020

3 Month Member Percentage by Area



Regular Member Totals By Area		December 2020	November 2020	October 2020
Area				
Area 01 - New England Area		72%	72%	72%
Area 02 - New York Area		78%	78%	78%
Area 03 - Mideast Area		73%	73%	73%
Area 04 - Capitol Atlantic Area		75%	75%	75%
Area 05 - Pioneer Area		71%	71%	71%
Area 06 - Michiana Area		72%	72%	72%
Area 07 - Illini Area		70%	70%	70%
Area 08 - North Central Area		61%	61%	61%
Area 09 - Mink Area		63%	63%	63%
Area 10 - Southeast Area		69%	70%	70%
Area 11 - Central Gulf Area		65%	65%	65%
Area 12 - Cotton Belt Area		69%	69%	69%
Area 13 - Texas Area		70%	70%	70%
Area 14 - Northwest Area		72%	72%	72%
Area 15 - Rocky Mountain Area		70%	70%	70%
Area 16 - Pacific Area		72%	73%	72%
Total Regular Member %		71%	71%	71%
Total Regular Members		25,921	26,210	26,128
NonMember Totals		December 2020	November 2020	October 2020
Total NonMembers		10,298	10,322	10,463
Total NonMember %		29%	29%	29%

NAPS Executive Board Directory

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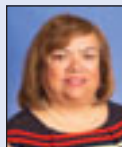
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National Association of Postal Supervisors

Vince Palladino Memorial Student Scholarships

Deadline: June 25, 2021

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

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

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



Applications must be received no later than June 25, 2021. Online applications only will be accepted using the NAPS website. Please go to www.naps.org under the “Members” tab to apply for the **Vince Palladino Memorial Student Scholarship**, or go to <https://naps.org/Members-Scholarship>.

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

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

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

Louis M. Atkins Scholarship Winners

NAPS Headquarters is pleased to announce the winners of the five 2020 Louis M. Atkins Presidential Scholarships sponsored by NAPS. One winner from each NAPS region was selected to receive a \$1,000 scholarship. The winners are as follows:

Northeast Region—Meagan Haviland, daughter of Margaret Haviland, Long Island Branch 202. She is studying special education at St. Joseph’s College, Brooklyn.

Eastern Region—Michael DeVito, son of Celeste DeVito, Pittsburgh Branch 20. He is studying nursing at Duquesne University, Pittsburgh.

Central Region—Marriah Williams, daughter of Nancy McCoy, South Suburban (IL) Facility Branch 493. She is studying psychology at the University of Illinois, Chicago.

Southern Region—Rena Howie, daughter of Russell Howie, Jacksonville (FL) Branch 93. She is studying health sciences at the University of Central Florida, Orlando.

Western Region—Nathan Silva, son of Israel Silva, Al Navarro (CA) Branch 373. He is studying law at the University of California, Irvine.

USPS to Continue Job Analyses

The Postal Service informed NAPS on Jan. 29 that it will continue the job analysis of supervisor, Customer Services (occupation code 2310-0022); and supervisor, Distribution Operations (occupation code 2315-0066). NAPS was first informed of the analyses in October 2019. In August 2020, the analysis was expanded to include supervisor, Maintenance Operations (occupation code 2355-0010).

The agency will conduct additional surveys and focus groups for the supervisor, Customer Services and Distribu-

Occupation Codes Eligible for the Supervisor Differential Adjustment (SDA) Effective November 21, 2020 (PP 25-2020)

Position Group: Plant Maintenance (5% over PS-10, Step P)

Occupation Code	Title	Grade	SDA Minimum
2355-0010	SUPV MAINT OPRNS	17	\$77,580
2355-0022	SUPV MAINT OPER SUP	17	\$77,580
2355-0021	MGR MAINT OPS SUPP	19	\$77,580
0356-6003	SUPV CPTR MAINT LABL PRNTG	19	\$77,580
1801-0006	SUPV MDC MAINTENANCE	19	\$77,580

Position Group: Vehicle Services (5% over PS-08, Step O)

Occupation Code	Title	Grade	SDA Minimum
2330-0040	SUPV TRANS OPERATNS	17	\$69,757
5823-0007	SUPV VEH MAINT	17	\$69,757
0018-0031	SAFETY SPECIALIST (TL)	17	\$69,757
2150-7043	MGR VHCL MAINT FCLT	18	\$69,757
2330-0039	MGR TRANS/NETWRKS	18	\$69,757

Position Group: Postal Police (5% over RSC Y (PPO), Step 23)

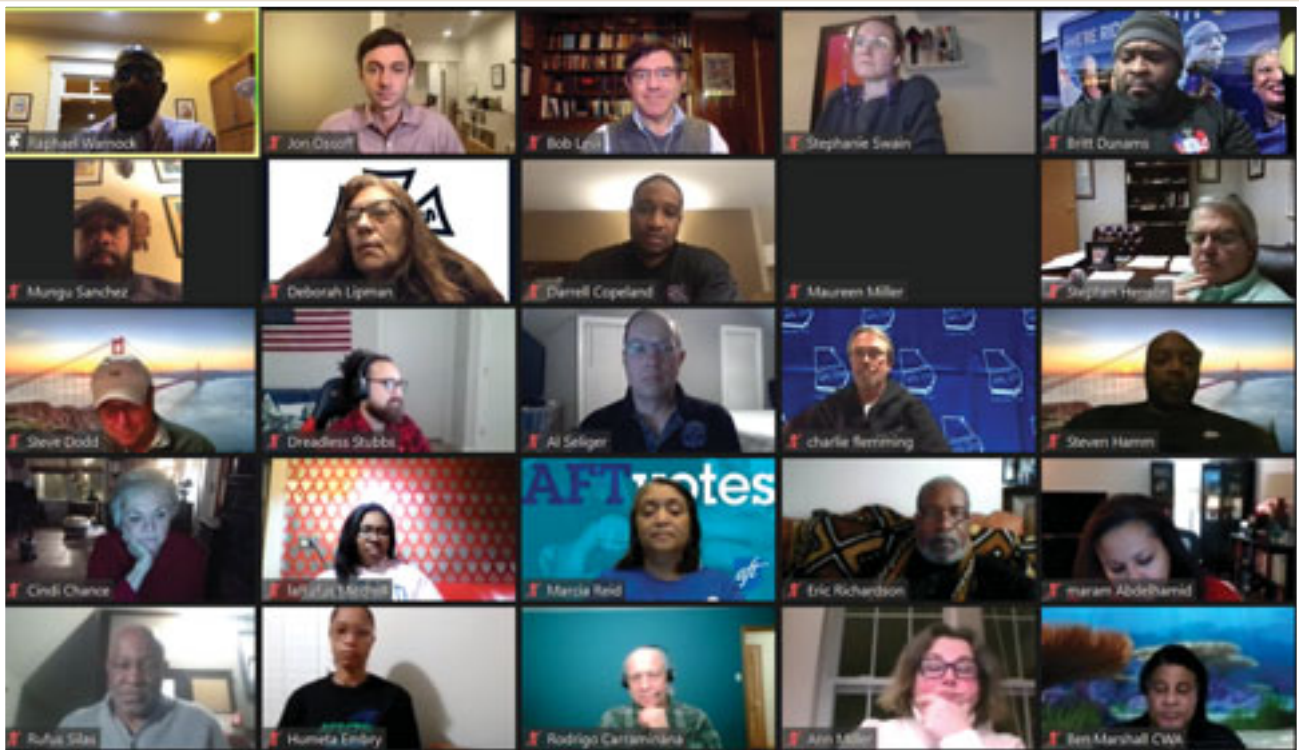
Occupation Code	Title	Grade	SDA Minimum
2335-0022	SUPV POSTAL POLICE	17	\$61,047
2335-0023	TOUR SUPV PSTLPOLIC	18	\$61,047

Position Group: All Other Eligible (5% over PS-06, Step O)

Occupation Code	Title	Grade	SDA Minimum
2345-6049	SPV CLM/INQ (INT U)	15	\$66,990
0530-0001	SUPV ACCT PAPER	16	\$66,990
2301-0002	MGR US HOUSE OF REP	16	\$66,990
2005-0001	SUPV MTRL INQUIRES	17	\$66,990
2345-0045	SUPV ML RECVRY CTR	17	\$66,990
0341-6031	SUPV CUST SERV SUPP	17	\$66,990
0356-0002	SUPV REM ENCOD OPER	17	\$66,990
2305-7035	MGR CUSTOMER SERVS	17	\$66,990
2310-0022	SUPV CUST SVCS	17	\$66,990
2315-0066	SUPV DIST OPER	17	\$66,990
2340-0027	SUPV CPTR MAIL FRWD	17	\$66,990
2345-0043	SUPV BUS MAIL ENTRY	17	\$66,990
2330-0072	SUPV SURFACE TRANS CTR	17	\$66,990
6907-0004	SUPV WAREHOUSING & DIST OPS	17	\$66,990
1530-0022	SUPV STATISTICAL PROGRAMS	17	\$66,990
0343-0219	PRODUCT INFO QUALITY ANALYST	17	\$66,990
1801-0010	SUPERVISOR, PRINT OPERATIONS	17	\$66,990
2355-0031	SUPV MAINT OPER SUP (SFS)	17	\$66,990
2375-0015	SUPV ORDER PROCESSING (SFS)	17	\$66,990
0610-0001	OCCUP HEALTH NURSE	18	\$66,990
2301-6118	POSTMASTER	18	\$66,990
2301-6218	POSTMASTER 18 (B)	18	\$66,990
2305-6039	ASST SUPV ST HS ML	18	\$66,990
2305-7038	MGR CUST SERVC	18	\$66,990
2340-0028	MGR MAIL FORWARDING	18	\$66,990
2345-0107	SUPV CUSTOMER CARE CENTER	19	\$66,990
2315-0087	MGR DISTRIBUTION OPER	19	\$66,990
2370-0621	SUPV CUSTOMER RETENTION	19	\$66,990

tion Operations, positions. The intent is to collect information to support HR-related initiatives regarding updates to job descriptions, training and assessments.

