

# the Postal Supervisor

August 2017

**New  
National Convention  
Committee Request  
Process:**

**Promoting Active  
Engagement and  
Participation**

page 3



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## Objective

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

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

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

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# A Sneak Peak—2018 NAPS National Convention

If you are taking a “double take” on what *Postal Supervisor* issue this is after reading the title of my article, don’t worry, you weren’t transported into the future. We are approximately one year from the start of our 2018 NAPS National Convention. If you are a procrastinator, you may think there is plenty of time to prepare for the convention; after all, it’s only 2017. Think again, “grasshopper.”



**Brian J. Wagner**  
President

Our 2018 National Convention will be held at the Mohegan Sun in Uncasville, CT. The convention will begin at 9 a.m. on Monday, Aug. 6, with the opening ceremony for all attendees, and adjourn Friday afternoon, Aug. 10, when the NAPS official business is completed and newly elected officers take their oaths of office. Of course, we will have our traditional grand banquet Friday evening to celebrate the completion of another convention and enjoy NAPS fellowship.

However, there is much preparation that must take place between now and the start of the convention to ensure we accomplish the business of our organization and, at the same time, have an enjoyable time doing it. Most convention delegates, Auxiliary members and guests will arrive Friday, Saturday or Sunday before the national convention to make sure they are ready for the week’s activities.

A small number of delegates assigned to national convention committees will be required to arrive either Friday or Saturday, Aug. 3 or 4, respectively, to perform their committee assignments. That brings me to one of the first changes planned for our 2018 National Convention: committee assignments.

I am all about building our NAPS bench to make certain NAPS remains strong, reliable and efficient for many years to come. This includes ensuring our members stay actively engaged in NAPS participation at the local, state and national levels. Therefore, there will be

a change in how members ask to serve on national convention committees.

Members no longer will be required to have their branch presidents nominate and request they be on a committee. Any member attending the national convention as a paid delegate with a signed delegate credential may self-nominate themselves for a convention committee. A new self-nomination national convention request form will be on the NAPS website and printed in issues of *The Postal Supervisor* starting with the January 2018 issue.

This new committee process will allow each member to self-nominate themselves for up to three of nine national convention committees. Members will select their national convention committee preferences by designating number one, two or three next to the committee for which they wish to be considered, with one being their top choice.

Furthermore, as a way to continue building the bench and keeping members engaged in the business of NAPS, each 2018 national convention committee will have approximately 20 percent or more new committee members. To be clear, this does not specifically mean first-time convention attendees will be on committees, although that is possible. It does mean members who have attended a national convention before, but never were selected to serve on a committee, will have a better chance to serve.

In addition, any delegate requesting consideration to be on a 2018 national convention committee must, by close of business on May 1, 2018, submit to NAPS Headquarters the following: 1) The completed self-nomination national convention committee request form; (2) A paid national convention registration; and 3) A delegate credential signed by the branch president/designee. If all three items are not *received* by the May 1 deadline, the member will not be considered for a convention committee.

Another change to our 2018 National Convention is how we will handle the First-Timers’ Orientation

*Continued on page 8*

# H.R. 756 Is a Worthy Endeavor

**A**s I serve as your executive vice president, I have become increasingly aware of just how important it is to weigh options. Each road—those we have traveled and those we have abandoned—bear consequences and no astrological horoscope, fortune cookie or Magic 8-Ball ever has been able to help me determine which choice would be best.

Ultimately, all decisions of substance are made after asking a vital question: Is the juice worth the squeeze? This worthiness question has been asked across time about various issues, such as space exploration, oil fracking and nitrogen tires. Even medical innovations have had to pass this worthiness question.

There have been numerous discussions regarding how best to address the financial needs of the United States Postal Service since passage of the 2006 “Postal Ac-

countability and Enhancement Act” (PAEA). Now, with the introduction of H.R. 756, there are discussions about whether the gains are worth the costs.

H.R. 756, the “Postal Service Reform Act of 2017,” is designed to restore financial solvency and improve the governance of the Postal Service to ensure the efficient and affordable nationwide delivery of mail.

Highlights of the bill include:

- Postal Service pension funding reform that would use demographic factors specific to current and former employees of the Postal Service rather than factors specific to other federal agencies as currently used.
- The size of the USPS Board of Governors would be reduced from nine to five governors serving seven-year terms, along with the postmaster general and the deputy postmaster general.
- The Postal Regulatory Commission (PRC) would review and update pricing models by taking into account new factors: the effect of rate increases on the general public and business mail users; available alternative means of sending and receiving written communications, information, letters and other mail matter at reasonable costs; the reliability of delivery timelines and the extent to which the Postal Service is meeting its service standard obligations; and the need to ensure the Postal Service has adequate revenues and has taken appropriate cost-cutting measures to main-

tain financial stability and meet all legal obligations.

- The Postal Service would be allowed to offer non-postal products and services designed to increase its net revenues through offerings to state and other governmental agencies.
- An “Inspector General of the Postal Community” would be created that combines the responsibilities of the current inspectors general for the Postal Service and the PRC.
- Last, but certainly not least, is the provision that would afford MSPB rights to all EAS employees. NAPS has long fought this due-process issue for all EAS employees in the Postal Service.

The Congressional Budget Office (CBO) issued its scoring on H.R. 756 on June 1. The CBO found that the bill would save approximately \$10 billion in spending over the next 10 years through changes in mail delivery operations and a postage increase. The CBO also cited a \$10.5 billion, 10-year cost to the Medicare Trust Fund as a result of the bill’s integration of Medicare benefits for all postal retirees. NAPS continues to support the bill and feels strongly it will bring financial sustainability back to the USPS.

We must continue to engage the Ways and Means and Energy and Commerce committees that are reviewing the bill’s benefits and costs. The Medicare integration provision has caused concern among some retirees. While full integration into Medicare parts B and D would incur additional premium costs for retirees, the legislation also provides some very beneficial provisions for retirees, as highlighted here:

- With the bill’s full integration of Medicare benefits, Medicare would become the primary payer for health care for all postal retirees. FEHB insurance plans would become secondary payers and, as a result, we expect to see reduced claim costs paid by insurance plans, which will result in lower FEHB premiums.
- 73 percent of eligible postal retirees already are enrolled in Medicare. Enrolling the remaining 27 percent of eligible postal retirees would reduce USPS costs by \$4 billion a year.
- For those enrolling in Part B in 2018 for the first time, the late enrollment penalty would be waived.
- The legislation includes transition relief for the first three years for Medicare-eligible retirees currently not enrolled in Part B—25 percent to be paid in 2018, 50 percent in 2019 and 75 percent in 2020.

*Continued on page 12*



**Ivan D. Butts**  
*Executive Vice President*

# The Rules Are on Our Side

Summer is a time for rejuvenation, family vacations, kids off from school, warm weather and so much more; we all love summer! It also is time for NAPS state conventions. Your resident officers have been traveling around this great country, listening to the concerns of and engaging with NAPS members, interacting with postal officials, swearing in new state officers and much more at the many NAPS

state conventions we have attended. It always is an honor for me to be with NAPS members and branch leaders and hear their concerns and find ways to help.

Some common themes heard this state convention season have been supervisors working without getting paid, the reduction or elimination of EAS extra time and leave requests being denied or never even signed. So, let's take a look at these issues.

*ELM* Section 434.143 covers who is eligible for additional straight time pay: "FLSA special exempt employees in EAS-18 positions and below are eligible for EAS additional pay if authorized to work over 8.5 hours on a scheduled day or any hours on a nonscheduled day, even while on a temporary assignment such as to an OIC position. When authorized work exceeds 8.5 hours on a scheduled day, EAS additional pay is received for the first half hour as well as for the authorized work over 8.5 hours."

