

the Postal Supervisor

May 2021

**NAPS
Members Have
the Power
to Make a
Difference
*Virtually***

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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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Déjà Vu: EAS Pay Talks, Again?

Déjà vu is a French phrase that translates as “already seen.” It is the feeling that one has lived through the present situation before. It feels as if NAPS just finished FY16-19 pay talks with the Postal Service and here we are again, getting ready for a new round of pay talks for FY20 and beyond.

How is this possible? Here’s the scoop!

First, let’s review what happened with our previous FY16-19 pay-talks process. In September 2017, NAPS received the USPS’ initial FY16-19 EAS pay proposal. After many meetings and an agreed-on extension by both parties, NAPS received a final USPS EAS pay decision in July 2018.

As a result of that USPS decision and per the law, NAPS petitioned to seek fact-finding through the Federal Mediation and Conciliation Service (FMCS).

The FMCS convened a three-member

panel in December 2018 to hear NAPS’ case.

In April 2019, the FMCS fact-finding panel issued its report, which favored NAPS’ concerns regarding the USPS pay package. However, the Postal Service’s subsequent final FY16-19 pay package, issued in May 2019, remained largely the same as the agency first proposed two years earlier and failed to conform to *Title 39*.

Therefore, in July 2019, NAPS filed a complaint in the U.S. District Court for the District of Columbia seeking declaratory and injunctive relief against the U.S. Postal Service for its failure to pay its supervisors, managers and other professional and administrative employees in accordance with federal law. Legal proceedings move slowly and the COVID-19 pandemic further slowed the pace of our lawsuit.

A year after the lawsuit was filed, the district court, without addressing the merits of our case, dismissed the lawsuit on procedural grounds. In response, the NAPS Executive Board authorized an appeal of the district court’s decision to the U.S. Circuit Court of Appeals for the District of Columbia. NAPS filed the appeal in September 2020.

In February 2021, NAPS filed its first legal brief in

the appeal. (The brief is posted on the NAPS website; I encourage you to read it.) Under the court’s briefing schedule, the Postal Service will file its reply brief in mid-April, with a NAPS response brief due in mid-May. Oral argument by a three-judge panel of the appeals court likely will be in the fall.

It must be noted that NAPS’ pending legal appeal has nothing to do with the upcoming USPS/NAPS EAS pay consultation process for FY20 and beyond. Basically, NAPS is starting an entirely new EAS pay process—*déjà vu!*

Technically, NAPS and its members have consistently been living through EAS pay consultations since passage of the 1970 Postal Reorganization Act, referred to by NAPS as *Title 39*. As I have explained in previous columns, when it comes time for EAS pay talks with the Postal Service, it’s consultation—not negotiation. There is a difference.

It also is important to note that USPS EAS pay talks constitute a process governed by federal law and established under *Title 39* U.S.C., sections 1003 and 1004.

To summarize, sections 1003 and 1004 require the USPS to present NAPS with an EAS pay proposal that:

- 1) assures pay is comparable to the private sector for similar levels of work; 2) provides a fair and equitable pay differential in comparison to craft employees; and 3) assures that pay will attract and retain qualified and capable supervisory and other EAS—Executive and Administrative Schedule—managerial personnel.

The timing for pay talks between the Postal Service and NAPS also is governed by *Title 39*. Basically, once the largest postal union ratifies its final collective bargaining agreement with the USPS, the Postal Service shall, within 45 days, make a proposal for any changes in pay policies and schedules and fringe benefit programs for members of the supervisors’ organization (NAPS) that are to be in effect during the same period as covered by the collective bargaining agreement.

On March 8, the National Association of Letter Carriers, the largest postal union, ratified its new bargaining unit agreement with the USPS. Therefore, on that date, per *Title 39*, the 45-day clock started for the Postal Service to provide NAPS with a new EAS pay

Continued on page 8



Brian J. Wagner
President

Why NAPS Legislation Is So Important

As I write this column for the May issue, we still are waiting to receive a pay proposal from the USPS per 39 U.S. Code § 1004(e)(1), which reads, in part:

“The Postal Service shall, within 45 days of each date on which an agreement is reached on a collective bargaining agreement between the Postal Service and the bargaining representative recognized under section

1203 of this title which represents the largest number of employees, make a proposal for any changes in pay policies and schedules and fringe benefit programs for members of the supervisors’ organization which are to be in effect during the same period as covered by such agreement.”

A Google search on the subject of fair pay will lead you to many articles on the gender pay gap and the harm to American households it can cause.

This is one of the many fundamental issues that America needs to face and address.

However, what about the pay disparity we see as Postal Service supervisors and other managerial personnel? This subject is slightly more legal and technical. In 39 U.S. Code § 1003 (a), it reads, in part:

“The Postal Service shall classify and fix the compensation and benefits of all officers and employees in the Postal Service. It shall be the policy of the Postal Service to maintain compensation and benefits for all officers and employees on a standard of comparability to the compensation and benefits paid for comparable levels of work in the private sector of the economy.”

This provision of federal law gives the USPS a mandate that always should serve as the agency’s first guiding principle in pay discussions. The law is created with the basic assumption that the USPS will uphold by implementation the law’s provisions as prescribed and required.

That presumption of law means the USPS would make the necessary market comparisons of comparable levels of work in the private sector as required. However, what we have seen in the USPS’ actual testimony has been the absence of any private-sector comparative analysis per the law.

If this had been the case, the USPS’ findings would have been in line with the unchallenged testimony of Dr. Howard Risher, NAPS’ subject-matter expert, at the Dec. 10-11, 2018, hearing before the three-member panel of the Federal Mediation and Conciliation Service.

In his 2017 and 2018 reports and at the hearing, Risher explained that, for the vast majority of the jobs he surveyed, the EAS salary range midpoints of their pay ranges fell *below* the national average and *far below* the national average of total compensation. He concluded, “The survey data show EAS ranges and salaries should be increased by an average of 14.6%. The pay gaps between EAS employees and their private-sector comparisons are as high as 30% in some instances.”

Now, we begin the process—again—searching for fair pay as supervisory and other managerial personnel of the USPS through pay talks. We also have in the works historic legislation to make changes to 39 U.S. Code § 1004. We need your help in reaching out to legislators to support H.R.1623, the “Postal Supervisors and Managers Fairness Act.” The measure would amend *Title 39* and modify procedures for negotiating

pay and benefits of supervisory and other managerial personnel of the United States Postal Service, among other purposes.

This is our landmark legislation to provide an avenue of resolve when the USPS fails to adhere to the good faith assumptions afforded them by federal laws that are to be followed.

In solidarity ...

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Ivan D. Butts
Executive Vice President

The Postal Supervisor 2021 Production Schedule

Issue	Copy Deadline*	Mails
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.

The Virtual Power of Us

Spring finally has arrived! While it has been a very tough winter in much of the country, we now can look forward to better weather, longer days and more sunshine.

One of the rites of spring at NAPS is the Legislative Training Seminar held each year at the Marriott Crystal Gateway in Arlington, VA. The 2020 LTS ended on

the cusp of the global pandemic that engulfed our nation and our world. While the search for a solution to COVID-19 has emerged in the form of multiple vaccines, unfortunately, the pandemic is not defeated yet.

This led NAPS Headquarters to cancel the in-person LTS scheduled for March 2021. Yet, knowing how important the interactions are of our NAPS delegates with congressional representatives and senators,

NAPS decided to host on April 18 its first-ever virtual LTS. We hope you had the opportunity to attend.

I'm certain you will offer congratulations to the Legislative Team at NAPS Headquarters for putting on this groundbreaking event, led by NAPS Executive Vice President Ivan D. Butts, Director of Legislative & Political Affairs Bob Levi, NAPS Headquarters staff and our fine National Auxiliary. And, of course, thanks to all the delegates who joined us virtually from across the country and continue to take NAPS' legislative message to Congress, albeit in a different way than in the past, but no less important.

We know our country has dealt with enormous issues of late; no need to recite them all here. However, that does not mean our members'—and the Postal Service's—issues should take on any less importance. In fact, the Postal Service proved to America what those of us who have made our life's work there already knew: We are an essential agency on the front lines of the pandemic, delivering ballots for democracy, medicine and packages for Americans. We provide the steady reassurance that we will survive these times because our Postal Service continues to be strong and viable. In many ways, that was the point of our virtual LTS this year: reinforcing to Congress that the Postal Service must survive and thrive far into the future.

LTS speakers included Sen. Gary Peters (D-MI), chairman of the Senate Committee on Homeland Se-

curity and Governmental Affairs; Rep. Gerry Connolly (D-VA), chairman of the House Oversight and Reform Subcommittee on Government Operations; and the Honorable Michael Kubayanda, chairman of the Postal Regulatory Commission. These speakers brought a message that is critical to all NAPS members in the form of two vital pieces of proposed legislation introduced in the House of Representatives thus far.

H.R. 1623, the "Postal Supervisors and Managers Fairness Act," was introduced by Reps. Connolly and Mike Bost (R-IL). This bipartisan legislation would calibrate the start of the EAS pay consultation process to the expiration of the existing NAPS consultative pay and benefits package. Currently, NAPS must wait until the ratification of a collectively bargained contract by the largest postal union, currently the NALC, before we can begin the EAS pay consultation process. This often is months or even years after the expiration of our previous pay package.

The legislation also would provide for a credible fact-finding process by which the findings of a fact-finding panel would be binding on the USPS. Under current law, when NAPS disagrees with the unilateral implementation of a pay package by the Postal Service, we must take our case to a neutral fact-finding panel, which we did in 2019.

That fact-finding panel unanimously agreed with NAPS' positions, yet, under current law, the USPS was able to disregard the panel's findings and unilaterally implement the pay award. H.R. 1623 would make such panel recommendations binding on the Postal Service.

The other critical piece of bipartisan-proposed legislation is H.R. 1624, the "Postal Employee Appeal Rights Amendments Act," introduced by Reps. Connolly and David McKinley (R-WV). The bill would assure Merit Systems Protection Board (MSPB) access to all Postal Service nonbargaining employees, regardless whether they supervise USPS operations. Today, thousands of EAS employees have no access to the MSPB process because they do not directly supervise craft employees. If approved, this legislation would right that wrong, providing protections to all EAS supervisors and managers.

