


the Postal Supervisor



January 2017

**Push Back Against Threats
to Retirement Benefits:**

**Attend the
2017 LTS**

March 5-8

page 14



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

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Objectives

The object 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.

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2017—The Year of ...

In the January issue of many association magazines, mention is made about New Year's resolutions. That is not the intent of my article, however. Whether your 2016 was good, bad or ugly, the good, bad and ugly news is that 2016 is over. For many, the start of a new year is a chance for a new career path, a change in attitude or an opportunity for new challenges—maybe all three.



Brian J. Wagner
President

Jan. 28, 2017, is the start of the Chinese New Year, which, for 2017, is the Year of the Rooster. Whether you follow the Chinese New Year or not, you have the opportunity to make 2017 the year of whatever you want it to be. Because every new year—in essence, every new day—starts with you and the attitude you bring to that new start.

I truly hope so and send best wishes that it is. It would be safe to say that most people would like to have a New Year better than the previous. Will your 2017 be better than your 2016? I wish you all the best for a happy 2017. But only you can truly make it happen. And it all starts with attitude.

Whether or not you decide to make your 2017 the year “of anything,” just remember 2017 will come anyway. You can decide your 2017 or have it decided for you; I prefer the former. Here are a few suggestions, personal and NAPS-related, to start your 2017—the year of:

- spending more time with family and friends.
- increasing branch membership.
- appreciating more and complaining less.
- volunteering to help others.
- becoming more active in NAPS.
- making more friends and fewer enemies.
- seeking a NAPS branch or state officer position.
- eating more ice cream.

How will your 2017—the year of ... look? No matter what you choose, it will be right for you because the choice you make will be made by you and not for you. I want to share with you just a few quotes I hope will inspire you to make this new year the best:

- “If you don't like something, change it. If you can't change it, change your attitude.”—Maya Angelou
- “There are no menial jobs, only menial attitudes.”—William J. Bennett, “The Book of Virtues”
- “Attitude is a little thing that makes a big difference.”—Sir Winston Churchill

Happy new year and new attitude!
naps.bw@naps.org

* * *

NAPS is saddened to report the death of Adolph A. Ruiz Jr. on Dec. 10. He served as NAPS secretary/treasurer from 1992 to 2000.



Condolences may be sent to the family: 1349 S. Allison St., Lakewood, CO 80232-5314.

Thrift Savings Plan

Fund	G	F	C	S	I
November 2016	0.16%	(2.35%)	3.71%	7.95%	(1.99%)
Past 12 Months*	1.80%	2.44%	8.11%	9.81%	(3.29%)

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 2020	L 2030	L 2040	L 2050
November 2016	0.49%	1.05%	1.57%	1.87%	2.19%
Past 12 Months*	2.64%	3.33%	4.00%	4.27%	4.51%

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.

Visit the TSP website at www.tsp.gov

Our Political Advocacy Stays Strong

I titled my November *NAPSHQ2U* article “A November to Remember.” Little did I know how prophetic that title would be; very few people predicted the outcome of the 2016 election cycle. The emergence of unified control of the White House, Senate and House of Representatives will create new challenges and opportunities for keeping America’s Postal Service moving forward.



Ivan D. Butts
Executive Vice President

Several Senate candidates supported by NAPS SPAC in the recent elections were elected:

- Tammy Duckworth, Illinois
- Chris Van Hollen, Maryland
- Maggie Hassan, New Hampshire
- Catherine Cortez Masto, Nevada
- Lisa Murkowski, Alaska
- Michael Bennet, Colorado
- Richard Blumenthal, Connecticut
- Brian Schatz, Hawaii
- Charles Schumer, New York
- Ron Wyden, Oregon
- Patrick Leahy, Vermont
- Patty Murray, Washington

Sen. Chuck Schumer (New York) will succeed Sen. Harry Reid (Nevada) as Senate minority leader and bring a new realism toward forging legislative compromise with Republican Majority Leader Mitch McConnell and President Donald Trump, a deal-making style perhaps mentored by NAPS Northeast Region Vice President Tommy Roma.

Once again, as we start a new Congress, NAPS faces the task of educating new lawmakers in the House and the Senate about the rich history and value the Postal Service has contributed to building the United States of America. NAPS especially will need to engage and educate a new freshman class of lawmakers and their staffs about the Postal Service, its recent past, the challenges to service and the need for Congress to take action on necessary reforms.

Your help in this effort will be critical at our 2017 LTS, March 5-8, at the Marriott Crystal Gateway in Arlington, VA. We need as many NAPS grass-roots advo-

cates as we can have on hand to help us in our effort. This is my plea for all hands on deck. Please go to our website, www.naps.org, to complete the online registration or see page 11 of this issue for the registration form and instructions.

Our LTS theme this year is appropriately titled “Priority Postal.” We need to ensure our national leaders understand the importance of maintaining an efficient mail delivery network that continues to bind America together—and not at the expense of service cuts that erode trust and our brand. The United States Postal Service is the most trusted agency in the federal government and the most efficient public mail service provider in the world. We are the number-one employer of our nation’s veterans.

With the recent elections just behind us, we cannot relax. We already are looking to the 2018 congressional mid-term elections and our SPAC fundraising needs, which are considerable. NAPS wants to remain fiscally active in many important Senate races involving some of the strongest proponents and allies, including:

- Joe Donnelly, Indiana
- Debbie Stabenow, Michigan
- Claire McCaskill, Missouri
- Jon Tester, Montana
- Bob Menendez, New Jersey
- Heidi Heitkamp, North Dakota
- Sherrod Brown, Ohio
- Bob Casey, Pennsylvania
- Tim Kaine, Virginia
- Joe Manchin, West Virginia
- Tammy Baldwin, Wisconsin

In addition to these Senate races, NAPS also will need to provide support to our champions in the

The Postal Supervisor 2017 Production Schedule

Issue	Copy Deadline*	Mails
FEB	DEC 27	JAN 24
MAR	JAN 24	FEB 16
APR	FEB 16	MAR 14
MAY	MAR 15	APR 18
JUNE	APR 20	MAY 16
JULY	MAY 19	JUNE 15
AUG	JUNE 15	JULY 13
SEPT	JULY 18	AUG 10
OCT	AUG 21	SEPT 12
NOV	SEPT 22	OCT 19
DEC	OCT 24	NOV 16
JAN 18	NOV 28	DEC 21

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

Continued on next page

Knowledge Is Powerful

One of my duties as your NAPS secretary/treasurer is to take the minutes of meetings, whether they are NAPS Executive Board meetings or meetings with postal officials. You may ask, “Okay, Chuck, why do I need to know this?” Well, in this month’s *Postal Supervisor*, you will find the minutes of the fall 2016 NAPS Executive Board meeting, as well as the minutes of the consultative meeting your

NAPS resident officers had with postal representatives just a few weeks ago at Postal Headquarters.

In the December issue of *The Postal Supervisor*, we published the consultative minutes the NAPS Executive Board held with postal representatives during the fall 2016 Executive Board meeting held at NAPS Headquarters. So, again, you may be asking, “Chuck, why is this important?” Well, here’s why.

It’s not important that I took the minutes, but it is important that you read and understand them, regardless if you are active as a NAPS rep or simply a dues-paying member.

The minutes record how your organization is conducting business—not only the business of NAPS, but also representing you in discussions with postal leadership. For example, at the November consultative meeting, NAPS discussed staffing at a plant that is acquiring a FSS machine to DPS flats. Had we not questioned this, the USPS might have made decisions based on some erroneous data. Working together, we were able to agree to gather additional data and keep

NAPS as part of the process.

Also, during the fall board meeting, you will see in multiple instances where board members heard from postal officials, as well as made decisions that directly affect you as a NAPS member: decisions on vendor contracts with NAPS and financial and budgeting decisions, as well as board votes on key issues. And this only scratches the surface of the conversations, decisions and consultations that can be found in the various minutes of meetings.

I strongly encourage you to read the minutes of meetings we send from NAPS Headquarters; there is a wealth of information available—information that can help you at your job, as a NAPS rep and in your interactions with postal leaders in your plants, offices or districts. Remember the old saying, knowledge is power? Well, indeed it is. And, by learning as much as you can about your NAPS organization, you gain the power to make better-informed decisions.

You pay dues to NAPS; make sure you know how your money is being spent. After all, NAPS belongs to you. There are many resources at your disposal to gain the knowledge you seek—from our NAPS website to local branch meetings, to attending NAPS-sponsored training events to conventions to reading *The Postal Supervisor* and, yes, reading the minutes of meetings! So, I hope I have helped you understand why the meeting minutes are important. So, get informed and gain the knowledge—and power—you need to make your worklife better.

I hope you had a safe and blessed holiday season and an even better new year ahead. God bless.

naps.cm@naps.org



Chuck Mulidore
Secretary/Treasurer

Our Political Advocacy Stays Strong

Continued

House. NAPS has been extremely successful in the past in engaging lawmakers in the House and Senate on our issues through your generous donations to SPAC. We will, once again, need your steadfast support of SPAC to remain at the top of the constituency pyramid.

In the upcoming Congress, there will be a surge of new legislative proposals that potentially could be harmful to the Postal Service. We will need to be ready to respond to calls from lawmakers to allow couriers to enter the First-Class Mail market or allowing couriers

to put non-USPS mail in mailboxes. These proposals, made on behalf of more competition, only will erode the strength and security of the nation’s mail system—not foster healthy competition.

Our focus in the coming days will be on how we need to preserve and improve the nation’s truly first and foremost infrastructure—its postal network—created by the Constitution with the mission to bind America together, both here and abroad.

In solidarity ...

naps.ib@naps.org

On Nov. 5, national and California State officers attended the San Francisco Branch 88 annual retirement dinner. Back row, from left: Charlie Patterson, Debbie Baker, Tom Wong, Marsha Danzy and Hayes Cherry. Front row: Marilyn Walton, Bonita Atkins, Louis Atkins, Brian Wagner and Sally Simpao.



The NAPS/Triboro District meeting was held Nov. 18 at the Triboro District office to discuss issues affecting the district. In attendance, from left: Mark Velez, Branch 164; Jimmy Warden, New York Area VP; Tommy Roma, Northeast Region VP; Elvin Mercado, Triboro District manager; Rick Quentel, A/plant manager; Dave Rudy, HR manager; Calvin Robinson, Branch 85; Dan Urquhart (standing), Branch 166; Jim Duffy, Branch 85; and Joe Dispensa, Branch 110. Jamaal Muhammad, Branch 68, took the photo.