That's pretty clear! If you work additional hours, you are entitled to be paid for your hours worked. Do not be intimidated by postal leaders who tell you that you must work extra hours, but you will not be paid for those additional hours. You cannot be forced to work for free, so don't do it. Contact your local NAPS officer and we will get this corrected. But remember, this must be authorized in advance, so, if your boss tells you to go home in eight hours, go home in eight hours!

As far as annual leave is concerned, *ELM* Section 512.11 states: "Annual leave is provided to employees for rest, for recreation, and

for personal and emergency purposes." You are entitled to request—and receive—annual leave. You also are generally entitled to have a response to your leave requests within 72 hours. The 2002 letter (printed below) from Dewitt O. Harris, vice president of Employee Resource Management, to the field still is in effect; we will use this to get a timely response to your annual leave requests.

"Subject: Advance Leave Requests

"National Association of Postal Supervisors President Vince Palladino has again expressed concern with unreasonable delays in processing leave requests submitted by supervisors. If this is happening in your area, we would appreciate you working with the Operations managers to ensure that requests are handled in a timely manner. In instances where possible, please return the approved or disapproved *PS Form 3971*, Request for Notification of Absence, to the supervisor **within three business days.**"

DeWitt O. Harris

Again, if you are unreasonably denied leave, please contact your local NAPS official. You have earned this leave and you need this leave, so let NAPS help you get this leave, when necessary.

As you already know, NAPS members face many obstacles when trying to do their jobs: filling the gap in coverage because we have so many vacant EAS positions, facing corrective action for every mistake or error and meeting all the many conflicting daily goals, mandates and checklists. We simply do not need leaders in our districts or local offices trying to not pay us correctly for our work or impeding our ability to request and receive annual leave.

Fortunately, you have dedicated NAPS leaders at the local, state and national levels that will help you in these endeavors. We are here for you and we have the rules on our side! These policy letters and *ELM* references govern all levels of the Postal Service, so use them to protect yourself and your fellow NAPS members.

Remember, there is only one "you" and you are part of the NAPS family. Please enjoy your summer.

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**Chuck Mulidore**  
Secretary/Treasurer

## The Postal Supervisor 2017 Production Schedule

Issue	Copy Deadline*	Mails
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.



## Central Gulf Area Tri-State Convention



Executive Vice President Ivan D. Butts addressed attendees.



Executive Vice President Ivan D. Butts swore in the officers for Louisiana-Mississippi Bi-State Branch 921 and Alabama State Branch 901. From left: Butts; Central Gulf Area Vice President Cornel Rowel Sr.; Branch 921 officers Linda Turner, standing in for Mildred Hill, third vice president; Jared Hawkins, first vice president; Ernie Parfait, second vice president, Larry Hamilton, president; Gordonna Smith, secretary/treasurer; and Armetia Gayle Felix, fourth vice president; Branch 901 officers Valerie Winchester, Area 4 vice president; Judy Mannings, Area 2 vice president; Rita Brooks, Area 3 vice president; Pamela Carter, secretary/treasurer; and John Carson, president; also, Southern Region Vice President Tim Ford. Not shown: Ricky Frazier, Branch 901 Area 1 vice president.



The Capitol-Atlantic leadership team introduced the John Geter II Scholarship. From left: Virginia State President Lloyd Cox, Capitol-Atlantic Area Vice President Troy Griffin, John Geter II, Jo Geter, Maryland/District of Columbia State President Steve Shawn and Carolina's Bi-State President Joseph Winters.



Patti Lynn, Ft. Lauderdale, FL, Branch 296 (second from left) and Ann Strickland, Florida State legislative chair, shared NAPS' political message with Rep. Alcee Hastings (D-FL) (left) and Rep. John Lewis (D-GA).



Participants in the golf outing during the Pennsylvania State Convention.



9th Annual Sandy Rankin Memorial Golf Tournament participants

The team of Skip Corley (left) and Frank Broadnax, Greensboro, NC, Branch 157, won the 9th Annual Sandy Rankin Golf Tournament.



Northeast Region Vice President Tommy Roma made his annual birthday visit to former President Vince Palladino's grave.

## “How To” with the TSP

Planning for retirement can be a challenge, but making basic changes to your TSP account should be easy. Keep reading to learn “How To” with the TSP.

### How to Stay Up to Date

Staying up to date with us is one way to ensure that you have the knowledge to make wise decisions about your TSP account. Our website, email notifications, and social media channels are great ways to stay informed. Visit [tsp.gov/whatnew](http://tsp.gov/whatnew) to read about TSP news and announcements, scheduled outages, and current limits and rates. You can also log into your TSP account to add up to two email addresses and one phone number to your profile. While there, sign up for our free email subscription service to receive instant notifications about items of interest to you. You can also follow us on Twitter @tsp4gov for the latest news and helpful tips, and watch our educational videos at [youtube.com/tsp4gov](http://youtube.com/tsp4gov).

**TSP Tip:** You can call the ThriftLine (1-877-968-3778) 24 hours a day, 7 days a week to find out the latest information about the TSP (such as share prices and rates of return), as well as information about your TSP account. You can also request certain account transactions. To speak to a Participant Service Representative, call the ThriftLine Monday-Friday 7:00 a.m. to 9:00 p.m. (eastern time).

### How to Interpret Your Investments' Performance

Our core funds are designed to match the performance of certain benchmark indexes<sup>1</sup> and, for the past 10 years, thanks to our low fees and expenses, our funds have outperformed these benchmarks.

	G Fund	F Fund	C Fund	S Fund	I Fund
<b>Description of Investments</b>	Government securities (specially issued to the TSP)	Government, corporate and mortgage-backed bonds	Stocks of large- and medium-sized U.S. companies	Stocks of small- to medium-sized U.S. companies not included in the C Fund	International stocks from more than 20 developed countries
<b>Objective of Fund</b>	Interest income without risk of loss of principle	To match the performance of the Bloomberg Barclays U.S. Aggregate Bond Index	To match the performance of the Standard & Poor's 500 (S&P 500) Stock Index	To match the performance of the Dow Jones U.S. Completion TSM Index	To match the performance of the MSCI EAFE (Europe, Australasia, Far East) Index

<sup>1</sup> Most of our core funds have a benchmark that they track. For example: Our C Fund, which contains stocks of large- and medium-sized U.S. companies, aims to match the performance of the Standard & Poor's 500 Stock Index.



## Florida/Georgia Bi-State Convention



Executive Vice President Ivan D. Butts, with the help of Southeast Area Vice President Bob Quinlan (second from left) and Southern Region Vice President Tim Ford (right), swore in newly elected officers of Florida State Branch 911.

Delegates at the Florida/Georgia Bi-State Convention



From left: Branch 327 President Prescott Butler accepted a scholarship award for the Mancini family with Northeast Region Vice President Tommy Roma; M3 Technology President John Pescitelli, the award's sponsor; and Mideast Area Vice President Hans Aglidian, at the 100-year anniversary of the New Jersey State Convention.



Ricky Hilliard, North Suburban (IL) Facility Branch 489 (left), and Charles May, Elizabeth R. Flamon Branch 14, participated in the June 5 golf outing to benefit Rep. Robin Kelly (D-IL) (center).

### A Sneak Peak—2018 NAPS National Convention

*Continued from page 3*

scheduled for Sunday afternoon, Aug. 5. This event now will be the “First-Timer & Convention Delegate Orientation.” All registered NAPS delegates are welcome to attend. Delegates will hear brief remarks from the three resident officers and the National Auxiliary, with the remainder of the time given to NAPS’ official parliamentarian, Dr. Bruce Bishop.