There you have it—the power of NAPS members to make a difference for all EAS employees through the legislative process, even virtually.

naps.cm@naps.org

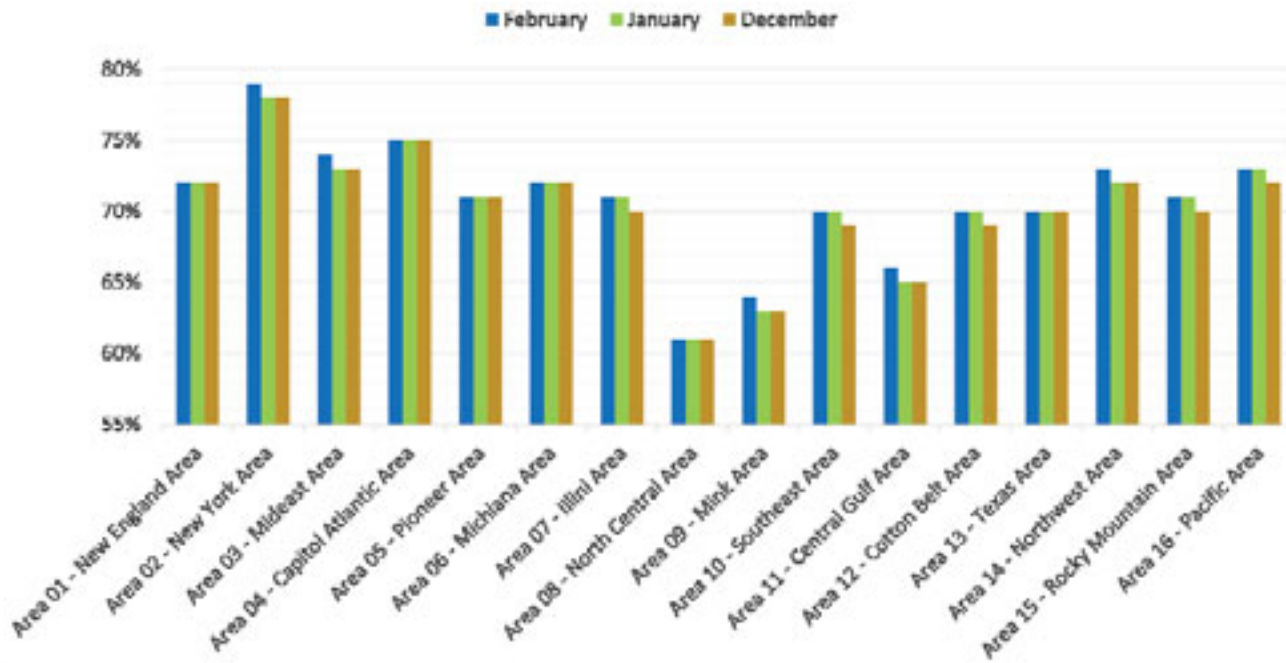


Chuck Mulidore
Secretary/Treasurer

National Association of Postal Supervisors Membership Report

February 2021

3 Month Member Percentage by Area



Regular Member Totals By Area	February 2021	January 2021	December 2020
Area 01 - New England Area	72%	72%	72%
Area 02 - New York Area	79%	78%	78%
Area 03 - Midwest Area	74%	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	71%	71%	70%
Area 08 - North Central Area	61%	61%	61%
Area 09 - Mink Area	64%	63%	63%
Area 10 - Southeast Area	70%	70%	69%
Area 11 - Central Gulf Area	66%	65%	65%
Area 12 - Cotton Belt Area	70%	70%	69%
Area 13 - Texas Area	70%	70%	70%
Area 14 - Northwest Area	73%	72%	72%
Area 15 - Rocky Mountain Area	71%	71%	70%
Area 16 - Pacific Area	73%	73%	72%
Total Regular Member %	72%	71%	71%
Total Regular Members	25,821	25,830	25,921
NonMember Totals	February 2021	January 2021	December 2020
Total NonMembers	9,979	10,133	10,298
Total NonMember %	28%	29%	29%

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 Aug. 30-Sept. 5, 2021
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 32 years as an active NAPS advocate.

Déjà Vu: EAS Pay Talks, Again?

Continued from page 3

proposal. As I write this column in late March, we have not yet received the pay proposal.

Once NAPS receives the USPS EAS pay proposal, NAPS officials will consult with USPS officials to address questions and concerns, as well as NAPS' own proposals. This may require many meetings, similar to what occurred during FY16-19 pay consultations—*déjà vu!*

Again, these meetings are consultations—not negotiations. In the end, the Postal Service will, under the law, provide NAPS with a final EAS pay package after giving our recommendations “full and fair consideration.” The EAS pay package must be issued within 90 days, unless the deadline is mutually extended by the parties.

As in the past, if NAPS is satisfied with the USPS' final EAS pay package, the Postal Service will proceed to implement it. If NAPS is not in agreement, we will have the option, just as in 2018, to challenge the USPS pay package and seek fact-finding by an FMCS-established panel—*déjà vu!*

Regardless, the USPS can implement its final pay proposal even if NAPS elects to seek fact-finding. Per *Title 39*, the USPS is not obligated by law to accept any recommendations from NAPS or a fact-finding panel.

Again, please note that NAPS' pending lawsuit against the Postal Service is retrospective, covering the FY16-19 pay years. Therefore, as NAPS prepares for a new round of EAS pay talks, our focus will be on achieving a fair and equitable EAS pay decision that does not have the *déjà vu* results of FY16-19, but one that is reasonable and acceptable to our membership.

Finally, there is no *déjà vu* with my May ice-cream-flavor-of-the-month recommendation: *crème brûlée*.

naps.bw@naps.org

Congressional Action Center

We Need Congressional Support to Achieve Fairness and Equity for Postal Service Supervisors and Managers

Urge your member of Congress to co-sponsor H.R. 1623 and H.R. 1624! Currently, EAS-level postal employees are denied a fair and timely process for determining pay and benefits. In addition, 7,500 EAS-level postal managers are deprived of the right to appeal adverse actions to the Merit Systems Protection Board (MSPB). On March 8, Rep. Gerry Connolly (D-VA) introduced two bipartisan bills to address these deficiencies.

H.R. 1623, the “Postal Supervisors and Managers Fairness Act,” would revise the consultative process. Should the initial phase of the consultative process over pay and benefits reach an impasse, the legislation would revise the process to render the findings, conclusions and recommendations of a Federal Mediation and Conciliation Service fact-finding panel binding on the Postal Service. In addition, the measure would ensure the consultative process begins promptly (i.e., prior to the lapse of the existing pay decision). Rep. Mike Bost (R-IL) is the original co-sponsor of H.R. 1623.

H.R. 1624, the “Postal Employee Appeal Rights Amendment Act,” would grant 7,500 EAS-level Postal Headquarters personnel the right to appeal adverse decisions to the MSPB, as is the right of other EAS-level employees. Rep. David McKin-

ley (R-WV) is the original co-sponsor of H.R. 1624.

Go to NAPS' Action Center at <https://www.votervoice.net/NAPS/campaigns/82163/respond>. Simply fill out the form on the right and hit “Send Message” to push for equity and fairness for USPS supervisors and managers.

Prioritize COVID-19 Vaccines for Postal Service Employees

Employees of the U.S. Postal Service, which include front-line supervisors and managers, have not been prioritized in receiving the COVID-19 vaccine in many states. The vaccines are a key means of protection for front-line essential employees from contracting the coronavirus.

The Centers for Disease Control (CDC) has recommended that postal employees be included among those individuals eligible for the vaccine in Phase 1B of vaccine administration. However, NAPS understands many states have failed to accord postal employees Phase 1B priority. For this reason, NAPS is asking you to contact your governor to ensure that postal employees are prioritized for the COVID-19 vaccine along with other front-line workers who provide essential national services to the American public.

Go to <https://www.votervoice.net/NAPS/campaigns/81250/respond>. Fill out the form on the right and hit “Send Message” to make your voice heard and urge states to prioritize COVID-19 vaccinations for essential Postal Service employees.



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Postal Service News

10-Year Plan Unveiled

On March 23, the Postal Service released its 10-year plan: “Delivering for America: Our Vision and Ten-Year Plan to Achieve Financial Sustainability and Service Excellence.” Highlights include:

- Preserving six-day mail and expanding seven-day package delivery.
- Generating \$24 billion in net revenue in part from enhanced package delivery services for business customers, including same-day, one-day and two-day options.
- Accelerating the move to an electric delivery vehicle fleet, with congressional support.
- Adjusting select delivery standards to improve efficiency and reliability.
- Stabilizing the workforce with a goal of cutting noncareer employee turnover in half and creating more opportunity for growth, including more predictable progression into career workforce.

- Aligning pricing to reflect market dynamics.
- Asking for bipartisan legislation in Congress to repeal the retiree health prefunding mandate and maximize future retiree participation in Medicare.

The agency aims to meet or exceed 95% network-wide, on-time delivery and expects to operate at break-even by FY23. The 10-year plan is posted on the NAPS website.

Joint Task Force on Service Performance

Postmaster General Louis DeJoy and representatives from union and management association leadership have formed a task force to identify and craft solutions to improve service at specific locations in the network. Recognizing that issues in certain facilities across the country continue to hamper service performance, task-force members will work together on making necessary changes to strengthen service reliability, share best practices and stay vigilant to any emerging issues. President Brian Wagner represents NAPS.

Additional Pay for FLSA-Exempt Field Managers Extended

Per NAPS’ request, USPS Headquarters has extended the May 20, 2020, memorandum that temporarily modified pay provisions for specific Field FLSA-exempt managers to June 4, 2021. The Field EAS manager positions listed in the May 20 memorandum are eligible for EAS additional pay if authorized to work over 8.5 hours on a scheduled day or any hours on a nonscheduled day due to an increase in absences related to COVID-19 and the additional hours spent directly supervising bargaining-unit employees.

120-Day Rule Temporarily Extended

The USPS has again extended the 120-day rule in *Handbook EL-312*, Section 743.15, “120-Calendar-Day Limit on Higher-Level Temporary Assignments,” to June 7, 2021. NAPS continues to advocate that vacant EAS positions be posted and filled within 120 days. The USPS memo is on the NAPS website.

Zoom Meetings



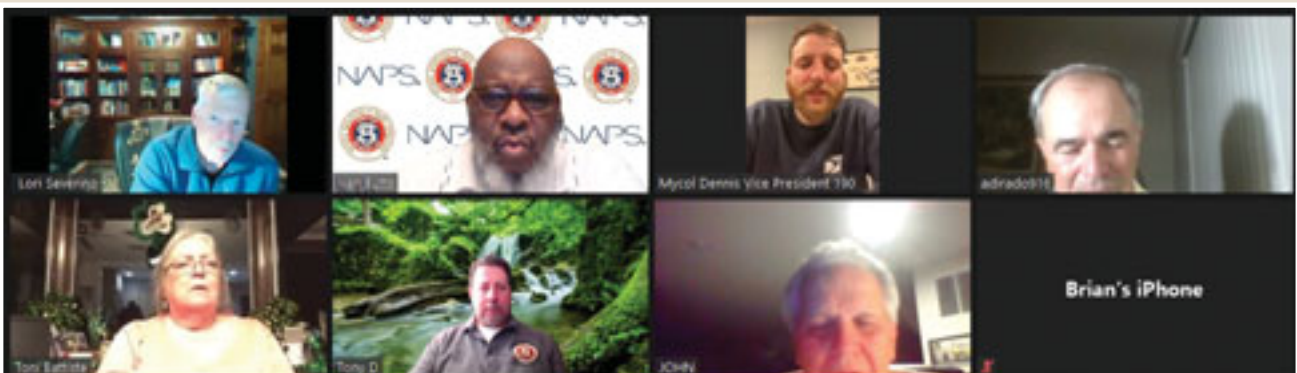
Executive Vice President Ivan D. Butts and Director of Legislative & Political Affairs Bob Levi met with House Oversight and Reform Committee ranking member Rep. James Comer (R-KY), bottom right, to discuss postal restoration and reform, a fair pay system for EAS employees and potential postal innovation initiatives.