Zoom Meetings



Georgia's new Democratic Sens. Raphael Warnock, top row, left, and Jon Ossoff, top row, second from left



NAPS President Brian Wagner, Southeast Area Vice President Bob Quinlan and Florida State President Roe Herzog attended Jacksonville, FL, Branch 93's meeting. The officers gave remarks regarding the potential FL/GA Bi-State State Convention in June, a possible USPS VERA, FY20 payouts and FY21 NPA among other topics. There also was a Q&A with branch members.

Candidates for Resident Officers

The names of NAPS members who are candidates for the three resident officer positions will be printed in the June, July and August issues of *The Postal Supervisor*. This is a requirement from the 2010 NAPS National Convention where Resolution #57 was passed, which requires the candidates be

listed in the three issues of the magazine before the convention.

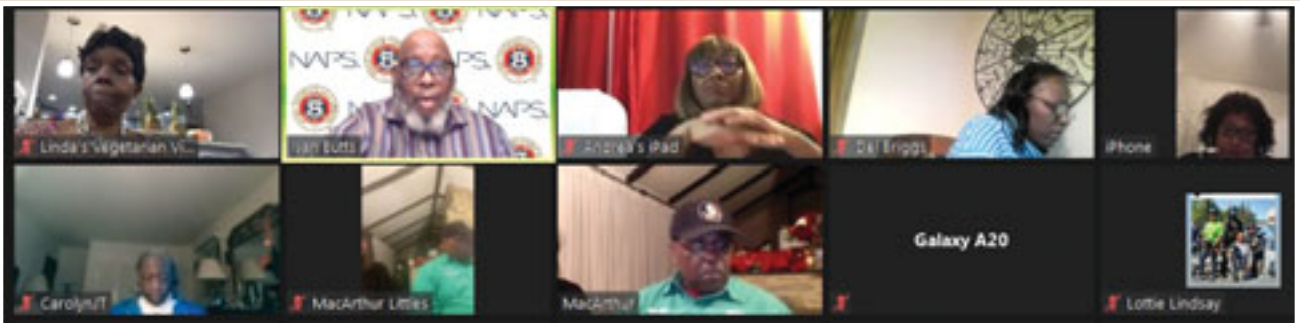
If you wish to run for one of the three national officer positions, please send your name and the office to which you aspire to President Brian Wagner—naps.bw@naps.org—no later than April 20.



Rep. Carolyn Maloney (D-NY), chairman of the House Oversight and Reform Committee



Rep. Steny Hoyer (D-MD), House majority leader



Philadelphia Branch 35



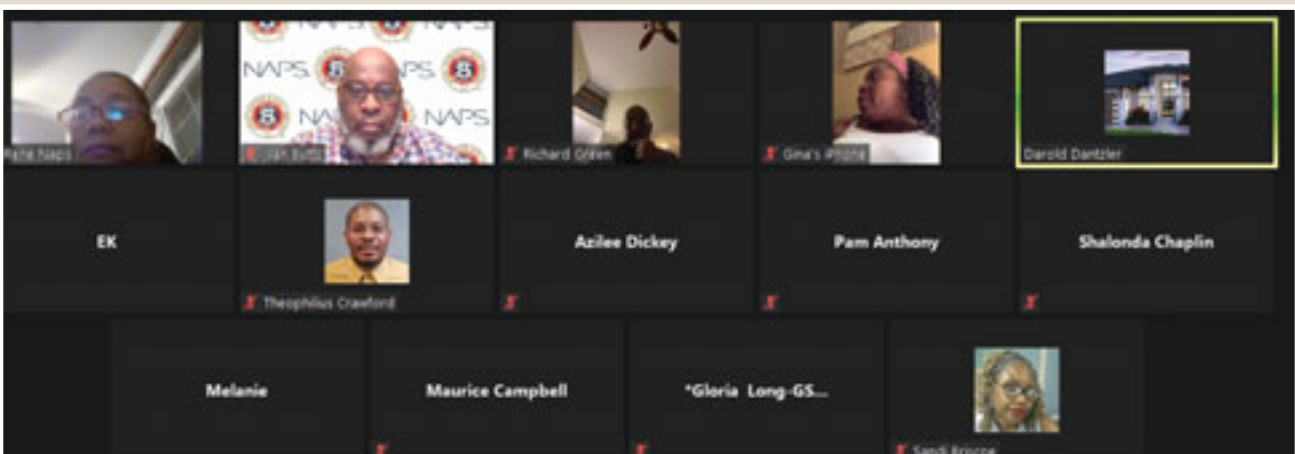
Sen. Gary Peters (D-MI), chairman of the Senate Homeland Security and Governmental Affairs Committee, top right



Texas Area Vice President Jaime Elizondo Jr. (top row, middle) swore in Fort Worth Branch 124 officers President Manuel Trevino (bottom left), Executive Vice President Elaine Hawkins (top right), Treasurer Karen Cooper (top left) and Maintenance Vice President Tony Berlan (bottom center). Secretary Ann Mitchell was not present.



Texas Area Vice President Jaime Elizondo Jr. (bottom row, second from left) swore in North Houston Branch 589 officers President A.J. Washington (middle row, second from right), Vice President Malcolm Rawls (top row, second from left), Secretary Gale Ingram (bottom row, left) and Treasurer Robin Young-Williams (middle row, right).



Columbia, SC, Branch 225

Los Angeles Branch 39 held its annual retirement luncheon on Jan. 30 via Zoom to honor its 26 retirees. The branch mailed each retiree a certificate and a gift. Trustee Velma McClinton, one of the retirees, attended in person. Also honored were the four scholarship recipients.



President Brian Wagner, Vice President Ivan D. Butts, Secretary/Treasurer Chuck Mulidore, Western Region Vice President Marilyn Walton and Pacific Area Vice President Chuck Lum, with Los Angeles District leaders, attended, offering congratulatory remarks.



Branch 39 Treasurer and Scholarship Committee Chair Trinise Johnson (at podium) announced the scholarship winners. Sergeant-at-Arms and Retirement Committee member Alvetia Smith (left) high-fives her daughter and Auxiliary Treasurer Chanel Dotson after hearing Chanel's daughter, Katlin King, was one of the recipients.

Branch 39 Vice President Sam Booth Jr. and Retirement Committee Chair thanked branch and committee members for their help:

Treasurer and Office Manager Margaret Derden

Branch 39 President Marilyn Jones

National Auxiliary President Patricia Jackson-Kelley



From left: National Auxiliary President Patricia Jackson-Kelley, Branch 39 Legislative Chair Felicia Pennington, Sergeant-at-Arms Alvetia Smith, Trustee Shirley Lee, President Marilyn Jones, Treasurer Margaret Derden, Secretary Trinise Johnson and Vice President Sam Booth Jr.



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Bob Levi

Director of Legislative & Political Affairs



U.S. Capitol, has altered the contour of our legislative messaging—but not the message itself. NAPS members must continue to communicate with their elected federal policymakers to advocate for improved operational and compensatory conditions under which supervisors, managers and

We live and work in no ordinary time. Historically, the March issue of *The Postal Supervisor* would herald the month's Legislative Training Seminar, during which

vising our efforts to enact legislation to improve, modernize and create a fair process by which the compensation of EAS-level postal employees is determined. This battle is particularly timely as NAPS begins the next consultative process.

In addition, NAPS will redouble its efforts to enact legislation to provide EAS employees who currently are denied access to the Merit Systems Protection Board with their rightful due-process rights. It is noteworthy that EAS postal employees are not afforded the same whistleblower protections as provided other federal employees.