The primary objective of the orientation is for Bishop to explain and clarify how the national convention will run in accordance with “Robert’s Rules of Order.” Whether an attendee is a first-timer or a seasoned convention delegate, having a new look regarding national convention protocol and parliamentary procedure can be very refreshing for everyone.

Plus, having orientation for all interested delegates may help move our NAPS business along during the convention—unless you like having 7:30 p.m. discussions on the convention floor. If so, we better get our pizza order in now. Olin, thanks for the idea. Hopefully, that won’t happen during this convention if we plan accordingly, follow “Robert’s Rules of Order” and keep the business at hand moving.

Well, I better keep moving along myself as we have much national convention planning to do before Aug. 6, 2018. Besides, this is just a sneak peak—not a full-blown congressional leak of national convention information. As the sun sets on this article, start raising interest with your members regarding all the fun they will experience at Mohegan Sun in 2018.

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



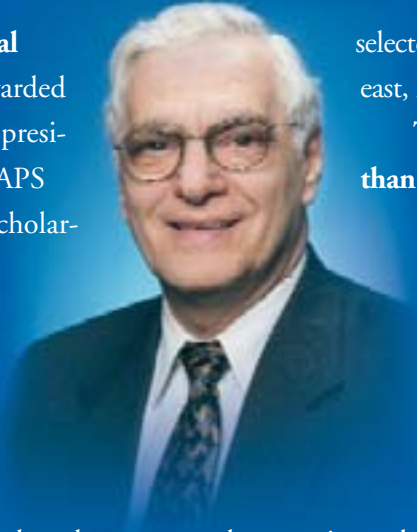
# National Association of Postal Supervisors Vince Palladino Memorial Student Scholarships

## 2017 Official Application Form

**T**he **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.

# Current Status of FY17 NPA, Awarding Clerks Two-Year Details to EAS-19 Supervisory Positions Among Items Discussed

**E**xecutive Vice President Ivan D. Butts was present for the June 14 consultative meeting with the Postal Service. Executive Board Chair Tim Ford attended via telecon. Representing the Postal Service were Bruce Nicholson and Phong Quang, USPS Labor Relations Policy Administration.

## Agenda Item #1

NAPS members have expressed concerns that, when setting up the monthly ReadyPost cycle count in RSS, there are five choices for retail count types. "Selected Retail Products (Spot audits/ Cycle counts)" is the default and can be used for all types of counts. The other selections offer the advantage of pre-populating the items' numbers.

However, the disadvantage is that if you accidentally or unknowingly select any of the other choices, the screen offers all specified items in stock and the opportunity to enter the count for all these items. If no entry is made for any of the pre-populated items, the inventory defaults to zero. As a result, all items not specifically counted will be reset to zero.

NAPS proposed that this selection be left as the only selection. If this is not practical, then, perhaps, provide a pop-up window that reminds the operator of the consequences of any of the other selections.

*The Postal Service recognizes the concerns of NAPS regarding the ReadyPost cycle count in RSS and is considering the request. Retail Operations will conduct*

*analyses to determine costs for any necessary system enhancements; NAPS will be informed once final determinations are made. This should take several months.*

## Agenda Item #2

NAPS requested an update on the current status of FY17 NPA:

- How many EAS employees currently are achieving Cell 4?
- What initiatives have been put in place for the remainder of FY17 to assist EAS employees in achieving their respective FY17 NPA targets and indicators that will provide a final FY17 NPA payout of Cell 4 or higher?

*NAPS was provided April 2017 NPA data. All EAS employees should be receiving a daily update of NPA performance by email from the manager (A), Performance and Field Operations Support, titled "Lead to Win." This daily message shares current NPA performance data and is designed to educate, share success stories and motivate individuals to improve the NPA metrics.*

*The success stories connect our front-line supervisors with other resources and add value to NPA performance. They also provide a Continuous Improvement A3 process worksheet that gives management the tool to eliminate wasteful/bad practices to better improve performance and, ultimately, improve NPA targets and indicators.*

## Agenda Item #3

NAPS has been made aware that clerks are being awarded NTE two-year details to EAS-19 supervisory positions as part of the settlement in

Case No. Q10C-Q-C14011344. NAPS contends these types of assignments are not in accordance with 39 U.S. Code § 1004, which states:

"(a) It shall be the policy of the Postal Service to provide compensation, working conditions and career opportunities that will assure the attraction and retention of qualified and capable supervisory and other managerial personnel."

NAPS has determined that assigning craft employees to EAS-19 NTE two-year detail assignments does not fulfill this provision of law. NAPS requested that these upward-mobility leadership positions be filled by current qualified EAS employees who are performing such duties.

NAPS also would like to be briefed on how these details are in accordance with APWU MOU 375.2.D:

"D) In order to ensure the orderly establishment of the new Lead Clerk position, the Employer will have one year from the signing of this memorandum to develop the Lead Clerk senior qualified job descriptions and any training program that may be necessary, post and fill the positions and complete any other relevant activities. During year two of this agreement, the parties will jointly agree on a procedure to be used to review the effectiveness of the newly established position. At the end of year two, the parties will meet to apply the review procedure with the expectation that the number of work hours utilized for 204-B activities will be reduced or eliminated in those work units with a



Lead Clerk position. Additional reviews will be conducted by the parties at the end of years three and four of this agreement. Not later than June 1, 2012, the Employer will eliminate the usage of 204-Bs except in the absence or vacancy of a supervisor for 14 days or more. The usage of a 204-B in this exception is normally limited to no more than 90 days [emphasis added]."

*The Postal Service disagrees with NAPS' assertion that selecting employees to supervisory EAS-19 NTE jobs at the SRT is not in "fulfillment" of Title 39 U.S. Code § 1004(a). These are NTE detail assignments, not career positions. Furthermore, of the 25 posted ad-hoc positions, there have been 19 EAS employees and one bargaining-unit employee selected for the 25 posted ad-hoc positions. The one bargaining-unit employee was deemed the best qualified applicant due to being assigned supervisory duties at the SRT for the past three years.*

*Arbitrator Stephen B. Goldberg's national arbitration award, issued Dec. 8, 2016, did not direct the Postal Service to establish and award supervisory positions to the clerk craft. The Postal Service previously corresponded with NAPS on this issue in multiple forums, such as the April 2017 consultative meeting.*

#### **Agenda Item #4**

NAPS was made aware on April 7, 2017, of the following directive:

"Postal Perceptions—Customer Surveys Revised to Gather Better Info" April 7 at noon

Postal Service employees will see changes in several customer experience surveys beginning this month. To better identify what matters most to its customers, the USPS is standardizing the first three questions in the following surveys:

- Retail point of sale
- Delivery
- Customer Care Center
- Business Services Network
- Enterprise customer care

- usps.com
- Business Mail Entry Unit

One of the standard questions in these surveys will be: "How likely are you to recommend the USPS to a friend or colleague?"

This question will be used to calculate the Net Promoter score, an alternative measure of customer loyalty used by more than two-thirds of Fortune 1000 companies.

Feedback from the revised surveys will be evaluated to improve the overall customer experience survey program starting in FY18, which begins Oct. 1. The update also aims to simplify surveys and increase response rates.

There will be no changes to the current National Performance Assessment, an online system that collects metrics across the organization. The USPS is encouraging employees to continue promoting the importance of completed customer experience surveys. Employees with questions can send an email to research@usps.gov.

As stated above, "There will be no changes to the current National Performance Assessment." Therefore, NAPS has requested clarification regarding how this NPA indicator is actually calculated for an NPA score if changing some of the FY17 customer survey questions won't change the NPA.