Executive Vice President Ivan D. Butts, Director of Legislative & Political Affairs Bob Levi and other postal stakeholders met with Rep. David McKinley (R-WV), top right, to thank him for his support of H.R. 1624, which would extend MSPB appeal rights to all EAS employees. Also discussed were postal reform and ways to promote bipartisan legislative activities to better unify the country. Butts stressed the issues that impact the Postal Service are the best legislative vehicles to promote bipartisan unity.



New England Area Vice President Lisa Douglas, top left, hosted a town hall meeting with Executive Vice President Ivan D. Butts, Secretary/Treasurer Chuck Mulidore, Northeast Region Vice President Tommy Roma, former Executive Vice President Jay Killackey and former New England Area Vice President Greg Murphy, among others.

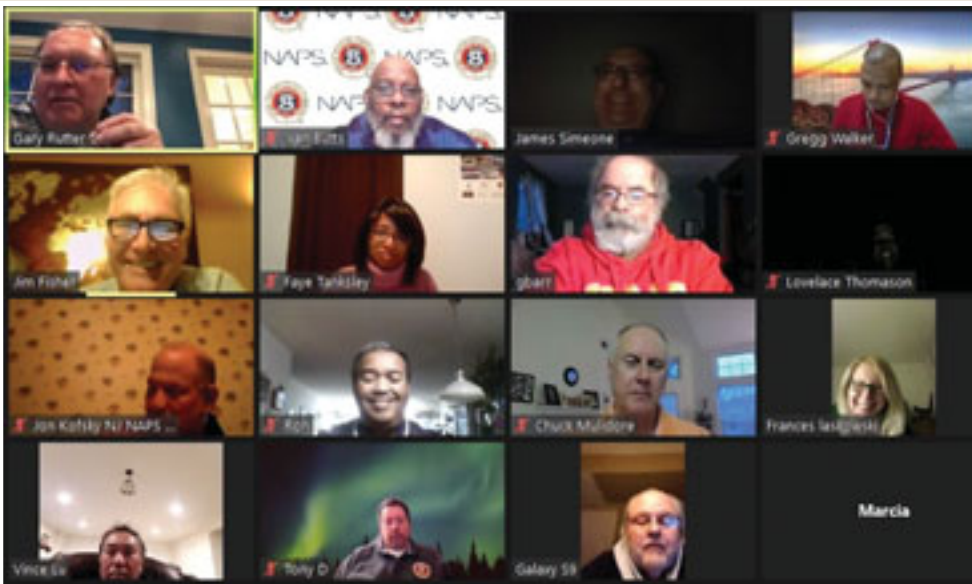


Executive Vice President Ivan D. Butts and Mideast Area Vice President Tony Dallojacono met with Southeastern Pennsylvania Branch 355's Executive Board to discuss district consolidation, the virtual LTS and SPAC raffle and proposed national convention and branch constitution and bylaws changes.

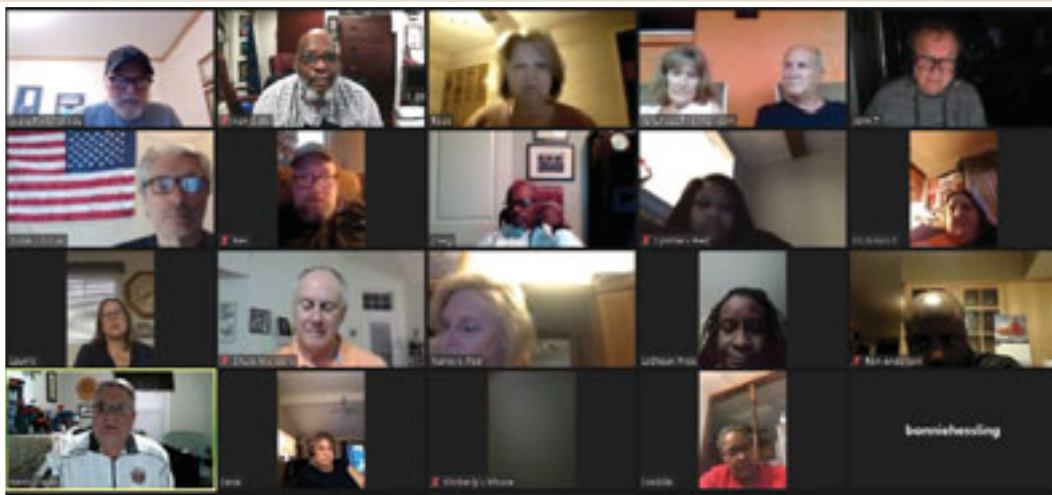
In Memoriam

NAPS is sad to announce: Rocky Mountain Area Myrna Pashinski's brother, Clayton Hull, died in early March. Condolences may be sent to Myrna at 21593 E. Layton Dr., Aurora, CO 80015-6781.

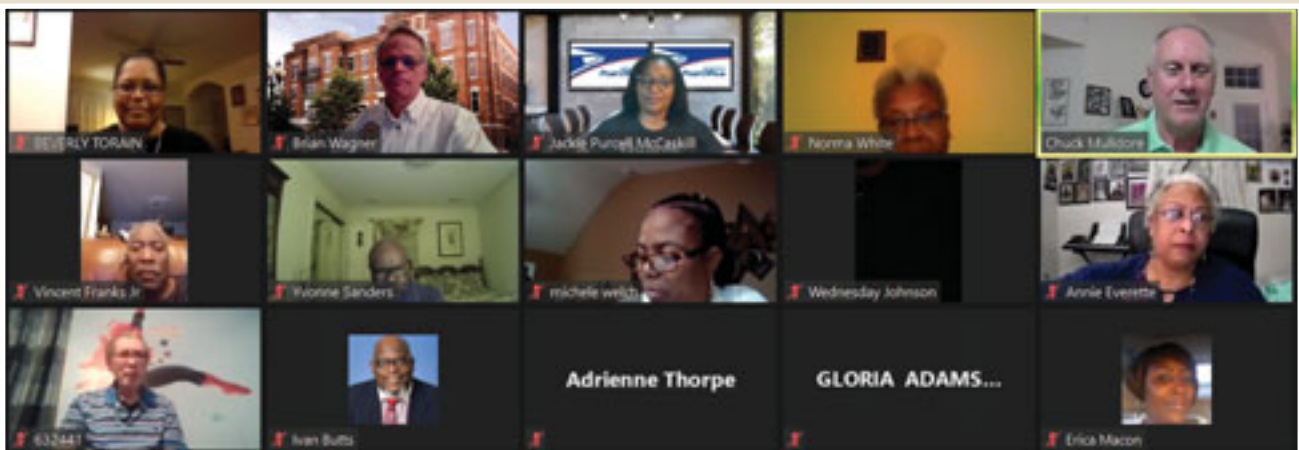
Former Eastern Region Vice President Dotty Wileman's husband Ron died March 25. He was a dedicated NAPS member who was known for his many jokes and stories. Condolences may be sent to Dotty at 1325 E. Riverside Ave., Essex, MD 21221-6333.



Executive Vice President Ivan D. Butts, Secretary/Treasurer Chuck Mulidore, Mideast Area Vice President Tony Dallojacono and New Jersey State President Jon Kofsky met with South Jersey Branch 74 to talk about the virtual LTS, the 67th National Convention, the New Jersey State convention and state advocacy issues.

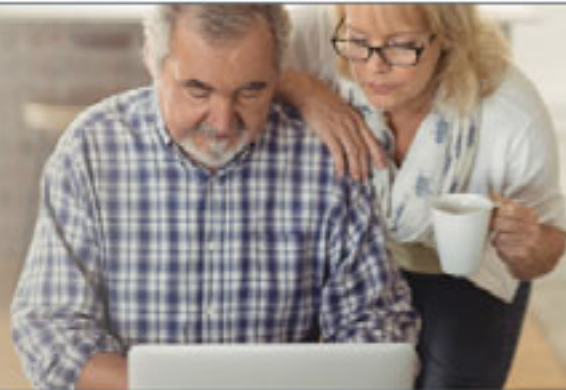


Executive Vice President Ivan D. Butts, Central Region Vice President Craig Johnson and Michiana Area Vice President Kevin Trayer met with the leaders and members of Royal Oak, MI, Branch 508. The virtual LTS was discussed, as well as NPA, pay talks, H.R. 1623, legislation to modify consultations for negotiating pay and benefits for supervisors and managerial USPS personnel and H.R. 1624, legislation to provide MSPB appeal rights to all EAS employees.



The resident officers attended Raleigh, NC, Branch 177's membership meeting. President Brian Wagner, Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore discussed the USPS' recently released 10-year plan, USPS VERs, potential RIFs, the virtual LTS, upcoming pay talks, FY21 NPA goals and NAPS' lawsuit. There also was a question-and-answer session.

Join us.



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The Diet Review
March 23, 2021

**The FLTCIP (Part 1 of 2)
Planning for Long Term Care**
March 30, 2021

**The FLTCIP (Part 2 of 2)
Protecting Your Retirement with the Federal
Long Term Care Insurance Program**
March 31, 2021

**Merging Military Service with Your Federal
Retirement**
April 20, 2021

Women's Health Month: Your Time to Shine
May 6, 2021

**The First 60 Days: Benefits Information for
New Federal Employees**
May 11, 2021

Federal Financial Planning: Dos and Don'ts
May 18, 2021

TSP and Your Retirement
June 3, 2021

**Safety at Home: How the FLTCIP Supports
Aging in Place**
June 17, 2021

**The FLTCIP (Part 1 of 2)
Planning for Long Term Care**
June 29, 2021

**The FLTCIP (Part 2 of 2)
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June 30, 2021

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NAPS Executive Board Directory

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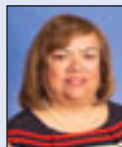
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National Association of Postal Supervisors

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>

Postal EAS-Level Consultations: The Need for Fairness and Equity

Recent NAPS experience has demonstrated that nothing short of legislation will yield a fair and equitable process to “consult” over pay and benefits for the 47,000 Executive and Administrative Schedule (EAS)-level postal employees. Currently, the determination of pay and benefits for EAS-level employees is subject to excessive delay, undue secrecy and the lack of accountability.

Unlike postal employees represented by labor unions, employees represented by NAPS do not benefit from “collective bargaining” or the right to binding arbitration in the event of an impasse between NAPS and the USPS. In contrast, Section 1004(f) of *Title 39* of the U.S. Code provides postal supervisors, managers and postmasters with a “consultative process,” with the expectation that front-line managers and Postal Headquarters would be able to work collaboratively to seek equitable and fair compensation.

Section 1004(f) provides for the appointment of a Federal Mediation and Conciliation Service (FMCS) fact-finding panel in the event of an impasse. However, the USPS can and has summarily rejected or ignored the findings of such a panel. NAPS twice has secured the assistance of fact-finding, most recently in 2018. The 2018 fact-finding case, released in spring 2019, found in favor of NAPS, but was rejected by the USPS.