This omission can impair the ability of postal managers and supervisors to provide accurate and timely operational information to members of Congress. With whistleblower protections, such employees could be

A Major Postal Recovery Effort Is Critical for Success

hundreds of NAPS members would travel to Washington, DC, familiarize themselves with the year's policy priorities and ascend Capitol Hill to promote our legislative agenda.

The COVID-19 pandemic, combined with the Jan. 6 attack on the

postmasters deliver high-quality postal services for our nation.

The fundamental guiding dual-principle for NAPS' legislative advocacy is fairness for our members and quality for our customers. In this construct, in 2021, NAPS will be re-

In early February, the Senate and House completed their committee assignments, which yielded two new members to the Senate Homeland Security and Governmental Affairs Committee and 12 new members to the House Oversight and Reform Committee. Membership of the two committee are listed below:

Senate Homeland Security and Governmental Affairs Committee (freshman*)

- | | |
|---------------------------|-----------------------------|
| Gary Peters (D-MI), chair | Rob Portman (R-OH), ranking |
| Tom Carper (D-DE) | Ron Johnson (R-WI) |
| Maggie Hassan (D-NH) | Rand Paul (R-KY) |
| Kyrsten Sinema (D-AZ) | James Lankford (R-OK) |
| Jacky Rosen (D-NV) | Mitt Romney (R-UT) |
| *Alex Padilla (D-CA) | Rick Scott (R-FL) |
| *Jon Ossoff (D-GA) | Josh Hawley (R-MO) |

- | | |
|---------------------------------|---------------------------|
| Ro Khanna (D-CA) | Bob Gibbs (R-OH) |
| Kweisi Mfume (D-MD) | Clay Higgins (R-LA) |
| Alexandria Ocasio-Cortez (D-NY) | Ralph Norman (R-SC) |
| Rashida Tlaib (D-MI) | *Pete Sessions (R-TX) |
| Kate Porter (D-CA) | Fred Keller (R-PA) |
| *Cori Bush (D-MO) | Andy Biggs (R-AZ) |
| #Danny Davis (D-IL) | *Andrew Clyde (R-GA) |
| Debbie Wasserman Schultz (D-FL) | *Nancy Mace (R-SC) |
| Peter Welch (D-VT) | *C. Scott Franklin (R-FL) |
| #Hank Johnson (D-GA) | *Jake LaTurner (R-KS) |
| John Sarbanes (D-MD) | *Pat Fallon (R-TX) |
| Jackie Speier (D-CA) | *Yvette Herrell (R-NM) |
| Robin Kelly (D-IL) | *Byron Donalds (R-FL) |
| Brenda Lawrence (D-MI) | |
| Mark DeSaulnier (D-CA) | |
| Jimmy Gomez (D-CA) | |
| Ayanna Pressley (D-MA) | |

House Oversight and Reform Committee (freshman* new#)

- | | |
|-------------------------------|-----------------------------|
| Carolyn Maloney (D-NY), chair | James Comer (R-KY), ranking |
| Eleanor Holmes Norton (D-DC) | Paul Gosar (R-AZ) |
| Stephen Lynch (D-MA) | Jim Jordan (R-OH) |
| Jim Cooper (D-TN) | Virginia Foxx (R-NC) |
| Gerry Connolly (D-VA) | Jody Hice (R-GA) |
| Raja Krishnamoorthi (D-IL) | Glenn Grothman (R-WI) |
| Jamie Raskin (D-MD) | Michael Cloud (R-TX) |

safe from retaliation by USPS uppermanagement for sharing such information. NAPS is working with our postal allies from both political parties in pursuit of fairness and protection for EAS postal personnel.

NAPS also recognizes that Congress and the White House must embrace a major postal recovery effort. Legislation already has been introduced in the House and Senate to repeal the inequitable and injurious requirement that the Postal Service prefund future retiree health costs.

During the first week of February, Sen. Steve Daines (R-MT) introduced S. 145 and Rep. Pete DeFazio (D-OR) introduced H.R. 695. NAPS supports these bills. However, the enactment of either would be insufficient for postal recovery. The agency, its employees and customers need a more comprehensive approach to rebuild the Postal Service; our country will be calling on the Postal Service time and time again to deliver for America.

For example, nationwide distribution of CDC-approved face masks via the Postal Service is under consideration by the White House. (A similar plan was scuttled by the previous administration.) The combination of COVID-19's impact on employee attendance, the foreseeable mail surge attributable to online shopping and the 2020 election and ill-considered USPS Headquarters-initiated operational directives have harmed postal performance.

Court-ordered USPS performance data has documented a nationwide reduction from 91% during the first week of June to 64% during the last week of December 2020 relating to on-time delivery of First-Class Mail. The contour of postal recovery legislation should provide the means for the agency to modernize and calibrate its infrastructure to

Continued on page 18

Understanding Changes to the Debt Collection Process

By Al Lum

In late 2019 to early 2020, the Postal Service began implementing changes to procedures for handling debts the agency claimed were owed by nonbargaining-unit employees. The latest edition of the *Employee and Labor Relations Manual (ELM) 49*, September 2020, reflects the changes.

Overall, debt-collection procedures remain the same. You first are issued a letter of debt determination (LODD), which is followed by the Notice of Involuntary Administrative Salary Offset Under the Debt Collection Act. The LODD has been revised; the changes are outlined in *ELM 49*, Section 452.2, "Voluntary Repayment Procedures."

Previously, when an employee received an LODD, they were given several options to respond. Those included a request for reconsideration of the debt, a request for records supporting the Postal Service claim for the debt and, if the employee did not contest the debt, repayment options.

The two significant changes are eliminating the request for reconsideration and, now, the LODD and Notice of Involuntary Administrative Salary Offset are issued from the Office of Accounting Services (USPS Disbursing Office, Eagan, MN). Your manager no longer issues the let-

ter or notices.

In the revised LODD, there no longer is language stipulating an employee can request records on which the postal official relied to determine the debt. However, the

employee can request postal records (see *ELM 49*, 452.241).

The LODD states you should make payment within 15 days from receipt of the letter, otherwise, "the debt may be considered delinquent and subject to collection under the Debt Collection Act and its associated regulations." This language is very intimidating. However, the agency cannot begin the process of collecting the debt until you are issued the Notice of Involuntary Administrative Salary Offset.

Once an employee receives the Notice of Involuntary Administrative Salary Offset, I, as your DDF provider, have 15 calendar days from the day of receipt to file the petition to the judicial office. If you have requested records and still are waiting for a response, I still have to file the petition within the 15 calendar days. Otherwise, it would be untimely.

Stay well, be safe.

Al Lum is NAPS' DDF provider, Labor Relations Admin Group, LLC.



A Major Postal Recovery Effort Is Critical for Success

Continued from page 17

improve performance—including procuring a reliable and appropriate vehicular fleet—and restoring its mail-processing capacity.

Legislation also should provide the Postal Service with the authority and incentive to market innovative products and equip the agency with greater flexibility to set rates consistent with market conditions. Moreover, postal recovery legislation needs to address the structural problem in calculating and financing the agency's retirement liability.

In part, a portion of the liability could be addressed through enactment of S. 145 or H.R. 695, but the liability is not solely attributable to health care. There is liability associated with postal annuities. Authorizing the Postal Service to invest the retirement funds in safe securities that follow comparable investment strategies—as the long-term L-Funds in the federal Thrift Savings Plan—would provide the Postal Service with improved earnings.

Greater earnings would grow the balance of the Postal Retiree Health Benefit Fund and the account with which the Postal Service covers annuity liabilities. In addition, the Office of Personnel Management should use a more equitable formula to calculate the Postal Service's health and retiree liabilities.

NAPS' legislative team presently is developing the appropriate advocacy strategies for advancing our legislative priorities, including a spring-time virtual Legislative Training Seminar and advocacy event. In part, we would use the advocacy event to introduce ourselves to new members of Congress.

naps.rl@naps.org



Important Convention Deadlines

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

In Memoriam

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

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

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

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



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

Gaylord Texan Resort & Convention Center
Grapevine, Texas

67th National Convention Registration Information

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

**Register for the 67th National Convention
online only at www.naps.org**

Registration Fee—\$250

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

No on-site registration will be accepted.

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

Refund Requests

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

Substitutions

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

Hotel Rates and Reservations

Gaylord Texan Resort & Convention Center

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

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

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

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

To guarantee reservations, the hotel must receive a deposit of one night's room rate and tax by a major credit card at the time of the reservation. Cancellations must be received at least 24 hours before arrival or the deposit will be applied to your credit card. The hotel confirmation is your responsibility. NAPS Headquarters does not confirm lodging reservations.



Send Your Entries!