*NAPS was provided notice regarding changes to the customer surveys on April 10, 2017. The questions used to calculate the Customer Insights composite score were not changed. As a result of the changes, data will be collected so it can be analyzed as part of the NPA planning process for FY18.*

#### **Agenda Item #5**

After consultations with NAPS in accordance with Title 39 § 1004.d, effective Sept. 3, 2016, the USPS issued an updated Supervisor Differential Adjustment (SDA) table that included Occupation Code 2315-0087. NAPS since has been made aware that these

occupation codes for directly supervising craft employees are not being afforded code 35 extra hours for work hours beyond eight on a scheduled day and any work hours on a non-scheduled day.

These EAS employees, NAPS contends, are working at a higher level and being paid the same as the lower-level EAS employee working in an occupation code listed on the SDA. However, the lower-level EAS employee on the SDA is afforded code 35 extra hours under the Fair Labor Standards Act (FLSA) special-exempt category.

NAPS requested that all occupation codes listed as eligible for the SDA, effective Sept. 3, 2016, (PP19-2016) be coded as FLSA special-exempt EAS; paying code 35 extra hours for all work hours beyond eight hours on a scheduled day and all hours worked on non-scheduled days.

*ELM 434.143 provides policy for additional pay for FLSA-exempt employees. Only FLSA special-exempt employees in EAS-18-and-below positions are eligible for additional pay outside the designated Christmas period.*

*This request should be submitted as part of pay consultations per Title 39 § 1004 (e) rather than during a consultative meeting.*

#### **"432.112 Nonbargaining Unit Employees**

*Nonbargaining unit employees are categorized as follows:*

*a. Full-time salaried—one of the following categories of salaried employees employed according to procedures established by the Postal Service:*

*1. Exempt salaried—career employees who are exempt from the FLSA provisions are not limited to working a specified number of hours in a service week and are expected to work or have excused leave for at least 40 hours per week fulfilling the responsibilities of their positions.*

*2. Special Exempt—career employees who are exempt from the FLSA provi-*

sions, whose permanent assignments are to Executive and Administrative Schedule (EAS)-15 through -18 positions, and who directly supervise two or more equivalent bargaining-unit employees in production operations.”

**“434.143 Eligible for FLSA–  
Exempt EAS Additional Pay**

FLSA special-exempt employees in EAS-18 positions and below are eligible for EAS additional pay if authorized to work over 8.5 hours [emphasis added] on a scheduled day or any hours on a non-scheduled day, even while on a temporary assignment such as to an OIC position. When authorized work exceeds 8.5 hours on a scheduled day, EAS additional pay is received for the first half-hour, as well as for the authorized work over 8.5 hours.

Regular FLSA-exempt employees in EAS-23-and-below positions, except postmasters and officers-in-charge, are eligible during the designated Christmas period [emphasis added], provided they are authorized to work over 8.5 hours on a scheduled day or any hours on a non-scheduled day and the additional hours are spent directly supervising bargaining-

unit employees in mail processing or delivery functions.”

**Agenda Item #6**

NAPS was made aware of an external posting for an EAS-17 field sales representative and is taking a position in light of the facts given by USPS Chief Operating Officer David Williams, who has stated that we (the USPS) are using non-Form 50 EAS (204-B) workhours to the level of 5,000 full-time-equivalent EAS employees.

NAPS is concerned the USPS does not have a policy or process to mentor, develop and promote employees from within the ranks of craft employees or, in this case, mentor, develop, cross-train and promote from the ranks of Form 50 EAS employees.

NAPS is concerned if this posting was made internally before posting externally. However, NAPS has a greater concern regarding the lack of a mentoring and developing process that would produce cross-functional training and result in job cross movement or promotions.

*Sales positions only are posted exter-*

*nally once the selecting official deems there were no qualified applicants from internal postings. The sample posting provided by NAPS was posted internally on March 14, 2017, and closed on March 29, 2017, with no qualified selection.*

*As for NAPS’ concern with the lack of a mentoring, cross-training and development process, the Postal Service provides numerous programs and avenues for employee development. For example, the EAS Leadership Development (ELD) program is the Postal Service’s structured approach for developing future leaders for key managerial positions in each district. ELD is based on the Managerial Competency Model and the Functional/Technical Pools that target development for similar EAS jobs in different field functions.*

*The Postal Service also offers career awareness conferences in every district. These conferences allow employees seeking guidance in furthering their careers an opportunity to attend workshops, network with different Postal Service leaders and their staffs and listen to senior leadership provide informative career advice. Employees looking for cross-functional training also can ask for detail opportunities.*

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**H.R. 756 Is a Worthy Endeavor**

*Continued from page 4*

• Out-of-pocket costs would be reduced for all annuitants.

Some confusion and misunderstanding have arisen over the integration of Medicare Part D coverage for prescription drugs with current FEHB coverage. Under H.R. 756, the Postal Service would work with OPM to establish an Employer Group Waiver Plan (EGWP), which would provide employer and pharmaceutical manufacturer subsidies for Part D prescription drug purchases.

The EGWP would be available to all postal retirees participating in FEHB postal-only plans. Each FEHB postal health plan would convert its

retirees’ prescription drug coverage to a group Medicare Part D benefit under the EGWP, with secondary coverage through FEHBP. Retirees would enroll in the EGWP Part D plan through the usual FEHBP enrollment process.

The goal of an EGWP is to maximize the receipt of prescription drug subsidies from the federal government and pharmaceutical manufacturers while preserving, as much as possible, the current prescription drug plan design within retirees’ FEHB plans. The proposal should have minimal effect on prescription drug costs for retirees.

Some may look at the Medicare provision as a sacrifice for retirees. We all understand sacrifice. As EAS employees in the Postal Service, we are

enduring the leadership-engineered loss of NPA in FY09, as well as the losses of NPA payouts from FY10 to FY14 (except for 1 percent in FY13). These financial sacrifices will impact the working EAS employees of this era, compounded throughout our retirements.

There is no perfect legislation; H.R. 756 is no exception to this notion. However, the bill presents employees the best vehicle to return the USPS to sustainability at a time when all federal agencies need to be concerned with how they are addressing their fiduciary responsibilities to manage government operations responsibly.

In solidarity ...

**naps.ib@naps.org**



## Communication and Participation Are Key

By Marilyn Walton

Western Region Vice President

Seattle Branch 61 held its annual brunch Sunday, May 21, at the beautiful Cedarbrook Lodge in Seattle. Branch President Bjoern Gruetzmacher welcomed more than 100 members and guests. We enjoyed a wonderful buffet lunch overlooking an expansive floral garden on a sunny Sunday afternoon.

The Brunch Committee sold SPAC tickets for an array of innovative prizes; there also was a 50-50 raffle. Gruetzmacher thanked everyone for participating and encouraged all members to become more involved with NAPS. This event was counted as a regular meeting. He also asked that members communicate more with NAPS and with each other, as well as support each other in the workplace with their expertise so everyone can be successful. Gruetzmacher also is Washington State president.

James Reedy, the Washington

State legislative chair, also spoke about unity among NAPS members. He urged members to be sure to communicate their questions and concerns to local and state officers. Cindy McCracken, Northwest Area vice president and Branch 61 member, welcomed everyone and

thanked them for their participation. She shared current information and upcoming training with members.

I was pleased to be invited as a special NAPS guest. I brought greetings from our NAPS resident

officers who were unable to attend because they were on official NAPS assignments in other areas of the country. They all sent their best wishes. I informed attendees that the NALC had completed its negotiations with the USPS and NAPS was looking forward to beginning its pay consultative meetings once the NALC ratifies its contract.