As currently codified, Section 1004(f) fails on three levels. First, the consultative process begins only after the largest postal labor union concludes its negotiation with the USPS. This delay harms front-

line postal managers because, in most instances, the old pay and benefits package lapses a year or more before the implementation of a new package.

Second, the Postal Service is able to withhold relevant compensation and workforce data from NAPS before and during the consultative process. Withholding this data disadvantages EAS employees because the information can assist NAPS in advocating on behalf of its members during consultations.

And third, the Postal Service is unaccountable for its consultative decision-making, as it can ignore or reject the deliberative conclusion of the independent and expert FMCS fact-finding panel. In 2019, the three-member fact-finding panel concluded unanimously that the proposed USPS pay and benefits package was not in compliance with the provisions in section 1004 of *Title 39*.

Specifically, Section 1004(a) directs the USPS to provide compensation and benefits: (1) comparable to the private sector; (2) reflecting an adequate differential between supervisors/managers and the individuals they supervise/manage; (3) to sustain a well-motivated workforce; and (4) to attract qualified supervisory and managerial personnel. The independent FMCS panel agreed with NAPS on virtually every item of disagreement with USPS.

For example, the three-member panel recommended substantial changes to EAS pay rates and recovery of lost pay resulting from the length of the consultative process. In addition, the panel concluded the USPS pay-for-performance system is

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

flawed and should be replaced. Also, the panel urged the USPS and NAPS to convene a joint working group to deliberate over a number of compensatory issues, with the assistance of an independent expert mediator.

Regrettably, the USPS summarily rejected these findings. Consequently, NAPS calls on Congress to enact legislation to provide a fair and equitable process for conducting pay consultations. The two major areas that NAPS seeks though legis-

lation are included in H.R. 1623, introduced by Reps. Gerry Connolly and Michael Bost.

First, the legislation would calibrate the start of the EAS consultative process to the expiration of the existing consultative pay and benefits package. And second, the legislation would provide for a credible fact-finding process by which the findings of the fact-finding panel would be binding on the USPS.

Our Benefits, Our Rights, Our Postal Service

Equity for All Managerial Postal Employees

The need remains for Congress to clarify current law to assure that all EAS employees in the Postal Service may appeal adverse personnel actions to the U.S. Merit Systems Protection Board (MSPB). Currently, 7,500 nonsupervisory management personnel are locked out of MSPB appeal rights.

H.R. 1624 would correct the situation and assure MSPB access to all Postal Service nonbar-gaining employees, regardless of whether they supervise USPS operations. The legislation also would extend MSPB appeal rights to employees of the Office of Inspector General of the Postal Service. H.R. 1624 was introduced by Reps. Gerry Connolly and David McKinley.

Currently, the MSPB has been without a quorum for that past four years. NAPS urges President Biden to nominate and the Senate to confirm qualified members to the board.

Retirement Equity for Civil Service Retirement Annuitants and Survivors

Since the early 1980s, Civil Service Retirement System (CSRS) annuitants have been victimized by two provisions added to the Social Security law: The Windfall Elimination Provision (WEP) reduces earned Social Security benefits to account for rightfully earned CSRS benefits. The Government Pension Offset (GPO) reduces the Social Security benefits of widows and widowers who are entitled to survivor annuities left them by their deceased spouses.

Taken together or separately, these offsets are mean-spirited and financially harmful to CSRS annuitants and surviving spouses. NAPS is supporting H.R. 82. The bill would fully repeal both provisions that unfairly target federal retirees who participate in the CSRS or are the surviving spouses of such retirees. Both provisions reduce the Social Security benefits of these individuals.

Protecting Postal and Federal Employees Benefits

NAPS Does Not Anticipate the White House FY22 Budget Will Include Benefit Cuts, but

NAPS continues to be opposed to budget submissions that result in cuts to earned employee benefits or would pave the way for actions to privatize the Postal Service. NAPS is determined to fight proposed cuts to federal retirement and health benefits.

Federal and postal employees and retirees have been promised hard-earned retirement and health benefits essential to their future financial and health security. Cuts in these benefits would break a congressional commitment that deserves to be upheld.

President Biden has yet to release the Fiscal Year 2022 White House budget. Past budgets by the previous administration attempted to cut federal retirement benefits and require employees to pay more for these benefits. Those budgets proposed to increase employee retirement contributions to FERS approximately six-fold; eliminate the COLA for FERS retirees and reduce the CSRS COLA by 0.5%; change the calculation of federal annuities from the high-3 to the high-5; reduce the earned interest in the Thrift Savings Plan G-Fund; and eliminate the Special Retirement Supplement for FERS annuitants who retire before reaching Social Security eligibility. The projected 10-years savings from these proposals would have totaled \$179.5 billion.

Time and time again, federal employee and retiree pay and benefits have been used to offset other spending priorities and bear the burden of reducing a now over \$1 trillion budget deficit. Since 2011, federal employees and retirees have contributed more than \$120 billion toward deficit reduction. Federal employee paychecks were

frozen for three years starting in 2011, followed by three years of reduced pay increases. Postal Service managers and employees, paid under different pay systems, also have suffered.

For example, in 2013 and 2014, Congress increased newly hired federal employee contributions toward their retirement benefits to offset the costs of the “Middle Class Tax Relief and Job Creation Act of 2012” and the “Bipartisan Budget Act of 2013.” Congress needs to find ways to fund government operations in the most sensible ways possible without wasting taxpayer funds, but not at the expense of the federal employee community.

These are the men and women who deliver our mail, protect our borders, conduct food-safety inspections, care for our veterans and help respond to natural disasters. Their careers have been humbly built on serving their county and the American people. They are neither the cause nor the solution to this country’s deficits and its debt; neither should they be the scapegoats.

Also, the past administration proposed the following to the budget as a means to leverage postal privatization and the erosion of universal service. In part, the budget sought to make changes to delivery frequency, processing and mode; increase the use of contracting-out postal operations; and open up the mail box to private couriers. These changes would have undermined the confidence the American public has in the Postal Service.

NAPS remains cautiously optimistic that the FY22 budget will spare the postal workforce and retirees from discriminatory cost-cutting. Nevertheless, NAPS must remain vigilant against last-minute attempts by anti-postal and federal employee members of Congress.

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

Postal Performance Under Threat

In July 2020, U.S. Postal Service senior leadership accelerated a series of operational changes previously under consideration. These ill-advised changes included decommissioning and removing high-volume mail processing equipment, the required departure of postal transport vehicles from postal facilities before all mail being loaded onto the vehicles and disapproval of overtime.

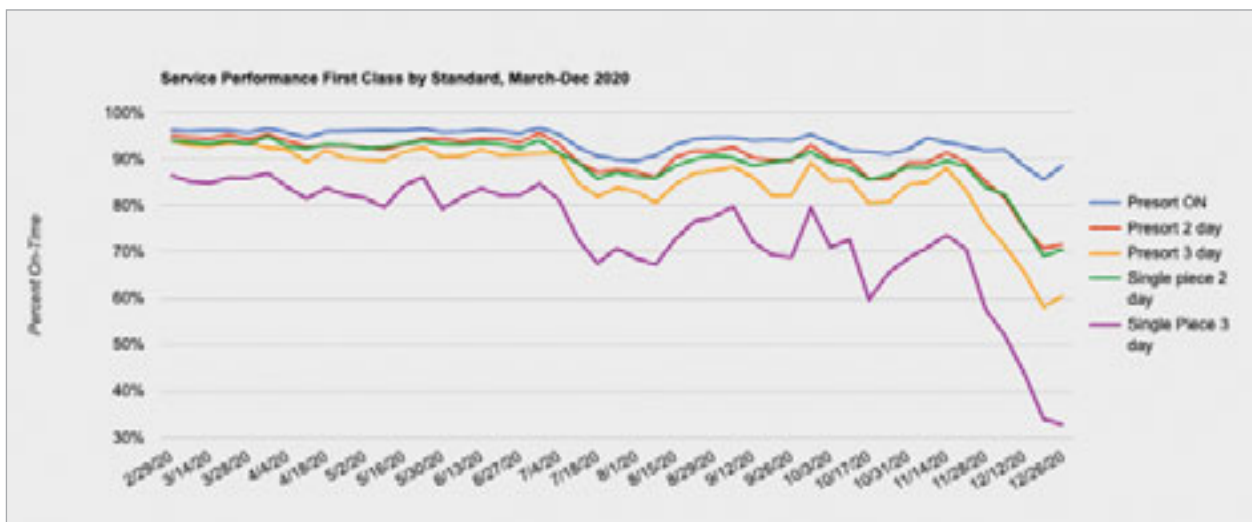
These actions amplified the challenges the Postal Service should have anticipated as the result of the ongoing COVID-19 pandemic, the surge in package volume and the shift to absentee balloting during the 2020 election season. As the result of overwhelming congressional and public disapproval, Postal Headquarters suspended further implementation of its new policies until after the 2020 election.

Subsequent to the suspension, federal courts ordered the Postal Service to suspend implementation of any policy that could adversely impact the

Postal Service’s participation in the election, restore overtime and provide detailed operational data to the courts. The court-ordered reporting requirements provided a high-level of transparency for postal actions, documenting a fall in First-Class Mail on-time performance from 90.7%, in early June to 63.9% at the end of December.

The Postal Service’s much-awaited strategic plan may propose to close and consolidate more mail processing facilities and close and reduce hours at retail facilities. If the Postal Service proceeds with further plant consolidations and retail reductions, more decreases in service likely will occur, harming millions of businesses and households, eliminating thousands of jobs, eroding the Postal Service brand and further reducing Postal Service revenue.

Serious concerns about USPS plant consolidations and retail reductions and their impact on mail service have been raised in the past by the



Government Accountability Office, the Office of Inspector General of the Postal Service and members of Congress. Members of Congress also have raised concerns about the willingness of the Postal Service to provide communities with the opportunity to provide input on the consolidations.

Significant closures and consolidations of mail processing facilities occurred in 2012 and 2015; more could arise once again. In 2012, under Phase I of its “Mail Processing Network Rationalization Plan,” the Postal Service consolidated 141 processing facilities. In 2015, the Postal Service sought to consolidate 82 additional mail process-

ing facilities in 37 states. However, the Postal Service suspended Phase II in 2015 following the consolidation of 37 processing facilities and congressional resistance in response to steady declines in mail-service quality in the overnight and three-to-five-day markets as a result of the consolidations.

Numerous surveys (for example, the Pew Trust, the Gallup Organization and Penomom Institute) have demonstrated the strong public approval and trust the American public has in the Postal Service. Reductions in service will undermine that confidence.

Postal Restoration: The Need Is Urgent

Congress must take action to revitalize the nation’s postal system and restore America’s confidence in our postal system. In the previous Congress, the House of Representatives took a small step in the right direction by passing H.R. 2382, the “USPS Fairness Act.” However, the bill died in the Senate.

This year, identical legislation has been introduced in both the House and Senate, H.R. 695 and S. 145, respectively. Nevertheless, a comprehensive approach is urgently needed to ensure postal vitality.