Best Website Competition

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

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

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

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

NAPS Newsletter Contest

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

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

The entry instructions include:


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

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

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

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

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

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

NAPS National Convention Golf Tournament

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

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



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

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

NAPS National Convention Golf Tournament Registration

Registration closes after Aug. 1, 2021

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

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

Name _____ Phone # (include area code) _____

Mailing Address _____

City _____ State _____ ZIP _____

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

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

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

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

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

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

NAPS Golf
PO Box 456
Hewitt, TX 76643-0456



2020 SPAC Contributors



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

Salmon, James	AZ	Branch 246
Campbell, Stephnia	CA	Branch 159
Meana, Frances	CA	Branch 159
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Douglas, Lisa	CT	Branch 5
Moss, Donalda	DC	Branch 135
Franz, Kenneth	FL	Branch 146
Lynn, Patti	FL	Branch 296
McHugh, James	FL	Branch 386
Quinlan, Robert	FL	Branch 154
Ruckart, Kenneth	FL	Branch 386
Sebastian, Gerald	FL	Branch 386
Strickland, Ann	FL	Branch 146

Van Horn, Gail	FL	Branch 154
Williams, Carolyn	FL	Branch 146
Wommack, April	FL	Branch 386
Maxwell, Sherry	IL	Branch 255
Moreno, Luz	IL	Branch 489
Wagner, Brian	IL	Branch 255
Winters, Michael	IL	Branch 255
Murphy, Gregory	MA	Branch 102
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
Mooney, Dan	MN	Branch 16

SPAC Contribution Form

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

- \$1,000**—President's Ultimate SPAC
- \$750**—VP Elite
- \$500**—Secretary's Roundtable
- \$250**—Chairman's Club
- \$100**—Supporter

Current as of February 2019

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

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____

Name _____

Home Address/PO Box _____

City _____ State _____

ZIP+4 _____ Date _____

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



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

- Check or money order made payable to SPAC; *do not send cash*
- Credit card (*circle one*): Visa American Express MasterCard Discover

Card number _____

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

Card expiration date: ____ / ____

Signature (required for credit card charges) _____

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

Describe gift _____ Value _____

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

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

VP Elite (\$750)

Sutton, Catherine	CA	Branch 373
Garland, Angela	DE	Branch 909
Murray, Donald	FL	Branch 93
Moore, Kevin	GA	Branch 281
Lum, Chuck	HI	Branch 214
Rowel, Cornel	LA	Branch 73
Moreno, Richard	MA	Branch 498
Griffin, Troy	MD	Branch 42
Bunch, Kenneth	MI	Branch 23
Krzycki Jr., Kenneth	MI	Branch 508
Trayer, Kevin	MI	Branch 142
Bollinger, Kathreen	MO	Branch 36
Dallojacono, Anthony	NJ	Branch 568
Englerth, Scott	NY	Branch 11
Jessmer, Spencer	NY	Branch 11
Austin, Jessie	TX	Branch 122
Elizondo Jr., Jaime	TX	Branch 122
Mitchell, Annie	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Butler, Phillip	VA	Branch 98
Mott III, George	VA	Branch 132

Secretary's Roundtable (\$500)

Melchert, Pamela	AK	Branch 435
Blythe, Stephanie	CA	Branch 127
Cherry, Hayes	CA	Branch 466
Derden, Margaret	CA	Branch 39
Rominger, Jackie	CA	Branch 77
Swygert, Vontina	CA	Branch 127
Kerns, John	CO	Branch 141

SPAC Scoreboard

Statistics reflect monies collected Jan. 1 to Jan. 31, 2021

National Aggregate:

\$7,878.44

National Per Capita:

\$0.29

Region Aggregate:

1. Central	\$2,022.00
2. Western	\$1,851.00
3. Eastern	\$1,770.00
4. Southern	\$1,246.50
5. Northeast	\$ 988.94

Region Per Capita:

1. Central	\$0.43
2. Western	\$0.32
3. Eastern	\$0.30
4. Southern	\$0.21
5. Northeast	\$0.20

Area Aggregate:

1. Capitol-Atlantic	\$1,266.10
2. North Central	\$1,110.00
3. Northwest	\$1,006.00
4. Mideast	\$ 538.00
5. Pacific	\$ 525.00
6. Texas	\$ 465.50
7. New England	\$ 398.00
8. Michiana	\$ 367.00
9. Southeast	\$ 352.00
10. Illini	\$ 331.00
11. Rocky Mountain	\$ 320.00
12. New York	\$ 308.94
13. Cotton Belt	\$ 264.00
14. Pioneer	\$ 247.90
15. MINK	\$ 214.00
16. Central Gulf	\$ 165.00

Area Per Capita:

1. North Central	\$1.18
2. Northwest	\$0.88
3. Capitol-Atlantic	\$0.43
4. Michiana	\$0.31
5. Cotton Belt	\$0.27
6. Texas	\$0.25
7. Illini	\$0.25
8. New England	\$0.24
9. Mideast	\$0.23
10. Central Gulf	\$0.21
11. Rocky Mountain	\$0.21
12. MINK	\$0.18
13. North Central	\$0.18
14. Pacific	\$0.17
15. Pioneer	\$0.17
16. New York	\$0.13

State Aggregate:

1. Minnesota	\$ 920.00
2. Oregon	\$ 705.00
3. Texas	\$ 465.50
4. California	\$ 435.00
5. Virginia	\$ 408.00

State Per Capita:

1. Minnesota	\$2.17
2. Oregon	\$1.96
3. South Carolina	\$1.83
4. Idaho	\$1.15
5. Maine	\$0.83

Drive for 5

Members by Region:

1. Central	51
2. Southern	48
3. Eastern	48
4. Western	40
5. Northeast	32

Aggregate by Region:

1. Eastern	\$1,370.00
2. Western	\$1,281.00
3. Southern	\$1,246.50
4. Central	\$1,242.00
5. Northeast	\$ 963.94

Franco, Cheryl Ann	FL	Branch 296
Herzog, Rosemarie	FL	Branch 154
James, Suzette	FL	Branch 154
Jones, Patricia	FL	Branch 425
LeCounte, Michael	FL	Branch 146
Roundtree, Edith	FL	Branch 154
Tucker, Johanna	FL	Branch 425
Alos, Kanani	HI	Branch 214
Valuet, John	ID	Branch 915
Hilliard, Ricky	IL	Branch 489
Pierce, Annette	IL	Branch 255
Krempa, Keith	IN	Branch 169
Norton, Paul	IN	Branch 8
Mason Jr., Garland	MD	Branch 592
Carmody, Russell	NJ	Branch 74
Phillips, Austin	NJ	Branch 224
Timothy, Pat	NJ	Branch 548
Walton, Irma	NJ	Branch 75
Burke, Terriann	NY	Branch 11
Mayes, Sean	OH	Branch 29
Paige, Lillie	OH	Branch 46
Simpson, Pamela	OR	Branch 66
Skjelstad, Aric	OR	Branch 66
Bartko, Susan	PA	Branch 20
Benford, Debra	PA	Branch 50
Erickson, David	SD	Branch 946
Weber, Camron	SD	Branch 946
Aaron, Donna	TN	Branch 947
Brooks, Lamarcus	TN	Branch 41
Clark Jr., Bobby	TX	Branch 124
Cooper, Karen	TX	Branch 124
Davis, Pamela	TX	Branch 122
Lomba, John	TX	Branch 103
Trevino, Barbara	TX	Branch 124
Garrett, Donald	VA	Branch 98
Hubbard, Jim	VA	Branch 22
Jacobs, Charles	VA	Branch 132
Gruetzmacher, Bjoern	WA	Branch 61
Johnson, Stanley	WA	Branch 60
Taylor, Georgia	WA	Branch 31
Simmons, Brandi	WI	Branch 213
McComas, Christina	WV	Branch 212

Chairman's Club (\$250)

Carson, John	AL	Branch 901
Norton, Charles	AL	Branch 208
Studdard, Dwight	AL	Branch 45
Bruffett, Shawn	AZ	Branch 376
Ayon, Celia	CA	Branch 88
Cruz, Cheryl	CA	Branch 497
Danzy, Marsha	CA	Branch 197