Secretary/Treasurer Chuck Mulidore attended the joint Branches 321 and 406 meeting in Orlando.



From left: Ernie Gonzales, Branch 406 president; Bob Quinlan, Southeast Area VP; A.J. Arborn, Branch 406 secretary/treasurer; Bobby Bock, Branch 321 president; Mulidore; and Tim Ford, Southern Region VP.



Orlando Postmaster Tim Holmes and Chuck Mulidore

2016 National Convention Orders

NAPS Headquarters was contacted by Taybron Sweaters Unlimited shortly after Hurricane Matthew to alert us to the damages sustained at the company's processing and storage facilities. The hurricane caused a delay in completing orders for hats, shirts and jackets purchased during the 2016 NAPS National Convention. The company has completed recovery operations and currently is completing members' orders. The company apologizes for this unforeseen delay. NAPS Headquarters apologizes for not passing on this information sooner.



Baton Rouge Branch 209 celebrated Veterans Day and the Marine Corps' birthday. From left: Louis Goodman, Cornel Rowel, Louis Atkins and Larry Hamilton.



San Juan Branch 216, Caribbean District, held its annual Christmas party at the Condado Plaza Hilton in San Juan. Among those in attendance, from left: Tommy Roma, NAPS Northeast Region VP; Yvonne Rodriguez, acting plant manager; Bonita Atkins; Louis Atkins, past NAPS president; Carol Wagner; Brian Wagner, NAPS president; Antonio Cabrera, Branch 216 president; Lisa Ojeda, Caribbean District manager; Ivonne Warden; Jimmy Warden, NAPS New York Area VP; and Jose Rodriguez, Branch 216 vice president.



NAPS Executive VP Ivan D. Butts, Southeast Area VP Bob Quinlan and Southern Region VP Tim Ford were present for swearing-in officers of West Palm Beach Branch 154. From left: Roe Herzog, treasurer; Bob Lowrey, South Area VP; Gail Van Horn, legislation and North Area VP; Suzette James, secretary; Edith Roundtree, president; and Richie Guevara, executive VP.



Three New York branches—85, Jamaica; 164, Flushing; and 202, Long Island—held a joint Christmas party. It was a night of great networking and enjoyment. From left: Tom Barone, Branch 202 president; Victor Arroyo, Branch 85 president; Jimmy Warden, New York Area VP; Mark Velez, Branch 164 VP; Jeff Goldman, Branch 164 president; Frank Baselice, Branch 202 VP; and Calvin Robinson, Branch 85 VP.

EAS Staffing at the Akron P&DC, Marketing and Deputy PMG Organizational Changes and 2016 Adopted Resolutions Among Items Discussed

President Brian J. Wagner, Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore were present for the Nov. 19 consultative meeting with the Postal Service. Representing the Postal Service were Bruce Nicholson, Phong Quang and Seth Lennon, USPS Labor Relations Policy Administration.

Agenda Item #1

NAPS received correspondence dated Oct.19, 2016, concerning the installation of an additional Flat Sort-

ing System (FSS) in the Akron P&DC.

NAPS asked what the current staffing of EAS employees is in this facility, including employee-to-management ratios, if there are any EAS job vacancies in this facility and what considerations have/are being given to EAS staff who have left this facility due to the “pending closure” status now that the installation is being repurposed. Similar queries were made during 2012/2013 consultative meetings.

The current staffing of the Akron P&DC is detailed below:

There currently are no EAS job vacancies in this facility. The first step is completing a site survey. In addition, a determination will not be made regarding staffing needs until the facility is fully operational.

NAPS responded that this information is not correct as the Akron facility is now under the responsibility of the Akron postmaster. The facility is currently a Function 4 operation.

NAPS asked the USPS for a post-meeting FSS staffing matrix for the Akron facility. Following is the USPS response:

As we responded during our November consultative meeting, we still are awaiting completion of the site survey. Once that is done, the Postal Service will determine the number of machines that will go into the facility, which will determine the number of bargaining-unit employees needed. The number of bargaining-unit employees will, in turn, determine the staffing ratio for EAS employees. None of that has been determined.

EAS Staffing:

Title	Pay Scale/ Grade	Total Authorized	Total on Rolls	
Plant Manager	EAS-25	0	1	NAU
Supervisor/Maintenance Operations	EAS-17	0	1	NAU

Craft Staffing:

Job Title	Count	Job Title	Count
Casual	2	Parcel Post Dist-Machine	10
Mail Handler	31	Tractor Trailer Operator	11
Plant Manager	1	Maintenance Supply Clerk	1
General Expeditor	9	Building Equipment Mechanic	1
Electronic Technician	10	Supervisor, Maintenance Operations	1
Mail Processing Clerk	1	Mail Handler Equipment Operator	4
Mail Equipment Handler	1		
Mail Handler Assistant	4	Total	93
Motor Vehicle Operator	4		

Agenda Item #2

NAPS was informed there are F1 and F4 operations working under the same Finance number in the Dakotas District. Local leadership has moved this transparency issue up to the Western Area. NAPS is aware the Western Area moved this issue to USPS Headquarters before September 2016.

NAPS asked for the status of this issue, as well as the rationale for hav-

ing different functions working under the same Finance number as it relates to each functional area's impact on budgetary, NPA and the reporting of revenue and financial transactions.

F1 and F4 operations co-existing under the same Finance number is nothing new in the Postal Service. On April 8, 2016, correspondence was sent to the management associations, stating the Postal Service intends to assign unique Finance numbers to mail processing annexes and mail processing operations that currently share Finance numbers with post offices and/or host plants. This initiative was intended to provide greater visibility and insight into the operation. The process of establishing unique Finance numbers still is ongoing and includes facilities in the Dakotas District.

We discussed NAPS' agenda item with cross-functional stakeholders; we do not see any impact on budgetary, NPA and the reporting of revenue and financial transactions as NAPS stated. In addition, we looked into the four facilities in the Dakotas District that Ivan Butts provided to Bruce Nicholson and did not find any anomalies that would negatively impact NPA.

- Bismarck Post Office has two Finance numbers separating F1 from F4.

- Missoula Post Office has five distinctively separate scorecards from which employees choose.

- Grand Forks Post Office has six distinctively separate scorecards from which employees choose.

- Rapid City Post Office has five distinctively separate scorecards from which employees choose.

It's important to note that employees should choose the appropriate scorecard attached to their operation and that the employees' managers review and verify the selections. Again, we do not see the potential impact as stated by NAPS.

Agenda Item #3

NAPS was made aware of a newly promoted member at the Material Distribution Center (MDC). The occupation code, title and level are listed below. It currently is on the SDA chart in the position group with "All Other Eligible" where the salary differential is compared with PS-06, Step O.

0356-6003	SUPV CPTR MAINT LABL PRNTG	19	\$60,346
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Considering the position title (MAINT) and the staff for which this position is responsible, NAPS contends this position should be included in the "Plant Maintenance" group, with a salary differential compared with PS-10, Step P (names of employees removed).

Level	Position
PS10	Electronic Technician
PS10	Electronic Technician
PS10	Electronic Technician
PS10	Electronic Technician
PS10	Electronic Technician
PS10	Electronic Technician
PS07	Maintenance Support Clerk
PS07	Maintenance Support Clerk (DTL)

NAPS requested that the SDA for this position be changed to reflect the management work being accomplished.

Compensation will complete a full analysis on the details of the position and provide a response on the findings no later than Nov. 18.

This response still is pending. NAPS will continue to push for a response.

Agenda Item #4

NAPS received correspondence dated Oct. 20, 2016, concerning organizational changes impacting Marketing and the deputy postmaster general. NAPS asked to be briefed on

any impacts that will move EAS employees from field to Headquarters reporting.

On two separate occasions, Oct. 21 and Oct. 26, Bruce Nicholson informed NAPS that no EAS positions will be moved from field to Headquarters reporting.

The following are regarding resolutions adopted at the 2016 NAPS National Convention:

Resolution 30: EAS discipline has been unjustly "rolling downhill;" EAS supervisors and managers are receiving discipline after discipline has been issued to their direct reports. EAS supervisors and/or managers have been issued discipline—whether warranted or not—when higher-ups are disciplined.

NAPS contends that EAS supervisors and/or managers may not have any control over the situation for which discipline is issued and requested that a root-cause investigation be conducted before issuing discipline, using a standardized discipline chain that has been created by the USPS.

ELM 650, "Non-bargaining Disciplinary, Grievance and Appeal Procedures," is appropriate in this situation. If an employee believes the proposed discipline is unwarranted, an appeals process is in place, ELM 652, "Appeal Procedures." The Postal Service is not interested in implementing anything in addition to ELM 650.

Resolution 31: When an incident occurs that results in an investigation by a management team and an EAS supervisor/manager is given an investigative interview, the results of the investigation and/or action are not issued in a timely manner. On many occasions, the length of time passed results in a second and, sometimes, third investigative inter-

view. At times, the EAS supervisor/manager is left in limbo for months and, in some cases, more than a year.

NAPS contends that, at some point, it must be deemed an untimely action on the part of management. Therefore, NAPS is requesting that an investigative interview be conducted only at the end of the formal investigation and that the supervisor/manager be given access to material gathered during the investigation.

NAPS also requests that EAS supervisors/managers be afforded due process and that the results of the investigation or action are issued to the supervisor/manager within four weeks of the investigative interview; otherwise, it will be deemed untimely and removed from the employee's OPF.

We do not fully understand the issue presented in Resolution 31. If NAPS' request is for the Postal Service to establish a time limit from the date an investigation is conducted of an alleged offense to the time management issues any type of disciplinary/adverse action, we provided that response during the December 2014 consultative meeting to Resolution 62:

The Postal Service expects that decisions concerning whether disciplinary action will be imposed are to be made without undue delay. Such decisions should be made based on consideration of relevant factors and should comport, where applicable, with regulations delineating elements that should be considered. Some circumstances may allow for such decisions in less or more time than others. Some circumstances may call for investigatory, consideration, evaluation and other situation-specific elements that could require more time than is needed in other circumstances. The Postal Service will not establish the time limit NAPS recommends in this item.

Continued on page 12

PRIORITY ★ POSTAL ★



March 5 - 8, 2017
Legislative Training Seminar



A new president, a new Congress—what does it mean for the Postal Service?