NAPS believes that meaningful comprehensive legislation would put the Postal Service on a more sustainable financial path. NAPS continues to support comprehensive proposals that would assure prompt and reliable mail service to all Americans through sufficient postage revenues,

efficient postal operations and fair fiscal treatment of the Postal Service.

H.R. 695 and S. 145, if enacted into law, would repeal the onerous Postal Service requirement to prefund its future retiree health benefits. The Postal Service has been unable to meet this obligation since FY12. If the repeal measure was current law, the Postal Service would have reduced its FY19 losses by \$1.5 billion.

Nevertheless, the House-passed bill alone would not solve the Postal Service’s imminent liquidity crisis nor equip it with tools to attain long-term viability. We are encouraged by early bipartisan support of a “discussion draft” unveiled by House Oversight and Reform Committee Chairwoman Carolyn Maloney.

The starting point of her proposal would be to provide more postal accountability for its perform-

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

ance, repeal the postal retiree health prefunding requirement and more effectively integrate the Federal Employees Health Benefits Program and Medicare for *future* retirees. NAPS believes that more legislative work needs to be done to ensure postal vitality.

Consistent with NAPS’ recent testimony to the House committee, we believe legislation should provide the Postal Service with greater price flexibility, encourage postal investment and marketing of innovative revenue-producing products and services and enable the Postal Service to invest its retirement trust funds in more appropriate conservative securities than U.S. Treasury securities, which earn meager returns.

Another aspect of postal restoration is a renewed commitment to postal accountability, particularly in light of sagging postal performance during the second half of calendar year 2020. One of the means to reestablish high-quality mail service is permitting front-line managers and supervisors to share their experiences and observations regarding postal operations with members of Congress, the Office of the Inspector General and, when appropriate, law enforcement officials without the fear of retaliation from postal leadership.

Unlike federal workers, Postal Service employees do not have “whistleblower” protection. Union employees can use collective bargaining as protection against potential retaliation. However, EAS-level postal employees benefit from neither the existing whistleblower protection statutes nor from collective bargaining. Therefore, NAPS is seeking expansion of whistleblower protection statutes to cover postal employees not covered by collective bargaining.

White House Interest in the Postal Service

Before January’s presidential inauguration, the incoming administration indicated it considered a viable, universal and affordable Postal Service a government priority. In December, NAPS met with members of President Biden’s transition team to underscore the value of the Postal Service to the nation’s essential infrastructure and the importance of front-line managers to postal operations.

One of the major points NAPS articulated was the need for the President to promptly nominate and the Senate to confirm nominees to the three current vacancies on the Postal Service Board of Governors. In addition, the President may nominate a fourth governor because Chairman Ron Bloom’s term expired in December (he may continue to serve through December 2021, unless replaced sooner).

NAPS is concerned that a number of consequential postal actions have been taken and may continue to be taken without a full board of nine members. In mid-February, President Biden nominated three new governors: former Deputy Postmaster General Ron Stroman, former American Postal Workers Union General Counsel Anton Hajjar and Chief Executive Officer of the National Vote at Home Institute Amber McReynolds.

NAPS also believes the President must use his bully pulpit to restore confidence in the Postal Service and promote responsible and constructive postal restoration legislation. We also believe the Department of the Treasury should permit the Postal Service to seek financial securities in which to invest its retirement fund assets. The Department

should not restrict such investments to low-yield, short-term Treasury bonds.

In addition, NAPS believes the White House Office of Management and Budget should recalculate the Postal Service's retirement and health lia-

bility using a more equitable formula. One such formula was proposed by Segal, a benefits and human resources consulting firm, as part of a report to the Postal Regulatory Commission in August 2018.

The Ingredients of Postal Restoration

NAPS believes that constructive postal restoration requires assurance of prompt and reliable mail service to all Americans through sufficient postage revenues and efficient postal operations. Postal restoration includes the following features:

Retiree Health Benefits Funding Reform

The massive and unfair retiree health liability, imposed on the USPS by the "Postal Accountability and Enhancement Act of 2006," continues to undermine the Postal Service's ability to remain financially viable. For more than a decade, an annual \$5.7 billion prefunding mandate accounted for most of the Postal Service's losses, despite USPS deposits of more than \$50 billion over the past 10 years into the Postal Service Retiree Health Benefits Fund.

Last year, the House passed legislation by an overwhelming bipartisan vote of 309-106. The measure was not considered by the Senate. The legislation would have repealed the mandate that the Postal Service prefund future retiree health benefits, helping to stabilize USPS finances. In January, legislation identical to the House-passed

legislation from the previous Congress was introduced—H.R. 695 and S. 145.

Postal Rate Increases

The Postal Service is entirely funded by postage and does not rely on taxpayer dollars. As a result, the Postal Service's financial stability rests on adequate postage rates. Past postal reform legislation would have allowed the USPS to increase postal rates for market-dominant products above the inflation rate by 2.15%, or 1 cent, for a First-Class stamp.

As required by the 2006 postal reform law, the Postal Regulatory Commission (PRC) in late 2020 issued its 10-year review of the Postal Service's rate structure and cost allocation methodologies, finding that the current rate structure has not maintained the financial health of the Postal Service. In its final ruling, the PRC proposed that the current consumer-price-index-based rate adjustment be maintained. However, that adjustment would be modified to account for the amount the USPS is required to prefund retiree health and retirement benefits.

In addition, the Postal Service could adjust postage to account for the loss in mail volume per

delivery point. Finally, the ruling would permit adjustments for classes of mail that do not cover their costs (for example, publications). Certain members of the mailing community have sued the PRC in federal court to revisit the ruling.

NAPS believes postal restoration legislation needs to equip the Postal Service with greater rate flexibility.

Postal Service Health Benefits Program and Medicare Integration

Retiree health care costs represent a significant expenditure for the Postal Service; the agency is the single largest payer into Medicare. More than 75% of postal retirees maximize the value they earned through contributions to Medicare over their postal careers, reflected by the negligible out-of-pocket health care expenses that Medicare participants enjoy.

These retirees benefit from no-copayments or deductibles for most medical costs. Their full participation, as retirees, also reduces FEHBP premiums for all postal FEHBP participants because of Medicare's role as the primary insurer for Medicare-eligible retirees.

Unlike previous legislation, this year, it is being proposed that current retirees not be required to enroll in Medicare Part B. In addition, legislation would likely permit voluntary Medicare enrollment for current Medicare-eligible retirees who have thus far declined enrollment. These retirees would be able to enroll without the late-penalty. NAPS is continuing to work with our postal allies to seek the best arrangement to integrate Medicare and FEHBP coverage, without disadvantage to current retirees.

Centralized or Curbside Delivery

In previous years, legislation has called for postal cost savings through phased-in conversion of business door deliveries to curbside or centralized mailboxes. NAPS does not support strategies that would compromise mail security and reduce the service level that postal customers expect. In the current Congress, NAPS supports H. Res. 109, a nonbinding resolution that expresses the sense of the House that residential and business door mail delivery should be maintained.

Mail Frequency

In previous years, legislation has called for postal costs through reducing mail delivery days. NAPS does not support legislation to reduce accessibility to six-day mail delivery. In the current Congress, NAPS supports H. Res. 114, a non-binding resolution that expresses the sense of the House to ensure the continuation of six-day mail delivery.

Innovative Services

The success of the nation's postal service throughout the past two centuries has rested on its capacity to evolve as America itself changed. Postal reform legislation should authorize the Postal Service's delivery of nonpostal services to state, local and tribal governments and other federal agencies. It also should require the Postal Service to establish and appoint a Chief Innovation Officer to manage the Postal Service's development and implementation of innovative postal and nonpostal products and services.

Shipment of Alcoholic Beverages

NAPS supports congressional encouragement of postal innovation and authorizing the USPS to ship alcoholic beverages, ending the Prohibition-era ban that prevents the Postal Service from shipping alcoholic beverages to consumers.

Consumers and manufacturers currently are prohibited from using the Postal Service to ship or deliver alcoholic beverages. These needless restrictions hurt Postal Service market share and revenues because private shippers, such as UPS and FedEx, are exempt from such rules. The Postal Service has estimated that its shipment of alcoholic beverages would annually generate \$50 million in new revenue.

In the previous Congress, Rep. Jackie Speier introduced the “United States Postal Service Shipping Equity Act.” The bill would have allowed the USPS to ship alcoholic beverages directly from licensed producers and retailers to consumers over the age of 21, in accordance with state shipping regulations. NAPS supports such legislation.

Limited Banking

Digital services, including limited banking, and public-private partnerships with financial institutions that complement the Postal Service’s core products and align with the postal mission, should be encouraged and authorized by Congress.

A 2014 report by the USPS Office of Inspector General (OIG) found that the Postal Service was well-suited to provide nonbank financial payment, credit services and products to the underserved, some in partnership with the private sector. The OIG found that one in four U.S. households lives at least partially outside the

financial mainstream—without bank accounts or reliant only on costly payday lenders.

The United States had a Postal Savings System from 1911 to 1967, which, in 1947, had \$3.4 billion in assets (more than \$35 billion in today’s dollars) or about 10% of the entire commercial banking system. Worldwide, 1.5 billion people receive some financial services through their postal service.

NAPS supports the restoration of limited postal banking services by the Postal Service and public-private arrangements between the Postal Service and financial institutions. Legislation introduced in the 115th Congress would have expanded the authority of the Postal Service to provide basic financial services, including small-dollar loans, checking accounts, interest-bearing savings accounts and services relating to international money transfers.

Modernizing Investment of RHBFB Assets

Revising how Retirement Health Benefits Fund (RHBFB) assets are invested would provide a higher rate of return and reduce the Postal Service’s retiree health liability. At the conclusion of FY18, the RHBFB contained \$47.5 billion in assets.

NAPS supports legislation to authorize the investment of USPS retiree health assets in index funds offered by the Thrift Savings Plan. We believe such legislation would modernize how these funds are invested and bring these investment practices in line with private-sector business and investment practices.

Bills To Co-Sponsor

The National Association of Postal Supervisors encourages sponsorship of the following bills:

House Legislation

H.R. 1623—Postal Supervisors and Managers Fairness Act

Primary Sponsors: Reps. Gerry Connolly (D-VA) and Mike Bost (R-IL), introduced March 4, 2020

Contacts: *Wendy Ginsberg, 202-225-5051, wendy.ginsberg@mail.house.gov (Connolly); Noah Barger, 202-225-5661, noah.barger@mail.house.gov (Bost)*

This bill would provide for the timely start of pay talks between Executive and Administrative Schedule (EAS) postal employees and the Postal Service by decoupling EAS pay consultations from the protracted timeline of collective-bargaining between the largest postal union and the USPS. Under the bill, EAS pay talks would start 60 days before the expiration of the existing EAS “pay agreement.” In addition, the bill would establish a fair and credible process for conducting pay consultations by binding the USPS and the supervisors’ organization to the findings and conclusions of an independent Federal Mediation and Conciliation fact-finding panel.

