

# the Postal Supervisor

September/October 2021



**New Leadership  
Team Committed to  
Continuing NAPS'  
Strong Legacy**



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## Objective

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

## Submissions—

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

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

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# Many Thanks for the Texas Memories

I wrote this column two weeks after the close of our 67th National Convention at the Gaylord Texan. I am so appreciative of the opportunity to serve the great members of our association. I want to take this opportunity to thank some people who helped make this convention experience memorable for all who attended.

To “Texas Bob” Bradford and his host team: Thank you for your care and dedication to hosting the national body. The events on Sunday and Monday nights were spectacular; everyone in attendance had a great time dancing the nights away. Your opening ceremony presentation was very engaging and funny. Great job! Many thanks to you and your team.



**Ivan D. Butts**  
*President*

To all our committee chairs and their teams: Your work is what makes our conventions run from the first engagement with registration to the continual engagement with our sergeants-at-arms. The professionalism of all our committees adds value to the NAPS convention experience.

Thanks to the committee members who have submitted suggestions to help us improve our convention experience. Together, we will work to make our conventions worthy of the great association we serve.

Special thanks to our conference planner, Sheri Davies of ConferenceDirect. She continues to work tirelessly to help your resident officers present a national convention program that fully engages members with experiences and memories to last a lifetime. I look forward to working more closely with her to maintain this higher standard that our members deserve and have become accustomed to experiencing.

To Brian Wagner, thank you for your service to NAPS members. You have served this association with dignity and honor and are truly worthy of every recognition and tribute bestowed on you. Special thanks to your helpmate in this leadership journey. Carol’s grace and

elegance in supporting you and your vision for NAPS are admirable and well-worth emulation.

To our incoming National Executive Board, I am excited to have an opportunity to work with you as we continue being the voice of supervisory and other managerial personnel of the USPS throughout the country. I am proud to stand with you as we collectively stand with the EAS employees who lead the Postal Service day in and day out, serving America.

To Roe Herzog and the members of her Ballot Committee: A tremendous job was done working with a new system developed by Bob Tolman. His hard work and analytical knowledge helped revolutionize our voting process. Although a counting error delayed the results, the system proved it could make our balloting process more streamlined and efficient as we move forward. I look forward to seeing how this process evolves.

There are no words to fully express my gratitude to Emily Christopherson, Charles Caburian and newly hired NAPS staffer Allison Portney. You worked and produced for NAPS members through some very challenging work environment issues. I appreciate the professionalism you displayed in ensuring that not only our national convention ran well, but that NAPS Headquarters continued to function for members in the face of adversity. I pledge to you my door will always be open to ensure the environment in which you work will allow you to excel.

In closing, I want to thank Patricia Jackson-Kelley and her Auxiliary team for their support during my time as executive vice president. I want to especially thank my wife Laurie for being that “someone to watch over me” while I serve, as well as my family for all their support.

I cannot close this column of thanks without thanking you, all the members of this great association we call NAPS. We cared for each other while in Texas by wearing our masks, maintaining social distances as much as possible and just looking out for one another. We had just eight delegates impacted by COVID. You also supported our SPAC efforts, spearheaded by Bob Levi, with our

*Continued on page 6*

# Let's Get to Work

**W**ow! For the nearly 1,000 delegates who attended the 67th NAPS National Convention in Grapevine, TX, at the incredible Gaylord Texan, it truly was an amazing week. As your newly elected executive vice president, I only can say I am humbled by the faith shown in me by our members. Thank you so much for the privilege of serving you at NAPS Headquarters. I will work hard to reward your confidence in me.



**Chuck Mulidore**  
Executive Vice President

Kudos to Bob Bradford and the members of the local Texas NAPS branches for their hard work in making this a memorable event. Their dedication, commitment and vision gave NAPS a convention that long will be remembered. Thank you, Texas Bob, and your team!

One of the great things about a national convention is seeing so many friends and making new ones. Each convention is unique, yet some things never change! Those of us who are convention veterans always are happy to see first-timers. This year, almost 200 came to a NAPS national convention for the first time—that's remarkable!

These first-timers got to see debates over many reso-

lutions—some adopted, some not—but the point is NAPS members come together every two years to determine the future of our organization. That really is the true strength of NAPS: It is owned and operated by its members! And in true NAPS fashion, after the debates are finally settled and all the votes taken, we celebrate like no other group.

Special thanks, as well, to the National Auxiliary, who provide so much help and support to NAPS, and to outgoing President Patricia Jackson-Kelley. And congratulations to incoming President Laurie Butts. Without the great assistance of the Auxiliary, NAPS could not have raised over \$57,000 for SPAC, the Supervisors' Political Action Committee, to help support our legislative efforts on Capitol Hill.

Now the work begins. Your new team of resident officers at NAPS Headquarters will always put your interests first because NAPS belongs to you, the members; our job is to work for you! Every decision must consider, first and foremost, "How does this impact our members?"—whether we are discussing an issue involving the NAPS budget or pay talks with the Postal Service.

I am reminded that NAPS was born on Sept. 7, 1908, when a group of 50 supervisors gathered in Louisville, KY, to unify around the goal of improving the pay and working conditions of all supervisors. That struggle continues to this very day, but we can take heart in the fact that our first president, L.E. Palmer of Pittsburgh, would be proud of the organization created in Louisville.

However, he probably would be dismayed to learn that many of the same struggles that brought folks together to create NAPS in the first place remain today. Our challenge is to continue the legacy that was begun in September 1908—to keep NAPS strong, viable and growing. You've got our commitment, and I know we have yours.

Let's get to work!

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## The Postal Supervisor 2021 Production Schedule

Issue	Copy Deadline*	Mails
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.

### Thrift Savings Plan

Fund	G	F	C	S	I
September 2021	0.11%	(0.86%)	(4.65%)	(4.00%)	(2.81%)
12-month	1.20%	(0.71%)	29.98%	42.32%	26.04%

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
September 2021	(0.87%)	(1.78%)	(2.37%)	(2.61%)	(2.85%)
12-month	7.15%	14.45%	18.00%	19.75%	21.54%

Fund	L 2045	L 2050	L 2055	L 2060	L 2065
September 2021	(3.05%)	(3.25%)	(3.87%)	(3.87%)	(3.87%)
12-month	23.11%	24.70%	30.36%	30.36%	30.36%

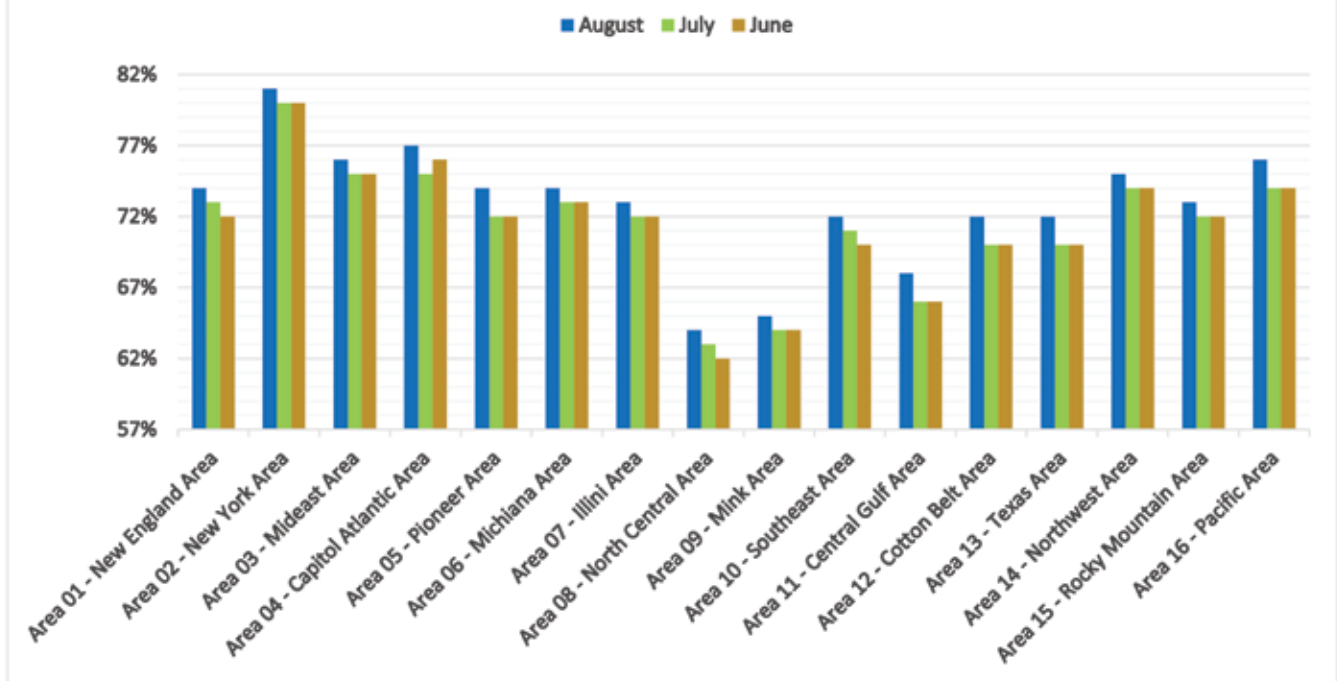
These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so that investors' shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010. The L 2020 Fund was retired June 2020.

Visit the TSP website at [www.tsp.gov](http://www.tsp.gov)

# National Association of Postal Supervisors Membership Report

August 2021

## 3 Month Member Percentage by Area



Regular Member Totals By Area	August 2021	July 2021	June 2021
Area			
Area 01 - New England Area	74%	73%	72%
Area 02 - New York Area	81%	80%	80%
Area 03 - Midwest Area	76%	75%	75%
Area 04 - Capitol Atlantic Area	77%	75%	76%
Area 05 - Pioneer Area	74%	72%	72%
Area 06 - Michiana Area	74%	73%	73%
Area 07 - Illini Area	73%	72%	72%
Area 08 - North Central Area	64%	63%	62%
Area 09 - Mink Area	65%	64%	64%
Area 10 - Southeast Area	72%	71%	70%
Area 11 - Central Gulf Area	68%	66%	66%
Area 12 - Cotton Belt Area	72%	70%	70%
Area 13 - Texas Area	72%	70%	70%
Area 14 - Northwest Area	75%	74%	74%
Area 15 - Rocky Mountain Area	73%	72%	72%
Area 16 - Pacific Area	76%	74%	74%
<b>Total Regular Member %</b>	<b>74%</b>	<b>72%</b>	<b>72%</b>
<b>Total Regular Members</b>	<b>24,815</b>	<b>24,973</b>	<b>25,254</b>
<b>NonMember Totals</b>	<b>August 2021</b>	<b>July 2021</b>	<b>June 2021</b>
<b>Total NonMembers</b>	<b>8,569</b>	<b>9,335</b>	<b>9,432</b>
<b>Total NonMember %</b>	<b>26%</b>	<b>28%</b>	<b>28%</b>

# Moving Forward—Never Forget!

It is a humbling honor and privilege to be elected and now serve as your NAPS secretary/treasurer. I want to thank all the dedicated and diligent active and associate members of our great association.

A special thank-you to all the delegates from the great state of Texas for hosting such a fantastic convention. All their hard work and persistence made this convention not just productive, but also enjoyable. The



**Jimmy Warden**  
Secretary/Treasurer

work done by all the attendees will enable our association to positively move forward into the future. I look forward to working with President Ivan D. Butts and Executive Vice President Chuck Mulidore representing the members.

At the conclusion of our 67th National Convention, Ivan asked me to attend the Indiana State Convention Sept. 11—the 20th anniversary of a tragic day in our nation's history—and a special day for me as

forget all those courageous heroes who lost their lives; we need to build on their strength and courage.

I found Malone's speech extremely inspiring. When people can come together, we can accomplish great things. It is this inspiration I hope to bring to our NAPS family. As NAPS, we must look to the future, but never forget our past. My father always told me that, if you want to be successful, never forget where you came from! An experience is not just something that happens to us—it is what we learn and do as a result.

Last, but not least, I want to thank Sheri Davies, Karen Young, Dave Scavone, the NAPS Office staff and everyone who served on a committee. They are the behind-the-scenes folks who made our NAPS convention so successful.

Congratulations to Brian Wagner on his retirement! His knowledge and passion serving our members will be greatly missed. And thanks to the Wagner family for sharing him with us.

Moving forward—never forget!

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

I was working in New York when the planes struck the towers.

Indiana State President Marcel Webb acknowledged the tragic event with Indianapolis Fire Department Fire Chief Ernest Malone, who addressed attendees. Malone spoke of the tragedy and how our great nation has grown. He also said, "Never forget." Never

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## Many Thanks for the Texas Memories

*Continued from page 3*

Midsummer's Night SPAC raffle and contributions at the convention. We have raised \$59,286 for SPAC.

I am truly humbled and honored to serve you—NAPS members. My pledge to you is I will always work toward the betterment and advancement of NAPS for you, our members.

In solidarity ...

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

**We're Social**  
**Connect With Us!**

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

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

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

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

**USPS to Modify NSP Modules**

The Postal Service has posted more than 900 supervisor vacancies. It is anticipated the vacancies largely will be filled by bargaining-unit employees seeking promotion. In response to these promotions and peak season approaching, the agency will modify the New Supervisor Program (NSP) modules that are provided over a three-week period.

Several modules have been deemed not critical and will be provided after peak season has ended. The following modules will be provided virtually to newly promoted supervisors:

- Communicating Effectively
- Transitioning to Supervisor
- Managing Performance
- Time and Attendance
- Labor Relations

- Managing a Culture of Safety
- Prioritizing Tasks
- Developing Your Team
- Resolving Conflict
- Ethics
- EEO and Reasonable Accommodations

The Postal Service also is considering revising the overall NSP program in 2022 and intends to involve NAPS. In prior years, NAPS provided subject-matter experts to help with the program.

**Exceptions to Annual Leave Carryover and Exchange**

In response to the continued impact of COVID-19, an exception will be made for the 2022 leave year regarding the maximum annual leave carryover balance and maximum leave amount that be can be requested through the annual leave exchange program. PCES executives and career nonbargaining employees

will be permitted to carry over an additional 80 hours into the 2022 leave year, increasing the carryover maximum to 640 hours.

An exception also will be made for the annual leave exchange program for 2022. PCES executives and career nonbargaining employees will be able to exchange an additional 40 hours of annual leave against their 2022 advanced leave accruals, to a maximum of 168 hours. In accordance with the program provisions, leave exchanged will be deducted from the employee’s leave balance available for use during the 2022 leave year.

The eligibility requirements to earn leave and the requirements to participate in the annual leave exchange program will not be modified for the 2022 leave year. If there are questions, contact Karla Kirby, acting director, Benefits and Wellness, at [karla.a.kirby@usps.gov](mailto:karla.a.kirby@usps.gov).



A function for Rep. Bill Pascrell Jr. (D-NJ) was held Sept. 19. NAPS Mid-east Area Vice President Tony Dallojacono, thanked Pascrell for his support of the Postal Service. Pascrell said he always will fight for the agency.



New Jersey State Branch 933 Vice President Sal Grasso and Pascrell



New York Area Vice President Dee Perez (left) and Flushing Branch 164 President Jeff Goldman (right) met with Rep. Tom Suozzi (D-NY) at Citifield. Suozzi continues to be a strong supporter of NAPS.



From left: NAPS Northeast Region Vice President Tommy Roma, Postmaster General Louis DeJoy and Maintenance Manager Sal Saiva at the Brooklyn General Mail Facility.



NAPS newly elected Executive Vice President Chuck Mulidore discussed postal issues with House Government Operations Subcommittee Chairman Gerry Connolly (D-VA) in early September.



Deputy Postmaster General Doug Tulino and Sacramento Branch 77 member Karyn Rahming, postmaster of Yuba City, CA, at the 67th NAPS National Convention



Former Illini Area Vice President Dan Rendleman (left) and National Auxiliary Illini Area Vice President Linda Rendleman shared a moment with Rep. Mike Bost (R-IL), original co-sponsor of H.R. 1623, the "Postal Supervisors and Managers Fairness Act of 2021," at an event in Bost's home district.



Baltimore, MD, Branch 42 held its annual crab feast in early September. From left: Montgomery County, MD, Branch 403 President Steve Shawn, former Eastern Region Vice President Dotty Wileman, NAPS Executive Vice President Chuck Mulidore, Branch 42 President Maxine Campbell, Eastern Region Vice President Richard L. Green Jr. and NAPS President Ivan D. Butts.



Donna Machala, Providence, RI, Branch 105, attended an event for Rep. Jim Langevin (D-RI) in Providence. Langevin is a big supporter of the Postal Service and wants to see postal reform legislation passed. Also attending was Rep. David Cicilline (D-RI), with whom Machala spoke briefly.



The Indiana State Convention was held on Sept. 11. Indianapolis Fire Chief Ernest Malone, husband of Postal Manager Tammy Malone, gave an inspirational speech on the events of 9/11, telling NAPS members never to forget those who lost their lives that day. From left: Indiana State President Marcel Webb, NAPS Central Region Vice President Craig Johnson, Fire Chief Ernest Malone, Tammy Malone, NAPS Secretary/Treasurer Jimmy Warden, Michiana Area Vice President Kevin Trayer and Michigan State President Tony Viers.



USPS Greater Indiana District Manager Christi Johnson-Kennedy addressed convention delegates. From left: NAPS Central Region Vice President Craig Johnson, Michiana Area Vice President Kevin Trayer, Johnson-Kennedy, NAPS Secretary/Treasurer Jimmy Warden, Michigan State President Tony Viers and Indiana State President Marcel Webb.



Secretary/Treasurer Jimmy Warden swore in Indiana State Branch 917 officers. From left: Warden, President Marcel Webb, Jennifer Cructfield, Robert Helfrich, Roger Gorge, Terry Freeman, Central Region Vice President Craig Johnson and Michiana Area Vice President Kevin Trayer.



Westchester, NY, Branch 336 held its annual retirement celebration meeting in August for its members who retired in 2020. Retirees who attended were Theresa E. Frazer, John N. Liter, Diane Policastro-Peterson, Theresa D. Ware and Phillip P. Serraino. Retirees unable to attend were John P. Cialini, Michael Letterese, Gilbert Morales, Myrna Moreira, Christine O.

Rinaldo and Gary A. Willis.

Branch 336 lost Joyce J. Johnson; she died shortly after retiring. At the retirement event, New York Area Vice President Jimmy Warden and Branch 336 President Linda Morgan-Glover presented Johnson's daughter, Joyce, with a statue of praying hands inscribed from the branch. Johnson was a great supervisor and loved by all.



Long Island Branch 202 held a membership meeting on Aug. 5. USPS District Manager Frank Calabrese was the guest speaker. From left: Branch 202 President Tom Barrone, Calabrese, Northeast Region Vice President Tommy Roma, Branch 202 Vice President Dee Perez and New York Area Vice President Jimmy Warden.



NAPS Florida members had a Zoom meeting on Aug. 11 with Rep. Ted Deutch (D-FL)



John Russell, Boston Branch 43, had a surprise visitor for his Zoom meeting—grandson Shawn.

# Involuntary Reassignments, NAPS' Rights Under Title 39 Among Items Discussed

**N**APS President Brian Wagner, Executive Vice President Ivan D. Butts, Secretary/Treasurer Chuck Mulidore and Executive Board Chair Tim Ford attended the May 26 consultative meeting via Zoom. Representing the Postal Service were Bruce Nicholson and James Timmons, Labor Relations Policy Administration.

## Agenda Item #1

NAPS continually receives concerns regarding involuntary reassignments and the arbitrary changing of EAS work schedules without justifiable reasons. NAPS understands there is a letter regarding temporary involuntary reassignments, but there is nothing in writing about arbitrary, permanent changes to an EAS work schedule.

NAPS contends these changes disrupt members' lives, as well as operational needs of the USPS. EAS employees put in for jobs according to nonscheduled days and workhours.

When an EAS employee accepts a position, NAPS contends it is a binding commitment by that employee to be available and work at the designated times and tours of the job for which they have been selected. The EAS employee is making a commitment to the USPS that they will schedule all other life events (doctor visits, grocery shopping, quality time with family outside of vacations and more) around the committed times and tours.

NAPS contends that when the USPS unjustly changes EAS work schedules, the agency fails to live up to its commitment in the job selection

process. These unjust changes not only disrupt the family life of the EAS employee, but also disrupt postal operations with disengaged, low-morale EAS employees who have had their personal and family lives disregarded and disrupted by the USPS calling them to lead the workforce in completing their appointed tasks.

NAPS contends this is a major contributing factor to the low morale that plagues the EAS ranks as documented in Postal Pulse surveys. NAPS requests the USPS stop engaging in demoralizing acts against the better interest of postal operations.

*Changes in schedules of nonbargaining employees are not demoralizing acts and are intended to satisfy developmental needs of the employee or needs of the Postal Service. Increases and decreases in the number of bargaining-unit positions in a facility and/or on different tours in the facility may result in a need to permanently change the schedule of the supervisor.*

*Changes in workload could create a need for a change in scheduled days off, hours, etc. If there is a business need to change an employee's schedule, then it should be pursued. In addition, it can provide relief to other nonbargaining employees who are providing coverage due to a supervisor not being available on a specific tour.*

*The memorandum on temporary involuntary reassignments has been reissued over the years, most recently on Aug. 31, 2015. We will discuss this memo further with the resident officers to determine whether the memo should be reissued as written or revised.*

*Although the 2015 memo is specific to temporary involuntary reassignments,*

*the guidelines in the memo should be followed with all nonbargaining reassignments, when practicable.*

NAPS responded that the USPS should enforce the rules and directives currently in place when these types of issues arise.