The 2017 LTS will focus on Washington's new leaders and agendas. LTS delegates, whether first-timers or veteran advocates, will receive an intensive orientation on the new president, new Congress and the state of postal issues that matter to NAPS and the USPS. They'll also learn about the key ingredients for successful meetings with members of Congress and their staffs. Then, LTS delegates will head to Capitol Hill to educate Congress about the dynamic role the Postal Service plays in our nation's economy and legislative proposals that will improve the Postal Service and the lives of NAPS members.

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

Sunday, March 5

9 a.m. – 6 p.m.
Registration

9:15 a.m.
Wreath-Laying at Tomb of the Unknown Soldier, Arlington National Cemetery

1 – 2 p.m.
First-Timers' Orientation

2:30 – 3:30 p.m.
Non-Denominational Worship Service

4 – 5:30 p.m.
Town Hall with the Resident Officers

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

Monday, March 6

6:30 a.m.
Continental Breakfast

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

8 a.m. – 5:30 p.m.
SPAC Café

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

noon
Luncheon

1:30 p.m.
Legislative Training continues

4:45 p.m.
State Caucus Meetings

4:45 – 5:15 p.m.
SPAC Photos

6:30 – 8:30 p.m.
SPAC Reception

Tuesday, March 7

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

morning/afternoon
Delegate meetings on Capitol Hill

2 – 5 p.m.
Capitol Hill Debriefings with NAPS legislative team

Wednesday, March 8

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

2017 Legislative Training Seminar Registration Form

Download the form at www.naps.org

March 5-8, 2017

Marriott Crystal Gateway Hotel
1700 Jefferson Davis Highway
Arlington, VA 22202

Room
Rate Reduced

Hotel room block expires on Feb. 18, 2017/NAPS LTS delegate registration closes on Feb. 24, 2017.

Complete and mail this entire page to NAPS Headquarters, along with your LTS payment or online payment receipt, to the address shown under "Mailing Instructions."

LTS Registration Fee—\$225

Mail-in or online LTS fee is \$225 if registration form and fee are **RECEIVED** at NAPS Headquarters on or before Feb. 17, 2017. After Feb. 17, the LTS fee is \$300. Make check or money order payable to **NAPS Headquarters**. The LTS fee may be paid online at www.naps.org. **No LTS registrations and payments will be accepted after Feb. 24.**

Note: Online LTS fee payment is not an official LTS registration; it is a payment portal only. If paying the fee online, you **MUST** complete a LTS registration form, too. Mail, email or fax your LTS registration and online payment receipt to NAPS Headquarters by the respective deadlines. If you paid online correctly, you will receive an email receipt from the payment portal provider. If you do not receive this email receipt, your payment was not completed properly; contact NAPS Headquarters for assistance. Online registration closes at midnight on Feb. 24.

All LTS registrations are considered official when both the LTS fee **AND** registration form(s) are received at NAPS Headquarters by Feb. 24. **No LTS registrations and payments will be accepted after Feb. 24.** There are no walk-in/on-site LTS registrations or substitutions.

By March 1, each official LTS registrant will receive an LTS confirmation receipt via mail or e-mail from NAPS Headquarters. If you registered for LTS and do not receive your confirmation by March 1, contact NAPS Headquarters immediately.

Refund Requests

All refund requests must be submitted in writing and received at NAPS Headquarters on or before March 1. All approved refunds will be paid after LTS and before March 31. If the LTS fee is paid by a branch check, the refund will be sent via ACH direct deposit to the branch's bank account. All other refunds will be by check.

Mailing Instructions

Please complete and mail this entire page (one for each registrant), along with the registration fee (check/money order/online receipt), to NAPS LTS, 1727 King St., Suite 400, Alexandria, VA 22314-2753. No registration will be considered valid if received without payment.

Substitutions

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

Use only ONE FORM per registrant. If you need to make a substitution before March 1, please call NAPS Headquarters at 703-836-9660.

Nickname on badge (*if other than first name below*)

Full Name (*first, last*)

PO Box/Home Street Address (*for confirmation receipt*)

City

State

ZIP+4

Badge city/state—for congressional visit purposes, please identify if different than the above.

USPS EIN (if applicable)

Branch #

Personal Contact Phone # (non-postal)

Personal email address (non-postal email only)

Registrant is:

- Delegate Auxiliary Guest
 First-time attending LTS? (Check if yes)

Hotel Room Rates and Reservations

Delegates and guests attending the 2017 LTS are responsible for making their own lodging reservations directly with the Marriott Crystal Gateway Hotel.

To make a reservation, please call the Marriott at 703-920-3230, or toll-free, at 877-212-5752. Reference the group's name, **National Association of Postal Supervisors**. To reserve a room online, go to www.naps.org, click on "LTS Home" at the right side of the page, and then click on "Hotel Reservations."

The LTS single/double room rate is \$260, plus applicable state and local taxes. Check-in time is 3 p.m.; check-out, noon.

The room block expires on Feb. 18, 2017. Reservations made after that date may be at a higher room rate, if available at all.

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

DO NOT WRITE IN THIS SPACE

Amount \$

Payment Type

Check/Money Order #

Date Received

Nov. 19 Consultative

Continued from page 10

Resolution 32: Investigative-interview (II) and fact-finding (FF) scheduling are getting excessive in some areas; some offices schedule three or four a week. Many NAPS representatives who are assisting members are working and on the clock. The offices in which these qualified, requested representatives are working are losing productive workhours and raises concerns about budget restrictions regarding these lost hours.

NAPS is requesting that the workhours NAPS representatives are gone from their home offices, including driving time, be charged to

the office requesting the II/FF.

ELM 651.2, "Representation," contains policy regarding representation by NAPS. We do not fully understand the issue presented.

Resolution 35: Supervisors' and managers' workloads are very intense; it is increasingly more difficult for supervisors to complete their duties in eight hours. Many supervisors are working six-day weeks, 10 to 12 hours daily.

Supervisors come to work fearing more duties will be added. If these additional duties, as well as their regular duties, are not completed, they will have an investigative interview and face possible disciplinary action. The

current environment facilitates bullying and psychological aggression.

NAPS requests that the USPS recognizes bullying as a form of unprofessional management behavior. NAPS also requests the Postal Service put a process in place that includes an official PS form to report bullying and a committee to process and investigate these reports. NAPS also requests that a system is put in place for any person bullying non-bargaining employees to be placed on probation and/or corrective action be taken, up to removal from the Postal Service, to ensure an environment free of this type of treatment/harassment.

The Joint Statement on Violence in the Workplace (JSOV) specifically addresses bullying in the workplace. The current discipline mechanism in place is more than adequate to address instances of bullying through corrective action when warranted. The Postal Service has no interest in creating a separate, parallel discipline mechanism strictly for bullying. In addition, employees can contact the Inspection Service when there is an immediate threat. There are multiple channels an employee can work through to have matters addressed outside of their installation.

NAPS Training Calendar

Eastern Region Cabinet Meeting

Jan. 12-15, 2017

Conducted by: Eastern Region VP Richard L. Green Jr.

Location: Charleston Marriott, 170 Lockwood Blvd., Charleston, SC 29403; (843) 723-3000. Reservations must be made directly with the hotel; mention "2017 Eastern Region Meeting-NAPS." The rate is guaranteed until Dec. 12.

Hotel Rate: \$179 plus tax, single/double; free parking

Registration Fee: \$190; deadline is Dec. 10. Makes checks payable to NAPS Headquarters; mail to Richard L. Green Jr., 7734 Leyland Cypress Ln., Quinton, VA 23141.

Training Topics: The purpose is to plan training and legislative efforts for the coming year and to address major concerns of NAPS members.

Southeast Area Training

Feb. 4, 2017

Conducted by: Southeast Area VP Bob Quinlan

Location: Embassy Suites by Hilton Orlando North, 225 Shorecrest Dr., Altamonte Springs, FL 32701; (407) 571-3434. Room rates available three days before and after; room block cut-off is Jan. 12.

Hotel Rate: \$119/night. Call Hilton Central Reservations, 1-800-445-8667. Group

code: NAPS or National Association of Postal Supervisors.

Topics/instructors: Legislative training, Executive VP Ivan D. Butts; debt collection and adverse action, Southern Region VP Tim Ford.

Northeast Region Training

March 24-25, 2017

Conducted by: Northeast Region VP Tommy Roma, New York Area VP Jimmy Warden, New England Area VP Greg Murphy and Mideast Area VP Hans Aglidian

Location: Marriott San Juan Resort & Stellaris Casino, 1309 Ashford Ave., San Juan, PR 00907; (787) 722-7000, ext. 44

Hotel Rate: \$220 plus taxes

Registration Fee: \$125

Instructors: Doug Tulino, Ed Phelan, Ann Mailloux, Bran Wagner, Ivan Butts, Chuck Mulidore, JFK3 Consulting, Dillard Financial

Central Gulf Area Training

March 31-April 1, 2017

Conducted by: Central Gulf Area VP Cornel Rowel Sr.

Location: Renaissance Mobile Riverview Plaza Hotel, 64 South Water St., Mobile, AL 36602; (251) 438-4000

Hotel Rate: \$115

Registration Fee: \$40

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.

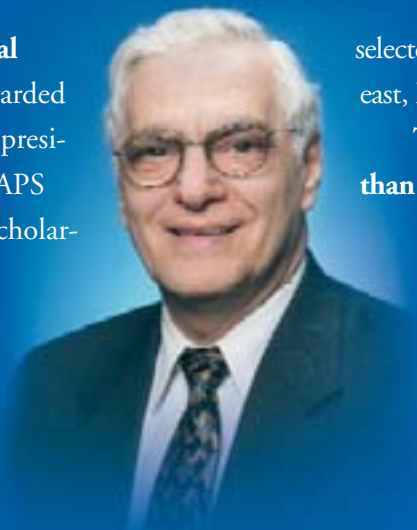
National Association of Postal Supervisors Vince Palladino Memorial Student Scholarships

2017 Official Application Form

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

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

NAPS will award 10 \$1,000 **Vince Palladino Memorial Student Scholarships**. Two winners will be randomly



selected from each of the NAPS regional areas (North-east, Eastern, Central, Southern and Western).

This application must be received no later than July 31, 2017, at the address provided below.