Florentin, Diana	CA	Branch 244
Gavin, Angela	CA	Branch 159
Grayson, Yolanda	CA	Branch 39
Jones, Marilyn	CA	Branch 39
Odell, Heather	CA	Branch 159
Randle, Carol	CA	Branch 39
Annon, Cynthia	CO	Branch 141
Love, Valerie	CO	Branch 65
Pashinski, Myrna	CO	Branch 65
Roll, Gary	CO	Branch 65
Collen, Helen	CT	Branch 3
Campbell, Frederick	DC	Branch 135
Wright, Marcellus	DC	Branch 135
Batastini, Kenneth	FL	Branch 478
Ford, Timothy	FL	Branch 353
Goldstein, Diane	FL	Branch 156
Gucmeris, Algimantas	FL	Branch 420
Johnson, Conrad	FL	Branch 81
Jones, Sammie	FL	Branch 405
Long, Pamela	FL	Branch 577
McPhee-Johnson, Tayloria	FL	Branch 146
Sims, Reginald	GA	Branch 82
Eberhart, Keliinani	HI	Branch 214
Lum, Laurie	HI	Branch 214
Parker, Laroma	HI	Branch 214
Watabu, Iris	HI	Branch 214
Dittmann, David	IL	Branch 489
May, Charles	IL	Branch 14
Randle, Kay	IL	Branch 369
Wesley, Nancy	IL	Branch 493
Webb, Marcel	IN	Branch 8
Harmon, Rosemary	KY	Branch 920
Carter, Tonious	LA	Branch 421
Moore, Robert	MA	Branch 43
Berger, Ricky	MD	Branch 531
Gramblin, Reginald	MD	Branch 531
Jones, Marcia	MD	Branch 42
Rosario, Tamara	ME	Branch 96
Bradley, Anthony	MI	Branch 142
Burcar, Robert	MI	Branch 508
Glenn, Sandra	MI	Branch 140
Hardin, Donald	MI	Branch 130
Perkins, Ethel	MI	Branch 140
Baker, Neil	MN	Branch 104
Kuiper, Bruce	MN	Branch 16
Moore, Olin	MN	Branch 16
Moudy, John	MN	Branch 16
Newcomb-Evans, Theresa	MN	Branch 926
O'Donnell, Curt	MN	Branch 16
Brown, Latasha	MO	Branch 131
Price-Booker, Virginia	MO	Branch 131

Make Contributing to SPAC a Habit:

Contributions via USPS Payroll Deduction

To authorize your allotment **online**, you will need your USPS employee ID number and PIN; if you do not know your PIN, you will be able to obtain it at Step 3 below.

- 1 Go to <https://liteblue.usps.gov> to access PostalEASE.
- 2 Under Employee App-Quick Links, choose PostalEASE.
- 3 Click on "I agree."
- 4 Enter your employee ID number and password.
- 5 Click on "Allotments/Payroll NTB."
- 6 Click on "Continue."
- 7 Click on "Allotments."
- 8 Enter Bank Routing Number (*from worksheet below*), enter account number (*see worksheet*), enter account from drop-down menu as "checking" and enter the amount of your contribution.
- 9 Click "Validate," then "Submit." Print a copy for your records.

To authorize your allotment by phone, call PostalEASE, toll-free, at **1-877-477-3273** (1-877-4PS-EASE). You will need your USPS employee ID number and PIN.

- 1 When prompted, select one for PostalEASE.
- 2 When prompted, enter your employee ID number.
- 3 When prompted, please enter your USPS PIN.
- 4 When prompted, press "2" for payroll options.
- 5 When prompted, press "1" for allotments.
- 6 When prompted, press "2" to continue.
- 7 Follow prompts to add a new allotment.
- 8 Use the worksheet to give the appropriate information to set up an allotment for SPAC.



PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

- Routing Number (nine digits): 121000248
- Financial Institution Name: Wells Fargo (this will appear after you enter the routing number).
- Account Number (this is a 17-digit number that starts with "772255555" and ends with your eight-digit employee ID number):

7 7 2 2 5 5 5 5 5 _____

(Example: 77225555512345678).

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



Shumate, Melisande	MO	Branch 131
Jackson, Abner	NC	Branch 299
Robinson, Theresa	NC	Branch 299
Olson, Chad	ND	Branch 937
Weiland, Heather	ND	Branch 937
Caruso, Richard	NE	Branch 10
Barrett, George	NJ	Branch 74
Dennis Jr., Edward	NJ	Branch 53
D'Martino, Pasquale	NJ	Branch 548
Kofsky, Jonathan	NJ	Branch 568
Pixley, George	NV	Branch 249
Forde, Nicholas	NY	Branch 202
Wiggins, Derrick	NY	Branch 85
Burgasser, Ted	OH	Branch 29
Lewis, Gillian	OH	Branch 2
Needham, Timothy	OH	Branch 133
Saunders, Leslie	OH	Branch 33
Smith, Ronald	OH	Branch 46
Lahmann, Joseph	OR	Branch 276
Adams, Jeanine	PA	Branch 20
Lehman, Jason	PA	Branch 554
Wiskoski, Ann	PA	Branch 387
Bell, Andrew	TN	Branch 32
Benjamin, Laquita	TN	Branch 41
Blakely, Kathy	TN	Branch 41
Hibbler, Marilyn Hinton	TN	Branch 41
Mitchell, Denise	TN	Branch 41
Proctor, Kevin	TN	Branch 32
Garcia, Mario	TX	Branch 288
Hill, Earnest	TX	Branch 122
Longoria, Richard	TX	Branch 229
Lyons, Lisa	TX	Branch 428
Nettles, Mark	TX	Branch 9
Brown, Lorraine	VA	Branch 98
Holley, Deborah	VA	Branch 526
Howe, Steven	WA	Branch 61
Moinor, Linda	WA	Branch 551
Ware, Michael	WA	Branch 61
Williams, Arthur	WA	Branch 61
Sederholm Marti, Susan	WI	Branch 72
Baldwin, Craig	WV	Branch 212

Supporter (\$100)

Brathwaite, Rafael	AL	Branch 45
Dangerfield, Carol	AL	Branch 45
Frazier, Rickey	AL	Branch 399
Nash, Leon	AL	Branch 45
Aceves, John	AZ	Branch 376
Kern, Stephen	AZ	Branch 246
Alarcon, Delmy	CA	Branch 244
Dominguez, Jesse	CA	Branch 159

Duncan-King, Shirley	CA	Branch 88
Dunn, Sandy	CA	Branch 373
Francisco, Daryel	CA	Branch 159
Gishi, Sharon	CA	Branch 94
Gray, Glenn	CA	Branch 127
Jackson-Kelley, Patricia	CA	Branch 39
Johnson, Deborah	CA	Branch 88
McClinton, Velma	CA	Branch 39
Moore Tucker, Carolyn	CA	Branch 301
Moore, Edward	CA	Branch 244
Rahming, Karyn	CA	Branch 77
Ruffin, Teriakyesha	CA	Branch 198
Salazar, Oscar	CA	Branch 244
Sande, Kokoye	CA	Branch 127
Simpao, Sally	CA	Branch 88
Thomas, Linda	CA	Branch 88
Thompson, Carolyn	CA	Branch 88
Trevena, April	CA	Branch 94
White, Martha	CA	Branch 127
Aldrich, Robert	CO	Branch 557
Alfred, Wilhlemina	CO	Branch 65
Evans, Michell	CO	Branch 65
Flaherty, Donna	CO	Branch 65
Summerfield, John	CO	Branch 65
Donegan, Margie	CT	Branch 5
Calhoun, Clothelia	FL	Branch 354
Caruso, Karen	FL	Branch 154
Chiocchi, Lynne	FL	Branch 420
Fulcher, Sandra	FL	Branch 146
Gonzalez-Marino, Ilia	FL	Branch 146
Guevara, Richard	FL	Branch 154
Guyton, Patricia	FL	Branch 146
Hill, Otis	FL	Branch 146
Hinson, James	FL	Branch 353
Hoerner, Thomas	FL	Branch 420
James, Wayne	FL	Branch 154
Jimenez, Edilia	FL	Branch 146
King, David	FL	Branch 420
Lalone, Teri	FL	Branch 156
LeCounte, Karen	FL	Branch 146
Lopez, Ellen	FL	Branch 146
lowrey, robert	FL	Branch 154
Lupo, Frances	FL	Branch 420
Malcolm, Kirk	FL	Branch 321
Meadors, Joan	FL	Branch 146
Metcalfe, Thomas	FL	Branch 146
Munoz, Barbara	FL	Branch 146
Nolan, Patricia	FL	Branch 146
Ortiz, Abel	FL	Branch 146
Rose, Nancy	FL	Branch 420
Ross, Randy	FL	Branch 81

Make Contributing to SPAC a Habit:

OPM Contributions to SPAC (for Retired EAS Employees)