## Agenda Item #2

NAPS has received reports that supervisors and managers are reporting to other stations to perform craft duties, delivering mail and parcels. Other reports note that EAS employees are scanning packages, which is work that belongs to the clerk craft.

NAPS contends this issue is similar to Agenda Item #1. The Postal Service and EAS employees would benefit from an accurate staffing package that adequately addresses the needs of supervisory oversight that the current staffing model consistently fails to do.

Properly staffing postal operations would significantly reduce the cost of grievance payouts for the variety of grievances (Article 8, EAS crossing craft) being paid out by the USPS.

*Prohibitions on the performance of bargaining-unit work by nonbargaining personnel are stipulated in our collective-bargaining agreements. Other articles of those CBAs proscribe procedures for properly administering overtime. Actions by local leaders must be in compliance with these agreements.*

*The Postal Service is currently hiring up to contractual caps of noncareer employees and conducting hiring activities in advance of peak season. The hiring freeze will be lifted following placement activities of nonbargaining employees*

*Continued on page 23*

# Voluntary Early Retirement and Reduction-in-Force Processes and Updates Among Items Discussed

**N**APS President Brian Wagner, Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore attended the July 20 consultative meeting via Zoom. Representing the Postal Service were Bruce Nicholson and James Timmons, Labor Relations Policy Administration.

## Agenda Item #1

NAPS continually receives concerns about the voluntary early retirement (VER) process. People were offered a VER, but the deadline to accept the VER is before the RIF deadline. Impacted EAS employees are not being afforded an additional VER offer and must decide before they find out whether or not they get jobs.

NAPS requested a fourth VER be offered with an effective date of Oct. 8, 2021.

*The VER is offered to impacted and nonimpacted individuals at USPS Headquarters, area and district office areas and can provide potential landing spots for impacted employees. There are only two VER effective dates: April 30 and July 30, 2021. The Postal Service must request VER authority and receive approval from the Office of Personnel Management (OPM) before making an offer of early retirement to its employees.*

*The approval from OPM will stipulate a period of time during which the option will remain available. As discussed in our March consultative meeting, OPM approved a USPS VERA for its nonbargaining population on Sept. 16, 2020, for Oct. 1, 2020, to Sept. 30, 2021.*

*The Postal Service does not intend to administer another VER offering during this approved period or make another request to OPM for an additional VERA. The Postal Service will keep NAPS' request in consideration and continue to meet with the organization during the RIF-avoidance period.*

## Agenda Item #2

NAPS has received numerous reports of questions being submitted by RIF-impacted employees that have not been answered by USPS leadership. NAPS is submitting these questions in this consultative format to assist EAS employees who feel they are operating blindly in making life-impacting decisions before the Oct. 9, 2021, RIF date.

*Many communication materials were prepared and made available to NAPS and employees concerning the VER offering and the RIF. There have been multiple support events offered to employees to help with the restructure and organizational changes. This information has been provided in many formats that include:*

- USPS Lite Blue—"Preparing for Change," with links to information and FAQs
- Mailed to employees' home addresses
- Emailed to employees' work email addresses
- Consultative and briefing meetings with NAPS
- Webinars
- Town hall meetings
- Career fairs
- Training events

NAPS posed the following questions:

1. What are the penalties if RIF-impacted EAS employees go early?

*To be considered for discontinued service retirement (DSR), you must have received a RIF notice indicating there is no reassignment offer or the reassignment offer is outside of your commuting area (as deemed reasonable by your local area).*

- *Have at least five years of creditable civilian service*

- *Be age 50 with at least 20 years of creditable service or any age with at least 25 years of creditable service as of the effective date of your involuntary separation*

- *Your accrued and unused annual leave or donated leave may be used to meet either the age or service-years requirement to qualify for a DSR*

- *You may be placed on approved annual leave beyond the effective date of the involuntary separation notice so that you may use enough leave to satisfy the age or service-years requirement*

- *Your remaining annual leave balance, if any, will be paid in a terminal leave payment*

- *You may not use sick leave to meet minimum age and service requirements*

- *There is no reduction in your annuity if you retire before age 55. However, if a portion of your annuity is based on a benefit that you accrued and retain under CSRS frozen service, then that portion of your annuity is subject to the reduction for CSRS and CSRS offset employees*

2. If impacted EAS employees stay and don't take the VER, are they ineligible for their retirement?

*See response provided in question #1.*

3. What will happen to RIF-impacted EAS employees' health-care benefits if they get RIFed? Do they lose those benefits?

*Yes, those who do not secure a new position, once they are removed from the rolls, no longer are USPS employees and do not qualify for FEHB. They can apply for continuation of health coverage (COBRA).*

4. What is the process for receiving severance pay at the end of October 2021? Does this apply to all RIF-impacted EAS employees?

*The policy for Severance Pay is found in ELM 435.12 and applies to all RIF-impacted employees if meeting eligibility requirements in the ELM provision.*

### **Agenda Item #3**

Following is a previously submitted question outside of the consultative forum that still is pending:

"NAPS needs some clarification on some recent moves out of Iowa, Nebraska and South Dakota. They originally were in the Western Area, then placed under the Central Area. But when the RIF time came, they fell under the Western Area again, or so it was thought.

"The HR group is being put in positions throughout the Western Area, but the OPS groups are being placed in the Central Area. Why the difference? Some fall under Central, some fall under Western. How can that be?"

This question was provided outside of the consultative agenda; therefore, a response will be provided outside of this meeting.

### **Agenda Item #4**

On June 17, 2021, NAPS received a list of USPS Headquarters vacancies posted in eCareer. The list contained 39 Headquarters Supervisor, Vehicle Maintenance, EAS-17 positions indicated as "Domicile will not be considered." What is the operational

need for 39 Supervisor, Vehicle Maintenance, positions at USPS Headquarters?

NAPS also noted that of the 39 Supervisor, Vehicle Maintenance, EAS positions listed:

- Four persons are double entries. Three of those four have different position numbers listed.
- Two persons are triple entries. All have different job position numbers.
- One person is a quadruple entry, all with different job position numbers.

NAPS asked what the reasoning was for listing positions up to four times. Is this a lack of preparation to conduct the organizational change with minimum disruption to impacted EAS employees?

*The multiple entries to which NAPS is referring are because the selecting official will make decisions on multiple position postings. Using the same selecting official on multiple postings is not unusual, such as one MPOO named as the selecting official on multiple job postings for postmaster jobs under the MPOO's authority.*

*The vacancy report provided to NAPS contains two tabs, Headquarters vacancies and field vacancies. Supervisor, VMF positions, are in the Headquarters postings. Actual job postings did not specify "Domicile will not be considered." It's only on the vacancy file; each posting included a specific facility location. Five examples of the job postings are provided.*

### **Agenda Item #5**

NAPS has been made aware that the LAC 1b posting listed Washington, DC, as the work location; the location later was changed. This action has served to disenfranchise RIF-impacted EAS employees in applying for a position or declining to apply for positions due to the omission of critical data from postings.

NAPS contends this action causes ongoing disruption in the lives of

RIF-impacted EAS employees attempting to make life decisions that will impact them and their families. Problems such as this example demonstrate the USPS has not properly prepared for the organizational change in order to minimize disruption to RIF-impacted EAS employees. NAPS requests the organizational change be stopped, reevaluated, properly prepared, then rolled out.

*The RIF does not go into effect until Oct. 9; repositioning tactics and RIF-avoidance activities are ongoing. Employees were informed of the upcoming RIF well in advance of the required 60-day notice. The organization planned for and was prepared to implement the RIF more than one year in advance.*

*Obviously, the size of this restructure would have greater disruption than relocating a single facility. As with job postings, if an issue/error is identified, the organization is responsive to it. We will continue to be responsive to issues and provide updates to NAPS of activities, including updates of remaining impacted employees through Oct. 9.*

### **Agenda Item #6**

NAPS has been informed that EAS employees who were moved from TACS05 to TACS03 did not receive paychecks. How many pay periods had this error? How many EAS employees were impacted by this payroll error caused by the organizational change?

*Changing a TACS location does not trigger an error with an employee's paycheck. Processing reassignments after day 10 of a pay period can trigger errors with paychecks. When employees move to different assignments, they are notified of a position change and told to verify accesses in eAccess. Employees should verify they have the correct accesses and locations, including TACS.*

### **Agenda Item #7**

NAPS has been made aware that

RIF-impacted EAS employees who have been RIF-reassigned are seeking to “swap” with other RIF-impacted EAS employees. Why did the “algorithm” used not consider scenarios of job swaps to minimize disruption to employee work and family lives?

What action is the USPS taking to assist RIF-impacted EAS employees in this “swap” process?

*If a RIF-impacted employee is interested in swapping an assignment with another employee, the manager over those employees should be contacted for discussion. An “algorithm” cannot detect jobs that individuals are interested in swapping. Also, job placements were made in accordance with RIF policy and the “swapping” of jobs could be outside the individual’s competitive area and in conflict with RIF policy.*

#### **Agenda Item #8**

NAPS has been informed there are issues with scheduling retirement counseling. An individual selected a retirement date of Sept. 30, but no retirement counseling date was available before October. They next tried scheduling in October, but October was not available.

NAPS asked how RIF-impacted EAS employees will be assisted by the USPS in considering these life-changing decisions facing them in the organizational change.

*Employees have a 60-day window to schedule their retirement counseling. For example, if an employee is interested in retiring on Sept. 30, a retirement session cannot be provided before July 30. NAPS’ example was outside that 60-day window.*

*The HRSSC has confirmed there are no delays with retirement counseling. Other retirement seminars, annuity statements and information can be found on the Blue Page for all employees eligible to retire.*

#### **Agenda Item #9**

NAPS has been made aware that,

on June 16, 2021, the Postal Inspection Service facilitated Active Shooter Training at the Jacksonville P&DC campus. The Inspection Service states that active shooter incidents often are unpredictable and evolve quickly. In the midst of the chaos, anyone can play an integral role in mitigating the impact of an active shooter incident. This training can enhance preparedness for employees to prepare for and respond to an active shooter incident.

NAPS believes that, with the VER impacting so many EAS employees, the pandemic impacting so many employees’ lives and the current state of the Postal Service, it would be a good idea to see if this class can be offered across the organization.

NAPS further contends and requests this should be mandatory training in light of all the latest active shooting events in the country.

*The Active Shooter training at the Jacksonville P&DC was requested by the district. During the Florida 1 District monthly threat assessment meeting with the Inspection Service, the district asked if the Inspection Service had any material concerning active shooters.*

*The Inspection Service responded there was a video they could share. The local postal inspector worked with the district to show the video to offices in the district, which included the Jacksonville P&DC.*

*The HERO platform contains multiple training courses available to supervisors on active shooters. Safety talks are available on the Blue Page and the Safety Toolkit. This request will be shared with the Inspection Service for consideration.*

*The Postal Service has created multiple webinars on the organization changes, job fairs and town hall meetings and will continue to emphasize the availability of the Employee Assistance Program (EAP) to all employees.*

#### **Agenda Item #10**

NAPS has received a request from the field to clarify the VOMA position at the station level. What is the minimum number of vehicles to have a VOMA in a post office/station/branch? How many vehicles are needed to service to get a second VOMA person?

*This agenda item is related to bargaining-unit employees. This question can be provided to NAPS outside of this consultative meeting.*

NAPS still is waiting for the answers to these questions.

#### **Agenda Item #11**

USPS “Handbook EL 312.743.11” identifies four moments for consideration of noncompetitive applications. EL 312.743.11 reads:

#### **743.11 When to Consider Noncompetitive Applications**

“Management may consider qualified employees eligible for a noncompetitive voluntary lateral reassignment or change to a lower level at any of the following times:

- a. When applications are received.
- b. Before the competitive announcement process begins.
- c. During the competitive announcement process.
- d. After the applications have been assessed.

Individuals with a saved grade are considered noncompetitively for positions up to the level of their former position.

“Employees seeking noncompetitive placement into a position at the same or lower level may submit a written request to the selecting official for consideration, or, if an employee with a disability seeks reasonable accommodation by reassignment to a position at the same or lower level, the employee works with the appropriate reasonable accom-

*Continued on page 23*

## Lasting Legacy—New Beginnings

**Richard L. Green Jr.**

*Eastern Region Vice President*

**W**hat a great convention! We met at the Gaylord Texan and what a glorious time we had. After a one-year delay due to COVID-19, we were able to meet in person and conduct the business of NAPS. Over 1,000 delegates were in attendance; there was a great spirit of togetherness in the room.

The Texas delegation did an excellent job leading the opening ceremonies and hosting NAPS. There were solemn moments as we observed members lost over the past three years and moments of excitement as we recognized over 180 first-timers in attendance. I am excited about the new members in attendance—they are the future of NAPS!

As we celebrated President Brian Wagner's retirement, I reflected on and am thankful for the legacy he leaves. Brian left the organization in a better place with a pay agreement for the first time in years (*see page 18*) and numerous other accomplishments. As an Executive Board member, I am grateful for his style of leadership, which was inclusive and allowed all voices on the board to be heard before decisions were made.

His inclusive leadership led to an historic legal filing to address issues that could not be solved using the fact-finding process. My personal belief is that negotiating from a position of strength led to the new pay agreement that addressed a multitude of issues of pay for members

across the country. Brian, thank you. I wish you and Carol a great retirement, lots of travel and, of course, lots of ice cream!

And as we celebrate our new president, Ivan D. Butts, I look forward to working with him to address the needs of our members across the country as we move forward. The pay agreement is not the end, but a new beginning, I believe, in our relationship with USPS Headquarters.



There is much work to be done. With our new leadership team of President Ivan D. Butts, Executive Vice President Chuck Mulidore and Secretary/Treasurer Jimmy Warden, I am confident we have the team in place to lead us into the future. My charge to you, now more than ever, is that you con-

tinue to be engaged, as well as informed about all NAPS issues.

As we begin to move to in-person meetings, be prepared and well-versed in all things NAPS to discuss with your members. If you have questions or concerns, reach out to your local leaders for answers. Local leaders, if you have questions, reach out to your area or regional vice presidents for clarification. We all are in this together; we are stronger when we are together on the issues.

Lastly, I would like to thank members of the Eastern Region for reelecting me Eastern Region vice president. I am very humbled by the opportunity to serve and do not take lightly the trust you have placed in me. My promise to you is to be your voice on the Executive Board as I serve you.

Fighting for you!

## We Still Don't Know What We Are!

**Dioenis D. Perez**

*New York Area Vice President*

**W**elcome to Fiscal Year 2022. Here we are, yet we don't know what we are. I (not

NAPS Headquarters) claim that the Postal Service (we are not a company) still doesn't have an identity it can project to all its employees—craft and management. Meanwhile, what the general public wants is service.

The definition of service is “the

action of helping or doing work for someone.” Here we are today, since the inception of the USPS, with a rich history of providing service at any cost to the American public.

There are many fingers that can be

used to point as to why we have a \$188 billion debt that is more than 250% of its annual revenue. Domestic politics play a huge role.

Craft and management employees who work on the front lines, be it in mail processing or customer service,



are being pulled in so many different directions with so many different mandates and new orders, they have no idea what to do first anymore. Their daily objective is to survive to see another day in this crazy Postal Service new world order.

One example is Function 4, which seems to have been a pet peeve across the country for the past several months. Marching orders are to improve the Customer Service Variance (CSV), primarily meaning we need to reach the objective goal of 92% for each unit. Generally speaking, most offices were well below this threshold; many offices have improved since, but still are shy of this goal.

The problem with Function 4 is we are not earning enough hours in our workload in LDC 45. The variances indicate there are not enough transactions to justify the USPS being open all these hours. Local management didn't hire all the regulars we currently have, nor did they have a say in setting the window hours for daily business.

I understand that we have to identify "standby time," provided there is zero work in the office for clerks to perform. However, this still is not enough to reach the goal of 92%. The key is fewer employees.

Now we are faced with an abundance of time-consuming Zoom meetings telling us to improve our Function 4 performance nearly every single day. In addition to this, we have area persons telling us to use fewer hours in Function 4. I have no issue with that, but then another area person who is watching the RCE scores wants to know why we have failed an RCE shop due to a WTIL issue.

Is it services throughout the day or just service part of the day? An EAS employee monitoring their window

*Continued on page 18*

## Perspective

*from the Immediate Past President*

# My Service Continues

**Brian J. Wagner**

*Immediate Past President*

It has been an honor and a privilege to represent NAPS and its members, active and associate, for the past 11 years as a resident officer. It was an even greater honor in 2016 to reach the pinnacle of NAPS leadership by being elected president, representing the largest, best, strongest and most professional postal management association in the country.



I want to thank all who attended, participated in and made our 67th NAPS National Convention a great success. In January 2020, I decided it was time to turn the gavel over to new NAPS leadership. I planned to retire that August after the national convention, but the COVID-19 pandemic changed not just my plans, but the entire country's, as well.

Therefore, my retirement from the NAPS presidency was postponed until the completion of our 67th NAPS National Convention on Sept. 3, 2021. This is my first *Postal Supervisor* column as your immediate past president. Here's the scoop!

First, I continued to give 110% in fulfilling my duties and responsibilities as NAPS president until the end of the 67th NAPS National Convention, when new NAPS president Ivan D. Butts was sworn in.

Second, my membership as an associate member will continue.

Therefore, per Article VIII, Section 1, of our *Constitution & Bylaws*, I shall continue to serve on the NAPS Executive Board as immediate past president for not more than one two-year term. In my new role, I look forward to providing support, encouragement and counsel to the newly elected Executive Board and NAPS branches who wish to call on me.

Third, I pledge my continued support of NAPS in accordance with our *Constitution & Bylaws*, especially in regard to Article II, which reads, in part, "the object of the Association shall be to promote, through appropriate and effective action, the welfare of its members." Furthermore, if called on, I will attend and participate in various NAPS national assignments and activities, consultations, branch events, training seminars and state conventions.

Fourth, as immediate past president, consider me a NAPS resource for training and counsel related to representation, branch taxes, parliamentary procedures and official branch business.

Fifth, I plan to occasionally write columns for *The Postal Supervisor*, which I hope will be of value and interest to members.

Sixth, I wish newly elected NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden and the entire NAPS Executive Board all the best as they lead

*Continued on page 18*



## Bob Levi

Director of Legislative & Political Affairs



Most of us have a vague childhood memory of being able to distinguish our mother's voice from a cacophony of adult voices at almost any parent-attended

vocate for anything less are turning a deaf ear not just to our customers, but to our postal heritage.

As this issue went to press, the House of Representatives had yet to vote on H.R. 3076, the "Postal Reform Act of 2021," or H.R. 3077, the "Postal Improvement Act." The Oversight and

beginning to "tangibly" dispel the misguided notion that the agency is just an independent governmental appendage that may operate autonomously. Rather, the Postal Service is an essential part of our national infrastructure meriting congressional support and warranting regulatory attention.

The agency Congress established to monitor postal activities, the five-member Postal Regulatory Commission, already has expressed deep concern over the Postmaster General's now-implemented slowdown of First-Class Mail delivery. The linchpin of the controversial plan pivots First-Class Mail transport from air to ground and adjusts service standards for all First-Class Mail, even those pieces that continue to travel by air, to reflect the slowdown.

It's as though the management company of a 10-story building is rerouting longtime residents from the elevator to the stairs. The company wants the residents to believe that walking up flights of stairs is more reliable than using an elevator. Residents, as postal customers, will come to their own conclusions.

Nevertheless, at the Aug. 6 open meeting of the Postal Board of Governors, two newly confirmed members expressed strong disagreement with the service slowdown in the previously approved USPS 10-year plan. Such public board discord is extraordinary.

President Joe Biden's perspective on this controversy, the board decision-making and postal operations will come into clear view very shortly. Current Board Chairman Ron Bloom, a Democrat, must vacate his position on Dec. 8, unless Biden re-nominates him and the Senate confirms his nomination by that date.

Bloom has been supportive of

## Quality, Prompt, Effective and Affordable Delivery Is a Must

school event. Despite all the parental noise, our mom's voice called to us and we responded because it was so much a part of existence.

There presently is underlying discord in the rhetoric and policies intended to sustain and improve our national postal system. The characteristics of a universal Postal Service, the definition of prompt and efficient mail delivery and the essence of essential postal products and services are being called out and thrust into a dangerous mosh pit.

How do we, as NAPS members, or, for that matter, the entire postal community, filter out the harmful clatter and hear the clarion call of our Postal Service? How do we fight for the nation's most-trusted national treasure? How do we rise to the occasion as postal patriots?

Obviously, we must be able to separate out and amplify the authentic postal mission. We know what it is! It's imprinted on our soul, just as our mother's voice. All of us who bleed "postal blue" fully understand that, to be the most trusted and valued public service, the Postal Service must provide high-quality, prompt, predictable, effective, affordable and universal mail service. Those who ad-

Reform Committee did its job, approving the bills in mid-May. It is imperative that NAPS members call on their House members to bring the bills to a floor vote so the Senate can consider the measures.