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the October 2017 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Vince Palladino Memorial Student Scholarship** will receive a check, payable to the college or university listed in the application, in October 2017. Scholarships may be used to pay expenses in the student's current or following semester.

deadline: July 31, 2017

Student's name (please PRINT legibly)

Major course of study

Name of accredited two- or four-year college or university attended or will be attending

City and state of the college or university

NAPS member's name

NAPS member's branch number

Student's relationship to NAPS member (son, granddaughter, etc.)

NAPS member's PO box/street address

City

State

ZIP+4

**Applications must
be received at
NAPS Headquarters
no later than
July 31, 2017**

Please mail completed application to **NAPS Scholarships, Attn: Chuck Mulidore, Secretary/Treasurer, 1727 King St., Suite 400, Alexandria, VA 22314-2753**. Thank you.

Bruce Moyer

NAPS Legislative Counsel



Postal reform legislation failed to cross the finish line in the past Congress; its prospects for passage in the 115th Congress remain mixed. But greater

sional lame-duck session, which provided too little time for lawmakers to deal with the CBO's complex findings on the large financial impact of the bill on the

General Treasury, the Postal Service and the Medicare Trust Fund. Post-election changes with Republicans

Subcommittee, are preparing legislation that would reduce federal and postal retirement benefits and streamline the procedures to fire under-performing employees. Reductions in the size of the federal civil service are likely and will not necessarily require legislation. Workforce reductions, which already have occurred in the Postal Service, could be ordered by President-Elect Trump for the civil service on the first day of his presidency through executive order.

Postal supervisors and other USPS employees, along with civil servants, could be impacted through an increase in the amount of employee contributions toward retirement—to 6.5 percent. The defined benefit pension also could be phased out.

House consideration of civil service reform legislation will begin in the subcommittee chaired by Meadows, who also will head the House Freedom Caucus, a group of about 50 of the most conservative members. In the Senate, Homeland Security and Governmental Affairs Chairman Ron Johnson (R-WI) likely will favor reforms that deal with a workforce Johnson considers bloated and overpaid.

Changes to federal and postal employee retirement benefits potentially could be included in a larger budget reconciliation bill later in 2017 that could make changes to mandatory spending or so-called entitlement programs, such as Medicare. Senate passage will be made easier through the standing requirement of only 51 votes (not 60) to stop/delay during consideration of budget reconciliation legislation. There are 52 GOP members in the Senate.

NAPS will continue to provide information about these developments in the coming weeks, including at the upcoming LTS.

bruce@moyergroup.net

Big Threats to Retirement Benefits (and More)?

certainty exists about the dangerous possibility of congressional changes in the retirement benefits of federal and postal employees. Further changes also could result in reductions in the overall size of the federal workforce.

The upcoming NAPS Legislative Training Seminar (LTS), March 5-8, will provide an excellent opportunity for NAPS members to learn about these changes and communicate with Congress about them. What are we looking at?

Postal Reform

Despite last-minute efforts by House and Senate negotiators to reach a deal on a comprehensive postal reform package, disagreements on Medicare integration and other issues sidelined a final package as time ran out in 2016. Discussions could pick up once again in the new Congress and possibly lead to final action sometime in 2017, but hurdles remain.

Too much to accomplish with too little time in the lame-duck session proved a decisive factor in sinking H.R. 5714, the postal reform bill. A long delay in the Congressional Budget Office (CBO) scoring the bill resulted in issuance of a score only at the start of the brief, three-week congress-

wresting control of the White House and Congress also prompted GOP interest in rolling over action to 2017.

The CBO score found that integration of postal retiree Medicare benefits would cost the Medicare Trust Fund \$8 billion over the next 10 years—a forecast that generated concern among some House Republicans. Potential action in the new Congress on overall Medicare reform also could include action on the shape of Medicare-integrated postal benefits. Moreover, the PRC's statutorily required report by December 2017 on postal rates and potential changes in the rate-making framework could push postal reform legislation into 2018.

Civil Service Reforms

More likely, federal and postal employees could see changes in their retirement benefits and civil service protections as a result of unified GOP control. NAPS will stand ready to oppose proposals that reduce hard-earned benefits or erode civil service protections.

Rep. Jason Chaffetz (R-UT), chairman of the House Oversight and Government Reform Committee, and Rep. Mark Meadows (R-NC), head of the panel's Government Operations

NAPS Executive Board Directory

Resident Officers

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



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NAPS Leadership Team Meets

The fall 2016 Executive Board meeting was called to order 9 a.m. on Oct. 16, 2016. Eastern Region VP Richard L. Green Jr. gave the invocation. Secretary/Treasurer Chuck Mulidore conducted the roll call of officers; all 25 board members were present.

Candidates for board chair were Southern Region VP Tim Ford, Michigan Area VP Kevin Trayer and Midwest Area VP Hans Aglidian. Each candidate gave a two-minute presentation outlining their candidacy.

President Brian Wagner appointed a ballot committee chaired by Western Region VP Marilyn Walton. Other members were New England Area VP Greg Murphy and Rocky Mountain Area VP Myrna Pashinski. Ford was elected chair.

Central Region VP Craig Johnson made a motion, seconded by Central Gulf Area VP Cornel Rowel Sr., to destroy the ballots. The motion passed by a voice vote.

Wagner officially swore in Ford as Southern Region VP; he was unable to attend the national convention due to illness. Ford expressed thanks to the board for the well-wishes he received and for electing him chair.

Welcome remarks were made by Wagner, Executive Vice President Ivan D. Butts and Mulidore. Wagner thanked the board for representing NAPS. As president, he expressed his honor and commitment to the organization. He congratulated the new board members, as well as returning board members. Wagner outlined the upcoming meeting and thanked Butts and Mulidore for their great teamwork as the new leadership

team at NAPS Headquarters. He asked board members to be respectful and productive during the meeting and thanked Past-President Louis Atkins for his mentorship.

Butts welcomed new and returning board members. He discussed the rigorous legislative agenda ahead and the upcoming Legislative Training Seminar (LTS) in March. He said it's important to get ready now.

Mulidore thanked everyone for the honor of representing NAPS members at NAPS Headquarters, saying it has been a tremendous transition. He thanked Wagner and Butts for getting him up to speed. He pledged his total commitment to NAPS and the board.

Ford asked each board member to introduce themselves and say a few words about themselves, as well as their NAPS and postal history. Many board members thanked Atkins for his leadership in NAPS.

Johnson made a motion, seconded by Illini Area VP Luz Moreno, to adopt the NAPS agenda and program; the motion passed by a voice vote. Johnson moved, seconded by Butts, to suspend the reading of the previous board meeting minutes; the motion passed by a voice vote. Richard Green made a motion, seconded by Northeast Region VP Tommy Roma, to approve the spring 2016 Board Meeting minutes; the motion passed by a voice vote. Ford explained the rules and protocol of the board meeting.

Mulidore presented his report. On Oct. 11, 2016, he participated in an overall insurance review of NAPS Headquarters with Erie Insurance

and NAPS' insurance broker Staland/Katz. The adequacy of coverages, deductibles and liabilities were discussed.

As of Oct. 3, 2016, NAPS' investments totaled \$14,146,291.54. This is a fiscal year-to-date increase of approximately \$350,214.42 or 3.29 percent. Most of the increase in value came in July. Total NAPS assets at the end of Quarter 1 (Aug. 31, 2016) were \$18,586,099.20. NAPS' Quarter 1 "revenues less expenses" was \$278,658.79.

As of Oct. 3, 2016, the NAPS General Fund, consisting of the PNC checking and money market accounts, was \$104,860.81 and \$76,064.15, respectively, totaling \$180,924.96.

As of Oct. 3, 2016, the NAPS building was 100 percent leased. NAPS has been receiving regular owner distributions.

Moreno made a motion, seconded by Trayer, to accept the financial report; the motion passed by a voice vote.

Regarding membership, Mulidore reported that, as of the Sept. 1, 2016, DCO, NAPS had 26,445 members (25,063 active and 1,382 associate; 95 percent and 5 percent, respectively). Total membership from one year ago was 25,749 (24,328 active and 1,367 associate)—an overall total SPLY increase of 696 members or 2.7 percent. From September 2015 to September 2016, active membership has been trending positively, while associate membership has been relatively stable for the same period.

As of Oct. 3, 2016, 4,304 NAPS members were registered on the

www.naps.org website. NAPS continues to send out the monthly online newsletter *NAPSHQ2U*, but will provide special issues, when necessary. NAPS' Facebook page is regularly updated and "tweets" are made on NAPS' Twitter account. As of Oct 3, 2016, *NAPSHQ2U* goes to 6,320 members, with an average "open rate" of 30 percent. Approximately 31 percent of those opening *NAPSHQ2U* viewed the issues on their computers; the remaining 69 percent viewed *NAPSHQ2U* on their mobile devices. NAPS has 1,534 Facebook "likes" and 436 Twitter followers.

Charlie Scialla, NAPS' Disciplinary Defense Fund provider, addressed the board. He said it is necessary to have a signed DDF form with each case. Scialla Associates does not validate membership; branches must do their due diligence and ensure cases that are submitted to Scialla Associates for DDF representation are for NAPS members only.

A general conversation about DDF followed among board members. It also is imperative to have properly completed MSBP *Forms 185*. Often, these forms are not submitted with case files to Scialla. Members will be encouraged *not* to efile.

Scialla said supervisors are not being paid for taking mail to the plants. For example, they are being told they only can be paid while supervising two or more employees. Supervisors are to be paid for all hours worked, regardless. There have been issues from Sales regarding proper documentation of sales and leads and Panorama.

He talked about violence in the workplace. An increasing number of cases are being filed by the unions,

with actions now being taken by local HR and DRT teams.

It was asked whether NAPS representatives can get documentation prior to charges being made against a member. Scialla said no because you may not know if the material will be used against the member.

He stressed that sexual harassment cases are serious; supervisors must be aware of their responsibilities. There are 3,500 MSPB cases. There was discussion about DDF cases, filing, the process and hearing the case; there are 650 hearings vs. MSPB cases. TACS cases are down, but there are too many sexual harassment cases.

Butts and Legislative Counsel Bruce Moyer discussed SPAC participation and spending in congressional races. Moyer provided an update on the current status of pay talks; discussion ensued regarding the pay consultation process.

There was no old business. Under new business were the following speakers, topics, recommendations and motions.