I also shared that I had attended the Western Area mid-year meeting in Denver with Greg

Graves and his staff. The meeting's theme was "Get Out and Make It Happen." Area personnel said the Western Area had reached halftime and, similar to this year's winning Super Bowl team, was behind. Despite this, they added, the area was situated to make a big comeback and ensure everyone reaches the goal of achieving Cell 6 or better by year's end. The Western Area was committed to not leaving anyone behind.

McCracken and I were honored to install the Branch 61 officers. After all the speeches and ceremonies, the SPAC prizes and 50-50 raffle were awarded. Members enjoyed the wonderful food, conversation and networking. Gruetzmacher recognized the Brunch Committee members: Barbara Miller, LaTanya Patterson and Mary Mitchell; Michael Ware was the emcee. It was a great afternoon spending time with our fellow NAPS members.

[marilynwalton@comcast.net](mailto:marilynwalton@comcast.net)



Branch 61 officers were installed by Western Region Vice President Marilyn Walton and Northwest Area Vice President Cindy McCracken. From left: Bjoern Gruetzmacher, Zachary Jennings, Barbara Miller, LaTanya Patterson, Santio Barbosa, Morgan Jones, James Reedy, Janet Doyle, Walton and McCracken.



Seattle Branch 61 and NAPS officers at Branch 61's annual brunch, from left: Zachary Jennings, Barbara Miller, James Reedy, Morgan Jones, Bjoern Gruetzmacher, Cindy McCracken, LaTanya Patterson and Marilyn Walton.

**Bruce Moyer**

*NAPS Legislative Counsel*



**D**espite the lazy days of summer, it's a turbulent time in Washington, DC. Uncertainty abounds, not only because of a disruptive president and partisan tensions over health care and tax reform legis-

tion and lower COLAs for Civil Service Retirement System enrollees by 0.5 percent. The plan also would gradually increase employee retirement contributions by 1 percent every year over the next five to six years.

The measure also would base future retirement benefits on a high-five salary average, rather than the current high-three average. These cumulative changes would result in a net loss in compensation, despite a 1.9 percent civil service pay increase proposed by the President.

The Trump budget proposal does not cut Social Security or Medicare benefits, fulfilling one of the President's campaign promises. But cuts to federal and postal health and retirement benefits could occur in September under the streamlined congressional budget reconciliation process.

NAPS is working through the Federal-Postal Coalition, which represents more than five million federal and postal employees, to encourage the House Budget Committee to reject budget cuts aimed at the compensation of current and former federal and postal employees and retirees.

### **VA Law Could Jump-Start Civil Service Reforms**

A brand-new law that will make it easier for the Department of Veterans Affairs to fire poor-performing employees could lead to broader government-wide changes in personnel rules. But deciding on those changes is a lengthy process and easily could stretch into 2018, when all House members will be up for re-election.

The recently enacted "VA Accountability and Whistleblower Pro-

tection Act" will give the VA secretary the authority to fire any employee, lower the threshold to prove the action was justified and shorten the appeal process. Proponents argued the changes were necessary to assure removal of employees involved in the recent VA scandals regarding wait lists and patient data manipulation.

Critics said the changes were unnecessary because prior-existing laws already permitted the VA to fire errant employees and that the VA had botched its earlier firing actions. At the June 23 bill signing, President Trump said he was "very proud" to be enacting the bill to ease the firing of government employees.

### **A New House Postal Oversight Chairman Takes the Reins**

Finally, the House postal reform bill, H.R. 756, remains in limbo, awaiting approval from the House Ways and Means and Energy and Commerce panels. Delay in pushing forward on the bill has been prompted by several developments, including the departure of the bill's primary sponsor, Rep. Jason Chaffetz (R-UT), whose resignation was effective June 30. He has been succeeded as House Oversight and Government Reform Committee chairman by Rep. Trey Gowdy (R-SC), a former federal prosecutor who led a two-year House probe into the 2012 attack on the American consulate in Benghazi.

Gowdy faces a political conundrum in overseeing a Republican administration, but has indicated he intends to focus on improvements in government operations, including the performance of the Postal Service. How forceful Gowdy will become in his support for postal reform and the changes underlying H.R. 756 remains to be seen in the days ahead.

[bruce@moyergroup.net](mailto:bruce@moyergroup.net)

## Rumbles of Summer Thunder Are Heard

lation. It's also a turbulent time for NAPS members because of challenges on three fronts.

First, the paychecks and benefits of postal and federal employees and retirees are under attack. Second, major changes in civil service laws could begin to receive attention, based on legislation making it easier to fire Veterans Affairs (VA) employees. And third, postal reform legislation remains stalled, in part because of a major shakeup in the leadership of the House postal oversight committee.

### **Massive Threats to Retirement Benefits**

There is growing concern that huge cuts in federal retirement benefits could occur in September through the congressional budget reconciliation process, which requires only a bare majority of approval in both congressional chambers. The Trump budget, which could serve as the blueprint for the cuts, proposes massive reductions in federal retirement benefits for all current and future retirees—the largest ever proposed by a president in the modern era.

The Trump budget would entirely eliminate annual cost-of-living adjustment (COLA) increases for FERS re-



# 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)



**Brian J. Wagner**  
President  
naps.bw@naps.org



**Ivan Butts**  
Executive Vice  
President  
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**Chuck Mulidore**  
Secretary/Treasurer  
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## Regional Vice Presidents

Central Region (Areas 6, 7, 8 and 9)



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## Area Vice Presidents

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**Louis M. Atkins**  
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# 2017 SPAC Contributors



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

Boisvert, Michael	CA	Branch 159
Franz, Kenneth	FL	Branch 146
Gilbert, Belinda	FL	Branch 425
Johnson, Conrad	FL	Branch 81
Mullins, Kym	FL	Branch 81
Quinlan, Robert	FL	Branch 577
Sebastian, Gerald	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Foley, Paul	MA	Branch 120
Geter, John	NC	Branch 183
Amash, Joseph	NY	Branch 83
Gawron, Dennis	NY	Branch 27
Konish, Ann	NY	Branch 11
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
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Franz, Kenneth	FL	Branch 146
Gilbert, Belinda	FL	Branch 425
Quinlan, Robert	FL	Branch 577
Sebastian, Gerald	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154

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Phillips, Daniel	CA	Branch 373
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Rodriguez, William	FL	Branch 146
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Green Jr., Richard	VA	Branch 98
McCracken, Cindy	WA	Branch 61

## SPAC Contribution Form

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

**\$1,000**—President's Ultimate SPAC

**\$750**—VP Elite

**\$500**—Secretary's Roundtable

**\$250**—Chairman's Club

**\$100**—Supporter

Current as of February 2017

*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** your contributions to SPAC are not deductible on your federal taxes? Political contributions are not the same as charitable giving, so they do not fall under the same tax code. If you have any questions about your contributions or giving to SPAC in general, please contact SPAC Manager Katie Maddocks at (703) 836-9660 or naps.km@naps.org.