In combination, the two bills would help place the Postal Service in a better financial and operational position and address a number of NAPS' legislative priorities. That includes improving the consultative process and assuring due-process rights to all EAS-level employees. (H.R. 1623, the "Postal Supervisors and Managers Fairness Act," and H.R. 1624, the "Postal Employee Appeal Rights Amendment Act," were folded into H.R. 3077 by a committee vote.)

In early September, the Oversight and Reform Committee approved its contribution to the major budget reconciliation bill, which includes a section to provide the Postal Service with \$7 billion to electrify and modernize its outmoded postal delivery fleet. As you may recall, last year, Congress provided the Postal Service with about \$10 billion in pandemic-related financial assistance.

Besides the obvious, which is that Congress authorized federal funds for the Postal Service, is that Congress is

most aspects of the 10-year plan. The President may nominate someone to replace Bloom, who, once confirmed, would become a member of the board. If no one is nominated, the board would be left with eight governors—four Democrats and four Republicans.

In addition to Bloom's uncertainty, the term of John Barger, a Republican, also expires on Dec. 8. While Barger would not have to vacate the board because he has yet to serve during a "holdover" year, Biden may nominate a replacement for Barger or renominate him. If Biden nominates

a replacement, Barger would serve until the Senate confirms his replacement, assuming such a replacement is confirmed before Dec. 8, 2022.

The decision to renominate or not renominate Bloom likely will be the most consequential postal decision Biden will make this year. No matter the decision, he should filter out the clatter and rattle of those who misstate the nature of our postal system. Rather, Biden should elevate the pure, unadulterated call of postal patriots and make his decision on that basis.

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

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## Views from the Vice Presidents

*Continued from page 16*

has to guess correctly because they don't know if they should save hours to improve CSV or spend hours so they pass the RCE shop and provide service.

The fix that addresses both concerns is as follows:

- Give us more credit per transaction because not every clerk works at

the same speed and not every customer knows what they need in less than a minute.

- Close our windows earlier to reduce LDC 45 hours and variances
- Disregard the RCE WTIL being five minutes or less; make it 20 minutes

With integrity, dignity and respect always!

[nyavpdee@aol.com](mailto:nyavpdee@aol.com)

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## My Service Continues

*Continued from page 16*

our great association into a bright and successful future.

Finally, I am forever grateful and thankful to the membership for initially electing me to the NAPS Executive Board in 2004, then as secretary/treasurer in 2010. More importantly, I am proud of the membership for trusting in me to lead our great association as your president for the past five years.

Many thanks to all for your well-wishes on my retirement and the very humbling accolades and gifts given to me at the national convention. I am so grateful and blessed.

Speaking of blessed, besides looking forward to being your immediate past president, this past June my life was turned upside down for the better with the birth of my first great-grandchild. I am happy to start a new chapter in my life that includes a new career as a great-grandpa and continue my career as "Papa" to all my grandkids.

Though it is said all good things must come to an end, that does not include my ice-cream-flavor-of-the-month recommendation. Please enjoy pineapple upside down cake. Thanks for the memories!

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

## NAPS Approves USPS EAS Pay Decision Through May 20, 2023

NAPS has engaged in consultation with the U.S. Postal Service since April 22, 2021, over changes in pay policies and schedules and fringe benefits for employees of the Executive and Administrative Schedule (EAS) represented by NAPS for FY20-23.

On Aug. 23, NAPS Headquarters received the Postal Service's final pay decision through May 20, 2023, for supervisors, managers, Headquarters-reporting personnel and other managerial personnel represented by NAPS.

The NAPS resident officers and Executive Board reviewed the pay decision on Aug. 24 and recognized that the USPS gave full and fair consideration to many of the pay issues of concern to NAPS members. As a result of the USPS pay decision, over 10,000 EAS personnel in Customer Service-related positions will see salary gains through improvements in the supervisor differential adjustment.

Additional features of the USPS pay decision include a 10-cell Pay-for-Performance (PFP) system that recognizes individual performance, a doubling in the percentage for an EAS upgrade from 2% to 4%, increased annual leave carryover and buyback hours, minimum and maximum salary level increases and the continuation of current levels in EAS employee health insurance premiums.

In addition, the USPS agreed to establish joint USPS/NAPS work teams to improve the PFP system, supervisory staffing, upgrades of designated EAS positions and premium pay. The pay decision covers pay policies and schedules and fringe benefits for EAS employees represented by NAPS through May 20, 2023.

NAPS looks forward to the startup of the work teams to address the pay issues identified in the pay decision. The decision is posted on the NAPS website at [www.naps.org](http://www.naps.org).

KATHERINE S. ATTRIDGE  
VICE PRESIDENT, LABOR RELATIONS



August 27, 2021

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

Dear Mr. Wagner:

This is an update to the August 23 decision for changes in pay policies and schedules and fringe benefits for employees of the Executive and Administrative Schedule (EAS) represented by the National Association of Postal Supervisors through May 20, 2023.

One position was listed in error under Item 8, *Position Upgrades* of the pay decision. The Occupational Health Nurse Administrator (OHNA) EAS-18 should not have been listed as a position that received an upgrade on May 8, 2021. The pay decision has been corrected and is enclosed. It lists the Manager, Health and Resource Management as being upgraded rather than the OHNA position.

Pursuant to Title 39 U.S. Code § 1004 (e) this decision is the outcome of the pay consultation process and was made following full and fair consideration of recommendations submitted by the National Association of Postal Supervisors.

Sincerely,

  
Katherine S. Attridge

Enclosure

**1. PAY-FOR-PERFORMANCE**

Under the EAS Pay-For-Performance (PFP) Program, employee performance will be measured under a 10-point rating system with different pay increases established at each of the 10-point ratings. PFP ratings will be calculated for each year. This application will be based on the matrix immediately below and the adjusted weights of National Performance Assessment (NPA) Corporate and Unit elements in Item 2 below.

**PFP MATRIX**

(1) 0.0%	(2) 0.0%	(3) 2.0%	(4) 2.5%	(5) 3.0%
(6) 4.0%	(7) 5.0%	(8) 6.0%	(9) 7.5.0%	(10) 9.0%

*Note: All percentages are paid as salary increases if room within the salary range. If amount limited by the salary range, balance of amount will be converted to a lump sum payment.*

A work team will be established to discuss modifications to the PFP program for FY22 and FY23, paying particular attention to an employee’s line of sight over NPA indicators and appropriately recognizing individual contributions as part of the PFP program.

**2. PAY-FOR-PERFORMANCE, NPA COMPOSITE WEIGHTS**

Headquarters and Field employees will share performance goals. Headquarters employees will be measured on individual objectives and their contributions towards NPA performance goals.

A national scorecard was established for FY2021 for headquarters and field employees. The Functional Effectiveness indicator will not be weighted. The weight of this indicator will be redistributed proportionately to the remaining indicators.

Consultations will occur annually on the distribution of weights for Corporate and Unit NPA indicators with the expectation that there is significantly more weight on unit indicators rather than corporate indicators.

**3. SALARY RANGES**

The salary ranges for the EAS salary schedules will be frozen at their current levels with the exception of the below:

Salary Schedule/Grade	FY 2022		FY 2023	
	Eff Jan 1, 2022		Eff Dec 31, 2022	
	Min	Max	Min	Max
EAS 15-26	Dollar Increase to respective range maximum	2.00%	Dollar Increase to respective range maximum	1.50%

Effective November 20, 2021, the minimum salary for the EAS-20 salary schedule/ grade will be increased to \$74,000.

The Postal Service and NAPS will meet in the consultative process to discuss any additional appropriate adjustments to the EAS salary schedule and ranges, with the goal of completing those discussions before January 1, 2022.

#### 4. **HEALTH BENEFITS CONTRIBUTION**

The employer's contribution towards the Federal Employee Health Benefit (FEHB) plan will be 72% of the weighted average as determined by the Office of Personnel Management (OPM) and will not exceed 75% for any individual plan.

#### 5. **SUPERVISORY DIFFERENTIAL ADJUSTMENT (SDA)**

Two new position groups, *Customer Services* and *Mailing Services* will be established and added Employee and Labor Relations Manual (ELM) Section 412.12b.

<b>Position Group</b>	<b>Minimum Salary Is 5 Percent Above</b>
Plant Maintenance	PS-10, step P
Vehicle Services	PS-8, step O
Postal Police	RSC Y, step 23
<b>Customer Services</b>	<b>RSC Q, Step O</b>
<b>Mailing Services</b>	<b>PS-7, Step O</b>
All Other Eligible EAS-15 to EAS-19	PS-6, Step O

The *Customer Services* position group will include the following non-bargaining positions immediately below. Minimum salaries for non-bargaining employees with these position titles will be adjusted at a rate of 5% greater than that of a City Carrier at RSC Q, Step O. This change will be effective November 20, 2021. The SDA minimum for this position group will be \$73,517.

##### **Position Group: Customer Services**

<b>Occupation Code</b>	<b>Position Title</b>	<b>GRADE</b>
2305-7035	MGR CUSTOMER SERVS	17
2310-0022	SUPV CUST SVCS	17
2301-6118	POSTMASTER	18
2301-6218	POSTMASTER 18(B)	18B
2305-7038	MGR CUST SERVCS	18

The *Mailing Services* position group will include the following non-bargaining positions immediately below. Minimum salaries for non-bargaining employees with these position titles will be adjusted at a rate of 5% greater than that of a Clerk at RSC PS-7, Step O. This change will be effective November 20, 2021. The SDA minimum for this position group will be \$70,809.

##### **Position Group: Mailing Services**

<b>Occupation Code</b>	<b>Position Title</b>	<b>GRADE</b>
2345-0043	SUPV BUSINESS MAIL ENTRY	17
1530-0022	SUPV STATISTICAL PRGMS (DIST)	17

## 6. CHANGES TO ANNUAL LEAVE CARRYOVER

Non-bargaining employees will be eligible to carryover an additional 80 hours of annual leave into the 2022 leave year, bringing the annual leave carryover to 640 hours.

## 7. CHANGES TO ANNUAL LEAVE EXCHANGE

The annual leave program will be modified for FY2022 and FY2023 and eligible employees will have an option to exchange an additional 40 hours of annual leave, bringing the annual leave exchange to 168 hours.

## 8. POSITION UPGRADES

The following positions have been upgraded and a 2 percent basic salary increase has been provided to incumbents effective May 8, 2021:

- Safety Specialist EAS-16 upgraded to EAS-17
- Manager, Health & Resource Management EAS-19 and EAS-20 upgraded to EAS-21
- Health & Resource Management Specialist EAS-16 upgraded to EAS-17

## 9. MODIFICATION TO POSITION UPGRADE

Employee and Labor Relations Manual (ELM) 413.3, *Position Upgrade* will be modified, and the current 2 percent basic salary increase for position upgrades will be increased to 4 percent.

## 10. MODIFICATION TO PROMOTION INCREASE

ELM 413.2, *Promotion Increase* will be modified and the minimum percentage increase for employees less than 10 percent from the maximum of the new grade will be increased to 4 percent.

Nonbargaining unit employees may receive promotion increases based on the distance from the maximum of the new grade as follows:

Factor #1

Award this percentage...	If the employee's current salary is...
5 to 10	Greater than 20 percent from the maximum of the new grade.
4 to 8	10 to 20 percent from the maximum of the new grade.
<b>4</b> to 5	Less than 10 percent from the maximum of the new grade.

Factor #2\*

In addition to the eligible promotion increases described in Factor #1, nonbargaining unit employees will automatically receive a percent increase for promotions that are 3 or more grades.

Award this percentage...	If the employee's promotion equals...
3	3 grades
5	4 or 5 grades
8	6 or more grades

\*There is no change to factor #2

## 11. ADDITIONAL WORK TEAMS

- A.** A work team will be established by September 15, 2021 to analyze the effectiveness of the Supervisor Workload Credit (SWC) system and discuss any appropriate modifications.
- B.** A work team will be established to analyze the following positions assigned to Logistics:
- Manager, Transportation/Networks
  - Supervisor, Transportation Operations
  - Network Specialist

The team will participate in focus groups, interviews, and other activities to determine whether the current EAS grade levels of the above-listed positions are correct and accurate.

- C.** A work team will be established to explore premium pay and identify any anomalies, specifically, issues with Sunday premium, night differential and Christmas-worked pay.

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### May 26 Consultative

*Continued from page 11*

*and should address concerns of vacant assignments.*

#### Agenda Item #3

On Monday, May 3, 2021, at 4:20 p.m., NAPS President Wagner received an email that discussed representation:

“Attached is the list of positions that no longer will be assigned to the districts. As you are aware, when district reporting positions have been shifted to Headquarters and report within the Headquarters structure, the Postal Service has not historically

recognized NAPS as the representative for consultation purposes for those positions.”

NAPS contends the USPS has made this type of assertion in the past during monthly consultative meetings in response to agenda items regarding USPS Headquarters EAS employees and did not involve the sole issue of representation in a matter protected under the provision of ELM 650.2.

NAPS is requesting all documents (legal or otherwise) on which the USPS is relying to not recognize NAPS’s rights under 39 U.S. Code § 1004(b) as the recognized organiza-

tion of supervisory and other managerial personnel who are not subject to collective-bargaining agreements under Chapter 12 of Title 39 and for those EAS employees who are categorized as reporting to Postal Service Headquarters and area offices.

*The Postal Service continues to recognize NAPS as the representative of field supervisors, managers and other district EAS administrative staff assigned to the field as it agreed to with NAPS more than 40 years ago. The Postal Service and NAPS still are in discussions on this matter outside this forum through formal correspondence and in litigation.*

---

### July 20 Consultative

*Continued from page 14*

modation committee at the district, area, or headquarters level.”

NAPS noted this policy does not disenfranchise employees from requesting to be considered for a noncompetitive lateral, but lists the time for those applications to be considered. Why has the USPS taken action to eliminate lateral opportunities and further disrupt the lives of RIF-impacted EAS employees in the organizational change?

*Requests for lateral reassignments have not been eliminated. In fact, lateral reassignments have been encouraged.*

#### Agenda Item #12

NAPS has received a request from an Executive Board member that Postal Headquarters set up a Zoom meeting with the NAPS Executive Board. The purpose of the meeting would be to update the Executive Board on the VER and RIF processes, as well as any other HR-related information. NAPS also would like an update by state re-

garding progress in getting employees placed or finding them jobs.

*Updates have been provided to NAPS in regard to job placements. Once all RIF inquiries are addressed, we can meet with NAPS to address further questions. The irrevocable date for the VER has passed.*

*After another briefing is provided to the resident officers on the restructure, the parties can discuss whether a meeting with the NAPS Executive Board is beneficial, then we can accommodate with a briefing.*

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# 67th NAPS National Convention

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Convention coverage by  
**Karen Young**, NAPS editor;  
 photos by **Dave Scavone** and  
**Bob Stevens**; design by  
**Christopher Smith**

Convention coverage of the National Auxiliary will be in the November 2021 issue of *The Postal Supervisor*.



# Sunday, Aug. 29

## Non-Denominational Worship Service

Sunday's Worship Service provided a spiritual start to the convention week. Pastor Prescott Butler, retired New Jersey postmaster and Bob Towns Branch 327 president, gave a motivational message. He urged attendees to "rejoice always, pray continually and give thanks in all things."

Inspiring and uplifting music was provided by Melissa Clay and Alicia Jones, Village United Methodist Church, DeSoto, TX. Melissa's parents both retired from the Postal Ser-

vice. Her aunt, Convention Co-Chair Freddie Evans, Waco Branch 203, retired from the Dallas District.



Lloyd Cox



Worship service participants pray together.

# 67th NAPS National Convention



Paul Foley



Melissa Clay (left)  
and Alicia Jones



Richard L. Green Jr.



Pastor Prescott Butler



# Parliamentary Procedure in a Nutshell

**N**APS Parliamentarian Dr. Bruce Bishop explained parliamentary procedure to NAPS first-timers Sunday afternoon. “The main purpose for having a meeting is to make decisions,” he explained. “Those decisions set the framework for the organization going forward.”

Parliamentary procedure encompasses the rules everyone agrees to follow in relation to how decisions are made. “Robert’s Rules of

Order” is the parliamentary authority used by NAPS. Bishop described it as a toolbox that provides the ap-

propriate tools needed to run the convention.

Parliamentary procedure ensures everyone has a fair opportunity to impact the outcome of decisions. “The more people involved in making the decision,” he offered, “the more complex the process is; it takes longer to make a decision. Parliamentary procedure is not designed to speed things up.”

Parliamentary procedure ensures everyone has an equal opportunity to vote. “Be sure to vote!” he urged. “That is why you are here. Keep in mind parliamentary procedure insists on courtesy and diplomacy. It is designed to promote an effective and efficient decision-making process.”



NAPS Parliamentarian Dr. Bruce Bishop



# 67th NAPS National Convention

## Host Branch Welcome Reception

Sunday evening, the Convention Host Branch welcomed delegates to a baseball-themed reception; attendees wore their favorite teams' apparel.





# 67th NAPS National Convention

## Monday, Aug. 30

**H**ost Branch Chair Bob Bradford welcomed delegates to the 67th NAPS National Convention. Reggie Quintero, San Antonio Branch 103, gave the invocation. The Grapevine City Fire Department Honor Guard presented the Colors.

Vesta Bartie, Dallas

Branch 86, led everyone in the Pledge of Allegiance. Bartie's grandson, Marquis Barnes, sang a beautiful rendition of the national anthem. Manuel and Barbara Trevino, Fort Worth Branch 124, read the much-too-long list of



Bob Bradford

the names of members who have died since the 2018 National Convention.

Bradford introduced Grapevine, TX, Mayor William Tate who told delegates it was an honor to address them. He acknowledged it's been a tough couple years. "Our cemetery is filled with new graves," he said.

"We share your grief and loss."

The mayor highlighted the history of Grapevine and encouraged members to visit the historic downtown area. "Be glad you're an



Reggie Quintero



Grapevine City Fire Department Honor Guard



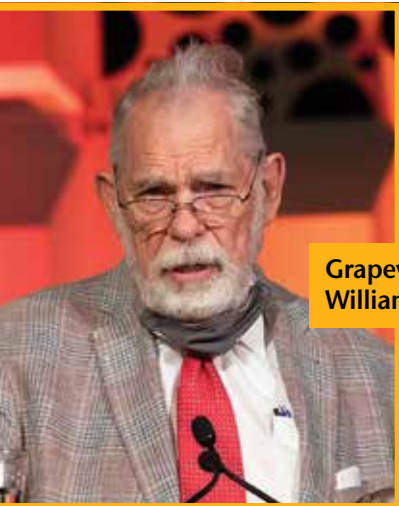
Vesta Bartie



Marquis Barnes



Barbara and Manuel Trevino



Grapevine Mayor William D. Tate



Grapevine Postmaster Javier Falcon



Dallas Postmaster Yulonda Francis Love

American and know you are free,” he exhorted.

Javier Falcon, Grapevine postmaster, welcomed NAPS members. He told delegates that, back in the 1800s, the city’s name was two words: Grape Vine. In 1914, though, the Post Office Department asked the town to make it one word.

Falcon said he had the honor of having been a former Lubbock Branch 265 president. He encouraged delegates to make great decisions this week that will have a lasting effect on the organization.

Next, Yulonda Francis Love, Dallas postmaster, thanked NAPS for keeping its members informed and more grounded for the Postal Service. “It’s part of your goals in your leadership circle and we appreciate that,” she declared.

Love talked about staffing shortages and other challenges. “You’re dealing with these issues while keeping your employees motivated and serving your customers,” she said. “For all the postmasters and district managers: Thank you for what you do! We don’t say that enough.”

She described supervisors as the truly essential employees in the organization. “You are the MVPs of the Postal Service,” she stressed.

Love urged NAPS members to find mindful time for themselves during their workdays. “Take 30 minutes, one hour, to walk away,” she offered. “Go to your car, meditate, take a walk — commit time to yourself for mindfulness. We’re busy taking care of everyone else, we lose ourselves. Don’t lose yourself!”

Following the greetings, Bradford handed





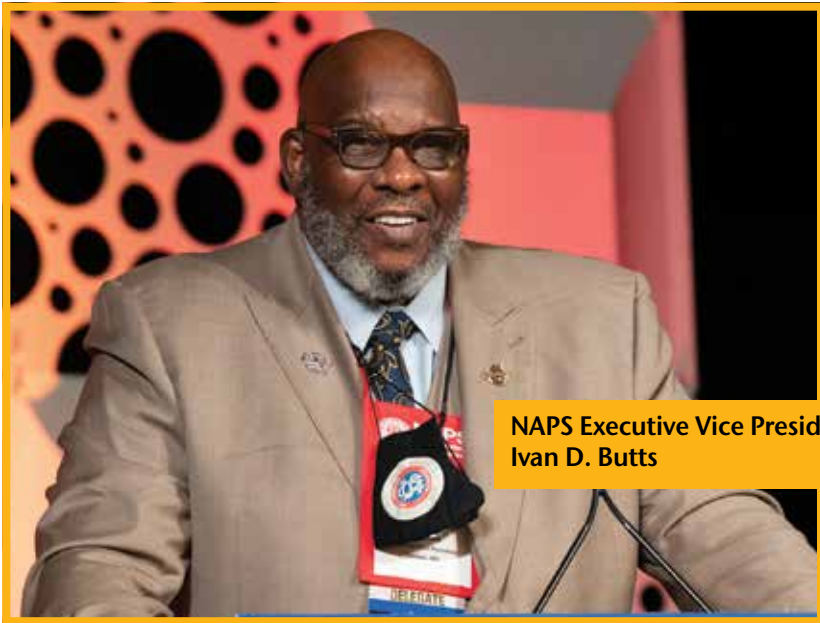
Host Branch Committee Chair Bob Bradford handed the convention gavel to NAPS President Brian Wagner.

the gavel to NAPS President Brian Wagner. “Thanks to Bob and his posse for doing a fantastic job of hosting this convention,” Wagner declared. “And thank you for attending; it’s been a long time coming.”