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

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

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

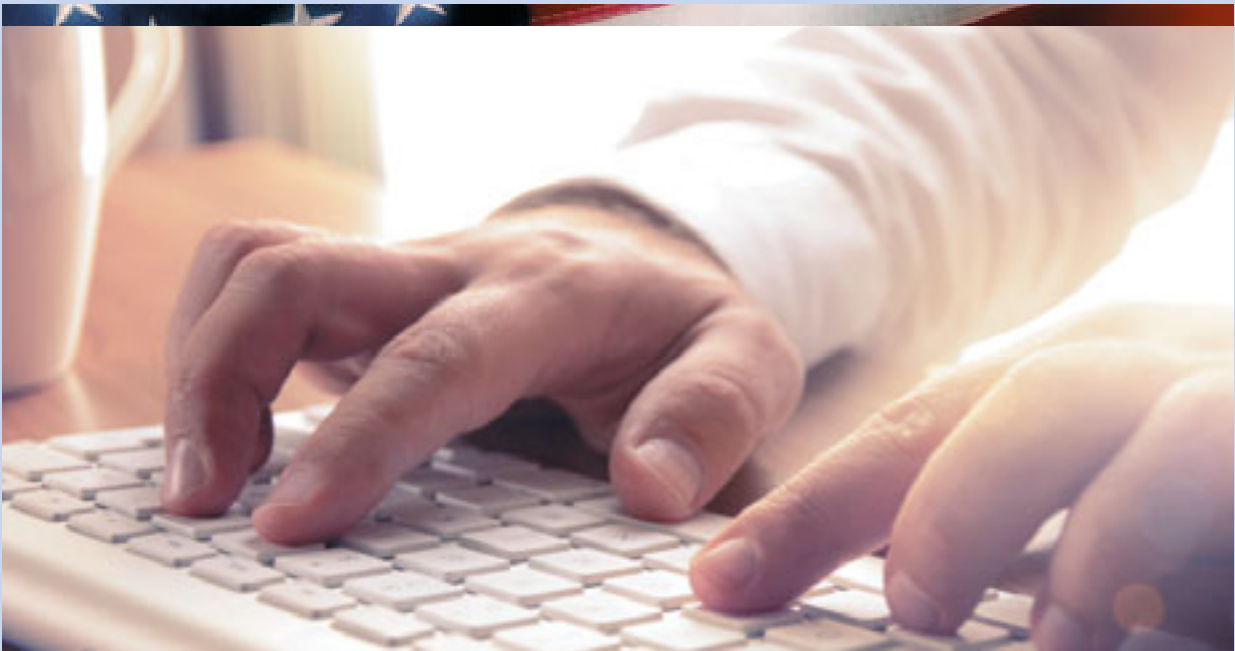
By internet:

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

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

By telephone:

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



Strasser, Brian	FL	Branch 386
Suarez, Eduardo	FL	Branch 146
Terry-Mccloud, Lancia	FL	Branch 386
Williams, Gale	FL	Branch 146
Finley, Roger	GA	Branch 595
Johnson, Sylvia	GA	Branch 595
Kindle, Delloria	GA	Branch 82
Wooley, Josephine	GA	Branch 82
Kamei, Lori	HI	Branch 214
Barkley, Bradley	IA	Branch 172
Billups, Juanita	IL	Branch 17
Cook, Carol	IL	Branch 14
Hayes-Graham, Dorethea	IL	Branch 14
Rendleman, Daniel	IL	Branch 255
Walsh, John	IL	Branch 289
Derby, Karen	IN	Branch 169
Mosley, Monique	IN	Branch 8
Macias, Juan	KS	Branch 205
Moats, Lori	KS	Branch 205
Waddell, Corey	KS	Branch 52
Smiley, David	KY	Branch 390
Clarke, Shirley	LA	Branch 73
Hampton, Annette	LA	Branch 73
Lastrapes, Ebony	LA	Branch 209
Laurendine, Kyle	LA	Branch 73
Minor, Sandra	LA	Branch 209
Sevalia, Rosalind	LA	Branch 73
Ciccone, Alexander	MA	Branch 43
Duffy, John	MA	Branch 43
Lewin, Kim	MA	Branch 118
Longfellow, Ruel	MA	Branch 498
McClellan, James	MA	Branch 43
Russell, John	MA	Branch 43
Saccoccio, Michaela	MA	Branch 6
Brownfield, Patricia	MD	Branch 531
Campbell, Maxine	MD	Branch 42
Pulley, Cheryl	MD	Branch 42
Sadler, Amanda	ME	Branch 96
Bodary, Joseph	MI	Branch 268
Byrum, Jimmy	MI	Branch 508
Cogar, Laurie	MI	Branch 268
Hommerson Jr., David	MI	Branch 130
Hurless-Byrum, Ruth	MI	Branch 508
McCarthy, Bernard	MI	Branch 23
Orloski, Rose	MI	Branch 508
Roundtree, Wanda	MI	Branch 140
Scott, Jonathan	MI	Branch 142
Doerr, John	MN	Branch 104
Mooney, Dan	MN	Branch 16
Nelson, Matthew	MN	Branch 104
Soukey, Louis	MN	Branch 104

Bye, Angie	MO	Branch 119
Bye, Kevin	MO	Branch 119
Crisafulli, Jeffrey	MO	Branch 36
Edwards, Marilyn	MO	Branch 928
Green, Bart	MO	Branch 36
Johnson, Karen	MO	Branch 36
Marley, Carol	MO	Branch 131
Warren, Anita	MO	Branch 36
Hill, Mildred	MS	Branch 199
Kindsvatter, Leo	MT	Branch 929
Gilbert, Jevonda	NC	Branch 183
Hicks, Angie	NC	Branch 157
McLaughlin, Deborah	NC	Branch 183
Winters, Joseph	NC	Branch 177
Holland, Dana	ND	Branch 937
Leingang, Michael	ND	Branch 937
Fuller, Tamyra	NE	Branch 64
Jahn, Shirley	NE	Branch 64
Michaud, Russell	NH	Branch 932
Ruggiero, Joseph	NH	Branch 932
Sarnie, Deborah	NH	Branch 932
Busciglio, Michael	NJ	Branch 287
Butler, Prescott	NJ	Branch 327
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
Clayton, Jackie	NV	Branch 463
James, David	NV	Branch 463
Pelletier, Cecilia	NV	Branch 463
Arroyo, Victor	NY	Branch 85
Berry, Lawrence	NY	Branch 336
DeBerry, Walter	NY	Branch 68
Leto, Frank	NY	Branch 459
Philpot, R.	NY	Branch 100
Robinson, Calvin	NY	Branch 85
Schirching, Christy	NY	Branch 27
Solomon, David	NY	Branch 100
Yuen, John	NY	Branch 100
Bennett, Kelley	OH	Branch 33
Fleck, Darren	OH	Branch 33
Laster, Edward	OH	Branch 46
Laster, Jacshica	OH	Branch 46
Sudberry, Norris	OH	Branch 46
Bednar, Margaret	PA	Branch 20
Kolecki, Michele	PA	Branch 941
Lach, Joe	PA	Branch 20
O'Donnell, Joseph	PA	Branch 20
Robinson, Andrea	PA	Branch 35

Continued on page 30

Here Are the 2021 SPAC Pins

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



President's Ultimate SPAC

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



VP Elite

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



Secretary's Roundtable

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



Chairman's Club

\$250 level



Supporter

\$100 level

Drive for 5

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



2021 SPAC Contributors



January Contributors

Chairman's Club (\$250)		
Skjelstad, Aric	OR	Branch 66

Supporter (\$100)		
Salmon, James	AZ	Branch 246
Atkinson, Ron	CA	Branch 313

Wong, John	CA	Branch 497
Moss, Donald	DC	Branch 135
Maxwell, Sherry	IL	Branch 255
Winters, Michael	IL	Branch 255
Randall, C. Michele	MD	Branch 531
Dallojacono, Anthony	NJ	Branch 568
McNulty, Linda	OR	Branch 66

2020 SPAC Contributors

Continued from page 28

Cabrera, Antonio	PR	Branch 216
Rodriguez, Jose	PR	Branch 216
Disalvia, Betty	RI	Branch 105
Giorgio, Victor	RI	Branch 105
Ravo, Steve	RI	Branch 105
Kendrick, Beverly	SC	Branch 215
Quinton, William	SC	Branch 228
Blanck Lovelace, Deborah	SD	Branch 946
Nation, Linda	SD	Branch 946
Foster, Steven	TN	Branch 165
Mallory, Sherry	TN	Branch 165
McMurry, Robert	TN	Branch 165
Salcido, Joseph	TN	Branch 165
Shoemaker, Justin	TN	Branch 165
Shoemaker, Kathy	TN	Branch 165
Shropshire, Larry	TN	Branch 245

Armstrong, Aneka	TX	Branch 203
Baldazo, Regina	TX	Branch 9
Barnes, Marilyn	TX	Branch 86
Compton, Joel	TX	Branch 122
Hammock, Alessandra	TX	Branch 86
Hensley, Sheila	TX	Branch 124
High, Gwendolyn	TX	Branch 86
Howard, Marsha	TX	Branch 9
Irving, Mary	TX	Branch 122
McCloud, Regina	TX	Branch 589
Quintero, A. Reggie	TX	Branch 103
Richardson, Elizabeth	TX	Branch 86
Scott, Michael	TX	Branch 589
Slaughter, Donna	TX	Branch 229
Jensen, Jill	UT	Branch 139
Tresner, Kristen	UT	Branch 139
Hartsel Jr., Robert	VA	Branch 22
Hughes, Thomas	VA	Branch 526
Jackson, Alice	VA	Branch 526
Parks, James	VA	Branch 526
Wade, Harold	VA	Branch 526
White Jr., William	VA	Branch 526
Zamudio, Juan	VA	Branch 526
Haslett, James	WA	Branch 31
McCracken, Cindy	WA	Branch 61
Patterson, La Tanya	WA	Branch 61
Reedy, James	WA	Branch 61
Wong, On Bong	WA	Branch 61
Abrams, Darlene	WI	Branch 72
Burdick, James	WI	Branch 213
Canada, Pamela	WI	Branch 72
Helleckson, Randy	WI	Branch 213
Joers, Julie	WI	Branch 72
Knepfel, Kim	WI	Branch 549
Sprewer, Victoria	WI	Branch 72



Misery Is Optional

By Rick Kindsvatter

Calendar year 2020 is in the books. If a title was given to 2020, it would be “The Year of Changes and Challenges.” That title reflects the challenges from COVID-19, increase in parcel volume, decrease in available employees, changes and extension of memorandums of understanding and the national election, to name just a few. Being retired, I can only imagine what EAS personnel faced during these times, even though I had a small insight from branch members.