**Secretary/Treasurer's Roundtable (\$500)**

Cherry, Hayes	CA	Branch 466
Evans, Bridget	CA	Branch 159
Arborn, Alfred	FL	Branch 406
Bock Jr., Robert	FL	Branch 321
Franco, Cheryl Ann	FL	Branch 296
Lecounte, Michael	FL	Branch 146
Murphy, Gregory	MA	Branch 102
Johnson, Craig	MO	Branch 36
Barone, Thomas	NY	Branch 202
Duffy, James	NY	Branch 85
Fearrington, Melvin	OK	Branch 80
Aaron, Donna	TN	Branch 97
Foster, Debra	TX	Branch 9

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

Kerns, John	CO	Branch 141
Garland, Angela	DE	Branch 909
Goldstein, Diane	FL	Branch 156
Greene, Lisa	FL	Branch 406
Haumann, Craig	FL	Branch 81
Herzog, Rosemarie	FL	Branch 154
Hoerner, Thomas	FL	Branch 420
Jones, Sammie	FL	Branch 405
Lockhart, Bobby	FL	Branch 81
Long, Pamela	FL	Branch 577
Murray, Donald	FL	Branch 93
Pollard, Doug	FL	Branch 386
Ruckart, Kenneth	FL	Branch 386
Tucker, Johanna	FL	Branch 425
Vorreyer, Leslie	FL	Branch 353
Williams, Carolyn	FL	Branch 146
Wommack, April	FL	Branch 386
Pierce, Annette	IL	Branch 255
Mosley, Monique	IN	Branch 8
Norton, Paul	IN	Branch 8
Moreno, Richard	MA	Branch 498
Griffin, Troy	MD	Branch 42
Wileman, Dotty	MD	Branch 923
Ice, Marilyn	MI	Branch 23

# SPAC Scoreboard

Statistics reflect monies collected from Jan. 1 to June 30, 2017

**National Aggregate:**

\$150,631

**National Per Capita:**

\$5.81

**Region Aggregate:**

1. Southern .....\$49,820.64
2. Western .....\$28,457.18
3. Eastern .....\$27,223.99
4. Central .....\$22,739.50
5. Northeast .....\$22,390.27

**Region Per Capita:**

1. Southern.....\$8.67
2. Western .....\$5.26
3. Central.....\$5.17
4. Eastern .....\$5.08
5. Northeast.....\$4.47

**Area Aggregate:**

1. Southeast .....\$35,594.50
2. Pacific .....\$15,331.00
3. Capitol-Atlantic.....\$14,408.60
4. New York .....\$12,441.27
5. Mideast .....\$11,032.49
6. New England .....\$7,734.00
7. Illini .....\$7,104.00
8. Rocky Mountain.....\$6,630.99
9. Northwest.....\$6,495.19
10. Texas .....\$6,461.74
11. Michiana .....\$5,786.50
12. MINK .....\$5,070.50
13. North Central .....\$4,778.50
14. Central Gulf .....\$4,605.60
15. Pioneer .....\$3,997.90
16. Cotton Belt .....\$3,158.80

**Area Per Capita:**

1. Southeast .....\$15.37
2. Northwest.....\$6.29
3. Central Gulf .....\$5.98
4. Illini .....\$5.56
5. Capitol-Atlantic .....\$5.54
6. Michiana .....\$5.46
7. North Central .....\$5.40
8. Pacific .....\$5.34
9. New York .....\$5.10
10. Mideast .....\$4.92
11. New England .....\$4.55
12. Rocky Mountain.....\$4.39
13. MINK .....\$4.30
14. Texas .....\$3.67
15. Cotton Belt.....\$3.52
16. Pioneer .....\$2.89

**State Aggregate:**

1. Florida .....\$32,530.50
2. California.....\$14,251.00
3. New York .....\$12,071.27
4. Pennsylvania .....\$7,297.49
5. Illinois.....\$7,104.00

**State Per Capita:**

1. Florida .....\$19.09
2. North Dakota .....\$16.28
3. Maine .....\$10.43
4. Washington.....\$9.93
5. Louisiana.....\$9.05

**Drive for Five**

**Members by Region:**

1. Central.....80
2. Southern.....74
3. Western .....71
4. Eastern .....60
5. Northeast.....49

**Aggregate by Region:**

1. Western .....\$14,136.00
2. Central .....\$13,178.00
3. Southern .....\$13,057.50
4. Eastern .....\$10,066.50
5. Northeast .....\$7,321.00

Bollinger, Kathreen	MO	Branch 36
Davis, Pamela	MO	Branch 527
Santiago, Jose	NJ	Branch 538
Needham, Timothy	OH	Branch 133
Shelburne, Sarah	OR	Branch 66
Lehman, Jason	PA	Branch 554
Mahoney, Dolores	PA	Branch 387
Lomba, John	TX	Branch 103
Tresner, Kristen	UT	Branch 139
Hubbard, Jim	VA	Branch 22
Jennings, Aaron	WA	Branch 61
Joers, Julie	WI	Branch 72

#### Supporter (\$100)

Martin, Robert	CA	Branch 127
Thompson, Carolyn	CA	Branch 88
Evans-Atkins, Deborah	DC	Branch 135
Jackson, Mattie	DC	Branch 135
Moss, Donald	DC	Branch 135
Vaughan, Waverlye	DC	Branch 135
Andres, Heidi	FL	Branch 386
Batastini, Kenneth	FL	Branch 478
Best, Jeffrey	FL	Branch 146
Brown, Edward	FL	Branch 146
Brown, Martin	FL	Branch 93
Brown, Teri	FL	Branch 156
Brown, Wendy	FL	Branch 146
Caruso, Karen	FL	Branch 154
Crosby, Carole	FL	Branch 478
De La Torre, RITA	FL	Branch 146
Fulcher, Sandra	FL	Branch 146
Gonzalez-Marino, Ilia	FL	Branch 146
Gucmeris, Algimantas	FL	Branch 420
Guevara, Richard	FL	Branch 154
Guyton, Patricia	FL	Branch 146
Hill, Otis	FL	Branch 146
James, Suzette	FL	Branch 154
James, Wayne	FL	Branch 154
Jimenez, Edilia	FL	Branch 146

Jones, Patricia	FL	Branch 425
Lewis, Terry	FL	Branch 81
Lopez, Victor	FL	Branch 146
Lowrey, Robert	FL	Branch 154
McPhee-Johnson, Tayloria	FL	Branch 146
Meadors, Joan	FL	Branch 146
Melendez, Carlos	FL	Branch 386
Metcalf, Thomas	FL	Branch 146
Misiuk, Melanie	FL	Branch 321
Munoz, Barbara	FL	Branch 146
Murphy, Michael	FL	Branch 146
Nolan, Patricia	FL	Branch 146
Robinson, Elouise	FL	Branch 146
Scherle, Sonya	FL	Branch 154
Scocco, Cathy	FL	Branch 81
Scott, Linda	FL	Branch 146
Scriven, Bernice	FL	Branch 146
Sepko, Jan	FL	Branch 154
Springer, Theresa	FL	Branch 146
Stevens-Simmons, Roberta	FL	Branch 406
Suarez, Eduardo	FL	Branch 146
Watson, Shavone	FL	Branch 146
Webb, Marcel	IN	Branch 8
Laurendine, Kyle	LA	Branch 73
Parfait, Ernest	LA	Branch 73
Brownfield, Patricia	MD	Branch 531
Campbell, Maxine	MD	Branch 42
Thompson, Craig	MD	Branch 42
Shumate, Melisande	MO	Branch 131
Turner, Linda	MS	Branch 199
Fields, Michael	NC	Branch 183
Jeffers, Beverly	NC	Branch 157
McCaskill, Jacqueline	NC	Branch 177
Torain, Beverly	NC	Branch 177
Walton, Carl	NC	Branch 157
Winters, Joseph	NC	Branch 177
Yarosik, Janet	NC	Branch 157
Jones, Debra	OH	Branch 63
Moore, Delisa	SC	Branch 228
Lyons, Lisa	TX	Branch 428
Cox, Lloyd	VA	Branch 526
Ferguson, Deborah	VA	Branch 132
Maggioncalda, Sharon	WI	Branch 213
Sederholm Marti, Susan	WI	Branch 72
McEntee, John	WY	Branch 300

### Drive For Five Earned in June

Holland, Dana	MN	Branch 937
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# Support H.R. 756? Not So Fast

By Bernard "Bernie" McCarthy

About 25 years ago, I wrote and submitted my last article for publication in *The Postal Supervisor* magazine—or at least I thought I had. For those of you who know me, you know I enjoyed long and rewarding careers with the U.S. Postal Service and the National Association of Postal Supervisors.