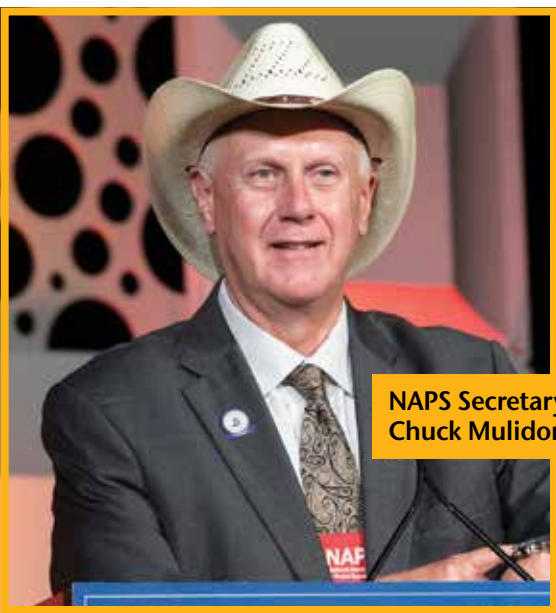
Executive Vice President Ivan D. Butts expressed his appreciation to delegates for being at the convention. “Thank you for doing the business of NAPS and being our NAPS leaders to advocate for your members.” He introduced former NAPS Executive Board members in attendance.

Secretary/Treasurer Chuck Mulidore told delegates it’s great to be in Grapevine. “It’s been a tough year with a lot of loss,” he observed. He asked for a moment of silence to recognize the 13 United States service members just lost in Afghanistan, calling them heroes who were protecting our country. Mulidore introduced the current NAPS Executive Board.

Wagner introduced National Auxiliary President Patricia Jackson-Kelley and thanked her for being part of the NAPS team. Jackson-Kelley said her heart bursts with pride as



NAPS Executive Vice President Ivan D. Butts



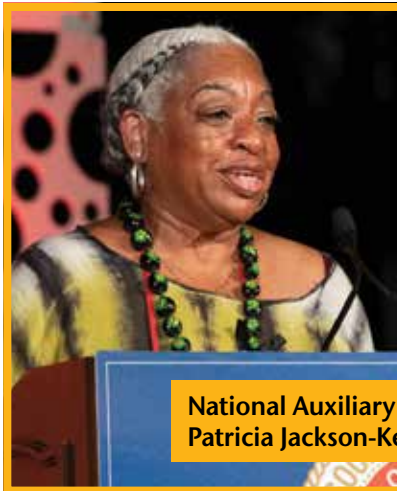
NAPS Secretary/Treasurer Chuck Mulidore



she reflects on the Auxiliary's accomplishments over the past three years. "With the support of my officers, I am proud to have been the leader of the Auxiliary," she said.

Jackson-Kelley thanked her Executive Board members for going the extra mile on the organization's behalf. She also thanked Wagner for his consistent support and the support of dedicated members.

She talked about the challenge of membership. "Let's work together to increase our membership—encourage your family members to join. As I give the torch to others, I will always support NAPS."



**National Auxiliary President Patricia Jackson-Kelley**

Butts told delegates he was honored to work with the Auxiliary. "They help us with what we need to do legislatively," he explained. "It makes a difference to have a strong Auxiliary backing us."

SPAC is another vehicle that helps NAPS in its legislative advocacy. As of Sunday at the convention, Butts announced, over \$5,000 had been raised for SPAC.

NAPS also just held its second virtual SPAC raffle: over \$35,000 was raised. Butts said these contributions encourage him that NAPS will reach his goal of raising \$50,000 this year for SPAC.

The 67th National Convention SPAC Hall



**National Auxiliary Board, from left: Linda Rendleman, Beverly Austin, Mary Caruso, Elly Soukey, Jane Finley, Bonita Atkins and Laurie Butts**



The resident officers recognized the 67th National Convention SPAC Hall of Fame members, from left: Brian Wagner; Western Region—James Salmon, Branch 246; Southern Region—Kym Mullins, Branch 81; Central Region—Sherry Maxwell, Branch 255; Eastern Region—Darnel Croswell, Branch 225; Secretary/Treasurer Chuck Mulidore and Executive Vice President Ivan D. Butts.

of Fame members had been recognized virtually earlier this year, and were called to the stage to be recognized in person:

Northeast Region: Raymond Amergian, Branch 96 (not present)

Eastern Region: Darnel Croswell, Branch 225

Central Region: Sherry Maxwell, Branch 255

Southern Region: Kym Mullins, Branch 81

Western Region:

James Salmon, Branch 246

Butts thanked the hall of fame members for their commitment to SPAC. He talked about how rewarding it has been to promote legislation and said NAPS packs a punch in Washington, DC, thanks to the grassroots efforts of members.

“We have to keep you in front at the local level,” he stressed. “When you talk to legislators at the local level and ask for their support, it makes so much of an impact. We’re putting ourselves in a better position to be successful.”

Butts next presented the 2021 Stanley Gold Legislative Leadership awards. The



Joel Wadsworth accepted the Stanley Gold Legislative Leadership Award given posthumously to Frank Gallegos.



award was named in honor of the late Stanley Gold, a stalwart of legislative activism. Sadly, the two awards were presented posthumously to Mary Burkhard, Pacific to Sierras, CA, Branch 244, and Frank Gallegos, Albuquerque, NM, Branch 295.

Gallegos was a legislative giant for New Mexico, as well as the entire organization. Accepting Gallegos' award was his good friend

Joel Wadsworth, New Mexico State Branch 934.

Burkhard was a great legislative advocate for NAPS. She fought hard to gain MSPB rights for all EAS employees. Mulidore then made a very special presentation to Branch 244: a certificate renaming the branch the Mary Burkhard Branch 244. Branch members accepted the certificate, saying it was a fitting



Members of the newly named Mary Burkhard Branch 244 accepted her posthumous Stanley Gold Legislative Leadership Award and the certificate renaming the branch in her honor.



Members of the newly named Luther B. Manuel Jr. NAPS Branch 548 accepted the certificate renaming the branch.



Representatives from the Western Region and members of Branch 466, newly named Hayes Cherry Branch 466, accepted the certificate honoring the former Pacific Area vice president.

tribute to Mary.

Butts then invited members of Dominick V. Daniels, NJ, Branch 548 to the stage for a special presentation: a certificate renaming the branch in honor of the late Luther B. Manuel Jr. Butts called Luther the “Floor Parliamentarian” because of his knowledge of parliamentary procedure and his efforts at NAPS meetings and conventions to keep everyone informed and in line.

The branch now is the Luther B. Manuel Jr. NAPS Branch 548. Grimsley Nurse, a member of 548’s Executive Board, told attendees, “We will not see anyone who was as dedi-



Bob Bradford presented NAPS President Brian Wagner and his wife Carol with genuine cowboy boots.

cated as he was to NAPS.”

Representatives of Branch 466 were invited to the stage to accept a certificate renaming the branch in honor of former Pacific Area Vice President Hayes Cherry. The branch now is called Hayes Cherry Branch 466.

Videos were shown remembering Mary Burkhard, Frank Gallegos, Luther B. Manuel Jr. and Hayes Cherry. It has been hard losing these members who were such strong leaders in the organization.



Credentials & Registration Committee Chair Rosemary Harmon and Roy Madden gave their first report at Monday’s business session; 892 were registered.



Constitution & Bylaws Chair Rich Caruso and Assistant Chair Rafael Braithwaite conducted the first reading of the resolutions presented to their committee.



Rules Committee Assistant Chair Gail Van Horn, with committee members Chynita Evans (left) and Gale Ingram, read the Convention Rules.



Resolutions Committee Chair Junemarie Brandt and Assistant Chair Kathi Clapp conducted the first reading of the resolutions presented to their committee.

## Monday Evening

Monday evening's NAPS Delegates' Welcome Party was at the Gaylord Texan's Glass Cactus Nightclub overlooking Lake Grapevine. Convention delegates enjoyed good food and great music.



# 67th NAPS National Convention







# 67th NAPS National Convention

## Tuesday, Aug. 31

President Brian Wagner opened Tuesday morning's business session. Roberta Hoag, Vincent J. Lambusta, NJ, Branch 53 gave the invocation.

Executive Vice President Ivan D. Butts announced the latest 2021 SPAC total Tuesday morning that included contributions at the convention and the two virtual SPAC raffles:

\$42,877. He said he is further encouraged that NAPS will reach his goal of \$50,000 this year for SPAC.

Butts urged delegates to sign up for "Drive for 5," the method for members to contribute via monthly deductions through payroll or



President Brian Wagner

annuity withholdings. "If everyone contributed \$5 or \$10 a month, we could sustain SPAC for years," he declared.

Monthly contributions also allow the NAPS legislative team to better forecast what

it needs to support legislators who support NAPS.

"Please help in this grassroots legislative effort and consider supporting SPAC with monthly payroll or annuity deductions," he asked.

Butts announced the two winners from the earlier promotion to encourage current members of "Drive for 5" to increase their monthly payroll and annuity deductions. Win-



Roberta Hoag



Roy Madden and Rosemary Harmon announced total registration stood at 999 as of Tuesday morning.



ners of the iPads were Kym Mullins, Tampa, FL, Branch 81, for the highest increase in payroll deductions; and Tom Hughes, New York City Branch 100 president, for the highest increase in annuity deductions.

Postmaster General Louis DeJoy addressed NAPS delegates, thanking them for their service and commitment during the pandemic and national election. He talked about the USPS 10-year plan, stressing how it's employee-friendly. One aspect focuses on em-



**Executive Vice President  
Ivan D. Butts**

ployee turnover, including converting people, which stabilizes the workforce.

“Our mission is aligned to stability in the organization, which will bring profitability,” he explained. “We have to be self-sustaining and cover our costs. It’s also an important attribute of a service business.

We have a vision for the Postal Service 10 years from now and how we serve the American public.” *(See next page for his remarks.)*



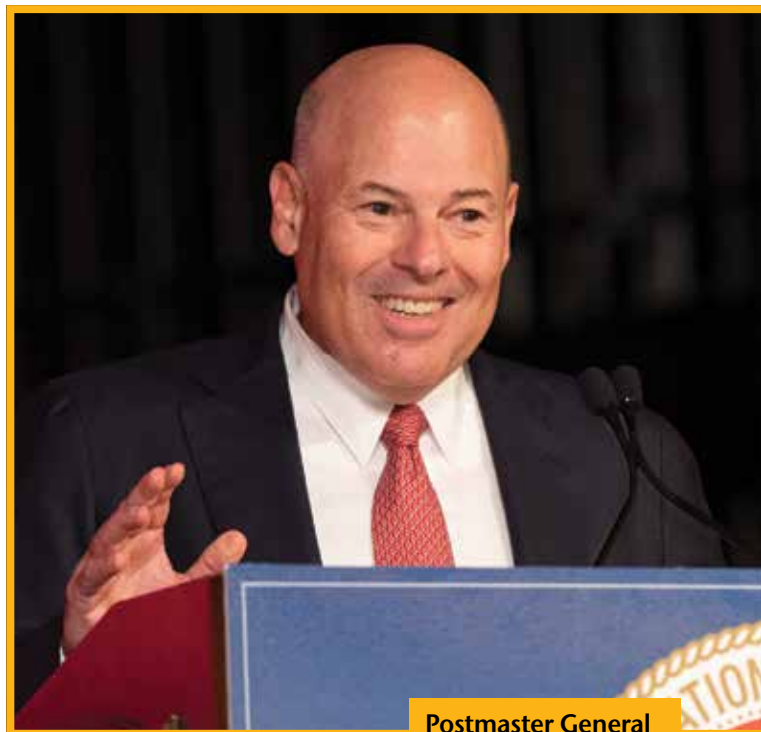
**From left: Ivan Butts, Tom Hughes, Kym Mullins, Chuck Mulidore and Brian Wagner.**

## Delivering to the American People

Postmaster General Louis DeJoy addressed NAPS delegates Tuesday morning, saying he was excited to be with them at the convention. “You’re important whether you’re working—helping me lead the charge to right the Postal Service—or retired, because we need cheerleaders, help and support. We’re involved in a transformation of the organization whose business model has been significantly disrupted over the past few years.”

DeJoy said the agency’s 10-year plan is straightforward: Strategically direct the USPS’ processing and delivery assets in a way that increases operational precision and preserves its core, but doing it better and more cost effectively; also, finding strategic ways to grow. He said he wants to energize the entire organization and achieve success by covering costs and investing in the network.

DeJoy referenced that, when he joined the Postal Service in June 2020, the agency was forecast to lose billions and run out of cash in September; mail volume was declining and projected to continue to decline over the next 10 years. “The focus was on mail,” he observed, “but the best minds have focused on the mail for over 10 years. We needed to come up with a better plan. Our greatest assets are



Postmaster General  
Louis DeJoy

our network and our people.”

DeJoy talked about reorganizing the agency; he now has 16 direct reports. He pulled people up through the organization. “I’m very proud of the team I have around me,” he declared. “I don’t have far to look from me to you. It’s important for employees to know they will be listened to.

“Organizational structure and alignment to people and mission are the most important things in a large organization such as ours. We have the structure now and good management.



We need to have a vision for where we're going."

DeJoy thanked NAPS delegates for their service and commitment during the pandemic and the national election. "I understand our mission: Serve the American people and go to every address six days a week. Everything else revolves around that. It's pretty clear!"

He said the 10-year plan is employee-friendly and has support from employees. "We have very competent people throughout the organization, which is why I'm confident we can do this. Our employees are very committed and working hard."

The 10-year plan commits to maintaining six-day delivery. "It's important because we can't delete service; it's our ticket to success," he stressed. "We go to every house, every day. Our job is to convince the American people to use us more."

The USPS 10-year plan also focuses on

stemming employee turnover, which includes converting people to stabilize the workforce. "Our mission is aligned to stability in the organization, which will bring profitability," he explained. "We have to be self-sustaining and cover our costs; it's the law. It's also an important attribute of a service business. Covering costs forces you to evolve."

"We have to believe we can do this and that we are a growing concern. We have a vision for the Postal Service 10 years from now and how we serve the American public. When you have the mission laid out and a vision, it forces you to take action, make decisions and do the uncomfortable things to get there for the long-term health of the organization."

"That's what



## Q&A with the PMG



# 67th NAPS National Convention

the plan is about. We are not confused with our mission: Serve the American people and cover our costs. But we need revenue to do that.”

New to the plan is growth. DeJoy talked about USPS Connect Local, calling it a winner. The new program allows retailers to drop packages at a local postal facility during business hours for next-day delivery. Alternatively, merchants can fill orders overnight and drop off packages in the early morning for same-

day delivery. “This is the ticket forward,” he proclaimed, “and where we’re going to get the revenue.”

It’s part of a broader USPS Connect program designed to help businesses of all sizes meet growing consumer demand for affordable, fast, local and regional deliveries and returns, as well as facilitate Main Street-style





commerce. “We’re going to create an ecosystem around the community, enable commerce to happen and help us cover our costs,” he explained.

DeJoy said he is encouraged by the progress with postal reform legislation. He, as well as the agency’s government relations team, continue to meet with Congress. Current legislation that has been approved by the House Committee on Oversight and Reform would give the Postal Service the ability to move forward. “We have support because we have made known we have a problem and we’re going to fix it ourselves,” he offered.

The PMG said peak season pricing will continue. He intends to invest in facilities and is modernizing the IT department. New vehicles have rolled out. “It’s very exciting,” he exclaimed. “We have high expectations of every-

thing; it’s all on a schedule. We look at service. I’m in service meetings with our executives, looking at everything.

“You all know that anything bad that happens usually rolls downhill. We’re not that kind of organization anymore. We’re going to be leader-responsible and accountable. It’s an example to take as you go forward every day. Help your employees every day; that’s what we’re all about in the USPS.

“I need you to believe in the plan. I love my team and the people I meet when I go out in the field. I love the mission. I need you to believe and talk it up. When you have the vision, we will work smarter and more collaboratively, talk smarter and be used a whole lot more and bring in revenue.

“Have expectations of yourself and your team. Engage in the new employees; welcome

them and speak to them. There is something really special in the Postal Service and it starts with its people. Let’s make new people feel good; we want them to make it.

“I’m very humbled to lead this organization and all of you. I’m excited to be in this position to lead the organization in covering its costs and delivering to the American people.”



PMG Louis DeJoy with his New York friends Jimmy Warden (left), NAPS New York Area vice president; and Tommy Roma, Northeast Region vice president. Deputy PMG Doug Tulino is behind the group.



**“What would Luther say?” New Jersey members pay homage to the late Luther B. Manuel Jr.**



**Assistant Secretaries Nancy McVicker (chair), LaTasha Brown (assistant chair), Marcia Jones and Clothelia “CC” Calhoun**



**NAPS Disciplinary Defense Fund Provider Al Lum said the past three years have been an eventful journey. He thanked the branches and branch presidents for getting their cases to him in a reasonable time to file. He shared stats regarding the DDF with delegates.**



**Sergeant-at-Arms Assistant Chair Will McIntyre**



**Members of the first-place team from Sunday’s Golf Tournament at the Cowboys Golf Club, from left: Jim Archibald, Bill Spurlin, Chad Viers and Tony Viers.**



**Ballot Committee Chair Roe Herzog discussed the rules for Friday’s elections and named the members of her committee.**



# Postmaster Committee Report

1. Recommended in 2018 to send *The Postal Supervisor* to non-members one or two times a year; update—send the magazine to all offices for EAS staff.

2. In 2018, recommended to include the Executive Board Postmaster Committee at the Postmaster Committee Meeting; update—If the Executive Board Postmaster Committee meets, allow the chair of the Convention Postmaster Committee to participate.

3. Postmasters still have too much work.

4. Telecons have transitioned to Zoom, but there still are too many.

5. No staffing relief still is a problem.

6. Some supervisors are entitled to Christmas pay. If postmasters are doing similar work, there should be similar pay for postmasters.

7. 1260, lack of staffing isn't a problem everywhere, but it's still a problem.

## New "Asks:"

1. Provide online training for postmasters: short, five-to-seven-

minute videos on the NAPS website on topics such as job skills, legislation, membership and representation.

2. In-depth training in representation to strengthen NAPS' cadre of representatives so more are available and they are better prepared to represent members.

3. Get representation experts. While NAPS currently is not able to represent postmasters in pay talks, the organization is able to represent postmasters in cases of discipline and consultation with local management, up to and possibly above the district level.

4. Use available resources to identify nonmember postmasters and aggressively recruit them. Let them know NAPS is the best organization for them; provide new-member packets on the website.

5. Stress that access to NAPS' Disciplinary Defense Plan (DDF) is a big advantage. Within 90 days of becoming a NAPS member, that person has access to the DDF at no charge.

6. Postmasters at all levels are being forced to perform craft work just to get the job done. Offices that

have supervisors need those positions filled. Many offices nationwide are understaffed; craft positions need to be filled. Fast-track hiring and hiring in general need to be fixed.

7. NAPS should be allowed to present at Postmaster Essentials classes. The classes could be divided in two, relative to city or rural postmasters. Some postmasters have felt the classes were not worth their time, including things they already knew or too focused on areas not pertinent to them.

8. If postmasters are working more than 40 hours, they should be paid for that time.

9. Postmasters need to know who to contact for support in light of the recent USPS restructure.

10. If craft employees are being paid more than the postmaster, that is a problem.

11. With the rapid ascension of craft employees, there needs to be strong emphasis on training them in all aspects of their jobs.

12. NAPS has 4,232 postmaster members.



Postmaster Committee Chair Jimmy Salmon presented the committee's report. The NAPS Executive Board Postmaster Committee met with the committee.



# 67th NAPS National Convention

## SPAC Town

NAPS members who achieved the President's Ultimate SPAC and VP Elite contributions levels were treated to a reception Tuesday evening.



Executive Vice President Ivan D. Butts welcomed everyone to the reception.



Laurie Butts, who celebrated her birthday on Tuesday, grandson LJ and Ivan









# 2020 SPAC Contributors

Each year at the Legislative Training Seminar (LTS), photos are taken of the contributors present for each SPAC contribution level. Because the 2020 LTS was virtual, 2020 contributors who attended the 67th National Convention were photographed at the convention.

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



## VP Elite (\$750)



## Secretary's Roundtable (\$500)



# 67th NAPS National Convention

## Chairman's Club (\$250)



## Supporter (\$100)



SPAC contributors who missed having their photos taken Thursday gathered with newly elected President Ivan D. Butts at the conclusion of the convention on Friday.