H.R. 1624—Postal Employee Appeal Rights Amendments Act

Primary Sponsors: Rep. Gerald E. Connolly (D-VA) and Rep. David McKinley (R-WV), introduced Jan. 16, 2019

Contacts: *Wendy Ginsberg, 202-225-1492, wendy.ginsberg@mail.house.gov (Connolly); Allie Hildebrand, 202-225-4172, allie.hildebrand@mail.house.gov (McKinley)*

This bill would confer to approximately 7,500 nonsupervisory managerial postal employees the right to appeal significant personnel actions to the Merit Systems Protection Board. Currently, nonsupervisory postal personnel only may appeal such actions through an internal USPS process that lacks impartial third-party review. Postal supervisory personnel and nearly all federal civil service employees already enjoy MSPB appeal rights.

H.R. 82—Social Security Fairness Act

Primary Sponsor: Rep. Rodney Davis (R-IL), introduced Jan. 4, 2021

Contact: *Nathan Canterbury, 202-225-2371, nathan.canterbury@mail.house.gov*

This legislation would repeal the Government Pension Offset and Windfall Elimination Provision, sections of the Social Security law that unfairly reduce the rightful benefits of Civil Service Retirement System annuitants and surviving spouses of these annuitants.

H.R. 304—Equal COLA Act

Primary Sponsor: Rep. Gerry Connolly (D-VA), introduced Jan. 13, 2021

Contact: *Wendy Ginsberg, 202-225-5051, wendy.ginsberg@mail.house.gov*

This bill would create parity between cost-of-living adjustments with respect to a Federal Employees Retirement System (FERS) annuity and a Civil Service Retirement System (CSRS) annuity.

H.R. 695—USPS Fairness Act

Primary Sponsor: Rep. Peter DeFazio (D-OR), introduced Feb. 2, 2021

Contact: *Robert Puckett, 202-225-6416, bobby.puckett@mail.house.gov*

This bill would repeal the requirement that the U.S. Postal Service prepay future retiree health costs. During the previous Congress, the House passed an identical bill.

H. Res. 108—Prioritize Postal Employees for COVID-19 Vaccines

Primary Sponsor: Rep. Stephen Lynch (D-MA)

Contact: *Bruce Fernandez, 202-225-8273, bruce.fernandez@mail.house.gov*

This nonbinding resolution expresses the sense of the House that U.S. Postal Service employees should be accorded priority status in the administration of the COVID-19 vaccines.

H. Res. 109—Resolution to Maintain Door Mail Delivery

Primary Sponsor: Rep. Stephanie Murphy (D-FL), introduced Feb. 5, 2021

Contact: *John Laufer, 202-225-4035, john.laufer@mail.house.gov*

This nonbinding resolution expresses the sense of the House that residential and business door mail delivery should be continued.

H. Res. 47—Resolution to Oppose Privatization of the U.S. Postal Service

Primary Sponsor: Rep. Stephen Lynch (D-MA), introduced Jan. 13, 2021

Contact: *Bruce Fernandez, 202-225-8273, bruce.fernandez@mail.house.gov*

This nonbinding resolution expresses the sense of the House that Congress should ensure the U.S. Postal Service is not privatized and remains an independent establishment of the federal government.

H. Res. 114—Resolution to Maintain Six-Day Mail Delivery

Primary Sponsor: Rep. Gerry Connolly (D-VA), introduced Feb. 11, 2021

Contact: *Wendy Ginsberg, 202-225-5051, wendy.ginsberg@mail.house.gov*

This nonbinding resolution urges the U.S. Postal Service to take steps to ensure continuation of its six-day mail delivery service.

Senate Legislation

S. 145—USPS Fairness Act

Primary Sponsor: Sen. Steve Daines (R-MT)

Contact: *Will Parsons, 202-224-2651, will_parsons@daines.senate.gov*

This bill would repeal the requirement that the U.S. Postal Service annually prepays future retiree health benefits.

Bob Levi

Director of Legislative & Political Affairs



Slightly over 50 years ago, Congress enacted revolutionary legislation to convert the U.S. Post Office Department from a cabinet-level federal agency into the U.S.

services to all communities.” This was included in law signed by President Richard Nixon on Aug. 12, 1970, and remains in the law today.

A number of weeks ago, Postmaster General Louis DeJoy, in concert with the six current members of the Postal Service Board of Governors, fundamentally changed the mission of the U.S. Postal Service by shifting the postal paradigm from an emphasis on accepting, processing and delivering paper-based communications to focusing on performing those same functions for parcels. The Postal Service is betting its future and the future of its employees on its ability to capture a dominant share of the ever-expanding parcel market.

In light of the precipitous, 14-year decline in letter mail volume, the swing to parcels was to be anticipated. However, the Postal Service does not operate in an operational

and political vacuum. Postal competitors, as well as mailers and individuals who continue to rely on First-Class Mail with first-class service are not going to sit idly by while the Postal Service pivots from operating as a governmental service to a profit-motivated business. Moreover, swiveling to dependence on ground transport will lengthen its window for timeliness, replacing promptness with a more generous postal-established delivery goal.

There are three facets to the postal paradigm change, as explained in the Postal Service’s 10-year plan, optimistically entitled “Delivering for America.” One facet relies on Congress, one facet depends on the White House and the final facet hinges on the Postal Service itself. The Postal Service projects that implementation of the plan, in its entirety, would save the Postal Service approximately \$160 billion over the next decade.

Two of the Postal Service’s legislative desires already have been floated by House Oversight and Reform Committee Chairwoman Carolyn Maloney: Repeal of the onerous retiree health prefunding requirement and integration of Medicare with the Federal Employees Health Benefits Program for *future* postal retirees. However, Maloney also proposes to hold the Postal Service more accountable for its performance.

Her proposal responds to the much-decried deep dive in postal performance since June 2020. The Postal Service’s desired freedom to extend what it considers timely delivery could be curtailed by legislative actions.

The Postal Service is urging the White House to direct its Office of Personnel to modify the formula used to determine the USPS’ retire-

Mission Control

Postal Service, an “independent establishment of the executive branch” of the federal government. Nevertheless, Congress declared in that statute that the Postal Service’s basic obligation is “to provide postal services to bind the nation together through the personal, educational, literary and business correspondence of the people.”

The law continues that the Postal Service is to “provide prompt, reliable, and efficient services to patrons in all areas and shall render postal

Thrift Savings Plan

Fund	G	F	C	S	I
March 2021	0.11%	(1.23%)	4.38%	(0.39%)	2.35%
12-month	0.83%	0.77%	56.32%	97.79%	44.87%

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
March 2021	0.79%	1.44%	1.78%	1.93%	2.08%
12-month	11.54%	0.00%	32.49%	0.00%	39.66%

Fund	L 2045	L 2050	L 2055	L 2060	L 2065
March 2021	2.20%	2.33%	2.92%	2.92%	2.92%
12-month	0.00%	25.86%	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

Chance to Win an Apple iPad!

SPAC will award two brand-new Apple iPads to select “Drive for 5” contributors at the 67th National Convention in August. During *June and July*, active or retired NAPS members must be first-time contributors to “Drive for 5” or, if already a “Drive for 5” contributor, must increase their biweekly PostalEASE or monthly annuity withholding by \$5.

One iPad will be awarded to a PostalEASE contributor; the other will be awarded to an annuity withholding contributor.

For actively employed NAPS members during *June and July*:

1. First-time participants must enroll in SPAC’s unique “Drive for 5” contribution program with a



minimum contribution of \$5 per pay period. For each additional multiple of \$5, you will get an additional chance to win.

2. Current “Drive for 5” participants will have a chance to win with each added multiple of \$5 currently allotted to SPAC through PostalEASE.

For retired NAPS members during *June and July*:

1. First-time participants must enroll in SPAC’s “Drive for 5” with a minimum monthly contribution of \$5 through their CSRS for FERS annuity withholding. For each additional multiple of \$5, a participant gets an additional chance to win.

2. Current “Drive for 5” participants will have a chance to win with each additional multiple of \$5 withheld from their CSRS or FERS annuity.

Help NAPS support lawmakers who support NAPS and the Postal Service by contributing to SPAC through “Drive for 5!”

ment liability. Currently, the calculation unfairly assigns retirement costs to the Postal Service for Civil Service Retirement System annuitants whose postal employment is creditable to the pre-1971 Post Office Department. These costs should be borne by the federal government.

The operational changes proposed as part of the plan is a mixed bag. While procurement of a new delivery fleet, increased capital investment and creating more stability in the workforce are positive, probably the most controversial is the desire to lengthen the delivery window for a substantial portion of the mail.

In part, this change dovetails with the Postmaster General’s yearning to move more mail by ground.

Members of Congress, national media and many mailers and consumer groups have been highly critical of this aspect of the 10-year plan. In addition to institutionalizing the service declines suffered over the past 10 months, the proposal could place the Postal Service at competitive disadvantage with its competitors and encourage an increasing number of large retailers to in-source their delivery networks.

For example, over the past six years, Amazon has invested approxi-

mately \$60 billion in building out its delivery network and acquired its own air fleet. Like Amazon, most retailers and their customers have placed increased value on speed of delivery. When retailers are clamoring for next-day delivery, speed has emerged as a primary marketing strategy by which retailers can differentiate themselves. So, it will be curious how the Postal Service will be able to secure a growing market of the parcel market with a three- to five-day delivery window for First-Class and Priority Mail parcels.

There are a number of variables that may provide a clearer picture of

the 10-year plan's prospects as it unfurls before our eyes. First is the speed with which the Postmaster General attempts to implement the items that are under the sole control of the Postal Service. Will implementation be thoughtful and well-calibrated or will it be haphazard and hurried?

Second is the response of the Postal Regulatory Commission (PRC) to a series of anticipated USPS requests for advisory opinions relating to operational changes that are "nationwide or substantially nationwide." Will the PRC provide thoughtful recommendations that seek to retain quality and promptness?

Third is the tone of the Senate confirmation hearings on the three Biden nominations for the Board of Governors and the views they may hold on the plan. Will the nominees be deferential to the plan or will they want the opportunity to have input?

This year will be consequential in the legacy and the future of our national postal system. As Congress, the White House, the PRC and others opine about the Postal Service's mission, operations and finances, NAPS intends to be in the forefront to ensure that the views and priorities of EAS-level postal employees are furthered.

naps.rl@naps.org

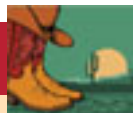


On the Move?

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

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

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



Important Convention Deadlines

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

In Memoriam

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</i> <i>Branch #</i>	
..... <i>Signature of Branch President or Designee</i>	

NAPS National Convention Golf Tournament

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

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



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

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

NAPS National Convention Golf Tournament Registration

Registration closes after Aug. 1, 2021

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

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

Name _____ Phone # (include area code) _____

Mailing Address _____

City _____ State _____ ZIP _____

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

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

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

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

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



NAPS National Convention Vendor Form

NAPS 67th Convention Sunday 8/30/2021 – Friday 9/3/2021

Name: _____

Company: _____

Address: _____

Email: _____

Phone: _____

Fax: _____

Full registration includes total 67th National Convention access to general activities, admission to all meals, Delegate Receptions and Grand Banquet. Sponsorship includes electrical hookup, but not internet.