That being said, I felt compelled to express my concerns relative to H.R. 756, the "Postal Service Reform Act of 2017." As a Postal Service retiree and Associate member of NAPS, I support legislative reform that would return the Postal Service to solid financial ground, yet I have serious doubts about supporting H.R. 756 as it is written.

This legislation, though fundamentally aimed at enabling the Postal Service to regain sound financial footing, contains a Trojan horse

otherwise called "Medicare integration." As postal employees, we normally would be inclined, at first glance, to support H.R. 756 without hesitation. However, if you read the bill, it won't take you long to realize the potential impact it could have on you and your family on your retirement.

"What impact?" you ask. You will lose your ability to choose when it comes

to optional Medicare Part B coverage. You automatically will be enrolled in Medicare Part B on retirement—whether you need it or not. You will pay approximately \$104 per person for Medicare Part B coverage every month (approximately \$2,500 per year for yourself and spouse).

If you opt not to concur with automatic enrollment in Medicare Part B, you will lose your FEHBP health care coverage. Is that really what you support when you think of postal reform? I think not.

Being supportive of the Postal Service through reform legislation appears to be the right thing to do, given our successful careers, devotion and desire to maintain a financially strong Postal Service. But, if you understand the bill as it is written, you may think otherwise.

Sure, we should support postal reform—but without Medicare integration and the resulting punitive effect on retirees.

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*Bernard E. McCarthy is an Associate member of Detroit Branch 23.*

## NAPS Training Calendar

### Western Region Training

Aug. 10-13, 2017

**Conducted by:** Western Region VP Marilyn Walton, Rocky Mountain Area VP Myrna Pashinski, Pacific Area VP Hayes Cherry and Northwest Area VP Cindy McCracken

**Location:** Sheraton Denver Downtown, 1550 Court Pl., Denver, CO 80202; (303) 893-3333

**Hotel Rate:** \$159 plus tax; call reservations at (888) 627-8405 or by using the Star group link: [www.starwoodmeeting.com/Book/NAPS2017](http://www.starwoodmeeting.com/Book/NAPS2017)

**Registration Fee:** \$185 if staying at the Sheraton Denver Downtown and registering by July 14; after July 14 or staying at another hotel, \$225. Every attendee must be registered or have a meal ticket. Extra lunch tickets are \$50/day. Make checks payable to NAPS Headquarters and send to Myrna Pashinski, 21593 E. Layton Dr., Aurora, CO 80015. No refunds after July 14; minimum stay of Friday and Saturday nights.

**Training Topics:** Informational speakers, NAPS representative training and panel discussion/Q&A session

**Special guests:** President Brian Wagner, Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore

### Southeast Area Training

Sept. 30, 2017

**Conducted by:** Southeast Area VP Bob Quinlan

**Location:** Embassy Suites by Hilton Orlando North, 225 Shorecrest Dr., Altamonte Springs, FL 32701

**Hotel Rate:** \$115; call (407) 834-2400 for reservations

**Training topics:** How to prepare an I&I and write the MSPB appeal, presented by Wheeler Upham, P.C. Other topics TBD.

### Central Region Training

Nov. 10-11, 2017

**Conducted by:** Central Region VP Craig Johnson

**Location:** Chicago Marriott Southwest at Burr Ridge, 1200 Burr Ridge Parkway, Burr Ridge, IL 60527

**Hotel Rate:** Special NAPS group rate of \$139/night; call (630) 986-4100; reservations must be made by Oct. 18

**Registration Fee:** TBD

**Training Topics:** Advocacy, legislation and others TBD

**NAPS Speakers:** President Brian J. Wagner, Executive Vice President Ivan D. Butts and Secretary/Treasurer Chuck Mulidore

### 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.



# Food and Mood



Submitted by the USPS Employee Assistance Program

**W**e get frequent and often conflicting reports about the benefits and dangers of different foods, ingredients in our foods and nutritional supplements. We hear warnings about heart disease, stroke, obesity and diabetes associated with certain diets. What we don't get much information on is how food impacts our mental health.

A new field called nutritional neuroscience is looking into links between food and mood, as well as other functions of the human brain. This new field is taking important steps in helping understand the very complex relationship between our food and the function of our brains.

The healthy function of the human body and brain requires a massive number of chemical processes to occur correctly. Just as if we were making a recipe in the kitchen, we need to have the right ingredients available in our bodies for the chemical processes to turn out right. These ingredients are put together to make enzymes, hormones and neurotransmitters, as well as structural components of our brains and bodies. Each then must do their jobs together in very intricate and amazing ways.

When we think about how the ingredients for all of this become available through the food we eat, it might give us pause; it should.

We tend to think of mental health and physical health as separate issues. In reality, they are closely linked. For example, chronic pain can lead to depression, and depression can intensify the experience of chronic pain. If we consider that our brain is really throughout our bodies in the form of the nervous system that sends messages back and forth to the brain, it can help us make the leap in understanding the idea that our bodies and brains are really one and, therefore, the food we eat can influence the whole system.

One of the main ways food influences the whole system is through inflammation—the term used for when our immune system has been prompted to respond to a perceived threat. We need inflammation to help us fight off infection and illness, but, when our systems experience chronic inflammation, it is basically like the immune system being stuck in the “on” position, which causes damage to tissues in our bodies, including our brain.

Chronic inflammation has



been linked to depression, anxiety, attention difficulties, sleep problems and Alzheimer's disease, as well as many other health problems. Even if we don't experience any of these health problems, chronic inflammation causes stress to the body and the brain, which generally makes life seem more difficult.

Throughout this article, the roles of different nutrients in either promoting inflammation or reducing inflammation will be mentioned. It is important to keep in mind that everyone is different and individual sensitivities to certain foods can lead to inflammation for one person, but not others.

Another factor to consider when we discuss our whole system is what is referred to as the microbiome. What is that? Well, we might think of ourselves as humans, but, for every one human cell in or on our bodies, there are 10 cells that belong to micro-organisms: bacteria, fungi and viruses that make up the microbiome. Researchers are looking into how these micro-organisms influence different aspects of human health, including inflammation, appetite, weight and gastrointestinal health, as well as our mental development and emotional well-being. The health and proportionate numbers of these micro-organisms also are affected by the foods we eat as the nutrients they have available to them are the ones we take in.

What we should and should not eat has been a major topic of news stories and diet books for a long time. We're going to take a deeper look at the nutrients we eat. The purpose of this is not to offer advice on what to eat, but, rather, to give a simple understanding of the different nutrients and how they impact mental well-being.

We'll start our discussion with macronutrients, which are the pri-

mary sources of calories in the human diet: carbohydrates, fat and protein. The two most debated macronutrients of the past many years are carbohydrates and fats. Both these nutrients have important roles in the body.

Carbohydrates are the primary source of fuel for both mind and body. Regular consumption of simple carbohydrates, such as white flour and white sugar, has been linked to blood sugar instability, inflammation, an increased likelihood of depression, intensified symptoms of anxiety and difficulties with learning and memory.

On the other hand, complex carbohydrates generally come from whole food sources and contain more fiber. They offer a slower, steadier source of energy that does not lead to large swings in blood sugar, mood and energy levels.

Fiber technically is classified as a carbohydrate, but doesn't actually get digested by us and doesn't contribute significant calories to our diet. Why is fiber important if we can't digest it? Well, remember those micro-organisms discussed a few paragraphs back? They feed off fiber and, in turn, make some of the beneficial nutrients locked in the fiber available to us. Fiber also plays a major role in regulating blood sugar and keeping our digestive systems performing at their best, which tends to put us in a better mood, too.