# Thursday, Sept. 2



SPAC Walkathon participants got an early start Thursday. They met at 6:15 a.m. to raise funds for SPAC.





Patricia Grisby, Sacramento Branch 77 Auxiliary, gave Thursday morning's invocation.

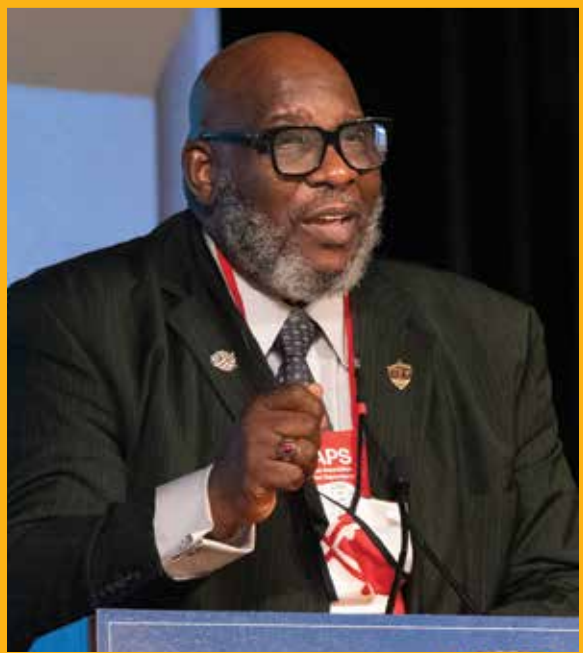


Gary Rutter, South Jersey Branch 74, explained to delegates that the 13 chairs placed at the front of the convention room, each with an American flag, signified the 13 U.S. service members killed Aug. 26 in Kabul, Afghanistan. Their average age was 22. "Let's honor these heroes who made the ultimate sacrifice to protect America's highest ideals," he pronounced. Veterans among NAPS delegates came forward and saluted.





Credentials & Registration Committee Chair Rosemary Harmon, with Assistant Chair Roy Madden, announced that, as of Thursday morning, registration was 1,012.



Nominations were conducted during Thursday morning's business session. Executive Vice President Ivan D. Butts was the nominee for NAPS president. He told delegates, "I'm humbled to stand before you today to assume the leadership of NAPS. I'm committed to you 100% to fight for more and fight for you on every issue of importance; we will get more! I love you, NAPS."



Audit Committee Chair Arnie Rosario, with Assistant Chair Stephnia Campbell, reported the committee met on Aug. 29 to review the financial activity for 16 vendors and 24 Executive Board members for September 2018, April and November 2019 and May 2020. No major findings were discovered; a couple minor issues were noted:

- Several vouchers with claims for substitution pay did not indicate the number of days claimed.
- In one instance, a receipt was not provided for a hotel expense.

A member of the committee noted that receipts printed on thermal paper will fade over time. It was suggested receipts either be scanned or photocopied to remain readable.





# 67th NAPS National Convention



Secretary/Treasurer Chuck Mulidore announced the winners of the Best Website Contest. Representatives from the three branches accepted the awards. From left: President Brian Wagner, Executive Vice President Ivan D. Butts, 1st place—tommyroma.org; 3rd place—napsbranch23.org (Detroit); and 2nd place—naps branch146.org (Miami).



Mulidore also announced the winners of the Best Newsletter Contest. From left: President Brian Wagner, Executive Vice President Ivan D. Butts, Jim Puccio, New York City Branch 100 vice president, for Best By-lined Column/Editorial; Junemarie Brandt, James E. Parks NOVA District Branch 526 editor, for Best News/ Feature Article; and Maxine Campbell, accepting for NAPS Branch 42 (Baltimore) News, which won for Best Layout, Diane A. Mondie-Wilkes, layout and design, and Overall Excellence, Maxine Campbell and Marcia Jones, editors.



# NAPS—Working for the Best Interest of Its Members

**B**ruce Moyer, NAPS legal counsel, discussed the NAPS lawsuit against the Postal Service, which is about affirming EAS rights and fairness of EAS pay as required by *Title 39*. Congress created the Postal Service in 1970 with the Postal Reorganization Act. It recognized the vital role supervisory and managerial personnel play in converting postal policy into successful postal operations.

Congress took the deliberate step of protecting the rights of supervisory and managerial personnel for fair and adequate compensation through a participatory process known as pay consultation or pay talks. This process is mandated in federal law: U.S. Code, *Title 39*, Section 1004. Pay consultation is not the same as collective bargaining. The USPS exclusively makes the final decision on pay and is obligated only to give full and fair consideration to NAPS' requests for any changes in a pay package.

As part of the Postal Reorganization Act, Congress requires a pay differential between supervisors and the employees they supervise. Congress also requires the USPS to pay supervisors at a level competitive with comparable private-sector work.

Also, pay consultations are to begin no later than 45 days after the agency reaches a collective-bargaining agreement with the largest postal employee union, which currently is the NALC. The length of the term of a pay decision usually coincides with the term of USPS labor contracts, three to four years.

But the start of pay talks between NAPS and the USPS potentially may be delayed by years due to the linkage to the completion of unions' collective-bargaining agreements. This is what happened in the FY16-19 pay package and in the earlier pay



**NAPS Legal Counsel  
Bruce Moyer**

package and is why NAPS has helped craft new legislation. H.R. 1623, "The Postal Supervisors and Managers Fairness Act," would require the Postal Service to propose a new pay package to NAPS no later than 60 days before expiration of the prior pay package.

The FY16-19 decision is the subject of the current lawsuit. The most recent pay decision for FY20-23, which the NAPS Executive Board approved Aug. 24, avoided fact-finding and litigation.

For the FY16-19 pay package, consultation between NAPS and the USPS started a year late, then took 10 months. So, one year already into the pay package, NAPS finally began consultation with the Postal Service after it had submitted its proposal to NAPS for field EAS employees. In late June 2018, two years later, the USPS issued its pay decision.

After review, the NAPS Executive Board rejected the decision and authorized NAPS to pursue fact-finding with a request to the Federal Mediation and Conciliation Service (FMCS) to form a panel

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as authorized by *Title 39*. NAPS asserted the USPS ignored *Title 39*'s substantive and procedural requirements: The supervisory differential was minimal and meaningless. And, procedurally, the USPS failed to set pay at levels that workers in the private market earned. The USPS had not even studied pay rates.

The USPS limited its decision only to employees the USPS classified as field EAS—not Headquarters or area employees or postmasters. Another ongoing dispute between NAPS and the USPS is NAPS' right to represent all EAS personnel, including postmasters and EAS personnel at Headquarters and area offices.

NAPS clearly satisfies *Title 39*'s requirement that membership includes 20% of the affected class of members to be represented. There are about 4,200 postmasters who are NAPS members. On Oct. 1, 2018, NAPS, outside of pay talks, requested the Postal Service recognize its right to represent postmasters. Five months later, the USPS responded and refused the request.

On Dec. 10, 2018, the three-member fact-finding panel convened a two-day hearing. The work of NAPS' team of excellent litigators and its collaboration with the resident officers resulted in a unanimous FMCS panel report issued on April 30, 2019, with a series of recommendations. The panel agreed with NAPS that the FY16-19 pay package violated *Title 39* provisions by failing to take into account private-sector compensation and pay differentials between supervisors and staff.

The panel also found that EAS compensation was not comparable to private-sector compensation and the Pay-for-Performance (PFP) program was, in the panel's words, "seriously flawed." Also, the supervisor differential was unreasonably calculated and inaccurate.

Two weeks later, the USPS sent its final decision that rejected the vast majority of the panel's recommendations.

The next step was the lawsuit NAPS brought on July 26, 2019, in federal court in the District of

Columbia, seeking declaratory and injunctive relief that would prevent the USPS from continuing to implement that pay package and declare it illegal in violation of *Title 39*. The lawsuit also sought to overturn the USPS' refusal to recognize the rights of postmasters and Headquarters and area personnel to be represented by NAPS.

UPMA intervened in the lawsuit, contesting NAPS' right to represent postmasters. A year later, the district court granted the USPS' and UPMA's motions to dismiss the lawsuit. Notably, the court did not rule on the merits of the lawsuit. The judge ruled that, despite the fact the court has original jurisdiction, *Title 39* does not specifically authorize NAPS to sue the USPS, regardless of the law's mandates on compensation and representation. The judge suggested NAPS go back to Congress to cure alleged defects in the law.

In September 2020, NAPS appealed the district court's decision to the higher U.S. Court of Appeals to contest its decision that NAPS did not have the right to bring the lawsuit. In just a few weeks, in late September, NAPS and the USPS will enter a courtroom and argue the case on appeal before a panel of three judges.

NAPS continues to work for the best interests of its members on three fronts:

- Retrospectively challenging the validity of the FY16-19 pay package and representing postmasters.
- Looking ahead to implementing the FY20-23 pay package by including work teams and acting on PFP, SWCs and other issues.
- Prospectively fighting in Congress for greater fairness in the pay consultation process and lobbying for passage of H.R. 1623, which would ensure pay talks begin on time and disputes are handled through binding arbitration.



# Postal Patriotism Starts with Legislative Engagement

**B**ob Levi talked about the evolution of the Postal Service and how, back in the '60s, there were many hearings and presidential commissions that ultimately helped create today's agency. In 1970, his father, a postal worker, walked the picket line. Recently, Levi found a letter his father wrote in 1969 to his congressman, asking him to support the 1970 "Postal Reorganization Act."

"These days," Levi intoned, "we only ask you to contribute to SPAC and write letters. We are asking you to do the same as your predecessors did: Fight like the dickens to protect the organization you are so devoted to."

*Title 39* established the United States Postal Service as an independent part of the executive branch of the federal government. The USPS is an independent federal agency—it is not independent of a federal agency. The key distinction is the USPS' chief executive officer—the postmaster general—is not selected by or directly accountable to the president. Rather, the position serves at the pleasure of the Postal Service Board of Governors. This chain of command does not make the agency independent of federal oversight or the potential for federal action.

Levi also underscored federal interest in the agency by pointing out the Postal Service is, possibly, the only federal agency overseen by its own regulatory agency—the Postal Regulatory Commission. These characteristics demonstrate the Postal Service is accountable to the American public through the president and Congress.

Levi discussed current postal legislation. Pending before Congress are H.R. 3076, the "Postal Service Reform Act of 2021," and H.R. 3077, the "Postal Service Improvement Act." In mid-May, both bills were approved by the House Oversight



**NAPS Director of Legislative & Political Affairs Bob Levi brought delegates up to date on the status of postal legislation.**

and Reform Committee. "That's an important first step in the legislative process," Levi explained. "In large part, their passage is attributable to the hard work of every person sitting in this room right now and your colleagues at home."

For the first time in years, as PMG DeJoy referenced on Tuesday, there is a full Board of Governors. The three newest members are Amber McReynolds, who was very involved in the Colorado voting project and a national vote-by-mail initiative; former Deputy PMG Ron Stroman; and Anton Hajjar, former general counsel for the American Postal Workers Union.

During the summer open Board of Governors meeting, Stroman and Hajjar took the up-to-that-point unheard of step of publicly criticizing a decision made by the board and Postmaster General—

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the recently changed service standards to slow the mail.

Levi opined that it will be informative of President Joe Biden's perspective on the postal changes if Biden does not renominate Ron Bloom, whose term expired last December, and John Barger, whose term will expire this December. There could be two new members on the board. "Pay close attention to what the president does and when he does it," he stressed, "because that will be crucial to the future of the Postal Service."

Levi discussed H.R. 3076 in more detail. The legislation's key provisions would:

- Repeal the requirement to prefund future retiree health benefits
- Integrate FEHBP and Medicare for future retirees who will become Medicare-eligible and want to enroll in Medicare; it does not require current retirees to enroll, but they may do so without paying the late-enrollment penalty.

He said there is a lot of misinformation being disseminated regarding the Medicare integration. "According to an analysis conducted this summer by the nonpartisan Congressional Budget Office (CBO), Medicare integration would save the Postal Service and, indirectly, nonpostal retirees money," he offered.

"The misinformation is that the USPS would cost the FEHBP and its nonpostal participants money. The CBO proved that wrong. Over a 10-year period, costs associated with nonpostal FEHBP participants would decline by \$112 million; the Postal Service would save about \$61 million. That's something we all should support."

H.R. 3076 has been referred to the House Ways & Means and Energy & Commerce committees. Levi said the conventional wisdom is that both committees either will be discharged of the consideration by the end of September or possibly waive their jurisdiction.

H.R. 3077, the Postal Improvement Act, which also was approved by the House Oversight and Reform Committee, includes two of NAPS' legislative

priorities: ensuring fairness in the consultative process and securing due-process rights for about 7,500 EAS-level postal managers currently denied such rights.

Through the committed efforts of Rep. Gerry Connelly (D-VA) and the support of Committee Chair Carolyn Maloney (D-NY), H.R. 1623, the "Postal Supervisors and Managers Fairness Act," and 1624, the "Postal Employee Appeal Rights Amendment Act," were added to the text of H.R. 3077 as amendments.

Levi concluded his presentation by launching a discussion about next year's congressional elections. He indicated that the current 50-50 split in the Senate and eight-seat Democrat majority in the House make every contested congressional seat pivotal. The decennial census will result in reallocating congressional seats among the states and in-state reapportionments. As a result, NAPS, with its political action committee, SPAC, is equipped for an interesting and consequential campaign year.

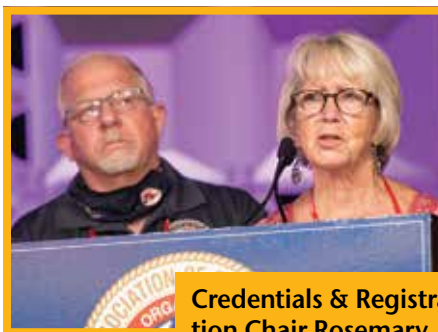
To further NAPS' legislative efforts to enact constructive postal legislation that will help put the Postal Service on the right course and ensure EAS employees are treated fairly, Levi asked NAPS members to please continue writing letters and engaging in the legislative and political process. "Listen to NAPS Chat, read the articles in *The Postal Supervisor*," he urged. "It's important for you to stay engaged and work to enact legislation to help modernize this institution to which we are so loyal."



# Friday, Sept. 3



Reginald "Reggie" Gramblin, Maryland-DC State Branch 923, gave Friday morning's invocation.



Credentials & Registration Chair Rosemary Harmon and Assistant Chair Roy Madden gave their final report Friday: 1,015 were registered for the convention.



A.J. Feazell, New Orleans Branch 73—the 2022 National Convention Host Branch—previewed next year's convention in New Orleans, Aug. 7-12.



SPAC Walkathon organizer Ann Strickland, Florida State legislative director, thanked the 60-some walkers who participated in this year's event. It was the sixth walkathon at a NAPS national convention. "We sold 200 T-shirts and, with the pledges, \$4,695 was raised for SPAC," Ann declared. "SPAC is so important; it gets our foot in the door. Votes count; money talks!" She thanked the sponsors of the Walkathon: Signature Federal Credit Union and Dillard Financial Solutions.



Kathy Gill, Harrisburg, PA, Branch 50, was the top fundraiser: \$270.



Marilyn Jones, Los Angeles Branch 39, was the second-top fundraiser: \$200.

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Los Angeles Branch 39 President Marilyn Jones, with NAPS President Brian Wagner, presented outgoing National Auxiliary President Patricia Jackson-Kelley (Branch 39 Auxiliary) with flowers.



The convention first-timers gathered for a photo; 189 attended the convention.





## Tributes to President Brian Wagner

During Friday's business session, NAPS Executive Board members and convention delegates took the opportunity to thank President Brian Wagner for his service and present him with tokens of appreciation.







Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore presented a very special letter of appreciation that read:

“It is my honor to join your family, friends and colleagues in congratulating you on your retirement from the National Association of Postal Supervisors. I appreciate your years of dedication and service to our nation.

“During one of the most difficult periods of our country’s history, you adapted and led with resiliency. Throughout the pandemic, the United States Postal Service helped Americans keep in touch with loved ones, participate in our democracy and begin to emerge from the dark winter. Under your leadership, the National Association of Postal Supervisors provided critical support not only for the hardworking members of our Postal Service, but for all Americans.

“I hope you enjoy a well-deserved respite with plenty of ice cream. Please give my best to Carol, your sons and your grandchildren.”

Sincerely,  
Joe Biden

An emotional Wagner said serving as president has been the pinnacle of his leadership in NAPS. “I can’t thank you enough,” he expressed. “I’m so honored to be recognized by a president of this stature.”



Past President Louis Atkins thanked Brian for a job well-done. “NAPS was left in better hands when I left,” he observed. “Brian, thanks to you for everything you did to make me look good.”

# Elections



Roe Herzog, Ballot Committee chair, got elections underway Friday morning.





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## Election Results

President—Ivan Butts

Executive Vice President—Ken Bunch, 756; Chuck Mulidore, 1,795

Secretary/Treasurer—Cindy McCracken, 646; Jimmy Warden, 1,914

Northeast Region Vice President—Tommy Roma

Eastern Region Vice President—Richard L. Green Jr.

Central Region Vice President—Craig Johnson

Southern Region Vice President—Tim Ford

Western Region Vice President—Marilyn Walton

New England Area Vice President—Bill Austin, 96; Lisa Douglas, 63

New York Area Vice President—Dennis Gawron, 58; Dioenis D. Perez, 174

Mideast Area Vice President—Tony Dallojacono

Capitol-Atlantic Area Vice President—Troy Griffin

Pioneer Area Vice President—Tim Needham

Michiana Area Vice President—Kevin Trayer

Illini Area Vice President—Gregory Harris, 12; Luz Moreno, 105

North Central Area Vice President—Dan Mooney

MINK Area Vice President—Richard “Bart” Green

Southeast Area Vice President—Bob Quinlan

Central Gulf Area Vice President—Roy Beaudoin, 59; Dwight Studdard, 19

Cotton Belt Area Vice President—Shri Burns-Green

Texas Area Vice President—Jaime Elizondo Jr.

Northwest Area Vice President—Aric Skjelstad, 49; John Valuet, 63

Rocky Mountain Area Vice President—Myrna Pashinski

Pacific Area Vice President—Chuck Lum

2024 National Convention—Foxwoods Resort Casino, CT, 1,600;  
Hilton Minneapolis, 954





Past President Louis Atkins swore in the newly elected 2021-2022 Executive Board. The area vice presidents, from left: Bill Austin, New England Area; Dionis D. Perez, New York Area; Tony Dallojacono, Mideast Area; Troy Griffin, Capitol-Atlantic Area; Tim Needham, Pioneer Area; Kevin Trayer, Michiana Area; Luz Moreno, Illini Area; Dan Mooney, North Central Area; Bart Green, MINK Area; Bob Quinlan, Southeast Area; Roy Beaudoin, Central Gulf Area; Shri Burns-Green, Cotton Belt Area; Jaime Elizondo Jr., Texas Area; John Valuet, Northwest Area; Myrna Pashinski, Rocky Mountain Area; and Chuck Lum, Pacific Area.

On the stage, from right: Immediate Past President Brian Wagner, Northeast Region Vice President Tommy Roma, Central Region Vice President Craig Johnson, Southern Region Vice President Tim Ford, Western Region Vice President Marilyn Walton and Eastern Region Vice President Richard L. Green Jr.



Past President Louis Atkins administered the oath of office to the resident officers:

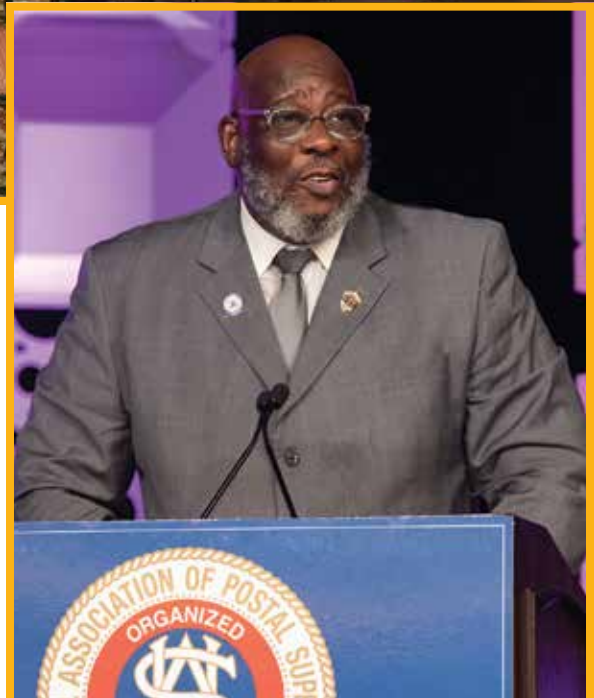


Secretary/Treasurer Jimmy Warden



Executive Vice President Chuck Mulidore

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"I'm looking forward to serving this body," newly elected President Ivan D. Butts declared. "And I'm looking forward to the work this new board is going to do. New leaders, old leaders—new energy."