Aglidian reported that Branch 71 has been merged into Branch 74. Per the NAPS *Constitution & Bylaws*, Branch 71 only can be removed through action by delegates at a national convention.

David Williams, USPS chief operating officer, said he appreciated the invitation to address the NAPS board. He thanked everyone for what they do; 41,000 members are on the Postal Service leadership team. He said NPA is at 6.35; it's not where he wanted it, but it is much improved over the past year.

Priority Mail is at 95 percent for the year. There is an all-time high for Standard Mail in quarters 3 and 4.

Parcel Select and scanning are at all-time highs. Service, including customer service, is at an all-time high, as well. The agency has outstanding performance for its customers and the organization. As far as momentum moving into FY17, service translates into revenue. Revenue is in block 9; net income is in block 8.

Williams said great gains have been made in safety, but it has missed its target. He stressed that safety is the responsibility of Operations. He said the agency is well-positioned for another excellent year in FY17. Regarding NPA, in August only 158 EAS employees were not above block 3.

North Central Area VP Dan Mooney asked about Retail revenue and a revenue shift in the middle of the fiscal year. Williams said that actual moved; also, plan moved. PC postage is not in anyone's control at local offices. The plan is for PC postage to move. Still, there was fair revenue overall. Offices with high NPA scores in PC postage probably don't know why, so plan was shifted. As a result, many offices' NPA improved.

Roma asked about offshore jobs in Puerto Rico. Williams responded that HR is looking at all jobs and looking at offshore positions to fill some gaps. The USPS won't use a piecemeal approach; some positions may be shifted to correct imbalances.

Richard Green asked about parcel growth. Overall, Williams said, there has been growth in volume and revenue, primarily in Parcel Select. The volume of political mail was much higher than two and four years ago; there was an increase of 15 to 20 percent.

Green asked if the parcel growth was reflected in budgets for work-hours. Williams said when volume is higher, budget adjustments are initiated. When volume is over plan, budgets increased; the reverse is necessary when volume is below plan. Sophisticated planning models determine budget adjustments as necessary. Average package growth was about six packages per route, but First-Class Mail volume continues to decline. Williams said efficiencies in delivering packages are not where they should be; there is an opportunity to improve. There are too many routes above base. Budgets are based on actuals, so where a fiscal year ends is the base for the next FY's budget. FY17 is the year of delivery, he indicated. In FY16, there was \$2 billion of OT in delivery alone.

Texas Area VP Jaime Elizondo asked about green- and yellow-belt training—they are trying to train 28,000 supervisors; they must have a Kaizen piece. Williams said the USPS has more than 630,000 employees. We need to help them all improve to make us better, he said. Everyone needs to get involved in problem-solving. He's not asking that all employees be certified, but there needs to be a critical mass to guide the next level of employees.

He explained that it's not necessary for everyone who is to be certified. Williams added that training is important for providing problem-solving tools. The A3 is a tool to identify problems, with a path to solving the problem. It also creates a library of problem-solving ideas. It's important for the problem-solvers to create A3s—it is *not* punishment, but a problem-solving tool. A3s do not need to be pretty, but they need to

identify and solve problems.

Trayer asked about late Amazon arrivals, saying he cannot give assistance to rural carriers in his office. Williams said tremendous growth is projected in Amazon parcels.

Aglidian asked if Sunday Amazon workhours could be made permanent positions. Williams said the Postal Service still is evaluating the process.

Northwest Area VP Cindy McCracken commented that A3s often come out as punishment. Williams reiterated that A3s are not meant as punishment; they are loaded onto SharePoint sites and he will provide the web addresses. He said there is no value to complete an A3 just to meet a deadline or as a punishment for a failure. He referred to the team that has been looking at non-value-added work and said much has been discovered. An inventory has been created; the USPS wants to clear the clutter. Higher levels of leadership need to recognize they cannot add non-value-added work into the workday.

Johnson asked that, when a postmaster works a window, does that improve the clerk operation efficiency? There is considerable logging in and out of the system to improve efficiency in F4. Williams responded that does not make sense; he wants postal systems to communicate.

Aglidian asked about posting positions and long-term details. Williams said the EAS employee vacancy rate is at 7 percent, down from 9 percent. He is pushing to get EAS jobs posted and filled.

Pacific Area VP Hayes Cherry brought up telecons and asked what the purpose is of redundant messaging—for example, Priority Mail be-

tween districts. There is no value if it is not addressing the root cause, Cherry pointed out. Williams said the Eastern Area is at 96 percent for Priority due to the focus on pair-to-pair processing.

Pioneer Area VP Tim Needham, who is working on the non-value-added project, said they are working to get supervisors up from their desks to manage employees. Williams said he appreciates NAPS' involvement and that the leadership team needs to add value.

Mooney mentioned the 5 P's process in the Pacific and Western areas and asked if the intent is to replace NPA; there are 92 indicators in this process. Williams said they are not replacing NPA. He wants autonomy to grow and flourish, but there also needs to be standard work. The USPS is looking to create a standard NPA one-stop shop so employees can look in the system to see the data sourcing, as well as their success levels.

Wagner thanked Williams for bringing NAPS into strategy sessions and the non-value-added team. Williams said he wants the 41,000 leaders together and engaged; NAPS is part of the team, he reiterated.

Doug Tulino, USPS vice president of Labor Relations, addressed the board. He said they are working on the Mailhandler agreement; it should be completed within 30 days. The NALC is more difficult. Issues include turnover rates with CCAs—54 percent is too high—and SWCs; how do we adequately structure management complement? Looking to the future, what will the supervisory workforce look like? A one-size-fits-all criteria may not work, so they are looking at approaches to staffing.

There may be some pilot concepts that can be agreed to with NAPS, but there needs to be a process in which everyone believes.

Tulino said they are waiting for scoring from the Congressional Budget Office on the current postal reform legislation. There is a chance something could be accomplished during a lame-duck session of Congress. If we can fix prefunding, he said, it would make everyone's lives easier; all stakeholders are on the same page, legislatively.

Trayer asked whether postmasters' end-of-day functions are appropriate. Tulino said he would take the issue back in order to avoid a 1260 issue—no need to pay a 1.6b issue.

Mooney asked about grievance payouts. People have to do the right thing, Tulino responded. Everyone must follow the contract at all times. The USPS spends \$200 million per year on contract violations.

Quinlan raised the issue of information requests, saying there cannot be roadblocks to getting information. Tulino agreed and said he will correct it.

Richard Green asked about upholding the Violence in the Workplace agreement, DRT teams and LR in grievance settlements. Tulino responded that taking these issues to arbitrators can result in bad decisions for supervisors. The grievance process is an opportunity for supervisors to have their stories told. Green said that is not always happening; Tulino said it will be corrected.

Needham referenced the OT admin tool and said there needs to be training in the field; there are compliance issues. Tulino said that training needs to be part of the NSP.

Just do the right thing, he insisted. If you follow the program, other issues will go away. The OIG is looking at repeat violations in the Postal Service.

Aglidian said that, regarding violence in the workplace, the arbitrator has made this part of the contract; DRT teams are exceeding their authority. Tulino said the NALC has taken the position it can use the Joint Statement for certain issues and the arbitrator agreed. DRT is a step 2 process for NALC per Article 15. Tulino said he may restructure teams and change the process for management representatives.

McCracken said they can't bring employees in on OT, going off the list; it's creating grievances. Tulino agreed and said it violates the contract.

Cherry asked about employee availability. Is the first day unscheduled, but the rest of the week scheduled SL if an employee calls in for 40 hours' SL? Tulino said he will research this issue.

The monthly consultative meeting was held (*see the December 2016 issue for the report*).

Wagner made the following Executive Board committee assignments:

Ethics—Richard Green (chair), Louis Atkins, Craig Johnson, Tommy Roma and Marilyn Walton.

SWCs—Jimmy Warden (chair), MINK Area VP Bart Green, Capitol-Atlantic Area VP Troy Griffin, Tim Needham, Tommy Roma and Cornel Rowel

Legislative—Marilyn Walton (chair), Jimmy Warden, Kevin Trayer, Bob Quinlan, Jaime Elizondo, Ivan Butts and Louis Atkins.

PPF Advisory Committee—Dan

Mooney (chair), Hayes Cherry, Jaime Elizondo, Richard Green and Jimmy Warden.

Postmaster—Craig Johnson (chair), Bart Green, Richard Green, Cindy McCracken, Tim Needham and Kevin Trayer.

Training and Advocacy—Tim Ford (chair), Hans Aglidian, Hayes Cherry, Cotton Belt Area VP Shri Green, Luz Moreno, Myrna Pashinski, Cornel Rowel and Brian Wagner.

Membership—All Executive Board members.

Executive Board Duties & Responsibilities—Tim Ford (chair), Shri Green, Troy Griffin, Cindy McCracken, Dan Mooney, Chuck Muldore and Greg Murphy.

There was discussion among board members concerning new OSHA rules for safety programs—should safety be a part of PFP? Warden read meeting notes from the SWCs Committee. He said they are trying to get SWCs right this time and are meeting with Postal Service representatives to exchange ideas and work on solutions.

Jeff Williamson, USPS chief Human Resources officer, addressed the board. He talked about a new contract for integrated HR systems; it will be about eight to 10 months before the field sees changes. They are working to change hiring applications to speed and streamline the process and ensure visibility and transparency; eCareer will go away. This will change how training is rolled out and managed. The new system will enhance and improve training, two-way communication and more. There has been a massive effort to make this happen.

Currently, there are 3,000-plus EAS vacancies. In terms of the work-

place environment, employee engagement ambassadors have trained over 8,000 employees in engagement process. HR is working to change the Postal Service culture. The goal is to make the workplace environment healthier and more professional. He pointed out that peak season hiring is underway; they expect 37,000 peak-season hires.

Butts raised the issue of OSHA 1904.35 and retaliation for accident reporting. Safety is an NPA goal, he said, and pay increases are tied to safety as part of the NPA system. Williamson said they will not take safety off the corporate scorecard; that sends the wrong message to employees. He said the USPS encourages accident reporting. The ruling addressing local-level awards and statements, such as “100 days without an accident,” needs to be removed. The ruling is a management issue; they will work with OSHA to ensure compliance.

Mooney asked about the PES system and tracking non-authorized positions in the system. Williamson said they track it and attach that person to a position that is recognized in PES to ensure they get a rating. Complement Management and Organization Design track unauthorized positions. There were almost 1,500 mismatched scorecards in FY16 and they still are working to clean up those for the rest of the year.