In today’s environment, it is inevitable that operation changes will occur in order to stay competitive with other delivery services. But with changes come challenges. Employees tend to be change-weary, yet these changes often are in response to a world that is changing around us at a faster pace.

To successfully implement any

change, leaders need to explain and disperse the changes to employees whom they will affect in a positive manner for favorable results. I have attended standups when changes were being announced and the presenter commented the changes were being forced on them by a higher authority.



Subordinate employees are looking to us to be leaders in the organization; not taking ownership is the wrong methodology for being a leader. During changing environments, taking ownership provides leaders the opportunity to step up and develop positive steps to the challenges the changes afford.

Some individuals allow changes to have a negative impact not only in their work environment, but in their personal environment away from work, as well. During 2020, I received phone calls and emails from branch members commenting on the changes they were directed to implement by USPS officials on a local, area and Headquarters level. It is unfortunate these EAS personnel in our ranks allow changes to impact their work or personal environment, or both.

I had a persona I lived by since my early years as a law enforcement officer in the late '60s and carried through my career with the Postal Service: “Misery is optional.” If I had a different perspective on a change, I presented what I considered a viable solution backed by data to my superior for their consideration to redact the change. The guarantee was that if I didn’t present my views, nothing would change.

The Postal Supervisor 2021 Production Schedule

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

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

I got into management to make a positive change for the organization. Not all my proposed redactions to changes were implemented, but there were some occasions when the senior official came back to me, wishing they would have implemented my modifications because it was a better alternative. In addition to living by “Misery is optional,” I always kept in mind what a senior official once told me: “Come to the table with solutions, not just problems.”

Granted, there are going to be situations where the changes aren’t in your or your superior’s area of influence, so don’t get discouraged about presenting your solutions or views. When I was a manager of Post Office Operations, I appreciated the opportunity to listen to the concerns of the offices I represented. Listening encouraged me that these offices were taking ownership of the change, but wanted their concerns to be heard and discussed.

Don’t let changes influence your work and/or personal environment. Instead, grasp the changes; this is an opportunity to implement a positive result. Voice your concerns, backed with data-rich solutions.

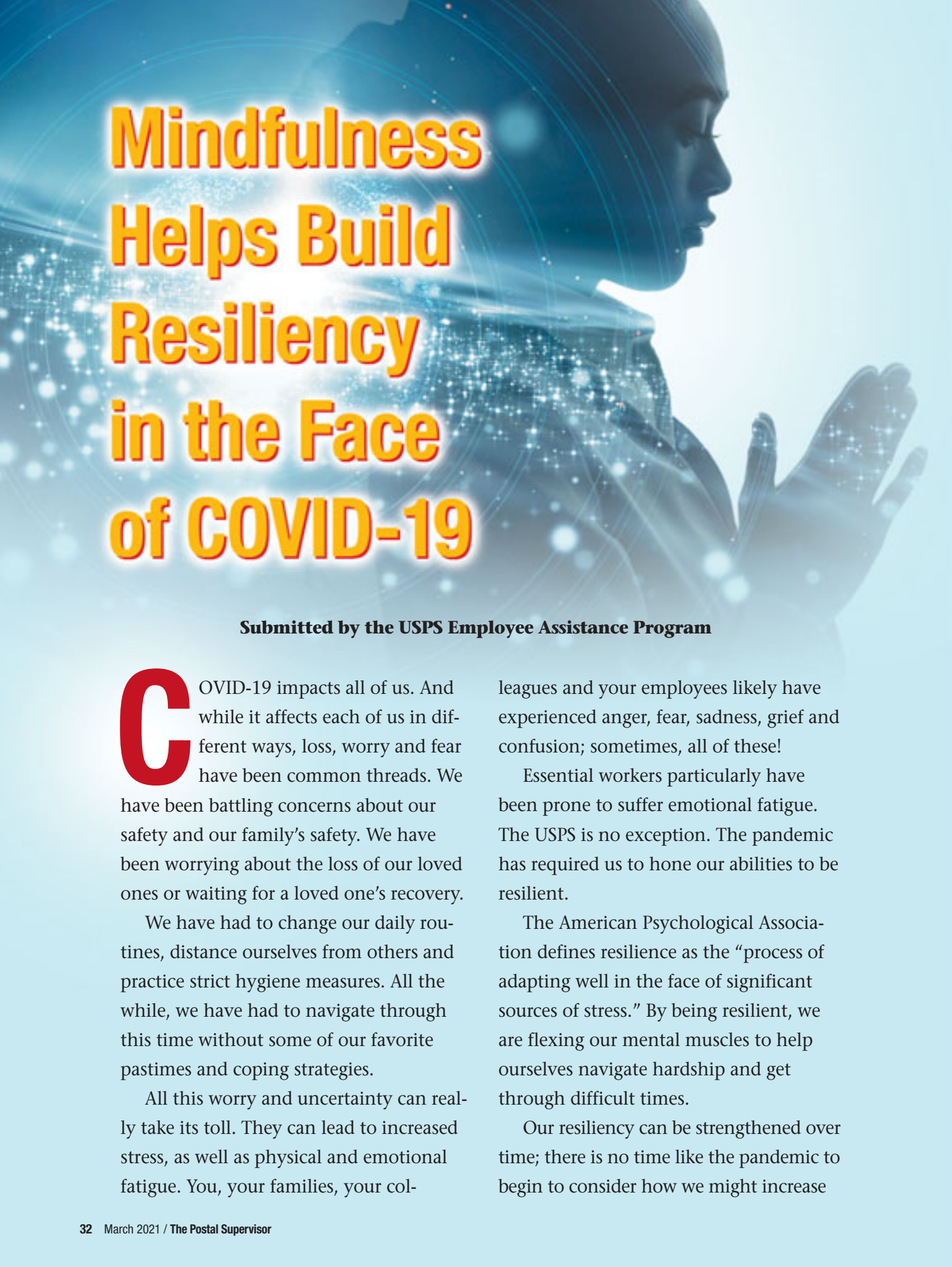
Rick Kindsvatter is president of Montana State Branch 929.

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.



Mindfulness Helps Build Resiliency in the Face of COVID-19

Submitted by the USPS Employee Assistance Program

C OVID-19 impacts all of us. And while it affects each of us in different ways, loss, worry and fear have been common threads. We have been battling concerns about our safety and our family's safety. We have been worrying about the loss of our loved ones or waiting for a loved one's recovery.

We have had to change our daily routines, distance ourselves from others and practice strict hygiene measures. All the while, we have had to navigate through this time without some of our favorite pastimes and coping strategies.

All this worry and uncertainty can really take its toll. They can lead to increased stress, as well as physical and emotional fatigue. You, your families, your col-

leagues and your employees likely have experienced anger, fear, sadness, grief and confusion; sometimes, all of these!

Essential workers particularly have been prone to suffer emotional fatigue. The USPS is no exception. The pandemic has required us to hone our abilities to be resilient.

The American Psychological Association defines resilience as the "process of adapting well in the face of significant sources of stress." By being resilient, we are flexing our mental muscles to help ourselves navigate hardship and get through difficult times.

Our resiliency can be strengthened over time; there is no time like the pandemic to begin to consider how we might increase

our resiliency as a tool for success. One helpful practice that can work to decrease the stress we experience is mindfulness.

The word “mindfulness” may make you think of ads for stress relief products or, maybe, self-help books. Perhaps you’re someone who already practices mindfulness; maybe it’s a family or community tradition. Oxford Languages defines mindfulness as “a mental state achieved by focusing one’s awareness on the present moment, while calmly acknowledging and accepting one’s feelings, thoughts and bodily sensations.”

Mindfulness is the basic human ability to be fully present rather than coasting by as if on autopilot. It means being aware of where we are and what we’re doing in this exact moment, rather than being stuck in fast-forward or rewind mode. Mindfulness also relates to avoiding being overly reactive or sidetracked by the noise and chaos of what may be going on around us.