President Ivan D. Butts



# Adopted Resolutions

## Constitution & Bylaws Committee

1

**RESOLVED**, That Article III, Section 3(a), be changed to read as follows:

**Section 3.** Associate Members  
“Former active members who were active members for at least 90 days prior to the date of their official postal retirement are considered to be in good standing with the association at the time of retirement and may not be denied associate membership. Associate members may affiliate with the local or state branch of their choice.”

*NAPS Executive Board*

2 (as amended)

**RESOLVED**, That a second paragraph be added to Article III, Section 8, that NAPS membership shall be effective the date from which a local, state or national officer signs and dates the Form 1187, after the eligible person has signed and dated their respective Form 1187. The effective date of membership cannot be prior to the date signed by the respective local, state or national officer.”

*NAPS Executive Board*

3

**RESOLVED**, That the NAPS *Constitution* be amended to allow members to belong to a local branch in another state if no local branch in their home state is not located within 50 miles of their assigned work location, and be it further

**RESOLVED**, That the following c) be added to Article III, Section 6, of the NAPS *Constitution*:

“c) When no local branch in a member’s home state is located within 50 miles of their assigned work location,” and be it finally

**RESOLVED**, That Article IV, Section 1, be revised to read:

“Section 1. A local branch is not a state branch, but recognized as a branch within the state in which it is located. A local branch may not accept for membership current or eligible active members who are in employing offices outside the local branch’s respective state, unless there is no local branch in their home state located within 50 miles of their assigned work location, unless in accordance with Article III, Section 6.”

*Oregon State Branch 940*

4

**RESOLVED**, That the member’s current area vice president shall investigate and confirm the majority members’ request to affiliate with another local branch is within the vicinity of the local branch and the majority of members of the office has signed the application to affiliate, and be it further

**RESOLVED**, That the member’s current area vice president must approve the application to affiliate with another local branch in the vicinity and will report such findings to NAPS Headquarters for concurrence by at least two-thirds of the resident officers, and be it finally

**RESOLVED**, That Article IV,

Section 2, reads as follows:

**Section 2.** Local branches may likewise be formed upon application of ten (10) or more members who constitute a majority of each of two (2) or more post offices. Members of other offices in the vicinity may affiliate with a local branch by consent of the local branch, provided that the application to affiliate shall be signed by a majority of members of such office. The member’s current area vice president shall investigate, confirm and approve the majority members’ request to affiliate with another local branch and report such findings to NAPS Headquarters for final concurrence by at least two-thirds of the resident officers.”

*NAPS Executive Board*

6

**RESOLVED**, That Article IV, Section 6 (b) of the NAPS *Constitution & Bylaws*, which currently reads:

“(b) The US and its possessions shall be subdivided into sixteen (16) areas, each to be represented by an Area Vice President. The areas are identified as follows:

“New England Area: The states of Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont.

“New York Area: The state or territories of New York, Puerto Rico and Virgin Islands.

“Mideast Area: The states of Delaware, New Jersey and Pennsylvania.

“Capitol-Atlantic Area: District of Columbia and the states of Maryland, North Carolina, South Carolina

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and Virginia.

“Pioneer Area: The states of Kentucky, Ohio and West Virginia, and Evansville, IN, Branch 55.

“Michiana Area: The states of Michigan, except Upper Peninsula 498-499, MI Branch 21, and Indiana, except Evansville, IN, Branch 55.

“Illini Area: The state of Illinois.

“North Central Area: The states of Minnesota, North Dakota, South Dakota, Wisconsin and Upper Peninsula 498-499, MI Branch 21.

“MINK Area: The states of Missouri, Iowa, Nebraska and Kansas.

“Southeast Area: The states of Florida and Georgia.

“Central Gulf Area: The states of Alabama, Louisiana and Mississippi.

“Cotton Belt Area: The states of Arkansas, Oklahoma and Tennessee.

“Texas Area: The state of Texas.

“Northwest Area: The states of Alaska, Idaho, Montana, Oregon and Washington.

“Rocky Mountain Area: The states of Arizona, Colorado, Nevada, New Mexico, Utah and Wyoming.

“Pacific Area: The states or territories of California, Hawaii, American Samoa and Guam.”

Be changed in the following two areas to read:

“Michiana Area: The states of Michigan and Indiana, except Evansville, IN, Branch 55.

“North Central Area: The states of Minnesota, North Dakota, South Dakota and Wisconsin.”

*Michigan State Branch*

7

**RESOLVED**, That Article VI, Section 1, be amended to read as follows:

“**Section 1.** Votes of state and

local branches in national conventions shall be based on the average number of active and associate members for whom the branch has paid dues each pay period during the preceding biennial period, May 1 to April 30, between national conventions. Each branch shall be entitled to one (1) vote for each ten (10) members, or major fraction thereof, of the average paid membership during the preceding biennial period. All branches shall be entitled to a minimum of one (1) vote.”

*NAPS Executive Board*

## Resolutions Committee

**30 (as amended)**

**RESOLVED**, That NAPS requests that the Postal Service compensates all special-exempt and non-exempt EAS employees who work a nonscheduled day in a service week at a rate of 150% of their calculated base hourly rate for all hours worked on a nonscheduled day.

*Oregon State Branch 940*

**31**

**RESOLVED**, That NAPS consults with the USPS to implement a COLA adjustment process to the EAS pay package.

*Oregon State Branch 940*

**32**

**RESOLVED**, That NAPS consults with the USPS to reimburse the full cash value to the postal employee who controls the unused benefit (lost benefit).

*Oregon State Branch 940*

**33**

**RESOLVED**, That no EAS supervisor shall earn less than 5% more than the top of the pay scale of any craft employee they supervise, and be it further,

**RESOLVED**, That no manager or postmaster shall earn less than 5% more than the top of the pay scale of any employee they supervise, including subordinate EAS employees.

*Oregon State Branch 940*

**34**

**RESOLVED**, That the current waiting period for higher-level compensation for EAS employees be abolished, and be it further

**RESOLVED**, That a new, higher-level compensation procedure be created that would serve to acknowledge and compensate EAS employees immediately when they are required to perform higher-level duties in shift durations.

*Oregon State Branch 940*

**42**

**RESOLVED**, That NAPS Headquarters works with USPS Headquarters and/or the USPS Office of Inspector General to create a strategic locality-pay plan for EAS employees and seek legislative action for implementation.

*San Francisco Branch 88*

**43**

**RESOLVED**, That the MPOO/CSOM and/or district management office be required by the Postal Service to supply a relief EAS employee or acting supervisor to said office no later than two weeks from the date that the extended leave period began to ensure proper management staffing



and, thus, the proper tools are supplied for the successful completion of required duties of said offices.

**Madison, WI, Branch 213**

**44**

**RESOLVED**, That NAPS consults with the Postal Service to change the language in *ELM* Section 519.733 to: “When an exempt employee is directed to work a full day on a holiday or other full day in addition to normal workdays, the supervisor shall grant a full day of personal absence without charging it to official leave, of the employee’s choosing.”

**Oregon State Branch 940**

**45**

**RESOLVED**, That each time a new program or task is assigned to any EAS employee, the USPS will provide NAPS with an outline of how much time is required to effectively perform each new added program or task, and be it further

**RESOLVED**, That each time a new program or task is assigned to any EAS employee, the USPS will provide NAPS with an outline of how each new program or task is to be integrated into the existing workload and prioritized with current duties.

**Oregon State Branch 940**

**46**

**RESOLVED**, That NAPS enters into consultations with the USPS to finalize and implement a SWCs process that encompasses all duties and responsibilities of a supervisor, Customer Service, within six months of the acceptance of this resolution.

**Oregon State Branch 940**

**47**

**RESOLVED**, That NAPS enters into consultations with the USPS to develop and implement a supervisor staffing workload model for mail processing facilities, and be it further

**RESOLVED**, That the supervisor staffing workload evaluation process encompasses all duties, employees, machinery and responsibilities of SDO positions.

**Oregon State Branch 940**

**48**

**RESOLVED**, That NAPS consults with the Postal Service to implement a policy where no NTE details will be granted to craft employees before EAS employees are made aware of and given the first opportunity for the detail.

**Oregon State Branch 940**

**49**

**RESOLVED**, That when an investigative interview (II) has been conducted for EAS employees as part of the corrective action process, it is to be completed and issued within 30 days from the date of the II, and be it further

**RESOLVED**, That any formal corrective action issued beyond 30 days after the II should be deemed untimely and procedurally defective.

**Greensboro, NC, Branch 157**

**50 (as amended)**

**RESOLVED**, That USPS Headquarters, with NAPS officers, jointly creates a formula for SWCs determination that takes into account as many indicators as possible to effectively develop a system whereby local units are properly staffed with numbers of front-line EAS supervisors necessary

to successfully and profitably operate a local unit.

**Michigan State Board**

**51 (as amended)**

**RESOLVED**, That one USPS vehicle be provided for EAS employees’ use to each Level-18-to-20 office, two USPS vehicles be provided to each Level-21-to-22 office and three USPS vehicles be provided to each Level-24-to-26 office.

**Indianapolis Branch 8**

**52 (as amended)**

**RESOLVED**, That NAPS Headquarters uses an online survey service to create online surveys to be used quickly to identify workplace issues in the field and respond appropriately once the results have been reviewed, and be it further

**RESOLVED**, That once a NAPS area vice president has determined that a significant workplace issue may exist in an area they represent, NAPS Headquarters will have 14 days to implement an online survey to the identified unacceptable workplace issues.

**Oregon State Branch 940**

**54**

**RESOLVED**, That board members adhere to “Robert’s Rules of Order” and not discretionarily deny members rights in accordance with the *Constitution & Bylaws*.

**South Suburban, IL, Branch 493**



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Five years of planning and two weeks of doing has come to an end. Shirley and I have worked on the 2021 Texas State and National conventions since 2016; now it's over! We worked hard and hope everyone had a great time. If not, send us a list of what we forgot to do and what we did right. We will send this info to the next convention committee.

While we recover, we want to thank a few people who really helped us with the national convention. Many of my branch members were unable to attend because they were exposed to COVID-19. First, we would like to thank our sponsors and NAPS Headquarters, which we called almost daily with questions.

Next, we give a special thanks to the Fort Worth bunch—Manuel and Barbara Trevino, Tony Berlan, Ann Mitchell, Sheila Hensley and Karen Cooper—for all their help in running the



registration table during the state convention.

Also, I would like to thank Freddie Evans, Bertha Conway, Marilyn Barnes and Liz Richardson for their fundraising efforts that kept us going during the golf tournament and allowed us to give

great prizes. And we can't forget our special Executive Board bartender, Denis Breault. He kept the spirits flowing and everyone's spirits high.

Last, but not least, I want to praise my wife for putting up with me, as well as asking her to help with two conventions back-to-back. This, after I promised her I would never do another convention after the state convention in San Angelo in 2013. I again have promised her this is my last convention.

Bob Bradford  
2021 Host Branch Committee chair

## Experience of a Lifetime!

On Wednesday, the convention's free day, Houston Branch 5 Vice President Jessie Austin, wife Beverly, National Auxiliary Southern Region vice president, and friend Wil Miller visited AT&T Stadium, home of the Dallas Cowboys.



## 2018-2021 NAPS Executive Board



Sitting, from left: Myrna Pashinski, Rocky Mountain Area; Tim Ford, Southern Region; Marilyn Walton, Western Region; Shri Burns-Green, Cotton Belt Area; Tommy Roma, Northeast Region; Brian Wagner, president; Ivan D. Butts, executive vice president; Chuck Mulidore, secretary/treasurer; Cindy McCracken, Northwest Area; Luz Moreno, Illini Area; Craig Johnson, Central Region; and Tony Dallojacono, Mideast Area.

Standing: Jaime Elizondo Jr., Texas Area; Chuck Lum, Pacific Area; Kevin Trayer, Michiana Area; Roy Beaudoin, Central Gulf Area; Bob Quinlan, Southeast Area; Jimmy Warden, New York Area; Richard L. Green Jr., Eastern Region; Dan Mooney, North Central Area; Bart Green, MINK Area; Troy Griffin, Capitol-Atlantic Area; and Tim Needham, Pioneer Area.

## 2021-2022 NAPS Executive Board



Sitting, from left: **Myrna Pashinski**, Rocky Mountain Area; **Tim Ford**, Southern Region; **Marilyn Walton**, Western Region; **Shri Burns-Green**, Cotton Belt Area; **Tommy Roma**, Northeast Region; **Jimmy Warden**, secretary/treasurer; **Ivan D. Butts**, president; **Chuck Mulidore**, executive vice president; **John Valuet**, Northwest Area; **Luz Moreno**, Illini Area; **Craig Johnson**, Central Region; and **Tony Dallojacono**, Mideast Area.

Standing: **Jaime Elizondo Jr.**, Texas Area; **Brian Wagner**, immediate past president; **Chuck Lum**, Pacific Area; **Kevin Trayer**, Michiana Area; **Roy Beaudoin**, Central Gulf Area; **Bob Quinlan**, Southeast Area; **Bill Austin**, New England Area; **Richard L. Green Jr.**, Eastern Region; **Dan Mooney**, North Central Area; **Bart Green**, MINK Area; **Troy Griffin**, Capitol-Atlantic Area; **Tim Needham**, Pioneer Area; and **Dioenis D. Perez**, New York Area.

## Former NAPS Executive Board Members

Sitting, from left: **Stevan Gerber**, former Rocky Mountain Area vice president; **Jerry Sebastian**, former Southeast Area vice president; **Dotty Wileman**, former Eastern Region vice president; **John McHugh**, former New York Area vice president; and **Louis Atkins**, former president.

Standing: **Ben Clapp**, former Northwest Area vice president; **Jay Killackey**, former executive vice president; **Greg Murphy**, former New England Area vice president; **Dan Rendleman**, former Illini Area vice president; and **Ray Elliott**, former treasurer.

**Lynn Lacey**, former Illini Area vice president; and **John Aceves**, former Rocky Mountain Area vice president.



## Former and Current National Auxiliary Executive Board



Front row, from left: **Jane Finley**, Southeast Area vice president; **Sue Elliott**, former president; **Ely Soukey**, Central Region vice president; **Linda Rendleman**, Illini Area vice president; **Bonita Atkins**, secretary/treasurer; and **Patricia Jackson-Kelley**, immediate past president.

Standing: **Mary Caruso**, MINK Area vice president; **Rick Hall**, Eastern Region vice president; and **Laurie D. Butts**, president.

# In Memoriam

Following is a list of NAPS members who have died since the 2018 National Convention as reported to NAPS Headquarters:

- 1, Louisville, KY:** Ledford, Frank  
**3, New Haven, CT:** Kulak, Michael  
**4, Duluth-Superior, MN:** Kuster, Michele  
**5, Hartford, CT:**  
Alford, Hazel  
Carey, Charles  
Giovannini, Jamie  
Goggins Dyson, Agnes  
Hanson, Arthur  
Parla, Leonardo  
Rivera, Marlene  
Whelihan, James  
**9, Austin, TX:**  
Conley, Robert (Bob)  
Dixon-Wicker, Teresa  
Reyes, Diana  
**10, Omaha, NE:** Bober Jr., John  
**14, Elizabeth R. Flamon, Chicago, IL:**  
Averhart, Jerry  
Bien, Franklin  
Buchanan, Vera  
Eaton, Georgia  
Martin Sr., Lloyd  
Neal, Julius  
Prewitt, Christy  
Quinones, Luis  
Rouse, Willie  
**16, Minneapolis, MN:**  
Azale, Haimanot  
White, Patti  
**17, Fox Valley IMPC, IL:** Bennett, Larry  
**20, Pittsburgh, PA:**  
Adams, Jeanine  
Lewis, Paul  
**23, Detroit, MI:**  
Geevarghese, Jacob  
Shaw, Eric  
Wallace Jr., Arthur  
**26, Mobile, AL:**  
Purdie, Tamara  
Slade, Dennis  
**27, Sal Place, NY:** Gullo, John  
**29, Cincinnati, OH:**  
Hohenstatt, Richard  
Stuck, Stacy  
Vennamalla, Paul  
**31, Tacoma, WA:**  
Markussen, Subrina  
Sage, Kenneth  
**32, Middle Tennessee Branch:**  
Hannah, Leanne  
Jackson, Delore  
**33, Long-Isaac-Keyes, OH:**  
Bolden, Tyrone  
Harding, Warren  
Okoro, George  
Stewart, Marianne  
**36, Kansas City, MO:** Grace, Ronald  
**39, Los Angeles, CA:**  
Nunnery, Wendy  
Shumate, Linda  
**41, Don Ledbetter Branch, TN:**  
Grier, Donald  
**42, Baltimore, MD:**  
Wileman, Ron  
Womack, Tyra  
**43, Boston, MA:** Elms III, William  
**46, Cleveland, OH:**  
Forbes, Michael  
Jones IV, William  
Thomas, Andreya  
**47, Fairfield County, CT:** Buzzeo, Michael  
**50, Harrisburg, PA:** Miller, Lorie  
**51, Postal Police Supervisors, NY:**  
Schneider, Edward  
**53, Vincent J. Lambusta Branch, NJ:**  
Lembo, Nicholas  
**60, Spokane, WA:** Hansen, John  
**63, Akron, OH:** Toles, James  
**65, Mile High Metro, CO:**  
Ellison, Natalie  
McConnell, Chris  
**72, Milwaukee, WI:**  
Lee, John  
Perkins, Jason  
**73, New Orleans, LA:** Bercy, Dianne  
**74, South Jersey, NJ:**  
Bujanowski, John  
Jones, Deborah  
**77, Sacramento, CA:** Batiste, Angela  
**80, Oklahoma City, OK:** Vaughan, Jeffrey  
**81, Tampa, FL:** Mills, Deborah  
**82, Atlanta, GA:**  
Ivie, Arvel  
Taylor-Pope, Toni  
**85, Jamaica-JFK, NY:** Popowitz, George  
**86, Dallas, TX:**  
Johnson, Corey  
Neal, Wayne  
Young, Deborah  
**88, San Francisco, CA:**  
Boxley, Nathalie  
Clemmons-Dorsey, Jackie  
Cortez, Carlos  
Jimenez, Martin  
Smith, Willie  
**93, Jacksonville, FL:**  
Grant, Diane  
Langevin, Matthew  
**94, San Jose, CA:** Chavez, Angelo  
**97, Chattanooga, TN:**  
Elkins, Robert  
Jones, Joe  
**100, New York City:**  
Mui, Heung  
Ortiz, Anibal  
Sims, Amey  
**102, Springfield, MA:**  
Brewer, Robert  
Cauley, Rick  
**104, St. Paul, MN:**  
Allan, Mary  
Plagge, Philip  
**110, Vince Palladino, NY:**  
Michaelson, Brian  
**119, Springfield, MO:** Keohane, Edward  
**120, Southeastern Massachusetts:**  
Pyne, Glenn  
Strano, Richard  
**122, Houston, TX:**  
Cava, Alexander  
Howard, Patricia  
**124, Fort Worth, TX:** Thomas Jr., Donald  
**127, Margarete A. Grant, CA:**  
Powell, Lillian  
Salinas, Miriam  
**130, Grand Rapids, MI:**  
Bourassa, Daniel  
Myles, Daniel  
Rocco, Daryle  
**131, Gateway Branch, MO:**  
Bredenkamp, Paul  
Jackson, Rhonda  
**132, Adolph P. Chiappa Memorial Branch, Norfolk, VA:**  
Miller, Sylvia  
Pitts, Belinda  
**135, A. Millie Callaway Branch, DC:**  
Bonet, Luis  
Carter, Brian  
Chandler, Albert  
Kim, Seungtaek  
Terry, Howard  
Wade, Charles  
**141, Colorado Springs:** Luttrell, Daniel  
**146, Miami, FL:**  
Collins, Audrey  
Gold, Stanley  
Perez, Eddy  
**151, Asheville, NC:** Cruz, Victor  
**154, West Palm Beach, FL:**  
Pastrana, Albert  
**155, Pueblo, CO:** Layden, Marilynn  
**159, San Diego Mo Twomey Branch, CA:**  
Anderson, Gladys  
Bogan, Pearlle  
Dobie, Mark  
Evans, Bridget  
Harville, Mary  
Pagay, Roy  
**164, Flushing, NY:**  
Freeman, Michelle  
Kostal, Edward  
Palma, Douglas  
**165, Knoxville, TN:** Bostick, Steven  
**173, Pulaski County, AR:** Filer, Jon  
**174, Tulsa, OK:** Closterman, Glen  
**177, Raleigh, NC:** Williams, Brenda  
**183, Charlotte, NC:** Santarcangelo, Steven  
**186, Canton, OH:** Yoder, Marissa  
**202, Long Island Branch, NY:**  
Badolato, Joseph  
Bryant, Donna  
Hammond, Kara  
Wendler-Phillip, Antares  
**205, Wichita District, KS:**  
Bernhardt, Amelia  
Martinez, Beverly  
Richardson, Wendy