Richard Green asked about the hiring project to reduce the time to bring on employees. Williamson said it is taking 150 to 160 days to bring on new employees. Beginning in calendar year 2017, process changes will improve the hiring process.

Walton said engagement is a

great process, but once employees get back to their units, they lose their enthusiasm. Williamson said it will take seven years to change the culture based on other organizations’ data.

Elizondo asked if unions truly are buying in regarding employee surveys. Williamson said the highest response rate among craft was from the APWU. They still are sending surveys to home addresses. The rationale is 150 units with over 100 employees had zero response rates, which is statistically impossible and the main reason to send it to their homes.

Williamson thanked everyone for all they do and said NAPS is critical to the process. He will not ask NAPS for endorsement on Engagement, but the USPS needs to get feedback throughout the process. The customer experience begins with the employee experience, he said.

The board discussed:

1. UPMA and how the new organization is structured.
2. The revised NAPS *Constitution & Bylaws* resulting from the 2016 National Convention.
3. The LTS town hall meeting and how to structure it, the length of time for the meeting and time limits for questions.

Postmaster General Megan Brennan congratulated the new board members and resident officers. She said times are challenging, but there also are great opportunities. The USPS had a strong, record performance in FY16. One goal is to broaden the definition of service to align better with customer needs to grow the business.

She praised employees for re-

sponding to natural disasters. The agency’s social media strategy is to get more involved—not just be reactive—and promote products and services. Also, surveys need to be aligned to have better interaction with customers.

Brennan said it’s important to provide front-line supervisors with the tools to get the job done and invest in training, crafts and EAS employees. Also, there is a need to speed the pace of innovation; carriers investing back into their own networks.

Amazon is a \$2 billion customer, but the company also is developing its own delivery network. There is a gap with Amazon in terms of growth potential. Deliveries need to match demand; the USPS can flex up, as necessary. Amazon will be a large part of the agency’s portfolio moving forward. The USPS is talking to other shippers, such as Target, to make the USPS their shipper of choice

The USPS is investing in its infrastructure for the future, as well as investing in vehicles to deploy until the fleet can be replaced. Contracts have been awarded to develop prototypes for future delivery vehicles; testing can begin in 2018. The goal is to deploy 20,000 to 25,000 vehicles a year from 2020-2022.

Brennan stressed that the USPS has a future, even with the challenges. It’s important to drive efficiencies and grow the mail. First-Class Mail is down 4.8 percent, mostly in blue boxes. Commercial mail is about .8 percent—basically flat. The agency is going to the PRC for additional pricing strategies.

Priority is up about 3.8 percent; there was record-setting service for

FY16. Standard volume is 52 percent of the mail base, about 1.2 percent above SPLY. Parcel Select is up 23 percent in terms of growth. Brennan said the Postal Service needs legislation now. Congress will be in town for only three weeks in a lame-duck session.

Richard Green asked about the RCE metric. Brennan said they need to make changes to drive employee behavior and improve the customer experience.

Mooney asked about the future with Amazon. Brennan said the USPS has a bright future with Amazon. The agency had great Parcel Select scores in FY16. The Sunday delivery strategy is important to Amazon. The company wants to expand customers/shippers on Sunday.

Elizondo asked about engagement. Brennan responded that, in delivery units recently, employees want to do well and come to work. It's important to leverage that.

Bart Green asked if all the new vehicles will be right-hand drive. Brennan said most will be; they are focusing on ergonomics and efficiency.

McCracken said delivering the mail is the most important goal, but there are many programs to deal with every day. Some districts mandate daily delivery of all mail; none is curtailed. Brennan said that may not be the best business decision. The USPS is in the process of looking at using tablets and phones for delivery offices to get supervisors away from their desks.

Brennan told board members, "We may have differences, but we join with similarities first. There is no need to be contentious in our relationship. I want to spend time

with NAPS; the organization is part of our leadership team."

Sheri Davies, ConferenceDirect, told board members that ConferenceDirect has a lot of buying power: more than \$800 million booked. The company has proprietary contracts with all major hotel brands, mobile apps and registration partnerships.

From the 2016 National Convention, she discussed: registration booths, customer marketing, Friday's continental breakfast, sponsorships, dedicated caucus rooms and photos. There were 6,308 room nights picked up times \$189. The rack rate of \$249 equaled \$378,480 in savings.

Board members thanked Davies for an excellent convention. At the convention, NAPS members voted for the Gaylord Texan to host the 2020 NAPS National Convention, Aug. 17-21. Room rates will be \$189 per night, per the contract.

Signature Federal Credit Union proposed a partnership with NAPS on an affinity card.

Moyer gave the board a legislative update. He discussed the upcoming presidential election and said congressional races portend two more years of gridlock and division. When Congress returns for a lame-duck session in mid-November, the main issue will be the federal budget. He is pessimistic about postal reform advancing in the lame-duck session.

A rate review by the Postal Regulatory Commission is upcoming. The 2017 LTS is scheduled for March 5-8. Discussion followed on postal reform legislation, including Medicare integration for postal annuitants and LTS.

Butts and SPAC Manager Katie

Maddocks talked about SPAC.

Jack Wallace provided an update on accounting policies relative to board expenses and NAPS Headquarters expenses.

Jim Stokes, Stoladi Property Group, reported on the NAPS Headquarters building. It is fully leased; normal maintenance is ongoing. The office vacancy rate in Alexandria is up from 17.2 percent to 17.9 percent, but lower in areas near Metro stops—closer to 10 percent. Construction costs are up; tenant improvements now cost more than \$35 per square foot. There is an on-site property manager for NAPS Headquarters, as well as a senior engineer.

Phil Brown, PNC Investments, gave the board an update on NAPS investments.

Needham reported on the Kaizen team on which he is participating with postal officials to look at non-value-added tasks for supervisors. Twenty persons are on the team, three from NAPS: Needham, Belinda Gilbert and Kathreen Bollinger. As part of the Lean Six Sigma process, the team first had a gemba walk—personal observation of the work.

The team identified 66 reports done by a supervisor in a day. The team will meet again in November for two days to follow up and continue the process. The team identified standard work processes for delivery supervisors.

Mooney, chair of the PFP Committee, gave an overview of team activities relative to 2017 NPA goals, targets and weights.

Recommendation 1—Cornel Rowel, seconded by Kevin Trayer, that NAPS sunset the forum on the NAPS website effective Nov. 1, 2016. Discussion included the issue of lia-

bility from comments made on the forum, as well as negativity and misinformation posted and discussed on the forum. The forum was created as a result of membership action at the 1994 National Convention in Buffalo, NY, which directed NAPS to create a bulletin-board type site to exchange information. However, members use the forum to vent. The recommendation passed by a voice vote.

Motion 1—Jaime Elizondo, seconded by Jimmy Warden, that

“Whereas, NAPS Headquarters made a recent change to place all spring and fall board meeting hotel rooms for Executive Board members on a master bill, and

“Whereas, this produces cash back rewards for NAPS Headquarters, and

“Whereas, NAPS Executive Board members rely on points for hotel stays to help them reach level status with hotel chain loyalty programs, and

“Whereas, these levels allow NAPS Executive Board members to receive perks, such as free WiFi and parking and more, that ultimately result in cost savings to the Executive Board member,

“Therefore, I move that NAPS Headquarters continues to receive credit for hotel room stays toward the cash-back rewards credit card program, but Executive Board members receive the points for said stays if they are enrolled in the hotel’s loyalty program.”

Discussion: Is this actually practical? Board members use points to save NAPS money. The question was called.

Voting “yes” were Roma, Johnson, Walton, Murphy, Warden, Aglidian, Griffin, Needham, Trayer, Mooney, Bart Green, Quinlan, Rowel, Shri Green, Elizondo, McCracken, Pashinski and Cherry. Vot-

ing “no” were Wagner, Butts, Mulidore and Richard Green. Abstaining were Moreno and Atkins. As board chair, Ford does not vote. The motion passed.

Motion 2—Brian Wagner, seconded by Hans Aglidian, that *“NAPS Headquarters, within the next 30 days, enter into a non-exclusive, three-year contract with Signature Federal Credit Union (FCU) to implement a NAPS-affiliated affinity credit card for the benefit of NAPS members that will provide NAPS Headquarters with a quarterly monetary royalty from Signature FCU from: (1) Newly approved NAPS Affinity credit card applications, and (2) From an agreed-on contract percentage of the credit card interest paid by those individuals who acquired the NAPS affinity credit card from Signature FCU.”*

Discussion: Will this provide revenue to NAPS Headquarters? Signature FCU has been at several NAPS events, signing members anyway. The question was called.

Voting “yes” were Wagner, Butts, Mulidore, Roma, Richard Green, Johnson, Walton, Warden, Murphy, Aglidian, Griffin, Needham, Moreno, Mooney, Bart Green, Rowel, Quinlan, Shri Green, Elizondo, Pashinski, McCracken, Cherry and Atkins. Trayer was absent. As board chair, Ford does not vote. The motion passed.

Motion 3—Brian Wagner, seconded by Hayes Cherry, that *“NAPS resident officers enter into contract negotiations with ConferenceDirect for the purpose of signing a contract relative to site selection, contract negotiations and other services for the 2022 NAPS National Convention under the same provisions NAPS currently has with ConferenceDirect related to NAPS’ 2016*

and 2018 national convention contracts.”

Discussion: Requests are being made by cities for national convention activities in 2022; NAPS needs ConferenceDirect under contract so NAPS can move forward on these requests. There are no issues with ConferenceDirect and its work for NAPS so far, but this is not how the process should be managed. The board was informed there are no contracts up prior to the March 2017 board meeting. The ConferenceDirect contract has not expired; this is to sign a new contract for the 2022 convention. The question was called.

Voting “yes” were Wagner, Mulidore, Johnson, Walton, Warden, Needham, Mooney, Bart Green, Rowel, Quinlan, Pashinski, McCracken, Cherry and Atkins. Voting “no” were Butts, Roma, Richard Green, Murphy, Aglidian, Griffin, Trayer, Shri Green and Elizondo. Moreno was absent. As board chair, Ford does not vote. The motion passed.

The spring 2017 Executive Board meeting will be March 8-10 at NAPS Headquarters following the conclusion of the 2017 Legislative Training Seminar in Arlington, VA, March 5-8.