The other largely debated macronutrient is fat. Recent research has shown that fats play important roles in the brain and nervous system. Much of the physical structures of the brain and nervous system actually are composed of fat. Our cell walls are made of fat and fat is key to building and repairing brain structure.

The brain uses electrical impulses

to send messages and fat is used to insulate the fibers that carry those impulses. Cholesterol, a type of fat, often is pointed to as a culprit for cardiovascular health problems. But cholesterol also serves important functions in the production of vitamin D and hormones and communication in the brain. We need fat when it comes to not only mental health, but, for overall health, the type of fat does matter.

Researchers have found that trans fats, which are common in processed foods, tend to promote inflammation. But omega-3 fatty acids, which are found in fatty fish, flaxseeds and walnuts, tend to reduce inflammation. Research has shown that omega-3 fatty acids appear to reduce symptoms of stress, anxiety and depression and may be helpful in preventing mental health conditions such as schizophrenia.

The last macronutrient in this discussion, protein, long has been the nutritional hero in diet and fitness literature. Our bodies break down protein into amino acids used to construct our organs, muscles and blood cells, as well as other tissues throughout the body. As far as mental health, protein is used to make enzymes, hormones and neurotransmitters. Among other functions in the body, these chemicals are used for communication in the brain involved in many brain tasks, including mood, sleep, memory, attention and learning. Protein also is important for stabilizing blood sugar, which helps with mood stability.

Then, there's water—technically not a nutrient because it doesn't contribute calories to our diets. A discussion about mental health and food, though, would not be complete without touching on the importance of water. Water is essential to all life and all the chemical reac-

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## Timely Tips for Travelers

By **Lee Leopold**

Western Region Vice President

The following travel tips, which can save travelers time and money, are provided to you based on the many, many years of experience I have gained by my employment in the airline industry. With all the recent travel-related rules and restrictions, traveling seems to have become more frustrating than fun. So, to lessen some of your frustration, I would like to share a few tips.

**Booking reservations**—When booking a reservation, it is recommended you go to the airline’s website. By doing so, you avoid the barely discernible “fine print” that lists all the charges that may occur when purchasing a ticket. When you book with a third party—Ortiz, Cheap Tickets and others—you still may find a great deal, but there also is a great deal of “fine print” (or no print) to decipher. These third-party websites caution you to “check with your airline; other charges may apply.”

**Packing your bags**—Now that you have successfully booked your flight, you will need to set aside \$20 (I will explain how it is to be used later). Packing can cause most people to be apprehensive. Their hesitation may stem from worries about what to wear, what is needed on the trip and what the weather will be like to decide if you need to take a coat or sweater. After all, not everyone has great weather conditions such as we have in California! So,

check the weather for the length of your trip, if applicable.

You are excited about your trip, but remain vigilant about your regular routines before boarding any plane, including eating, drinking water and taking needed medications. Unfortunately, summertime tends to bring a spike in minor medical situations on flights.

Make a list of all the things you need, starting with prescribed medications. Use either a weekly pill container or bring the entire bottle(s). It is better to be over-prepared, than under. Then, assemble all your toiletries: toothpaste/toothbrush kits, comb/brush, deodorant, cologne, lotion, shaving cream/razor, over-the-counter medications, face towels and any other items you will need.

**Packing essentials**—Now that you have an online forecast of the weather, you can pack the least amount of specific clothes. Try to “keep it sweet and simple.” Be ever mindful that airlines have weight restrictions on luggage for a very good reason. Therefore, ladies, you do not



need a different pair of shoes for every outfit or daily change of jewelry. These, too, add weight.

When possible, use interchangeable outfits. Pack more tops than bottoms, which can be worn more than once. Choose a color scheme, such as black and white; determine what shoes can be used more than once. Everyone should narrow their shoe selections down to three, but no more than four, pairs. You always want to under-pack so your new purchases and unclean clothes will have ample space on the return trip. Unclean clothing also can add weight.

**Packing technique**—To better accommodate all your clothes and personal items, roll your garments. Layering half-folded garments is another way of packing. To protect everything inside your luggage, Ziploc® bags are a must for all toiletries. Furthermore, if you are carrying an additional bag with your carry-on, make sure it is the standard airline, roller-bag size. Once your bag is fully packed, if you cannot lift it as high as a standard-size refrigerator, please check it.

**Carry-on bags**—All passengers should have a carry-on, backpack or large purse so small items you may need during the flight are readily accessible. This includes important items such as medications, identification, money, travel-size toothbrush/paste kit (Dollar Tree), disinfectant wipes and Kleenex.

**Pack a lunch**—As a final packing task, be sure to pack a lunch. Most airlines serve or sell snacks, but they generally do not offer ample food that will get you through your flying day. There is a better way to

### Auxiliary Branches

On July 31, 2017, your National Auxiliary dues will be delinquent. Please submit your National Auxiliary dues—as soon as possible—to Auxiliary Secretary Bonita Atkins, PO Box 80181, Baton Rouge, LA 70898. Make checks payable to the “National Auxiliary to NAPS.”



eat what you like and at minimal cost to you. Other passengers will be jealous when you unwrap your double-decker sandwich, chips, cookies, fruit and salad (get your salad dressing after you go through security).

**Ready for takeoff**—Now, we are at the airport with approved-weight bags. Hopefully, you already have checked with your airline regarding additional baggage fees. NAPS members: There is only one airline that still allows you free checked and carry-on bags (this complimentary fee may end soon). Okay, all bags are checked and it is just you and your carry-on going through security. You

now are comfortably awaiting an exciting trip to this year's national or state convention, LTS or regional seminar.

Now, here's the \$20 expenditure I mentioned earlier. You can use the money to purchase a bottle of water or a soda, get silverware for your salad and mustard for your sandwich. You are now set—no problems no worries; you have everything at your seat. You and your flight are ready for departure. These are just a few of the many, many tips for travel. As I always say, safe travels and, "Until we meet again, do take care."

**lleopold1@yahoo.com**

## Food and Mood

*Continued from page 21*

tions that enable life. We need water to function, so it makes sense that even mild dehydration can impact our mood and ability to concentrate.

This brings us to micronutrients—the vitamins and minerals found in small amounts in the foods we eat. Vitamins generally are known by letters, such as vitamins C and D, but also include others, such as folic acid and beta-carotene. Minerals include calcium, magnesium, potassium and phosphate, as well as others we require in even smaller amounts, such as zinc and copper.

We don't need large amounts of micronutrients, but our bodies and brains can't function without them. Micronutrients play important roles in all functions of our bodies, including our nervous systems. Severe health problems associated with large deficiencies in micronutrients like scurvy or beriberi are fairly uncommon in the modern world, but smaller deficiencies can lead to symptoms of depression, anxiety and fatigue.

In the end, it boils down to this: Through all these complex chemical processes, our bodies are seeking wellness through balance. When our bodies are out of balance, we don't feel our best. We live in a time when all the nutrients we need for balance are available to us, but finding the motivation to make better decisions about how we eat can be hard.

If we think about how life seems easier when we feel well and that we don't have control over every aspect of health, it can help us along the way toward improving our choices; we do have some control over food. Hopefully, you have gotten curious about how your diet is influencing how you feel. If you are considering making changes in how you eat, but aren't sure where to start or just want some support, you might want to talk to an EAP coach. Call 1-800-327-4968 (TTY: 877-492-7341) to get started.

The USPS Wellness Program also is a great resource for healthy eating and other wellness information. To learn more, visit the USPS LiteBlue Wellness page at <https://liteblue.usps.gov/wellness/>.

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