In other words, mindfulness takes us to the present moment as it is. It lets our judgments roll by and takes us back to observing the present. Mindfulness practice focuses not on finding answers, but, rather, on focusing our awareness.

The goal of mindfulness is to diminish the obsessive thoughts about what is happening around us. It helps us lower our anxiety about the unpredictable future and the loss of control we all are feeling every day. No matter how far our minds go down the rabbit hole or spiral with catastrophic thoughts, mindfulness uses its agenda to bring us back to where we are and what we are doing right now.

Mindfulness allows us to be kind to our wandering minds. The goal is to work at acknowledging and allowing your thoughts, feelings and

emotions to move on as they appear and fade away. Some key words to consider are breathe, observe and accept.

Mindfulness is a form of meditation available to us in every moment. It can be integrated into our daily life routines. It can be done while you are seated, walking, standing or moving or during yoga and sports. Mindfulness is proven through research and studies to be helpful in reducing stress and enhancing our performance—either on the job or in our personal lives.

Research shows that mindfulness practices may be helpful in treating chronic pain, as well. Working this into your life and practicing mindfulness can help you gain insight, suspend your judgement of those around you and yourself and help you experience increased warmth and kindness.

As with any new skill, the more you practice, the more your brain will have a chance to hardwire the new habit. For example, picture a new sledding trail. It’s slow-going over fresh, fluffy snow, but, after several runs down the hill, the ride just whisks you away down the track of tightly packed snow. Think of practicing mindfulness as your tool to pack a new sled run full of snow. Strategies to begin practicing include:

Take five minutes for diaphragmatic or belly breathing. This is a style of breathing with physiological benefits to our nervous system. The aim is to fill your diaphragm with each breath rather than taking superficial breaths in your high chest. To know you are doing it right, place one hand above your belly button and one hand on your chest. When you breath in and out, the hand on your stomach should be the one rising and falling. This breathing creates balance and calm and slows

down our brain when we are feeling ourselves in high-stress mode.

Try a guided meditation. Often by focusing on the person’s voice that is conveying a kind and calm message, we have an easier time quieting our inner dialogue. Guided meditations are great tools to use to spend time thinking about a specific message of kindness and gratitude or working toward a specific goal. There are many meditations available for free on the internet, ranging from a few minutes to an hour. Get your body in a comfortable position, close your eyes (or don’t!) and follow along with the message being shared.

Try a meditation focusing on “both-and” thinking. Both-and thinking, especially with unprecedented stress such as we now are experiencing, can help increase our resiliency. Focus your awareness on the idea that *both* sides of any situation can be true at the same time. You can experience profound loss *and* you can grow.

You can feel anger *and* you can breathe. You can feel deep sadness *and* allow joy to creep in. You can ache with grief *and* experience connection. You can acknowledge uncertainty *and* expect opportunity. Add some belly breaths while you’re at it.

Try a grounding exercise and check in with your senses. Using the 5-4-3-2-1 technique gives you a chance to check in with your body’s senses and get out of your head. Try to find five things in this moment you can see, four things you can feel, three things that you can hear, two things you can smell and one thing you can taste. Depending on the situation, you can adjust which sense gets connected with which number. By doing this, you’ll give your mind a chance to slow down and focus on

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Change

By Jane Finley

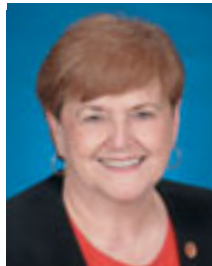
Southeast Area Vice President

Each new year brings change—sometimes major, sometimes as minor as remembering to write the correct year on checks. But, nonetheless, there always is change. We now are three months into 2021 and many of us have given up on our new year's resolutions and have settled back in the same routine.

We are creatures of habit; change is something that few of us have programmed into our DNA. We prefer to keep our same lifestyle and activities, making excuses for our backslides. We are resistant to change and usually find ways to avoid it, even if it is in our best interests.

That being said, we obviously are in for many changes in 2021 and, therefore, we must find ways to embrace the "new day." An attitude adjustment might make coping easier, but that involves change, too.

There are challenges that remain from 2020. The pandemic is at its



height as more and more people of all ages are being diagnosed and testing positive—many who are asymptomatic. The death rate continues to rise and hospitals are overwhelmed by a lack of staffing to handle the demand for critical care in emergency rooms and COVID isolation units.

Medical team front-line workers are our true heroes. The release of vaccines has brought a glimmer of hope to reducing the spread and getting control of this deadly virus

that has halted any semblance of a normal lifestyle. I have had the privilege of helping many older adults without internet access to get their first vaccine shot by scheduling their appointments and finding transportation for those without caregivers nearby.

We all are in this together. I challenge each NAPS and Auxiliary member to find a way to help eligible persons in your community to get the vaccine. It is a matter of life or death.

When we address the issue of helping others, I always think of the long-standing effort NAPS makes to serve its members who find themselves in need of assistance and representation. When there is a problem, NAPS stands in the gap to ensure fair representation is provided. No member needs to make that journey alone; help is a phone call away.

On the legislative front, NAPS has an active and effective legislative team to represent the best interests of postal managers, supervisors,

postmasters and their families on Capitol Hill.

So far, we have survived attacks on the very foundation and existence of the Postal Service. Our integrity and ability to perform have been tested by what seemed to be unprecedented odds to perform with skeleton staffs of craft and mid-level managers during the pandemic. Adding to the challenges was a presidential election with more absentee and mail-in ballots than ever before.

The threat of privatization or elimination of a mail service that serves every person in America seemed to hang in the balance. In the middle of this tense time, an editorial appeared in Georgia's *Marietta Daily Journal* written by a retired clerk from the Acworth, GA, Post Office titled, "Destroying Something that Is a Service to the People." I share the editorial below:

"Dear Editor:

"I am appalled at what is being done to the U.S. Postal Service. I went to work at the Acworth Post Office, June 1, 1948, and worked 30 years. I sorted the mail when it came in to the box section and the rural carriers. I worked the window.

"When we started our first city delivery route in Acworth, I was Mr. Abbotts' substitute carrier. I later was the substitute on the next two city routes until I was made a regular clerk and worked in the office only. I was always so proud of my job and I was so happy to work for the Post Office, which started with mail being delivered on horseback.

"I feel that decisions made recently are destroying something that is a service to the people. I am really over-

Submit Auxiliary Dues

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

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

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

whelmed at what has been done that will hinder the mail being delivered on time.

"I will be 90 years old in a couple of months and I hope I live long enough to see the sorting machines and the blue boxes returned to their rightful places.

*"Sincerely,
"Nancy Smith Maxwell"*

During Maxwell's final years of service, I was honored to serve as postmaster of Acworth, which was my first of three postmaster appointments. Maxwell, a native of that small town, was known as the icon of the USPS for her dedication and loyalty to each customer she had the opportunity to serve. She comes from a postal family; her two brothers also were postal employees.

It is through the pride of employees such as Maxwell and her brothers that the Postal Service has stood as a trusted, independent gov-

ernment agency. Major metropolitan areas have many options from which to choose regarding transporting and delivering mail.

However, in small communities that dot the countryside, the USPS is their only identity and source of communication for hard-copy documents, receipt of mail-order prescription drugs or a thoughtful note from someone who cares. May there always be a USPS to serve all of America with universal mail service.

Change is inevitable. I pray that the changes we experience in 2021 will be for the betterment of everyone. We need to be an example to the world by overcoming adversity, division and racial unrest as we unite together, being all for one and one for all.

Together, we can make it happen. Won't you join me?

mjfarm100@aol.com

Mindfulness Helps Build Resiliency in the Face of COVID-19

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your surroundings.

There are many ways to incorporate mindfulness into your life. There is no one-size-fits-all or wrong approach. Some people like to practice mindfulness while seated in a quiet room with some calming music playing or candles or incense burning. Others practice mindfulness while walking their pets on busy sidewalks. The idea is to find a space or place that allows you to check out of having a full mind and check into being mindful. Feel free to collect a variety of ideas and run with them to make it work for you specifically.

We all are trying to navigate the

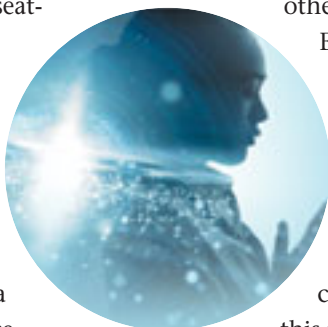
pandemic to the best of our abilities. Mindfulness can be a tool that helps increase our resiliency, which is what we need to find strength in challenging times.

Maybe with some mindfulness, we all can find ourselves feeling more patient with ourselves and others. And remember, the

Employee Assistance Program is here to help you through this.

You can reach out any time, day or night, to connect to a counselor to talk about

this further by contacting us at 800-327-4968 (800-EAP-4YOU), TTY: 877-492-7341. For more resources on building mindfulness and resiliency, visit our Health Resource Library through the EAP website: EAP4YOU.com.



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