Complete below for total cost of sponsorship

Total Fees

Sponsor cost per type selected below (\$25K, \$15K, \$10K, \$6K)

\$

\$300/each additional meal ticket requested (\$ 300 x # _____)

\$

(Includes access to breakfasts, breaks, Delegate Receptions and Grand Banquet)

Total Sponsorship & Meal Ticket Costs

\$

NAPS Headquarters Use only

Total # of Grand Banquet ticket(s) purchased, includes sponsorship selected: #

Grand Banquet ticket(s) will be dropped off at vendor table by NAPS HQ Staff by COB, Thursday, Sept. 2, 2021

Make check payable to: **NAPS HQ**

Form, payment and logo due on or before July 5, 2021

Form, logo and payment must be sent to:

Rebekah Rose-Leo
NAPS HQ Executive Assistant
1777 King Street, Suite 400
Alexandria, VA 22314

Email sponsor logo (*hi-res, minimum 300-dpi jpgs or tiffs.jpeg file*)
to: Rebekah Rose-Leo at naps.ri@naps.org

NAPS HEADQUARTERS thanks you for your partnership.

Sponsorship Options

NAPS 67th Convention Sunday 8/30/2021 – Friday 9/3/2021

Platinum Level

\$25,000

**3 exhibitor/staff registrations
NAPS Convention**
Sunday – Friday (meals included)

1 full page ad
in NAPS National Convention Program

Recognition noted
on NAPS mobile application

Hotel branding displaying logo
of Platinum level sponsor

**15 MINUTES STAGE PRESENTATION
in General Session**
Share company information
to NAPS members from front stage

12 x 12 Booth area
in exhibitor space

**1 meeting room
provided complimentary**
on Tuesday 8/31/2021 for Platinum level
company information sharing session
from 6:00 – 7:00 pm

Official Entertainment Sponsor of
Monday night welcome reception
8/30/2021

Beverage Napkins logo'd with
company logo at all bars

Convention bag information packet
from platinum sponsor

Gold Level

\$15,000

**2 exhibitor / staff registrations
NAPS Convention**
Sunday – Friday (meals included)

1/2 page ad
in NAPS National Convention Program

Recognition noted
on NAPS mobile application

Hotel branding displaying logo
of Gold level sponsor (x)

**5 MINUTES STAGE PRESENTATION
in General Session**
Share company information
to NAPS members from front stage

12 x 12 Booth area
in exhibitor space

Monday Breakfast Sponsor

Convention bag information packet
from Gold sponsor

Silver Level

\$10,000

**2 exhibitor / staff registrations
NAPS Convention**
Sunday – Friday (meals included)

1/2 page ad
in NAPS National Convention Program

Recognition noted
on NAPS mobile application

Hotel branding displaying logo
of Silver level sponsor (x)

6 x 6 Booth area
in exhibitor space

**Notepads and candies in
general session on tables**
with Silver level sponsor logo

Convention bag information packet
from Silver sponsor

Bronze Level

\$6,000

**1 exhibitor / staff registrations
NAPS Convention**
Sunday – Friday (meals included)

1/4 page ad
in NAPS National Convention Program

Recognition noted
on NAPS mobile application

Hotel branding displaying logo
of Bronze level sponsor (x)

6 x 6 Booth area
in exhibitor space

Convention bag information packet
from Bronze sponsor

DEEP IN THE HEART OF

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Additional Sponsor Options

To learn more contact
Sheri Davies @
sheri.davies@conferencedirect.com

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): _____.



2021 SPAC Contributors



President's Ultimate SPAC (\$1,000+)		
McHugh, James	FL	Branch 386
Butts, Ivan	PA	Branch 355

March Contributors

President's Ultimate SPAC (\$1,000+)		
McHugh, James	FL	Branch 386

Secretary's Roundtable (\$500)		
Dallojacono, Anthony	NJ	Branch 568

Chairman's Club (\$250)		
Salmon, James	AZ	Branch 246
Derden, Margaret	CA	Branch 39

Walton, Marilyn	CA	Branch 77
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
Amergian, Raymond	ME	Branch 96
Green, Shri	TN	Branch 41
Foster, Debra	TX	Branch 9

Supporter (\$100)		
Benjamin, Evelyn	CA	Branch 198
Garland, Angela	DE	Branch 909
Quinlan, Robert	FL	Branch 154
Lum, Chuck	HI	Branch 214

SPAC Contribution Form

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

\$1,000—President's Ultimate SPAC

\$750—VP Elite

\$500—Secretary's Roundtable

\$250—Chairman's Club

\$100—Supporter

Current as of February 2019

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

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____

Name _____

Home Address/PO Box _____

City _____ State _____

ZIP+4 _____ Date _____

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



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

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

Card number _____

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

Card expiration date: ____ / ____

Signature (required for credit card charges) _____

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

Describe gift _____ Value _____

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

SPAC Scoreboard

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

National Aggregate:

\$27,005.32

National Per Capita:

\$0.99

Region Aggregate:

1. Eastern\$6,435.00
2. Western\$6,098.00
3. Southern\$5,389.50
4. Central\$5,321.00
5. Northeast\$3,761.82

Region Per Capita:

1. Central.....\$1.14
2. Eastern\$1.08
3. Western\$1.05
4. Southern.....\$0.91
5. Northeast.....\$0.76

Area Aggregate:

1. Mideast\$3,254.00
2. Capitol-Atlantic\$3,113.30
3. Northwest.....\$2,643.00
4. Pacific\$2,495.00
5. Southeast\$2,396.00
6. North Central\$1,870.00
7. Illini\$1,643.00
8. New England\$1,569.00
9. Texas\$1,556.50
10. Pioneer\$1,133.70
11. New York\$1,126.82
12. Michiana\$1,096.00
13. Rocky Mountain...\$ 960.00
14. Cotton Belt\$ 942.00
15. MINK\$ 712.00
16. Central Gulf\$ 495.00

Area Per Capita:

1. Northwest.....\$2.32
2. North Central\$1.99
3. Mideast\$1.37
4. Illini\$1.22
5. Capitol-Atlantic\$1.05
6. Southeast\$1.05
7. Cotton Belt.....\$0.96
8. New England\$0.95
9. Michiana\$0.94
10. Texas\$0.85
11. Pacific\$0.79
12. Pioneer\$0.77
13. Rocky Mountain.....\$0.63
14. Central Gulf\$0.62
15. MINK\$0.59
16. New York\$0.46

State Aggregate:

1. Florida\$2,132.00
2. California\$2,045.00
3. Pennsylvania\$1,805.00
4. Illinois.....\$1,643.00
5. Texas\$1,556.50

State Per Capita:

1. Montana\$5.74
2. Maine\$4.37
3. Idaho\$3.46
4. Hawaii\$2.90
5. Minnesota\$2.83

Drive for 5

Members by Region:

1. Central.....51
2. Southern.....47
3. Eastern.....45
4. Western40
5. Northeast.....33

Aggregate by Region:

1. Eastern\$4,005.00
2. Western\$3,803.00
3. Southern\$3,689.50
4. Central\$3,671.00
5. Northeast\$2,911.88

Valuet, John	ID	Branch 915
Billups, Juanita	IL	Branch 17
Hilliard, Ricky	IL	Branch 489
Pierce, Annette	IL	Branch 255
Krempa, Keith	IN	Branch 169
Norton, Paul	IN	Branch 8
Griffin, Troy	MD	Branch 42
Shawn, Steve	MD	Branch 403
Hafford, Darrell	ME	Branch 96
Krzycki Jr., Kenneth	MI	Branch 508
Trayer, Kevin	MI	Branch 142
Felicioni, Dora	MT	Branch 929
Kindsvatter, Leo	MT	Branch 929
Lien, Brandi	MT	Branch 929
Perman, Kally	MT	Branch 929
Stephenson, Tabitha	MT	Branch 929
Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75
Burke, Terriann	NY	Branch 11
Englerth, Scott	NY	Branch 11
Jessmer, Spencer	NY	Branch 11
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Mayes, Sean	OH	Branch 29
Paige, Lillie	OH	Branch 46
Simpson, Pamela	OR	Branch 66
Benford, Debra	PA	Branch 50
Butterfield, Linda	SD	Branch 946
Weber, Camron	SD	Branch 946
Hibbler, Marilyn Hinton	TN	Branch 41
Clark Jr., Bobby	TX	Branch 124
Davis, Pamela	TX	Branch 122
Elizondo Jr., Jaime	TX	Branch 122
Garrett, Donald	VA	Branch 98
Hubbard, Jim	VA	Branch 22
Gruetzmacher, Bjoern	WA	Branch 61
Simmons, Brandi	WI	Branch 213
McComas, Christina	WV	Branch 212



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.

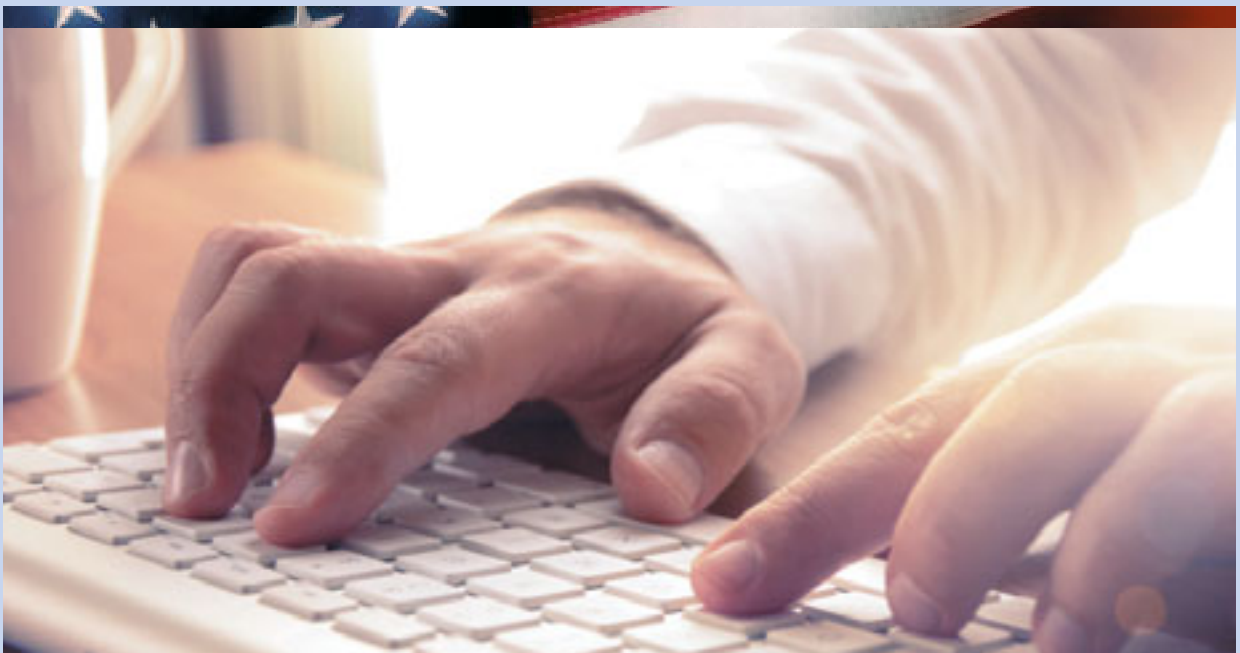
By internet:

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.