# 2021 Vince Palladino Scholarship Winners

- Thompson, Bonny  
**208, Montgomery District, AL:**  
Haley, John  
Hubbard, Ray
- 209, Louis M. Atkins, LA:**  
Fields, Dietrich  
Jackson, Beatrice
- 210, Napa-Solano County District, CA:**  
Wong, Tom
- 212, Charleston, WV:**  
Kennedy, Roger  
Ware, Deborah
- 214, Honolulu, HI:** Marques, Gena
- 220, Rockford, IL:** Haime, Charles
- 225, Columbia, SC:** Adams, Thomas
- 228, Greenville, SC:** Howard, Milford
- 229, Corpus Christi, TX:** Longoria, Rick
- 233, Amarillo, TX:** Hernandez, Don
- 237, Richard Pereira Branch, NJ:**  
Jackson, Fran (Auxiliary)  
Pereira, Richard
- 244, Mary Burkhard, CA:**  
Burkhard, Mary  
Rascati, Wayne
- 246, Arizona Jerome V. Blanton:**  
Giannantonio, Gail  
Hambright, Dyretha  
Johnson, Robert
- 255, Heart of Illinois:**  
Gaa, Michael  
Laswell, Michael
- 266, So. California Bay District:**  
Turner, Rebecca (Auxiliary)
- 270, Illinois North Shore:** Zyvert, Michelle
- 275, Capital Branch, OR:** Mariner, Ty
- 279, Lake Charles, LA:** Evans, Kimberly
- 289, West Suburban, IL:** Pugh, Jeremy
- 295, Albuquerque, NM:**  
Gallegos, Frank  
Jones, Christopher
- 296, Fort Lauderdale, FL:**  
Kappell, Norbert
- 327, Robert L. Towns Branch, NJ:**  
Higgins, Joseph  
Jackson, Frances
- 336, Westchester County, NY:**  
Hampton, Leona
- 373, Al Navarro (Quad County), CA:**  
Edwards, Michael  
Hile, Rollin  
Ng, Gary  
Singh, Mildred
- 390, Eastern Kentucky Area:**  
Rue, Rebecca
- 403, Montgomery County, MD:**  
Ford, Henrietta
- 406, Central Florida:** Sheppard, James
- 425, Sun Coast, FL:** Quinn, Jacy
- 435, Anchorage, AK:** Sisco, Cameron
- 466, Hayes Cherry Branch, CA:**  
Cherry, Hayes  
Johnson, Teareatha  
Lopez, Gabriel  
Ward, Ronald
- 489, North Suburban Facility, IL:**  
McGhee, Mae (Auxiliary)  
Starling Jr., Clarence  
Surrell, Suzanne
- 493, South Suburban Facility, IL:**  
Williams, Robert
- 498, Northeastern Massachusetts District:**  
Talbot, Roger
- 508, Royal Oak, MI:**  
Lodge, Vanessa  
Neubacher, Tracey
- 526, James E. Parks Jr. NOVA District, VA:**  
Bryant, Denise  
Phillips, Brian
- 531, Southern Maryland GMF/NDC:**  
Fortson, Tonya  
Jones, Gail  
Lee, Eboni  
Miller III, John
- 548, Luther B. Manuel Jr. Branch, NJ:**  
Basha, Tajudeen  
Manuel, Luther
- 551, Seattle BMC, WA:** Nichols, Derek
- 554, Pittsburgh BMC, PA:**  
Serratore, Frederick  
Szott, John  
Wells, Kathleen
- 555, Memphis NDC, TN:**  
Cattron, Patricia  
Cummings, Mark  
White Jr., McKinley
- 567, Atlanta NDC, GA:**  
Jackson, Willie  
Massey, Ronald
- 577, James Dodge Branch, FL:**  
Briggs, Shirley
- 589, North Houston, TX:**  
Bowers, Demetrius
- 595, North Georgia District:**  
Bennett, Jenny
- 901, Alabama State Branch:**  
Jemison, Joane  
Warren, Jon
- 904, Arkansas State Branch:**  
Frazier, Paul  
Parrish, Bonnie
- 909, Delaware State Branch:**  
Ramon McCloud, Charles
- 915, Idaho State Branch:**  
Christianson, Ken
- 919, Kansas State Branch:** Townson, Gary
- 923, Maryland-DC State Branch:**  
Bownes, David
- 925, Michigan State Branch:**  
Robson, Chad  
Welsh, Angela
- 946, South Dakota State Branch:**  
Goldade, Scott
- 947, Tennessee State Branch:** Green III, Lewis

NAPS awards Vince Palladino Memorial Scholarships annually in honor of the late NAPS president for his dedication to NAPS and its members. The children and grandchildren of NAPS members are eligible to participate.

Ten scholarships were randomly drawn and awarded, representing two winners from each NAPS region. The winners have been notified and NAPS mailed the \$1,000 scholarship checks, payable to the college or educational institution each student is attending.

## Northeast Region

**Megan Sigismonti**, daughter of Denise Sigismonti, Long Island Branch 202. She is attending the State University of New York at Potsdam, studying English.

**Alyssa Ostrowski**, daughter of Thomas Ostrowski, Portland Branch 96. She is attending the University of New Hampshire, Durham, studying music performance.

## Eastern Region

**Patrick Carolina II**, son of Sherryann Austin-Carolina, Scranton Branch 70. He is attending Furman University, Greenville, SC, majoring in music and communication studies.

**Raymond Matthews**, son of Paul Matthews, South Jersey Branch 74. He is attending the University of Miami, Coral Gables, studying biomedical engineering.

## Central Region

**Devin Dickens**, son of Renee Dickens, Detroit Branch 23. He is attending Macomb Community College, Warren, MI, studying mechanical engineering.

**Corbin Hart**, son of Linda Wilson, Heart of Illinois Branch 255. He is attending Heartland Community College, Normal, IL, taking general studies.

## Southern Region

**Faith Mills**, daughter of Felicia Mills, Knoxville Branch 165. She is attending community college, studying culinary arts.

**Samuriel Jackson**, granddaughter of Carolyn Brown, Houston Branch 122. She is attending Prairie View A&M University, Prairie, TX, studying psychology.

## Western Region

**Marquis Jones**, grandson of Martha White, Margarete A. Grant Branch 127. He is attending California State University, East Bay, studying marketing management.

**Alexandra Cahill**, daughter of Kevin Cahill, Arizona Jerome V. Blanton Branch 246. She is attending Arizona State University, Tempe, studying finance.

# 67th NAPS National Convention

## Convention Committees

### Credentials & Registration



Front row, from left: Ann Mitchell, Pam Cothrine, Nancy Muschette, Rosemary Harmon (chair), Debbie Moore and Constance Scales.

Second row: Deborah Holley, Ann Strickland, Amirah Muhammad, Jeanette Carter, Roy Madden (assistant chair) and Sam Booth Jr.

Third row: Ted Burgasser, Renee Rafuse, Paul Foley, Melisande Shumate and Tonya Taylor.

### Audit



Front row, from left: Carolyn Williams, Arnie Rosario (chair), Rozell Belger, Stephnia Campbell (assistant chair) and Ken Ruckart.

Back row: Tira Lewis, Velma McClinton and Scott Englerth.

## Resolutions



Front row, from left: Ozzie Camacho, Monique Mosley, Kathi Clapp (assistant chair), Angela Garland, Lynn Leone-Siegel and Diana Davis.

Second row: Michael LeCounte, Greg Murphy, Michael Belger, Brian Crowe and Junemarie Brandt (chair).

## Constitution & Bylaws



Front row, from left: Edith Roundtree, Roger Finley, Valerie Loera, Carmen Hughes, Robin Walker, Rich Caruso (chair) Jackie Caffey and Sharon Wright.

Second row: Debra Johnson, Olujimi Okedina, Kelly McCartney, Rafael Braithwaite (assistant chair), Rose Allen and Sean Mayes.

## Postmaster Convention and Executive Board Committees



Front row, from left: Cindy McCracken (Executive Board), Stan Johnson, Rick Kindsvatter, Joe O'Donnell, Rene Hulin, Kanani Alos, Steve Moreau and Sammie Jones.

Second row: Tim Needham (Executive Board), Bart Green (Executive Board), Kevin Moore (assistant chair), Joe Bodary, Jimmy Salmon (chair), Beverly Torain and Kevin Trayer (Executive Board chair).



## Rules



Chynita Evans, Mary DiGioia, Jim Isom (chair), Gail Van Horn (assistant chair), Jim McHugh and Gale Ingram.

## Sergeant-at-Arms



Front row, from left: Sylvia Lyday, Alvetia Smith, Paul Worley, Dallas Brook, George Barrett and Lynn Yut (assistant chair).

Second row: Lloyd Cox (chair), Jesse Dominguez, Tammy Rosario, Cyndi Potter, Lisa Bodtker, Kenneth Marshall and Alice Jackson.

Back row: Will McIntyre (assistant chair), Stephen Swimm and Bjoern Gruetzmacher. Not pictured Malcolm Rawls, Melinda Pennix and Anitra Warren.

## Ballot



Front row, from left: Virginia Price-Booker, Jackie Clayton, Roe Herzog (chair), Shirley Lee, Sue Bartko and Robin Young-Williams.

Second row: Catherine Brady, Syl Johnson, Deborah Jackson, Laurie Cogar, Bruce Kuiper (assistant chair), Robert Wakefield, Pamela Simpson, David Lum and Bob Tolman (assistant chair).

## New England Area



## New York Area



## Midwest Area



## Capitol-Atlantic Area



## Pioneer Area



## Illini Area



## North Central Area



## Michiana Area



## MINK Area



## Southeast Area



## Central Gulf Area



## Cotton Belt Area



## Texas Area



## Northwest Area





## Rocky Mountain Area



## Pacific Area





# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

## A MIDSUMMER NIGHT'S SPAC RAFFLE

### CONGRATULATIONS TO THE WINNERS!

<b>Executive Board Gift Card (\$1,000)</b>	Juanita Billups
<b>Executive Board Gift Card (\$750)</b>	Arnold Rosario
<b>Executive Board Gift Card (\$500)</b>	Junemarie Brandt
<b>Executive Board Gift Card (\$250)</b>	Bob Quinlan
<b>Sony Noise Canceling Headphones</b>	Charles May
<b>Hawaiian Coffee Bundle</b>	Brian Wagner
<b>Jewelry Bundle 1</b>	Heather Weiand
<b>Jewelry Bundle 2</b>	Dawn Burton
<b>MacBook Air 13.3" Laptop</b>	Alice Trapanese
<b>Taste of Northern California Basket</b>	David Claus
<b>Mount Rushmore Wall Hanging</b>	George Barrett
<b>\$50 Mastercard Gift Card (Winner 1)</b>	Marcia Kimbrough
<b>\$50 Mastercard Gift Card (Winner 2)</b>	Dennis Gawron
<b>\$50 Mastercard Gift Card (Winner 3)</b>	Greg Murphy
<b>Invicta Watch</b>	Dennis Gawron
<b>Apple iPad Pro Bundle</b>	Belinda Gilbert
<b>Samsung Galaxy Watch 3 Smartwatch</b>	Steve Shawn
<b>Pandora Circle Pendant Necklace</b>	Dennis Gawron
<b>Pandora Two-Tone Circles Necklace</b>	Heather Weiand
<b>Pandora Bracelet</b>	Constance Scales
<b>GoPro Hero9</b>	Rick Kindsvatter
<b>MyoStorm Vibration &amp; Heat Therapy Ball</b>	TaWanna Williams
<b>Sterling Silver Bracelet with Gemstones</b>	Karyn Rahming
<b>\$100 Visa Gift Card</b>	Marilyn Ice
<b>Ozone Generator</b>	Ovetta Miller
<b>\$250 Target Gift Card</b>	Jessie Austin
<b>\$250 Amazon Gift Card (Winner 1)</b>	Jaime Elizondo
<b>\$250 Amazon Gift Card (Winner 2)</b>	Al Guemeris
<b>Apple Watch Series 6</b>	Kim Boggan
<b>Kraken Attack Basket</b>	Michael McKiernan
<b>\$100 Restaurant Gift Card</b>	Dennis Gawron
<b>\$200 Restaurant Gift Card</b>	Laurie McKinsey
<b>\$100 Amazon Gift Card (Winner 1)</b>	Julie Joers
<b>\$100 Amazon Gift Card (Winner 2)</b>	Alice Jackson
<b>\$100 Amazon Gift Card (Winner 3)</b>	Roni Knapp

# 2021 SPAC Contributors



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

Salmon, James	AZ	Branch 246
Boisvert, Michael	CA	Branch 159
Campbell, Stephnia	CA	Branch 159
Derden, Margaret	CA	Branch 39
Meana, Frances	CA	Branch 159
Wong, John	CA	Branch 497
Gilbert, Belinda	FL	Branch 425
McHugh, James	FL	Branch 386
Mullins, Kym	FL	Branch 81
Quinlan, Robert	FL	Branch 154
Sebastian, Gerald	FL	Branch 386
Moreno, Luz	IL	Branch 489
Wagner, Brian	IL	Branch 255
Trayer, Kevin	MI	Branch 142
Randall, C. Michele	MD	Branch 531

Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Johnson, Craig	MO	Branch 36
Weiland, Heather	ND	Branch 937
Dallojacono, Anthony	NJ	Branch 568
Amash, Joseph	NY	Branch 83
Gawron, Dennis	NY	Branch 27
Perez, Dioenis	NY	Branch 202
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Mulidore, Chuck	OH	Branch 133
Butts, Ivan	PA	Branch 355
Kernahan-Beals, Carol	PA	Branch 387
Austin, Jessie	TX	Branch 122
Krogh, Charlie	WA	Branch 31
McCracken, Cindy	WA	Branch 61

## 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 Aug. 31, 2021

## National Aggregate:

\$154,426.01

## National Per Capita:

\$5.665

## Region Aggregate:

1. Western .....	\$35,136.50
2. Southern.....	\$33,375.00
3. Eastern .....	\$33,110.00
4. Central.....	\$27,818.02
5. Northeast.....	\$24,986.49

## Region Per Capita:

1. Western .....	\$6.04
2. Central.....	\$5.96
3. Southern.....	\$5.65
4. Eastern .....	\$5.57
5. Northeast.....	\$5.03

## Area Aggregate:

1. Southeast .....	\$18,282.50
2. Capitol-Atlantic....	\$17,236.85
3. Pacific.....	\$16,080.00
4. New York .....	\$13,251.99
5. Mideast .....	\$12,826.00
6. Northwest.....	\$11,764.00
7. Michiana.....	\$ 8,783.02
8. Texas .....	\$ 8,494.50
9. North Central .....	\$ 7,790.00
10. Illini .....	\$ 7,646.00
11. New England .....	\$ 7,584.50
12. Rocky Mountain. \$	7,292.50
13. Pioneer .....	\$ 7,197.15
14. Cotton Belt.....	\$ 3,919.00
15. MINK .....	\$ 3,599.00
16. Central Gulf .....	\$ 2,679.00

## Area Per Capita:

1. Northwest.....	\$10.34
2. North Central .....	\$ 8.30
3. Southeast .....	\$ 8.00
4. Michiana.....	\$ 7.52
5. Capitol-Atlantic.....	\$ 5.83
6. Illini .....	\$ 5.67
7. New York .....	\$ 5.43
8. Mideast .....	\$ 5.38
9. Pacific.....	\$ 5.10
10. Pioneer .....	\$ 4.86
11. Rocky Mountain.....	\$ 4.79
12. Texas .....	\$ 4.64
13. New England .....	\$ 4.61
14. Cotton Belt.....	\$ 3.99
15. Gulf Central .....	\$ 3.33
16. MINK .....	\$ 2.97

## State Aggregate:

1. Florida .....	\$16,964.50
2. California .....	\$13,625.00
3. New York .....	\$12,901.99
4. Texas .....	\$ 8,494.50
5. Michigan.....	\$ 7,680.02

## State Per Capita:

1. North Dakota .....	\$32.72
2. Maine .....	\$21.81
3. Montana .....	\$17.06
4. Hawaii .....	\$15.84
5. South Dakota.....	\$11.81

## Drive for 5

## Members by Region:

1. Central.....	48
2. Southern.....	44
3. Eastern .....	42
4. Western .....	40
5. Northeast.....	33

## Aggregate by Region:

1. Western .....	\$11,399.00
2. Southern.....	\$11,277.00
3. Eastern .....	\$11,035.00
4. Central.....	\$ 9,978.00
5. Northeast.....	\$ 8,821.99

## August Contributors

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

Campbell, Stephnia	CA	Branch 159
Derden, Margaret	CA	Branch 39
Meana, Frances	CA	Branch 159
Gilbert, Belinda	FL	Branch 425
Quinlan, Robert	FL	Branch 154
Moreno, Luz	IL	Branch 489
Trayer, Kevin	MI	Branch 142
Johnson, Craig	MO	Branch 36
Weiland, Heather	ND	Branch 937
Gawron, Dennis	NY	Branch 27

### VP Elite (\$750)

Walton, Marilyn	CA	Branch 77
Kerns, John	CO	Branch 141
Douglas, Lisa	CT	Branch 5
Moss, Donald	DC	Branch 135
Lynn, Patti	FL	Branch 296
Van Horn, Gail	FL	Branch 154
Lum, Chuck	HI	Branch 214
Lum, Laurie	HI	Branch 214
Harmon, Rosemary	KY	Branch 920
Rosario Jr., Arnold	ME	Branch 96
Needham, Timothy	OH	Branch 186
Green, Shri	TN	Branch 41
Cox, Lloyd	VA	Branch 526

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

Sutton, Catherine	CA	Branch 373
Bock Jr., Robert	FL	Branch 406
Murray, Donald	FL	Branch 93
Ruckart, Kenneth	FL	Branch 386
Williams, Carolyn	FL	Branch 146
Moore, Kevin	GA	Branch 281
Valuet, John	ID	Branch 915
Billups, Juanita	IL	Branch 17
Moats, Lori	KS	Branch 205
Murphy, Gregory	MA	Branch 102
Griffin, Troy	MD	Branch 42
Hurless-Byrum, Ruth	MI	Branch 508
Bednar, Margaret	NC	Branch 183
Kofsky, Jonathan	NJ	Branch 568
McKiernan, Michael	NJ	Branch 74
Hughes, Thomas	NY	Branch 100
Bartko, Susan	PA	Branch 20
Benford, Debra	PA	Branch 50
Croswell, Darnel	SC	Branch 225
Elizondo Jr., Jaime	TX	Branch 122
Mitchell, Annie	TX	Branch 124

*Make Contributing to SPAC a Habit:*

# Contributions via USPS Payroll Deduction

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

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

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

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



## PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

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

7 7 2 2 5 5 5 5 5 \_\_\_\_\_

(Example: 77225555512345678).

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



Trevino, Manuel	TX	Branch 124
Green Jr., Richard	VA	Branch 98
Mott III, George	VA	Branch 132
Gruetzmacher, Bjoern	WA	Branch 61
Joers, Julie	WI	Branch 72

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

Brathwaite, Rafael	AL	Branch 45
Studdard, Dwight	AL	Branch 45
Knapp, Roni	AZ	Branch 517
Blythe, Stephanie	CA	Branch 127
Danzy, Marsha	CA	Branch 197
Dominguez, Jesse	CA	Branch 159
Florentin, Diana	CA	Branch 244
Moore, Edward	CA	Branch 244
Roll, Gary	CO	Branch 65
May, Charles	IL	Branch 14
Carter, Tonious	LA	Branch 421
Moreau, Steven	MA	Branch 102
Jones, Marcia	MD	Branch 42
Hafford, Darrell	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Baker, Neil	MN	Branch 104
Bollinger, Kathreen	MO	Branch 36
Boggan, Kim	NC	Branch 183
Olson, Chad	ND	Branch 937
O'Donnell, Joseph	PA	Branch 20
Cabrera, Antonio	PR	Branch 216
Bradford, Robert	TX	Branch 203
Cooper, Karen	TX	Branch 124
Holley, Deborah	VA	Branch 526
Hubbard, Jim	VA	Branch 22

#### Supporter (\$100)

Burton, Dawn	AZ	Branch 246
Anderson, Frances	CA	Branch 466
Clark, Danny	CA	Branch 127
Edwards, Jonathan	CA	Branch 159
Graham, Mardina	CA	Branch 88
Jordan, William	CA	Branch 159
Lee, Shirley	CA	Branch 39
Moore Tucker, Carolyn	CA	Branch 301
Morris, Jennifer	CA	Branch 197
Rahming, Karyn	CA	Branch 77
Rosas, Charles	CA	Branch 127
Torres, Sherrie	CA	Branch 244
Rudolph, Lorraine	CO	Branch 65
Collen, Helen	CT	Branch 3
Donegan, Margie	CT	Branch 5
McKeon, William	CT	Branch 3
Perkins, Marcia	CT	Branch 3

McCloud, Regina	DE	Branch 909
Batastini, Kenneth	FL	Branch 478
Long, Pamela	FL	Branch 577
Malcolm, Kirk	FL	Branch 321
Vorreyer, Leslie	FL	Branch 353
Wooley, Josephine	GA	Branch 82
Alos, Kanani	HI	Branch 214
Kamei, Lori	HI	Branch 214
Coleman-Scruggs, Toni	IN	Branch 171
Mosley, Monique	IN	Branch 8
Ciccione, Alexander	MA	Branch 43
Rafuse, Renee	MA	Branch 102
Bridges, Linda	MD	Branch 42
Brownfield, Patricia	MD	Branch 531
Wright, Natalie	MD	Branch 42
Pack, Roderick	MI	Branch 23
Walbridge, Chad	MN	Branch 4
Bye, Kevin	MO	Branch 119
Shumate, Melisande	MO	Branch 131
Gilbert, Jevonda	NC	Branch 183
Nicholson, Sandra	NC	Branch 299
Staub, Jo Ann	ND	Branch 937
Claus, David	NH	Branch 932
LaFlamme, Barbara	NH	Branch 932
Blakney, Robert	NY	Branch 336
Allen, Peggy	OH	Branch 46
Johnson, Martara	OH	Branch 46
Keeling, Joanne	RI	Branch 105
Dickey, Azilee	SC	Branch 225
Shropshire, Larry	TN	Branch 245
Austin, Beverly	TX	Branch 122
Richardson, Elizabeth	TX	Branch 86
Silas, Lunye	TX	Branch 589
Jensen, Jill	UT	Branch 139
Fordham, Francine	VA	Branch 98
Jackson, Alice	VA	Branch 526
Emmett, Denise	WA	Branch 31
Fewkes, Mark	WA	Branch 31
Gillett, Michael	WA	Branch 31
Sprewer, Victoria	WI	Branch 72

## July Contributors

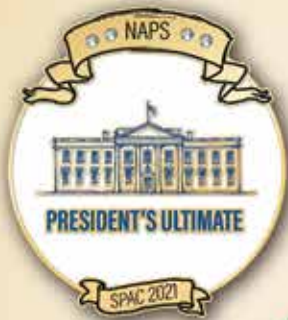
#### President's Ultimate SPAC (\$1,000+)

Wong, John	CA	Branch 497
Moreno, Luz	IL	Branch 489
Amash, Joseph	NY	Branch 83
Perez, Dioenis	NY	Branch 202
Austin, Jessie	TX	Branch 122

*Continued on page 100*

# Here Are the 2021 SPAC Pins

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



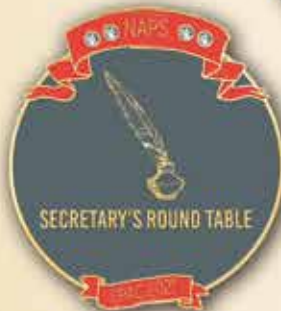
## President's Ultimate SPAC

*\$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*

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## Drive for 5

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

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*Make Contributing to SPAC a Habit:*

# OPM Contributions to SPAC (for Retired EAS Employees)

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

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

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

## **By internet:**

To sign up online, go to the OPM website at [www.servicesonline.opm.gov](http://www.servicesonline.opm.gov), then:

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

## **By telephone:**

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





# NAPS Executive Board Convenes Before the Start of the 67th National Convention

**Submitted by Chuck Mulidore**  
*Secretary/Treasurer*

**T**he 67th National Convention Executive Board meeting was called to order at 8:34 a.m. on Saturday, Aug. 28, by Executive Board Chair Tim Ford. Western Region Vice President Marilyn Walton gave the invocation. Secretary/Treasurer Chuck Mulidore led the Pledge of Allegiance.