For the good of the association, Atkins said he was confident of the new team of resident officers and complimented board members on the meeting this week. Richard Green moved, seconded by Troy Griffin, to adjourn; the motion passed by a voice vote.

Respectfully submitted by Chuck Mulidore, NAPS secretary/treasurer.

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.

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 _____
(Example: 77225555512345678).
- Type of Account (drop-down menu): Checking
- Amount per Pay Period (please use the 0.00 format; the "\$" is already included): _____.



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.

2016 SPAC Contributors



Louie's Ultimate (\$1,000+)		
Boisvert, Michael	CA	Branch 159
Burkhard, Mary	CA	Branch 244
Walton, Marilyn	CA	Branch 77
Gilbert, Belinda	FL	Branch 425
Gold, Stanley	FL	Branch 146
Lynn, Patti	FL	Branch 296
Quinlan, Robert	FL	Branch 577
Rodriguez, William	FL	Branch 146
Sebastian, Gerald	FL	Branch 386
Strasser, Brian	FL	Branch 386
Strickland, Ann	FL	Branch 146
Maxwell, Sherry	IL	Branch 255
Wagner, Brian	IL	Branch 255
Mathews, Sharon	IN	Branch 576
Harmon, Rosemary	KY	Branch 920
Atkins, Louis	LA	Branch 209
Randall, C. Michele	MD	Branch 531

Shawn, Steve	MD	Branch 403
Weilep, Laurie	MN	Branch 104
Johnson, Craig	MO	Branch 36
Amash, Joseph	NY	Branch 83
Duffy, James	NY	Branch 85
Gawron, Dennis	NY	Branch 27
Konish, Ann	NY	Branch 11
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Butts, Ivan	PA	Branch 355
Williams, Darryl	PA	Branch 554
Green, Shri	TN	Branch 41
Bradford, Robert	TX	Branch 203
Cooper, Karen	TX	Branch 124
Green Jr., Richard	VA	Branch 98
Gillett, Michael	WA	Branch 31
McCracken, Cindy	WA	Branch 61
Reedy, James	WA	Branch 61

SPAC Contribution Form

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

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

Current as of February 2015

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.

Did you know that people employed by the United States federal government, including postal employees, are prohibited by the Hatch Act from using government time or resources for political purposes? NAPS encourages its members to meet with elected officials and contribute to SPAC, but be sure to do so on your own time, using your personal contact information. Although the Hatch Act is restrictive, political involvement is vital to advancing NAPS' mission and goals. If you have any questions about the Hatch Act, please contact Katie Maddocks at naps.km@naps.org or at (703) 836-9660.

November Donors

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

Shawn, Steve	MD	Branch 403
Green, Shri	TN	Branch 41
Gillett, Michael	WA	Branch 31
McCracken, Cindy	WA	Branch 61

VP Elite (\$750)

Bruffett, Shawn	AZ	Branch 376
Hernandez, George	AZ	Branch 246
Evans, Bridget	CA	Branch 159
Patterson, Charles	CA	Branch 497

Secretary's Roundtable (\$500)

Swygert, Vontina	CA	Branch 127
Viola Jr., Joseph	CT	Branch 3
Garland, Angela	DE	Branch 909
Lum, Chuck	HI	Branch 214
Ramelb, Laurie	HI	Branch 214
Pierce, Annette	IL	Branch 255
Norton, Paul	IN	Branch 8
Hale, Jenise	KY	Branch 1
Murphy, Gregory	MA	Branch 102
Ice, Marilyn	MI	Branch 23
Van Norman, Gerald	MI	Branch 130
Santiago, Jose	NJ	Branch 538
Miegl, Cynthia	OH	Branch 2
Longoria, Richard	TX	Branch 229
Trevino, Manuel	TX	Branch 124

Chairman's Club (\$250)

Salus, Ernest	CA	Branch 159
Collen, Helen	CT	Branch 3

Continued on page 27

SPAC Scoreboard

Statistics reflect money collected from Jan. 1 to Nov. 30, 2016

National Aggregate:

\$230,431.34

National Per Capita:

\$8.89

Region Aggregate:

1. Southern	\$59,648.10
2. Western	\$45,373.20
3. Eastern	\$42,920.50
4. Central	\$41,413.04
5. Northeast	\$40,325.50

Region Per Capita:

1. Southern	\$10.38
2. Central	\$9.41
3. Western	\$8.39
4. Northeast	\$8.06
5. Eastern	\$8.01

Area Aggregate:

1. Southeast	\$32,014.50
2. Pacific	\$24,238.64
3. Capitol-Atlantic	\$19,591.65
4. New York	\$19,431.99
5. Mideast	\$18,255.00
6. Texas	\$16,143.50
7. New England	\$15,955.51
8. Michiana	\$12,203.09
9. Illini	\$11,020.00
10. Rocky Mountain	\$10,607.00
11. Northwest	\$10,527.56
12. Pioneer	\$10,011.85
13. North Central	\$9,869.00
14. MINK	\$8,320.95
15. Central Gulf	\$6,375.10
16. Cotton Belt	\$5,115.00

Area Per Capita:

1. Southeast	\$13.82
2. Michiana	\$11.51
3. North Central	\$11.15
4. Northwest	\$10.20
5. New England	\$9.40
6. Texas	\$9.16
7. Illini	\$8.63
8. Pacific	\$8.45
9. Central Gulf	\$8.28
10. Mideast	\$8.14
11. New York	\$7.96
12. Capitol-Atlantic	\$7.53
13. Pioneer	\$7.24
14. MINK	\$7.06
15. Rocky Mountain	\$7.02
16. Cotton Belt	\$5.70

State Aggregate:

1. Florida	\$29,438.25
2. California	\$22,398.64
3. New York	\$18,956.99
4. Texas	\$16,143.50
5. Pennsylvania	\$11,153.00

State Per Capita:

1. North Dakota	\$20.37
2. Maine	\$18.71
3. Rhode Island	\$18.19
4. Florida	\$17.28
5. Washington	\$16.69

Drive for Five

Members by Region:

1. Central	84
2. Southern	71
3. Western	71
4. Eastern	61
5. Northeast	51

Aggregate by Region:

1. Central	\$29,876.00
2. Western	\$28,011.67
3. Southern	\$23,684.50
4. Eastern	\$23,289.00
5. Northeast	\$16,660.01

OPM Contributions to SPAC (for Retired Postal Supervisors)

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

Please note: The amount you key in will be your *monthly* allotment to SPAC. The start of your allotment will depend on the time of the month it was requested. If you make your request during the first two weeks of the month, expect the withholding to take place the first of the following month. If the allotment is requested after the first two weeks of the month, the change will take place the second month after the request.

By Internet:

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



One Survey Response

By **Ken Bunch**

In an article written over a year ago, I urged our organization to pursue an end to the NPA program due to its obvious lack of integrity. I also suggested we abandon the EAS pay schedule and, perhaps, pursue our participation in the actual government (GS) schedule. I want to expound on that proposition.



For over a year, I sought to discover the original source of the EAS pay schedule and whether any other federal agencies use it. I scoured the Internet for any references that would shed some light on these issues. Finally, I found it hiding in plain sight the whole time. I read the history of NAPS and there it was: In 1978, affected employees from the former PTAC and PES schedules “were merged into the new Executive and Administrative Schedule (EAS), with 42 grades.” Unfortunately, none of the management organizations challenged the

structure of this newly created schedule at that time.

Even though the schedule no longer has 42 grades, it remains the most inequitable pay schedule in the federal sector. It is the only schedule in the federal sector that does not tie compensation to responsibility. Within this schedule, a Level-12 secretary can be paid more than a Level-21 station manager.

It allows a Level-17 Customer Service supervisor to be compensated more than a Level-25 manager of Operations Program Support.

The structure of this unjust schedule is why, in ever-increasing numbers, supervisors and managers are being paid less than those they supervise. It also is why, in many cases, it's more advantageous to be detailed to a position than it is to be promoted to it. Moreover, this is the only schedule that has a 40 percent differential between the minimum and maximum pay within a grade. As a result of this vast differential,

two employees can be performing identical work, with as much as \$40,000 difference in pay.

Compared to the GS, which covers most federal workers, there is only a 20 percent differential between the minimum and maximum pay in a grade. The only grades that cross over are the one below or above—not two grades above or below. Supervisors always are compensated more than those they supervise, regardless of level.

I believe NAPS should immediately pursue getting EAS employees on a fair and equitable pay schedule. The current structure of the EAS schedule seeks to devalue the employee, the work or both. In other words, when two people are doing identical work and one is paid as much as 40 percent less than the other, either the employee or the work is devalued.

That's my survey response.
klbinc51@gmail.com

Ken Bunch is NAPS Detroit Branch 23 president.

2016 SPAC Contributors

Continued from page 25

McHugh, James	FL	Branch 386
Mendoza, Esther	IL	Branch 14
Alexander, Stephanie	KS	Branch 52
Berger, Ricky	MD	Branch 531
Kuiper, Bruce	MN	Branch 16
Bollinger, Kathreen	MO	Branch 36
Evans, Darius	NY	Branch 85
Ferguson, Donald	PA	Branch 48
Aaron, Donna	TN	Branch 97
Breault, Denis	TX	Branch 265
Gruetzmacher, Bjoern	WA	Branch 61

Williams, Arthur	WA	Branch 61
Baldwin, Craig	WV	Branch 212

Supporter (\$100)

Annon, Cynthia	CO	Branch 141
Siering Jr., Donald	CT	Branch 47
Kindle, Delloria	GA	Branch 82
Simpson, Mya	GA	Branch 595
Walsh, John	IL	Branch 289
Maggart, Charles	NM	Branch 295
Scott, Michael	TX	Branch 589



Don't Let Perceptions Bring You Down

Submitted by the USPS Employee Assistance Program

Our brain is powerful! It's a remarkable multi-tasker. The brain sends out signals that direct us to stand up or walk. It can throw in unwelcomed pain and it gives us the ability to laugh at that pain if we choose. At times, though, it seems our brains turn on us, allowing negative feelings and emotions to pop up that can lead to negative behaviors.

Researchers estimate the human mind produces somewhere between 12,000 and 60,000 thousand thoughts per day. These thoughts are ingrained and have their roots in the conditioning we have exercised for years. Some thoughts tend to be judgmental, unreasonable and, oftentimes, extreme. These are automatic thoughts we may be unaware of using. These "distorted" thoughts can make our lives miserable.