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.*



It's Our Turn

By Kevin Moore

This past year, we have heard the word “essential” almost daily. EAS Postal Service employees are essential in providing services to our customers. We are essential in carrying out the directives of our executive leaders.

We were an essential part of getting ballots delivered and returned for the presidential election in November. And we are essential in continuously coming to work during the COVID-19 pandemic. In other words, we *are* essential. So why are we nonessential when it comes to a fair pay package?

Our resident officers and Executive Board fought for a fair pay package for EAS employees in 2018. During the fact-finding process, the Federal Mediation and Conciliation Service agreed with NAPS that EAS employees were not receiving compensation comparable to the private sector or sufficient to attract and retain qualified and capable supervisors and provide reasonable pay differentials between supervisors and the clerks they manage.

The judge presiding over NAPS' lawsuit against the Postal Service decided to not rule on the case, saying it was not a judicial matter. It was a way out for the Postal Service and we were left out again. However, we have new life.

A special thank-you to Rep. Gerry Connolly (D-VA) and Rep. Mike Bost (R-IL) for introducing H.R. 1623 on March 8. The “Postal Supervisors and Managers Fairness Act”

would revise the consultative process and allow for quicker talks. Best of all, it would bind the Postal Service to follow the recommendations of a Federal Mediation and Conciliation Service panel in the case of fact-finding.



This would be a win for EAS employees. My question to you, as a NAPS member, is this: Are you going to sit on the sidelines or are you going to join the fight?

It's easy to join. All you have to do is go to the NAPS website—www.naps.org—and click on the “Legislation Center” tab at the top. Scroll down the page to “2021 Breaking Legislative News” and click on the “Legislative Action Center.” It will take you directly to

the H.R. 1623 page; simply fill out the information on the right side and hit “send.”

Doing so, you will have effectively let your representative know that you would like their support on this bill. As leaders, we all have a mouth and can talk, so talk to all your members! Use this as an opportunity to recruit new members. Talk to your friends, family—heck, even strangers on the street (socially distanced and wearing a mask, of course)—and ask them to do the same. It's our time. As the old saying goes, “Actions speak louder than words”

kevinmoore324@gmail.com

Kevin Moore is Georgia State Branch 912 secretary/treasurer and the postmaster of Fortson.

We're Social
Connect With Us!

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



Normalizing the Workplace After a Shared Trauma

Submitted by the USPS Employee Assistance Program

One of your employees is involved in a fatal traffic accident while on duty. A hurricane or tornado blows through your area, damaging the post office and destroying the houses and cars of some of your employees as it passes.

An irate customer can be heard loudly threatening your window clerk. A long-term, well-liked employee unexpectedly dies at home during a heat wave. Your workplace is disrupted through an organizational change.

You know there are policies and procedures in place for protecting the mail and securing postal property during a crisis. But how do you manage the reactions of your employees during difficult events? Moreover, how does the work environment get back to normal after a situation that is anything but normal?

Events like those just described are traumatic for some, but may not be traumatic for all. Trauma is defined as a specific event that triggers intense emotions of helplessness, horror or terror. You may supervise a small office where everyone feels as

if colleagues are a second family and everyone is affected by a co-worker's difficulties.

You may supervise a large-city office with a diverse group of workers who don't know much about each other's lives and have their support systems in place outside of work. But there still may be a natural disaster or other event that affects everyone in the station. At some point, you might be faced with getting your workplace back to normal after an event that leaves everyone shaken. Following are some preliminary steps you can take immediately:

- **Monitor your own reaction to the situation.** If you are having intense feelings, talk to a loved one, a trusted colleague or manager or a professional of some kind. You will be setting the tone in the workplace for how the crisis will be dealt with and will want to be able to approach your employees with confidence and calmness.

- **Let your workers know you are open and receptive to their reactions and needs.** Acknowledge to them that strong feelings are normal and expected in a crisis. Let them know you all are in this together. Be

willing to listen to their concerns and suggestions.

- **Get extra help to manage the emotional environment.** Just as you most likely will be calling for help in securing the mail and repairing resources if needed, you also can call in someone to help your employees manage their reactions and answer their questions. The Employee Assistance Program (EAP) professional in your district is a good resource.

- **As you are securing the physical workplace, assess the needs of your employees.** If the crisis involved an intruder, you may need to rearrange the cases so everyone has at least a peripheral view of the doorways. If a natural disaster occurred, identify those in the station who need help with transportation or emergency housing.

If an employee has died, see if you are able to make changes to the schedule so that as many co-workers as possible can attend the funeral or visitation, if they so choose. Ask your employees what they need to feel comfortable. While it is not wise to promise anything you might not be able to deliver, asking what they

need will provide ideas of which you might not have thought and help them feel their concerns are important to you.

- **Watch for signals of negative emotions.** Watch for warning signs across your team. Are individuals putting in fewer hours or less effort? Has engagement dwindled? Take a close look at hard data and trends that can be signs of dissatisfaction and withdrawal, such as late arrivals, absenteeism and voluntary turnover.

- **Talk to troubled employees.** When behaviors seem emotionally charged, it can be challenging to understand what is happening. Start by gathering data. Ask simple, neutral questions to get a conversation going, such as “How are you doing today?” or “Everything okay?” Then, tune in sharply to the response, taking stock of subtle indicators such as volume, pitch and speed of speech. Employees may not be comfortable saying they are sad, but they might tell you they feel discouraged or disappointed.

- **Resist the urge to fix others’ problems.** Be quick to listen and offer support, but slow to advise. Ask questions to help employees determine what the best approaches would be. Help employees map out specific individuals in their network who could provide the support they need.

All of these suggestions are important not only for the well-being of your staff, but also for the good of the Postal Service. Research conducted by the Royal Mail Group in England showed that companies that invest in post-trauma support reported lowered levels of employee absence and staff turnover and increased levels of productivity.

Mental health support after a crisis is best kept brief and focused on reducing symptoms such as feelings of helplessness, terror and cynicism.

Research done by the military shows that a minority of soldiers have long-lasting, post-trauma stress symptoms, even when exposed to the stressful events of war. Similarly, the majority of people will rebound from a crisis and want to return to normal routines once they have been reassured the crisis is over.

Once you have your station up and running normally again after a crisis, you can conduct an informal risk assessment for your staff. While most employees will want to have the routine restored, you can identify those who are not fully recovered or are vulnerable to long-lasting effects.

Common responses immediately following a traumatic event may include:

- shock, feeling dazed or numb
- confusion or disbelief
- a sense of helplessness, despair or hopelessness
- feeling on edge, being easily startled
- a racing heart or dizziness
- restlessness
- difficulty making decisions or concentrating
- feeling sad or blue
- fatigue, loss of appetite or difficulty sleeping
- tearfulness or irritability
- a desire to withdraw from others

Common longer-term reactions may include:

- nightmares, flashbacks or disruptive memories
- avoiding situations or people that remind a person of the traumatic event
- being startled easily
- emotional withdrawal or avoiding social situations
- difficulty sleeping or eating
- irritability
- sadness or depression
- guilt over surviving when others did not

Common triggers of stress-related symptoms may include:

- anniversaries of the event
- sights, sounds, smells or physical sensations that remind the person of the event
- returning to the scene of the event
- weather reports or other warnings that a similar event could occur

Remember, these responses are considered normal; symptoms may last for days or weeks. People typically find that many of their immediate stress reactions decline or disappear after a brief time. However, some may continue to experience stress-related reactions for a more extended period after the traumatic event. These troubling reactions can be triggered by places, people or objects that remind a person of the traumatic event.

If you identify employees who seem to be having difficulty returning to normal, talk with them individually, letting them know it is not uncommon to have trouble returning to normal after a crisis. Offer extra assistance via the EAP or other resources. Not everyone will need extra support or accept it when offered, but knowing it is available when needed can be reassuring.

Above all, take care of yourself after you have managed a crisis at work. It is stressful and tiring to manage a difficult situation. You may need some time away, extra care from loved ones, extra sleep or time for a hobby.

If you feel you are having trouble handling the stress of a traumatic event, your EAP is available 24 hours a day, seven days a week. Call us today: 800-EAP-4YOU; TTY: 877-492-7341. You also can visit our website at EAP4YOU.com for additional resources and information.

PERF Offers a Helping Hand



From tornadoes to floods and winter storms, many parts of the nation are experiencing extreme weather. The Postal Service is reminding employees they can turn to the Postal Employees Relief Fund (PERF). The fund helps postal employees and retirees whose homes were significantly damaged by natural disasters or house fires.

PERF is not an emergency relief or immediate needs replacement agency, such as the Federal Emergency Management

Agency (FEMA) or the Red Cross or insurance companies that are paid to replace property. Rather, PERF (part of the Combined Federal Campaign) provides relief grants to help qualifying individuals get re-established after a loss, based on an application process.

You may make a contribution via personal check (a receipt for your tax-deductible donation will be mailed to you). Send your check to: PERF, PO Box 41220, Fredericksburg, VA 22404-1220.

Notes

from the National Auxiliary

A Season for Renewal

By **Mary Caruso**

MINK Area Vice President

When I drive, I rarely listen to commercials. Recently, a local gym had a commercial that stated, “2020—the lost year.” I don’t remember anything else that was said, but I reflected on the past year. I was surprised at what we all missed out on as a nation.

Nebraska had its first confirmed COVID-19 case on March 5, 2020. I was flying home from the 2020 LTS on March 11; everyone was concerned about outbreaks of the new virus. Within a week of coming home from Washington, DC, everyone’s life changed.

We had state mandates that closed bars, bowling alleys, churches, restaurants and any large gatherings. We only could have a funeral or wedding if no more than 10 people were in the church. My family had Sunday services on TV.

People were working from home and contact only was through the internet. By April 1, schools had remote learning. If you went to the grocery store, shelves were empty or half-filled. Driving the streets sometimes felt as if you were the only person on earth.

Hospitals had strict, new rules. Families dropped off patients, but could not go into the hospital with them. The hospital would notify the family when the patient was being discharged.

Local NAPS branches put their monthly meetings on hold. The MINK convention was canceled in

Des Moines; the national convention was canceled in Texas. It seemed as if everything to which we looked forward was taken from us.

I come from a large family. We canceled Easter with family together, then Thanksgiving was canceled and, finally, no Christmas. The holidays were not the same with just a few persons. I have been blessed that my family did not lose anyone to the pandemic, but daily prayers were said for those who died and their families.

Now it is spring 2021.

Spring refers to love, hope, youth and growth. This season is a symbol for ongoing hope and renewal. I hope everyone is looking forward to better things.

More people are getting vaccinated, but we still have new cases of COVID-19 with resulting deaths. Let’s not take things for granted! We have a new year with hopes of making it a great one—plus the anticipation of an exciting national convention in Texas.

carusorj@aol.com



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:

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National Auxiliary Secretary/Treasurer
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Baton Rouge, LA 70898-0181

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Region vacant: Northeast

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²Mortgages are available for properties nationwide, except in Alaska, Hawaii, and Puerto Rico. All loans are subject to credit approval and additional pricing may apply.

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