Mulidore conducted the roll call of officers; all board members were present.

NAPS President Brian Wagner said this meeting was bittersweet for him as it would be his last as national president. Regardless, Wagner said he was thankful the organization remains committed to moving forward on behalf of its members.

He acknowledged it has been a difficult year, as COVID has impacted many lives, as well as our organization and its members. Wagner predicted NAPS would have a great convention week and emerge even better than before.

Executive Vice President Ivan D. Butts said it was great to see everyone together again for a board meeting, even as the challenges of COVID continue. "We must take the lead by wearing masks in order to stay safe and healthy," he affirmed, "and provide the example for our members this week at the convention."

Mulidore told the board this past year has, indeed, been difficult. "But we remain strong and moving forward as an organization," he stressed. "It has been an honor to serve as

NAPS secretary/treasurer during these consequential times and working under Brian's leadership and with the team at NAPS Headquarters."

Ford welcomed board members and guests. He thanked the board members for their dedication to members during the challenges experienced over the past year.

Central Region Vice President Craig Johnson moved to adopt the agenda; the motion passed unanimously.

Al Lum, Labor Relations Admin Group, NAPS' Disciplinary Defense Fund provider, reported on the current DDF caseload.

Bruce Bishop, NAPS parliamentarian, gave an overview of his responsibilities as NAPS parliamentarian during the convention. He said he enjoys working with NAPS.

Bruce Moyer, NAPS' legal counsel, provided the board with a confidential update on legal issues facing the organization, as well as the pay deci-

sion agreed to by NAPS and the USPS.

Mulidore presented the FY21 National Headquarters Final Budget vs. Actual Expenses. He and Emily Christophersen, NAPS membership coordinator, provided an update on membership.

Butts and Director of Legislative & Political Affairs Bob Levi delivered a report on SPAC and a review of legislative, regulatory and political activities impacting NAPS members. The SPAC update for the national convention was discussed.

There was no old business or new business.

A consultative meeting was held with Bruce Nicholson and James Timmons, USPS Labor Relations Policy Administration.

The dates for the fall Executive Board meeting are Oct. 17-20.

For the good of the association, Butts thanked Wagner for his leadership over the past years as national president.

Wagner said it has been a great journey and an honor to have been a resident officer for 11 years, the past five as president. He said he is looking forward to time with his family, but is honored to have helped so many.

Capitol-Atlantic Area Vice President Troy Griffin led the closing prayer. Ford moved to adjourn; the motion passed.



### 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.

**National Association of Postal Supervisors**

# **Louis M. Atkins Presidential Student Scholarships**

**Deadline: Dec. 31, 2021**

**T**he **Louis M. Atkins Presidential Student Scholarships** are awarded to honor former President Louis Atkins and other former NAPS presidents for their dedication to NAPS members and their families. These scholarships are sponsored solely by NAPS.



Applications must be received no later than Dec. 31, 2021. Online applications only will be accepted using the NAPS website. Please go to [www.naps.org](http://www.naps.org) under the “Members” tab to apply for the **Louis M. Atkins Presidential Student Scholarships**, or go to <https://naps.org/Members-Scholarship>.

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 five \$1,000 **Louis M. Atkins Presidential Student Scholarships**. One winner will be randomly selected from each of the NAPS regional areas: Northeast, Eastern, Central, Southern and Western.

Scholarship winners will be announced in January 2022. In addition, the scholarship winners will be listed in the March 2022 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Louis M. Atkins Presidential Student Scholarship** will receive a check, payable to the college or university listed in the application, in January 2022. Scholarships may be used to pay expenses in the student’s current or following semester.

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

# Three New Members Welcomed at Post-Convention NAPS Executive Board Meeting

**Submitted by Jimmy Warden**  
*Secretary/Treasurer*

**T**he post-67th National Convention Executive Board meeting was called to order at 8:30 a.m. on Saturday, Sept. 4, by Board Chair Tim Ford.

Eastern Region Vice President Richard L. Green Jr., gave the invocation. New York Area Vice President Dee Perez led the Pledge of Allegiance.

Secretary/Treasurer Jimmy Warden conducted the roll call of officers; all board members were present.

NAPS President Ivan D. Butts thanked everyone for attending the abbreviated board meeting and welcomed new board members Bill Austin, Dee Perez and John Valuet. He thanked Lisa Douglas and Cindy McCracken for their service and dedication to NAPS. Butts also thanked Past President Brian Wagner for his years of dedicated service to NAPS.

Butts said he is excited about the future of NAPS moving forward. Board members were asked to continue wearing face masks during the meeting in order to remain safe. A few delegates were hospitalized with non-COVID issues at the convention; board members were asked to keep them in their prayers.

Butts referenced establishing the joint USPS/NAPS work teams, part of the latest approved pay package, to help pursue change. Any board members wanting to be part of a work team were asked to send their names to Warden for consideration. Also, any nonboard member who may want to be considered as a subject

matter expert and participate on a work team should send their name and area of expertise to Warden.

Butts introduced new board members Dionis Perez, New York Area; Bill Austin, New England Area; and John Valuet, Northwest Area. Each new member offered a brief bio.

The Executive Board's "Duties and Responsibilities" and "Ethics Guidelines," copies of which were in each member's folder, were discussed. Members were given a NAPS insurance beneficiary designation form to complete.

NAPS Legal Counsel Bruce Moyer stated there was no new information regarding the pending NAPS lawsuit since his update during the convention on Thursday. Oral arguments are scheduled for Sept. 21.

Regarding the latest pay package, the process has been completed and the decision will be posted on the NAPS website. NAPS did not receive everything it requested, but was able to make some important gains. Two key elements were there were no give-backs and a change was made in the supervisor differential adjustments for SCSs and BMU supervisors. NAPS is looking forward to participating in the work teams as part of the pay decision. NAPS' other issues will be addressed by the work teams.

Members will arrive Oct. 16 for the fall board meeting; the meeting will be Oct. 17-20, with departure on Oct. 21. Following the post-convention board meeting, the resident officers decided to have the three new members come in three days earlier for new-member training to save on travel expenses.

For the good of the association, Northeast Region Vice President Tommy Roma mentioned Puerto Rico as possibly competing to host the NAPS 2026 National Convention. Construction has been completed on the hotels surrounding the convention center.

Butts briefed the board on staffing

## NAPS Training Calendar

### Western Region Training Seminar

**Nov. 4-7, 2021**

**Conducted by:** Western Region team

**Location:** Atlantis Casino Resort, 3800 S. Virginia St., Reno, NV 89502

**More information:** TBD

### Eastern Region Cabinet Meeting

**Jan. 13-16, 2022**

**Conducted by:** Eastern Region VP Richard L. Green Jr., Capitol-Atlantic Area VP Troy Griffin, Pioneer Area VP Tim Needham and Mideast Area VP Tony Dallojacono

**Location:** Hotel Roanoke & Conference Center, 110 Shenandoah Ave., Roanoke, VA 24016; (540) 985-5099. For reservations, ask for "Business of Brewing" room block.

**Hotel Rate:** \$139/single, \$159/double, plus taxes. Self-parking is \$11/day.

**Registration Fee:** \$185 before Dec. 1, 2021; \$200 after Dec. 1. Make checks payable to NAPS Headquarters and mail to Richard Green, 7734 Leyland Cypress Ln., Quinton, VA 23141. Fees for guests' meals who are not registered are \$25/day, breakfast; \$30/day, lunch; and \$65 per banquet ticket.

**Training:** To be conducted by NAPS resident officers; will include panel discussions and Q&A with resident officers.

changes at NAPS Headquarters.

The entire board had concerns regarding the fire-alarm evacuation on Friday, Sept. 3, at the convention. Everyone agreed evacuation plans need to be established for all future conventions. The board, along with all sergeants-at-arms, should be briefed before the start of the convention. All delegates should be briefed at the start of the convention, as well.

It was recommended to have the convention facility's security officer brief the delegates. Plans should be made, but not limited to, evacuation routes, rally points, accounting for all delegates and accommodating delegates on scooters, as well as a plan to bring delegates back into the building, especially those in need of assistance as they exited without their scooters.

Scooters should be annotated as to whose scooter belongs to whom so they may be brought to the lower level. It also was noted there was a shortage of scooters; some members in need were unable to rent a scooter for the convention week.

All board accounts will be updated once all vouchers have been submitted.

There was a concern as to why some candidates' banners were not displayed. It was recommended for future national conventions to notify all candidates regarding the display of banners. Options were discussed: If banners are displayed on both side walls, then each candidate may have two. If banners only can be displayed on the back wall, as they were at the Gaylord Texan, then, perhaps, candidates should be allowed

only one banner.

NAPS must ensure all banners are displayed. There was discussion to possibly allow a timeframe for candidates to enter the convention room to verify their banners are displayed. This issue will be discussed further at the fall board meeting.

Butts thanked all the board members for their work to help make the convention a success. He said he is committed, as he knows all board members are, to move forward for the betterment of the membership. He wished everyone a safe trip home and said he is looking forward to seeing everyone again at the fall meeting.

Michiana Area Vice President Kevin Trayer led the closing prayer. Board Chair Tim Ford moved to adjourn; the motion passed.

## 2021 SAC Contributors

*Continued from page 94*

### VP Elite (\$750)

Pashinski, Myrna	CO	Branch 65
Maxwell, Sherry	IL	Branch 255
Winters, Michael	IL	Branch 255

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

Van Horn, Gail	FL	Branch 154
Lum, Laurie	HI	Branch 214
Valuet, John	ID	Branch 915
Harmon, Rosemary	KY	Branch 920
Moreno, Richard	MA	Branch 498
Amergian, Raymond	ME	Branch 96
Kindsvatter, Leo	MT	Branch 929
Evans, Darius	NY	Branch 85
Gawron, Dennis	NY	Branch 27
Clapp, Kathleen	OR	Branch 66
Yut, Rachelle	OR	Branch 66
Aaron, Donna	TN	Branch 947

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

Benjamin, Evelyn	CA	Branch 266
Trevena, April	CA	Branch 94
Felicioni, Dora	MT	Branch 929

Perman, Kally	MT	Branch 929
Stephenson, Tabitha	MT	Branch 929
Phillips, Austin	NJ	Branch 224
Scales-Bradley, Constance	NJ	Branch 53
Krempa, Keith	NY	Branch 11
Hibbler, Marilynn Hinton	TN	Branch 41
Nettles, Mark	TX	Branch 9
Brandt, Junemarie	VA	Branch 526

### Supporter (\$100)

Ayon, Celia	CA	Branch 88
Hawkins, Willie	CA	Branch 266
McClinton, Velma	CA	Branch 39
Simpao, Sally	CA	Branch 88
Thomas, Linda	CA	Branch 88
Herzog, Rosemarie	FL	Branch 154
McPhee-Johnson, Tayloria	FL	Branch 146
Ice, Marilyn	MI	Branch 23
Bollinger, Kathreen	MO	Branch 36
Green, Bart	MO	Branch 36
Boggan, Kim	NC	Branch 183
Gadbois, Maureen	NE	Branch 10
Gorans, Carrie	NE	Branch 10
Benjamin, Laquita	TN	Branch 41
Howard, Marsha	TX	Branch 9
Helleckson, Randy	WI	Branch 213



# Leading with Compassion and Kindness

Submitted by the USPS Employee Assistance Program

**T**ake a moment and think about the teachers and managers you have had over your lifetime. What qualities stick out in your mind? You may notice the best teachers and managers you ever had led you to believe you were the best student or best employee *they* ever had.

Most likely, you found yourself wanting to work hard to please them and prove you had earned their positive opinion of you. What is so great about a leader who leads with kindness, compassion and believes in their employees?

You might think a manager who yells, screams and micromanages is the one who is going to squeeze the most work out of their employees. But you would be wrong. It's the leader who believes in their employees and is able to communicate that to them who always will achieve the best results in the end.

Lead with kindness and your employees will want to work hard for you, make you

look good and respect you. They will do all those things that you've always wanted your employees to do.

## Benefits of being a compassionate leader

Leaders who dare to show compassion often are rewarded with team members' loyalty. Compassionate leaders tend to have teams with increased levels of engagement and more people willing to follow them.

Often, when leaders gain more responsibility and more power in an organization, they can become distracted, stressed and may miss observable changes in their team. As a result, these leaders may be less likely to tune in to others' concerns. No matter your title or responsibilities, it's important to pay attention to your employees' concerns and address them appropriately.

Compassionate leaders create work environments where there is harmony and cohesiveness among the employees. This, in turn,

creates an environment where employees go the extra mile and work together to get the job done. The time invested in leading with compassion and kindness creates a high-functioning, effective and successful work team.

Building commitment is necessary to success; it's easier to build loyalty if you are a compassionate and kind leader. A leader who can demonstrate awareness and show empathy for their team members will help encourage their commitment. If you want your employees to help you succeed, you must show them you care for them, too.

People often will stay in a bad job with a good manager and leave a good job because of a difficult manager. It's an unfortunate truth that a lot of employees quit their jobs because of their bosses. When you have a compassionate supervisor or manager, your employees are more likely to stick around. If you believe in them, your employees will, more than likely, believe in you.

### What does leading with compassion and kindness look like?

A compassionate leader uses empathy by putting themselves in their employees' shoes to try and understand their perspective. It can be helpful to think about other roles you have had before becoming a leader to remember what it's like to be in that role. The compassionate leader has the desire to improve their employees' situation by lending a hand to help pull them up.

Leading with compassion and kindness means treating everyone you encounter with dignity, respect and kindness. It basically comes down to treating people right. Dr. Carl Rogers was an American psy-

chologist who believed in having an equal relationship with those he was trying to help. He believed the three core values of empathy, congruence and unconditional positive regard are essential for leaders in all roles and professions.

Empathy means you try to put yourself in another person's shoes and work on seeing things from their perspective. Congruence is being genuine and real. Unconditional positive regard means that, although you may have

judgment about someone's behavior, you value them as a fellow human being; you look for the goodness in each employee you encounter.

An important tool in leading with compassion is using emotional intelligence, which involves self-awareness, self-regulation, motivation, empathy and social skills. Emotionally intelligent leaders can identify emotions in themselves and others and learn how to tap into emotional data to inform their leadership decisions.

They strive to understand and manage emotions. They might share their own emotions in a thoughtful way in the service of transparency. Employees are more likely to follow a leader about whom they care.

The mindset you are striving for is a win-win. When you get a win-win in a conversation, everyone feels good and you each can move forward with good feelings.

You can set an intention to have a win-win the next time you are facing a challenging communication. Even if your employee might not want to hear the "bad news" about what you expect from them, you can communicate in a way that shows that you have compassion and respect for that employee as a person and you value



their contribution to the organization.

Try being a compassionate and kind leader by adopting the following practices:

- Have an open-door policy
- Allow your employee to finish speaking without interrupting them
- Say encouraging words
- Catch your employees being good and tell them you notice
- Say "thank you"
- Bring food to share
- If you have to say "no," let them know you care and would say "yes" if you could
- Find a way to help your employee when they are going through a hardship, such as a death in the family
- When you feel angry, take a deep breath and find a way to say what you are going to say with consideration for the person's feelings
- When you are wrong, say you are sorry

### Additional tools

If you would like to learn more about honing effective leadership skills, you might find it helpful to explore MyStrength, which can be found at [EAP4YOU.com](http://EAP4YOU.com). MyStrength is an online wellness tool that is free to all postal employees, including managers. MyStrength can help you stay calm and centered so you can come from a place of kindness, focus and compassion when you meet with your employees.

MyStrength has videos, exercises and affirmations. All the content is evidence-based, which means it is proven to be effective. Once you sign up, MyStrength is a lifetime benefit that is free and confidential.

You can request a MyStrength life coach who can guide you to MyStrength activities that are right for you. Each activity takes about five or 10 minutes so they are easy to fit into your day.

# Notes

from the National Auxiliary

## Helping Us Grow

### Laurie D. Butts

President

I want to thank everyone who honored me by electing me National Auxiliary president at the 67th National Convention. I am very humbled to step into the shoes of my predecessors and continue to fulfill the duties of national president.

I would like to thank all our returning board members for their continued leadership and support. Special thanks to Patricia Jackson-Kelley, Bonita Atkins, Sue Elliott and Sonya Bonenberger for all their help during this time of transition.

I would be remiss not to acknowledge Chanel Dodson for stepping in and taking over secretarial duties. She and all our new first-timers are great assets to our Auxiliary. We welcome you with open arms.

I pledge to do “nothing less than



my best” in this position. In addition to fully supporting NAPS, my focus will be on the continued growth of the Auxiliary. As our numbers continue to dwindle, it is crucial we all be focused on recruiting new members.

Starting an auxiliary is very simple. A branch pays \$2 per member, plus \$1 for the charter; there must be at least five members for a local branch. Auxiliary members comprise spouses, significant others and children over 16 years old.

I am asking all Auxiliary members for their input, ideas and suggestions to help us achieve this goal. We have to work as a team to sustain our great Auxiliary. I look forward to receiving the many anticipated suggestions.

Again, I look forward to serving you well as your National Auxiliary president.

[laurie.d.butts@comcast.net](mailto:laurie.d.butts@comcast.net)

If you need to gather yourself before meeting with a difficult employee, take five minutes to do a MyStrength exercise. You might be surprised at how much better you feel and how effective you are communicating with your employee.

Your Employee Assistance Program (EAP) provides executive coaching services confidentially and always free of charge. Consider taking advantage of USPS EAP coaching with your local district EAP consultant or clinician. Coaching can be a valuable

resource in helping you reach your professional goals, including honing your skills to fully becoming a compassionate and effective leader.

Leading with compassion and kindness is not only doable, it's also a very effective method of leadership. For more information, please contact your EAP, available 24/7, by calling 1-800-327-4968 (1-800-EAP-4YOU); TTY: 877-492-7341. You also can find more information by contacting your local EAP consultant or visiting [EAP4YOU.com](http://EAP4YOU.com).

## National Auxiliary Executive Board

### National Officers

#### Laurie D. Butts

President

(484) 988-0933; [laurie.d.butts@comcast.net](mailto:laurie.d.butts@comcast.net)

#### Beverly Austin

Executive Vice President

(832) 326-1330; [braustin50@gmail.com](mailto:braustin50@gmail.com)

#### Bonita R. Atkins

Secretary/Treasurer

(225) 933-9190; [latkins326@aol.com](mailto:latkins326@aol.com)

### Regional Vice Presidents

#### Rick Hall

Eastern Region

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Region vacant: Northeast

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



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