We want to recognize the distorted thinking patterns so we can retrain our brain and make positive changes. So, let's look at cases of distorted thinking and delve into how to make the necessary changes.

All-or-nothing thinking happens when we look at incidents as black or white, good or bad;

you have to be perfect or you are a failure—there is no middle of the road. Instead of thinking about our problems as all-or-nothing extremes, try evaluating issues on a scale of zero to 100. Just because you had a flat tire, the day is not spoiled. The tire incident makes up only a portion of your day—let's say 10 points out of 100 for the day. That still gives us 90 points that can be good and positive experiences.

The word "should" is used often, but it is embedded with expectation, judgment and pressure. The word is self-critical or critical of others. For example: She should clean her car more often or I should have gone to that meeting yesterday. Children should be seen and not heard. There is an internal list of rules that govern how you and others should act, no matter what the circumstances. If someone breaks the rules, you may feel angry. If you break the rules, you often feel guilty.

Other words that can trick us are "must" and "ought." To make a change, re-examine personal rules or expectations. Look at how the rules might be made more flexible and remember that people are not all the same. Find other words to express yourself. "Want," "would like to" or "need to" are

more accurate terms that don't put you down.

Mind-reading or jumping to conclusions are distorted thoughts where we think we know what other people are thinking and feeling toward us. We arbitrarily conclude that when someone is acting negative to us, that person does not like us. "He's not talking to me; he must be mad at me." "She's ignoring me on purpose." Mind-reading is hazardous, even when you are feeling good. Examine your thoughts and recognize mind-reading and eliminate it.

Filtering is when we only focus on the negatives of a situation and ignore the positives—thoughts such as, "The whole picnic was ruined because I forgot the napkins" and "The dinner was ruined because I overcooked the steaks." This kind of thinking often happens during a job review. The supervisor starts telling you what you have been doing well and then has suggestions on ways you could improve. We often just remember the part where the supervisor told us we could improve.

The challenge for us becomes to deliberately shift focus. You can do this in two ways. First, place your attention on dealing with the problem rather than obsessing about the problem. Or simply focus on the good. "The steaks may have been overcooked, but we had a great time laughing and talking" and "Okay, so I forgot the napkins. We did a great job of improvising by using the old T-shirts we had in the truck."

Treating events as catastrophes incorporates magnification; we blow things out of proportion. "Because I made a mistake on the entry test, I know I'll never get into the classes I want." When we think catastrophically, we take a situation and look at the worst possible scenario that could happen. "If I don't get those leaves raked today, they are going to

blow under the car and when I use the car, I will start a fire that will burn down my house."

As soon as you find yourself thinking in catastrophic terms, make an honest evaluation in terms of odds or percentage of probability. What are the odds one mistake on an entry test will keep you out of college? Is the house really going to burn down because you did not rake the leaves? It could happen, but when have you ever heard of this?

Other distorted thoughts include using the word "everybody" as in, "When I walk into the store, everybody is looking at me." Challenge that thought. Are you saying that all the customers and employees know when you are going to walk in the store and are waiting for you at the door? Probably not. "Holidays are always a disaster." "My children never listen to me." Stop thinking in absolutes by avoiding words such as every, all, always, none, never, everybody and nobody. Statements that include these words ignore the exceptions and areas that may fall into the gray area.

To help move beyond the trap of distorted thinking, write down your negative thoughts so you can identify the distortions you use. Then, begin examining the evidence. Rather than assuming the negative thoughts are real, examine the actual evidence for it. If you feel you never do anything right, begin by listing several things you have done successfully.

Instead of automatically assuming you are "bad" or "not good enough" and blaming yourself entirely for the problem, think about what else might be going on. What other factors might be influencing this situation? Focus on solving the problem instead of using all your energy blaming yourself and feeling guilty. Rather than putting yourself

down in a harsh, condemning way, talk to yourself as you would to a close, personal friend. Be compassionate with yourself.

You also can ask others to find out if your thoughts and attitudes are realistic. If you feel you might be the only one who finds the newly designed boxes difficult to lift and move to another location, ask your co-workers if they are experiencing this as well and ask how they solved the problem. At times, simply substituting language that is less colorful and less emotionally loaded may give you a different look at the picture.

Instead of saying "I shouldn't have made that mistake," you can say, "It would have been better if I hadn't made the mistake." Or instead of, "I know I should take out the garbage," change your thought to "I'll take out the garbage in 10 minutes."

The nice thing about thinking is that it can be changed. If you are a person who thinks in the ways listed above, have hope; it is just incorrect thinking and we can change our thoughts. It will take time and hard work, as well as lots of practice, but you can do this!

We have been looking at examples of distorted or negative thinking. Remember that the EAP can help you identify this sort of thinking and help you learn new ways to deal with your issues. If you want more information about how to avoid distorted thinking or would like to discuss with a professional how to approach someone about whom you are concerned, call the EAP at 800-327-4968 (TTY: 877-492-7341). Someone is available 24 hours a day, seven days a week, to discuss the situation and help you find the best way to approach it. You also can visit the website, www.EAP4YOU.com, to find more information, resources and tips.

Help Keep the Auxiliary Viable

By **Mary Caruso**

MINK Area Vice President

Auxiliary membership numbers have been declining the past decade-plus and longer. Many reasons are to blame: Chapters closing, retirements and, sadly, the death of members. The bright side of the Auxiliary is there still are Auxiliary members who work hard for NAPS and love the work we do for the association.

This year, I want to encourage Auxiliary members to continue to work for NAPS and be visible. The best way to do this is by volunteering to help with your state con-



ventions. Attend planning meetings and help with registration and 50/50 raffles. If possible, attend the 2017 Legislative Training Seminar (LTS), March 5-8. You can learn so much and, when you go up to the Hill with NAPS members, you are appreciated.

At the local level, there may be only a handful of members who attend local meetings; your help may not be needed. But make sure the local branch knows you are available to help when needed. You can play a big part by attending your local area/state meetings and helping with a number of projects, such as registra-

tion, the hospitality room and more.

For only \$2 a year, you can be a member-at-large of the Auxiliary. Members-at-large—spouses, immediate family members over 16 years of age or designated representatives over 16 years of age of an active, retired or deceased postal supervisor in good standing in NAPS—are those not within the jurisdiction of a local auxiliary.

In organized states (those having a state auxiliary), the member-at-large affiliates with both the state and national auxiliaries. In unorganized states (those not having a state auxiliary), members-at-large may affiliate with the National Auxiliary only.

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Planning for a Productive Congress

By **Sharon Mathews**

Past President

As the new year dawns, many NAPS members are making plans to attend the 2017 Legislative Training Seminar. After each national election, NAPS proposes issues it would like to see addressed by the new administration to better their membership and families, while the Postal Service provides services mandated by law.

Congress convenes Jan. 3, 2017. How will Congress and a President-Elect Donald Trump's administration view the Postal Service? What will they propose to advance the Postal Service and keep it relevant and viable in the 21st century, while main-



taining service to every household? The future under the new administration is unclear. Gridlock and partisan politics may continue, but, hopefully, the incentive to cooperate finally will lead to meaningful postal reform legislation beneficial to the Postal Service.

It is up to each NAPS and Auxiliary member to convey NAPS' message to our elected House and Senate members. We need to present a positive message that encourages them to recognize and support our desired outcomes. Personalize your message to convey your passion and let your lawmakers know how the current issues impact you and the Postal Service.

For those unable to attend this year's training, read the legislative

briefs and information provided online at www.naps.org, under "Legislation Center," and email or call your representatives locally or in their Washington, DC, offices. This keeps NAPS' legislative agenda relevant and continually expressed to your congressional representatives. Your personal contact is vital to getting meaningful legislation enacted.

If necessary, you can find your elected representatives under the "Legislation Center," then "CapWiz Legislative Action Center." You also can find your representative's listing at www.house.gov and your senators' listing at www.senate.gov.

Hopefully, we finally will realize meaningful and productive postal legislation.

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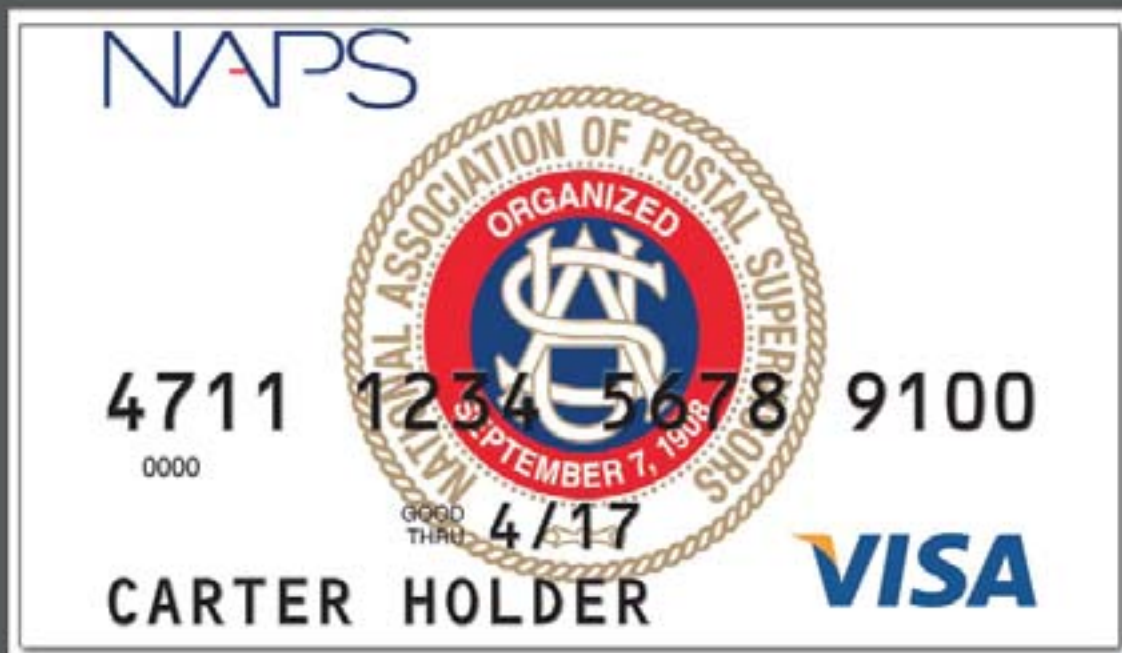
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